



McGill Orthopaedic Resident Health & Safety Policy

The Division of Orthopaedic Surgery of McGill University recognizes that residents have the right to a safe environment during their residency training. The concept of resident safety includes physical, emotional, and professional security. Our division as well as each affiliated hospital in which the residents are required to rotate in, the Faculty of Medicine, the regional health authorities and the residents themselves are responsible for promoting a culture and environment of safety for residents.

The Postgraduate Medical Education (PGME) office of McGill University in conjunction with the McGill Health Care Facility has developed a document on resident safety (see Postgraduate Medical Education & McGill Health Care Facility Resident Health & Safety Policy: https://www.mcgill.ca/pgme/files/pgme/safety_policy_approved_september_26_2018.pdf). The McGill University Division of Orthopaedic surgery Resident Health and Safety Policy is a specialty-specific addendum to this document.

KEY RESPONSIBILITIES

For Residents

- Are responsible to familiarize themselves with the McGill University Division of Orthopaedic Surgery Resident Health and Safety Policy as well as the Postgraduate Medical Education & McGill Health Care Facility Resident Health & Safety Policy
- Are responsible to provide information and communicate safety concerns to the program and comply with safety policies

For Residency Training Program

- Is responsible to delineate Specialty-specific safety risks and establish appropriate policy.
- Is responsible to instruct residents on the above policies
- Is responsible to act promptly to address identifies safety concerns and incidents and to be proactive providing a safe learning environment
- Is responsible to review the safety policy on a regular basis (Every 2 years) and to make the appropriate changes when deemed necessary

I. PHYSICAL SAFETY

These policies apply only during residents' activities that are related to the execution of residency duties:

- Residents should familiarize themselves with the location and services offered by the Occupational Health and Safety Office of the health care facility in which they are training. This includes familiarity with policies and procedures for infection control and protocols following exposure to contaminated fluids, needle stick injuries, and reportable infectious diseases.
- The program will ensure that the residents receive proper training early in their residency regarding the risks of blood borne infections. They will also ensure that they can be properly protected during their exposure with patients both in the operating room as well as in any curricular activity outside the

operating room (Emergency room, Trauma room, Wards, etc.). This should include, but not be limited to, the use of “Universal” precautions and eye protection.

- Residents that have any needle-stick or any other puncture injury should follow the protocol established by the PGME.
- Residents who are infected by a blood borne pathogen must declare their condition to the Associate Dean’s office and to the SERTIH (Service d’Évaluation des Risques de Transmission d’Infections Hématogènes), especially if they may be involved in exposure-prone procedures.
- Residents must observe routine practices and additional precautions when indicated.
- Residents must keep their immunizations up to date. Overseas travel immunizations and advice should be sought well in advance when traveling abroad for electives or meetings. Consult the Tropical Medicine Clinic at the MGH or other similar facility (fees may apply).
- Residents that are injured during any activity related to their training are to seek immediate medical attention. They must also notify their faculty preceptor and program director when their injury is stabilized.
- Call rooms and lounges provided for residents must be clean, smoke free, located in safe locations, and have adequate lighting, a phone, fire alarms, and smoke detectors. Any appliances supplied are to be in good working order. There must be adequate locks on doors.
- Residents working in areas of high and long-term exposure to radiation must follow radiation safety policies and minimize their exposure according to current guidelines.
- Residents will receive training early in the residency regarding exposure to radiation safety policies and, thereafter, are responsible of following those policies in order to minimize their exposure to this
- Each site in which residents are rotating through is responsible for providing appropriate radiation protective garments (Aprons, neck shields and gloves) when fluoroscopic techniques are used. The residents are required to wear the provided garment at all times.
- Radiation protective garments (aprons, gloves, neck shields) should be used by all residents using fluoroscopic techniques.
- Pregnant residents should be aware of specific risks to themselves and their fetus in the training environment and request accommodations where indicated. Residents should consult the Occupational Health and Safety Office of the health care facility for information.
 - Pregnant residents must be excused from the Operating room at times when X-ray and/or fluoroscopic techniques are used
 - The use of bone cement in orthopaedic surgery has unknown risk in patients who are pregnant. A resident who is pregnant or is thought to be pregnant must be excused from the operating room when cement is being prepared
- Residents need to be aware of the principles of prevention of OR fires and OR fire safety procedures for both patients and their own safety
- Residents should not work alone after hours in health care or academic facilities without adequate support from Security Services.
- Residents should not be expected to walk alone for any major or unsafe distances at night.
- Residents should not assess violent or psychotic patients without the backup of security and an awareness of accessible exits and buzzers.
- The physical space requirements for management of violent patients must be provided where appropriate.

