

DIGNITY HEALTH EAST VALLEY
GRADUATE MEDICAL EDUCATION OFFICE

GRADUATE MEDICAL EDUCATION MANUAL

Title: Well-Being	
<i>Policy #: III.B.7.</i>	
<i>Date(s) Reviewed and/or Revised: 4/13/21</i>	<i>Date Approved by GMEC: 4/13/21</i>

I. Purpose

The Accreditation Council for Graduate Medical Education (ACGME) requires that Dignity Health East Valley, as the Sponsoring Institution of record, have a written policy that addresses well-being of residents/fellows and faculty members.

This policy defines ways in which residents are supported in their efforts to become competent, caring, and resilient physicians while completing ACGME training programs sponsored by Dignity Health East Valley.

II. Scope

The policy applies to all graduate medical education (GME) training programs sponsored by Dignity Health East Valley. The term “resident” in this policy refers to any physician in a GME program, including interns, residents, and fellows.

III. Responsibility

It is the responsibility of all GME program directors and residents, in partnership with the Sponsoring Institution, to comply with this policy.

IV. Policy

- The Sponsoring Institution’s GME Office sponsors an annual Grand Rounds that will address well-being and will educate residents and faculty members in identifying symptoms of burnout, depression, substance abuse, and how to recognize those symptoms in themselves and how to seek appropriate care.
- The Sponsoring Institution must provide access to appropriate tools for self-screening (see ACGME Tools and Resources for Residents and Faculty Member Well-Being).
- Residents and faculty members are encouraged to alert the Program Director, DIO, or other designated personnel when they have concerns for themselves, another resident,

or a faculty member displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence.

- If a program director or faculty member observes physical, mental, emotional problems, including excessive fatigue that impairs the performance of a resident, the member must take steps to verify the impairment and take appropriate actions (see Physician Impairment and Drug Testing Policy).
- Residents are encouraged to maintain their health through routine and necessary medical, dental, and mental health care and must be allowed time away from work to attend to personal needs (see Clinical and Education Work Hours Policy and Vacation and Leave Policy).
- The Employee Assistance Program (EAP) offers free and confidential counseling 24 hours a day, 7 days a week for personal issues, family concerns, stress, depression, substance abuse, and legal and financial matters (see Employee Assistance Program Policy).
- Reimbursement for taxi/Uber/Lyft/etc. service is available to residents in the event that they are too fatigued to drive home after a clinical shift.
- Residents may become members of the Housestaff Leadership Committee (HLC). The HLC is composed of peer-elected representatives from each of the core residency programs to discuss issues affecting resident life, to promote balanced and collaborative relationships with residents, faculty and staff, and to enhance the resident community through advocacy, volunteer, and social activities.

V. References

www.acgme.org

[ACGME Tools and Resources for Residents and Faculty Member Well-Being](#)

Dignity Health East Valley Graduate Medical Education:

- Clinical and Education Work Hours Policy
- Employee Assistance Program Policy
- Physician Impairment and Drug Testing
- Vacation and Leave of Absence Policy

VI. Amendment or Termination of This Policy

Dignity Health East Valley reserves the right to modify, amend, or terminate this policy at any time.