ACGME Program Requirements for Graduate Medical Education in Medical Toxicology (Emergency Medicine or Preventive Medicine)

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in Medical Toxicology

Common Program Requirements are in BOLD

Where applicable, text in italics describes the underlying philosophy of the requirements in that section. These philosophic statements are not program requirements and are therefore not citable.

Introduction

Int.A. Fellowship is an essential dimension of the transformation of the medical student to the independent practitioner along the continuum of medical education. It is physically, emotionally, and intellectually demanding, and requires longitudinally-concentrated effort on the part of the fellow.

The specialty education of physicians to practice independently is experiential, and necessarily occurs within the context of the health care delivery system. Developing the skills, knowledge, and attitudes leading to proficiency in all the domains of clinical competency requires the fellow physician to assume personal responsibility for the care of individual patients. For the fellow, the essential learning activity is interaction with patients under the guidance and supervision of faculty members who give value, context, and meaning to those interactions. As fellows gain experience and demonstrate growth in their ability to care for patients, they assume roles that permit them to exercise those skills with greater independence. This concept—graded and progressive responsibility—is one of the core tenets of American graduate medical education. Supervision in the setting of graduate medical education has the goals of assuring the provision of safe and effective care to the individual patient; assuring each fellow’s development of the skills, knowledge, and attitudes required to enter the unsupervised practice of medicine; and establishing a foundation for continued professional growth.

Int.B. Medical toxicology is a clinical specialty that includes the monitoring, prevention, evaluation, and treatment, in all age groups, of injury and illness due to occupational and environmental exposures, pharmaceutical agents, and unintentional and intentional poisoning. A medical toxicology fellowship provides fellows with experience in the clinical practice of medical toxicology and prepares physicians as practitioners, educators, researchers, and administrators capable of practicing medical toxicology in academic and clinical settings.

Int.C. The educational program in medical toxicology must be 24 months in length. (Core)*

I. Institutions

I.A. Sponsoring Institution

One sponsoring institution must assume ultimate responsibility for the program, as described in the Institutional Requirements, and this responsibility extends to fellow assignments at all participating sites. (Core)
The sponsoring institution and the program must ensure that the program director has sufficient protected time and financial support for his or her educational and administrative responsibilities to the program. (Core)

I.A.1. The sponsoring institution must also sponsor an Accreditation Council for Graduate Medical Education (ACGME)-accredited residency program in emergency medicine or preventive medicine. (Core)

I.B. Participating Sites

I.B.1. There must be a program letter of agreement (PLA) between the program and each participating site providing a required assignment. The PLA must be renewed at least every five years. (Core)

The PLA should:

I.B.1.a) identify the faculty who will assume both educational and supervisory responsibilities for fellows; (Detail)

I.B.1.b) specify their responsibilities for teaching, supervision, and formal evaluation of fellows, as specified later in this document; (Detail)

I.B.1.c) specify the duration and content of the educational experience; and, (Detail)

I.B.1.d) state the policies and procedures that will govern fellow education during the assignment. (Detail)

I.B.2. The program director must submit any additions or deletions of participating sites routinely providing an educational experience, required for all fellows, of one month full time equivalent (FTE) or more through the Accreditation Council for Graduate Medical Education (ACGME) Accreditation Data System (ADS). (Core)

I.B.3. Each participating site must provide appropriate support services, personnel, and space to ensure that fellows have sufficient time to carry out their clinical and educational functions. (Core)

I.B.4. Programs using multiple participating sites must ensure the provision of a unified educational experience for the fellows. (Core)

I.B.4.a) An acceptable educational rationale must be provided for each participating site. (Core)

I.B.5. Any medical toxicology experience not available at the primary clinical site or sponsoring institution must be provided through an affiliation with a participating site. (Core)

I.B.6. Participating sites, including a poison center, should be in close physical
proximity to the primary clinical site unless they provide special resources that are not available at the primary clinical site. (Detail)

I.B.7. There should be affiliations with the following to provide regular didactic experience and consultation to the fellows: (Detail)

I.B.7.a) a school of pharmacy or department of pharmacology; (Detail)

I.B.7.a).(1) In the absence of an affiliation with a school of pharmacy or department of pharmacology, a Doctor of Pharmacy or PhD Pharmacologist should be appointed to the teaching faculty. (Detail)

I.B.7.a).(1).(a) Doctor of Pharmacy faculty members should be certified by either the Board of Pharmacy Specialties (BPS) or the American Board of Applied Toxicology (ABAT) or be ABAT/BPS-eligible. (Detail)

I.B.7.b) a medical school; and, (Detail)

I.B.7.c) a school of public health, department of health, department of population health, department of community health, or similar institution. (Detail)

I.B.8. The primary clinical site must be a primary hospital (hereafter referred to as the primary clinical site) or a poison center. (Core)

I.B.8.a) If the primary clinical site is a poison center, the program must identify a hospital where the clinical experience will take place. (Core)

II. Program Personnel and Resources

II.A. Program Director

II.A.1. There must be a single program director with authority and accountability for the operation of the program. The sponsoring institution’s GMEC must approve a change in program director. (Core)

II.A.1.a) The program director must submit this change to the ACGME via the ADS. (Core)

II.A.2. The program director should continue in his or her position for a length of time adequate to maintain continuity of leadership and program stability. (Detail)

II.A.3. Qualifications of the program director must include:

II.A.3.a) requisite specialty expertise and documented educational and administrative experience acceptable to the Review Committee; (Core)
II.A.3.b) current certification in the subspecialty by the American Board of Emergency Medicine, the American Board of Pediatrics, or the American Board of Preventive Medicine, or subspecialty qualifications that are acceptable to the Review Committee; (Core)

II.A.3.c) current medical licensure and appropriate medical staff appointment; (Core)

II.A.3.d) at least three years’ experience as a core physician faculty member in an ACGME-accredited emergency medicine, pediatrics, preventive medicine, or medical toxicology program; (Detail)

II.A.3.e) current clinical activity in medical toxicology; (Core)

II.A.3.f) active involvement in scholarly activity; and, (Core)

II.A.3.g) appropriate medical school faculty appointment. (Core)

II.A.4. The program director must administer and maintain an educational environment conducive to educating the fellows in each of the ACGME competency areas. (Core)

The program director must:

II.A.4.a) oversee and ensure the quality of didactic and clinical education in all sites that participate in the program; (Core)

II.A.4.b) approve a local director at each participating site who is accountable for fellow education; (Core)

II.A.4.c) approve the selection of program faculty as appropriate; (Core)

II.A.4.d) evaluate program faculty; (Core)

II.A.4.e) approve the continued participation of program faculty based on evaluation; (Core)

II.A.4.f) monitor fellow supervision at all participating sites; (Core)

II.A.4.g) prepare and submit all information required and requested by the ACGME; (Core)

II.A.4.g).(1) This includes but is not limited to the program application forms and annual program updates to the ADS, and ensure that the information submitted is accurate and complete. (Core)

II.A.4.h) ensure compliance with grievance and due process
procedures as set forth in the Institutional Requirements and implemented by the sponsoring institution; (Detail)

II.A.4.i) provide verification of fellowship education for all fellows, including those who leave the program prior to completion; (Detail)

II.A.4.j) implement policies and procedures consistent with the institutional and program requirements for fellow duty hours and the working environment, including moonlighting, (Core) and, to that end, must:

II.A.4.j).(1) distribute these policies and procedures to the fellows and faculty; (Detail)

II.A.4.j).(2) monitor fellow duty hours, according to sponsoring institutional policies, with a frequency sufficient to ensure compliance with ACGME requirements; (Core)

II.A.4.j).(3) adjust schedules as necessary to mitigate excessive service demands and/or fatigue; and, (Detail)

II.A.4.j).(4) if applicable, monitor the demands of at-home call and adjust schedules as necessary to mitigate excessive service demands and/or fatigue. (Detail)

