



Department of  
**UROLOGIC SCIENCES**  
UBC

**UNIVERSITY OF BRITISH COLUMBIA**

**DEPARTMENT OF UROLOGIC SCIENCES**

**Policy on resident safety**



**2020**

## Revision History

Date	Author	Description	Approved by

Resident Safety Policy

This Policy references UBC Policies at: <https://universitycounsel.ubc.ca/policies/index/>

This Policy references UBC Faculty of Medicine policies at: <https://mednet.med.ubc.ca/>

# THE UNIVERSITY OF BRITISH COLUMBIA



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## **UBC DEPARTMENT OF UROLOGIC SCIENCES**

### **POLICY ON RESIDENT SAFETY**

#### **Purpose**

The purpose of this policy is to provide basic standards for resident safety with regards to clinical and academic activities. This policy applies while residents are undertaking activities related to the execution of residency duties.

#### **Principles**

Resident safety is a shared responsibility of the Faculty of Medicine, the Health Employers Association of BC, clinical and academic departments and the trainees themselves. Occupational health and workplace safety is governed by Occupational Health & Safety Regulations (WorkSafe BC). The Collective Agreement between the Health Employers Association of BC and the Professional Association of Residents of BC 2006-2011 outlines additional responsibilities of the

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employer with regard to safety of personal effects, orientation, on-call areas, workload during pregnancy and distributed training sites.

Hospitals and other training sites must take reasonable measures to ensure resident safety, particularly considering hazards such as environmental toxins, radiation, exposure to infectious agents transmitted through blood and fluid and potential exposure to violence from patients or others. The training program will promptly address safety concerns and constantly promote a safe working and learning environment. Residents will be made aware of the program's safety policies and will review these policies at the time of their initial orientation. Residents will also review the safety policies intermittently during the course of their training and the program director will ensure that the policies are understood.

Awareness of personal safety and assessment of risk is part of professional development inherent in postgraduate medical education. Residents should not suffer academic consequences for declining to participate in an activity they feel puts them at unacceptable risk of harm. It is a key responsibility of the residents to communicate safety concerns to the program and to comply with safety policies.

## **Safety During Clinical Activities**

### **Travel**

There should be an unscheduled day between rotations to or from distributed training locations. When long distance travel is required, the resident should request that they not be on call on the last day of the preceding rotation.

When traveling by private vehicle, it is expected that residents will exercise judgment especially when driving during inclement weather or when fatigued. The residents are reminded that it is against the law in BC to use a hand-held cell phone or to text message while driving. The residents are expected to maintain their vehicle adequately.

For long distance travel, residents should ensure that a colleague or the home residency office is aware of their itinerary.

Residents should not drive home after call if they have not had adequate rest. The residents are encouraged to travel by taxi and will be reimbursed by the program.

Urology residents should understand that off-site organ procurement operations are voluntary and that any associated risk incurred by transportation to the site is borne by the Resident.

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Residents are encouraged to contact Protection Services if they have parked their car outside of the hospital area and are leaving after dark.

Pregnant residents should be aware of specific risks to themselves and the fetus. Pregnant residents should be aware of the program's policy on pregnancy and maternity leave which takes direction from the UBC PGME standing policy.

## **Patient Encounters**

Residents should not make any house calls.

Residents should not call any patients or family members with their personal phone without using "call blocker".

Residents should not work alone in any facility or at any time where Protection Services are not available.

Residents should not assess psychotic or potentially violent patients in the emergency room or elsewhere in the hospital unless they are accompanied by Protection Services. When assessing such patients, the residents must discuss how the patient will be controlled and the assessment ended if the encounter becomes threatening. Before an encounter with a potentially violent patient, the resident must be aware of the exits to the room and be able to exit immediately, if necessary.

## **Work Environment**

Urology is "home call" but the residents will be provided with call rooms at hospitals where it is common to work overnight (Vancouver General Hospital and St. Paul's Hospital). The call rooms will be clean, smoke-free, well lit and will be kept locked at all times.

Residents should not work alone in any facility or at any time where Protection Services are not available.

Residents will complete the on-line radiation safety course annually as a condition of their employment with HEABC.

Radiation protective garments (aprons, thyroid shields and goggles) will be provided for all residents working in the Stone Center at VGH and for residents doing PCNL cases at St. Paul's.

Laser safety will be reviewed at inception into the Residency Program, and by the attending surgeons prior to residents assist on stone cases and laser safety goggles will be available at all hospitals with a laser.

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Residents are expected to have their Hepatitis B vaccinations up to date and know that their anti-Hep B surface antibody titres are in the protective range.

Residents are expected to wear appropriate protective eyewear in the operating room and during procedures where blood or body fluids may become aerosolized.

Residents are required to know the policy at each hospital in the event of needle stick injury or exposure to blood and body fluids. Immediate assessment and care is essential. If there are no designated occupational health personnel available, the resident should clean the area immediately and proceed to the emergency room where they identify themselves as a member of the house-staff. An Infectious Disease physician may see you. Your attending may be required to have the patient's hepatitis and HIV serology drawn if they are not already known. You are not required to stop working while undergoing evaluation for possible infection.

Professional liability insurance is provided by the employer (Health Employers Association of BC) however the residents are encouraged to be members of the CMPA. The hospital liability coverage ceases when the residents finish their training and any legal action commencing after this time (even if the events occurred during the residency) will not be covered. CMPA will only cover events that occurred while the physician is a member.

Residents are required to know the UBC policy on harassment, intimidation, and unprofessional behaviour in the workplace (see links below in Faculty of Medicine Resources). The contact information for the UBC Office of Equity & Professionalism is: Dr. Gurdeep Parhar, Confidential Voicemail: 604-827-3664, Fax: 604.822.9760, Website: [www.med.ubc.ca/equity](http://www.med.ubc.ca/equity).

The residents are aware of the "Physician Health Program" where confidential assistance is available for BC physicians and their families ([www.physicianhealth.com](http://www.physicianhealth.com)). The 24 hour help line is 1-800-663-6729.

## **Protection Services / Security Contact**

- VGH: urgent ext. 5800 / non-urgent ext. 4777
- UBC: urgent ext. 5800 / non-urgent ext. 4777
- SPH: urgent ext. 5800 / non-urgent ext. 4777
- BCCH: urgent ext. 8999 / non-urgent ext. 2999

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## Links and Resources

### a. PAR-BC Resources

Collective Agreement between the Health Employers Association of BC and the Professional Association of Residents of BC 2006-2011, Article 19.06 (Damage to personal property) and 19.07 (Theft of residents' medical equipment); Memorandum of Understanding (On-call areas); Letter of Understanding (Distributed Training Locations)

### b. Faculty of Medicine Resources

The Faculty of Medicine strictly prohibits any form of discrimination or harassment including abuses of power. Please refer to the following Faculty wide policies which can be found on <https://mednet.med.ubc.ca/>

- Professional Standards for Faculty Members and Learners' in the Faculties of Medicine and Dentistry
- Policy and Processes to address unprofessional behaviour in the Faculty of Medicine
- Process to Address Concerns/Complaints of Intimidation, Harassment, Unprofessional Behaviour
- Definition of Intimidation, Harassment and Other Related Terms
- Blood or Body Fluid Exposure Protocol
- Blood Borne Communicable Diseases Policy and Guidelines

### c. UBC Resources (<https://universitycounsel.ubc.ca/policies/index/>)

- Discrimination and Harassment
- University Safety
- Hazardous Materials Management
- Radiation Safety
- Sexual Assault and Other Sexual Misconduct

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