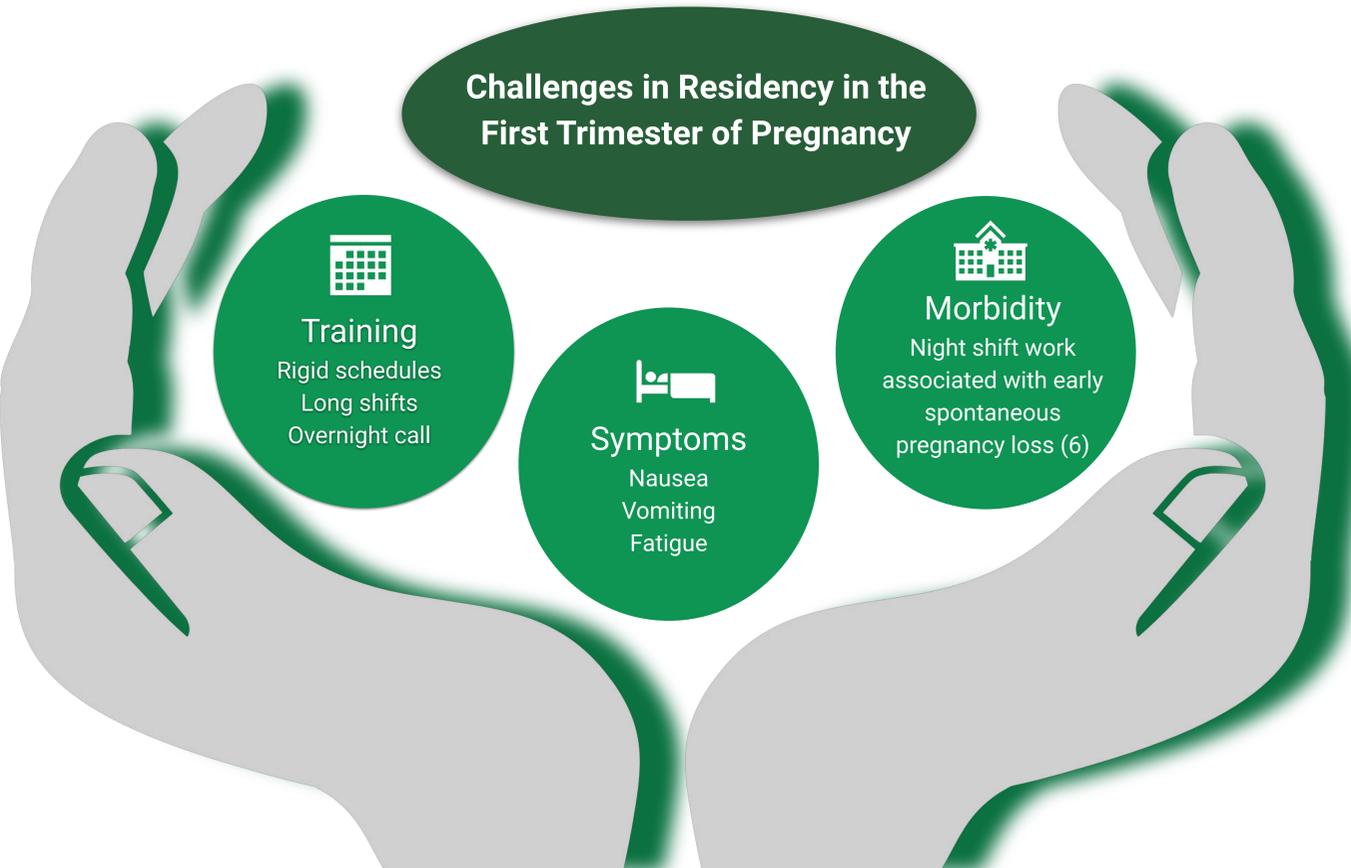


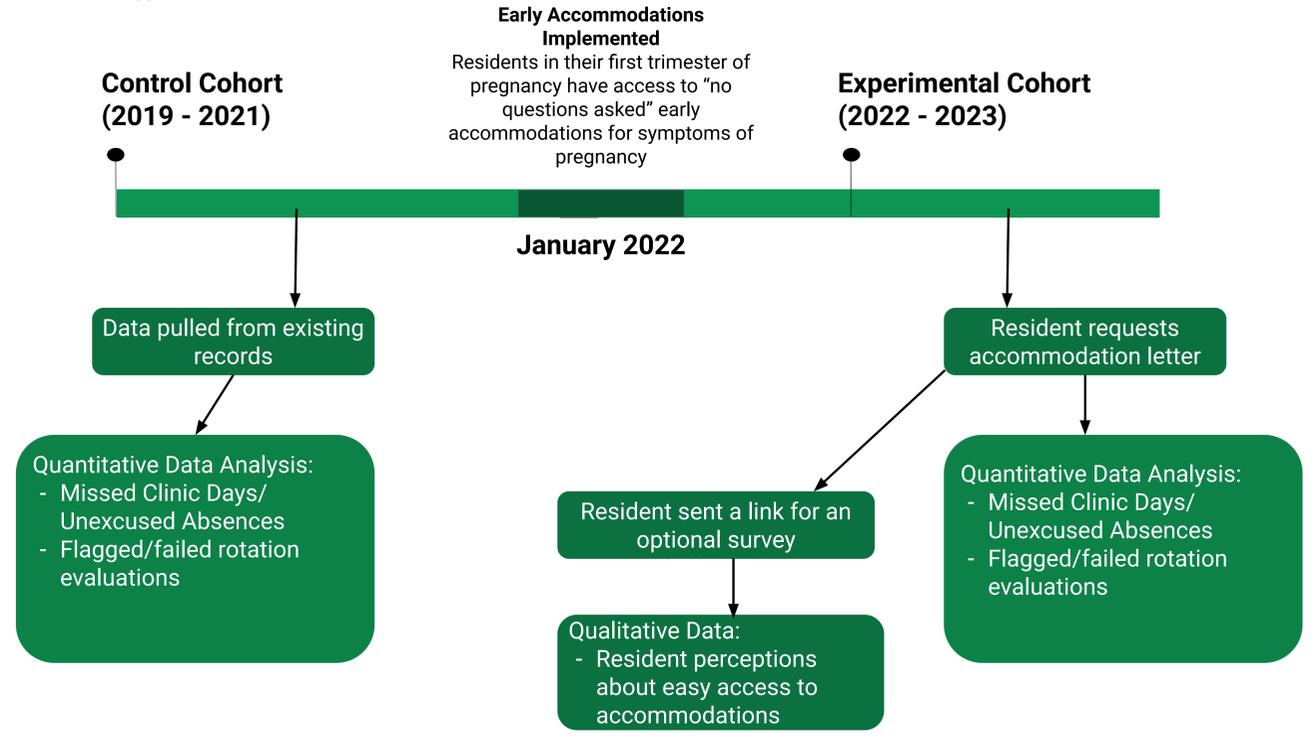
BACKGROUND

Postgraduate medical training occurs during the optimal childbearing period, with more than half of female physicians having their first child in residency (1). While the PARA contract has explicit accommodations for the third trimester of pregnancy, there are no explicit accommodations to support residents in the first trimester (7)



METHODS

Research Ethics Approval: Pro0115927



OBJECTIVES

- 1) To observe how first trimester accommodations are utilized by family medicine residents if they are readily available.
- 2) To determine whether the use of accommodations improves attendance rates and clinical assessments of impacted residents.

