

Well-Being Policy

UC Irvine Internal Medicine Residency Program

The UC Irvine Internal Medicine Residency Program is committed to mitigating burnout, improving wellness and fostering resiliency among our housestaff. Through education, leadership support and ensuring access to wellness resources, our program will strive to meet our mission of creating physician leaders who are strong, well-balanced and dedicated to caring for themselves and their community.

The UC Irvine IM Program endorses and adheres to the Well-Being Policy of the Graduate Medical Education Committee (GMEC) at UC Irvine and the Accreditation Council for Graduate Medical Education (ACGME) Clinical Experience and Education Policy of the Common Program Requirements, section VI.

Well-Being

The UC Irvine IM Program provides several opportunities to enhance the meaning each resident finds in the experience of being a physician. This includes, but is not limited to:

- protecting time with patients
- promoting progressive autonomy and flexibility
- enhancing professional relationships
- encouraging participation in multi-disciplinary discussions and panels such as Schwartz rounds and attendance at Humanism in Medicine lectures
- debriefing with peers, senior residents and faculty regarding difficult situations

The UC Irvine IM Program is committed to ensuring balanced work schedules, avoiding excessive night float responsibility and extended or overnight call. A backup system is in place at all times to ensure patient caps are not exceeded or to alleviate residents when the burden of work endangers patients or the well-being of our housestaff. Residents will have access to and are supported by the GME Wellness and Resiliency Program, 24 hour mental health support and our own IM Wellness Committee. Residents may obtain assistance from the Director of the Wellness & Resiliency Program (Dr. Anju Hurria, ahurria@uci.edu) or the GME office. In addition residents and faculty can access the UC Irvine Graduate Medical Education Wellness Resource Guide or the Internal Medicine Program Wellness Committee website. In addition the Employee Assistance Program (EAP) is available 24 hours, 7 days a week as an additional resource.

All IM residents are required to complete a self-assessment of the Maslach Burnout Inventory (MBI) every six months which is reviewed during the semi-annual review. Specific strategies and goals for improvement are discussed during these sessions. In addition, education and training is provided on fostering wellness and resilience during the intern orientation, noon conference lectures and resident retreats.

In addition, all IM residents are able to participate or be referred to the Impaired Physician Program and the Well-Being Committee. The UC Irvine GME Committee also provides wellness events and activities for housestaff and faculty throughout the year and monthly support groups for residents.

Safety

UC Irvine provides opportunities for housestaff and faculty to participate in workplace safety committees. Data from these committees is presented to the Quality and Safety Oversight Committee. Residents have the opportunity to participate in these committees and serve as Housestaff Safety Officers (HSO). The data and outcomes from these meetings is regularly disseminated to residents and faculty via weekly e-mails and mini-lectures during conferences.

In addition all residents and faculty must complete annual training on identifying workplace hazards and improving workplace safety. This includes training on needlestick injuries, occupational exposures and appropriate use of personnel protective equipment (PPE).

Fatigue Mitigation

All housestaff, core faculty and program leadership are required to complete annual training on recognizing the signs of fatigue or other impairments and strategies to mitigate fatigue. The GME office provides reimbursement for transportation back home if the houseofficer is to fatigued or has not received sufficient sleep as to drive home after a shift. 24 hour facilities are also available for residents who may be unable to return home or need to take a break during day or night shifts.

Adequate back up will be available at all times for house officers with patient care responsibilities. Back up will be regularly available and will comply with work hours requirements. Back up will be called whenever patient care caps are exceeded or whenever the burden of work would endanger patients or house officers.

Residents are encouraged to contact the chief resident on call or program leadership at any time they need a break, time off, or cannot come in for clinical duties. The IM program adheres to the UC Medical Center “working-well” campaign. The IM program encourages attendance and will accommodate schedules to ensure adherence to needed medical, mental and dental appointments during regular working hours.