

Project Vida Health Center
Community Psychiatry Residency
Graduate Medical Education Policies and Procedures

**Physician Well-being and Fatigue
Mitigation Policy**

APPROVED: 10/05/2022, 1/31/2024

EFFECTIVE: 1/31/2024

REVISED: 12/1/2023

Purpose: To create a policy per ACGME standards on physician well-being related to their learning and working environment. All ACGME accredited programs under Project Vida Healthcare Center will be responsible to address physician well-being for residents and faculty members as per ACGME's common and specialty program requirements.

Policy: Project Vida Healthcare Center along with its programs and affiliated partners will be responsible for addressing physician well-being related to residents and faculty members in a timely manner. The sponsoring institution through GMEC and its partners will help educate faculty members and residents on issues of physician well-being to include but not limited to burnout, fatigue, substance abuse and means to assist those who experience these conditions. This responsibility includes educating residents/fellows and faculty members in how to recognize those symptoms in themselves, and how to seek appropriate care.

The responsibility of the program, in partnership with the Sponsoring Institution, to address well-being must include:

- efforts to enhance the meaning that each resident 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
- attention to scheduling, work intensity, and work compression that impacts resident well-being;
- evaluating workplace safety data and addressing the safety of residents and faculty members;
- policies and programs that encourage optimal resident and faculty member well-being; and,
- policies to allow residents to have the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.
- attention to resident and faculty member burnout, depression, and substance use disorders. The program, in partnership with its Sponsoring Institution, must educate faculty members and residents in identification of the symptoms of burnout, depression, and substance use disorders, including means to assist those who experience these conditions. Residents and faculty members must also be educated to recognize those symptoms in themselves and how to seek appropriate care. The program, in partnership with its Sponsoring Institution, must:
- encourage residents and faculty members to alert the program director or other designated personnel or programs when they are concerned that another resident, fellow, or faculty

member may be displaying signs of burnout, depression, a substance use disorder, suicidal ideation, or potential for violence;

- provide access to appropriate tools for self-screening; and,
- provide access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.

There are circumstances in which residents may be unable to attend work, including but not limited to fatigue, illness, family emergencies, and parental leave. Each program must allow an appropriate length of absence for residents unable to perform their patient care responsibilities.

- The program must have policies and procedures in place to ensure coverage of patient care.
- These policies must be implemented without fear of negative consequences for the resident who is or was unable to provide the clinical work.

Fatigue Mitigation

Programs must:

- educate all faculty members and residents to recognize the signs of fatigue and sleep deprivation;
- educate all faculty members and residents in alertness management and fatigue mitigation processes; and,
- encourage residents to use fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning.

Each program must ensure continuity of patient care, consistent with the program's policies and procedures when a resident may be unable to perform their patient care responsibilities due to excessive fatigue.

The program, in partnership with its Sponsoring Institution, must ensure adequate sleep facilities and safe transportation options for residents who may be too fatigued to safely return home.