II.A.4.k) monitor the need for and ensure the provision of back up support systems when patient care responsibilities are unusually difficult or prolonged; (Detail)

II.A.4.l) comply with the sponsoring institution’s written policies and procedures, including those specified in the Institutional Requirements, for selection, evaluation and promotion of fellows, disciplinary action, and supervision of fellows; (Detail)

II.A.4.m) be familiar with and comply with ACGME and Review Committee policies and procedures as outlined in the ACGME Manual of Policies and Procedures; (Detail)

II.A.4.n) obtain review and approval of the sponsoring institution’s GMEC/DIO before submitting information or requests to the ACGME, including: (Core)

II.A.4.n).(1) all applications for ACGME accreditation of new programs; (Detail)

II.A.4.n).(2) changes in fellow complement; (Detail)

II.A.4.n).(3) major changes in program structure or length of training; (Detail)
II.A.4.n).(4) progress reports requested by the Review Committee; (Detail)

II.A.4.n).(5) requests for increases or any change to fellow duty hours; (Detail)

II.A.4.n).(6) voluntary withdrawals of ACGME-accredited programs; (Detail)

II.A.4.n).(7) requests for appeal of an adverse action; and, (Detail)

II.A.4.n).(8) appeal presentations to a Board of Appeal or the ACGME. (Detail)

II.A.4.o) obtain DIO review and co-signature on all program application forms, as well as any correspondence or document submitted to the ACGME that addresses: (Detail)

II.A.4.o).(1) program citations, and/or, (Detail)

II.A.4.o).(2) request for changes in the program that would have significant impact, including financial, on the program or institution. (Detail)

II.A.4.p) ensure that a written supervision policy that specifies fellow and faculty member lines of responsibility has been implemented; and, (Core)

II.A.4.q) ensure a unified educational experience for all fellows. (Core)

II.A.5. The program director should participate in academic societies and educational programs designed to enhance his or her educational and administrative skills. (Detail)

II.B. Faculty

II.B.1. At each participating site, there must be a sufficient number of faculty with documented qualifications to instruct and supervise all fellows at that location. (Core)

The faculty must:

II.B.1.a) devote sufficient time to the educational program to fulfill their supervisory and teaching responsibilities; and to demonstrate a strong interest in the education of fellows, and (Core)

II.B.1.b) administer and maintain an educational environment conducive to educating fellows in each of the ACGME competency areas. (Core)
II.B.2. The physician faculty must have current certification in the subspecialty by the American Board of Emergency Medicine, the American Board of Pediatrics, or the American Board of Preventive Medicine, or possess qualifications judged acceptable to the Review Committee. (Core)

II.B.2.a) There must be a minimum of two medical toxicology physician faculty members based at the primary clinical site, including the program director, who together devote a minimum of 10 hours per week of direct instruction to the fellows, and who are readily available to the fellows for consultations on cases. (Core)

II.B.2.b) Faculty development opportunities must be made available to each core physician faculty member. (Core)

II.B.2.b).(1) Faculty members should participate in faculty development programs designed to enhance the effectiveness of their teaching, evaluation, and feedback. (Detail)

II.B.2.c) Faculty members must supervise all fellows in their development of clinical, educational, research, advocacy, and administrative skills. (Core)

II.B.3. The physician faculty must possess current medical licensure and appropriate medical staff appointment. (Core)

II.B.4. The nonphysician faculty must have appropriate qualifications in their field and hold appropriate institutional appointments. (Core)

II.B.5. The faculty must establish and maintain an environment of inquiry and scholarship with an active research component. (Core)

II.B.5.a) The faculty must regularly participate in organized clinical discussions, rounds, journal clubs, and conferences. (Detail)

II.B.5.b) Some members of the faculty should also demonstrate scholarship by one or more of the following:

II.B.5.b).(1) peer-reviewed funding; (Detail)

II.B.5.b).(2) publication of original research or review articles in peer reviewed journals, or chapters in textbooks; (Detail)

II.B.5.b).(3) publication or presentation of case reports or clinical series at local, regional, or national professional and scientific society meetings; or, (Detail)

II.B.5.b).(4) participation in national committees or educational organizations. (Detail)
II.B.5.c) Faculty should encourage and support fellows in scholarly activities. (Core)

II.B.5.d) All core faculty members must demonstrate significant contributions to the subspecialty of medical toxicology through scholarly activity. (Core)

II.B.5.d).(1) Each core physician faculty member must demonstrate at least one piece of scholarly activity per year, averaged over the past five years. (Core)

II.B.5.d).(2) There should be at least one scientific peer-reviewed publication for every two core physician faculty members per year, averaged over the previous five years. (Detail)

II.C. Other Program Personnel

The institution and the program must jointly ensure the availability of all necessary professional, technical, and clerical personnel for the effective administration of the program. (Core)

II.C.1. There must be at least one 0.2 FTE program coordinator dedicated solely to fellowship program administration. (Core)

II.C.2. Consultants from appropriate medical and non-medical specialties must be available for consultation and didactic sessions. (Core)

II.C.2.a) Medical consultants should include, but not limited to, individuals with special expertise in the following areas: cardiology, dermatology, gastroenterology, hyperbaric medicine, immunology, nephrology, ophthalmology, pathology, pulmonary medicine, and surgical subspecialties. (Detail)

II.C.2.b) Non-medical consultants should include individuals with special expertise in the following areas: biostatistics, botany, disaster and mass casualty incident management, epidemiology, environmental toxicology, forensic toxicology, hazardous materials, herpetology, industrial hygiene, laboratory toxicology, mycology, occupational toxicology, pharmacology, public health, and zoology. (Detail)

II.D. Resources

The institution and the program must jointly ensure the availability of adequate resources for fellow education, as defined in the specialty program requirements. (Core)

II.D.1. Resources must be available to support the provision of clinical experience in adult and pediatric critical care areas. (Core)

II.D.1.a) The following must be available at the primary clinical site or at an
II.D.1.a).(1) emergency services for both adult and pediatric patients; (Core)

II.D.1.a).(2) adult and pediatric inpatient facilities; (Core)

II.D.1.a).(3) adult and pediatric intensive care facilities; (Core)

II.D.1.a).(4) renal dialysis services with 24-hour availability; (Core)

II.D.1.a).(5) toxicology laboratory services with 24-hour availability; and, (Core)

II.D.1.a).(6) adult and pediatric outpatient facilities. (Core)

II.D.2. The patient population must include patients of all ages and both genders, with a wide variety of clinical problems, and must be adequate in number and variety to meet the educational needs of the program. (Core)

II.D.3. The poison center or medical toxicology service must annually have at least 1500 encounters from the community that require medical toxicologist consultation or intervention. (Core)

II.E. Medical Information Access

Fellows must have ready access to specialty-specific and other appropriate reference material in print or electronic format. Electronic medical literature databases with search capabilities should be available. (Detail)

III. Fellow Appointments

III.A. Eligibility Criteria

The program director must comply with the criteria for resident eligibility as specified in the Institutional Requirements. (Core)

III.A.1. Eligibility Requirements – Residency Programs

III.A.1.a) All prerequisite postgraduate clinical education required for initial entry or transfer into ACGME-accredited residency programs must be completed in ACGME-accredited residency programs, or in Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited residency programs located in Canada. Residency programs must receive verification of each applicant’s level of competency in the required clinical field using ACGME or CanMEDS Milestones assessments from the prior training program. (Core)

III.A.1.b) A physician who has completed a residency program that
was not accredited by ACGME, RCPSC, or CFPC may enter an ACGME-accredited residency program in the same specialty at the PGY-1 level and, at the discretion of the program director at the ACGME-accredited program may be advanced to the PGY-2 level based on ACGME Milestones assessments at the ACGME-accredited program. This provision applies only to entry into residency in those specialties for which an initial clinical year is not required for entry. (Core)

III.A.1.c) A Review Committee may grant the exception to the eligibility requirements specified in Section III.A.2.b) for residency programs that require completion of a prerequisite residency program prior to admission. (Core)

