

**Division of Urology
Western University**

RESIDENT HEALTH AND SAFETY POLICY

The Urology Program at Western University recognizes that residents have the right to a safe environment during their residency training. This includes physical, emotional and professional safety in all areas in which a resident may be involved. The responsibility for promoting a culture and environment of safety for residents rests with the University, the Program and the residents themselves. This is achieved by observing best practices that meet or exceed the standards to comply with legislative requirements.

Residents have a right to a safe and equitable workplace and learning environment. As such, residents have a professional duty to learn and to comply with the safety policies of the institution and communicate any concerns and/or incidents to the Residency Program Committee.

The Residency Training Committee (RTC) recognizes the importance of resident safety and is committed to ensure that a safe environment is available for residents during their training. The RTC will promptly act to address identified safety concerns and incidents. We will be proactive in ensuring a safe learning environment. These policies apply during activities that are related to the execution of residency duties:

Travel

1. Residents might be required to travel from one site to another in order to fulfill their academic/clinical/research duties during residency.
2. If in the opinion of the resident, it would not be safe on a particular day to travel due to weather conditions, the resident may elect not to attend. The resident will be responsible for communicating their absence to the appropriate personnel (eg. faculty/supervisor, Chief Resident and program office).
3. Residents should ensure that they are well rested before driving. Call rooms are available at each of the three sites to rest, or take a taxi home and provide the receipt to the program for reimbursement.
4. Residents should not be on call the night before long-distance travel for clinical or other academic assignments if they have to drive themselves to the next rotation (community).
5. When long distance travel is required in order to begin a new rotation, the resident should request that they not be on call on the last night of the preceding rotation. If overnight call is required on the final day of a rotation, then there will be a designated travel day on the first day of the new rotation before the start of any clinical activities.
6. Residents are to exercise judgment and not drive long distances during inclement weather for clinical or other academic assignments. If such weather prevents travel, the resident must notify their Program Director and Program Administrator who will discuss the options with the resident.

On-Call

1. It is recognized that the resident will abide by the safety regulations as set out by the hospital: <https://intra.lhsc.on.ca/medical-affairs/residents-clinical-fellows/resources/security>
2. In general, it is recognized that there are always other staff present in the emergency room, hospital ward, OR and clinics while the resident is engaged in any clinical activity.
3. It is recognized that, at times, a resident may be called upon to respond to an acute situation involving a patient that poses a risk to the residents personal safety and well-being. Residents are expected to consider the effect on themselves and the patient when deciding on a course of action. Every effort should be made to consult more experienced health care providers or staff and seek assistance, support or an alternative course of action. Ultimately, residents should use their best judgment when deciding if, when, where, and how to engage in clinical and/or educational experiences. Should a resident fail to engage in such an experience (or engage in a manner other than what has been requested or previously expected of them) due to perceived safety concerns, the resident will report this to their site supervisor immediately AND to the residency program director at the earliest reasonable time.

After-Hour Consultations

1. Residents should not work alone after hours in health care or academic facilities without adequate support.
2. Residents must not work alone at after-hours clinics nor arrange to meet patients after hours without onsite support.

Patient Encounters

1. Residents are not permitted to make home visits.
2. Residents should only make telephone calls to patients using caller blocked numbers.
3. Residents should not assess violent or psychotic patients without the backup of security and an awareness of accessible exits.
4. Residents should use caution with respect to confidential personal and patient information, and exercise good judgment and professional behaviours when using social media.

Work Areas

Call rooms and lounges that have been provided for residents must be clean, located in safe locations, and have adequate lighting, a phone, fire alarms, and smoke detectors. Any appliances supplied are to be in good working order. There must be adequate locks on doors.

Radiation Safety

All Urology residents are required to have radiation dosimeter badges. These badges are monitored, tracked and replaced quarterly. The dosimeter badges are site specific and each resident has a badge at each site. The badges are clearly labelled with resident name and are housed on a board outside of the Operating Rooms at both LHSC-Victoria Hospital and LHSC-University for each resident, and are housed on each resident's individual mailbox in the resident room at the St. Joseph's Hospital site.

All residents must follow the standard operating procedures of the hospitals, including wearing protective lead and gear, as well as observe all safety signs.

Laser Safety

All Urology PGY1-2 residents participate in a mandatory laser safety course, that is held each year, coordinated by the Office of Surgical Education.

Psychological Safety

Learning environments must be free from intimidation, harassment, and discrimination. Please refer to the Postgraduate Medical Education Policies: https://www.schulich.uwo.ca/medicine/postgraduate/academic_resources/2018-Resident-Health-and-Safety-Policy.pdf

Injury Prevention

In the event that a resident is injured during residency training:

1. The resident is to immediately report to their direct supervisor about the injury.
2. The resident is to complete an incident report. It is imperative that this report is filled out immediately.
3. Once the incident report is completed and sent, the resident must inform the program director in writing of incident and suggest any modifications that might be made to prevent further injury.

Injuries – Needle stick or body fluid splash

In the event of a needle stick injury or body fluid splash the resident is to contact Occupational Health & Safety (available at all hospital sites) immediately.

Eyewear

Protective eyewear must be worn when in the operating room and each individual resident is responsible for appropriate eyewear while in the operating room. If personal eyewear is not worn, a splash shield must be worn.