



WAYNE MEMORIAL COMMUNITY HEALTH CENTERS

Family Medicine Residency Program



Title: Resident Wellness and Counseling Services

RP- 124

Written By: Chief Development Officer

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Approved By: Graduate Medical Education Committee

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Authorized By: WMCHC Board of Directors

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PURPOSE:

Wayne Memorial Community Health Centers recognizes that graduate medical education programs place considerable responsibility on residents that may affect their mental and physical well-being. Physical, psychological and emotional well-being are crucial in the development of competent, caring, resilient physicians. Wayne Memorial Community Health Centers looks to alleviate the effects of participating in the WMCHC Family Medicine Residency Program by providing residents with direct access to medical and dental services, confidential counseling and psychological support services and the WMCHC Wellness Program.

DEFINITION:

- **Burnout:** Long-term exhaustion and diminished interest in work. Components of burnout include emotional exhaustion, depersonalization, and feelings of lack of competence or success in one's work. Burnout can lead to depression, anxiety, and substance abuse disorders.
- **Resident:** Any physician in an ACGME-accredited graduate medical education program.
- **Resilience:** The ability to withstand and recover quickly from difficult conditions or situations. During training, learners may face difficulty with patient care, education, or personal events, which have the ability to negatively affect their well-being. One of the goals of wellness training and learning about self-care is to develop resilience in the face of these challenges.
- **Well-being:** Refers to the state of being healthy, happy, and successful. Well-being may be positively increased by interacting with patients and colleagues at work, being intellectually stimulated, and by feeling that one is making a difference and helping others. Additional self-care activities include exercise, getting plenty of rest and connecting with others.

POLICY: This policy outlines resources provided to residents and faculty, of the Wayne Memorial Community Health Centers' Family Medicine Residency Program, in an effort to promote wellness, and self-care.

- **Program and Institutional Responsibilities:**

- Sponsoring Institution shall provide oversight of its Family Medicine Residency Program to ensure its fulfillment of responsibility to address self-care and well-being of residents and faculty members.
- SI and ACGME-accredited program will provide direct access to primary care, women's health, dental and behavioral health services as well as participation in the WMCHC Wellness Program.
- Program provides access to confidential, affordable mental health assessments including access to care 24 hours a day, either in person or remotely.
- Program provides education and resources/tools for residents and faculty to self-assess for burnout, depression, or other conditions and how to seek appropriate care.
- Provide assistance to those who experience conditions including but not limited to burnout, depression, and substance abuse in seeking appropriate care.
- The program encourages residents and faculty to notify the program director, DIO, or other program official when they are concerned about a resident or faculty member who may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence.
- Program will provide a healthy and safe clinical and educational environment that provides for:
 - Time away from work to engage with family and friends, as well as to attend to personal needs and to one's own health, including rest, healthy diet and regular exercise.
 - The opportunity to attend medical, mental health and dental care appointments, including those scheduled during the residents' work hours.
 - Provide annual education to residents and faculty, on the signs of fatigue and sleep deprivation as well as alertness management and fatigue mitigation strategies.
 - Provide access to food during clinical and educational assignments.
 - Provide access to sleep/rest facilities that are safe, quiet, clean, and private and that must be available and accessible for residents with proximity appropriate for safe patient care.
 - Provide safe transportation options for residents who may be too fatigued to safely return home on their own.
 - Clean and private facilities for lactation with proximity appropriate for safe patient care, and clean, safe refrigeration resources for the storage of breast milk.
 - Safety and security measures appropriate to the clinical learning environment site.
 - Accommodations for residents with disabilities, consistent with the SI's policy- on *Disability and Accommodations*.

- **Resident Responsibilities:** Self-care is an important component of professionalism. These skills are learned and must be nurtured.
 - Acknowledge that each resident has resources available through Wayne Memorial Community Health Centers, that should be proactively utilized to practice self-care, to enhance wellness, and/or to seek help to improve mental wellness.
 - Devote sufficient time to resting outside of work so as to be prepared for professional duties/responsibilities.
 - Impairment recognition and notification, either from illness, fatigue, or substance use in themselves, their peers, and other members of the health care team.
 - Reporting honestly their duty hours in the work and learning environment to give programs feedback on schedule intensity.