III.A.1.d) Review Committees will grant no other exceptions to these eligibility requirements for residency education. (Core)

III.A.2. Eligibility Requirements – Fellowship Programs

All required clinical education for entry into ACGME-accredited fellowship programs must be completed in an ACGME-accredited residency program, or in an RCPSC-accredited or CFPC-accredited residency program located in Canada. (Core)

Prior to appointment in the program, fellows must have successfully completed an ACGME-accredited residency, excluding a transitional year program. (Core)

III.A.2.a) Fellowship programs must receive verification of each entering fellow’s level of competency in the required field using ACGME or CanMEDS Milestones assessments from the core residency program. (Core)

III.A.2.b) Fellow Eligibility Exception

A Review Committee may grant the following exception to the fellowship eligibility requirements:

An ACGME-accredited fellowship program may accept an exceptionally qualified applicant**, who does not satisfy the eligibility requirements listed in Sections III.A.2. and III.A.2.a), but who does meet all of the following additional qualifications and conditions: (Core)

III.A.2.b).(1) Assessment by the program director and fellowship selection committee of the applicant’s suitability to enter the program, based on prior training and review of the summative evaluations of training in the core specialty; and (Core)
III.A.2.b).(2) Review and approval of the applicant’s exceptional qualifications by the GMEC or a subcommittee of the GMEC; and (Core)

III.A.2.b).(3) Satisfactory completion of the United States Medical Licensing Examination (USMLE) Steps 1, 2, and, if the applicant is eligible, 3, and; (Core)

III.A.2.b).(4) For an international graduate, verification of Educational Commission for Foreign Medical Graduates (ECFMG) certification; and, (Core)

III.A.2.b).(5) Applicants accepted by this exception must complete fellowship Milestones evaluation (for the purposes of establishment of baseline performance by the Clinical Competency Committee), conducted by the receiving fellowship program within six weeks of matriculation. This evaluation may be waived for an applicant who has completed an ACGME International-accredited residency based on the applicant's Milestones evaluation conducted at the conclusion of the residency program. (Core)

III.A.2.b).(5).(a) If the trainee does not meet the expected level of Milestones competency following entry into the fellowship program, the trainee must undergo a period of remediation, overseen by the Clinical Competency Committee and monitored by the GMEC or a subcommittee of the GMEC. This period of remediation must not count toward time in fellowship training. (Core)

** An exceptionally qualified applicant has (1) completed a non-ACGME-accredited residency program in the core specialty, and (2) demonstrated clinical excellence, in comparison to peers, throughout training. Additional evidence of exceptional qualifications is required, which may include one of the following: (a) participation in additional clinical or research training in the specialty or subspecialty; (b) demonstrated scholarship in the specialty or subspecialty; (c) demonstrated leadership during or after residency training; (d) completion of an ACGME-International-accredited residency program.

III.A.2.c) The Review Committees for Emergency Medicine and Preventive Medicine allow exceptions to the Eligibility Requirements for Fellowship Programs in Section III.A.2. (Core)

III.A.2.d) Prior to entry, each fellow must be notified in writing of the required length of the program. (Core)
III.B. Number of Fellows

The program’s educational resources must be adequate to support the number of fellows appointed to the program. (Core)

III.B.1. The program director may not appoint more fellows than approved by the Review Committee, unless otherwise stated in the specialty-specific requirements. (Core)

III.B.2. Prior approval by the Review Committee is required to change the number of approved fellows in the program. (Core)

III.C. Fellow Transfers

III.C.1. Before accepting a fellow who is transferring from another program, the program director must obtain written or electronic verification of previous educational experiences and a summative competency-based performance evaluation of the transferring fellow. (Detail)

III.C.2. A program director must provide timely verification of residency education and summative performance evaluations for fellows who may leave the program prior to completion. (Detail)

III.D. Appointment of Fellows and Other Learners

The presence of other learners (including, but not limited to, residents from other specialties, subspecialty fellows, PhD students, and nurse practitioners) in the program must not interfere with the appointed fellows’ education. (Core)

III.D.1. The program director must report the presence of other learners to the DIO and GMEC in accordance with sponsoring institution guidelines. (Detail)

IV. Educational Program

IV.A. The curriculum must contain the following educational components:

IV.A.1. Overall educational goals for the program, which the program must make available to fellows and faculty; (Core)

IV.A.2. Competency-based goals and objectives for each assignment at each educational level, which the program must distribute to fellows and faculty at least annually, in either written or electronic form; (Core)

IV.A.2.a) All educational components of the fellowship must be related to program goals and objectives. (Core)

IV.A.2.b) The curriculum must include the following medical toxicology core content areas:
IV.A.2.b).(1) analytical and forensic toxicology;  
IV.A.2.b).(2) assessment and population health;  
IV.A.2.b).(3) clinical assessment;  
IV.A.2.b).(4) principles of toxicology;  
IV.A.2.b).(5) therapeutics; and,  
IV.A.2.b).(6) toxins and toxicants.

IV.A.3. Regularly scheduled didactic sessions;  

IV.A.3.a) The majority of didactic experiences should take place at the primary clinical site.  

IV.A.3.a).(1) There must be at least four hours per week of planned educational experiences focused on medical toxicology.  

IV.A.3.a).(1).(a) All planned didactic experiences must be supervised by faculty members.  

IV.A.3.a).(1).(b) Faculty members must present more than 50 percent of the planned didactic experiences.  

IV.A.3.a).(2) Planned educational experiences should include presentations based on the defined curriculum, morbidity and mortality conferences, journal review, administrative seminars, and research methods.  

IV.A.3.a).(2).(a) All planned didactic experiences should have an evaluative component to measure fellow participation and educational effectiveness, including faculty-fellow interaction.  

IV.A.3.a).(3) The program must ensure that fellows assigned to participating sites will participate in required conferences and other didactic activities at the primary clinical site.  

IV.A.3.b) Fellows must attend required seminars, conferences, and journal clubs.  

IV.A.3.c) Fellows must actively participate in the planning and delivery of didactic sessions.  

IV.A.4. Delineation of fellow responsibilities for patient care, progressive responsibility for patient management, and supervision of fellows over the continuum of the program; and,
IV.A.5. ACGME Competencies

The program must integrate the following ACGME competencies into the curriculum: (Core)

IV.A.5.a) Patient Care and Procedural Skills

IV.A.5.a). (1) Fellows must be able to provide patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health. Fellows: (Outcome)

must demonstrate competence in:

IV.A.5.a).(1).(a) gathering accurate, essential information in a timely manner; (Outcome)

IV.A.5.a).(1).(b) interpreting the results of diagnostic tests and diagnostic procedures; (Outcome)

IV.A.5.a).(1).(c) integrating information obtained from patient history, physical examination, physiologic recordings, and test results to arrive at an accurate assessment and treatment plan; (Outcome)

IV.A.5.a).(1).(d) integrating relevant biological, psychosocial, social, economic, ethnic, and familial factors into the evaluation and treatment of their patients; (Outcome)

IV.A.5.a).(1).(e) planning and implementing therapeutic treatment, including pharmaceutical, medical device, behavioral, and surgical therapies; (Outcome)

IV.A.5.a).(1).(f) assessing toxicological exposures in occupational evaluations; (Outcome)

IV.A.5.a).(1).(g) serving as the primary or consulting physician responsible for providing direct/bedside patient evaluation, management, screening, and preventive services for these patients; (Outcome)

IV.A.5.a).(1).(h) managing and evaluating patients with occupational and environmental exposures in an occupational medicine or toxicology clinic, or seeing occupational medicine patients in a referral setting, including responsibility for providing patient and worksite evaluation, management, exposure assessment and control, and preventive services for these patients; (Outcome)

IV.A.5.a).(1).(i) evaluating workplace risks and hazards; (Outcome)
IV.A.5.a).(1).(j) managing the entire course of critically poisoned patients of all ages and both genders, either as the primary physician or as a consultant; (Outcome)

