

Neonatal-Perinatal Medicine Fellowship Program

Department of Pediatrics
West Virginia University

WELL-BEING POLICY

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 fellowship training.

Fellows and faculty members are at risk for burnout and depression. The fellowship program has the same 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. A positive culture in a clinical learning environment models constructive behaviors and prepares fellows with the skills and attitudes needed to thrive throughout their careers.

The Neonatal-Perinatal Medicine Fellowship Program supports high quality education and safe and effective patient care. The program is committed in promoting the psychological, emotional, and physical well-being of its fellows.

All neonatal faculty, fellows, residents, and staff are instructed to closely observe fellows for any signs of fatigue, sleep deprivation, burnout, depression, and substance abuse.

All neonatal faculty are responsible in ensuring compliance with the Accreditation Council for Graduate Medical Education (ACGME) clinical and educational work hours, monitoring work intensity and work compression that impacts fellow well-being, and ensuring continuity of patient care if a fellow may be unable to perform their patient care responsibilities due to fatigue, illness, and family emergencies.

EDUCATION

The Program will provide annual education to faculty and fellows in the form of small group discussion, didactic instruction, or a self-directed online module.

Procedure

All neonatal faculty, fellows, and non-physician providers are to report concerns of fatigue, sleep deprivation, burnout, depression, or substance abuse observed from other fellows. After corroboration by the neonatal faculty supervisor or program director, the fellow will be relieved of duties until the effects of fatigue, sleep deprivation, or undue stress are no longer present. A “fit for duty” report from the fellow’s physician may be required by the program director.

Fellows must also monitor themselves for signs of fatigue, sleep deprivation, or undue stress and should report concerns to the neonatal faculty supervisor or program director.

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1. Should a fellow be relieved of patient care duties, they will hand over the care his/her responsibilities to the neonatal faculty supervisor, advanced practice providers (APP), or another fellow.
2. Should a fellow be too fatigued to drive home safely, they can sleep in an available call room until able to drive safely or can obtain a taxi voucher at the registration desk in the Emergency Department.

Fellows with physical, mental, or behavioral impairment that may interfere with their ability to function appropriately and provide safe patient care will be immediately relieved of patient care duties. Fellows with any observed impairment or possible impaired performance are to be classified as an impaired Practitioner. The Practitioner Health Committee Policy supersedes the Well-Being Policy in these circumstances.

Counseling and Support

The program director and associate program director can provide counseling or referral regarding personal problems that arise due to participation in the fellowship program or that could affect the ability of the fellow to perform his or her professional duties.

Faculty and Staff Assistance Program (FSAP)

The FSAP is a confidential problem-solving resource for WVU employees and their family members. This program provides a safe place to sort through problems and determine the best resources available. FSAP services are free to WVU employees. FSAP is designed to help meet the challenges presented by such problems as stress, family concerns, emotional difficulties, parenting issues, etc.

- **Fellows must schedule an appointment with the FSAP or the GME-designated official for wellness screening at least once during their FIRST SIX MONTHS of training.** They must report the date of their first appointment to the program manager. Additional appointments or the nature of any appointment is confidential and does not need be reported to the program unless required by a performance improvement plan.
- For an appointment with the WVU FSAP call: **(304) 293-5590**

WVU Medicine Spiritual and Pastoral Care

- WVU Medicine Spiritual and Pastoral Care is a service available for fellows regardless of faith group or belief. Chaplains are available 24 hours a day, seven days a week and can be reached through the hospital operator or paging 0590.
- A prayer and meditation room is also available at the 7th floor of J.W. Ruby Memorial Hospital and is open 24 hours a day.

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Physical Wellness

- All fellows should establish care with a primary care physician, dentist, and any other healthcare provider as needed. Routine appointments should attempt to be scheduled during off service times. Emergency appointments can be scheduled at any time, and clinical needs will be covered.
- Fellows should not attend clinical duties when ill. Retaliation upon, or derogatory statements made to, a fellow for taking time off when ill is never acceptable and will not be tolerated.
- Physical Wellness Facilities: <https://wvumedicine.org/wellness/>
- The Wellness Center is available to all employees for a one-time fee of \$20 and their spouses and dependents for a onetime fee of \$10. It offers both weight training and cardio equipment for independent fitness. It is located on the 4th floor of the Heart & Vascular Institute. Fellows can sign up by emailing wellnesscenter@hsc.wvu.edu. The Wellness Center Weight Room is available to employees and their spouses and dependents for free. It offers weight training equipment for independent fitness. It is located in Room G280B1 on the Ground level of the Health Sciences Center. A key card is not required for access, but fellows are required to sign up for use by emailing wellnesscenter@hsc.wvu.edu.
- The Wellness Center Studio is available to employees and their spouses and dependents for free. It offers both exercise equipment to use for independent fitness as well as organized fitness classes. It is located in Room G278 on the Ground level of the Health Sciences Center. A key card is not required for access, but fellows are required to sign up for use by emailing wellnesscenter@hsc.wvu.edu.
- The WVU Campus Rec Center offers discounted membership for WVU employees. It offers a variety of fitness equipment, classes, and facilities. More information can be found at <https://campusrecreation.wvu.edu/membership>.
- WVU Employees are eligible for discounts at many local fitness studios: <https://wvumedicine.org/wellness/resources/area-fitness-center-discounts/>

Evaluation

- Fellow and faculty well-being will be assessed on an annual basis via the ACGME Well-Being survey.
- Fellows' well-being and measures of burnout will be assessed semi-annually with self-completed burnout or depression scales.

Fellows in Crisis

- Fellows in obvious crises will be removed from clinical duties immediately.
- A mandatory FSAP appointment should be scheduled within 48 hours. Fellows should not return to work until FSAP has deemed it appropriate.
- A drug and/or alcohol screen may be required based on the situation which can be completed at Employee Health same day. If a resident/fellow be found in crises while on night shift, the House Supervisor may be paged to help with this.

If there is concern for resident/fellow safety, the Program Director or their designee appointee should take the resident to the ED for an immediate evaluation.

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Other Emergency Contacts:

- Suicide Prevention Hotline: (800) 273-8255
- University Police: (304) 293-3136

Sources:

- WVUSOM Office of GME Wellbeing Policy. <https://medicine.wvu.edu/media/365698/well-being-policy.pdf>
- ACGME Common Program Requirements (Fellowship), section VI.C.: Well-Being, July 2023.
- ACGME Program Requirements for Neonatal-Perinatal Medicine, section VI.C.: Well-Being, July 2023.