

Memorial Hospital at Gulfport				
Policy/Procedure Title	Resident and Faculty Well Being (Family Medicine)	Manual Location		GME
Policy/Procedure #	500.37	Effective	05/29/2020	Page 1 of 3
Department Generating Policy	Graduate Medical Education			
Prepared By	Gretchen Holmes, Ph.D., DIO	Dept/Title	GME/DIO	
Dept / Committee Approval (If Applicable)	GMEC	Date/Title	05/29/2020	
Medical Staff Approval (If Applicable)		Date/Title		
Board Approval (If Applicable)		Date/Title		
Standard ACGME	IR III.B.7; CPR CLC			

Purpose

ACGME Common Program Requirements VI.C: *In the current health care environment, residents, fellows, and faculty members are at increased risk for burnout and depression. Psychological, emotional, and physical well-being are critical to the development and maintenance 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.*

ACGME Institutional Requirements III.B.7(a): *The Sponsoring Institution must oversee its ACGME-accredited programs' 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.*

This policy outlines the responsibility of the Office of Graduate Medical Education to address resident well-being.

Policy

The Office of Graduate Medical Education will:

- Assist program directors (PDs) in their initiatives to protect trainee time with patients, minimize non-physician obligations, provide administrative support to trainees, promote progressive autonomy, and enhance professional relationships (*CR VI.C.1.a*);
- Give attention to scheduling, work intensity, and work compression that impacts resident well-being (*VI.C.1.b*);

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- Evaluate workplace safety data and address the safety of residents and faculty members (*CR VI.C.1.c*);
- Provide PDs with resources to educate faculty and trainees about the symptoms of burnout, depression, substance abuse and their avoidance (*IR III.B.7.b*); *CR VI.C.1.e*);
- Develop policies and programs that encourage optimal resident and faculty member well-being (*CR VI.C.1.d*);
- Encourage trainees and faculty members to alert designated personnel when they are concerned about a medical community member who is displaying signs of burnout, depression, substance use, suicidal ideation or potential for violence (*IR III.B.7.c*).(1); *CR VI.C.1.e*).(1));
- Provide access to appropriate tools for self-screening (*IR iii.B.7.c*). (2); *CR VI.C.1.e*. (2));
- Provide access to confidential, affordable mental health assessment including access to urgent and emergent care 24 hours a day, seven days a week (*IR III.B.7.c*). (3); *CR VI.C.1.e*. (3));
- Provide access to food during clinical and educational assignments (*IR III.B.7.d*). (1));
- Provide safety and security measures for residents/fellows (*IR III.B.7.d*). (2));
- Give residents the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during working hours (*CR VI.C.1.d*). (1));
- Develop standard processes for patient care coverage in the event a trainee is unable to perform their clinical responsibilities;
- Provide a way for residents to report unprofessional behavior and a respectful process for reporting, investigating, and addressing such concerns.

Procedure

In order to meet the stated responsibilities of the Office of Graduate Medical Education, the following resources and protocol have been implemented:

- **GMEC Wellness Subcommittee**
The GMEC Wellness Subcommittee, chaired by Dr. Rickey Chance, is comprised of residents and other stakeholders with an interest in resident/physician wellbeing. The committee meets on a quarterly basis to discuss topics that impact resident wellness within our institution.

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- **Access to Self-Assessment and Mental Health Screening Tools**
Residents are given access to a self-assessment tools that can be used to communicate well-being concerns to GME leadership. Residents are also given access to mental health screening tools to explore possible mental health risks, but these tools are not to be used as a substitute for professional assessment or treatment.
- **Employee Assistance Program**
Residents have access to free, confidential counseling through the internal Employee Assistance Program. Residents are encouraged to have bi-annual check-ins with an appointed EAP professional but may opt-out if they wish.

DATE OF ORIGINATION: 05/29/2020

AUTHORIZED BY: Memorial Hospital at Gulfport Board of Trustees

PREPARED BY: Gretchen Holmes, Ph.D., DIO

DATES OF REVIEW BY GMEC:

AREAS AFFECTED: GME