INTERVENTION

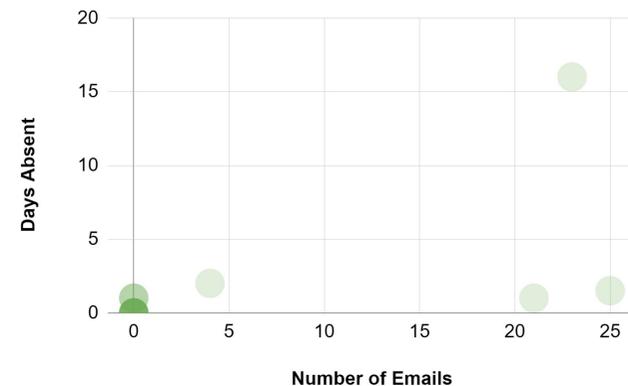
First Trimester Accommodation
In January 2022, a "no questions asked" accommodation was made available to any requesting resident in the first trimester of pregnancy.

The accommodations included:

- No shifts or call > 12 hours
- No overnight shifts or call
- Up to 4 half days per 4 week block for medical appointments

RESULTS (In Progress)

Control Group Pre-Accommodation (n=17)
3 out of 17 residents received a flagged evaluation in the first 16 weeks of pregnancy.



Graph 1. Days absent and number of emails with the resident support team during the first 16 weeks of pregnancy

Experimental Group Post-Accommodation (n=2) (ongoing data collection)
As of Feb 2022:

- no accommodations have been requested by residents
- no flagged evaluations of residents in the first trimester

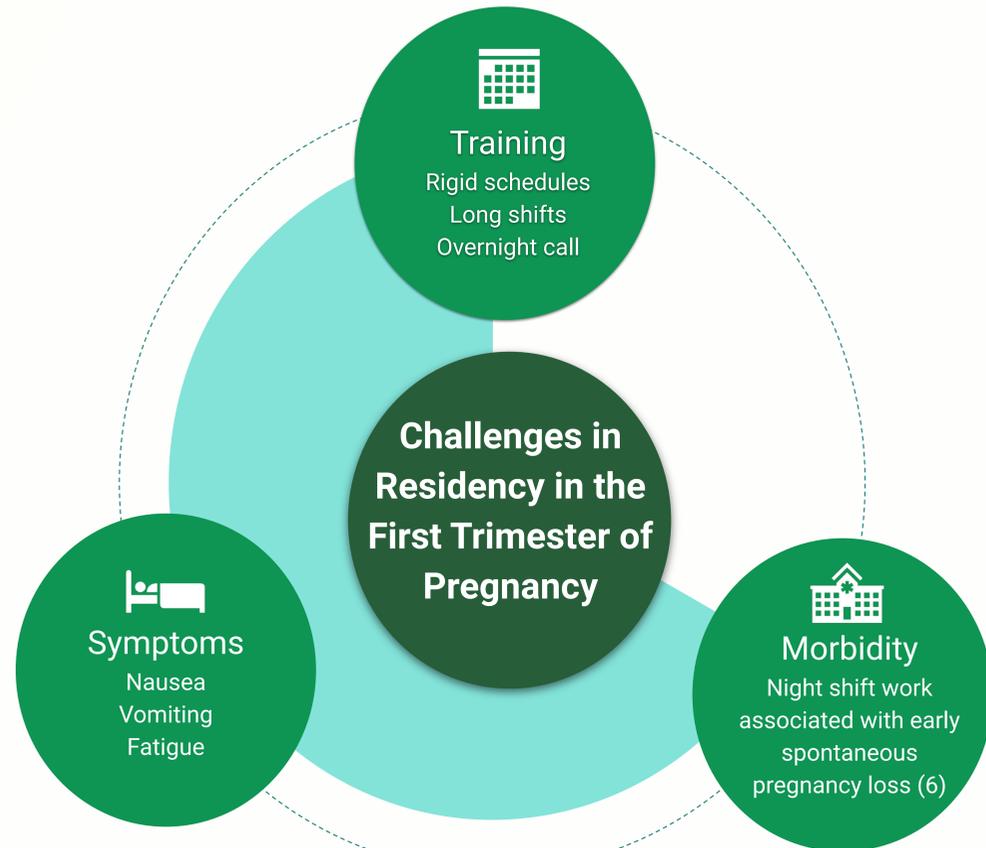
PRELIMINARY CONCLUSIONS

- While the majority of the control group residents did not require additional leave or support from the program during their first trimester, some residents had flagged evaluations, missed time from rotations and required additional support from the program
- Limitations: For the control group, we were only able to capture residents who took a maternity leave or reached out to the program. Therefore, we missed residents who experienced miscarriage or abortion.
- Ongoing data collection will provide a better understanding of how the presence of accommodations can support resident physicians in the first trimester of pregnancy.



