NEPHROLOGY FELLOWSHIP TRAINING PROGRAM – WESTERN UNIVERSITY
TRAINEE FATIGUE RISK MANAGEMENT POLICY

Created: November 21, 2024
Reviewed and Approved by the RPC Committee: September 14, 2026
Date of Next Scheduled Review: September 2027

PREAMBLE

Fatigue is a hazard in medical education that impacts postgraduate medical training and workplace health and safety with implications for patient care, medical error, and patient safety. Fatigue is an inevitable aspect of 24/7 healthcare service and therefore it is not realistic to eliminate risk, but rather to work collectively to mitigate the risk across the system.

Fatigue is an individual personal experience, however the factors that contribute to fatigue are both personal and systemic. Successful management of fatigue risk is therefore the shared responsibility among all those who have a role within medical education. Within that shared responsibility, Nephrology trainees have a key role in managing and reporting their own fatigue to their supervisors, peers and to the healthcare team. To support this, medical education leaders are accountable for ensuring practices are in place that enable and protect every trainee's ability to fulfill their role in the management of fatigue risk (Source: Resident Fatigue Risk Management)

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

POLICY REFERENCES

- General Standards of Accreditation for Residency Programs
  - **Standard 3.2.2.5:** The curriculum plan includes fatigue risk management, specifically, education addressing the risks posed by fatigue to the practice setting, and the individual and team-based strategies available to manage the risk.
  - **Standard 5.1:** The safety and wellness of patients and residents are actively promoted.
- General Standards of Accreditation for Residency Programs
  - **Standard 4:** Safety and wellness are promoted throughout the learning environment
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  - **Standard 4:** Safety and wellness are promoted throughout the learning environment.
  - **Standard 4.1.3.5:** Trainees are supported and encouraged to exercise discretion and judgment regarding their personal safety and wellness, including fatigue.
- Professional Association of Residents of Ontario (PARO-CAHO) Agreement

PURPOSE & SCOPE

This policy applies to all postgraduate learners (trainees') who are registered with the Nephrology Fellowship Training Program at the Schulich School of Medicine and Dentistry.

DEFINITIONS

Fatigue Risk Management (FRM): A set of ongoing fatigue prevention and mitigation practices, principles, and procedures integrated throughout all levels of the clinical and academic work environment, and are designed to monitor, ameliorate, and manage the effects of fatigue and associated risks for the health and safety of healthcare personnel and the patient population they serve (FRM Task Force, 2016).

RESPONSIBILITIES

Program Responsibilities

1. The safety and well-being of trainees and patients is a priority. When performance is negatively impacted by fatigue, faculty must take proactive measures to support their trainees.
2. Clinical duties and call schedules for trainees must be developed in compliance with the terms of the PARO-CAHO Agreement. Programs have a responsibility to release residents post call as outlined in the PARO-CAHO Agreement; this includes the right of the resident to be relieved of duties on out-of-hospital call if the resident commences work in the hospital after midnight but before 6 a.m. or has worked for at least four consecutive hours and at least one hour of which extends beyond midnight.
3. Clinical duties and call schedules for trainees must be developed with an awareness of FRM.
4. Faculty have a responsibility to role model, encourage and support FRM practices.
5. The Nephrology Training Program will foster an environment that minimizes fear of reprisal for identifying resident fatigue or the requirement for adherence to post call duty hours. It will provide a learning environment that enables the reporting of fatigue-related incidents.
6. The Nephrology Training Program will ensure that leadership, faculty, and trainees are familiar with issues of FRM.
7. The Nephrology Training Program will have program-specific policies to address wellness and Fatigue Risk Management. The program will provide time for trainees to complete the FRM module during an Academic Half Day
8. The Nephrology Training Program will be aware of the risks of fatigue and the potential for impact on patient care, patient safety, and resident safety.
9. The role of fatigue should also be considered in incident reports (e.g., through AEMS).

10. At no time will a trainee be denied visits for medical or dental appointments during work hours. Advance notice should be provided to programs as best as possible.

Nephrology Trainee Responsibilities

1. Trainees share responsibility for FRM 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 (PGME).
2. Trainees should arrive to work having obtained adequate rest and ensuring they are fit for duty and able to perform their duties safely.
3. Residents must not exceed allowable duty hours identified in the PARO-CAHO Collective Agreement. Concerns regarding requests to exceed allowable duty hours must be brought to the attention of the Program Director, Learner Experience or PGME, and PARO, per Article 16 of the PARO-CAHO Collective agreement.
4. Trainees who identify sleep deprivation as negatively impacting performance should bring their concern to their supervisor, the Most Responsible Physician (MRP), and/or their Program Director. Learner Experience or PGME may also be contacted. Trainees who recognize impairment due to excessive fatigue and seek assistance will not face reprisal as a result of the declaration.
5. Trainees must complete the FRM online module when provided time during Academic Half Day

Trainees who experience fatigue which they feel may impair their ability to drive related to work must arrange for alternative transportation.

ADDITIONAL RESOURCES

- 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
- Learner Experience Office, Schulich School of Medicine & Dentistry. Trainees who require accommodation or additional support should contact the Learner Experience Office.
- Royal College Fatigue Risk Management in PGME
- Resident Doctors of Canada (RDoC) Fatigue Risk Management General Information and Toolkit
- Ontario Medical Association (OMA) Physician burnout Tools to help prevent and manage burnout and Physician Health Program
- Canadian Medical Association (CMA) Policy on Physician Fatigue