

RESIDENT AND FELLOW WELLNESS POLICY

Purpose: To create and sustain a learning and working environment with a culture of respect and accountability for physician well-being. To demonstrate a commitment to the well-being of the students, residents, faculty members, and all members of the health care team.

1. Every program must have a well-being policy that encourages optimal resident and faculty well-being.
2. Programs are responsible for providing:
 - a. Protected time with patients.
 - b. Minimization of non-physician obligations.
 - c. Administrative support for residents/fellows
 - d. Process for monitoring scheduling, work intensity, and work compression that impacts resident well-being.
 - e. Process for evaluating workplace safety data and addressing the safety of residents and faculty members.
 - f. Annual education for all faculty and residents on the symptoms of burnout, depression, and substance abuse along with a process to seek care. Residents and faculty members must also be educated to recognize those symptoms in themselves and how to seek appropriate care.
 - g. Process or plan in place for residents and fellows who are burned out, depressed, have substance abuse issues, or who are suicidal.
 - h. Process or plan in place for residents and fellows to attend appointments during regular work hours.
 - i. Provide access to tools for self-screening for burnout, depression, substance abuse, suicidal ideation.
 - j. Encouragement of 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.
 - k. Provide the contact information for EAP (GuidanceResources) to all faculty and learners for 24/7 mental health support
3. Each program must have policies and procedures in place that ensure coverage of patient care if a resident may be unable to perform their patient care responsibilities.
4. Every program must have a fatigue mitigation policy that is in accordance with the common program requirements.
 - a. Every program must educate annually all faculty and residents the signs of fatigue and sleep deprivation as well as alertness management and fatigue mitigation strategies.
 - b. Encourage residents to use fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning.
 - c. Must ensure adequate sleep facilities and safe transportation options for residents who may be too fatigued to safely return home.
5. Every program must include a section on Resident and Fellow Well-Being on the annual program evaluation.