IV.A.5.a).(1).(k) serving as the primary or consulting physician responsible for providing direct/bedside patient evaluation, management, screening, and preventive services for acutely poisoned patients; (Outcome)

IV.A.5.a).(1).(k).(i) Each fellow must provide care for at least 200 such patients over two years, representing all age groups and populations. (Core)

IV.A.5.a).(1).(k).(i).(a) Of these 200 acutely poisoned patients, at least 10 percent should be pediatric. (Detail)

IV.A.5.a).(1).(l) evaluating and managing patients representing all age groups and populations with acute workplace or chronic occupational and environmental toxic exposures over the course of the educational program; and, (Outcome)

IV.A.5.a).(1).(l).(i) Each fellow must evaluate and manage at least 25 such patients. (Core)

IV.A.5.a).(1).(m) consulting on calls from a referral population of poisoned patients under the supervision of a physician who is certified in medical toxicology. (Outcome)

IV.A.5.a).(1).(m).(i) Each fellow must consult on an average of 240 encounters per year for such patients. (Core)

IV.A.5.a).(2) Fellows must be able to competently perform all medical, diagnostic, and surgical procedures considered essential for the area of practice. Fellows: (Outcome)

must demonstrate proficiency in:

IV.A.5.a).(2).(a) performing a history and physical examination; and, (Outcome)

IV.A.5.a).(2).(b) performing diagnostic tests and diagnostic procedures. (Outcome)
Medical Knowledge

Fellows must demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge to patient care. Fellows:

must demonstrate competence in their knowledge of the following academic and clinical content:

IV.A.5.b).(1) major developments in the basic and clinical sciences relating to medical toxicology, through application of this knowledge in the care of their patients; (Outcome)

IV.A.5.b).(2) indications, risks, and limitations for procedures, and management of patients through application of this knowledge in their care; (Outcome)

IV.A.5.b).(3) therapeutic approaches, including resuscitation, initial management, pharmacological basis of antidote use, supportive and other care, and withdrawal syndrome management; (Outcome)

IV.A.5.b).(4) the basic and clinical sciences relating to medical toxicology, by passing certification examinations; (Outcome)

IV.A.5.b).(5) biochemistry of metabolic processes, the pharmacology, pharmacokinetics, teratogenesis, toxicity, and interactions of therapeutic drugs; (Outcome)

IV.A.5.b).(6) biochemistry of toxins, kinetics, metabolism, mechanisms of acute and chronic injury, and carcinogenesis; (Outcome)

IV.A.5.b).(7) clinical manifestations and differential diagnosis of poisoning from: drugs; industrial, household, environmental, and natural products; and agents of bioterrorism toxicants; (Outcome)

IV.A.5.b).(8) analytical and forensic toxicology, including: assay methods and interpretation; laboratory and other diagnostic assessments; forensics, medicolegal issues, and occupational drug test interpretation; (Outcome)

IV.A.5.b).(9) assessment and population health, including criteria for causal inference, monitoring, occupational assessment and prevention, principles of epidemiology, and statistics; (Outcome)

IV.A.5.b).(10) experimental design and statistical analysis of data as related to laboratory, clinical, and epidemiologic research; (Outcome)
IV.A.5.b).(11) laboratory techniques in toxicology; (Outcome)

IV.A.5.b).(12) occupational toxicology, including acute and chronic workplace exposure to intoxicants and basic concepts of workplace and industrial hygiene; (Outcome)

IV.A.5.b).(13) prevention of poisoning, including prevention of occupational exposures by intervention methodologies that take into account the epidemiology, environmental factors, and the role of regulation and legislation in prevention; (Outcome)

IV.A.5.b).(14) environmental toxicology, including identification of hazardous materials and the basic principles of management of large-scale environmental contamination and mass exposures; (Outcome)

IV.A.5.b).(15) function, management, and financing of poison centers; (Outcome)

IV.A.5.b).(16) the role of regional poison centers in response to hazardous materials incidents, including terrorism, risk assessment, and communication; (Outcome)

IV.A.5.b).(17) oral and written communication skills, including risk communication and teaching techniques; (Outcome)

IV.A.5.b).(18) economics of health care and current health care management issues, including cost-effective patient care, quality improvement, resource allocation, and clinical outcomes; (Outcome)

IV.A.5.b).(19) the role of federal and international agencies in toxicology; and, (Outcome)

IV.A.5.b).(20) administrative aspects of the practice of medical toxicology. (Outcome)

IV.A.5.c) Practice-based Learning and Improvement

Fellows must demonstrate the ability to investigate and evaluate their care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning. (Outcome)

Fellows are expected to develop skills and habits to be able to meet the following goals:

IV.A.5.c).(1) identify strengths, deficiencies, and limits in one’s
IV.A.5.c).(2) knowledge and expertise; (Outcome)

IV.A.5.c).(3) set learning and improvement goals; (Outcome)

IV.A.5.c).(4) identify and perform appropriate learning activities; (Outcome)

IV.A.5.c).(5) systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement; (Outcome)

IV.A.5.c).(6) incorporate formative evaluation feedback into daily practice; (Outcome)

IV.A.5.c).(7) locate, appraise, and assimilate evidence from scientific studies related to their patients’ health problems; (Outcome)

IV.A.5.c).(8) use information technology to optimize learning; (Outcome)

IV.A.5.c).(9) participate in the education of patients, families, students, fellows, and other health professionals; (Outcome)

IV.A.5.c).(10) demonstrate proficiency in the critical assessment of medical literature, medical informatics, clinical epidemiology, and biostatistics; (Outcome)

IV.A.5.c).(11) use information technology to optimize patient care; (Outcome)

IV.A.5.c).(12) assume supervisory and teaching responsibilities commensurate with the progression of their skills and Milestones advancement with first-year fellows, other residents, medical students, nurses, and other health care personnel during the second year of the fellowship; (Outcome)

IV.A.5.c).(13) demonstrate educational/teaching skills, to include information delivery in clinical settings and classrooms, provision of feedback to learners, and development of teaching materials; (Outcome)

IV.A.5.c).(14) assume some departmental administrative responsibilities; and, (Outcome)

IV.A.5.c).(15) contribute to formal didactic experiences within the program, in other academic departments at the primary clinical or participating site(s), and in the community. (Outcome)

IV.A.5.d) Interpersonal and Communication Skills
Fellows must demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals. *(Outcome)*

Fellows are expected to:

IV.A.5.d).(1) communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds; *(Outcome)*

IV.A.5.d).(2) communicate effectively with physicians, other health professionals, and health related agencies; *(Outcome)*

IV.A.5.d).(3) work effectively as a member or leader of a health care team or other professional group; *(Outcome)*

IV.A.5.d).(4) act in a consultative role to other physicians and health professionals; *(Outcome)*

IV.A.5.d).(5) maintain comprehensive, timely, and legible medical records, if applicable; and, *(Outcome)*

IV.A.5.d).(6) demonstrate competence in the ability to relate with compassion, respect, and professional integrity, to patients and their families, peers, medical toxicology personnel, other health care professionals, and to other members of the health care team, sensitive issues or unexpected outcomes, including:

IV.A.5.d).(6).(a) diagnostic findings; *(Outcome)*

IV.A.5.d).(6).(b) end-of-life issues and death; *(Outcome)*

IV.A.5.d).(6).(c) medical errors; and, *(Outcome)*

IV.A.5.d).(6).(d) effective teaching techniques. *(Outcome)*

IV.A.5.e) Professionalism

Fellows must demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles. *(Outcome)*

Fellows are expected to demonstrate:

IV.A.5.e).(1) compassion, integrity, and respect for others; *(Outcome)*

IV.A.5.e).(2) responsiveness to patient needs that supersedes self-interest; *(Outcome)*
IV.A.5.e).(3) respect for patient privacy and autonomy; (Outcome)

IV.A.5.e).(4) accountability to patients, society and the profession; (Outcome)

