

Postgraduate Medical Education & McGill Health Care Facility

McGill Pediatrics Residency Program

Resident Health & Safety Policy

PREAMBLE

The Pediatrics Residency program, the Postgraduate Medical Education (PGME) Office and the McGill Health Care Facilities recognize that residents have the right to a safe environment during their residency training. The responsibility for promoting a culture and environment of safety for residents rests with the Faculty of Medicine, regional health authorities, health care establishments, clinical departments, and residents themselves. The concept of resident safety includes physical, psychological and professional security.

The Postgraduate Medical Education (PGME) & McGill Health Care Establishment Resident Health & Safety Policy provides a central faculty mechanism for residents to use when faced with a health and safety issue during the course of their training which cannot be resolved at the local training site level.

On occasion residents/fellows may be confronted with a situation for which they are not sufficiently trained. It is expected that they, like other physicians, will deal with such situations as practicing professionals to the best of their ability. The word “resident” in the present document refers to all Residents and Fellows registered as students at McGill University in Postgraduate training programs.

KEY RESPONSIBILITIES:

For Residents

- To provide information and communicate safety concerns to the program.
- To become familiar with and comply with safety policies.

For the Pediatrics Residency Training Program

- To act promptly to address identified safety concerns and incidents and to be proactive in providing a safe learning environment.
- To establish, maintain and disseminate to residents, and their supervisors, a resident safety policy.
- To provide support and training for safety procedures when 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 (see Contact Information, page 5). This includes familiarity with policies and procedures for infection control and protocols following exposure to contaminated fluids, needle stick injuries, and reportable infectious diseases.
- Residents should adhere to the standards of universal precautions and wear appropriate protective gear during high risk patient interactions (trauma patients, airway management procedures, bleeding patients, and patients presenting with possible infectious illnesses) when necessary. Residents should adhere to hospital Infectious Disease prevention and reporting policies.
- Residents should be fit tested for N95 masks for protection from airborne infectious agents.
- Residents who accompany patients into the MRI room must review and sign, prior to entering the magnet room, the staff safety screening questionnaire with a MRI technologist.
- Residents who are infected with 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 <https://www.inspq.qc.ca/en/sertih>). They will be assisted in acquiring appropriate health care and may not be permitted to perform certain procedures that may pose a risk to patients and co-workers.
- 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).
- 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.
- 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 Montreal Children's Hospital (McGill University Health Center) for information (514-934-1934 x 22032).
- Residents should not work alone after hours in health care or academic facilities without adequate support from Security Services. Residents should call Security at ext. 76259 (Glen site) if services are required.
- Residents are not expected to work alone at after-hours clinics.
- Residents are not expected to make unaccompanied home visits.
- Residents should preferably telephone patients using caller blocking and should use the health care facility phones and not their personal cellular phone or any personal electronic device.
- Residents should not be expected to walk alone for any major or unsafe distances on hospital grounds at night, including parking lots.

- Residents should not drive home after call or night float duty if they have not had adequate rest. Alternative means of transportation should be planned.
- Residents should not assess violent or psychotic patients without the presence and backup of security. Residents must be aware of all exits and buzzers and position themselves for immediate access of the aforementioned.
- The physical space requirements for management of violent patients must be provided where appropriate.
- Site orientations should include a review of local safety procedures.
- In the event of 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: <http://www.mcgill.ca/globalhealth/global-health-travel-awards-postgraduate-medical-residents>. In general, the PGME Office will not approve electives in regions for which the Canadian government has issued a Travel Warning.
- Residents who must drive long distances for clinical or other academic assignments should not be on call the night before. When long distance travel is required in order to begin a new rotation, the resident should request that they not be on call on the last day of the preceding rotation. If this cannot be arranged then there should be a designated travel day on the first day of the new rotation before the start of any clinical activities.
- 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 equitable and the fundamental dignity of all residents must be respected.
- Learning environments must be free from belittlement or humiliation, in public and in private.
- Learning environments must be free from intimidation and harassment.
- Learning environments must be free from threats of physical harm.
- Learning environments must be free from sexual harassment.
- Learning environments must be free from discrimination based on race, ethnicity, gender or sexual orientation.
- Learning environments must be free from racially, ethnically or sexually offensive remarks.

