

Postgraduate Medical Education (PGME)

Title:	PGME Wellness	Number:	009
Approved By:	PGMEC		
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Contact:	postgrad@postgrad.med.ubc.ca		

Preamble

This policy reflects the University of British Columbia's commitment to a safe, positive, and healthy learning environment for all residents and AFC fellows by creating, promoting, and sustaining a culture of wellness and resilience.

Working together with the Resident Counselling & Peer Support Office (RCAPS), the PGME offers and supports wellness-related programs that assist learners in optimizing their physical, mental, and emotional wellbeing.

The Resident Counselling & Peer Support Office regularly monitors the learning environment through confidential reporting, surveillance and assists programs in developing positive learning environments leading to improved learning, satisfaction, and morale.

This policy applies to all residents in Postgraduate Medical Education at the University of British Columbia, as well as all residency programs and faculty involved in their training. This policy also applies to all Area of Focused Competency fellows in Postgraduate AFC fellowship training at the University of British Columbia, as well as all AFC fellowship programs and faculty involved in their training.

Policy

1. The Resident Counselling & Peer Support Office (RCAPS)
 - 1.1 The RCAPS provides residents a safe and confidential venue to seek out resources that protect and enhance their health and well-being. Residents and AFC fellows have access to wellness support through counseling, support groups, and outreach. The RCAPS provides the following:
 - 1.1.1 Confidential counseling to individuals or couples
 - 1.1.2 Group support within and across programs

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- 1.1.3 Referrals to other health professionals or community resources when indicated
- 1.1.4 Workshops on relevant health and wellness topics
- 1.1.5 Up-to-date online resources
- 1.2 The RCAPS tracks utilization and timeliness of access as well as tracks data to provide an ongoing needs assessment. Reports are generated with de-identified aggregate data to the RCAPS Subcommittee, the PGME Executive, and the PGME Committee.
- 1.3 The RCAPS works with programs and, Residents and AFC fellows to support peer-led wellness initiatives as an effort to further strengthen resident's well-being and enhance the environment of their respective programs.

2. The Resident Wellness Advisory Group

- 2.1 The Subcommittee is comprised of the Director of Resident Wellness, the Wellness Counsellors, the Wellness Office Program Coordinator, the PGME Director of Administration and the PGME Deans.
- 2.2 The Subcommittee meets formally to assist in identifying aims, goals, and implementation strategies to encourage healthy behaviors in the clinical setting, advocate for policy change, and create health-friendly work environments.

3. Resident and AFC fellow responsibility

- 3.1 Residents and AFC fellows are responsible for reporting fit for duty and able to perform their clinical duties in a safe, appropriate and effective manner free from the adverse effects of physical, mental, emotional and personal problems including impairment due to fatigue. Residents and AFC fellows have a professional responsibility to appear for duty appropriately rested and must manage their time before, during and after clinical assignments to prevent excessive fatigue.
- 3.2 Residents and AFC fellows who recognize they may be impaired, including that which is due to illness and/or fatigue in themselves, are to notify their Program Director or designate.

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- 3.3 If a resident or AFC fellow is experiencing any physical or mental conditions they feel could impair their ability to perform their duties, he/she is encouraged to voluntarily seek assistance before clinical, educational and/or professional performance, interpersonal relationships or health are adversely affected. Residents and AFC fellows, who voluntarily seek assistance before their performance is adversely affected will not jeopardize their status as a resident or AFC fellow.
- 3.4 If a resident or AFC fellow recognizes physical, mental, or emotional problems affecting the performance of another resident or AFC fellow, including impairment due to excessive fatigue, that resident or AFC fellow should immediately notify the program director or designate.
- 3.5 Residents and AFC fellows must maintain their health through routine medical and dental care and, if needed, mental health care. Non-urgent appointments may be scheduled in advance with appropriate notice.
- 3.6 At no time will Residents or AFC fellows be denied visits for acute care for illnesses (physical or mental) or dental emergencies during work hours.

4. Residency or Fellowship Program Responsibility

- 4.1 It is the responsibility of the Training Program Committee to be aware of themes and factors influencing Program health and wellness.
- 4.2 If a program director or faculty member recognizes physical, mental, or emotional problems affecting the performance of a resident or AFC fellow, including impairment due to excessive fatigue, the member must take steps to ensure the safety of residents, AFC fellows and patients.
- 4.3 Program directors or designates are encouraged to address burnout and/or depression at semi-annual reviews and provide appropriate resources.
- 4.4 It is the responsibility of the Program to provide reasonable accommodations (i.e. duty assignments, on-call schedules), to enable the resident or AFC fellow to participate in required medical appointments, which are consistent with the HEABC Collective Agreement for residents or the employment contract for AFC fellows.

5 Resources

UBC Resident Counselling & Peer Support office (<https://postgrad.med.ubc.ca/rcaps/>)

Employee & Family Assistance Program (<http://www.efap.ca>)

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Physician Health Program (<https://www.physicianhealth.com>)

PGME Fatigue Risk Management Policy – [010d-UBC-PGME-Fatigue-Risk-Policy-PGMEC-approved-Jun.-07-2022.pdf](#)

PGME Team:

Dr. Henry Broekhuysen (Faculty Lead, Educational Environment): postgrad@postgrad.med.ubc.ca

Dr. Sonia Butterworth (Assistant Dean): sonia.butterworth@ubc.ca

Dr. Ravi Sidhu (Associate Dean PGME): ravi.sidhu@postgrad.med.ubc.ca

Resident Counselling & Peer Support Office:

Director: Dr. Dianna Louie: pgme.rcaps@ubc.ca

General contact: pgme.rcaps@ubc.ca

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