IV.A.5.e).(5) sensitivity and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation; (Outcome)

IV.A.5.e).(6) professionalism through all relationships, including physician-patient, physician-family, physician-allied health professional, and physician-society. (Outcome)

IV.A.5.e).(7) a commitment to ethical principles pertaining to provision or withholding of clinical care, confidentiality of patient information, informed consent, and business practices; (Outcome)

IV.A.5.e).(8) a commitment to lifelong learning, and an attitude of caring derived from humanistic and professional values; and, (Outcome)

IV.A.5.e).(9) high standards of ethical behavior, including maintaining appropriate professional boundaries and relationships with other physicians, and avoiding conflicts of interest. (Outcome)

IV.A.5.f) Systems-based Practice

Fellows must demonstrate an awareness of and responsiveness to the larger context and system of health care, as well as the ability to call effectively on other resources in the system to provide optimal health care. (Outcome)

Fellows are expected to:

IV.A.5.f).(1) work effectively in various health care delivery settings and systems relevant to their clinical specialty; (Outcome)

IV.A.5.f).(2) coordinate patient care within the health care system relevant to their clinical specialty; (Outcome)

IV.A.5.f).(3) incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care as appropriate; (Outcome)

IV.A.5.f).(4) advocate for quality patient care and optimal patient care systems; (Outcome)
IV.A.5.f).(5) work in interprofessional teams to enhance patient safety and improve patient care quality; (Outcome)

IV.A.5.f).(6) participate in identifying system errors and implementing potential systems solutions; (Outcome)

IV.A.5.f).(7) demonstrate involvement with quality improvement projects that implement patient safety measures and procedures to prevent medical errors; (Outcome)

IV.A.5.f).(8) advocate for quality patient care and optimal patient care systems; (Outcome)

IV.A.5.f).(9) demonstrate appropriate resource allocation and utilization; (Outcome)

IV.A.5.f).(10) participate in cooperative interaction with other care providers; (Outcome)

IV.A.5.f).(11) participate in interprofessional teams for the enhancement of patient safety and the improvement of patient care quality; and, (Outcome)

IV.A.5.f).(12) demonstrate leadership skills in the coordination and integration of care across a variety of disciplines and provider types. (Outcome)

IV.A.6. Curriculum Organization and Fellow Experience

IV.A.6.a) Programs must provide fellows a broad education, including the basic skills and knowledge in medical toxicology, so that they may function as specialists competent in providing comprehensive patient care in medical toxicology, research, and teaching. (Core)

IV.A.6.b) Fellows must have patient experience with a diverse clinical spectrum of diagnoses, for patients of all ages and both genders, that enables them to develop and demonstrate competencies in medical toxicology. (Core)

This must include diagnoses resulting from patient exposure to:

IV.A.6.b).(1) drugs; (Core)

IV.A.6.b).(2) industrial, household, and environmental toxicants; (Core)

IV.A.6.b).(3) natural products; and, (Core)

IV.A.6.b).(4) other xenobiotics. (Core)

IV.A.6.c) Fellows must be provided hyperbaric oxygen therapy education
Fellows without prior experience in adult and pediatric critical care must have at least one month in an adult intensive care unit and one month in a pediatric intensive care unit experience. (Core)

Fellows must have a minimum of 12 months of clinical experience as the primary or consulting physician responsible for providing direct/bedside patient evaluation, management, screening, and preventive services. (Core)

Fellows must be provided with experience in evaluating and managing patients with workplace and environmental exposures and must have experience in workplace evaluation, as well as in an occupational medicine or toxicology clinic. (Core)

Clinical education must include experience in an industrial setting, an occupational medicine clinic, an outpatient medical toxicology setting, or a referral setting with access to occupational medicine patients. (Core)

Fellows must have the opportunity to evaluate and manage intoxicated patients in both industrial and referral settings, including responsibility for providing bedside evaluation, management, screening, and preventive services for a minimum of 12 months or its full-time equivalent; (Core)

Fellows must have 24 months’ experience with a referral population of poisoned patients under the supervision of a physician who is certified in medical toxicology, or who possess appropriate qualifications as determined by the Review Committee. (Core)

The program must provide fellows with educational experiences in a regional poison center certified by the American Association of Poison Control Centers, or at a regional referral toxicology service that annually takes in at least 1500 calls that require physician telephone consultation or intervention. (Core)

Fellows must be provided opportunities to teach and participate in undergraduate, graduate, and continuing education activities. (Core)

Fellows must document required patient care experiences. (Core)

Fellows should maintain their primary specialty Board skills during the fellowship. (Detail)

Fellows should not provide more than 12 hours per week of clinical practice unrelated to medical toxicology averaged over four weeks. (Detail)
IV.B. Fellows’ Scholarly Activities

IV.B.1. The curriculum must advance fellows’ knowledge of the basic principles of research, including how research is conducted, evaluated, explained to patients, and applied to patient care. (Core)

IV.B.2. Fellows should participate in scholarly activity. (Core)

IV.B.2.a) Fellows must participate in clinical and/or professional quality improvement activities. (Core)

IV.B.2.b) Fellows must participate in research or scholarly activity that includes at least one of the following:

IV.B.2.b).(1) peer-reviewed funding and research; (Outcome)

IV.B.2.b).(2) publication of original research or review articles; or, (Outcome)

IV.B.2.b).(3) presentations at local, regional, or national professional and scientific society meetings. (Outcome)

IV.B.2.c) Fellows must complete a scholarly project prior to graduation. (Outcome)

IV.B.3. The sponsoring institution and program should allocate adequate educational resources to facilitate fellow involvement in scholarly activities. (Detail)

V. Evaluation

V.A. Fellow Evaluation

V.A.1. The program director must appoint the Clinical Competency Committee. (Core)

V.A.1.a) At a minimum the Clinical Competency Committee must be composed of three members of the program faculty. (Core)

V.A.1.a).(1) The program director may appoint additional members of the Clinical Competency Committee.

V.A.1.a).(1).(a) These additional members must be physician faculty members from the same program or other programs, or other health professionals who have extensive contact and experience with the program’s fellows in patient care and other health care settings. (Core)
V.A.1.a).(1).(b) Chief residents who have completed core residency programs in their specialty and are eligible for specialty board certification may be members of the Clinical Competency Committee. (Core)

V.A.1.b) There must be a written description of the responsibilities of the Clinical Competency Committee. (Core)

V.A.1.b).(1) The Clinical Competency Committee should:

V.A.1.b).(1).(a) review all fellow evaluations semi-annually; (Core)

V.A.1.b).(1).(b) prepare and ensure the reporting of Milestones evaluations of each fellow semi-annually to ACGME; and, (Core)

V.A.1.b).(1).(c) advise the program director regarding fellow progress, including promotion, remediation, and dismissal. (Detail)

V.A.2. Formative Evaluation

V.A.2.a) The faculty must evaluate fellow performance in a timely manner during each rotation or similar educational assignment, and document this evaluation at completion of the assignment. (Core)

V.A.2.b) The program must:

V.A.2.b).(1) provide objective assessments of competence in patient care and procedural skills, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism, and systems-based practice based on the specialty-specific Milestones; (Core)

V.A.2.b).(2) use multiple evaluators (e.g., faculty, peers, patients, self, and other professional staff); (Detail)

V.A.2.b).(3) document progressive fellow performance improvement appropriate to educational level; (Core)

V.A.2.b).(4) provide each fellow with documented semiannual evaluation of performance with feedback; and, (Core)

V.A.2.b).(5) review skill development with each fellow, as part of the semiannual evaluation, to assess the progression of fellow performance. (Core)

V.A.2.c) The evaluations of fellow performance must be accessible for
review by the fellow, in accordance with institutional policy.  

V.A.3.  

