

<b>Policy Name:</b> Patient Safety	
<b>Originating Officer (Title), Council, or Committee:</b> Shelly Monks, Vice President and Chief Academic Officer, Designated Institutional Official	<b>Effective Date:</b> 07/23/2024
<b>Approved By:</b> Graduate Medical Education Committee	<b>Last Reviewed Date:</b> 07/23/2024
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**1.0 Scope:**
**1.1 Applicable Entities:**

This policy applies to Texas Health Resources.

**1.2 Applicable Departments:**

This policy applies to the Texas Health Graduate Medical Education Program and its Trainees employed by Texas Health (“Institution”).

**2.0 Purpose:**

- 2.1 To ensure an environment that will promote patient safety for those patients cared for by Trainees and maintain an environment for Trainees that promotes educational excellence and safe, evidence-based patient care.

**3.0 Policy Statements:**

- 3.1 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<sup>SM</sup>.

**4.0 Policy Guidance:**

- 4.1 Texas Health, as the Sponsoring Institution, is responsible for oversight and documentation of patient safety. Texas Health ensures all Trainees have:
- 4.1.1 Access to systems for reporting errors, adverse events, unsafe conditions, and near misses in a protected manner that is free from reprisal; and,
  - 4.1.2 Opportunities to contribute to root cause analysis or other similar risk-reduction processes.
- 4.2 Moreover, to further ensure patient safety, each ACGME accredited graduate medical education program, sponsored by Texas Health, is required to:
- 4.2.1 Diligently monitor and ensure Trainee work hour compliance as

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determined by the ACGME to promote a work environment that is conducive to efficient, effective patient care.

4.2.2 Provide education to Trainees on Quality Management and Patient Safety during orientation and at teaching conferences throughout the academic year.

4.2.3 Document moonlighting activities and monitor the impact on Trainees' performance through morning report, attending evaluations, conference attendance and evaluations.

4.2.4 In addition to adhering to the above, Provide support for trainees' physical and emotional well-being through the following:

- a. Trainees may turn down an admission if they are unable to give that patient the care that would be required because of their current patient responsibilities.
- b. Adherence with 1/7 days off.
- c. Access to systems/mechanisms for reporting errors, adverse events, unsafe conditions, and near misses in a protected manner.

4.3 Monitor Trainees for signs of fatigue, burnout, or emotional or physical problems.

4.4 Provide counseling services to Trainees through the Human Resources Department of the Sponsoring Institution. (*Refer to GME Policy on Work Environment on Texas Health Resources website*).

**5.0 Definitions:**

5.1 ACGME - Accreditation Council for Graduate Medical Education

5.2 Graduate Medical Education Committee (GMEC) - Responsible for policy and oversight Graduate Medical Education.

5.3 Trainee - Resident/Fellow in a sponsored Graduate Medical Education program.

**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.

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**7.0 External References:**

7.1 [Current ACGME Policies and Procedures](#)

7.2 [GME Moonlighting Policy \(Insert link once policy approved\)](#)

7.3 [Texas Health Safe Workplace Policy](#)

**8.0 Related Documentation and/or Attachments:**

Not Applicable

**9.0 Required Statements:**

Not Applicable