

KBIM RESIDENT SAFETY & WELLNESS POLICY

1.0 INTRODUCTION

- 1.1 At KBIM, we believe that psychological, emotional and physical wellbeing are critical in the development of a competent, caring and resilient physician.
- 1.2 This policy reflects KBIM's commitment to a safe, positive, and healthy learning environment for all residents by creating, promoting, and sustaining a culture of wellness and resilience.
- 1.3 This policy applies to all residents within the Kuwait Board of Internal Medicine (KBIM) Program.

2.0 RESIDENT RESPONSIBILITIES

- 2.1 It is the resident's responsibility to comply with this safety policy.
- 2.2 Residents are encouraged to provide input on safety issues through rotation evaluations, to the site coordinator and the resident wellness and safety lead or the program director.
- 2.3 Residents have a professional responsibility to appear for duty appropriately rested and must manage their time before, during and after clinical assignments to prevent excessive fatigue.
- 2.4 Residents who recognize that their fitness for duty may be impaired due to illness and/or fatigue, are responsible to report it to their immediate supervisor and encouraged to voluntarily seek assistance from the program's wellness and safety lead.
- 2.5 Residents who feel their personal safety or security is threatened should remove themselves immediately from the situation in a professional manner and seek urgent assistance from their immediate supervisor, trusted faculty or the program's wellness and safety lead

3.0 RESIDENT WELLNESS AND SAFETY LEAD RESPONSIBILITIES

- 3.1 It is the responsibility of the training program to encourage and facilitate an atmosphere that is safe for resident training.
- 3.2 To ensure that resident safety is protected at all times.
- 3.3 To help residents who voluntarily seek assistance and ensure that their status is not jeopardized due to their burn out or health issues.

- 3.4 To conduct regular check-ins with the residents at all levels to address burnout and address their concerns.
- 3.5 To help the residents connect with mentors or supervisors in the program.
- 3.6 To meet with the struggling residents and come up with a learning plan.
- 3.7 To help residents in remediation navigate their remediation process while maintaining their mental wellbeing.
- 3.8 It is the responsibility of the program to educate the tutors to improve their awareness on how to deal with struggling residents and how to support the wellness of residents.

4.0 SAFETY DOMAINS

4.1 Workplace injury:

4.1.1 Decontamination

4.1.1.1 Report incident to the rotation supervisor

4.1.1.2 Proceed to ER for immediate treatment

4.1.1.3 Report and document workplace injury within 24 hours

4.1.1.4 Contact preventive medicine if needed

5.0 BREACH OF PERSONAL SAFETY

- 5.1 If the resident feels their personal safety is threatened, he/she MUST immediately remove themselves in a professional manner.
- 5.2 The resident MUST report the incident to their clinical supervisor
- 5.3 The resident wellness lead must be informed as soon as possible and the program director might be involved if needed.

6.0 BULLYING/MISTREATMENT/SEXUAL HARASSMENT

- 6.1 Remove yourself immediately from the environment in a professional manner
- 6.2 Notify supervisor or trusted faculty
- 6.3 Notify the wellness and safety lead or the PGME office

- *This policy is specific to KBIM.*
- *We also comply with KIMS's safety and wellness policy.*
- *Please visit <https://kims-pge.org/policies-resources/> for further details.*