

# Resident Well-Being Policy

**1003. Physician Well-Being Kettering Health Network and each residency/fellowship program shares responsibility for creating a learning and working environment of respect and accountability for physician wellbeing. The following areas outline the areas of ongoing focus regarding physician well-being:**

- 1) Enhance the meaning that residents/fellows find in the experience of being a physician
  - a) Protected time with patient
  - b) Limited non-physician obligations
  - c) Progressive autonomy and flexibility
  - d) Professional relationships
- 2) Give attention to scheduling, work intensity, and work compression
- 3) Evaluate workplace safety data and address safety of residents and faculty members
  - a) Workplace injuries
  - b) Patient violence
  - c) Vehicle collisions
  - d) Emotional well-being after adverse events
- 4) Provide time away from work to attend to one's own health, including access to health care scheduled during work hours
- 5) Educate about symptoms of burnout, depression, and substance abuse, including tools for self-screening
- 6) Provide access to confidential affordable mental health assessment, counseling, and treatment. See section 901.5, Behavioral Health Services. Residents/Fellows may contact: IMPACT Employee Assistance Program (EAP) Call toll-free, 24/7: 800-227-6007 7. Provide program policy/procedures to ensure coverage of patient care in the event that a resident may be unable to work, including but not limited to fatigue, illness, and family emergencies.