Summative Evaluation  

V.A.3.a)  
The specialty-specific Milestones must be used as one of the tools to ensure fellows are able to practice core professional activities without supervision upon completion of the program. (Core)  

V.A.3.b)  
The program director must provide a summative evaluation for each fellow upon completion of the program. (Core)  

This evaluation must:  

V.A.3.b).(1)  
become part of the fellow’s permanent record maintained by the institution, and must be accessible for review by the fellow in accordance with institutional policy; (Detail)  

V.A.3.b).(2)  
document the fellow’s performance during the final period of education; and, (Detail)  

V.A.3.b).(3)  
verify that the fellow has demonstrated sufficient competence to enter practice without direct supervision. (Detail)  

V.B.  

Faculty Evaluation  

V.B.1.  
At least annually, the program must evaluate faculty performance as it relates to the educational program. (Core)  

V.B.2.  
These evaluations should include a review of the faculty’s clinical teaching abilities, commitment to the educational program, clinical knowledge, professionalism, and scholarly activities. (Detail)  

V.B.3.  
This evaluation must include at least annual written confidential evaluations by the fellows. (Detail)  

V.B.4.  
These evaluations should also include a review of:  

V.B.4.a)  
administrative and interpersonal skills; (Detail)  

V.B.4.b)  
quality of feedback to fellows; (Detail)  

V.B.4.c)  
timeliness in the completion of fellow evaluations; (Detail)  

V.B.4.d)  
mentoring of fellows; and, (Detail)  

V.B.4.e)  
participation in and contributions to fellow conferences. (Detail)
V.B.5. A summary of the evaluation should be communicated in writing to each faculty member. [Detail]

V.C. Program Evaluation and Improvement

V.C.1. The program director must appoint the Program Evaluation Committee (PEC). [Core]

V.C.1.a) The Program Evaluation Committee:

V.C.1.a).(1) must be composed of at least two program faculty members and should include at least one fellow; [Core]

V.C.1.a).(2) must have a written description of its responsibilities; and, [Core]

V.C.1.a).(3) should participate actively in:

V.C.1.a).(3).(a) planning, developing, implementing, and evaluating educational activities of the program; [Detail]

V.C.1.a).(3).(b) reviewing and making recommendations for revision of competency-based curriculum goals and objectives; [Detail]

V.C.1.a).(3).(c) addressing areas of non-compliance with ACGME standards; and, [Detail]

V.C.1.a).(3).(d) reviewing the program annually using evaluations of faculty, fellows, and others, as specified below. [Detail]

V.C.2. The program, through the PEC, must document formal, systematic evaluation of the curriculum at least annually, and is responsible for rendering a written, annual program evaluation. [Core]

The program must monitor and track each of the following areas:

V.C.2.a) fellow performance; [Core]

V.C.2.b) faculty development; [Core]

V.C.2.c) graduate performance, including performance of program graduates on the certification examination; [Core]

V.C.2.c).(1) At least 80 percent of the program’s graduates from the preceding six years must have taken the American Board of Emergency Medicine written certifying examination for medical toxicology. [Outcome]
V.C.2.c).(2) At least 70 percent of a program’s graduates from the preceding six years who take the American Board of Emergency Medicine certification exam for medical toxicology for the first time must pass. *(Outcome)*

V.C.2.d) program quality; and, *(Core)*

V.C.2.d).(1) Fellows and faculty must have the opportunity to evaluate the program confidentially and in writing at least annually, and *(Detail)*

V.C.2.d).(2) The program must use the results of fellows’ and faculty members’ assessments of the program together with other program evaluation results to improve the program. *(Detail)*

V.C.2.e) progress on the previous year’s action plan(s). *(Core)*

V.C.3. The PEC must prepare a written plan of action to document initiatives to improve performance in one or more of the areas listed in section V.C.2., as well as delineate how they will be measured and monitored. *(Core)*

V.C.3.a) The action plan should be reviewed and approved by the teaching faculty and documented in meeting minutes. *(Detail)*

V.C.4. The program must document annual faculty meetings to demonstrate discussion and ongoing interaction among the subspecialty and core program directors. *(Core)*

VI. The Learning and Working Environment

*Residency education must occur in the context of a learning and working environment that emphasizes the following principles:*

- *Excellence in the safety and quality of care rendered to patients by residents today*
- *Excellence in the safety and quality of care rendered to patients by today’s residents in their future practice*
- *Excellence in professionalism through faculty modeling of:*
  - *the effacement of self-interest in a humanistic environment that supports the professional development of physicians*
  - *the joy of curiosity, problem-solving, intellectual rigor, and discovery*
- *Commitment to the well-being of the students, residents, faculty members, and all members of the health care team*
VI.A. Patient Safety, Quality Improvement, Supervision, and Accountability

VI.A.1. Patient Safety and Quality Improvement

All physicians share responsibility for promoting patient safety and enhancing quality of patient care. Graduate medical education must prepare residents to provide the highest level of clinical care with continuous focus on the safety, individual needs, and humanity of their patients. It is the right of each patient to be cared for by residents who are appropriately supervised; possess the requisite knowledge, skills, and abilities; understand the limits of their knowledge and experience; and seek assistance as required to provide optimal patient care.

Residents must demonstrate the ability to analyze the care they provide, understand their roles within health care teams, and play an active role in system improvement processes. Graduating residents will apply these skills to critique their future unsupervised practice and effect quality improvement measures.

It is necessary for residents and faculty members to consistently work in a well-coordinated manner with other health care professionals to achieve organizational patient safety goals.

VI.A.1.a) Patient Safety

VI.A.1.a).(1) Culture of Safety

A culture of safety requires continuous identification of vulnerabilities and a willingness to transparently deal with them. An effective organization has formal mechanisms to assess the knowledge, skills, and attitudes of its personnel toward safety in order to identify areas for improvement.

VI.A.1.a).(1).(a) The program, its faculty, residents, and fellows must actively participate in patient safety systems and contribute to a culture of safety. (Core)

VI.A.1.a).(1).(b) The program must have a structure that promotes safe, interprofessional, team-based care. (Core)

VI.A.1.a).(2) Education on Patient Safety

Programs must provide formal educational activities that promote patient safety-related goals, tools, and techniques. (Core)
VI.A.1.a).(3) Patient Safety Events

Reporting, investigation, and follow-up of adverse events, near misses, and unsafe conditions are pivotal mechanisms for improving patient safety, and are essential for the success of any patient safety program. Feedback and experiential learning are essential to developing true competence in the ability to identify causes and institute sustainable systems-based changes to ameliorate patient safety vulnerabilities.

VI.A.1.a).(3).(a) Residents, fellows, faculty members, and other clinical staff members must:

VI.A.1.a).(3).(a).(i) know their responsibilities in reporting patient safety events at the clinical site; (Core)

VI.A.1.a).(3).(a).(ii) know how to report patient safety events, including near misses, at the clinical site; and, (Core)

VI.A.1.a).(3).(a).(iii) be provided with summary information of their institution’s patient safety reports. (Core)

VI.A.1.a).(3).(b) Residents must participate as team members in real and/or simulated interprofessional clinical patient safety activities, such as root cause analyses or other activities that include analysis, as well as formulation and implementation of actions. (Core)

VI.A.1.a).(4) Resident Education and Experience in Disclosure of Adverse Events

Patient-centered care requires patients, and when appropriate families, to be apprised of clinical situations that affect them, including adverse events. This is an important skill for faculty physicians to model, and for residents to develop and apply.

VI.A.1.a).(4).(a) All residents must receive training in how to disclose adverse events to patients and families. (Core)

VI.A.1.a).(4).(b) Residents should have the opportunity to participate in the disclosure of patient safety events, real or simulated, (Detail)
VI.A.1.b) Quality Improvement

VI.A.1.b).(1) Education in Quality Improvement

A cohesive model of health care includes quality-related goals, tools, and techniques that are necessary in order for health care professionals to achieve quality improvement goals.

VI.A.1.b).(1).(a) Residents must receive training and experience in quality improvement processes, including an understanding of health care disparities. (Core)

VI.A.1.b).(2) Quality Metrics

Access to data is essential to prioritizing activities for care improvement and evaluating success of improvement efforts.

