

**Rationale:**

ACGME Common Program Requirement:

There are circumstances in which residents/fellows may be unable to attend work, including but not limited to fatigue, illness, family emergencies, and parental leave. The program must allow an appropriate length of absence for residents unable to perform their patient care responsibilities.

The program must have policies and procedures in place to ensure coverage of patient care.

These policies must be implemented without fear of negative consequences for the resident who is or was unable to provide the clinical work.

**Policy/Procedure:**

When a resident physician is scheduled for vacation, the Program Director or Chief Resident(s) will assign resident/fellow coverage, whenever possible/ necessary, for their assigned clinical service.

When a resident physician is unable to attend work for unexpected reasons, including but not limited to fatigue, illness, family emergencies, parental/ maternal leave or other unexpected leave of absence, the Program Director and/ or the Chief Resident(s) will designate resident/fellow coverage for the service, wherever possible, for the following resident/fellow duties in the order of priority as noted below:

- 1) Overnight on-call duties
- 2) Emergent cases
- 3) Daily rounds on inpatients

The following resident/fellow duties will be covered based on availability of other residents/fellows, ensuring that there will be no negative impact on the education or wellness of the covering physician.

- 1) Operative Elective cases
- 2) Elective Clinics

If no resident/fellow coverage is possible, it is the responsibility of the Program Director and/or Chief Resident(s) (program specific) to inform the Attending Physician covering these elective cases or elective clinics as soon as possible to ensure appropriate patient care.

If the resident physician is on an extended leave (over 1 week), the Program Director and the Chief Resident(s) (as appropriate) will discuss and arrange redirecting a resident/fellow from a less critical rotation to cover the absentee resident/fellow's service, at the discretion of the Program Director (always ensuring that the covering resident/fellow's education and wellness will not be negatively affected.)