

WELL-BEING POLICY

The West Virginia University School of Medicine (WVU SOM) is committed to preparing our residents and fellows for a lifetime of caring for others and themselves. Therefore, one of the most important lessons we must teach them is the crucial importance of the physicians' own physical and mental well-being to their ongoing practice of medicine. Initiating learning in well-being and self-care, and normalizing these pursuits, is crucial for residents and fellows at this stage of training because GME is the time when they begin to establish the practice habits they will have for the rest of their lives.

The WVU SOM's GME Well-being Program requires each training program to provide instruction in well-being as an integral part of their ongoing curriculum. This instruction must take place at least annually, although best practice would be more frequently and on a regular basis with different sessions provided for each. An ideal set up would be to provide a well-being session for Grand Rounds in order to educate supervising teaching faculty in addition to residents and fellows, as this is an ACGME mandate.

In addition, although residents and fellows are no longer required by WVU SOM to complete an annual well-being screening, we are asking training programs to continue the call to wellness initiated in the 2017 guidelines by encouraging and supporting their residents and fellows to schedule a well-being screening on their own should they feel a need to do so.

The Faculty and Staff Assistance Program (FSAP) and Spiritual Care remain the two available free options for screening at this time. Spiritual Care offers group training didactics and experiences (Appendix A) should individual programs wish to use this as a part of their wellness curriculum. FSAP, though their staffing is more limited, is also able to provide group training didactics, as their schedules permit. To contact FSAP, please refer to their flyer (Appendix B) at the end of this policy.

As each program sets their individual well-being policy, they will use the "fill-in-the-blank" program-specific well-being policy (Appendix C), to define how well-being will be integrated into their program, and to clarify the expectations for residents, fellows, and supervising faculty.

The GME Office will be assessing the overall well-being of our residents, fellows, and supervising teaching faculty on a regular basis utilizing the annual ACGME Well-being Survey, and other instruments including, but not limited to, the Mini Z 2.0, and the PHQ-9. This required GME oversight will be done in collaboration with our training programs as we strive to make continual improvements to our clinical learning environment.

Approved by Wellness/Work Hours Committee: 8/1/2018

Approved by GMEC Taskforce: 10/4/2018

Approved by GMEC: 10/12/2018

(Appendix A)



Spiritual Care and Education Department

2018-2019 GME Wellness Opportunities

The Spiritual Care and Education Department has a trained and knowledgeable staff in many areas of holistic wellness and self-care for healthcare professionals. Wellness seminar topics and/or wellness experiences will be led by Staff Chaplains and can be tailored to fit the needs of each Department.

Wellness Seminar Topics:

Compassion Fatigue/Burnout
Developing Resilience
Self-Care
Encountering Grief at the Bedside
Dealing with Grief
Coping with Angry/Anxious Families

Wellness Experiences:

Progressive muscle relaxation
Guided meditation
Breathing exercises
Debriefing traumatic events
Writing personal mission statements
Gratitude exercises
Using Labyrinths/Mandalas for
meditation/reflection

To schedule a wellness seminar or experience, contact Allison Anderson, Director of Spiritual Care and Education (andersonal@wvumedicine.org).

(Appendix C)

(Program Name)
Resident or Fellow & Supervising Faculty Well-Being Policy

I. Purpose: The (Program Name) Residency recognizes that physician trainees are at increased risk for depression and burnout. In conjunction with our central GME office we are committed to prioritizing and fostering resident/fellow and supervising faculty well-being while still ensuring the competency of our trainees. We recognize the importance of physical health, emotional health, and social support and engagement in this endeavor.

II. Definitions:

- a. FSAP: Faculty and Staff Assistance Program. A free, confidential, off-site resource for residents, fellows, faculty and their dependents to seek care for depression, anxiety, burnout, and other stressors. Phone: (304) 293-5590

- b. Spiritual Care: Hospital chaplains available 24/7 within the hospital for counseling. It is important to remember that chaplains do not bring up spirituality unless the resident/fellow requests it. Pager number is 0590

- c. The Wellness Center: A resource offered to residents, fellows, faculty, and their dependents that offers a wide variety of opportunities for promoting wellness.

III. Process:

- a. Physical Health
 - i. Residents should establish with a Primary Care Physician. This physician should not be a peer. A list of PCPs accepting new patients is attached. ?? (Maybe provide a link for this, rather than trying to maintain an accurate list.)

 - ii. Residents will not be discouraged from scheduling appointments with physicians, dentists, or other healthcare providers.
 - 1. Routine appointments should be scheduled during (Program Specific)

 - 2. Appointments for acute issues can be scheduled when needed and the program will provide work coverage.

 - iii. The Wellness Center offers access to a fitness facility on the 4th floor of the HVI. Residents are encouraged to make use of this resource as well as fitness classes. Discounted membership is also offered at the WVU Rec Center.

 - iv. Residents should not be pressured to work when physically ill.
 - 1. (Program specific policy for calling in sick, jeopardy, etc.)
- b. Emotional Health
 - i. GME Orientation
 - 1. All incoming interns attend lectures related to the practitioner health program, education about burnout, substance abuse, and mental health. Residents are familiarized with institutional resources to address these issues.

 - ii. Residents are encouraged to utilize The Wellness Center for free classes on burnout mitigation, meditation, mindfulness, etc.

iii. (Program Name) Specific Lectures

1. List program specific lectures, titles, how often, etc.

iv. (Program resident meetings to assess for burnout, etc.)

1. Do you send residents to FSAP?
2. Do you utilize spiritual care?
3. Do you have a resource within the department? (i.e. social work, psychologists who meet with residents)
4. Does the program director address burnout, adjustment, social support at Semi-Annual Meetings? How?
5. Do you use a survey to monitor resident burnout, etc.

v. Residents in crises

1. Residents in obvious crises will be removed from clinical duties immediately.
2. A mandatory FSAP appointment should be scheduled within 48 hours.
 - a. Residents should not return to work until FSAP has deemed it appropriate.
3. A drug and/or alcohol screen should be considered based on the situation which can be completed at Employee Health same day. If a resident/fellow be found in crises while on night shift, the House Supervisor may be paged to help with this.
4. If there is concern for resident/fellow safety, the Program Director or their designee appointee should take the resident to the ED for an immediate evaluation.

c. Social Support and Engagement (Program Specific)

- i. Team building during orientation other times??
- ii. Retreats??
- iii. Regular social events???