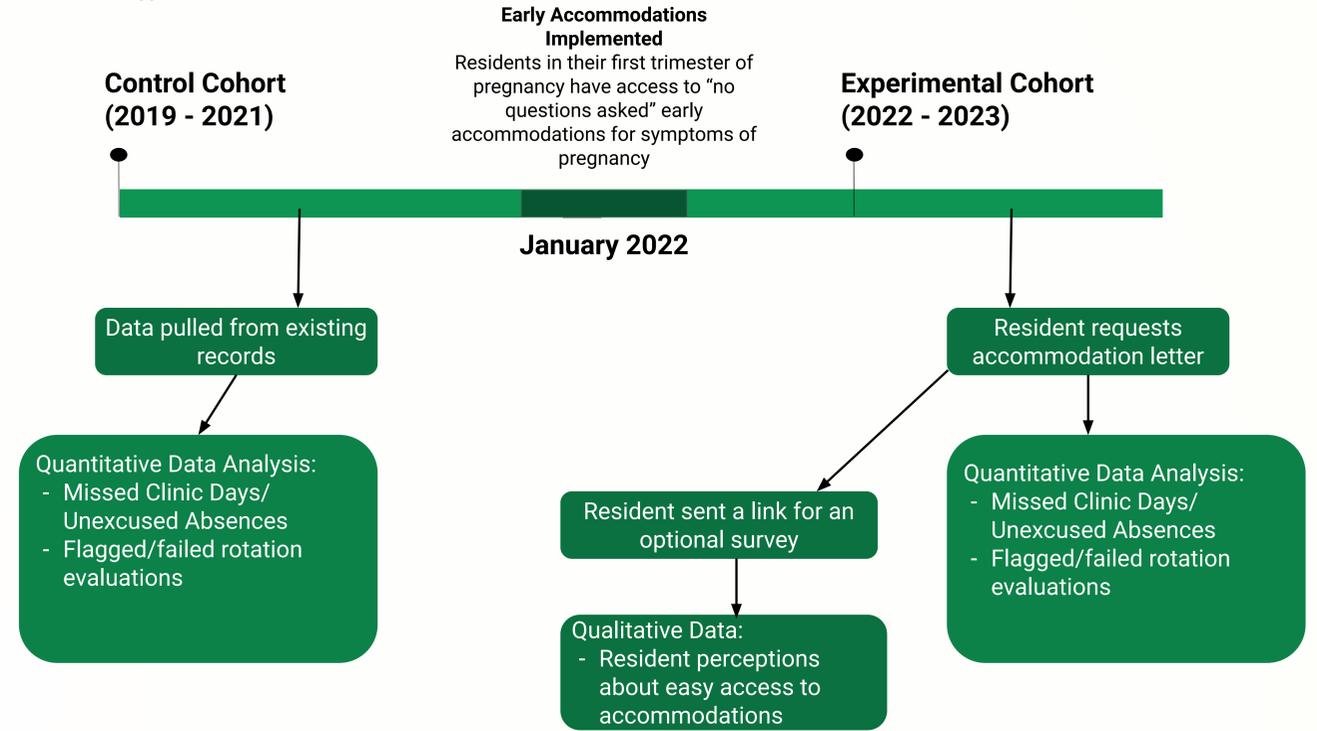
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METHODS

