

Policy Number: GME-108
Category: IR
Approved: April 2018

TITLE: Physician Well - Being

POLICY: The Accreditation Council for Graduate Medical Education (ACGME) requires Sponsoring Institutions, in partnership with ACGME approved programs, to address the resident, fellow, and faculty members who may be at an increased risk for burnout and depression. Physical well-being is critical in the development of the competent, caring, resilient physician. Self-care is an important component of professionalism. (ACMGE – Common Program Requirements VI.C.-VI.C.2.)

DESCRIPTION: Physician health is important and fundamental to quality patient care. Each program must be committed to and is responsible for promoting patient safety and resident well-being in a supportive environment. Each program must have policies in place to address the following:

Programs must:

- protect physician time with patients,
- minimize non-physician obligations,
- providing administrative support, promoting progressive autonomy and flexibility, and enhance professional relationships;
- give attention to scheduling and work intensity;
- provide residents and fellows the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during working hours.

Education:

- educate residents, fellows, and faculty members in identifying the symptoms of burnout, depression and substance abuse;
- educate residents, fellows, and faculty members in self-identifying the symptoms of burnout, depression, and substance abuse in one's self;

- It is the duty of all members of the Medical Staff to report concerns about substance abuse, suicidal ideation or potential for violence in themselves or other members of the Medical Staff.
- provide support to assist with physician's who are experiencing burnout, depression, and substance abuse;
- provide access to appropriate tools for self-screening;
- and provide access to confidential mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.

Residents or fellows may be unable to attend clinical work obligations due to, including but not limited to fatigue, illness and family emergencies. Programs must ensure coverage of patient care in the event that a resident or fellow may be unable to perform their patient care responsibilities. These policies must be implemented without fear of negative consequences for the resident or fellow who is unable to provide the clinical work.

APPROVED:

Graduate Medical Education Committee