VI.A.1.b).(2).(a) Residents and faculty members must receive data on quality metrics and benchmarks related to their patient populations. (Core)

VI.A.1.b).(3) Engagement in Quality Improvement Activities

Experiential learning is essential to developing the ability to identify and institute sustainable systems-based changes to improve patient care.

VI.A.1.b).(3).(a) Residents must have the opportunity to participate in interprofessional quality improvement activities. (Core)

VI.A.1.b).(3).(a).(i) This should include activities aimed at reducing health care disparities. (Detail)

VI.A.2. Supervision and Accountability

VI.A.2.a) Although the attending physician is ultimately responsible for the care of the patient, every physician shares in the responsibility and accountability for their efforts in the provision of care. Effective programs, in partnership with their Sponsoring Institutions, define, widely communicate, and monitor a structured chain of responsibility and accountability as it relates to the supervision of all patient care.

Supervision in the setting of graduate medical education provides safe and effective care to patients; ensures each resident’s development of the skills, knowledge, and attitudes required to enter the unsupervised practice of medicine; and
VI.A.2.a).(1) Each patient must have an identifiable and appropriately-credentialed and privileged attending physician (or licensed independent practitioner as specified by the applicable Review Committee) who is responsible and accountable for the patient’s care. (Core)

VI.A.2.a).(1).(a) This information must be available to residents, faculty members, other members of the health care team, and patients. (Core)

VI.A.2.a).(1).(b) Residents and faculty members must inform each patient of their respective roles in that patient’s care when providing direct patient care. (Core)

VI.A.2.b) Supervision may be exercised through a variety of methods. For many aspects of patient care, the supervising physician may be a more advanced resident or fellow. Other portions of care provided by the resident can be adequately supervised by the immediate availability of the supervising faculty member, fellow, or senior resident physician, either on site or by means of telephonic and/or electronic modalities. Some activities require the physical presence of the supervising faculty member. In some circumstances, supervision may include post-hoc review of resident-delivered care with feedback.

VI.A.2.b).(1) The program must demonstrate that the appropriate level of supervision in place for all residents is based on each resident’s level of training and ability, as well as patient complexity and acuity. Supervision may be exercised through a variety of methods, as appropriate to the situation. (Core)

VI.A.2.b).(1).(a) Fellows must be provided with prompt, reliable systems for communication and interactions with supervisory physicians. (Core)

VI.A.2.c) Levels of Supervision

To promote oversight of resident supervision while providing for graded authority and responsibility, the program must use the following classification of supervision: (Core)

VI.A.2.c).(1) Direct Supervision – the supervising physician is physically present with the resident and patient. (Core)

VI.A.2.c).(2) Indirect Supervision:
VI.A.2.c).(2).(a) with Direct Supervision immediately available – the supervising physician is physically within the hospital or other site of patient care, and is immediately available to provide Direct Supervision. (Core)

VI.A.2.c).(2).(b) with Direct Supervision available – the supervising physician is not physically present within the hospital or other site of patient care, but is immediately available by means of telephonic and/or electronic modalities, and is available to provide Direct Supervision. (Core)

VI.A.2.c).(3) Oversight – the supervising physician is available to provide review of procedures/encounters with feedback provided after care is delivered. (Core)

VI.A.2.d) The privilege of progressive authority and responsibility, conditional independence, and a supervisory role in patient care delegated to each resident must be assigned by the program director and faculty members. (Core)

VI.A.2.d).(1) The program director must evaluate each resident’s abilities based on specific criteria, guided by the Milestones. (Core)

VI.A.2.d).(2) Faculty members functioning as supervising physicians must delegate portions of care to residents based on the needs of the patient and the skills of each resident. (Core)

VI.A.2.d).(3) Senior residents or fellows should serve in a supervisory role to junior residents in recognition of their progress toward independence, based on the needs of each patient and the skills of the individual resident or fellow. (Detail)

VI.A.2.e) Programs must set guidelines for circumstances and events in which residents must communicate with the supervising faculty member(s). (Core)

VI.A.2.e).(1) Each resident must know the limits of their scope of authority, and the circumstances under which the resident is permitted to act with conditional independence. (Outcome)

VI.A.2.e).(1).(a) Initially, PGY-1 residents must be supervised either directly, or indirectly with direct supervision immediately available. (Core)
VI.A.2.f) Faculty supervision assignments must be of sufficient duration to assess the knowledge and skills of each resident and to delegate to the resident the appropriate level of patient care authority and responsibility. (Core)

VI.B. Professionalism

VI.B.1. Programs, in partnership with their Sponsoring Institutions, must educate residents 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. (Core)

VI.B.2. The learning objectives of the program must:

VI.B.2.a) be accomplished through an appropriate blend of supervised patient care responsibilities, clinical teaching, and didactic educational events; (Core)

VI.B.2.b) be accomplished without excessive reliance on residents to fulfill non-physician obligations; and, (Core)

VI.B.2.c) ensure manageable patient care responsibilities. (Core)

VI.B.3. The program director, in partnership with the Sponsoring Institution, must provide a culture of professionalism that supports patient safety and personal responsibility. (Core)

VI.B.4. Residents and faculty members must demonstrate an understanding of their personal role in the:

VI.B.4.a) provision of patient- and family-centered care; (Outcome)

VI.B.4.b) safety and welfare of patients entrusted to their care, including the ability to report unsafe conditions and adverse events; (Outcome)

VI.B.4.c) assurance of their fitness for work, including:

VI.B.4.c).(1) management of their time before, during, and after clinical assignments; and, (Outcome)

VI.B.4.c).(2) recognition of impairment, including from illness, fatigue, and substance use, in themselves, their peers, and other members of the health care team. (Outcome)

VI.B.4.d) commitment to lifelong learning; (Outcome)

VI.B.4.e) monitoring of their patient care performance improvement indicators; and, (Outcome)
VI.B.4.f) accurate reporting of clinical and educational work hours, patient outcomes, and clinical experience data. (Outcome)

VI.B.5. All residents 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. (Outcome)

VI.B.6. Programs must provide a professional, respectful, and civil environment that is free from mistreatment, abuse, or coercion of students, residents, faculty, and staff. Programs, in partnership with their Sponsoring Institutions, should have a process for education of residents and faculty regarding unprofessional behavior and a confidential process for reporting, investigating, and addressing such concerns. (Core)

VI.C. Well-Being

In the current health care environment, residents and faculty members are at increased risk for burnout and depression. Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician. Self-care is an important component of professionalism; it is also a skill that must be learned and nurtured in the context of other aspects of residency training. Programs, in partnership with their Sponsoring Institutions, have the same responsibility to address well-being as they do to evaluate other aspects of resident competence.

VI.C.1. This responsibility must include:

VI.C.1.a) efforts to enhance the meaning that each resident finds in the experience of being a physician, including protecting time with patients, minimizing non-physician obligations, providing administrative support, promoting progressive autonomy and flexibility, and enhancing professional relationships; (Core)

VI.C.1.b) attention to scheduling, work intensity, and work compression that impacts resident well-being; (Core)

VI.C.1.c) evaluating workplace safety data and addressing the safety of residents and faculty members; (Core)

VI.C.1.d) policies and programs that encourage optimal resident and faculty member well-being; and, (Core)

VI.C.1.d).(1) Residents must be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours. (Core)
VI.C.1.e) attention to resident and faculty member burnout, depression, and substance abuse. The program, in partnership with its Sponsoring Institution, must educate faculty members and residents in identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. Residents and faculty members must also be educated to recognize those symptoms in themselves and how to seek appropriate care. The program, in partnership with its Sponsoring Institution, must: (Core)

VI.C.1.e).(1) encourage residents and faculty members to alert the program director or other designated personnel or programs when they are concerned that another resident, fellow, or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence; (Core)

VI.C.1.e).(2) provide access to appropriate tools for self-screening; and, (Core)

