

## Creighton University School of Medicine-Phoenix Policies

POLICY:	Well-Being
GOVERNING BODY:	Graduate Medical Education Committee – Creighton University School of Medicine-Phoenix
GMEC APPROVAL DATE:	August 7, 2023; February 6, 2023
REVISED DATE:	August 7, 2023; February 6, 2023
ACGME ACCREDITATION STANDARD REFERENCE:	Institutional Requirement: III.B.7. Well-Being

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### PURPOSE

The Accreditation Council for Graduate Medical Education (ACGME) requires that Creighton University School of Medicine-Phoenix (CUSOM-PHX), as the Sponsoring Institution of record, have oversight in addressing well-being. This policy is designed to ensure appropriate institutional oversight as mandated by the ACGME Institutional Requirements. This policy applies to all ACGME and non-ACGME CUSOM-PHX GME programs.

CUSOM-PHX is committed to promoting the health and welfare of House Staff Physicians (HSPs) by creating a supportive educational culture so that HSPs can develop lifelong skills to support and maintain well-being.

### SCOPE

The policy applies to all CUSOM-PHX HSPs and their respective training programs, that are ACGME accredited or meet the criteria in the Non-ACGME Accredited Program Policy.

### DEFINITIONS

- **House Staff Physician (HSP):** Any physician in a graduate medical education program, including interns, residents, and fellows.
- **Sponsoring Institution:** The organization (or entity) that assumes the ultimate financial and academic responsibility for a program of GME. The sponsoring institution has the primary purpose of provide educational programs and/or health care services (e.g., a university, a medical school, a hospital, a school of public health, a health department, a public health agency, an organized health care delivery system, a medical examiner's office, a consortium, or an educational foundation).

### POLICY

House staff physicians are expected to report to the CUSOM-PHX programs fit for duty, which means they are able to perform their clinical duties in a safe, appropriate, and effective manner showing concern, respect, care, and cooperation with faculty, staff, students, patients, and visitors. House Staff Physicians are encouraged to lead healthy lives and to make healthy choices that support them in their personal and professional growth.

CUSOM-PHX encourages House Staff Physicians to seek assistance voluntarily before clinical, education, and professional performance is affected.

## **PROCEDURE**

### **House Staff Physician Responsibility:**

1. House Staff Physicians are responsible for reporting to the CUSOM-PHX 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, and emotional impairment, including impairment due to fatigue.
2. House Staff Physicians are responsible for assessing and recognizing impairment, including illness and fatigue, in themselves and in their peers.
3. If a House Staff Physician is experiencing problems, that person is encouraged to voluntarily seek assistance before clinical, education, and professional performance is adversely affected. House Staff Physicians who voluntarily seek assistance will not jeopardize their status as a House Staff Physician by seeking assistance.
4. House Staff Physicians are encouraged to maintain their health through routine and necessary medical, dental, and mental health care. Non-urgent appointments may be scheduled in advance with appropriate permission in accordance with the relevant leave policies.

### **Residency/Fellowship Training Program and Sponsoring Institution Responsibility:**

1. It is the responsibility of each program director and all faculty members to be aware of House Staff Physician behavior and conduct.
2. If a program director or faculty member observes physical, mental, or emotional problems affecting the performance of a House Staff Physician, including impairment due to excessive fatigue, the member must take steps to verify the impairment and take appropriate actions (see Physician Impairment and Drug Testing Policy).
3. Chief residents should also be aware of the behavior and conduct of junior HSPs. If a chief resident observes physical, mental, or emotional problems affecting the performance of an HSP, including impairment due to excessive fatigue, the chief resident should immediately notify the program director or designee.
4. The program should provide HSPs time off from service for health care appointments. The Sponsoring Institution, CUSOM-PHX, must provide access to confidential, affordable mental health counseling and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.
5. It is the responsibility of the program to provide reasonable accommodations (e.g., duty assignments, on-call schedules) to enable the House Staff Physician to participate in mandated counseling.
6. It is the responsibility of the program and the Sponsoring Institution, CUSOM-PHX, to provide opportunities for excessively fatigued House Staff Physicians to take therapeutic naps and to provide facilities for HSPs to sleep if too tired to return to their homes following clinical duties.

The Sponsoring Institution, CUSOM-PHX, will also reimburse reasonable transportation costs (eg, taxi, rideshare) to the House Staff Physician's place of residence and back to work to collect their vehicle, if the trainee is unable to safely travel home due to extreme fatigue, illness, or impairment.

5. The program must attend to scheduling, work intensity, and work compression that impacts House Staff Physician well-being. House Staff Physicians must be allowed time away from work to attend to personal needs (see Clinical and Education Work Hours Policy and the Institutional Leave Policy). At no time will House Staff Physicians be denied visits for the acute care for illnesses (physical or mental) or emergencies during work hours.
6. The program, along with the Sponsoring Institution, CUSOM-PHX, must educate House Staff Physicians in the identification of the symptoms of burnout, depression, fatigue, and substance use disorders, including means to assist those who experience these conditions. House Staff Physicians must also be educated to recognize those symptoms in themselves and how to seek appropriate care.
7. The Sponsoring Institution, CUSOM-PHX, must provide access to appropriate tools for self-screening.

## REFERENCES

[www.acgme.org](http://www.acgme.org)

Creighton University School of Medicine-Phoenix Graduate Medical Education:

- Clinical and Education Work Hours Policy
- Institutional Leave Policy
- Physician Impairment and Drug Testing Policy

## AMENDMENTS OR TERMINATION OF THIS POLICY

This policy supersedes all program level policies regarding this area/topic. In the event of any discrepancies between program policies and this GME policy, this GME institutional policy shall govern.

Creighton University reserves the right to modify, amend or terminate this policy at any time