

Augusta University
House Staff Policies and Procedures

Policy	Source
HS 34.0 House Staff Wellbeing, Wellness, and Resilience	Graduate Medical Education Office

1.0 Purpose

This policy outlines the responsibility of the Office of Graduate Medical Education (GME), individual training programs, and House Staff to address House Staff wellbeing, wellness, and resilience.

2.0 Policy Statement

In the current health care environment, House Staff and faculty members are at increased risk for burnout and depression compared to the general population. Psychological, emotional, and physical well-being are critical to the development and maintenance of the competent, caring, and resilient physician.

Self-care is an important component of professionalism and high-quality patient care; it is also a skill that must be learned and nurtured in the context of other aspects of GME training.

3.0 Procedure

The following responsibilities are defined for the GME Office, individual training programs, and House Staff.

3.1 GME Program Responsibilities:

3.1.1 Assist program directors (PD) in their initiatives to protect House Staff time with patients, minimize non-physician obligations, provide administrative support to trainees, promote progressive autonomy, and enhance professional relationships.

3.1.2 Provide PD with resources to educate faculty and House Staff about the symptoms of burnout, depression, and substance use and their avoidance.

3.1.3 Identify resources for House Staff burnout, depression, and substance use.

3.1.4 Encourage House Staff and faculty members to alert designated personnel when they are concerned about a community member who is displaying signs of burnout, depression, substance use, suicidal ideation, potential for violence, or who is not proactively engaging in self-care.

3.1.5 Provide access to confidential, affordable, mental health assessment including access to urgent and emergent care 24 hours a day, seven days a week.

3.1.6 Ensure that programs have sufficient back-up plans to provide patient care in the event that House Staff is unable to perform their patient care responsibilities due to fatigue or other cause.

3.1.7 Provide a way for House Staff to report unprofessional behavior and a respectful process for reporting, investigating and addressing such concerns. See HS12.0 and 39.0.

4.1 Program Responsibilities: In addition to working with the Institution on the initiatives described above, Programs are responsible for:

4.1.1 Paying attention to House Staff schedules to evaluate and correct for work intensity and compression factors.

4.1.2 Allowing House Staff to attend medical, dental, and mental health care appointments, including those scheduled during work hours.

4.1.3 Educating House Staff and faculty about burnout, depression, and substance use, and their avoidance.

4.1.4 Teaching and nurturing self-care practices, an important component of professionalism and high-quality patient care.

4.1.5 Providing a respectful, professional, and civil environment that is free from mistreatment, abuse, coercion, or retaliation. There should be education in place about professional behavior and a confidential process for reporting concerns. See HS12.0 and HS39.0.

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5.1 House Staff Responsibilities

5.1.1 Learning self-care is an important component of professionalism and patient care. Understanding that House Staff have a responsibility to themselves and to their patients and programs to ensure that they are fit for work. See HS35.0. Through behaviors such as:

5.1.2 Adopting behaviors that are proactive in support of self-care, and modeling of healthy lifestyles and behaviors for patients, students, and colleagues.

5.1.3 Time management including activities surrounding clinical assignments.

5.1.4 Impairment recognition and notification, either from illness including mental health, fatigue, or substance abuse, in themselves, their peers, or other members of the health care team.

5.1.5 Adoption of lifelong learning skills.

5.1.6 Acquisition of performance improvement and quality patient care precepts in their application to healthcare delivery.

5.1.7 Reporting of clinical and education work hours, patient outcomes, and clinical experience (such as case logs/procedures and evaluations) in a timely and accurate manner

Resources:

Employee-Faculty Assistance Program

<https://www.augusta.edu/about/efap.php>

Offers free short-term counseling for all concerns, except substance abuse. However, referral recommendations for substance abuse can be provided.

KEPRO from the University System of Georgia Cares (USGCares)

<https://www.usg.edu/well-being/>

KEPRO services are convenient, confidential, and free.

Find an array of work-life services, available at no cost, including:

- **Counseling Services:** Phone support for crises and emergencies as well as in-person counseling sessions.
- **Family Caregiving:** Resources and referrals for dependent care-related services, in addition to emergency back-up childcare and eldercare.
- **Convenience Services:** Assistance in locating household and daily living resources, including pet care services, home repairs, travel planning, and event scheduling.
- **Legal and Financial Services:** Up to 30 minutes of consultation with a Certified Financial Planner and/or attorney.
- **Online Resources:** A wealth of on-demand resources, including articles, self-assessments, resources, and training on a wide range of topics, such as addiction, grief, anxiety, and parenting.

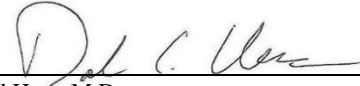
Visit www.EAPHelplink.com and access online using company code **USGCares** or by calling toll-free 1-844-243-4440.

MCG GME House Staff Wellness

<https://www.augusta.edu/mcg/residents/residentwellness.php>


MCG Office of Learner Well-being

<https://www.augusta.edu/mcg/academic-affairs/wellness/>



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05/10/22
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Effective Date:
9/19

Revision/Review Date:
9/19, 05/22

Number
HS 34.0