

FATIGUE RISK MANAGEMENT TOOLKIT

For Residents, Leaders, and Policy Makers
in Canadian Postgraduate Medical Education

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Kuwait Institute for Medical Specialization

Conflict of Interest Policy—Assessment

For All KIMS Residents/Fellows

POLICY STATEMENT

This policy establishes guidelines for managing conflicts of interest between faculty and residents/fellows with regards to assessment. A given faculty member shall not be responsible for evaluation of a residents/ fellows when there is an unmanageable conflict of interest.

PURPOSE FOR POLICY

The purpose of this policy is to identify and manage potential conflicts of interests in assessment situations involving residents/fellows and faculty where a prior or current relationship may exist, to establish standards of conduct for faculty with responsibility for resident/fellow assessment, and to provide a mechanism for residents/fellows and faculty members to report potential conflicts of interest in resident/fellow assessment.

Principles

I. Policy Statement

- a. This establishes guidelines for managing conflicts of interest between faculty and residents/fellows with regards to assessment. A given faculty member shall not be responsible for evaluation of a residents/fellows when there is an unmanageable conflict of interest.

II. Overview

Examples of potential conflicts of interest between faculty and residents/fellows:

- i. The resident/fellow is a close family relative or friend of the faculty members.
- ii. The resident/fellow has a personal relationship with the faculty member.
- iii. The resident/fellow has a financial relationship with the faculty member.
- iv. The residents/fellow's family member is receiving medical or mental healthcare from the faculty member.
- v. The resident/fellow is a relative of the supervisor of the faculty member who is evaluating or assessing the student.



Kuwait Institute for Medical Specialization

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- vi. The resident/fellow is a relative of a practice partner of the faculty member.

PROCEDURES

- I. Any resident/fellow who identifies a potential conflict of interest with a faculty member shall make the conflict known to someone who has the ability to act on the issue. However, if the resident/fellow is unsure of who they should report this to, they can consult nearly any faculty member for guidance and assistance. This may be the program director or site coordinator.
- II. Any faculty member who identifies a potential conflict of interest with a resident/fellow shall make the conflict known to the person who oversees his/her teaching duties. This may be the program director or the site coordinator.
- III. The individual to whom the conflict of interest has been reported will determine, in consultation with all appropriate parties including the reporting individual, whether a conflict of interest is present and whether it is appropriate for the identified faculty member to assess the residents/fellows and will make the appropriate changes in the assessment process in a timely manner.

RESPONSIBILITIES

Faculty members	Bring forward any and all potential or actual conflicts of interest
Residents/Fellows	Bring forward any and all potential or actual conflicts of interest
Responsible individual from the Program (person with the authority within the program in which the conflict occurred to address the issues)	Work with the appropriate individuals to decide if there is an unmanageable conflict of interest and if present, develop a plan to address the conflict of interest.