

**YALE-NEW HAVEN MEDICAL CENTER**  
(YNHMC)

POLICIES AND PROCEDURES

Subject: GME Wellbeing Policy

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Residents, fellows and faculty members are at risk for burnout and depression. Psychological emotional and physical wellbeing are critical to the development and maintenance of the competent, caring, and resilient physician. Self-care is as equally vital to physician development as is professionalism and high-quality patient care. This policy describes the institutional/Graduate Medical Education Office responsibilities in cooperation with the Residency and Fellowship Programs to address wellbeing among trainees and faculty members at Yale.

Institution/GME Office Responsibilities:

- Assist Program Directors in their initiatives in an effort to minimize non-physician obligations, promote progressive autonomy and enhance professional relationships
- Assist PDs with evaluating trainee schedules and ensure/enhance trainee well-being
- Evaluate workplace safety data and address the safety of trainees and faculty members
- Provide PDs with resources to educate faculty and trainees with symptoms of burnout, depression and substance abuse and their avoidance.
- Encourage trainees and faculty to alert program leadership when concerned about a community member who is displaying signs of burnout, depression or substance use, suicidal ideation, or potential violence, or not engaging in self-care
- Provide access to adequate tools for self-screening for depression and burnout
- Provide access to confidential and affordable mental health assessment and access to urgent and emergent care 24 hours a day for 7 days a week
- Ensure that programs have sufficient back-up plans to provide patient care in the event that a trainee is unable to perform their patient care responsibilities due to fatigue, illness, family emergency and parental leave
- Provide adequate sleep facilities and safe transportation options for trainees who are too fatigued to drive home safely
- Provide a way for residents to report unprofessional behavior and a respectful process for reporting, investigating and addressing such concerns
- Work with Resident Senate Wellness Council and Dean's Wellness Committee (etc) to promote well-being among all members of YNHHS healthcare community.

#### Program Responsibilities:

- Pay attention to trainee schedules to look at work intensity and compression factors
- Allow trainees to attend medical, dental and mental health care appointments, including those scheduled during work hours
- Educate trainees and faculty members about fatigue, fatigue mitigation, burnout, depression and substance abuse and their avoidance
- Teach and nurture self-care practices, an important component of professionalism and high-quality patient care.
- Provide a respectful, professional and civil environment that is free from mistreatment, abuse or coercion. There should be education in place about professional behavior and a confidential process for reporting concerns.
- Have policies in place to ensure coverage of patient care when a resident is unable to attend work.

#### Resident/Fellow Responsibilities:

- Proactive self-care, and modeling of healthy lifestyles and behaviors for patients, students and colleagues
- Time management surrounding clinical assignments
- Impairment recognition and ability to notify regarding impairment to program leadership
- Lifelong learning
- Performance improvement indicator monitoring
- Reporting work hours, patient outcomes, and clinical experiences (case logs) in a timely basis

#### YNHH GME Wellbeing Resources

- YNHH Employee Family Resource Program
- Intern Wellness Visits
- Gym Membership
- Primary Care/Pediatrics/Ob-Gyn/Dental Practices list
- Spiritual Resources in the New Haven Area
- Safe Ride Program
- LiveSafe APP
- Sleep Health Tip Sheet
- Personal Financial Advice
- Mental & Behavioral Health Resources
  - Self-Screening
  - Treatment Options
- Peer Support
- Trainee Concerns
  - Work/Learning Environment & Misconduct Concerns
  - Sexual Harassment/Misconduct Concerns
  - Mistreatment by patients or families

- Discrimination/Workplace Climate/Diversity, Equity & Inclusion Concerns
- COVID-19 Resources