

Office of Accountability:	Postgraduate Medical Education Office
Office of Administrative Responsibility:	Postgraduate Medical Education Office
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Definitions

Fatigue	An acute or chronic condition characterized by a lessened capacity for work and reduced efficiency of accomplishment, usually accompanied by a feeling of weariness and tiredness. Fatigue can be both mental and physical.
Fatigue Risk Management	A set of ongoing fatigue mitigation practices and procedures initiated to monitor and minimize the effects of fatigue and associated risks for the health and safety of both learners and patients.
Postgraduate Training Program	A period of training in a specific discipline of medicine prescribed by the Royal College of Physicians and Surgeons of Canada or College of Family Physicians of Canada leading to certification by one of these bodies.
Program Director	The faculty member assigned responsibility for the overall conduct of the postgraduate training program in a given clinical discipline.
Learner	A trainee registered in a postgraduate training program accredited by the Royal College of Physicians and Surgeons of Canada (RCPSC) or the College of Family Physicians of Canada (CFPC).

Overview

Fatigue is a significant risk factor and a potential obstacle to the delivery of safe and effective health care, as well as, a risk to learner’s well-being. Successful fatigue risk management is a shared responsibility between learners, hospitals, regional health authorities and the Faculty of Medicine. Fatigue can be attributed to many factors.

Purpose

To prevent, mitigate and manage the hazard of fatigue during postgraduate training; support the health and wellbeing of learners and ensure safe and effective patient care.

Scope

This policy applies to all postgraduate learners and those involved in postgraduate medical education at Memorial University.

Policy

1.0 Learner Roles and Responsibilities

- 1.1 Learners have a key role in reporting their fatigue to their supervisors, peers and others on their health care team.
- 1.2 Learners have a responsibility to obtain sufficient sleep and rest and identify when they have not been able to do so.
- 1.3 Learners will use time outside of work, where possible, to obtain adequate rest and to ensure their fitness for work.
- 1.4 Learners will complete all training required by PGME related to fatigue-risk mitigation.
- 1.5 Learners will employ [fatigue-risk mitigation strategies](#) and continuously monitor issues impacting risk for fatigue.

2.0 Program Director Roles and Responsibilities

- 2.1 Responsible for role modelling and supporting fatigue-risk management strategies and practices.
- 2.2 Program Directors will advise the Associate Dean, PGME of any barriers or issues related to preventing fatigue-related risks.
- 2.3 Program Directors will ensure postgraduate learners have access to educational resources on fatigue prevention and mitigation.
- 2.4 Ensure processes and procedures are developed that are fit-for-context aimed at mitigating the risks associated with fatigue in learners within their training programs.
- 2.5 Systematically evaluate above strategies and implement changes as necessary.

3.0 Faculty of Medicine – PGME Office Roles and Responsibilities

- 3.1 Promote the principles of fatigue risk management and support a PGME-wide approach to these principles.
- 3.2 Support Program Directors to develop fatigue risk management strategies specific to their areas of work and contexts.
- 3.3 Ensure that declarations of fatigue are responded to in a manner that upholds patient safety and learner well-being.



Faculty of Medicine

Fatigue Risk Management Policy

Related Links and other information

"Acknowledge. Act. Adapt" .Fatigue Risk Management Toolkit.2018. [Fatigue Risk Management \(residentfatigue.ca\)](#)
[Disclosure.pdf \(easternhealth.ca\)](#)

[Resident Doctors of Canada](#)

[Faculty of Medicine Resident Fatigue Risk Management Assessment Tool](#)