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<b><u>Subject:</u></b>	Well-Being Policy
<b><u>References:</u></b>	Clinical Learning and Working Environment policy Accreditation Council for Graduate Medical Education CPR.VI.

The Orthopaedic Surgery Residency Program recognizes that a sound academic and clinical education should be carefully planned and balanced with concerns for patient safety, quality of care, and resident well-being. Learning objectives of the program will not be compromised by excessive reliance on residents to fulfill service obligations. To prevent such negative outcomes, the Residency Program has adopted policies consistent with the Accreditation Council for Graduate Medical Education (ACGME) Well-being requirements for residents.

The Orthopaedic Surgery Residency Program is committed to ensuring that residents and faculty remain physically and mentally healthy within the training program. Residency can be an inherently stressful time for all involved, and it is important to take care of yourself so that you can get the most out of your educational experience. Residents and faculty are encouraged to lead healthy lives and make healthy choices that support them in their personal and professional growth.

The Program Director, Program Coordinator and faculty of the Orthopaedic Residency Program have an "open door" policy and is always ready and willing to help with resident concerns and problems. You can also report a concern to the Department of Graduate Medical Education

Psychological, emotional, and physical well-being are critical in the development of competent, caring and resilient physicians. The Orthopaedic Surgery Residency Program supports the well-being of the residents and faculty members by providing a positive osteopathic learning and working environment through professional actions and attention to well-being of residents and faculty members that includes:

- Finding meaning in work by minimizing non-physician obligations, providing administrative support, allowing progressive autonomy and flexibility, and enhancing professional relationships;
- Monitoring of work schedules;
- Evaluating the safety of residents and faculty members in the learning and working environment; and
- Education on identification of burnout, depression, and substance abuse.

RUHS provides employees and their families with resources and services that motivate, encourage and promote healthy lifestyles and foster resilience.

**Institutional Support:**

- Riverside County Employee Assistance Services (EAS).
  - The EAS staff of licensed psychologists and licensed marriage and family therapists can offer professional, confidential, and knowledgeable help to residents with personal or work-related concerns.
  - Residents may make a self-referral by calling the main Riverside office at (951) 778-3970. EAS resources may also be accessed at [www.rc-hr.com/eas](http://www.rc-hr.com/eas)
  - In an effort to keep employees well informed in the areas of personal happiness and professional satisfaction, EAS hosts a variety of regularly scheduled webinars to make education accessible and convenient. Topics offered include: Understanding Stress and Tools for Coping, Self-Care, Minimalism and Your Mental Health are examples of these webinars which are available at any time.
  - EAS has an easy to use application to download with all the resources available, including relaxation and meditation exercises

- Culture of health wellness programs
  - Their mission is to co-create a healthy and supportive work environment where employees thrive. Goals of the Culture of Health are to increase employee access to work-site well-being programming and provide support for the unique health and well-being needs of all employees through policy, systems and environmental changes.
  - The programs are designed to remove barriers and support the overall goal of creating a culture of health and well-being and shifting from a focus on individual health risks to a more holistic approach to well-being
  - Focus on 5 elements of well-being. Creating programs for the physical, financial, community and career well-being of employees.
- Medical Staff Physician Well-being Committee: The committee's role is to be supportive of the resident physician and to educate on the scope of its activities and other resources for assisting impaired resident physicians. It aims to assist referred resident physicians to achieve rehabilitation so that they can continue to practice. The committee serves as an objective, concerned group of the medical staff, maintains confidentiality, and reports in a limited format to the GMEC and Medical Staff Executive Committee. It will also ensure patient safety by consulting with the Director of Medical Education, Program Director and medical staff leadership to determine if there is imminent danger to patients
- Occurrence Reporting: Patient and employee safety reporting for actual events and near misses.

**Graduate Medical Education Support:**

- The Office of GME is a safe place where residents can ask for and receive help with various needs including academic counseling, coaching, and mentoring.
- Residents may become members of, or participate in, the Resident Committee. The resident committee is a group of a peer-elected representatives from each residency program which come together to discuss issues affecting resident life. The resident committee seeks to promote harmonious and collaborative relationships amongst residents, faculty and staff and enhance the resident community.
- The Office of GME delivers coffee, sandwiches, fruit and snacks to the Resident Lounge every evening free of charge. Meal funding is also provided to residents taking overnight, in-house call.
- The Office of GME also provides residents with supplemental EAS services 24/7 via the AMA/Standard Insurance (887-851-1631). Residents can receive referrals to support groups, counselors, community resources and if necessary, can be connected to emergency services
- All residents complete annual learning modules on sleep alertness and fatigue mitigation through the AMA learning modules. Additional modules are also available which include but are not limited to: Physician Burnout, Physician Well-Being, Preventing Physician distress and Suicide, Physician Wellness: Preventing Resident and Fellow Burnout and Appreciative Inquiry: Fostering Positive Culture

**Program Support:**

- The program will design curriculum and build work schedules that promote a healthy learning environment.
- The program has developed specific well-being committee where residents from each level of the program participate with the program director and coordinator to discuss concerns/criticism in an open environment without fear and retaliation.
- Each resident is assigned a faculty mentor as well as a chief resident mentor, the faculty mentor is selected by the individual resident.
- Residents and faculty will be encouraged to complete self-assessment tools, such as the Princeton U-Matter Wellness Self-Assessment, to determine the areas of wellness they are thriving as well as those that may need greater attention.

- The program will provide education to all faculty physicians and residents to recognize the signs and symptoms of burnout, depression, substance abuse, fatigue and sleep deprivation. Residents and faculty will be encouraged to stop and rest when fatigued.
- Residents who recognize that they may be too fatigued to drive home are encouraged to utilize the sleeping facilities to rest before leaving the work site or utilize the safe ride home services provided by the Orthopaedic Surgery Residency Program. Return ride service, so the resident can retrieve their car, is also provided.
- There will be circumstances in which the residents may be unable to attend work, including but not limited to fatigue, illness and family emergencies. The Orthopaedic Surgery Residency program has procedures in place to ensure coverage of patient care in the event a resident may be unable to perform their patient care responsibilities. These processes will be implemented without fear of negative consequences for the resident who is unable to provide the clinical work.
- Residents will have the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their work hours. Residents must follow the program's procedures for scheduling and notification of these appointments.
- Residents are strongly encouraged to alert the Program Director, a faculty mentor or the GME office when they have a concern for themselves, a resident colleague or a faculty member displaying signs of burnout, depression, substance abuse, suicidal ideation or potential for violence.