GRADUATE MEDICAL EDUCATION

TRAINEE POLICIES AND PROCEDURES

POLICY: GME Trainee Standards of Professionalism
Policy Number: 8.2
Chapter: GME Trainee Training and Environment

Purpose:
University of Utah Health (UUH) is committed to providing high-quality graduate medical education (GME) through its residency and fellowship training programs. GME Trainees are expected to pursue the acquisition of competencies that will qualify them for careers in their chosen specialties in a learning and working environment that emphasizes treating others with respect, courtesy, and dignity.

Policy:
A. Programs, in partnership with UUH, must educate trainees and faculty members concerning the professional responsibilities of physicians, including their obligation to be appropriately rested and fit to provide the care required by their patients.

B. The learning objectives of the program must:
   1. Be accomplished through an appropriate blend of supervised patient care responsibilities, clinical teaching, and didactic educational events.
   2. Be accomplished without excessive reliance on trainees to fulfill non-physician obligations.

C. The program director, in partnership with UUH, must provide a culture of professionalism that supports patient safety and personal responsibility.

All ACGME-accredited training programs (both residencies and fellowships) should follow the current ACGME Common Program Requirements’ VI.B. Professionalism guidelines. These programs should also refer to and adhere to their current ACGME specialty-specific program requirements.
For all non-ACGME programs under GME oversight, the following guidelines should be followed:

Trainees are expected to:

A. Abide by the following:
   1. Standards of performance adopted by their specific training program.
   2. Policies and procedures of the specific training site where they rotate, including University of Utah Health Hospitals and Clinic sites, affiliated hospital sites, and any other approved clinical site.
   3. All applicable University of Utah Health policies and procedures including, but not limited to, computer use/information resource policies, and drug-free workplace and drug testing policies.
   4. All University of Utah Health Graduate Medical Education policies and procedures, including the Trainee Agreement.

B. Abide by the following standards of professional conduct:
   1. Interact respectfully, effectively, and appropriately with patients and all members of the health care team.
   2. Communicate relevant information regarding patients under their care in a timely manner to attending physicians or other supervisory physicians.
   4. Demonstrate a commitment to the program through timely attendance at educational and clinical functions.
   5. Pass Step 3 of the USMLE (or Osteopathic equivalent) to be eligible for re-appointment beyond the PGY-2 level.
   6. Participate in safe, effective and compassionate patient care under supervision commensurate with their level of advancement and responsibility.
   7. Participate fully in the educational and scholarly activities of their program and, as appropriate, assume responsibility for teaching and supervising other residents and students.
   8. Participate fully in institutional programs and activities involving the medical staff and adhere to established practices, procedures and policies of all affiliated hospitals, including the timely completion of medical records.
   9. Participate fully in departmental and institutional committees and councils, especially those that relate to quality improvement and patient safety activities.
   10. Participate fully in evaluation of faculty and the quality of their educational program.
   11. Apply cost containment measures in the provision of quality patient care.
   12. Develop an understanding of ethical, socioeconomic, and medical/legal issues that affect the health care system and the provision of patient care.
C. All trainees and faculty members must demonstrate responsiveness to patient needs that supersedes self-interest. This includes the recognition that under certain circumstances, the best interests of the patient may be served by transitioning that patient’s care to another qualified and rested provider.

D. Programs, in partnership with UUH, must provide a professional, equitable, respectful, and civil environment that is free from discrimination, sexual, and other forms of harassment, mistreatment, abuse, or coercion of students, trainees, faculty, or staff.

E. Programs, in partnership with UUH, should have a process for education of trainees and faculty regarding unprofessional behavior and a confidential process for reporting, investigating, and addressing such concerns.