

UBC Department of Medicine Postgraduate Medical Education Resident Wellness Policy

I. Policy

1. In the current health care environment, residents and faculty members are at increased risk for burnout, in its multiple manifestations. 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 that postgraduate training should help residents cultivate and adapt to the unique rigors of their demanding clinical residency.
2. The UBC Internal Medicine Residency Program is committed to providing a safe environment and to protecting the health and welfare of its trainees, faculty and of course, the patients they care for.
3. Resident Wellness is a shared responsibility of residents as individuals, as well as of their training programs and the systems in which they work.
4. The UBC Internal Medicine Residency Program encourages residents to seek assistance voluntarily if they are concerned about their mental wellbeing, and the effects this may have on their clinical, educational, and professional performance.
5. Resident wellness topics must be addressed regularly during the academic curriculum. Sessions include but are not limited to 'ice cream rounds' and workshops in resiliency, time management and coping with adverse events.
6. The UBC Internal Medicine Residency Program will provide regular reminders about the Resident Wellness Office (RWO) and their services, as well as the Employee and Family Assistance Program (EFAP) and other provincial wellness resources.
7. The UBC Internal Medicine Residency Program will encourage all PGY1's to make 'check-in' appointments with the RWO, and provide protected time early in the year. This will allow residents to better acquaint themselves with the RWO and their services, and will function to decrease the stigma associated with accessing those services by normalizing the process.
9. The UBC Internal Medicine Residency Program and the RWO will work together to ensure that residents are able to access RWO services in a confidential manner.
10. The UBC Internal Medicine Residency Program expects (and will help enforce) an

environment of support, honesty, and safety. Management of clinical activities should be respectful of trainee's time and take into concern work hours and being released appropriately for academic activities or post-call.

II. Resident responsibility

1. Residents are responsible for reporting fit for duty and able to perform their clinical duties in a safe, appropriate and effective manner free from the adverse effects of physical, mental, emotional, personal problems or excessive fatigue. In the event that resident wellness becomes sufficiently compromised, a resident should make every effort to ensure that requisite training interruptions or scheduling changes are proactively communicated to minimize coverage gaps or shifting untenable clinical burdens to that resident's colleagues, faculty or health authority.
2. Residents are responsible for assessing and recognizing impairment, including illness and fatigue, in themselves and in their peers to the best of their abilities.
3. If a resident is experiencing problems, he/she is encouraged to voluntarily seek assistance before clinical, educational, and professional performance; or interpersonal relationships or behavior are adversely affected. Residents, who voluntarily seek assistance for physical, mental, emotional and/or personal problems, including drug and alcohol dependency, before their performance is adversely affected will not jeopardize their status as a resident by seeking assistance.
4. Residents must have the capacity to maintain their health through routine medical and dental care and if needed mental health care. Non-urgent appointments may be scheduled in advance with appropriate permission. Residents have a professional responsibility to present for duty appropriately rested and must manage their time before, during, and after clinical assignments to prevent excessive fatigue.
5. Senior residents should also be aware of the behaviour and conduct of junior residents. If a Senior resident observes physical, mental, or emotional problems affecting the performance of a resident, including impairment due to excessive fatigue, the senior resident should immediately notify the program director or designee.

III. Residency Training Program Responsibility

1. It is the responsibility of the program to consider residents' state of wellness when evaluating their professional behavior, conduct and academic performance.
2. If a program director or faculty member observes physical, mental, or emotional problems affecting the performance of a resident, including impairment due to excessive fatigue, the member must take steps to explore the issue and establish and mutually acceptable action plan.

3. At no time will residents be denied visits for acute care for illnesses (physical or mental) or dental emergencies during work hours.
4. The program has a responsibility to be aware of systems issues and service demands that negatively impact resident wellness and to support changes that will encourage resident flourishing.
5. Program directors are expected to proactively address burnout and/or depression at semi-annual reviews.
6. It is the responsibility of the Program to provide reasonable accommodations (e.g., duty assignments, on-call schedules), to enable the resident to participate in required medical appointments, including counselling.

IV. Resources Available to all Residents and Fellows

<https://postgrad.med.ubc.ca/resident-wellness/get-help/>