POLICY: WELL-BEING

I. Purpose
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. Programs, in partnership with their Sponsoring Institutions, have the same responsibility to address well-being as they do to evaluate other aspects of resident competence. *(ACGME Common Program Requirements)*

II. Scope
This policy applies to all graduate medical education residency and fellowship programs.

III. Definitions
**House Staff**: a physician who is enrolled in an accredited or non-accredited NYU Winthrop Training Program. This includes all Residents and Clinical Fellows.

IV. Policy Statement
Programs must support House Staff in their efforts to become a competent, caring and resilient physician. This policy must be implemented without fear of negative consequences for the resident.

This support includes:
- Ensuring residents have protected time with their patients
- Are not unduly burdensome with intensity and compression
- Ensuring coverage of patient care in the event circumstances in which residents may be unable to attend work (including, but not limited to, fatigue, family emergencies, and illness).
  - The resident must be able to easily transfer clinical responsibilities to another resident or an attending.
  - A senior resident, supervising faculty, or the program director should assist with the transfer of clinical responsibilities
  - The residency Program Director or his/her designee must be notified if there is any difficulty in transfer of responsibilities.
- Allowing the resident the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours. *(See Time Off and Leave Policy)*
- Education regarding recognizing the symptoms of burnout, depression, and substance abuse. Including recognizing these symptoms in themselves and how to seek appropriate care.
- Resources that minimize non-physician obligations and undue administrative burden.
- Monitoring of workplace safety data to address the safety of residents and faculty members.
- Programs and resources available that encourage optimal resident and faculty well-being (e.g., Committee on Professional Health and Well-being, House Staff Wellness Committee, Psychologist available for confidential consultation and treatment, Employee Assistance Program, NYUWH Physician Wellness webpage: http://www.winthrop.org/physician-wellness)

**Monitoring**
The GMEC will monitor compliance with this program policy through:
- Annual Program Evaluation
- ACGME Annual Resident Survey
- Annual Resident evaluation of the program
- ACGME Annual Faculty Survey
- Annual Faculty evaluation of the program
- House Staff Committee
- Anonymous reporting to the DIO via New Innovations
- DIO Open Door policy

Approved by GMEC: 9/10/18