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## FACULTY AND RESIDENT WELL-BEING POLICY

### PURPOSE:

This policy addresses Accreditation Council for Graduate Medical Education (ACGME) Institutional Requirements: III.B.7. Well-Being: III.B.7.a) The Sponsoring Institution must oversee its ACGME-accredited program's fulfillment of responsibility to address well-being of residents/fellows and faculty members, consistent with the Common and specialty- /subspecialty-specific Program Requirements, addressing areas of non-compliance in a timely manner. (Core) III.B.7.b) The Sponsoring Institution, in partnership with its ACGME-accredited program(s), must educate faculty members and residents/fellows in identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. This responsibility includes educating residents/fellows and faculty members in how to recognize those symptoms in themselves, and how to seek appropriate care. (Core) III.B.7.c) The Sponsoring Institution, in partnership with its ACGME-accredited program(s), must: (Core) III.B.7.c).(1) encourage residents/fellows and faculty members to alert their program director, DIO, 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) III.B.7.c).(2) provide access to appropriate tools for self-screening; and, (Core) III.B.7.c).(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) III.B.7.d) The Sponsoring Institution must ensure a healthy and safe clinical and educational environment that provides for: (Core) III.B.7.d).(1) access to food during clinical and educational assignments; (Core) III.B.7.d).(2) sleep/rest facilities that are safe, quiet, clean, and private, and that must be available and accessible for residents/fellows, with proximity appropriate for safe patient care; (Core) III.B.7.d).(3) safe transportation options for residents/fellows who may be too fatigued to safely return home on their own; (Core) III.B.7.d).(4) clean and private facilities for lactation with proximity appropriate for safe patient care, and clean and safe refrigeration resources for the storage of breast milk; (Core) III.B.7.d).(5) safety and security measures appropriate to the clinical learning environment site; and, (Core) III.B.7.d).(6) accommodations for residents/fellows with disabilities, consistent with the Sponsoring Institution's policy. (Core)

### DEFINITIONS:

**Moral Injury:** Moral injury occurs when one perpetrates, bears witness to, or fails to prevent an act that transgresses our deeply held moral beliefs. In the health care context, that deeply held moral belief is the oath one takes when embarking paths as health care providers: Putting the needs of patients first. That oath is the lynchpin of one's working life and one's guiding principle when searching for the right course of action. But as clinicians, healthcare workers are increasingly forced to consider the demands of other stakeholders—the electronic medical record (EMR), the insurers, the hospital, the health care system, and personal financial security—before the needs of patients. Every time one is forced to make a decision that contravenes our patients' best interests, one feels a sting of moral injustice. Over time, these repetitive insults amass into moral injury. (Dean W, Talbot S, Dean A. Reframing Clinician Distress:

Moral Injury Not Burnout. Fed Pract. 2019 Sep;36(9):400-402. Erratum in: Fed Pract. 2019 Oct;36(10):447. PMID: 31571807; PMCID: PMC6752815.)

**Burnout:** Long-term exhaustion and diminished interest in work. Dimensions of burnout include emotional exhaustion, depersonalization, and feelings of lack of competence or success in one's work. Burnout can lead to depression, anxiety and substance abuse disorders.

**Resident:** Any physician in an ACMGE-accredited graduate medical education program including residents and fellows.

**Resilience:** The ability to withstand and recover quickly from difficult conditions or situations. During training, Residents may face difficult patient care, educational or personal events which have the ability to negatively affect their Well-being. Decompressing after such situations, through conversation with peers, mentors or family, and self-care activities, can increase Resilience.

**Well-being:** Refers to the state of being healthy, happy and successful. Well-being may be positively increased by interacting with patients and colleagues at work, being intellectually stimulated and by feeling that one is making a difference/helping. In addition, self-care activities, including exercise, getting plenty of rest and connecting with others, is beneficial.

**POLICY:** This policy identifies the ways in which Residents and their Faculty are supported by the Sponsoring Institution and Program Leadership in their efforts to become competent, caring and resilient physicians while completing Accreditation Council for Graduate Medical Education (ACGME)-accredited training programs sponsored by PrimaryPlus. 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 PrimaryPlus, have the same responsibility to address well-being as they do to evaluate other aspects of resident competence. Residents' physical, psychological and emotional well-being is of paramount importance to PrimaryPlus. Residents are encouraged to lead healthy lives and make healthy choices that support them in their personal and professional growth. This policy applies to Residents, Faculty, Program Directors, Program Coordinators, and Graduate Medical Education (GME) staff at PrimaryPlus. To this end, we provide the following strategies to support health, well-being, and resilience: PrimaryPlus has instituted an employee wellness program entitled: LEAP (Lifestyle Enhancement Activity Program). This program provides faculty and resident/fellow employees and their families with resources and services that motivate, encourage, and promotes and incentivizes healthy lifestyle choices while taking a proactive approach to personal well-being as well as fostering resilience. The program provides resources and educational opportunities focused on the complete integration of physical, mental, and spiritual well-being. Social, emotional, spiritual, environmental, occupational, intellectual, and physical well-being are all considered in our holistic approach to wellness. Services include:

- Health Improvement and Employee Wellness: including Health Risk and Wellness Assessment, mindfulness training, health and lifestyle coaching, diet and nutrition resources.
- PrimaryPlus counseling services.

- PrimaryPlus is committed to being a safe place where residents can ask for and receive help with various needs including academic counseling, coaching, and mentoring without fear of negative consequences.
- PrimaryPlus has established the Resident Wellness Meetings (RWMs) as a place for residents to come together and discuss issues affecting their residency and their lives. The RWMs seek to promote harmonious and collaborative relationships amongst residents, faculty and staff and enhance the resident community through advocacy, volunteer, and social activities. The RWMs membership is composed of all PrimaryPlus residents. The RWMs will be lead by an LCSW
- Residents may take advantage of reimbursed taxi/Uber/Lyft/etc. service from the training site to home and back to the training site in the event that they are too fatigued to drive home after a clinical shift. Cost will be reimbursed
- All residents and core faculty must complete an annual didactic on sleep alertness and fatigue mitigation.
- All residents and core faculty are encouraged to complete the Mayo Clinic Well-Being Index found at <https://app.mywellbeingindex.org/assess>.

#### Program-Level Support

- There are circumstances in which residents may be unable to attend work, including but not limited to fatigue, illness, and family emergencies. The program must have policies and procedures in place to ensure coverage of patient care in the event that a resident may be unable to perform their patient care responsibilities. These polices must be implemented without negative consequences for the resident who is unable to provide the clinical work.
- Program must have policies and procedures in place to ensure residents have the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their work hours. Residents must follow the program's procedures for scheduling and notification of these appointments.
- Each program must have policies and procedures in place to ensure residents are encouraged to alert the Program Director, a faculty mentor or Chief Resident when they have concern for themselves, a resident colleague or a faculty member displaying signs of burnout, depression, substance abuse, suicidal ideation or potential for violence.
- During orientation and in their Program Handbook, each program must educate their residents on the following:
  - o Where and how to access food during clinical and educational assignments
  - o Where the sleep/rest facilities are located for each clinical learning site
  - o What safe transportation options are available along with how to access them and how to be reimbursed for their use

o Where the lactation facilities are located along with the safe refrigeration resources for the storage of breast milk for each clinical learning site o What the safety and security measures are for each clinical learning site

o The program's policies on accommodations for residents/fellows with disabilities.

• Each program must sponsor wellbeing and wellness events on a regular basis to facilitate interaction between trainees and faculty. These events are to be reported to the GMEC.

GMEC Approved 9/19/22