

 Arnot Ogden Medical Center	Graduate Medical Education	DATE: 6/2018	MANUAL NO. GME - 012
		Replaces (Date and No.) 5/28/13, 1/28/14; 7/28/2017,1/2022	

POLICY ON INTERN/RESIDENT/FELLOW WORK HOURS

Each residency program must be committed to and responsible for promotion of patient safety and intern/resident/fellow well-being, and to providing a supportive educational environment. Regardless of where affiliated rotations are offered, work hours and on-call time periods must not be excessive for the trainees. Work hours must be consistent with ACGME/NYSDOH and Specific Program Requirements. In specific:

- The structuring of work hours and on-call schedules must focus on the needs of the patient, continuity of care, and the educational needs of the trainee. Work hour assignments must recognize that faculty and trainees collectively have responsibility for the safety and welfare of patients.
- Didactic and clinical education must have priority in the allotment of trainees' time and energy.
- The learning objectives of the program must not be compromised by excessive reliance upon residents to fulfill service obligations.

Situations in which trainees work an excessive numbers of hours can lead to errors in judgment and clinical decision-making, and negatively impact the physical and mental wellbeing of trainees. These errors can impact on patient safety, as well as the safety of the physician trainees through increased motor vehicle accidents, stress, depression and illness.

Work hours must comply with the following standards:

- The trainee shall not be assigned to work physically on duty in excess of 80 hours per week, inclusive of in-house night call and any allowed moonlighting. No exceptions to this policy shall be permitted.
- The trainee shall not work in excess of 24 consecutive hours.
- Allowances for already initiated clinical care, transfer of care, educational debriefing and formal didactic activities may occur, but shall not exceed ACGME/NYS allotted additional hours and must be reported by the intern/resident/fellow/fellow in writing with rationale to the DIO/program director and reviewed by the GMEC for monitoring individual intern/resident/fellows and program. Please adhere to specific work hour ACGME/NYSDOH requirements for PGY-1 trainees.
- Trainees shall not assume responsibility for a new patient or any new clinical activity after working 24 hours.
- The trainee shall have at least one 24-hour period off each week and shall have no call responsibility during that time.

- Upon conclusion of a 20-24 hour work shift, trainees shall have a minimum of 14 hours off before being required to be on duty or on call again.
- Upon completing a work period of at least 12 but less than 20 hours, a minimum period of 10 hours off must be provided.
- All off-work time must be totally free from clinical, on call and educational activity.
- Rotations in which a trainee is assigned to Emergency Department hours shall ensure that trainees work no longer than 12 hour shifts with no more than 30 additional minutes allowed for transfer of care and shall be required to report in writing to the DIO/program director for review by the GMEC, only any time exceeding the 30 additional minutes, for monitoring individual trainees and program.
- In cases where a trainee is engaged in patient responsibility which cannot be interrupted at the work hour limits, additional coverage shall be assigned as soon as possible by the attending staff to relieve the trainee involved.
- The program leadership is responsible for ensuring trainees have alternative means of transportation home should they feel too fatigued to safely return home following a shift. (Please refer to Fatigue/Stress Policy GME-025).
- The trainee shall not be assigned to in-hospital call more often than every third night averaged over any consecutive four-week period. Home call is not subject to this policy, however it must satisfy the requirement for time off. Any time spent returning to the hospital must be included in the 80 hour maximum limit.
- All moonlighting hours worked are to be included in the total weekly work hours. PGY-1 residents are not permitted to moonlight.

Arnot Ogden Medical Center Graduate Medical Education allows no exceptions to the work hours listed above.