



# UNIVERSITY OF CALGARY

## DEPARTMENT OF FAMILY MEDICINE RESIDENT WELLNESS POLICY

Classification Residency Training	Table of Contents Purpose 1 Scope 2 Definitions 3 Policy Statement 4 Responsibilities 5 Contacts 6 History 7
Approval Authority Department of Family Medicine Post-Graduate Executive Committee (PGEC)	
Implementation Authority Post-Graduate Director, Family Medicine	
Effective Date January 2008	
Latest Revision December 18 <sup>th</sup> , 2014	

- Purpose**            1    The Residency Program recognizes that there are many elements to Resident wellness, and understands that there are many pressures placed on Residents during their training.  
Not only are there demands of call, exams, longitudinal projects, and arranging electives and holidays, but there are also external forces and stressors acting such as family, finances, moving to an unfamiliar environment, and personal health.  
As Residents graduate from being a clinical clerk, they continue to work diligently, assume greater responsibility for patients and professionalism, and pressures mount with respect to licensing and preparedness for careers after Residency. Unfortunately, on occasion, there persists a culture of competitiveness and intra-professional disrespect which can result in intimidation and harassment, excessive demands, insecurity, and anxiety for Residents.  
This culture, when encountered, may also teach Residents to deny feelings of being overwhelmed, fatigued, or stressed. Fortunately, the professional colleges, Resident associations, and University Departments of Medicine all recognize the need to act against these attitudes and beliefs  
It is the policy of all of the Post-Graduate Programs at the University of Calgary that Resident well-being is the number 1 priority.
- Scope**            2    This policy applies to Residents in all Family Medicine Programs at the University of Calgary Department of Family Medicine.
- Definitions**       3    In this Policy:  
a) "Wellness" relates to the residents' physical, emotional and professional wellbeing.
- Policy Statement**   4    4.1 The Resident wellness policy should be reviewed, edited and accepted with

input from the Resident body through the Residency training program.

**4.2** Residents need adequate access to this policy to enable them to act when needing help or support.

**4.3** Residents are strongly encouraged to find a Family Physician early in their Residency for themselves and for their family. Accepting physicians can be found on the Alberta Health Services website or through the AMA Physician and Family Support Program(PFSP).

**4.4** Residents who are feeling harassed, intimidated and/or discriminated against should access one or more of the following support resources:

- PARA
- The Program Director or the Division/Site Director
- The Ombudsperson
- Advice can also be obtained from the Associate Dean, Post-Graduate Medical Education, University of Calgary and
- Office of Equity and Professionalism, Cumming School of Medicine

**4.5** Residents suffering from undue stress during their Residency Program are encouraged to contact:

- The Resident's own Family Physician
- The AMA Physician and Family Support
- The Program Director or the Division/Site Directors

**4.6** Residents who are struggling with academics are encouraged to contact their Family Medicine Primary or Lead Preceptor or the Program Director or their Division/Site Director.

**4.7** Residents and staff are encouraged to contact the appropriate resources if they know of a colleague who is suffering from undue stress, intimidation or harassment

**4.8** The Program will provide specific orientation to wellness for incoming Residents aimed at helping Residents integrate wellness into their Residency training and future practice as Family Physicians.

**Responsibilities**      **5**      *Implementation Authority* – ensure that University staff are aware of and understand the implications of this policy and related procedures. Monitor compliance with the policy and related procedures. Regularly review the policy and related procedures to ensure consistency in practice. Sponsor the revision of this policy and related procedures when necessary. Appoint a Policy Advisor to administer and manage these activities.

*Policy Advisor* – fulfil the responsibilities of the Implementation Authority.

**Contacts**              **6**      Program Director or Assistants              (403) 210-9237  
AMA Physician & Family Support              1-877-SOS-4MDS or 1-877-767-4637  
Alberta Health Services                          www.albertahealthservices.ca  
Ombudsperson                                      Call 210-9237 for current contact number  
or email  
Post-Graduate Medical Education              (403) 220-7448  
PARA    (403) 236-4841<http://para-ab.ca/>  
Office of Equity & Professionalism,  
Cumming School of Medicine                      <http://cumming.ucalgary.ca/equity/>

**History**                **7**      *Effective: January, 2008*  
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