- 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 full time 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.

Please refer to The WELL (Wellness Enhanced Lifelong Learning) Office <http://www.mcgill.ca/thewelloffice/aboutus> for a complete list of resources available and to report mistreatment.

III. PROFESSIONAL SAFETY

- Some physicians may experience conflicts between their personal, moral or religious beliefs and the training requirements and professional obligations of physicians. Residents should address these concerns to the Program Director or the PGME office to deal with such conflicts.
- Programs are bound by FMRQ contract allowances for religious and other statutory holidays.
- The Pediatrics Residency program and the PGME Office should promote 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.
- Residency program committee members must not divulge information regarding residents. It is the responsibility of the residency Program Director 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 must be aware of and comply with the Freedom of Information and Privacy (FOIP) Act. The program can obtain guidance about FOIP issues from the McGill Access and Privacy Coordinator. Contact information is found on the McGill Secretariat web site.
- 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, the 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.

Adopted by the Pediatrics Residency Training Committee on November 10, 2016

CONTACT INFORMATION:**Internal Resources**

Pediatrics Residency Program Directors: Drs. Catherine Henin; Gary Pekeles; Olivia Tse: 514-412-4475

Pediatrics Chief Residents: 514-406-2084 & 514-406-3695, 514-412-4400 ext. 22376

Health Facilities contact numbers:

	Security Office	Occupational Health Office
MCH	514-934-1934 ext. 43654	514-934-1934 ext. 22032
JGH	514 340-8222, ext. 5000	514-340-8222, ext. 5115 for needle prick/bodily fluid exposure 514-731-1386 ext. 2348 for physical injury
CHVO (Gatineau)	819-966-6100 ext. 6186	819-966-6100 ext. 8208 Exposure to blood/bodily fluids 819-966-6100 ext. 3704 Other injuries
CH Honoré-Mercier (St-Hyacinthe)	450-771-3333 ext. 3236	450-771-3333 ext. 3216
Val D'Or	819-825-5858 ext. 2302	819-825-5858 ext. 2465

McGill Harassment, Sexual Harassment and Discrimination Office: <http://ww2.mcgill.ca/harass/>
514-398-4911

McGill Ombudsperson: 514-398-7059

Commissioner for the development of a Respectful and Non-violent Workplace MUHC

Mme Dominique Bilodeau, t.s., m.s.s.

Email: dominique.bilodeau@muhc.mcgill

Tel.: 514-934-1934 ext. 71819

External resources

QPHP - Quebec Physicians' Health Program <http://www.pamq.org/en/>

A discreet and confidential health program designed to help physicians, residents, and students that are in difficulty. Hours: 9:00 a.m. to 4:45 p.m. Physician advisor on call available from 8 am to 8 pm Monday through Friday, and from 9 am to 5 pm on weekends and statutory holidays (voice mail and call back).

E-mail: info@pamq.org **Tel.:** 514-397-0888 or 1-800-387-4166

FMRO – Fédération des médecins résidents du Québec <http://www.fmrq.qc.ca/en/ressources-and-services/health-and-wellness/directory-of-ressources>

The FMRO is an organization bringing together and advocating on behalf of Quebec's medical resident associations.

E-mail: johanne.carrier@fmrq.qc.ca (Johanne Carrier)

McGill Nightline

A confidential and anonymous listening, information and referral service

Tel.: 514-398-6246

The line is open 6 p.m. to 3 a.m. throughout the school year.

Crisis Hotlines

Suicide Action Montreal

Tel.: 514-723-4000 or 1-866-277-3553

24-Hour Service

Drug and Alcohol Help Line

Tel.: 514-527-2626 or 1-800-265-2626

24-Hour Service

Canadian Medical Protective Association (CMPA)

<https://www.cmpa-acpm.ca/physician-wellness>

1-800-267-6522

Public Health Agency of Canada:

<http://www.phac-aspc.gc.ca/tmp-pmv/index-eng.php>

For resources on environmental, climate, health, and safety information in many countries

Centers for Disease Control and Prevention:

<http://wwwnc.cdc.gov/travel/default.aspx>

Another resource for up-to-date health and safety information abroad