

 UNIVERSITY OF MANITOBA	FACULTY OF MEDICINE DEPARTMENT OF ANESTHESIA POLICY AND PROCEDURE MANUAL	Section: RESIDENCY TRAINING PROGRAM	Policy Number: 17.0
	Policy Title: RESIDENT SAFETY POLICY	Approved By: Postgraduate Education Committee	
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Preamble

The University Of Manitoba Department of Anesthesia is committed to the highest quality of education for all of its trainees. As part of high quality education learning must occur in a safe environment. In so far as it is possible the department will endeavor to make the learning environment as safe as possible with regard to physical, emotional / psychological and professional well-being. Trainees are referred to the *PGME Resident Safety Policy* as well as the *Respectful Work and Learning Environment policy* for a complete description of all policies. The University of Manitoba Department of Anesthesia will endorse and abide by these policies and procedures.

Residents must adhere to the relevant health and safety policies and procedures of their current teaching site. All teaching sites must meet the requirements of the PARIM collective agreement. The Anesthesia residency program is responsible for identifying and communicating foreseeable safety risks related to education carried out within the program, educating residents about risk minimization strategies, and for making decisions about educational experiences that take into account, among other things, the educational benefit relative to any safety risk.

Physical Safety

Residents shall be provided the training and necessary equipment to be properly protected from the risk of infection transmitted via bodily fluids. This will include, but not be limited to the use of "Universal Precautions" during activities in the OR as well as outside of the OR including in the ER, Trauma, ICU and at "codes". Access to care in the event of an exposure to a body fluid such as from a needle stick accident shall be readily available to residents. Please see Appendix A for contacts including Occupational Health.

Residents shall have access to all appropriate vaccinations to protect against the transmission of blood-borne illnesses. It is the resident's responsibility to ensure these vaccinations are up to date.

The Program will ensure proper training and support of trainees to protect them from contagious respiratory conditions during airway and anesthesia management both within and outside of the OR.

Residents shall have the proper training and protective equipment provided for the safe conduct of anesthesia where fluoroscopy, X-ray or any type of radiation exposure may occur.

Residents shall have the proper training and orientation to offsite areas including MRI suites to provide safe anesthetic care.

At times, a resident may be called upon to respond to an acute situation involving a patient which poses a risk to the resident's personal safety and wellbeing. Residents are expected to consider the effect on themselves and the patient when deciding on a course of action. Every effort should be made to consult more experienced health care providers or staff and seek assistance, support or alternative courses of action. Ultimately, residents should use their best judgment when deciding if, when, where, and how to engage in clinical and/or educational experiences.

Should a resident fail to engage in such an experience (or engage in a manner other than what has been requested or previously expected of them) due to perceived safety concerns, the resident will report this to their site supervisor immediately AND to the residency program director at the earliest reasonable time.

While on rotations outside of Winnipeg the same safety requirements shall be met. Resources to set up electives shall be available to residents via the Department of Anesthesia Director of International Programs. With regard to international electives the resident shall seek the counsel of a physician or health care worker who can advise them on appropriate vaccinations and travel precautions. It will be the responsibility of the resident to ensure that the appropriate vaccinations and prophylactic medications are obtained. The resident shall accept the risks inherent to travel in certain international locations, however, the Program director may exercise the right to cancel an international elective if it is felt the risk to personal safety is too great for the resident.

A resident should not encounter negative repercussions for decisions they made in good faith related to personal safety concerns

The Residency Program Committee will review all concerns brought forth and take steps to minimize future risk.

Other issues of personal safety are covered in the PGME Resident Safety Policy

Emotional / Psychological Safety

Residents are entitled to work in an environment free from intimidation, harassment and discrimination.

Residents shall bring any incidents of intimidation, harassment or discrimination or any other unprofessional conduct to the attention of their site coordinator, Program Director, Vice-chair of education or Chair of the Department. At all times residents' anonymity shall be protected. Should the resident not feel comfortable reporting these incidents within the department they can report them to the Associate Dean of PGME or Associate Dean for Student Affairs. These incidents will be dealt with in a timely fashion by the appropriate administrative personnel who at all times shall protect the identity of the

resident. The department will abide by the University's *Respectful Work and Learning Environment Policy*.

Residents shall have access to appropriate mental health and counseling resources as offered by the university. Contact information for available services can be found in *via our department website under Resident Support & Safety Contacts*.

Residents shall have proper instruction and procedures in place at all places they work for the proper handling of controlled substances. Please refer to the Resident policy Manual Policy 14.0 *Handling of Narcotics and Controlled Substances*.

Residents shall be educated on the dangers of substance use and abuse in themselves, the identification of substance abuse in others and resources available to them. Residents shall report any instances of known or suspected substance abuse or mishandling to their site coordinator, Program Director, Vice Chair of Education or the Chair of the Department. The program will facilitate the necessary help for trainees identified with substance abuse issues.

Professional Safety

Residents must have insurance through the Canadian Medical Protective Association (CMPA) as well as current educational licenses from the College of Physicians and Surgeons of Manitoba. It is the resident's responsibility to ensure that these are both current.

All personal resident information including evaluations shall be kept confidential.

Resident confidentiality shall be protected in the event of any critical incidents. Residents are also entitled to and encouraged to report and participate in the investigation of critical incidents.

While on international rotations or electives residents must ensure that they have acquired appropriate licensing and insurance to comply with the hosting location. There must also be an identified supervisor for the rotation who has RCPSC or equivalent qualifications.

Approved By: Anesthesia Postgraduate Education Committee