



Internal Medicine Wellness Policy
Addendum to the MHG
Resident and Faculty Well-Being Policy 500.37
Effective July 2024

Wellness

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.

The Internal medicine residency program has a dedicated Wellness committee comprised of faculty and residents to guide and direct the residency towards resident and faculty total well-being.

Wellness Committee Faculty Member: Stephanie Schindler LCSW

Specific Internal Medicine Residency wellness activities are listed below:

- Monthly wellness activities/conferences to include:
 - o Resiliency training
 - o Symptoms of burnout
 - o Fatigue mitigation/sleep deprivation
 - o Depression screening
 - o Substance abuse screening
 - o Stress management
 - o Recognition of the above (symptoms) and how to seek care and when to alert the Program Director or other designated personnel

- Monthly IM house staff council meetings to address concerns and elevate resident recommendations and/or suggestions to GMEC for program growth

- Resident and faculty awards
 - o Monthly “Top Banana” faculty and resident performers
 - Selected by Program Director
 - o “Outstanding Resident Performance for the Quarter”
 - Selected by IM clinical competency committee
 - o “Faculty of the Quarter”
 - Selected by IM house staff council
 - o “Resident Teammate of the Quarter”
 - Selected by IM house staff council

- Quarterly faculty development lectures/activities to educate faculty on various wellness components

- Annual activities
 - o GME welcome picnic
 - o GME PGY-1 white coat ceremony
 - o IM PGY-1 winter retreat
 - o IM residency holiday party
 - o IM PGY-1/2 spring retreat
 - o IM end of year resident and faculty awards ceremony



Fatigue Management

Providing medical care to patients is physically and mentally demanding. Night shifts, even for those who have had enough rest, cause fatigue. Experiencing fatigue in a supervised environment during training prepares residents for managing fatigue in practice.

- The IM program will provide all appointed faculty members and residents information and instruction on recognizing the signs of fatigue and sleep deprivation, and information on alertness management, fatigue mitigation processes, and how to adopt these processes to avoid potential negative effects on patient care and learning.
- Faculty members and residents will be educated to intervene when necessary to maintain the health and well-being of their colleagues and the safety of patients.
- If a resident is unable to perform their patient care responsibilities due to excessive fatigue, they are to immediately inform their supervising attending and the IM Program Director or Associate Program Director. The patients under the care of the resident will be transitioned to another resident or attending for on-going care.
- In the event of fatigue, illness, or other impairment, residents are required to utilize the sleep facilities/on-call rooms available for the GME department or utilize safe transportation home. Upon request, MHG sponsored residents can call a taxi for a ride home. The resident requiring the safe transportation home should submit receipt to the GME office for reimbursement.