



**Department of Medicine – Internal Medicine Postgraduate Program
Resident Health and Safety Policy**

Purpose/Policy Statement

We believe strongly that residents have the right to a safe environment during their residency training. This includes physical, psychological, and professional safety. This information is practical, program specific to the PGME Resident Health and Safety Policy

https://www.schulich.uwo.ca/medicine/postgraduate/academic_resources/2018-Resident-Health-and-Safety-Policy.pdf

FAQ

Physical Health

What do I do if I have a needle stick injury or exposure to blood or body fluid of a patient?

1. Immediately following an exposure: a. Wash cuts, puncture wounds or skin abrasions with soap and water; b. Flush splashes to the nose, mouth, or skin with water; c. Irrigate eyes with clean water, saline, or sterile irrigates.
2. Staff/affiliate advises area leadership/After Hours Coordinator immediately and completes a Workplace/Injury/Illness/Hazard report in **AEMS**. For affiliates who do not have access to AEMS.
3. All exposures must be followed up in a timely manner in order to assess and reduce your risk of becoming infected with a blood borne pathogen. If the patient source is known or suspected to be HIV, Hepatitis B and/or Hepatitis C positive, report immediately to Occupational Health and Safety Services (OHSS), or Emergency Services if OHSS is closed.
4. The treating provider/designate must obtain informed consent from the patient (source), or their Substitute Decision Maker (SDM), in order to test for a blood borne pathogen (e.g. Hepatitis B virus, Human Immune Immunodeficiency Virus (HIV), Hepatitis C virus).
5. Have blood drawn promptly on a patient (source) by order HEPNES STAT in Powerchart. Send gold top vacutainer with the appropriate label to Core Lab for testing. DO NOT USE Ministry of Health HIV testing kits. Occupational Health and Safety Services will contact affected persons if further follow-up is required

What do I do if I think I have been exposed to a communicable disease? Please see the following link on the disease specific protocols. If you have had a “near miss” you should complete an AEMS report.
[Occupational Health LHSC - Communicable Diseases](#)

What do I do if I am too tired to drive home after call?

Fatigue can be a contributing factor to fatal or near fatal accidents. It is best to anticipate significant fatigue post call and to make alternative travel arrangements. If you have to drive home post call options include a short, timed nap in the call room prior to leaving or getting a ride home.

What do I do if I am sick?

We do not want residents working with a significant illness or injury. This will compromise your health and the health of your patients and colleagues. It is your responsibility to notify the following people:

- 1) Your attending physician – do not leave this to one of your colleagues to inform them unless there are exceptional circumstances.
- 2) DOMEDCUATION@lhsc.on.ca
- 3) Chief Medical Resident – uchief@gmail.com or vhchief@gmail.com

If you anticipate that you will not be able to fulfill a call shift because of illness, it is your responsibility to switch with a colleague. If you are critically ill, we will make arrangements for you

What do I do if I feel unsafe walking to or from my car?

Security Guards will meet hospital employees at the exterior door of their choice and walk the employee to their vehicle. As well, employees arriving at unusual dark hours can request Security to meet them in a parking lot to escort them into the building. This service is especially popular by those who leave after dark, outside of the normal shift change times. A security escort can be requested by calling ext. **55581** at any time.

What if there is a security issue with respect to my call room?

You should feel safe at all times in your call room. If there is a non-immediately threatening situation with the call room please call Security at ext. 55581. For an immediate situation call ext. 55555. All issues should be reported to the Program Director to be rectified.

What if I encounter a violent patient or family member?

If you feel are in immediate danger leave the area immediately. If you cannot leave or need help, pull your panic alarm. These are to be worn at all times in the hospital. Please complete an [AEMS Report](#) so that contributing factors can be identified and remediated.

Who do I contact if I am feeling harassed, threatened, or intimidated at the workplace?

- Your immediate supervisor
- Your program director
- The confidential staff support program StaffSupportProgram@lhsc.on.ca or ext. **18182** 24/7. This pager is held by trained Social and Spiritual Care staff with expertise in debriefing.

What happens if I submit a complaint?

If you bring your concern forward to your immediate supervisor, it may be redirected to the Program Director, PGME office or Associate Dean. The matter will be investigated and the resident/faculty member should hear a response within 10 days outlining how the complaint is being handled, including if it requires further review.

Are there any other resources available for me? Where else can I go for more information?

Residents should also be aware of the following Faculty and University policies and resources:

- Schulich School of Medicine & Dentistry Policy, **Faculty/Student/Staff Code of Conduct for Teacher-Learner and Trainee-Clinician Relationships**
https://www.schulich.uwo.ca/medicine/undergraduate/docs/policies_statements/linked/4-2-0-Schulich-Code-Conduct-Mistreatment-Harassment.pdf
- The University's **Non-Discrimination/Harassment Policy**
https://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp135.pdf
- Personal safety information, advice, and resources listed on the **UWO Campus Community Police's website**, including the following:
 - *Work Safe Program:*
https://www.uwo.ca/police/personal_safety/work_safe_program.html
 - *Western's Safe Campus Community initiatives:*
https://www.uwo.ca/police/campus_safety/index.html