



Fatigue Risk Management (FRM) Policy

Mission Statement

Fatigue is a hazard in medical education that impacts residency training and workplace health and safety, with potential implications for patient safety. Fatigue is an inevitable aspect of a 24-hour healthcare service and cannot be eliminated, but rather needs to be mitigated. Successful management of fatigue risk is the shared responsibility among all those who have a role within medical education. Residents have a key role in managing and reporting their own fatigue to their supervisors, peers and to the healthcare team. Faculty are accountable for ensuring practices are in place that enable and protect every resident's ability to fulfill their role in the management of fatigue risk.

Purpose

The purpose of this policy is to prevent, mitigate, and manage the hazard of fatigue during residency training and to promote health and wellbeing for physicians and for the provision of quality patient care.

Scope

This policy applies to all postgraduate trainees of the Obstetrics and Gynaecology Residency Program for the duration of all activities associated with the performance of their trainee duties.

Roles and Responsibilities

Obstetrics & Gynaecology Resident

Obstetrics & Gynaecology residents, as professionals have a responsibility to both manage and mitigate the potential risk of fatigue. Specific responsibilities include, but not limited to:

- Be informed and knowledgeable regarding the current Fatigue Risk Management policy
- Arrive at shift in a state fit to safely conduct duties
- Use time outside of work to obtain adequate rest and to ensure fitness for work
- Report when they have not been able obtain sufficient sleep or believe they are at risk of making a fatigue-related error
- Collectively identify and report context-specific fatigue related risks to the Program Director and/or on rotation and faculty evaluations



- Individually report specific errors and fatigue-related behaviours or situations that may present a fatigue-related risk to their immediate supervisor
 - Incident or event reporting is for the purposes of maintaining a safe learning environment. If the resident does not feel able to safely report to their immediate supervisor, they should confidentially report to the Obstetrics & Gynaecology Program Director
- Employ appropriate Fatigue Risk Mitigation Strategies
- Participate in the continuous evaluation, monitoring, and improvement of residency programs, including detailed rotation and faculty evaluation feedback, and address issues affecting residence program quality

Obstetrics & Gynaecology Program

The Obstetrics & Gynaecology program, training Site Directors, Rotation Supervisors and individual training supervisors have a responsibility to create a work environment that reduces fatigue-related risks, provides adequate sleep opportunities, takes appropriate action if a resident is not fit for work, and ensures that incident and accident reporting is conducted in a safe and confidential manner, such that learners do not fear reprisal when reporting. Specific responsibilities include, but not limited to:

- **Site Directors/Rotation Supervisors and individual training supervisors**
 - Be informed and knowledgeable regarding the current FRM policy
 - Incorporate educational resources and information on fatigue prevention, mitigation, and recognition strategies
 - Identify and report fatigue related risks to the Program Director
 - Advise Program Director of barriers preventing the effective management of fatigue-related risks
 - Arrive at shift in a state fit to safely conduct duties
 - Report when they have not been able to obtain sufficient sleep or believe they are at risk of making a fatigue-related error
 - Respond to declarations of fatigue in a manner that upholds patient and learner health and safety
 - Respond to reports of fatigue-related incidents, errors, and/or behaviours appropriately and as per program/institution policy responsibly
 - Appropriately supervise learners and actively promote the safety and wellness of patients and learners
 - Utilize appropriate Fatigue Risk Mitigation Strategies when Learners experience fatigue and take appropriate action if a Learner is not fit for duty
 - Participate in the continuous evaluation, monitoring, and improvement of residency programs and address issues affecting residence program quality



- **Program Director**
 - Incorporate educational resources and information on fatigue prevention, mitigation, and recognition strategies in program for both residents and faculty
 - Prioritise allocation of resources to reduce highest levels of fatigue risk
 - Monitor compliance with the FRM Policy
 - Advise postgraduate deans and hospital administration of barriers preventing the effective management of fatigue-related risks
 - Ensure suitable processes are in place to respond to reports of fatigue-related incidents, errors, and/or behaviours in an appropriate manner
 - Participate in the continuous evaluation, monitoring, and improvement of residency programs and address issues affecting residence program quality

Procedures

The Obstetrics & Gynaecology Residency Program used these specific resources and procedures for the education and implementation of the FRM plan include:

- Education and training for residents and faculty (see links below)
 - [CMA Fatigue Management Policy](#)
 - [Resident Doctors of BC Resources](#)
 - [Resident Doctors of Canada Fatigue Risk Management](#)
 - [BMA – Fatigue and Sleep Deprivation Module](#)
 - [Transport Canada – Fatigue risk management for employees module](#)
 - [Royal College Resident Fatigue Risk Management Task Force](#)
- Communication Process
 - Online training modules are provided to faculty and residents via:
 - The UBC Obstetrics & Gynaecology website
 - The UBC Obstetrics & Gynaecology residency orientation manual
 - Education Retreat
 - Emails
 - FRM policy will be approved and distributed by the RPC, and will be available on one45
- Scheduling
 - The UBC Obstetrics & Gynaecology Program abides by all of the scheduling rules established in the [Resident Doctors of BC Collective Agreement](#). Specifically, residents will work a reasonable number of hours in agreement will all aspects of on-call and afterhours provisions as outlined in Article 19



- When switching training sites and experiences, residents are not to travel, and or report for duty without an appropriate amount of time off between scheduled shifts.
 - The residents should ensure good communication between training sites and supervisors when there are conflicts regarding training schedules.
- Self-Reporting Procedure
 - Residents should report incidents, or perceived risk of making a fatigue-related error to their immediate supervisor. Incident or event reporting is for the purposes of maintaining a safe learning environment. If the resident does not feel able to safely report to their immediate supervisor, they should report to the Obstetrics & Gynaecology Program Director
 - Alternatively, the resident can report the incident or event to the [Provincial Workplace Health Call Centre](#), or by calling 1-866-922-9464
- Continuous Evaluation
 - All reports of incidents, events and perceived fatigue-related risks received from faculty, residents, or other sources will be collated and reviewed as required by the RPC. Findings and recommendations of the RPC will be communicated with both the faculty and the residents
 - Review and revision of the FRM policy and procedures will be made on an annual basis or more frequently as required.

Updated: May 29, 2019
RPC Approved : June 4, 2019
and April 20, 2022
Revised: April 13, 2022