

UCF/HCA Florida Healthcare GME Physician Learner 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, physician learners 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 and fellowship 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 physician learner competence.

Physician Learner 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 training.
2. Physician learners and faculty members are at risk for burnout and depression. Both residency/fellowship programs and the sponsoring Institution have the responsibility to address well-being as other aspects of physician learner 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 physician learners with the skills and attitudes needed to thrive throughout their careers.
3. The responsibility of the UCF/HCA Florida Healthcare GME programs, in partnership with their Sponsoring Institution, to address well-being includes:
 - a. Efforts to enhance the meaning that each physician learner 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 physician learner well-being.
 - c. Evaluating workplace safety data and addressing the safety of physician learners and faculty members.
 - d. Policies and programs that encourage optimal physician learner 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 physician learner's patient care responsibilities are covered by the program faculty and/or peer or senior physician learners.
 - f. Attention to physician learner and faculty member burnout, depression, and substance abuse.
4. There are circumstances in which physician learners 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 physician learner unable to perform their patient care responsibilities. When a physician learner is unable to attending work due to these circumstances or they are unable to perform their patient care responsibilities, the physician learner's patient care responsibilities are covered by the program faculty and/or peer or senior physician learners. Training time may be extended as appropriate.
- a. This is implemented without fear of negative consequences for the physician learner.
5. The GME programs, in partnership with its Sponsoring Institution, educates faculty members and physician learners regarding physician learner 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. Physician learners and faculty members are encouraged to alert the program director or other designated personnel of the program when they are concerned that another physician learner, 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. Physician learners and faculty members are provided access to tools for self-screening.
7. Physician learners 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. Physician Learner Orientation: Our health and wellness philosophy begins at the physician learner's orientation. During orientation, our health and wellness philosophy is discussed with the incoming physician learners. We also provide the following presentations during orientation:
 - a. Physician Burnout, Depression and Suicide
 - b. Physician Self-Care
2. Physician learners 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 physician learner's 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. Physician Learners may self-refer or be referred by the GME program. If performance in residency/fellowship training 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 NID

Password: UCF NID password

3. Physician Learners 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 Physician Learner 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. Physician Learner Forum
 - iv. ACGME Resources