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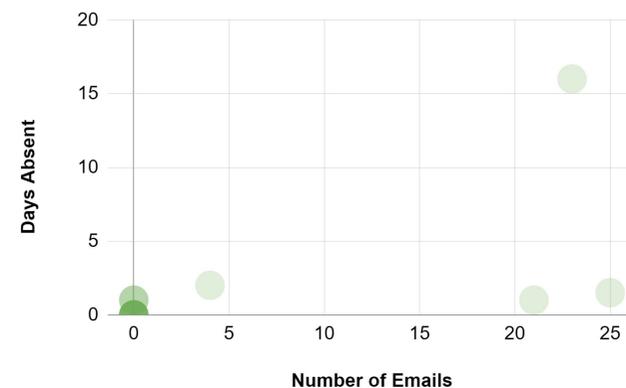
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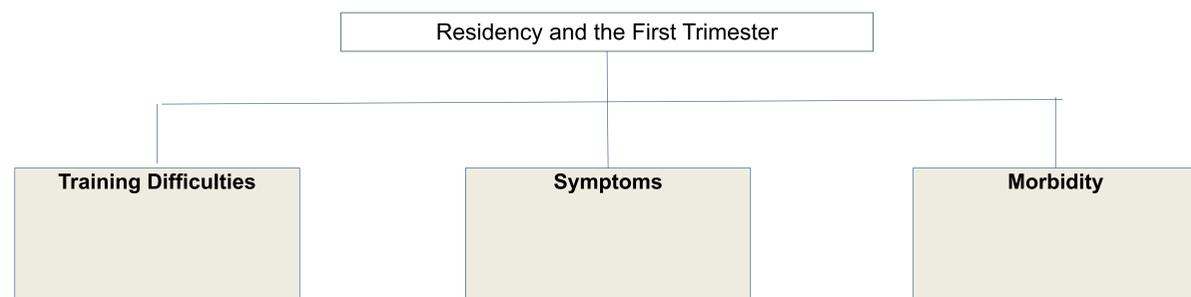
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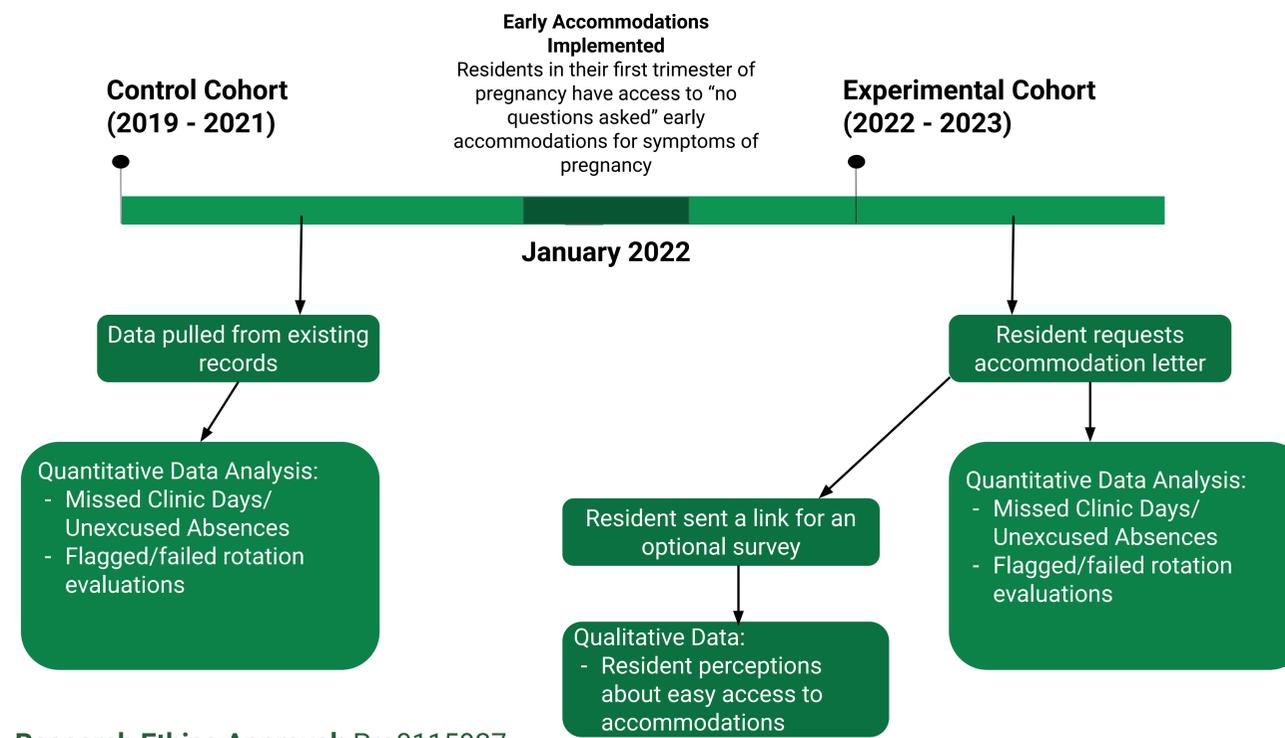


