



Providing medical care to patients is physically and mentally demanding. We recognize the importance educating all faculty members and residents to recognize the signs of fatigue and sleep deprivation and of adequate rest before and after clinical responsibilities to ensure the continuity of patient care and to appropriately manage the potential negative effects of fatigue on patient care and learning.

Fatigue: Weariness or exhaustion from labor, exertion, or stress.

Sleep Deprivation: the situation or condition of suffering from a lack of sleep.

Common Causes of Fatigue:

1. Inadequate sleep
2. Fragmented sleep
3. Illness
4. Depression/anxiety/stress
5. Sleep disorders

The Accreditation Council for Graduate Medical Education (ACGME) requires all training programs to educate all faculty members and residents to recognize the signs of fatigue and sleep deprivation:

You may be fatigued if you experience any of the following:

Mental Symptoms

- Narrow attention span & forgetfulness
- Reduced performance standards
- Feelings of depression
- Impaired judgment/decision making

Physical Symptoms

- Frequent unexplained headaches
- Muscular aches and pains
- Blurred/double vision
- Loss of appetite

You might see the following in someone who is fatigued:

Mental Symptoms

- Irritability/intolerance
- Reduced short-term memory
- Lack of interest and drive
- Confusion and fearfulness
- Decreased startle response
- Anxiety
- Social withdrawal

Physical Symptoms

- Degraded motor skills
- Tenseness and tremors
- Slower reaction time
- Falling asleep at inappropriate times

In order to encourage residents to use fatigue mitigation processes, THMEP, in coordination with TMC Health, will:

- Educate faculty members and residents in the identification of the symptoms of fatigue and sleep depression.
- Educate residents and faculty members in recognizing such symptoms in themselves, as well as others, and how to seek appropriate support for themselves and for others.
- Create and maintain a supportive and blame-free environment that facilitates resident and faculty disclosure of concerns about themselves or others who are identified as possibly displaying signs of fatigue or sleep



deprivation, to program director or other program leadership without fear of negative consequences and or/or stigma for using fatigue mitigation strategies.

- Provide careful attention to scheduling, intensity of work and work compression to maximize sleep off-duty.
- Establish ongoing Wellness Policies and Programs, to develop, coordinate and maintain institutional and program efforts to promote fatigue mitigation, well-being and resilience, and to avoid, identify and intervene effectively against fatigue and sleep deprivation.
- Ensure that each TMC residency program allows for an appropriate length of absence for residents unable to perform patient care responsibilities due to fatigue, illness, family emergencies, parental leave or other situations in which they are unable to attend work, without fear of negative consequences for the resident.
- Ensure that adequate coverage of patient care is made available, when a resident absence becomes necessary for individual well-being.
- Encourage residents and faculty to lead healthy lives and make healthy choices that support them in their personal and professional growth.
- Ensure that residents and faculty have adequate time away from work to engage with family and friends, and to attend to personal needs and one's own health, including adequate rest, healthy diet and regular exercise.
- Evaluate and address work place safety data for residents and faculty members.
- Provide adequate sleep facilities for residents and/or safe transportation options for residents who may be too fatigued to safely return home.

When a resident/fellow identifies themselves or a peer or a faculty member identifies a resident/fellow as being too fatigued to drive home the trainee has several options:

- Call rooms/rest areas are available for the resident/fellow to use for a nap until they are less fatigued.
- Public transportation may be utilized.
- Taxi/Uber/Lyft may be called to transport a resident too fatigued to drive home to their verified home residence and back to the rotation site (an original receipt must be provided for reimbursement).