



## Regional Academic Affairs

TITLE: Resident/Fellow/Faculty Well Being

POLICY NUMBER: S-48

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DEPARTMENT: Graduate Medical Education

Effective Date: 3/14

Revised: 6/24

Reviewed: 6/24

Date of next Review: 4/26

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### **POLICY:**

Mercy Health is committed to providing residents/fellows with a high quality academic and clinical education, which must be carefully planned and balanced with concerns for patient safety and resident well-being. Each program must ensure that the learning objectives of the program are not compromised by excessive reliance on residents/fellows to fulfill service obligations. Didactic and clinical education must have priority in the allotment of residents'/fellows' time and energies. Duty hour assignments must recognize that faculty and residents collectively have responsibility for the safety and welfare of patients. Programs should be structured to achieve the best balance possible for patient safety, resident/fellow education and resident/fellow personal and professional development and fulfillment.

### **PURPOSE:**

Education is most optimal in an environment that is safe and committed to the learner's wellbeing. To that end, this policy indicates Mercy Health's commitment to providing an educational atmosphere that reasonably ensures resident/fellow well-being.

### **PROCEDURE:**

1. Mercy Health will work collaboratively with our hospital affiliates to ensure a healthy and safe work environment for residents/fellows and faculty.
  - a. These include: access to food 24 hours a day; call rooms that are safe, quiet, and private; security and safety measures including parking facilities, adherence to duty hours, on-call quarters, meal support for extended shifts, and safe hospital and institutional grounds.
  - b. Considering family obligations, Residents/Fellows will be reimbursed for cost of transportation (i.e. taxi, uber, etc.) in the event resident/fellow is too tired to drive home safely after working and unable to stay at hospital to nap. Reimbursement submission process outlined in policy S-39 will be followed.
  - c. The hospital will provide services that help to assure that residents/fellows do not perform work extraneous to achieving educational goals and objectives. These include but are not limited to patient support services, such as peripheral IV access placement, phlebotomy, laboratory/pathology/radiology services, and transport services.
  - d. Free access to confidential Employee Assistance Programs.  
Commit to an environment of no more than 75 hours/week of CLEW hours

- averaged over six months.
- e. Regular education on recognition of impaired, fatigued or impaired physicians for residents/fellows and faculty, as well as depression, burn out, substance abuse and how faculty, residents/fellows and programs can assist those identified.
  - f. Such education will occur via faculty development, GCEP program among other venues at least biannually.
  - g. Mechanism to address needs regarding well-being, among others, include:
    - i. Confidential access to Program Directors and DIO
    - ii. GMEC grievance policy
    - iii. Program Educational Committees
    - iv. Human Resources
    - v. -Spring Health
    - vi. Quarterly DIO town halls. Self-screening tools for burn out and depression are available on 1ACC, 4D and the library.
  - h. Programs are encouraged to participate in Mercy Rounds.
  - i. Program's are required to incorporate topics of well-being into their annual didactic schedules. Additionally, resident/fellow well-being should be discussed at semi-annual program director-resident/fellow evaluations.
  - j. Mental Health Needs: Residents/Fellows/Faculty may contact the EAP/Spring Health Program 24/7 for any mental health needs. This is a free and confidential service. Situations will be triaged appropriately. This may include outpatient or ER referrals, which are covered by Mercy Health Insurance.
  - k. Programs must have program specific level policies on resident/fellow and faculty well-being.

Approved by:



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Randall Schlievert, MD  
VP, Academic Affairs and Research, Mercy Health - Toledo  
DIO, Mercy Health - St. Vincent Medical Center