

Policy Title	Trainee and Faculty Wellbeing
ACGME Number	Institutional - III.B.7 Common – VI.C
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POLICY	
PURPOSE	<p>This policy addresses the responsibility of the SI and its ACGME's/CPME training programs to address the well-being of residents/fellows and faculty members, consistent with ACGME Institutional, Common, and Specialty Specific Program requirements. The SI, in accordance with the ACGME focus on physician well-being is committed to promoting a working environment with a culture of respect and accountability for physician well-being as they are critical to the development the competent, caring, and resilient physician and his/her ability to deliver the safest, best possible care to patients. 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 behaviors, and prepares trainees with the skills and attitudes needed to thrive throughout their careers.</p>
SCOPE	<p>The policy applies to all MHS-sponsored GME residency training programs, both accredited and non accredited. The term "resident" refers to all medical graduate trainees (interns, residents, fellows) in all postgraduate GME training programs sponsored by MHS.</p> <p><i>Note:</i> In addition to being subject to specific policies and procedures required by all applicable accrediting bodies, GME Residents are also subject to policies and procedures applicable to MHS employees generally and enjoy those benefits of employment applicable to MHS employees of comparable classification.</p>
ACRONYMS	<p>ACGME — Accreditation Council for Graduate Medical Education CAO — Chief Academic Officer CMO (H) – Chief Medical Officer of individual hospitals in MHS CMO (S) –Chief Medical Officer of MHS CPME – Council on Podiatric Medicine DIO — Designated Institutional Official GMEC — Graduate Medical Education Committee MHS — Memorial Healthcare System OAA – Office of Academic Affairs PD — Program Director RRC — Resident Review Committee SI – Sponsoring Institution</p>
DEFINITIONS	NA
PROCEDURES	<p>The responsibility of the program, in partnership with the Sponsoring Institution, to address well-being must include:</p> <ol style="list-style-type: none"> 1. Efforts to enhance the meaning that each trainee finds in the experience of being a physician 2. Attention to scheduling, work intensity and work compression 3. Evaluating workplace safety (i.e. injuries, violence, emotional well-being after adverse events)

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	<ol style="list-style-type: none"> 4. Opportunities to attend medical, mental health, dental and other appointments including during working hours 5. Attention to burnout, depression, and substance abuse including education regarding symptoms and how to seek care. 6. Encouraging trainees and faculty to alert the PD, DIO, or Senior management that another trainee or faculty may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence 7. Provide tools for self-screening 8. Provide access to confidential, affordable mental health assessment. Currently, such access is provided to all employees of MHS via the Employee Assistance Program and Managed Care Concepts.
REFERENCES	ACGME Institutional Requirements, effective July 2018 ACGME Common Program Requirements, effective July 2020 Program-Specific Policies and Procedures, latest effective as per specific RRC GMEC – Resident Services Policy MHS - Employee Recovery Program MHS – Drug Free Workplace Policy
ORIGINAL ISSUE DATE	November 2019 (pending review by GMEC)
REVIEW/REVISION DATES	July 2020
POLICY OWNER	<p>Office of Academic Affairs</p> <p>If any of the statements contained in this policy conflict with any verbal statements or agreements made by any representatives of MHS, then the statements contained in this policy shall control the outcome of any such conflict.</p> <p>Memorial reserves the right to modify this policy in whole or in part, at any time, at the discretion of the Healthcare System or as required by applicable law, regulation, or governing/accrediting body.</p> <p>Employees who have questions regarding information contained in this policy should contact the Office of Academic Affairs.</p> <p>This policy is intended to supplement standard MHS Human Resources (“HR”) policies. To the extent that this policy conflicts with any MHS HR policy, the standard HR policy shall govern and control.</p>