

 <p>All HFHS Includes: Behavioral Health Services Community Care Services Corporate Services Henry Ford Hospital Henry Ford Medical Group Kingswood Hospital Macomb Hospitals West Bloomfield Hospital Wyandotte Hospital</p>	Policy Name/Subject: House Officer Health & Wellness (MEP 232)		Policy No: MEP 232
	Type of Document: Policy		
	Applies to: Tier 3: Department Business Unit: All HFHS Site: [Site] Department: Graduate Medical Education		
	Category: Clinical Sub-Category: Graduate Medical Education		Current Approval Date: 7/1/2017 Last Revision Date:
	Owner: Graduate Medical Education Policy Management Members		Approver: HFAH GMEC, HFH GMEC, HFMH GMEC, HFWH GMEC
	Related Policy/Procedure: <i>Include title and number</i>		
	Author: Graduate Medical Education Policy Management Members		
	External Regulatory Requirement: ACGME		
	Audience: Residents/Fellows		
	Key Words: health of employees; Wellness		

Background

To ensure an appropriate and consistent environment that is committed to the health and well-being of its house officers.

Policy

Henry Ford Health System (HFHS) encourages healthy lifestyles, choices, and living for all of its employees. HFHS encourages house officers to achieve and maintain a healthy lifestyle by balancing all aspects of their lives, to learn skills to achieve optimum wellness, and to become positive role models in teaching wellness to their fellow house officers and patients.

HFHS strives to create a safe and supportive learning environment that reflects the institution's values of professionalism, respect for individual rights, appreciation of diversity and differences, altruism, excellence, duty, compassion, integrity and help-seeking behavior. The supportive learning environment creates a foundation for resident input and voice in the development of a positive culture of learning. All house officers are encouraged to be aware of, and follow, the [AMA Code Medical Ethics](#) on physician wellness which states that physicians have a responsibility to maintain their health and wellness. HFHS provides wellness and health resources and assessments in conjunction with the Graduate Medical Education program.

All departments will promote a culture of seeking health care when needed. Education and participation in positive and effective self-care including building resilience, managing stress, and burnout prevention is provided to all house officers at least annually at the program level. This includes education on clinical and educational work hours, resources for fatigue mitigation, supervision policies, processes for when a house officer is unable to perform their duties, and concerns.

House officers are encouraged to seek both preventative and sick care as needed. All house officers are provided paid time off in accordance with [Medical Education Policy #221](#) for such events.

Wellness Resources:

AAMC Group on Educational Affairs

ACGME Well-Being Initiative – <http://www.acgme.org/What-We-Do/Initiatives/Physician-Well-Being>

AMA Code of Medical Ethics - <https://www.ama-assn.org/delivering-care/ama-code-medical-ethics>