- Site orientations should include a review of local safety, evacuations, and fire procedures.
- For long distance travel for clinical or other academic assignments, residents should ensure that a colleague or the home residency program is aware of their itinerary.
- Residents going on International Electives should consult the Global Health web site on the following link: <https://www.mcgill.ca/globalhealth/students/internationalelectives> . In general, the PGME Office will not approve electives in regions for which the Canadian government has issued a Travel Warning.
- Residents are not to be expected to travel long distances during inclement weather for clinical or other academic assignments. If such weather prevents travel, the resident is expected to contact the program office promptly. Assignment of an alternative activity is at the discretion of the Program Director.

II. PSYCHOLOGICAL SAFETY

- Learning environments must be free from intimidation, harassment, and discrimination.
- When a resident's performance is affected or threatened by poor health or psychological conditions, the resident should be placed on a leave of absence and receive appropriate support. These residents should not return to work until an appropriate assessor has declared them ready to assume all of their resident duties, including call.
- Residents must be aware of the mechanisms and resources in place to manage issues of perceived lack of resident safety, intimidation, harassment and abuse. The residents are encouraged to contact the Program Director and the Resident Affairs office (Dr. Fata) to report any cases of intimidation and harassment. The residents can also contact their ombudsman Dr. Suzanne Morin should they require representation.

III. PROFESSIONAL SAFETY

- Residents should always feel safe and have staff support available when working in the operating room. There must be a process to confidentially report incidents where they feel support was inadequate or not available
- Residents should always feel safe and have staff support available when working outside the operating room (ER, Trauma room). There must be a process to confidentially report incidents where they feel support was inadequate or not available
- Resident learning environment must be free of unsafe situations. Residents are to remove themselves from any perceived unsafe environment related to their residency training. They are to then immediately notify their faculty preceptors at the time and the Program Director.
- The Residency office promotes a culture of safety in which residents are able to report and discuss adverse events, critical incidents, 'near misses', and patient safety concerns without fear of punishment.
- Confidentiality of the resident evaluations is ensured through the implementation of the One45 on-line evaluation system.
- Residency program committee members must not divulge information regarding residents. It is the responsibility of the residency Program Directors to make the decision and to disclose information regarding residents (e.g. personal information and evaluations) outside of the residency

program committee and to do so only when there is reasonable cause. The resident file is confidential.

- With regard to resident files, the program is aware of and complies with the Freedom of Information and Privacy (FOIP) Act.
- Resident feedback and complaints must be handled in a manner that ensures resident anonymity, unless the resident explicitly consents otherwise. However, in the case of a complaint that must be dealt with due to its severity or threat to other residents, staff or patients, a Program Director may be obliged to proceed, against the complainant's wishes. In that case the Faculty of Medicine's Residency Affairs Office or the main campus Harassment Office or the McGill Ombudsperson should be consulted immediately. Depending on the nature of the complaint, the Collège des médecins du Québec may need to be informed and involved. In general, the Program Director may serve as a resource and advocate for the resident in the complaints process.
- Residents are insured for professional liability by the Association québécoise d'établissements de santé et de services sociaux (AQESSS) automatically when they have a valid training card.

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