



Internal Medicine Wellness Policy

Addendum to the MHG Wellness Policy 500.37

Effective July 2023

The Internal Medicine Residency program is committed to ensuring that residents and teaching faculty remain physically and mentally healthy. Wellness is an important part of resident training and faculty supervision to reduce fatigue, ensure patient safety, and enhance resident and faculty development.

Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician and require proactive attention to life inside and outside of medicine. Well-being requires that physicians retain the joy in medicine while managing their own real-life stresses. Self-care and responsibility to support other members of the health care team are important components of professionalism; they are also skills that must be modeled, learned, and nurtured in the context of other aspects of residency training.

Residents and faculty members are at risk for burnout and depression. Programs, in partnership with their Sponsoring Institutions, have the same responsibility to address well-being as other aspects of resident competence. Physicians and all members of the health care team share responsibility for the well-being of each other. A positive culture in a clinical learning environment models constructive behavior and prepares residents with the skills and attitudes needed to thrive throughout their careers.

The responsibility of the program, in partnership with the sponsoring institution, to address well-being must include efforts to enhance the meaning that each resident finds in the experience of being a physician, including protecting time with patients, minimizing non-physician obligations, providing administrative support, promoting progressive autonomy and flexibility, and enhancing professional relationships.

Residents and faculty will be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.

Residents and faculty will have 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.

Specific Internal Medicine Residency wellness activities are listed below:

- Monthly wellness activities/conferences to include:
 - Resiliency training
 - Symptoms of burnout
 - Fatigue mitigation/sleep deprivation
 - Depression screening

- Substance abuse screening
- Stress management
- Recognition of the above (symptoms) and how to seek care and when to alert the Program Director or other designated personnel
- Monthly house staff council meetings to address concerns and elevate resident suggestions for program growth
- Quarterly faculty development lectures
- Quarterly resident awards
 - “Resident of the Quarter” (selected by IM clinical competency committee)
 - “Resident Teammate of the Quarter” (selected by IM house staff council)
- Annual welcome picnic
- Annual PGY-1 winter retreat
- Annual holiday party
- Annual PGY-1/2 spring retreat
- End of year resident and faculty awards ceremony and dinner