



**SUNY Downstate Health Sciences University
Pediatrics Residency Program
Resident and Faculty Wellbeing Policy**

Purpose:

The Pediatric Residency Program at SUNY Downstate Health Sciences University is committed to developing a culture of well-being. The central feature in this culture is the well-being of all members of the health care team, including residents, faculty and staff members and other learners. 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. Self-care and responsibility to support other members of the health care team are important components of professionalism; and they are skills that must be modeled, learned, and nurtured in the context of other aspects of fellowship training.

Scope:

This policy applies to the Pediatric Residency program. Physicians and all members of the healthcare team share responsibility for the well-being of each other.

Responsibility:

It is the responsibility of the Program Director, Associate Program Directors, faculty, and residents to comply with this policy.

Procedure:

The program in partnership with the sponsoring institution have the same responsibility to address well-being as other aspects of resident competence. The responsibility is outlined in the POLICY ON RESIDENT DUTY HOURS AND WORK ENVIRONMENT. This includes efforts to enhance meaning that each resident finds in the experience of being a physician, including but not limited to:

- Protected time with patients
- Minimizing non-physician obligations
- Providing administrative support
- Promoting progressive autonomy and flexibility
- Enhancing professional relationships
- Attention to scheduling, work intensity and work compression that impacts well-being
- Evaluating workplace safety data, i.e. physical safety, monitoring of workplace injuries, physical or emotional violence, vehicle collisions, emotional well-being after adverse events for all members of the health care team

- Providing residents with the opportunities to attend medical, mental health and dental care appointments, including those scheduled during their working hours

Opportunity to Raise Concerns:

The program will provide a learning and working environment in which residents have the opportunity to raise concerns and are instructed on the use of systems to report unsafe conditions and/or injuries and the opportunity to provide feedback in a confidential manner as appropriate, without fear of intimidation or retaliation.

Tools to Recognize Symptoms:

The program will provide education in the identification of the symptoms of burnout, depression, and substance abuse, including the means to assist those who experience these conditions and access to appropriate tools for self-screening.

Fatigue Mitigation:

The program will assure that residents and faculty are educated to recognize the signs of fatigue and sleep deprivation and in the use of fatigue mitigation.

Referral:

- I. The program must encourage residents and faculty members to alert the Program Director, Associate Program Directors the DIO or other designated personnel or programs when they are concerned that another resident or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence
- II. The program, in partnership with the sponsoring institution will provide access to confidential, affordable mental health assessment, counseling and treatment, including access to 24/7 urgent and emergent care.

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