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