

Diagnostic and Molecular Pathology Residency Program RESIDENT SAFETY, WELLNESS AND FATIGUE RISK MANAGEMENT POLICY

This policy reflects our commitment to the safety, wellness and fatigue risk management of Anatomical Pathology (AP) Residents. Fatigue risk management for residents is critical for quality assurance and patient safety, personal safety, and maintenance of personal wellbeing.

SAFETY

General Resident Health and Safety Issues

There is a comprehensive Schulich School of Medicine & Dentistry Postgraduate Medical Education [PGME Safety Policy.pdf \(uwo.ca\)](#) that outlines general situations and requirements applicable to all residency programs, accessible on the Schulich School of Medicine & Dentistry website.

See https://www.schulich.uwo.ca/medicine/postgraduate/academic_resources/policies.html

For complete list of Resident Health and Safety issues specific to Anatomical Pathology, please refer to:

Laboratory Safety Manual LABM-QMS-SAF-E-001

See <https://lhsc.omni-assistant.net/lab/Document/DocumentSimpleSearch.aspx>

Residents are to familiarize themselves with these policies. Residents are also required to complete online safety modules as required by LHSC (e.g. WHIMS, fire safety, hand washing).

In the event of any injury:

- Instigate appropriate first aid
- Contact occupational health (519-685-8500 x33201 UH, x52286 VH)
- Notify supervisor (Pathology Coordinator)
- Complete a Workplace/Injury/Illness/Hazard report in AEMS (available in the lab or in Occupational Health)
- Notify the Program Director

WELLNESS and FATIGUE RISK MANAGEMENT

Residents

Residents are responsible for reporting fit for duty and able to perform their clinical duties in a safe, appropriate and effective manner. Residents have a professional responsibility to appear for duty appropriately rested and must manage their time before, during and after clinical assignments to prevent excessive fatigue. Residents are responsible for recognizing the signs of impairment, including that which is due to illness or fatigue, in themselves and in their peers.

If a resident is experiencing any physical or mental condition (including fatigue) that could impair their ability to perform their duties, they are encouraged to discuss with the program director, the Learner Experience office and/or Accessible Education at Western before their clinical, educational or professional performance, interpersonal relationships or health are adversely affected.

The Western AP program supports residents caring for their own health. Residents will not be denied sufficient leave to attend their own health-related appointments during work hours; however, residents are encouraged where possible to avoid booking appointments during academic time or when they are providing frozen section coverage at Victoria Hospital. The Western AP program may request supporting documentation from the resident's healthcare provider if there will be multiple absences from educational activities that would otherwise be mandatory. This documentation may be submitted through the Learner Experience (LE) rather than to the AP program directly.

Trainees share responsibility for fatigue risk management and are expected to bring forward individual or program concerns to the program director. Concerns may also be brought to Learner Experience and/or Postgraduate Medical Education.

Pathology and Lab Medicine

It is the responsibility of the AP Program Director and all faculty members to be aware of resident fatigue, resident behaviour and conduct. If a faculty member observes physical, mental or emotional concerns significantly affecting the performance of a resident, they should discuss with the resident directly (if feasible) and relay their concerns to the Program Director. Said faculty member may at their discretion excuse the resident from that day's educational, clinical or research activities if they feel that the resident's performance is significantly impaired. The Program Director will follow up with the resident in a timely manner to discuss the performance concerns and how the program and the resident can address them, referring the resident to other resources as applicable (e.g., the Learner Experience Office).

It is the responsibility of the program to have clinical duty and on-call schedules consistent with the PARO-OTH Agreement. The AP Residency Program supports the use of post-call* days, consistent with the terms set out by PARO-OTH (<https://myparo.ca/your-contract/>). Residents should not come to work

if the criteria for a post-call day are met (including overnight calls for the following day) but should contact the pathology department x32956 as early as possible to inform them of their absence. For monitoring purposes, they should also email Cheryl Campbell (ccampbel@uwo.ca). The on-call pathologist will be first on call during the resident's post-call day / night. Resident on-call coverage will resume at 8am the day following the post-call day. For coverage of autopsy on days the on-call resident is not available, see the Resident Coverage of the Autopsy Service policy. For coverage of call when the on-call resident is unavailable due to unexpected illness or personal emergencies, see the Request for Leave and Sick Day policy.

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*As per the PARO-OTH agreement, residents may be relieved of duties the following day in either of the following two circumstances:

1. a resident who commences work in the hospital after midnight but before 6 a.m.
2. a resident who works for at least four (4) consecutive hours at least one hour of which extends beyond midnight.

London Health Sciences Centre (LHSC) Safe Ride Home.

The Safe Ride Home Program is free and available 24/7 for residents. When a safe ride home is needed, residents can call Checker Limousine at 519-659-0400 and use the PIN provided by their Program Director or Administrator, or Chief Resident.

Schulich Learner Experience Office

Working as a group, the Department of Pathology and Lab Medicine, the Residency Training program, the Schulich Learner Experience Office (formerly Learner Equity and Wellness office), along with the residents themselves, will:

- Offer and support wellness-related initiatives that assist learners in optimizing their physical, mental, and emotional wellbeing.
- Regularly monitor the learning environment through confidential reporting, surveillance and developing positive learning environments leading to improved learning, satisfaction, and morale.

Schulich Learner Experience (LE) provides residents a safe and confidential venue to seek out resources that protect and enhance their health and well-being. Residents have access to wellness support through counseling, support groups, and outreach. The Learner Experience office provides the following:

- Confidential counseling to individuals or couples
- Group support within and across programs

- Referrals to other health professionals or community resources when indicated (i.e., workshops on relevant health and wellness topics)
- Up-to-date online resources

LE works with programs and residents to support peer-led wellness initiatives as an effort to further strengthen residents' well-being and enhance the environment of their respective programs.

Resources

- PARO-CAHO Agreement (<https://myparo.ca/your-contract/#maximum-duty-hours>)
- PGME Support and Counselling Services (https://www.schulich.uwo.ca/medicine/postgraduate/current_learners/support_and_counselling.html)
- Schulich School of Medicine LEO (https://www.schulich.uwo.ca/learner_experience/)
- Resident Doctors of Canada, Fatigue Risk Management Toolkit (<https://residentdoctors.ca/areas-of-focus/fatigue-risk-management/>)
- National Steering Committee on Resident Duty Hours: Summary of Findings, Final Report 2013
- Schulich School of Medicine LEO (https://www.schulich.uwo.ca/learner_experience/)
- Dr Joanna Walsh (AP Program Director): (x34112, joanna.walsh@lhsc.on.ca)
- Dr. Emily Goebel (RTC wellness representative): (Emily.goebel@lhsc.on.ca)

*Reviewed & Updated by AP Residency Program Committee –
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