


Title: Graduate Medical Education - Alertness Management and Fatigue Mitigation - Policy

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I. Policy Statement

- a. The purpose of this policy is to set institutional standards for requirements concerning Alertness Management and Fatigue Mitigation training for residents in compliance with the Accreditation Council for Graduate Medical Education (ACGME).
- b. This policy is important because compliance with the ACGME requirements for fatigue mitigation is required for institutional and program accreditation, as well as for patient safety and resident well-being.

II. Definitions

- a. Not Applicable.

III. Process/Content

- a. In the interest of the health and well-being of residents and of patient safety, the Graduate Medical Education Committee (GMEC) requires the following:
 - i. Educational Experiences must be developed in each program to educate both faculty and residents to recognize the causes, symptoms, and remedies for sleep deprivation, including recognition of impairment in others and residents' personal responsibility to be well-rested and alert when on duty.
 - ii. Resident participation in sleep deprivation/alertness management educational experiences must be documented and monitored by each program.
 - iii. In accordance with work hours and transition of care requirements, each program must have a process in place to ensure continuity of care in the event that a resident may be unable to perform patient care duties due to fatigue, illness, or other impairments.
 - iv. Faculty, residents, and other health care personnel must be trained in the process of recognizing fatigue, illness, or other impairments in their

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- colleagues, and be encouraged to intervene when necessary to maintain the health and well-being of their colleagues and the safety of patients.
- v. Residents must be educated concerning possible short term strategies for counteracting sleep deprivation symptoms, such as napping and occasional, moderate use of caffeine.
 - vi. Residents must be educated as to their personal responsibility to report for duty on-time, appropriately rested, and otherwise fit for duty.
 - vii. Residents must demonstrate responsibility for their health and well-being with careful management of their time before, during, and after work hours.
 - viii. Accurate and timely reporting of resident work hours is mandatory.
 - ix. Each program must make sure that adequate sleep facilities/on-call rooms are available for their residents. Such facilities are provided by the training program or facility where they are working. Each program must ensure that residents know the location and scheduling of the sleep facilities/on-call rooms. These facilities are available before, during, and after a resident's work hours.
 - x. To ensure residents have access to safe transportation home in the event of fatigue, illness, or other impairment, each resident will be given a voucher to use for a taxi ride home, or other transportation such as Uber. The resident requiring the safe transportation home should pick up a voucher from personnel in the Emergency Department at the time they need it to be paid for by the GME office. If a resident is unable to obtain a voucher, or they choose to use a service such as Uber, they should submit a receipt to the GME office for reimbursement.

IV. Attachments

- a. Not Applicable.

V. References, Regulatory References, Related Documents, or Links

- a. Not Applicable.