

Policy Name: GME Fatigue Mitigation Policy	
Originating Officer (Title), Council, or Committee: Shelly Monks, Vice President and Chief Academic Officer, Designated Institutional Official	Effective Date: April 1, 2025
Approved By: Graduate Medical Education Committee	Last Reviewed Date: April 1, 2025
Page 1 of 3	

1.0 Scope:

1.1 Applicable Entities:

This policy applies to:

- Texas Health Resources (Texas Health) and its member entities
- Excludes the Texas Health joint venture entities (except those listed in the Formulation and Adoption of System-Wide Policies and Procedures in Section 4.1.6 or in Section 4.1.7)

1.2 Applicable Departments:

This policy applies to all Texas Health Graduate Medical Education residents and fellows (hereafter referred to as Trainees) employed by Texas Health ("Institution").

2.0 Purpose:

- 2.1 To provide guidelines and define the Graduate Medical Education policy for Fatigue Mitigation at Texas Health sponsored training programs. The aim of this policy is to ensure that Texas Health adequately facilitates and provides resources for fatigue mitigation to Trainees and faculty members. This policy is in line with the most up to date ACGME requirements.

3.0 Policy Statements:

- 3.1 Texas Health wants everyone to feel safe in their surroundings. All Care Team members are empowered and expected to take reasonable measures to protect the health, safety, and well-being of themselves, their fellow employees, volunteers, patients, physicians, visitors, and all who interact in person or virtually with Texas Health.
- 3.2 At Texas Health, we are committed to creating a workplace where diversity is celebrated, and inclusion exists at all levels. As such, Texas Health does not tolerate discrimination in any form or any behaviors that are incompatible with our core values – Respect, Integrity, Compassion, and Excellence and Our Texas Health Promise SM.

4.0 Policy Guidance:

Policy Name: GME Fatigue Mitigation Policy
Page 2 of 3

- 4.1 As the sponsoring institution, Texas Health, requires Program Director to monitor Trainees with the aim of mitigating fatigue and address areas of non-compliance in a timely manner.
 - 4.1.1 Monitor clinical and educational work hours and adjust schedules as necessary to mitigate excessive service demands and/or fatigue.
 - 4.1.2 Monitor the need for and ensure the provision of backup support systems when patient care responsibilities are unusually difficult or prolonged.
 - 4.1.3 Monitor the demands of at home call (if applicable) and adjust schedules as necessary to mitigate excessive service demands and/or fatigue.
 - 4.1.4 Ensure continuity of patient care in the event that a Trainee may be unable to perform their patient care responsibilities due to excessive fatigue.
 - 4.1.5 Facilitate or provide annual education for Trainees regarding fatigue mitigation as well as program-level clinical and educational work hour policies including the process to ensure continuity of patient care in the event that a Trainee may be unable to perform their patient care duties.
- 4.2 As the sponsoring institution, Texas Health requires Program Director to ensure:
 - 4.2.1 Trainees and faculty receive education in recognizing the signs of fatigue and sleep deprivation.
 - 4.2.2 All faculty members and Trainees receive education in alertness management and fatigue mitigation processes.
 - 4.2.3 Trainees are encouraged to use fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning.
 - 4.2.4 A process is defined and communicated to Trainees to ensure continuity of patient care, consistent with the program's policies and procedures in the event that a Trainee may be unable to perform their patient care responsibilities due to excessive fatigue. The defined process must:
 - a. Allow an appropriate length of absence for Trainees unable to perform their patient care responsibilities.
 - b. Ensure coverage of patient care.
 - c. Must be implemented without fear of negative consequences for the Trainees who is or was unable to provide the clinical work.

Policy Name: GME Fatigue Mitigation Policy
Page 3 of 3

- 4.3 Each sponsored ACGME-accredited training program, in partnership with Texas Health, must provide adequate sleep facilities and safe transportation options for Trainees who may be too fatigued to return home safely.

5.0 Definitions:

- 5.1 DIO – Designated Institutional Officials
- 5.2 ACGME – Accreditation Council for Graduate Medical Education
- 5.3 Graduate Medical Education Committee (GMEC) – Responsible for policy and oversight of Graduate Medical Education.
- 5.4 Resident/Fellow – Trainee in a sponsored Graduate Medical Education program.
- 5.5 Fatigue - A feeling of weariness or lack of energy resulting in a decrease in a person's ability to be attentive or to mentally focus.
- 5.6 Care Team – All Texas Health employees, physicians, Graduate Medical Education residents and fellows, volunteers, and individuals who have a common goal of serving and taking care of our patients and consumers.

6.0 Responsible Parties:

- 6.1 Graduate Medical Education Committee
- 6.1.1 Implementation and oversight of the policy is the responsibility of the Program Director and the Graduate Medical Education Committee.

7.0 External References:

[ACGME Policies and Procedures](#)

8.0 Related Documentation and/or Attachments:

9.0 Required Statements:

Not Applicable