VI.C.1.e).(3) provide access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week. (Core)

VI.C.2. There are circumstances in which residents may be unable to attend work, including but not limited to fatigue, illness, and family emergencies. Each program must have policies and procedures in place that ensure coverage of patient care in the event that a resident may be unable to perform their patient care responsibilities. These policies must be implemented without fear of negative consequences for the resident who is unable to provide the clinical work. (Core)

VI.D. Fatigue Mitigation

VI.D.1. Programs must:

VI.D.1.a) educate all faculty members and residents to recognize the signs of fatigue and sleep deprivation; (Core)

VI.D.1.b) educate all faculty members and residents in alertness management and fatigue mitigation processes; and, (Core)

VI.D.1.c) encourage residents to use fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning. (Detail)

VI.D.2. Each program must ensure continuity of patient care, consistent with the program’s policies and procedures referenced in VI.C.2, in
the event that a resident may be unable to perform their patient care responsibilities due to excessive fatigue. (Core)

VI.D.3. The program, in partnership with its Sponsoring Institution, must ensure adequate sleep facilities and safe transportation options for residents who may be too fatigued to safely return home. (Core)

VI.E. Clinical Responsibilities, Teamwork, and Transitions of Care

VI.E.1. Clinical Responsibilities

The clinical responsibilities for each resident must be based on PGY level, patient safety, resident ability, severity and complexity of patient illness/condition, and available support services. (Core)

VI.E.1.a) The program must provide progressive responsibility for and experience in the management of clinical problems. (Core)

VI.E.2. Teamwork

Residents must care for patients in an environment that maximizes communication. This must include the opportunity to work as a member of effective interprofessional teams that are appropriate to the delivery of care in the specialty and larger health system. (Core)

VI.E.2.a) Contributors to effective interprofessional teams may include consulting physicians, nurses, pharmacologists, botanists, herpetologists, mycologists, police officers, and other professional and paraprofessional personnel involved in the assessment and treatment of patients. (Detail)

VI.E.3. Transitions of Care

VI.E.3.a) Programs must design clinical assignments to optimize transitions in patient care, including their safety, frequency, and structure. (Core)

VI.E.3.b) Programs, in partnership with their Sponsoring Institutions, must ensure and monitor effective, structured hand-over processes to facilitate both continuity of care and patient safety. (Core)

VI.E.3.c) Programs must ensure that residents are competent in communicating with team members in the hand-over process. (Outcome)

VI.E.3.d) Programs and clinical sites must maintain and communicate schedules of attending physicians and residents currently responsible for care. (Core)

VI.E.3.e) Each program must ensure continuity of patient care,
consistent with the program’s policies and procedures referenced in VI.C.2, in the event that a resident may be unable to perform their patient care responsibilities due to excessive fatigue or illness, or family emergency. (Core)

VI.F. Clinical Experience and Education

Programs, in partnership with their Sponsoring Institutions, must design an effective program structure that is configured to provide residents with educational and clinical experience opportunities, as well as reasonable opportunities for rest and personal activities.

VI.F.1. Maximum Hours of Clinical and Educational Work per Week

Clinical and educational work hours must be limited to no more than 80 hours per week, averaged over a four-week period, inclusive of all in-house clinical and educational activities, clinical work done from home, and all moonlighting. (Core)

VI.F.2. Mandatory Time Free of Clinical Work and Education

VI.F.2.a) The program must design an effective program structure that is configured to provide residents with educational opportunities, as well as reasonable opportunities for rest and personal well-being. (Core)

VI.F.2.b) Residents should have eight hours off between scheduled clinical work and education periods. (Detail)

VI.F.2.b).(1) There may be circumstances when residents choose to stay to care for their patients or return to the hospital with fewer than eight hours free of clinical experience and education. This must occur within the context of the 80-hour and the one-day-off-in-seven requirements. (Detail)

VI.F.2.c) Residents must have at least 14 hours free of clinical work and education after 24 hours of in-house call. (Core)

VI.F.2.d) Residents must be scheduled for a minimum of one day in seven free of clinical work and required education (when averaged over four weeks). At-home call cannot be assigned on these free days. (Core)

VI.F.3. Maximum Clinical Work and Education Period Length

VI.F.3.a) Clinical and educational work periods for residents must not exceed 24 hours of continuous scheduled clinical assignments. (Core)

VI.F.3.a).(1) Up to four hours of additional time may be used for
activities related to patient safety, such as providing effective transitions of care, and/or resident education.  
(Core)

VI.F.3.a).(1).(a) Additional patient care responsibilities must not be assigned to a resident during this time.  
(Core)

VI.F.4. Clinical and Educational Work Hour Exceptions

VI.F.4.a) In rare circumstances, after handing off all other responsibilities, a resident, on their own initiative, may elect to remain or return to the clinical site in the following circumstances:

VI.F.4.a).(1) to continue to provide care to a single severely ill or unstable patient;  
(Detail)

VI.F.4.a).(2) humanistic attention to the needs of a patient or family; or,  
(Detail)

VI.F.4.a).(3) to attend unique educational events.  
(Detail)

VI.F.4.b) These additional hours of care or education will be counted toward the 80-hour weekly limit.  
(Detail)

VI.F.4.c) A Review Committee may grant rotation-specific exceptions for up to 10 percent or a maximum of 88 clinical and educational work hours to individual programs based on a sound educational rationale.

The Review Committees for Emergency Medicine or Preventive Medicine will not consider requests for exceptions to the 80-hour limit to the fellows’ work week.

VI.F.4.c).(1) In preparing a request for an exception, the program director must follow the clinical and educational work hour exception policy from the ACGME Manual of Policies and Procedures.  
(Core)

VI.F.4.c).(2) Prior to submitting the request to the Review Committee, the program director must obtain approval from the Sponsoring Institution’s GMEC and DIO.  
(Core)

VI.F.5. Moonlighting

VI.F.5.a) Moonlighting must not interfere with the ability of the resident to achieve the goals and objectives of the educational program, and must not interfere with the resident’s fitness for work nor compromise patient safety.  
(Core)

VI.F.5.b) Time spent by residents in internal and external moonlighting
(as defined in the ACGME Glossary of Terms) must be counted toward the 80-hour maximum weekly limit.  

VI.F.5.c) PGY-1 residents are not permitted to moonlight.  

VI.F.6. In-House Night Float  

Night float must occur within the context of the 80-hour and one-day-off-in-seven requirements.  

VI.F.7. Maximum In-House On-Call Frequency  

Residents must be scheduled for in-house call no more frequently than every third night (when averaged over a four-week period).  

VI.F.8. At-Home Call  

VI.F.8.a) Time spent on patient care activities by residents on at-home call must count toward the 80-hour maximum weekly limit.  

The frequency of at-home call is not subject to the every-third-night limitation, but must satisfy the requirement for one day in seven free of clinical work and education, when averaged over four weeks.  

VI.F.8.a).(1) At-home call must not be so frequent or taxing as to preclude rest or reasonable personal time for each resident.  

VI.F.8.b) Residents are permitted to return to the hospital while on at-home call to provide direct care for new or established patients. These hours of inpatient patient care must be included in the 80-hour maximum weekly limit.  

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*Core Requirements: Statements that define structure, resource, or process elements essential to every graduate medical educational program.  

Detail Requirements: Statements that describe a specific structure, resource, or process, for achieving compliance with a Core Requirement. Programs and sponsoring institutions in substantial compliance with the Outcome Requirements may utilize alternative or innovative approaches to meet Core Requirements.  

Outcome Requirements: Statements that specify expected measurable or observable attributes (knowledge, abilities, skills, or attitudes) of residents or fellows at key stages of their graduate medical education.  

Osteopathic Recognition  
For programs seeking Osteopathic Recognition for the entire program, or for a track within the program, the Osteopathic Recognition Requirements are also applicable.  

(http://www.acgme.org/Portals/0/PFAssets/ProgramRequirements/Osteopathic_Recognition_Requirements.pdf)