



Kuwait Institute for Medical Specialization

Fatigue Risk Management Policy

Purpose

This policy reflects Kuwait Institute for Medical Specialization commitment to management of fatigue as part of supporting resident's overall well-being and safe patient care. Fatigue is common and expected in residency training and on into practice. Strategies to identify, mitigate and prevent fatigue related adverse outcomes are important to everyone. Fatigue risk management for residents is critical to maintain safe patient care, the integrity of physician liability, and personal safety and wellbeing. The Postgraduate Medical Education Office, along with the PGTC/ RPCs, faculty and the Resident Wellness office must work with residents to provide ongoing fatigue management strategies to monitor, assess and minimize the effects of fatigue for the health and safety of residents and the patients they care for as well as supporting academic success. Residents play a key role in assessing and monitoring their fatigue and the risk to their patients and themselves.

1.0 Definitions

1.1 Fatigue

1.1.1 A symptom characterized by a difficulty in initiating or maintaining voluntary physical and/or mental task. It is usually accompanied by a feeling of weariness and tiredness and can be acute or chronic.

1.2 Fatigue Risk Management

1.2.1 A set of ongoing fatigue prevention practices, beliefs and procedures integrated throughout all levels of an organization to monitor, assess, and minimize the effect of fatigue and associated risks for the health and safety of health care personnel and the population they serve.

2.0 Resident Responsibilities

2.1 Residents have a responsibility to manage their time before, during and after clinical assignments to prevent excessive fatigue.

2.2 Residents are responsible for assessing and recognizing the signs of impairment due to fatigue in themselves.

2.3 Every trainee bears a responsibility to self, to their peers, and to those they provide care for, to manage their own fatigue during training and as they transition into practice. If a resident recognizes



Kuwait Institute for Medical Specialization Fatigue Risk Management Policy

- impairment due to excessive fatigue in another resident, that resident should immediately notify their supervisor.
- 2.4 Residents who experience fatigue which they feel would impair their ability to drive a motor vehicle must arrange for alternative transportation arrangements. Residents who commute by other means must ensure they feel they can travel without increased risk to themselves, or others as noted in the Postgraduate Medical Education Resident Safety Policy.
- 3.0 Residency Program Responsibilities**
- 3.1 Incorporate and offer educational resources and information on fatigue risk management, fatigue prevention, mitigation and recognition strategies for trainees and healthcare providers.
- 3.2 It is the responsibility of the Residency Program Committee to be aware of resident fatigue and the risk factors. This may be done by reviewing the annual wellness survey items relating to fatigue.
- 3.3 If a program director or faculty member recognizes the effects of excessive fatigue adversely affecting the performance of a resident, the member must take steps to ensure the safety and wellbeing of the resident and their patients. A number of options exist to address resident fatigue, and supervisors can use their discretion when assessing and addressing each situation.
- 3.4 It is the responsibility of the program to have clinical duty and on-call schedules consistent with the Civil Service Commission Agreement. Programs have a duty to release residents post call as outlined in **KIMS Duties hours for Post Call document** (see link in related document and resources).
- 3.5 Residency programs should foster an environment that minimizes fear of reprisal for identifying excessive resident fatigue.



Kuwait Institute for Medical Specialization Fatigue Risk Management Policy

4.0 Resident Wellness, KIMS Responsibilities

Postgraduate Medical Education Office Role

- 4.1 The resident in collaboration with program director and the PGME office at KIMS should identify if the resident has a medical condition interfering with his/her physical ability. The schedule may be modified according to the medical report issued by medical council. (e.g. pregnancy and call exemption during third trimester and for breast feeding)
- 4.2 The call rooms should be available according to the training site Requirement checklists as per ministerial decree (86/2017)
- 4.3 An annual wellness survey will include exploration of resident fatigue issues and feedback will be distributed to programs for their reflection and understanding.
- 4.4 The Resident Wellness office will support the delivery of fatigue risk management education to residents.

5.0 Resources

Canadian Fatigue Risk Management Toolkit- see attachment)

Getting Help

Postgraduate Medical Education Office

- Office of wellness
Dr. Basma Al-Qallaf and her team 99623004