

Policy: Well-Being and Fatigue Mitigation	Effective Date: 11/1/2020
Policy Number: 270	Version: 2
Authorized by: Graduate Medical Education Committee	Replaces: V1
IR: III.B.7; IV.H.1.	Page 1 of 1
	CPR: VI.C., VI.D.

PURPOSE

To address well-being of residents and faculty members, consistent with the Common and specialty-/subspecialty-specific Program Requirements.

SCOPE

1. Department of Medical Education
2. Baptist Health Medical Center - North Little Rock
3. Baptist Health Medical Center - Little Rock
4. Baptist Health Medical Center - Conway

POLICY

1. The Sponsoring Institution, in partnership with its ACGME accredited programs, must educate faculty members and residents in identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions.
 - a. This responsibility includes educating residents and faculty members in how to recognize those symptoms in themselves, and how to seek appropriate care.

2. The Sponsoring Institution, in partnership with its ACGME accredited programs, must:
 - a. encourage residents and faculty members to alert their program director, DIO, or other designated personnel or programs when they are concerned that another resident or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence;
 - b. provide access to appropriate tools for self-screening; and,
 - c. provide access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.
 - i. The GMEC adopts the following Baptist Health policies in their current revision state as well as future revisions to address confidential counseling and behavioral health:
 1. Baptist Health Policy IV-03 Employee Assistance Program (EAP)

3. The Sponsoring Institution must ensure a healthy and safe clinical and educational environment that provides for:
 - a. access to food during clinical and educational assignments; and,
 - b. safety and security measures for residents/fellows appropriate to the participating site.

4. The responsibility of the program, in partnership with the Sponsoring Institution, to address well-being must include:
 - a. efforts to enhance the meaning that each resident finds in the experience of being a physician, including protecting time with patients, minimizing non-physician obligations, providing administrative support, promoting progressive autonomy and flexibility, and enhancing professional relationships;
 - b. attention to scheduling, work intensity, and work compression that impacts resident well-being;
 - c. evaluating workplace safety data and addressing the safety of residents and faculty members;
 - d. policies and programs that encourage optimal resident and faculty member well-being; and,
 - i. Residents must be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.
 - e. attention to resident and faculty member burnout, depression, and substance abuse. The program, in partnership with its Sponsoring Institution, must educate faculty members and residents in identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. Residents and faculty members must also be educated to recognize those symptoms in themselves and how to seek appropriate care. The program, in partnership with its Sponsoring Institution, must:
 - i. encourage residents and faculty members to alert the program director or other designated personnel or programs when they are concerned that another resident, fellow, or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence;
 - ii. provide access to appropriate tools for self-screening; and, (Core)
 - iii. provide access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.

5. There are circumstances in which residents may be unable to attend work, including but not limited to fatigue, illness, family emergencies, and parental leave. Each program must allow an appropriate length of absence for residents unable to perform their patient care responsibilities.



MEDICAL EDUCATION PROGRAM

- a. The GMEC adopts the following Baptist Health policies in their current revision state as well as future revisions to address illness or injury while on Duty:
 - i. Baptist Health Policy VI-02 Injury or Illness on Duty
- b. The program must have policies and procedures in place to ensure coverage of patient care.
 - i. These policies must be implemented without fear of negative consequences for the resident who is or was unable to provide the clinical work.

RELATED POLICIES

Baptist Health Policy IV-03 Employee Assistance Program (EAP)

Baptist Health Policy VI-02 Injury or Illness on Duty

Created 3/2020

Reviewed 10/2020

Revised 10/2020