

Creighton University School of Medicine-Phoenix Policies

POLICY:	Wellbeing
GOVERNING BODY:	Graduate Medical Education Committee – Creighton University School of Medicine-Phoenix
GMEC APPROVAL DATE:	August 5, 2024; August 7, 2023; February 6, 2023
REVISED DATE:	August 5, 2024
ACGME ACCREDITATION STANDARD REFERENCE:	Institutional Requirement: III.B.7. Wellbeing

PURPOSE

The Accreditation Council for Graduate Medical Education (ACGME) requires that Creighton University School of Medicine-Phoenix (CUSOM-PHX), as the Sponsoring Institution of record, have oversight in addressing wellbeing. This policy is designed to ensure appropriate institutional oversight as mandated by the ACGME Institutional Requirements.

Psychological, emotional, and physical wellbeing are critical in the development of a competent, caring, and resilient physician. Self-care is an important component of professionalism and is a necessary tool in the delivery of high-quality patient care. These skills must be learned and nurtured in the context of the many roles that HSP, faculty, and staff must play as a result of their profession both at work and at home.

CUSOM-PHX is committed to promoting the health and welfare of House Staff Physicians (HSP) by creating a supportive educational culture so that HSP can develop lifelong skills to support and maintain wellbeing.

SCOPE

The policy applies to all CUSOM-PHX HSP and their respective training programs, that are ACGME accredited or meet the criteria in the Non-ACGME Accredited Program Policy.

DEFINITIONS

House Staff Physician (HSP): Any physician in a graduate medical education program, including interns, residents, and fellows.

Sponsoring Institution: The organization (or entity) that assumes the ultimate financial and academic responsibility for a program of GME. The sponsoring institution has the primary purpose of providing educational programs and/or health care services (e.g., a university, a medical school, a hospital, a school of public health, a health department, a public health agency, an organized health care delivery system, a medical examiner's office, a consortium, or an educational foundation).

Faculty: Any individuals who have received a formal assignment to teach trainee physicians. At some sites, appointment to the medical staff of the hospital constitutes appointment to the faculty.

Program Director: The physician or clinical leader designated with authority over and accountability for the operation of a residency or fellowship program.

Wellbeing: A dynamic state that allows us to reach our full potential in both our personal and professional lives, and it must be modeled, learned, and nurtured. It is an active and continuous practice that includes physical, psychological, and spiritual wellbeing, as well as a sense of joy and purpose in one's work.

POLICY

HSP are expected to report to the CUSOM-PHX programs fit for duty, which means they are able to perform their clinical duties in a safe, appropriate, and effective manner showing concern, respect, care, and cooperation with faculty, staff, students, patients, and visitors. HSP are encouraged to lead healthy lives and to make healthy choices that support them in their personal and professional growth.

CUSOM-PHX encourages HSP to seek assistance voluntarily before clinical, education, and professional performance is affected.

PROCEDURE

House Staff Physician Responsibility:

1. Responsible for reporting to CUSOM-PHX training sites fit for duty and able to perform their clinical duties in a safe, appropriate, and effective manner free from the adverse effects of physical, mental, and emotional impairment, including impairment due to fatigue.
2. Recognize impairment, either from illness, fatigue, or substance use in themselves, their peers, and other members of the health care team, and notify the chief resident or the program director or designee.
3. Acknowledge that they each have resources through the CU Employee Assistance Program (EAP), CU health and mental health benefits, and other resources on the CUSOM-PHX GME website that should be proactively utilized to practice self-care, to enhance wellness, and/or to seek help to improve mental wellness.
4. If experiencing problems, HSP are encouraged to voluntarily seek assistance before clinical, education, and professional performance is adversely affected. HSP who voluntarily seek assistance will not jeopardize their status as a HSP for seeking assistance.
5. Encouraged to maintain their health through routine and necessary medical, dental, and mental health care. Non-urgent appointments may be scheduled in advance with appropriate permission in accordance with the relevant leave policies.
6. Responsible for devoting sufficient time to resting outside of work so as to be prepared for professional duties/responsibilities.

Residency/Fellowship Training Program Responsibility:

1. It is the responsibility of each program director and all faculty members to be aware of HSP behavior and conduct.
2. If a program director or faculty member observes physical, mental, or emotional problems affecting the performance of a HSP, including impairment due to excessive fatigue, the member must take steps to verify the impairment and take appropriate actions (see Physician Impairment Policy).
3. Ensure that HSP are aware of their recognition and notification responsibilities related to possible impairment.
4. Provide HSP time off from service for health care appointments.

5. Provide reasonable accommodations (e.g., duty assignments, on-call schedules) to enable the HSP to participate in mandated counseling.
6. Provide opportunities for excessively fatigued HSP to take therapeutic naps and to provide facilities for HSP to sleep if too tired to return to their homes following clinical duties.
7. Attend to scheduling, work intensity, and work compression that impacts HSP wellbeing. HSP must be allowed time away from work to attend to personal needs (see Clinical and Education Work Hours Policy and the Institutional Leave Policy). At no time will HSP be denied visits for the acute care for illnesses (physical or mental) or emergencies during work hours.
8. Educate HSP and faculty in the identification of the symptoms and signs of burnout, depression, fatigue, sleep deprivation, and substance use disorders, including means to assist those who experience these conditions. HSP must also be educated to recognize those symptoms in themselves and how to seek appropriate care.
9. Encourage HSP and faculty members to alert institutional or program leadership when they are concerned about a community member who is displaying signs of burnout, depression, substance use, suicidal ideation, or potential for violence, and who is not proactively engaging in self-care.
10. Promote and support a training culture where learner wellness is prioritized commensurate with ACGME Common Program Requirements.

Sponsoring Institution Responsibility:

1. Must provide access to confidential, affordable mental health counseling and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.
2. Assist the program with providing opportunities for excessively fatigued HSP to take therapeutic naps and provide facilities for HSP to sleep if too tired to return to their homes following clinical duties. CUSOM-PHX will also reimburse reasonable transportation costs (eg, taxi, rideshare) to the HSP place of residence and back to work to collect their vehicle if the HSP is unable to safely travel home due to extreme fatigue, illness, or impairment.
3. Assist the program in educating HSP in the identification of the symptoms of burnout, depression, fatigue, and substance use disorders, including means to assist those who experience these conditions. HSP must also be educated to recognize those symptoms in themselves and how to seek appropriate care.
4. Must provide access to appropriate tools for self-screening.
5. Encourage HSP and faculty members to alert institutional or program leadership when they are concerned about a community member who is displaying signs of burnout, depression, substance use, suicidal ideation, or potential for violence.
6. Provide a way for HSP to report unprofessional behavior and a respectful process for reporting, investigating, and addressing such concerns.

AMENDMENTS OR TERMINATION OF THIS POLICY

This policy supersedes all program level policies regarding this area/topic. In the event of any discrepancies between program policies and this GME policy, this GME institutional policy shall govern.

Creighton University reserves the right to modify, amend or terminate this policy at any time.