

## **Mass General Brigham (MGB) Work Hours Monitoring Standards (effective July 1, 2021)**

Mass General Brigham and its member institutions endorse the work hour requirements of the Accreditation Council for Graduate Medical Education (ACGME).

Trainees who have concerns regarding work hour compliance in their program should speak with either their program director or, in instances where there are concerns about anonymity or confidentiality, the Mass General Brigham (MGB) Director of Graduate Medical Education (John Co, MD, MPH, 617-643-6378).

The **MINIMUM** requirement for work hours monitoring is **monthly anonymous work hour (WH) evaluations\***, administered by the GME Office through New Innovations

- a. ONCE PER MONTH (from August through June) trainees are required to complete an 8-16 question anonymous evaluation regarding their work hours for the previous month.
- b. Trainees are given approximately three weeks (between the 1st and 21st of each month) to complete the WH evaluation.
- c. One month each year (usually October) the evaluation is expanded beyond work hours compliance to include items that will help programs and trainees identify issues that need improvement (quality of teaching, feedback, etc.).
- d. The GME Office shares the evaluation results with program directors on a monthly basis, but only in aggregate: NO individual trainee responses are provided to programs.

\* Programs may apply to their hospital graduate medical education committee (GMEC) via the MGB Director of GME for an exception to the monthly administration of the WH evaluation. If granted, the program's trainees will be required to complete the WH evaluations four times per year (August, October, January, May) to report on the hours they worked the previous month. Factors used in considering granting an exception include typical work hours and workload in the specialty and/or program, prior WH compliance, and other data such as information from program reviews and reports from program trainees.

In addition, programs are encouraged to utilize New Innovations duty hours' time entry as they deem necessary to provide adequate oversight or as the need arises (e.g. to evaluate a potential concern, demonstrate compliance before a site visit, or respond to a citation). It is important to note that NI's duty hours' time entry allows programs to look at work hours and compliance by rotation--the WH evaluations described above do not (because they preserve trainee anonymity).

**Note:** Individual programs may be asked by their hospital education committee and/or DIO to have their trainees monitor work hours more frequently or intensively if there are concerns raised by an ACGME Site Visit, GME Office internal review, institutional or program level internal monitoring, or by trainees.