BACKGROUND

- Postgraduate medical training occurs during the optimal childbearing period, with more than half of female physicians having their first child in residency (1).
- Residency program schedules are often inflexible and require strict adherence which, at times, is incongruent with maintaining a healthy work-life balance (2).
- Symptoms related to early pregnancy are common and can cause significant dysfunction:
 - Nausea and vomiting (NV) affects 50-80% of pregnant women, with symptoms beginning at 4-7 weeks of gestational age (GA) and lasting until 16 weeks GA in 90% of cases (3).
 - NV can be comparable in severity to nausea experienced during cancer chemotherapy and can cause severe psychosocial distress, with 35% of individuals losing work hours due to symptoms (3, 4).
 - Pregnant women experience significantly greater fatigue than non-pregnant matched controls (5).
- Night shift work is associated with early spontaneous pregnancy loss and late parental and fetal morbidity (7).
- PARA contract currently has no formal accommodations to support residents in the first trimester (8).



METHODS



Research Ethics Approval: Pro0115927

OBJECTIVES

To determine when access to accommodations in the first trimester for family medicine residents at the University of Alberta are readily available

- 1) how they are utilized
- 2) whether the use of accommodations improves the affected resident's attendance and clinical performance assessments.

GRAPHIC

INTERVENTION

Starting in January 2022, a "no questions asked" accommodation will be made available immediately to any requesting resident in the first trimester of pregnancy.

The accommodations include:

- 1) Not be required to perform on call duties in excess of twelve (12) hours or between 2400 and 0600 hours, nor be scheduled for standard or shift-based duty hours in excess of twelve (12) hours or between 2400 and 0600
- 2) Allowed to have up to 4 half days for medical appointments per block (may be last minute notice due to nature of medical concern)

Note: The standard accommodation length will be 6 weeks, but may be easily adjusted based on resident need.

RESULTS

Control Group Pre-Accommodation Data

Figure 1. Control Group: Number of Days Absent and Amount of Correspondence during the first 16 weeks of pregnancy

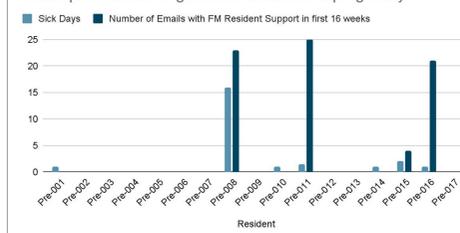
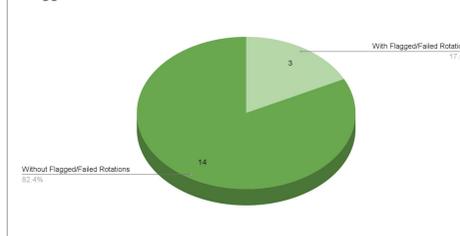


