



I. POLICY SCOPE:

All Accreditation Council for Graduate Medical Education (ACGME) and Non-ACGME accredited residency and fellowship programs sponsored by CH.

II. DEFINITIONS:

Trainee

Trainee refers to all interns, residents and fellows participating in an ACGME or Non-ACGME accredited training programs sponsored by CH.

Training Program

Training program or program refers to an ACGME or Non-ACGME accredited internship, residency or fellowship training program sponsored by CH.

III. RESPONSIBILITY:

Incorporation of the Six Core Competencies

It is the responsibility of the institution, program and trainees to develop a personal program of learning to foster continued professional growth, in accordance with program requirements, the specific knowledge, skills, attitudes, and educational experiences required in order for trainees to demonstrate the following:

- i. Patient Care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health.
- ii. Medical Knowledge that demonstrates knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge to patient care.
- iii. Practice-based Learning and Improvement that demonstrates the ability to investigate and evaluate their care of patients, appraise and assimilate scientific evidence, and continuously improve patient care based on constant self-evaluation and life-long learning.
- iv. Interpersonal and Communication Skills that result in the effective exchange of information and collaboration with patients, their families, and other health professionals.
- v. Professionalism, as manifested through a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.
- vi. Systems-based practice that demonstrates an awareness of and responsiveness to the larger context and system for health care and the ability to effectively call on system resources to provide care that is of optimal value.

In addition, the institution ensures that trainees:

- i. Participate in the educational and scholarly activities of their GME Programs and, as required, assume responsibility for teaching and supervision of trainees and students.
- ii. Develop a personal growth program of learning to foster continued professional growth with guidance from the teaching staff.
- iii. Participate on appropriate committees and councils whose actions affect trainee education and/or patient care.
- iv. Participate in confidential written evaluations of the faculty and of the educational experiences at least annually.

Trainees' Responsibilities

Trainees must demonstrate an understanding and acceptance of their personal role in the following areas:

- i. Ensure that the safety and welfare of patients are entrusted to their care.
- ii. Provide patient and family-centered care.
- iii. Ensure fitness for duty.
- iv. Management of time before, during, and after clinical assignments.
- v. Recognition of impairment, including illness and fatigue in themselves and in peers.
- vi. Monitor patient care performance improvement indicators.
- vii. Report honest and accurate work hours, patient outcomes, and clinical experiences.
- viii. Commit to a process of reflection and action around disparities in health outcomes based on biases in one's own learning or from systemic racism.
- ix. Commit to health equity and excellent outcomes for all patients and families.

IV. APPROVAL

Approved by:



DIO/Vice Chair, Medical Education

9/9/20

Date

V. REVIEW OR REVISION DATE

Approved by the GMCC: September 9, 2020