

Postgraduate Medical Education (PGME)

Title:	PGME Wellness	Number:	009
Approved By:	PGMEC		
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Preamble

This policy reflects the University of British Columbia's commitment to a safe, positive, and healthy learning environment for all residents by creating, promoting, and sustaining a culture of wellness and resilience.

Working together with the Resident Wellness Office (RWO), the PGME offers and supports wellness-related programs that assist learners in optimizing their physical, mental, and emotional wellbeing.

The Resident Wellness Office regularly monitors the learning environment through confidential reporting, surveillance and assists programs in developing positive learning environments leading to improved learning, satisfaction, and morale.

This policy applies to all residents in Postgraduate Medical Education at the University of British Columbia, as well as all residency programs and faculty involved in their training.

Policy

1. The Resident Wellness Office (RWO)

1.1 The RWO provides residents a safe and confidential venue to seek out resources that protect and enhance their health and well-being. Residents have access to wellness support through counseling, support groups, and outreach. The RWO provides the following:

1.1.1 Confidential counseling to individuals or couples

1.1.2 Group support within and across programs

1.1.3 Referrals to other health professionals or community resources when indicated

Postgraduate Medical Education (PGME)

1.1.4 Workshops on relevant health and wellness topics

1.1.5 Up-to-date online resources

1.2 The RWO tracks utilization and timeliness of access as well as tracks data to provide an ongoing needs assessment. Reports are generated with de-identified aggregate data to the RWO Subcommittee, the PGME Executive, and the PGME Committee.

1.3 The RWO works with programs and residents to support peer-led wellness initiatives as an effort to further strengthen resident's well-being and enhance the environment of their respective programs.

2. The Resident Wellness Advisory Group

2.1 The Subcommittee is comprised of the Director of Resident Wellness, the Wellness counselors, the Wellness Office Program Coordinator, the PGME Director of Administration and the PGME Deans.

2.2 The Subcommittee meets formally to assist in identifying aims, goals, and implementation strategies to encourage healthy behaviors in the clinical setting, advocate for policy change, and create health-friendly work environments.

3. Resident responsibility

3.1 Residents are responsible for reporting fit for duty and able to perform their clinical duties in a safe, appropriate and effective manner free from the adverse effects of physical, mental, emotional and personal problems including impairment due to fatigue. Residents have a professional responsibility to appear for duty appropriately rested and must manage their time before, during and after clinical assignments to prevent excessive fatigue.

3.2 Residents are responsible for assessing and recognizing the signs of impairment, including that which is due to illness and/or fatigue in themselves. Residents experiencing such impairment are to notify their Program Director or designate.

3.3 If a resident is experiencing any physical or mental conditions they feel could impair their ability to perform their duties, he/she is encouraged to voluntarily seek assistance before clinical, educational and/or professional performance, interpersonal relationships or health are adversely affected. Residents, who voluntarily seek assistance before their performance is

Postgraduate Medical Education (PGME)

adversely affected will not jeopardize their status as a resident.

3.4 If a resident recognizes physical, mental, or emotional problems affecting the performance of another resident, including impairment due to excessive fatigue, that resident should immediately notify the program director or designate.

3.5 Residents must maintain their health through routine medical and dental care and, if needed, mental health care. Non-urgent appointments may be scheduled in advance with appropriate permission.

3.6 At no time will residents be denied visits for acute care for illnesses (physical or mental) or dental emergencies during work hours.

4. Residency Program Responsibility

4.1 It is the responsibility of the Residency Program Committee to be aware of themes and factors influencing Program health and wellness.

4.2 If a program director or faculty member recognizes physical, mental, or emotional problems affecting the performance of a resident, including impairment due to excessive fatigue, the member must take steps to ensure the safety of residents and patients.

4.3 Program directors or designates are encouraged to address burnout and/or depression at semi-annual reviews and provide appropriate resources.

4.4 It is the responsibility of the Program to provide reasonable accommodations (i.e. duty assignments, on-call schedules), to enable the resident to participate in required medical appointments, including counseling which are consistent with the HEABC Collective Agreement.

5. Resources

UBC resident wellness office (<http://postgrad.med.ubc.ca/resident-wellness>)

Employee & Family Assistance Program (<http://www.efap.ca>)

Physician Health Program (<https://www.physicianhealth.com>)

PGME Fatigue Risk Management Policy

Postgraduate Medical Education (PGME)

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