



UCF/HCA Healthcare GME Resident and Faculty Well-Being Policy



Purpose and Intent:

The UCF/HCA Healthcare GME Programs are committed to complying with the ACGME the common program requirements and any specialty requirements regarding well-being (also refer to any program specific policy).

Policy Summary:

The institution and programs are aware that in the current health care environment, residents and faculty members are at increased risk for burnout and depression. Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician. Self-care is an important component of professionalism; it is also a skill that must be learned and nurtured in the context of other aspects of residency training. GME training programs, in partnership with the Sponsoring Institution, have the same responsibility to address well-being as they do to evaluate other aspects of resident competence.

Resident and Faculty Well-being Policy:

1. Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician and require proactive attention to life inside and outside of medicine. Well-being requires that physicians retain the joy in medicine while managing their own real-life stresses. Self-care and responsibility to support other members of the health care team are important components of professionalism; they are also skills that must be modeled, learned, and nurtured in the context of other aspects of residency training.
2. Residents and faculty members are at risk for burnout and depression. Both residency programs and the sponsoring Institution have the responsibility to address well-being as other aspects of resident competence. Physicians and all members of the health care team share responsibility for the well-being of each other. For example, a culture, which encourages covering for colleagues after an illness without the expectation of reciprocity, reflects the ideal of professionalism. A positive culture in a clinical learning environment models constructive behaviors, and prepares residents with the skills and attitudes needed to thrive throughout their careers.
3. The responsibility of the UCF/HCA Healthcare GME programs, in partnership with their Sponsoring Institution, to address well-being includes:
 - 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 influences 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 well-being; These opportunities include, but are not limited to:
 - i. Developing a basic understanding of the principles of balanced nutrition
 - ii. Developing a basic understanding of the impact environment has on health
 - iii. Developing a basic understanding of the principles of exercise and relaxation techniques

- iv. Having a basic understanding of the principles of stress response management techniques
 - e. Opportunities to schedule and attend medical, mental health, and dental appointments. As applicable, the resident's patient care responsibilities are covered by the program faculty and/or peer or senior residents.
 - f. Attention to resident and faculty member burnout, depression, and substance abuse.
- 4. There are circumstances in which residents may be unable to attend work and these circumstances include but are not limited to family emergencies, parental leave, illness, or burnout/fatigue. The residency program allows an appropriate length of absence for resident unable to perform their patient care responsibilities. When a resident is unable to attending work due to these circumstances or they are unable to perform their patient care responsibilities, the resident's patient care responsibilities are covered by the program faculty and/or peer or senior residents. Training time may be extended as appropriate.
 - a. This is implemented without fear of negative consequences for the resident.
- 5. The GME programs, in partnership with its Sponsoring Institution, educates faculty members and residents regarding resident well-being. Topics for education include:
 - a. Fatigue, sleep deprivation, burnout, depression, and substance abuse, including identification and recognition of symptoms and means to assist those who experience these conditions.
 - b. How to alert the program director or other GME leaders of any concerns, including suicidal ideation or potential for violence.
 - i. Residents and faculty members are encouraged to alert the program director or other designated personnel of the program 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.
 - c. Recognize those symptoms in themselves and how to seek appropriate care.
 - d. Resources and tools available through the residency program
- 6. Residents and faculty members are provided access to tools for self-screening.
- 7. Residents are provided 24/7 access to UCF Employee Assistance Program (EAP) regarding behavioral health, including mental health assessment, counseling, and treatment (see below). The UCF EAP is strictly confidential. Faculty have access to EAP programs through their employer.

Wellness Resources:

1. Trainee Orientation: Our health and wellness philosophy begins at trainee orientation. During trainee orientation, our health and wellness philosophy is discussed with the incoming trainees. We also provide the following presentations during trainee orientation:
 - a. Physician Burnout, Depression and Suicide
 - b. Physician Self-Care
2. Residents and fellows (Trainees) who desire counseling services may consult with faculty, program director, the local GME office or the Consortium GME office. Confidentiality will be observed.
 - a. Counseling is provided through the UCF Employee Assistance Program. The purpose of this program is to provide and maintain a positive work environment. This program provides short-term counseling to trainees about the following concerns that may impact on their training performance: stress, relationship difficulties, parenting issues, family illness, anger, burnout, anxiety, depression, gambling, and substance abuse. Financial wellness, medical bill saver assistance, and referrals for childcare and the elderly may also be available. Counseling discussions and records are confidential

and not included in the residency training files. Up to six sessions through the UCF employee assistance program are provided as part of the benefits package. Additional needed sessions may be coordinated through health care coverage as applicable. Trainees may self-refer or be referred by the GME program. If performance in residency is affected by any problems, the program director or faculty advisor may recommend referral.

b. UCF Employee Assistance Program: **Health Advocate**

To access services call 1-877-240-6863 or log onto

<https://members.healthadvocate.com/Account/OrganizationSearch>

Login: UCF

Password: UCF

3. Trainees have access to numerous online tools and resources via <https://med.ucf.edu/academics/graduate-medical-program/trainee-wellness-program/>

This includes:

- a. Assessment to evaluate how well the trainee is taking care of their overall wellness
- b. Resources for various wellness related topics (e.g. alcohol screening tests, anxiety, burnout, depression, self-compassion, stress, work life balance, and more information on alcohol disorders)
- c. Suicide Prevention Lifeline number: 800-273-8255
- d. UCF Employee Assistance Program Information
- e. Additional Trainee Well-being Resources
 - i. Useful and relevant links, crisis resources, books and articles, GME Offices and Directors
 - ii. UCF Health and Wellness Resources for Faculty and Staff, UCF Financial Wellness Series
 - iii. Resident Forum
 - iv. ACGME Resources