



BAPTIST MEMORIAL MEDICAL EDUCATION

GRADUATE MEDICAL EDUCATION POLICY AND PROCEDURE MANUAL

Effective Date: December 2013	Resident, Fellow and Faculty Well Being
Last Review/Revision: April 2020, April 2021, April 2025	
Reference; BMME 008	

Well-Being Policy:

Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician and require proactive attention to life inside and outside of medicine. Well-being requires that physicians retain the joy in medicine while managing their own real-life stresses. Self-care and responsibility to support other members of the health care team are important components of professionalism. They are also skills that must be modeled, learned, and nurtured in the context of other aspects of residency training.

Residents, fellows and faculty members are at risk for burnout and depression. Programs, in partnership with their Sponsoring Institutions, have the same responsibility to address well-being as other aspects of resident competence. Physicians and all members of the health care team share responsibility for the well-being of each other. For example, a culture which encourages covering for colleagues after an illness without the expectation of reciprocity reflects the ideal of professionalism. A positive culture in a clinical learning environment models constructive behaviors, and prepares residents and fellows with the skills and attitudes needed to thrive throughout their careers.

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

- 1) efforts to enhance the meaning that each resident or fellow 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;
- 2) attention to scheduling, work intensity, and work compression that impacts resident and fellow well-being;
- 3) evaluating workplace safety data and addressing the safety of residents and faculty members;
- 4) policies and programs that encourage optimal resident and faculty member well-being; and,
 - a) Residents and Fellows must be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.
 - b) To support the above; all programs will allow Two (2), half-day (4 hour) periods off per year, during 0800 to 1700 Monday through Friday, as designated personal Well-Being Time.
- 5) Attention to resident, fellow and faculty member burnout, depression, and substance abuse.

The program, in partnership with its Sponsoring Institution, must educate faculty members and residents and fellows in identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. Residents, fellows 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:

- a) 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, substance abuse, suicidal ideation, or potential for violence;
- b) provide access to appropriate tools for self-screening; and,
 - (1) Screening tool for depression, mania and anxiety: <https://www.dbsalliance.org/education/mental-health-screening-center/>
 - (2) Screening tool for burn-out: [Mini-Z Burnout Inventory](#)
 - (3) Workplace flourishing: <https://www.peggykern.org/questionnaires.html>
- c) 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.
 - (1) Residents and Fellows have access to site specific Employee Assistance Programs
 - (2) Residents and Fellows have access to 24/7 physician to physician well-being support through Baptist Memorial Health Care's Physician Well-Being "hot-line" 901-CARE-ONE (901-227-3663)

Residents and Fellows have access to our new CEP Clinical Experience Project App.

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.

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

Programs must encourage residents to use fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning activities. Call rooms will be available in all hospitals for residents who take in-house call. A safe transportation option and adequate sleep facilities in which residents may sleep or rest for periods of time must be available to any resident who may be too fatigued to safely return home. A trainee who needs safe transportation home due to fatigue or illness may use a taxi service and submit the original receipt to the GME office for reimbursement of cab fare.

In compliance with ACGME requirements and to ensure residents are adequately prepared and advised concerning this policy and health issues the risk of which may be amplified by the highly stressful lifestyle of residency, Baptist Memorial Medical Education will provide ongoing support of resident well-being. A System BMME Well-Being Committee is active with representatives from all programs (faculty and residents), system GME administrative leader, DIO, and Baptist Best Health Director. Champion residents and fellows are required to attend the meeting.

The committee will meet at least quarterly and approve Well-Being activities and initiatives both at the system and program level. (Funding for specific program level activities must be within the program's budget).

To support Well-Being: Two (2), 0.5 days, as stated above, may be scheduled yearly to attend to personal well-being issues. This time off for Well-Being must be scheduled by resident or fellow upon formal request, at least 4 weeks in advance, through the same process as a PTO request through Program Coordinator and to be approved by Program Director, or designate.

Restrictions on program specific rotations where planned absences are to be avoided will be communicated to residents through the program specific policy on Vacation, time off and leaves of absences.

At minimum, annual education will be offered regarding Well-Being, fatigue management, and recognition of possible impaired status (emotional, mental, physical, and/or substance use disorder) in self or colleagues or faculty.

Initial support for any suspected impaired physician issues will be referred to both Physician Wellness support: 1-901-Care One (227-3663) and/or Baptist EAP (specific number at each hospital). Care One offers confidential Physician to Physician support.

EAP (Employee Assistance Program) called CONCERN is provided to all Baptist employees without cost. CONCERN offers confidential assistance with many issues including:

- Marital/ family relationships
- Alcohol or drugs
- Emotional concerns
- Grief
- Gambling
- Elder care
- Financial problems

If the issue requires assistance from a specialist, CONCERN counselors will provide informed referrals.

Baptist Memorial Medical Education acknowledges the Practitioner Health Policy (MS.6004) contained in the Baptist Metro Medical Staff Policy Manual as the primary source for establishing guidelines concerning Physician Impairment. Additional clarifications for the unique circumstances of resident/fellow training are listed below:

1. This BMME policy identifies the individuals and committee responsible for oversight, evaluation, and recommendations for treatment if warranted. For the purpose of this policy, oversight may be provided by any of the following individuals:
 - Program Director
 - Chief Medical Officer (facility specific)
 - Chief Academic Officer

A committee of at least three (3) of the following individuals will review all situations and offer recommendations to the resident for resolution.

- Program Director
- Human Resources Director
- Chief Medical Officer (facility specific)

- Chief Academic Officer
- System Chief Medical Officer

Should the resident refuse the recommendation of the committee, he/she may be terminated from the program immediately.

2. Upon determination that a health related situation may exist which could impair the resident's performance or capacity to perform, the resident or fellow will be placed on paid leave until a recommendation has been issued from the committee as described above.
3. As an employee of Baptist Memorial Health Care, resident and fellow physicians are entitled to confidential use of CONCERN: Employee Assistance Program (EAP).

No other variations to the Practitioner Health Policy are applicable.