Figure 2. Control Group: Number of Residents with Flagged/Failed Rotations

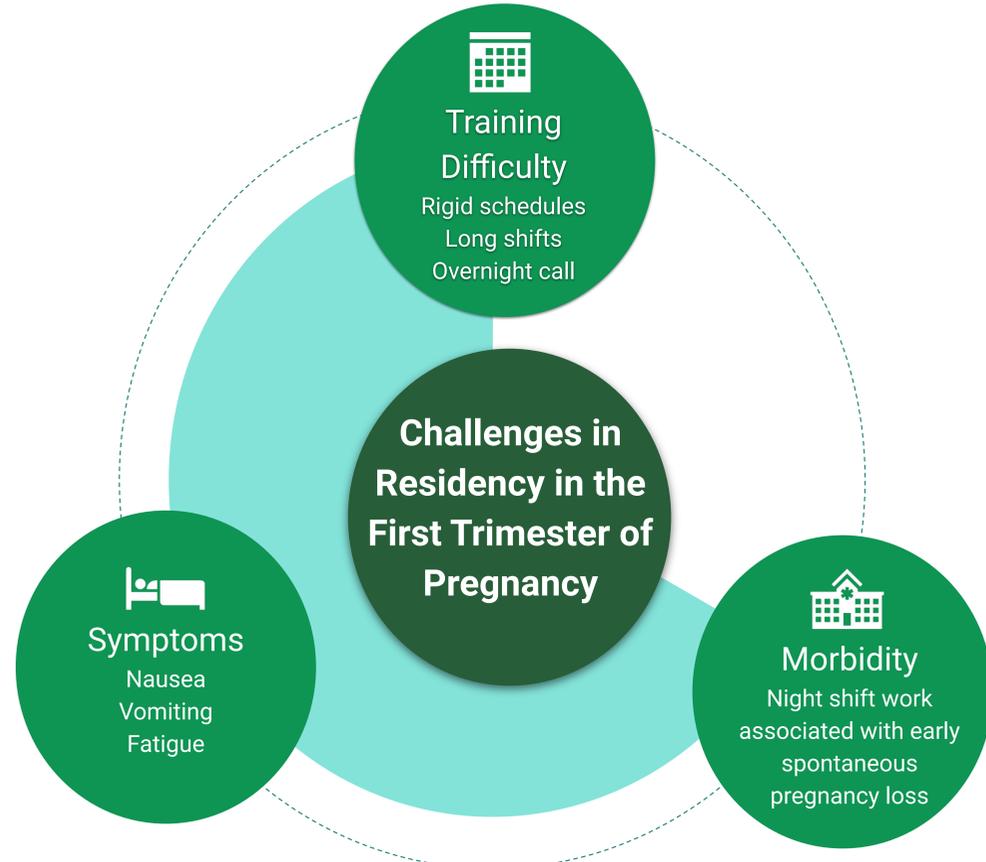


CONCLUSION

- The initial findings of this project illustrate that the first trimester of pregnancy negatively impacts the attendance and performance of some residents
- Even if the accommodations have not yet been used, pregnant residents in their first trimester have voiced their appreciation of existence of the accommodations to protect them if needed
- Limitations: Inability to capture all residents who are pregnant (i.e. those with miscarriage, abortion)
- Ongoing data collection will provide a better understanding of the presence of accommodations can support resident physicians in the first trimester of pregnancy.

