


SUBJECT: PGY1 – RESIDENT FATIGUE	REFERENCE # 6109
DEPARTMENT: PHARMACEUTICAL SERVICES	PAGE: 1 OF: 3
APPROVED BY: 	EFFECTIVE: 05/13 REVISED: 09/17, 9/18, 11/20

1.0 POLICY:


- 1.1. Pharmacy residents will be monitored during their residency for signs and symptoms of excess fatigue and may be released from patient care responsibilities at the discretion of the preceptor if he/she feels there is a risk to patient safety. (see appendix A)

2.0 PURPOSE:


- 2.1. In order to ensure patient safety and resident well-being at TidalHealth Peninsula Regional, residents that exhibit signs and symptoms of excess fatigue may be released from patient care activities.

3.0 PROCEDURE:

- 3.1. Recognition of resident excess fatigue and/or stress
 - 3.1.1. The residency program will adhere to all duty hours requirements as specified by the ASHP's Duty-Hour Requirements for Pharmacy Residencies (updated March 4th, 2015).
 - 3.1.2. Preceptors for the residency program will receive education on identifying signs and symptoms of excess resident fatigue.
 - 3.1.3. Residents will receive education on identifying signs and symptoms of fatigue.
- 3.2. Response to resident exhibiting signs and symptoms of excess fatigue and/or stress
 - 3.2.1. In the interest of patient safety and resident well-being, an immediate response sequence must be initiated for any resident exhibiting signs and symptoms of excess fatigue and/or stress while participating in patient care activities.
 - 3.2.1.1. Responsibilities of the preceptor
 - 3.2.1.1.1. The preceptor will consider immediate release of the resident from patient care responsibilities at the time of recognition of excess fatigue. The preceptor will discuss this opinion with the resident and estimate the amount of rest to alleviate the situation.
 - 3.2.1.1.2. The preceptor must attempt to notify the program director of the decision to release the resident from further patient care responsibilities.
 - 3.2.1.1.3. If excess fatigue is determined to be the issue, the preceptor or program director will advise the resident to rest for a period of at least 30 minutes before operating a motor vehicle. The resident may also be advised to contact someone to provide transportation home.
 - 3.2.1.1.4. If stress is determined to be the issue, the preceptor or program director may take immediate action to relieve the stress.
 - 3.2.1.1.5. A resident who has been released from further patient care due to excess fatigue and/or stress cannot appeal the decision.

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- 3.2.1.1.6. A resident who has been released from patient care cannot resume patient care activities without the permission of the program director.
- 3.2.1.2. Responsibilities of the resident
 - 3.2.1.2.1. Residents that perceive they are manifesting excess fatigue and/or stress have the professional responsibility to immediately notify the current preceptor and/or the program director without fear of reprisal.
 - 3.2.1.2.2. Residents that recognize fatigue and/or stress in fellow residents have the professional responsibility to report their observations immediately to the program director.
- 3.2.1.3. Responsibilities of the program director
 - 3.2.1.3.1. Following the release of a resident from patient care responsibilities, the program director will assess the need for an immediate adjustment in duty assignments of the resident, including a review of work hours, extent of patient care responsibilities, any known personal problems, and stresses upon the resident.
 - 3.2.1.3.2. The program director will meet with the current preceptor(s) to discuss methods to reduce resident fatigue.
 - 3.2.1.3.3. The program director will notify the resident's mentor of any noted occurrences of fatigue.
 - 3.2.1.3.4. If the problem is recurrent or not resolved in a timely and satisfactory manner, the program director has the authority to release the resident from patient care and educational duties.
 - 3.2.1.3.5. The program director will release the resident to resume patient care duties only after the resident has demonstrated no further impairment with fatigue or stress.
 - 3.2.1.3.6. Extended periods of release from patient care activities must be made up in order to complete the residency program.
- 3.2.2. In non-patient care settings, responses may vary depending upon the severity of and the demeanor of the resident's appearance and perceived condition.
 - 3.2.2.1. If the resident is observed exhibiting signs and symptoms of excess fatigue and/or stress in non-patient care settings, the program director should follow the program director procedure outline above for the patient care setting.

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Appendix A

Recognizing Excess Fatigue and/or Stress

Signs and symptoms of stress and fatigue are normal and expected to occur periodically during a pharmacy residency. In order to ensure that excess fatigue and/or stress in a pharmacy resident do not negatively affect patient care, preceptors and residents need to be aware of the signs and symptoms of fatigue and/or stress, and be familiar with the hospital's Fatigue Policy which can be found electronically on the hospital intranet site.

Signs and symptoms of resident fatigue and/or stress may include, but are not limited to the following:

- Inattentiveness to detail
- Forgetfulness
- Emotional instability
- Mood swings
- Increased conflicts with others
- Lack of attention to proper hygiene or attire
- Difficulty with novel tasks and multitasking
- Repeated yawning
- Falling asleep during conferences or lectures
- “Zoning out” while working
- Increased risk tolerance
- Passivity
- Decreased cognitive function
- Increased errors

If these symptoms are recognized in a resident, the preceptor should have a discussion with the resident to determine the cause of the fatigue and/or stress and potentially find a solution that may include releasing the resident from patient care activities. For more complete information, consult the resident fatigue policy that is available on the hospital intranet site.