

WESTERN UROLOGY RESIDENCY PROGRAM

SAFETY POLICY

Developed: February 21, 2024

Approved: June 19, 2024

Date of Next Scheduled Review: February 2025 (then q2 years afterwards)

Preamble

The Western Urology program is committed to providing a safe learning environment for all postgraduate medical trainees. The Western Urology program agrees to adhere to the “PGME Safety Policy.” The purpose of the Western Urology program’s policy is to augment the PGME policy by identifying program-specific safety risks. This policy will be incorporated into Western Urology’s resident handbook, which all residents are required to read at the beginning of the academic year.

Policy and Resource References

- [PGME Safety Policy](#)
- [PGME Fatigue Risk Management Guidelines](#)
- [London Health Sciences Center Policies and Procedures Website \(Intranet\)](#)
- [PARO-OTH Agreement on Pregnancy](#)

Definitions

Physical safety: an environment free of harm or injury, threats of harm or injury, or near harm or injury, which may be inflicted by a person, substance, object, hazard, or occupational practice.¹

Psychological safety: promotes workers’ psychological well-being and actively works to prevent harm to worker psychological health, including neglect, reckless, or intentional ways.²

Professional safety: conflict in ethical/religious beliefs, adverse event or critical incident report, confidentiality of personal information, medical legal liability coverage (CMPA) and threat of medical legal action.

Policy Statements

1. The Western Urology program commits to providing all trainees with a full disclosure of potential safety risks and appropriate education prior to involvement in activities that may pose a safety risk. Program-specific safety risks not covered by the PGME Safety Policy are identified below.

Physical safety:

Physical Safety: Reporting Protocols

Trainees are to refer to PGME Safety Policy for reporting protocols work-based physical injury and infectious disease exposure such as needlestick and sharps injury.

Ergonomics

Trainees are required to complete training modules on ergonomics.

Travel and on-call work.

In addition to the PGME Safety Policy, trainees are responsible for assessing their fitness and personal safety such as driving post-call shift.

1. They are to notify the program or program administrator before or after for Uber reimbursement or taxi voucher to assist in the trainee returning home safely.

Trainees are to familiarize themselves with:

1. [PGME Fatigue Risk Management Guidelines](#)

Trainees are to complete the following Fatigue Risk Management Module by PGME:

2. <https://rise.articulate.com/share/IsFyjacLnCVzzZnfNUoLGEDbxZfiGX0L>

Ionizing Radiation Safety (X-ray Safety)

Trainees in Urology are required to familiarize themselves with radiation safety, which includes understanding the occupational risks while working with x-ray (or devices), precautions, strategies for minimizing exposure.

The trainees are to complete the following:

1. Complete all radiation safety training modules assigned by LHSC/SJHC
 - a. Modules on [ME\(MyEducation\)](#): <https://ilearn.lhsc.on.ca/Saba/Web/Cloud>
 - b.
 - i. [Radiation Safety for Non-Device Operators](#)
2. Read the Radiation and X-ray safety policies and manuals:
 - a. [Radiation Safety Policies](#) (need hospital login)
3. Obtain Radiation Monitoring Badges (Dosimeters)
 - a. [Dosimeter Request Form](#)
4. Pregnancy
 - a. If you are pregnant or may be pregnant, please inform the program and the Radiation Safety Officer as soon as possible.
5. Radiation Safety Officers:
 - a. [LHSC](#) and [SJHC](#)

Laser Safety

Trainees in Urology are required to familiarize themselves with laser safety and be certified in the safe clinical use of lasers.

The trainees are to complete the following:

1. In PGY1 or PGY2, the resident is to attend a Laser Safety Course (In-person OR online)
 - a. This is arranged by the Laser Safety Officer
 - b. After attending the course, the residents are to complete a preceptorship form and submitted to the Laser Safety Officer
 - c. Files of completion are kept at Medical Affairs
2. Laser Safety Officer
 - a. [Jaunita Charter](#)
3. References
 - a. Appendix 1: Safe Use of Laser Policy

Pregnancy

Trainees who are pregnant or who are contemplating pregnancy should contact PGME, the program and/or Learner Experience for accommodations (radiation/laser safety) and modified work requirements as they progress through pregnancy. The trainee should also be familiar with the PARO-OTH agreement as it pertains to modified call requirements.

Psychological safety: Reporting Protocols

The trainee is to refer to PGME Safety Policy regarding psychological safety and reporting protocols. In addition to reporting options listed in the PGME Safety Policy, Western Urology Program also provides their trainees the following for reporting safety concerns with the learning environment pertaining to concerns of discrimination, mistreatment, intimidation and harassment, psychological illness, substance abuse and inequity in the workplace.

These concerns can be discussed using the following (both confidentially and not confidential as per the wishes of the trainee):

1. Bi-annual review of performance with Program Director
2. Annual Resident Survey (Program Evaluation)
3. Formal/informal discussion with resident representative to the RTC
4. Formal/informally with assigned mentor

Safety concerns will be documented, respecting trainee privacy when possible or preferred, and discussed at the RTC level to remediate.

Professional safety:

There are no speciality-specific elements that differs from the PGME Safety policy pertaining to professional safety.

Appendices

1. Appendix 1: Safe Use of Laser Policy

Workplace Violence Prevention (WVP):

WVP training should be completed during onboarding.

Staff who do not complete training during this period will need to attend the full 8-hour course at a later date.

Please contact the Program Administrator should you need to book Workplace Violence Prevention Training.

Important Numbers:

Security (at all sites):

Emergency: 55555

Non-Emergency: 44555