



Henry Ford St. John Hospital Graduate Medical Education

Resident and Faculty Well-Being Policy

Applicability

Henry Ford St. John Hospital

Scope

This policy applies to Residents and Faculty of Henry Ford St. John Hospital.

Background

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

Definitions

Resident: Any physician in an accredited graduate medical program, including interns, residents and fellows.

Policy

In congruence with the Accreditation Council for Graduate Medical Education (ACGME) Institutional and Common Program Requirements and the Council on Podiatric Medical Education (CPME) requirements, Henry Ford St. John Hospital encourages residents and faculty 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 residents, faculty and patients.

Henry Ford Health strives to create a healthy, 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 residents and faculty 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. Henry Ford Health provides wellness and health resources and assessments in conjunction with the Graduate Medical Education program. This includes tools for self-screening and access to mental health assessment, counseling, and treatment 24 hours a day, seven days a week.

HENRY FORD HEALTH®

All programs 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 residents 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 resident is unable to perform their duties, and methods for identifying symptoms of burnout, depression, and substance abuse in themselves and others.

Residents are encouraged to seek both preventative and sick care as needed. Henry Ford Health recognizes the importance of the wellness of its residents. Residents will be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours. Program directors may use their discretion to determine if PTO must be used for these appointments.

[Wellness Resources - Home Page of New Innovations](#)

[AMA Code of Medical Ethics](#)

[AMA GME Competency Education Program Modules](#)

[ACGME Well-Being Resources](#)

[Mayo Clinic Index Registration Site](#)

Access Code: HFHS GME