

**TITLE: Crew Resource Training for Medical Staff and Allied Health Professionals**

**MANUAL: MEDICAL STAFF**

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Effective Date: June 1, 2012

Approval: Anthony Kosinski, M.D. /s/

Reviewed/Revised: 5/13, 9/13, 12/16

Medical Staff President

**STATEMENT OF PURPOSE\EXPECTED OUTCOME(S):**

The Medical Staff of Petaluma Valley Hospital is committed to working with other members of the healthcare team to achieve improvements in patient safety. To this end, members of the Active Medical Staff and Allied Health Professional Staff will be required to participate in specific training designed to achieve that purpose. Initially, training will be required for members who exercise clinical privileges in high risk and potentially problem prone clinical settings.

**POLICY**

Existing members who have been granted clinical privileges in high risk and potentially problem prone clinical circumstances will be required to participate in Crew Resource Training. The program is designed to help teams of caregivers communicate effectively and transparently, especially during times of stress. The training has been modeled after safety procedures developed for airline crews.

All new applicants to the Active Medical Staff or Allied Health Professionals seeking clinical privileges will be advised of the requirement that they must complete the training within ninety (90) days of their appointment to the Medical Staff or appointment as an Allied Health Professional.

**PROCEDURE**

Scheduling for existing Active and Provisional Active Medical Staff and Allied Health Professionals will be prioritized with an emphasis on those specialties where it is anticipated the greatest benefits to patient safety will be achieved.

All new members of the Active and Provisional Active Medical Staff or Allied Health Professionals who have been approved by the Board of Trustees (“Board”) to begin exercising clinical privileges, regardless of specialty, will participate in Crew Resource Training within ninety (90) days of their appointment to the Medical Staff or appointment as an Allied Health Professional.

Members of the Active and Provisional Active Medical Staff and Allied Health Professionals who are not in compliance with the policy will be suspended until they have complied with the policy.

It is expected that training will be offered at least twice each month at Santa Rosa Memorial Hospital and once monthly at Petaluma Valley Hospital. Crew Resource Training may be completed at either hospital. Crew Resource Training schedules shall be made available to new applicants at the time they request application to the Medical Staff or as an Allied Health Professional and at the time of the approval of their application. At the time of approval of their application, practitioners will be reminded that training must be completed within ninety (90) days.

**EXCEPTIONS TO THE REQUIREMENTS FOR CREW RESOURCE TRAINING**

Telemedicine providers will not be required to take Crew Resource Training.

The Medical Staff President will be authorized to make exceptions to this policy on an emergency basis involving an important patient care need.

Those practitioners who have completed Crew Resource Training or Team Steps Training at another hospital may submit evidence of completion in lieu of completing training at Santa Rosa Memorial Hospital or Petaluma Valley Hospital.

Author/Department: Medical Staff Services	
References: St. Joseph Health Communication	
Reviewed/Revised by: Chief Medical Officer	
Approvals: Executive Committee 6//12, 5/13, 9/13, 12/16 Board of Trustees: 6/12, 5/13, 9/13, 1/17	Distribution: Medical Staff & Allied Health Professionals