



PGME Information Sheet

Fatigue Risk Management

What is Fatigue Risk Management (FRM)?

Fatigue Risk Management is a set of ongoing fatigue prevention practices, beliefs, and procedures integrated throughout all levels of an organization to monitor, assess, and minimize the effects of fatigue and associated risks for the health and safety of healthcare personnel and the patient population they serve.¹

Why is FRM Important in Medical Education?

Successful management of fatigue risk is a shared responsibility among all those who have a role within medical education.³ Fatigue is an occupational risk in medical education that impacts residency training and workplace health and safety, with potential implications for patient safety (e.g., increased risk of medical errors).³ Fatigue risk management affects everyone in medical education and medical educators are accountable for ensuring practices are in place to enable and protect trainee's ability to fulfill their roles in the management of fatigue risk.^{3,5,6}

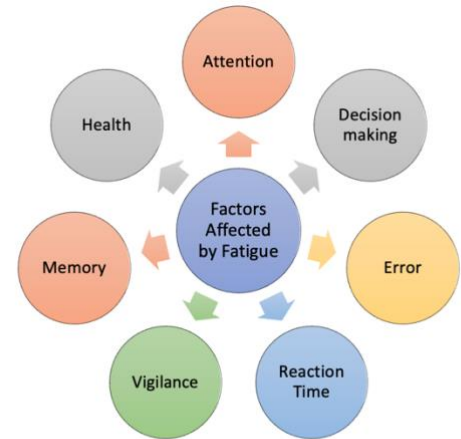


Figure 1: Factors Affected by Fatigue²

Common Causes of Fatigue:^{1,3,5}

- Inadequate Sleep
- Fragmented sleep (<6 hours/night)
- Desynchronized circadian rhythms
- Illness
- Depression
- Stress
- Anxiety
- Sleep Disorders
- Working long hours
- Poor nutrition and hydration
- Prolonged high levels of personal and workplace expectations that fatigue is normal/expected

How to Recognize Fatigue:^{1,6,7}

In Yourself		In Others (and Yourself)	
Mental Symptoms	Physical Symptoms	Mental Symptoms	Physical Symptoms
<ul style="list-style-type: none"> ▪ Narrow attention span, forgetfulness, decreased alertness ▪ Reduced performance standards ▪ Feelings of depression ▪ Impaired judgment/decision making 	<ul style="list-style-type: none"> ▪ Frequent unexplained headaches ▪ Muscular aches and pains ▪ Blurred/double vision ▪ Loss of appetite ▪ Tiring easily ▪ Lack of energy ▪ Increased susceptibility to illness 	<ul style="list-style-type: none"> ▪ Irritability/intolerance ▪ Reduced short-term memory ▪ Lack of interest and drive ▪ Confusion and fearfulness ▪ Decreased startle response 	<ul style="list-style-type: none"> ▪ Degraded motor skills ▪ Tenseness and tremors ▪ Slow reaction time ▪ Falling asleep at inappropriate times

Fatigue Risk Management is Linked to the Following Accreditation Standards:

Program	<p>STANDARD 3: Residents are prepared for independent practice.</p> <p>3.2.2.5: The curriculum plan includes fatigue risk management, specifically, education addressing the risks posed by fatigue to the practice setting, and the individual and team-based strategies available to manage the risk.</p> <p>STANDARD 4: Safety and wellness are promoted throughout the learning environment.</p> <p>4.1.3.2: There is adequate space for the residency program to meet educational requirements.</p> <p>4.1.3.6 [Exemplary]: There are central resources available for residency programs and residents to help support, develop, and implement Fatigue Risk Management Plans (FRMP).</p> <p>STANDARD 5: Safety and wellness are promoted throughout the learning environment.</p> <p>5.1.2.2: Effective resident safety policies and processes are in place.... The policies and processes include, but are not limited to: After-hours consultation, Complaints and allegations of malpractice, <u>Fatigue risk management</u>....</p> <p>5.1.2.5: Residents are supported and encouraged to exercise discretion and judgment regarding their personal safety, including fatigue.</p>
Institution	<p>STANDARD 4: Safety and wellness are promoted throughout the learning environment.</p> <p>4.1.3.2: Effective central policies and processes are in place addressing residents' physical, psychological, and professional safety, including... Fatigue risk management...</p> <p>4.1.3.6 [Exemplary]: There are central resources available for residency programs and residents to help support, develop, and implement Fatigue Risk Management Plans (FRMP).</p> <p>STANDARD 6: Teachers are valued and supported in the delivery of residency programs.</p> <p>6.1.2.5: Teachers have access to information or other resources to support education of residents regarding fatigue risk management.</p>



Fatigue Mitigation Tips^{1,5,7,8}

Maintain	Avoid	Ask
<ul style="list-style-type: none"> Adequate hydration and nutrition Optimal personal health and well-being (exercise, healthy eating) A consistent schedule 	<ul style="list-style-type: none"> Starting call with a sleep deficit Mundane tasks during periods of higher fatigue risk Heavy meals within 3 hours of sleep Stimulants to keep you up, including caffeine Alcohol to help you sleep Heavy exercise 3 hours before sleep 	<ul style="list-style-type: none"> What are my best ways to defuse work related distress? Which activities help me feel more energized? What daily practices help me feel calmer? What can I incorporate into my sleep routine that might be helpful? Who in my life can provide support right now? Do I have sleep difficulties? (i.e., difficulty falling or staying asleep). Do I restrict my sleep (e.g., staying up late to study)?

What should Residents/Faculty Do

- Immediately contact a colleague if you are too fatigued to work
- Strategically nap 20-30 minutes to improve alertness and performance
- Utilize your program's call room/nap room or available transportation
- Take action to relieve a fatigued colleague from patient care duties after ensuring a smooth transition of care
- Seek assistance as soon as possible. E.g., residents can seek help through the Resident Resource Office, Program Director, Program Coordinator, PGME office, RDoS, EFAP, or faculty
- Report specific errors and fatigue-related behaviours or situations that may present a fatigue-related risk
- Report fatigue to supervisors, peers, and healthcare team
- Rest

What should the Organization/Program Do¹

- Establish local FRM working group or a FRM officer
- Educate staff and trainees on FRM practices
- Incorporate and offer educational resources and information on fatigue prevention, mitigation, and strategies (e.g., taxi reimbursement, a place to rest after completing a shift, clear handover protocols)
- Integrate/align FRM within existing health and safety policies
- Establish reporting pathways to identify fatigue-related incidents
- Support declaration of fatigue to team, team double-checking, for both trainees and senior educational and clinical leaders
- Ensure policies and procedures are aligned with just culture and professional practice standards, are reviewed regularly and are made available to all participants

References:

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- Fatigue Risk Management: Procedures and Guidelines. <https://medicine.usask.ca/policies/fatigue-risk-management.php#Purpose>
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- Signs of Fatigue. <https://www.webmd.com/a-to-z-guides/signs-exhaustion>
- <https://medicine.uams.edu/gme/gme-resources/fatigue-recognition-and-mitigation/>
- PGME PD and PA Workshop - Fatigue Risk Management Notes, 2023

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