Resident Well-Being

GMEC approved: May 2017

Purpose
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 their Sponsoring Institutions, have the same responsibility to address well-being as they do to evaluate other aspects of resident competence.

Policy
The WSU GME recognizes the importance of the well-being of our residents and works with the residency programs to ensure that processes are in place to assist the residents in developing the skills to achieve their personal well-being.

Each residency program shall have policies and schedules in place that spell out ways in which the residents will be supported in their efforts to become a competent, caring and resilient physician.

These must include:

- Schedules that
  - Ensure residents have protected time with their patients.
  - Are not unduly burdensome with intensity and compression
  - Have contingency plans in place for when there are circumstances in which residents may be unable to attend work, including but not limited to fatigue, family emergencies, and illness. These contingencies must ensure coverage of patient care in the event a resident may be unable to perform their patient care responsibilities.

- Policies for time away from the residency that allow the resident the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.

- Education regarding recognizing the symptoms of burnout, depression, and substance abuse (see Resident Impairment policy). Including recognizing these symptoms in themselves and how to seek appropriate care.

- Resources that minimize non-physician obligations and undue administrative burdens

- Supervision policies that promote progressive autonomy and flexibility (See Supervision Policy)

- Monitoring workplace safety data to address the safety of residents and faculty members.
• Programs and resources available that encourage optimal resident and faculty well-being
  All of these must be implemented without fear of negative consequences for the resident who may be having any issues interfering with their well-being.

Procedure
The institution will verify that each program has a program level Resident Well-being policy which describes how the program provides resources to the resident to promote their well-being.

Program directors will be responsible for monitoring resident and faculty well-being and recommending any appropriate resources that they may need.

**Resources:**
The well-being of our residents is of paramount importance to our institution. We encourage healthy lifestyles, healthy choices and healthy living. The WSU SOM community and specifically the office of GME support resident physician wellness with many support services for residents.

1. **Education:**
All incoming residents are required to complete modules through the AMA Introduction to the Practice of Medicine that discuss resident well-being including: education on the signs of burnout; risk factors for sleep deprivation and fatigue; effects of sleep deprivation and fatigue on residents’ personal and professional lives; stress and effects on resident health; and wellness tools.

   The modules can be accessed through the website: [http://wsusom.knowbase.com](http://wsusom.knowbase.com)

   The required modules are:
   - Thriving Through Residency: The Resilient Resident Course
   - Physician Health: Physicians Caring for Themselves
   - Sleep Deprivation: Your Life and Work Course

1. **Wayne State University Wellness Warriors** [http://wellness.wayne.edu/pdfs/2017-overview.pdf](http://wellness.wayne.edu/pdfs/2017-overview.pdf)

   The purpose of the Wellness Warriors Program is to improve the quality of life and the health status for the employees of Wayne State University. This will be accomplished by providing educational programs, services, and tools that assists individuals in accomplishing their wellness goals. Our program strives to help individuals be able to do what they want, when they want, how they want. In addition, we will provide quality and accessible health information and initiatives that encourage participants to pro-actively address healthy lifestyle decisions and contribute to the development of a culture of wellness at Wayne State University.
The Wellness Warriors Program is FREE for benefit-eligible WSU employees and is designed to offer each participant tools and resources to create a personalized wellness plan. The program offers support, education and excitement to keep you focused on total personal wellbeing!

STEP 1: Sign up for an enrollment health screening appointment on Academica's Trainings, Seminars, Workshops (TSW). Chose location of choice, then scroll to date and time of choice.

STEP 2: Prior to attending your enrollment health screening appointment, complete the Health Risk Assessment Click 'Take Your HRA'.

STEP 3: Attend your enrollment health screening appointment! Don't forget to fast! Bring TWO copies (one for you and one for the pharmacy team) of this consent form: http://wellness.wayne.edu/pdfs/enrollmentconsent-form.pdf

2. Ulliance-EAP
The EAP offers a range of services to help staff and faculty address personal or work related problems. For more information of problem areas frequently addressed and services available:
   - contact EAP at: (800)448-8326 - (24/7 free anonymous screening for depression and/or alcohol/drug abuse for residents and immediate family members)
   - Live Advisor Resource Center web site : http://www.lifeadvisoreap.com/MemberLogin.aspx (website also includes access to online, anonymous screening for depression, substance abuse, eating disorders, anxiety disorders, bipolar disorder, and post-traumatic-stress-disorder to faculty and staff and immediate family members)

3. Recognizing the Impaired Physician
There is a long tradition of concern at WSU SOM for the impaired professional. Greater awareness has led to increased recognition of addictions, depression, stress management, inappropriate anger displays, and behavior problems in our faculty and students and a continued interest in the treatment of the impaired professional. Physicians can become dysfunctional in a variety of ways, just like the patients they treat. Their individual problems often manifest in ways that can harm the patients whom they serve, the institutions that employ them, their families, and the colleagues with whom they work. Physicians often have difficulty admitting their problems with drugs or alcohol, and too often, do not get the help they need until a crisis is reached. Early interventions in confronting physicians who are heading for trouble are needed and if necessary, intensive treatment programs for the compromised professional can be made available. Initiating this process can be difficult for colleagues and supervisors. See Resident Impairment Policy for more information

4. Residency Program Support
There are circumstances in which residents may be unable to attend work, including but not limited to fatigue, illness, and family emergencies. Each 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 policies must be implemented
without fear of negative consequences for the resident who is unable to provide the clinical work.

Monitoring
The GMEC will monitor compliance with the institutional and program policies through the following venues:

- Resident completion of the GME Wellness Survey.
- Annual Program Evaluation
- Special Review of the Program
- ACGME Annual Resident Survey
- Annual GME Resident evaluation of the program
- ACGME Annual Faculty Survey
- Annual GME Faculty evaluation of the program
- Resident Council
- Anonymous contact via hotline and/or online complaint form