

INOVA FAIRFAX MEDICAL CAMPUS GRADUATE MEDICAL EDUCATION POLICY

Institutional Policy on Resident and Fellow Wellness

I. Purpose:

To establish a policy that ensures a Clinical Learning environment that promotes and monitors the emotional and physical well-being of Housestaff during training. To provide meaningful Housestaff participation in wellness initiatives as part of the educational program(s).

II. Scope:

This policy will apply to all Housestaff participating in post-graduate training programs at Inova Fairfax Medical Campus.

III. Definitions:

ACGME - refers to Accreditation Council for Graduate Medical Education

GME - refers to Graduate Medical Education

DIO - refers to Designated Institutional Official

Housestaff - refers to all interns, residents, and fellows enrolled in a Graduate Medical Education training program

IV. Responsibilities/Requirements

The Sponsoring Institution, in partnership with its ACGME accredited program(s), must educate faculty members and Housestaff in identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. This responsibility includes educating Housestaff and faculty members in how to recognize those symptoms in themselves, and how to seek appropriate care.

GME Office:

- A. The Sponsoring Institution must identify resources for trainee burnout, depression and substance use.
- B. The Sponsoring Institution must provide access to appropriate tools for Housestaff wellness self-screening. (*i.e. Well Being Index*)
- C. The Sponsoring Institution must 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. (*i.e. Inova EAP*)
- D. The Sponsoring Institution must ensure a healthy and safe clinical and educational environment that provides for access to food during clinical and educational assignments and safety and security measures for Housestaff appropriate to the participating site.
- E. The Sponsoring Institution must ensure accommodations for Housestaff with disabilities per the institutional policies.

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Residency/Fellowship Programs:

- A. The ACGME accredited program(s) must provide attention to scheduling, work intensity, and work compression that impacts Housestaff well-being.
- B. The ACGME accredited program(s) must encourage Housestaff and faculty members to alert their program director, DIO, or other designated personnel or programs when they are concerned that another Housestaff or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence.
- C. The ACGME accredited program(s) must administer and monitor utilization of appropriate tools for Housestaff wellness self-screening at least annually.
- D. Housestaff must be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.
- E. Each program, with the input from their Housestaff, is encouraged to schedule wellness retreats at least annually.

Residents and Fellows:

- A. Housestaff should foster the ability to recognize and develop a plan for one's own personal and professional well-being.
- B. Housestaff should have impairment recognition and notification, either from illness, fatigue and substance use in themselves, their peers and other members of the health care team.

V. GME Resources:

Inova GME website: <https://www.inova.org/?id=7628&sid=1>

EAP: <https://www.inova.org/eap/home> (user ID: Inova; password: eap).

Inova Well: <https://www.inovawell.org>

Housestaff Well-Being Index: <https://www.mywellbeingindex.org>

Wellness Benefits Consolidated: <https://inova.benefithub.com>