Overview

There is growing awareness that fatigue can have an adverse effect on trainee performance. Symptoms of fatigue and/or stress are normal and expected to occur periodically during fellowship training as well as after, just as it would in other professional settings. In fellowship training, fatigue/impaired performance means possible missed opportunities for learning, and, worst case scenario, potential harm to patients.

The fellowship program utilizes the following for education, detection and addressing excess fatigue:

- Annual computer based learning module “Sleep and Fatigue Education for Clinical Program Trainees”
- Annual Physician Burnout lecture
- Monthly meetings with the program director

Excess fatigue and/or stress may occur in patient care settings as well as non-patient care settings such as lectures and conferences. In patient care settings, patient safety and well-being of the patient mandates implementation of an immediate and proper response sequence. In non-patient care settings, the response may vary based on the severity of and the demeanor of the fellow’s appearance and perceived condition. The following is a general guideline for those recognizing or observing excessive fellow fatigue and/or stress.

Patient care

Attending physician:

- If the attending physician notices evidence of excessive fatigue and/or stress, the fellow should be released from any further patient care responsibilities at time of recognition.
- The attending should privately discuss his/her opinion with the fellow, attempt to identify the underlying reason for the fatigue, and discuss the amount of rest needed to alleviate the situation.
- The attending must contact the program director to inform them of the situation as well as underlying issue.
- The fellow should rest at the hospital (call room) prior to driving home. In addition, the fellow will be advised that someone may pick him/her up for transportation home. Taxi service is also available at no charge to the fellow.
- The fellow who has been released from further patient care cannot appeal the decision and must have permission to resume work from the supervising attending.
Fellow:

- Other fellows who notice a colleague’s fatigue have the professional responsibility to notify the supervising attending without fear of reprisal.
- A fellow who feels fatigued has the professional responsibility to notify the supervising attending or program director without fear of reprisal.

Program Director:

- If the removed fellow’s absence results in immediate effect on other fellows (ie. call) this should be accounted for immediately.
- The fellow’s call schedule, duty hours, patient care responsibilities, and personal problems/stressors will be discussed.
- The rotation will be reviewed for potential changes and improvements.
- If the problem is recurrent or not resolved in a timely manner, the fellow may be removed from patient care responsibilities indefinitely. A medical evaluation may be requested as well as a meeting with Physicians well-being.

Fellowship Resources:

- Fellow colleagues
- Program Director (pager 24 hours/day 16586)
- Attending physician
  - House Officer Mental Health Program: [http://hoaumich.org/faq/00abt/](http://hoaumich.org/faq/00abt/)
  - The current participating attending psychiatrists are:
    - Kate Baker, MD
    - Karla Blackwood, MD
    - Srijan Sen, MD

To schedule an evaluation, simply contact Natalie Dooley, administrative assistant, at 734-763-4215. Attending Psychiatrists are available to see house officers EXPEDIENTLY for a FREE OF CHARGE and CONFIDENTIAL initial evaluations (insurance is not billed and visit is not documented in MiChart).

Website Resource: [https://medicine.umich.edu/dept/psychiatry/programs/house-officer-mental-health-program-homhp](https://medicine.umich.edu/dept/psychiatry/programs/house-officer-mental-health-program-homhp)

Additional Resources for Faculty and Staff

**Michigan Medicine Office of Counseling and Workplace Resilience:** A confidential, no-cost service for the University of Michigan Health System’s faculty, staff and their families.

- Phone: 734-763-5409
- Email: counseling@med.umich.edu
- Website: [http://hr.umich.edu/mhealthy/programs/mental_emotional/counseling-consultation/cap/index.html](http://hr.umich.edu/mhealthy/programs/mental_emotional/counseling-consultation/cap/index.html)
U of M Faculty & Staff Assistance Program: [http://www.umich.edu/~fasap/](http://www.umich.edu/~fasap/)
Will help with: marital/partner or interpersonal relationship concerns, depression/anxiety, managing change effectively, new parenting skills, grieving the loss of a loved one, improving family communication, clarifying important life decisions, managing personal or job stress, alcohol or other substance misuse, improving communication with a co-worker.

This policy will be communicated to the fellows and faculty annually and a copy of the policy will be maintained in MedHub.