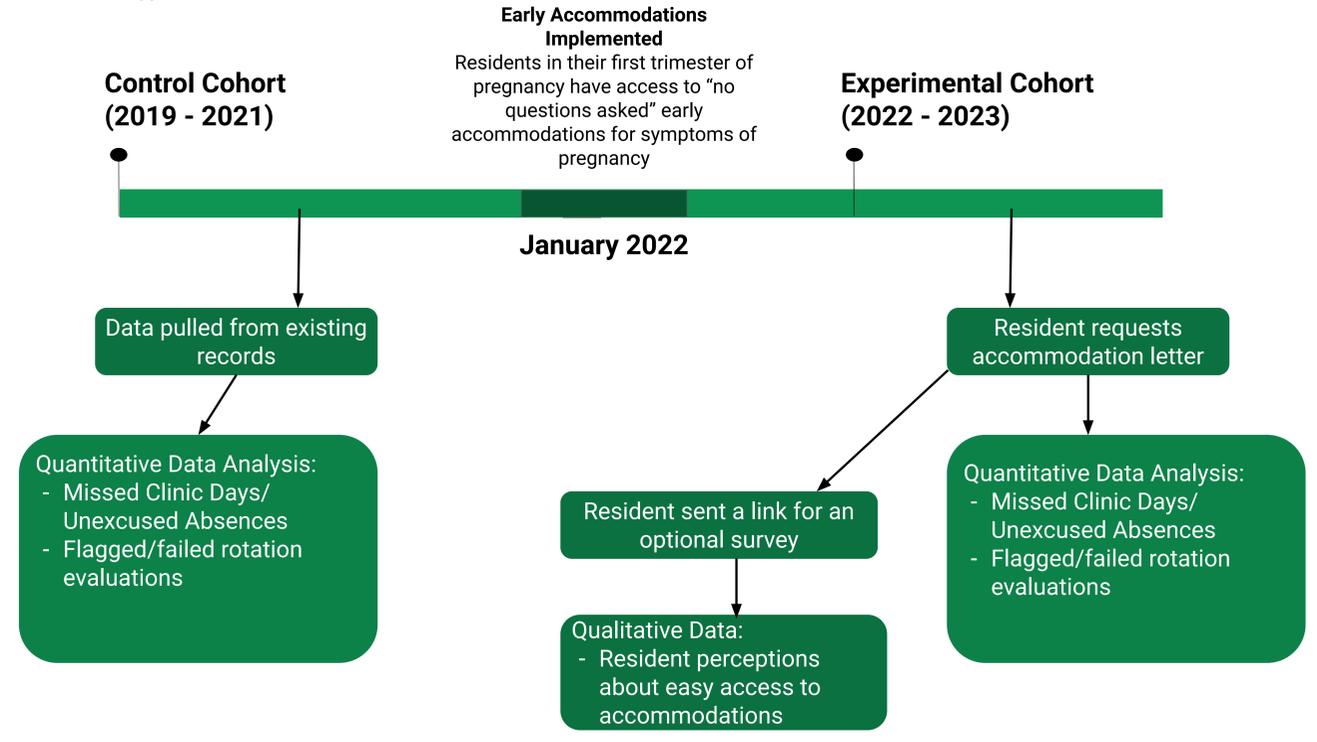
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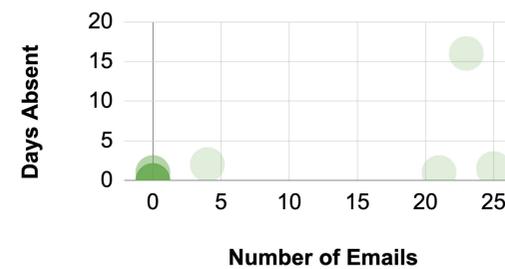
METHODS

Research Ethics Approval: Pro0115927



RESULTS (In Progress)

Days Absent and Number of Emails during the first 16 weeks of pregnancy



Experimental Group Post-Accommodation Data (ongoing data collection)
As of Feb 2022, no accommodations have been requested by residents.

OBJECTIVES

- 1) To observe how first trimester accommodations are utilized by family medicine residents if they are readily available.
- 2) To determine whether the use of accommodations improves attendance rates and clinical assessments of impacted residents.

INTERVENTION

In January 2022, a “no questions asked” accommodation was made available to any requesting resident in the first trimester of pregnancy.

The accommodations included:

- ~~X~~ >12 hour shifts or call
- ~~X~~ Overnight shifts or call
- Up to 4 half days per 4 week block for medical appointments

PRELIMINARY CONCLUSIONS

- The initial findings of this project illustrate that the first trimester of pregnancy negatively impacts the attendance and performance of some residents
- Limitations: Only able to capture residents who take a maternity leave or reach out to the program. Will miss some residents who experience miscarriage or abortion.
- Ongoing data collection will provide a better understanding of how the presence of accommodations can support resident physicians in the first trimester of pregnancy

