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INTEGRATION • INNOVATION • IMPACT

The Office of Resident Wellness: How We Can Work Together to Make Both Our Jobs a Little Easier

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Office of **RESIDENT**
wellness

Who We Are

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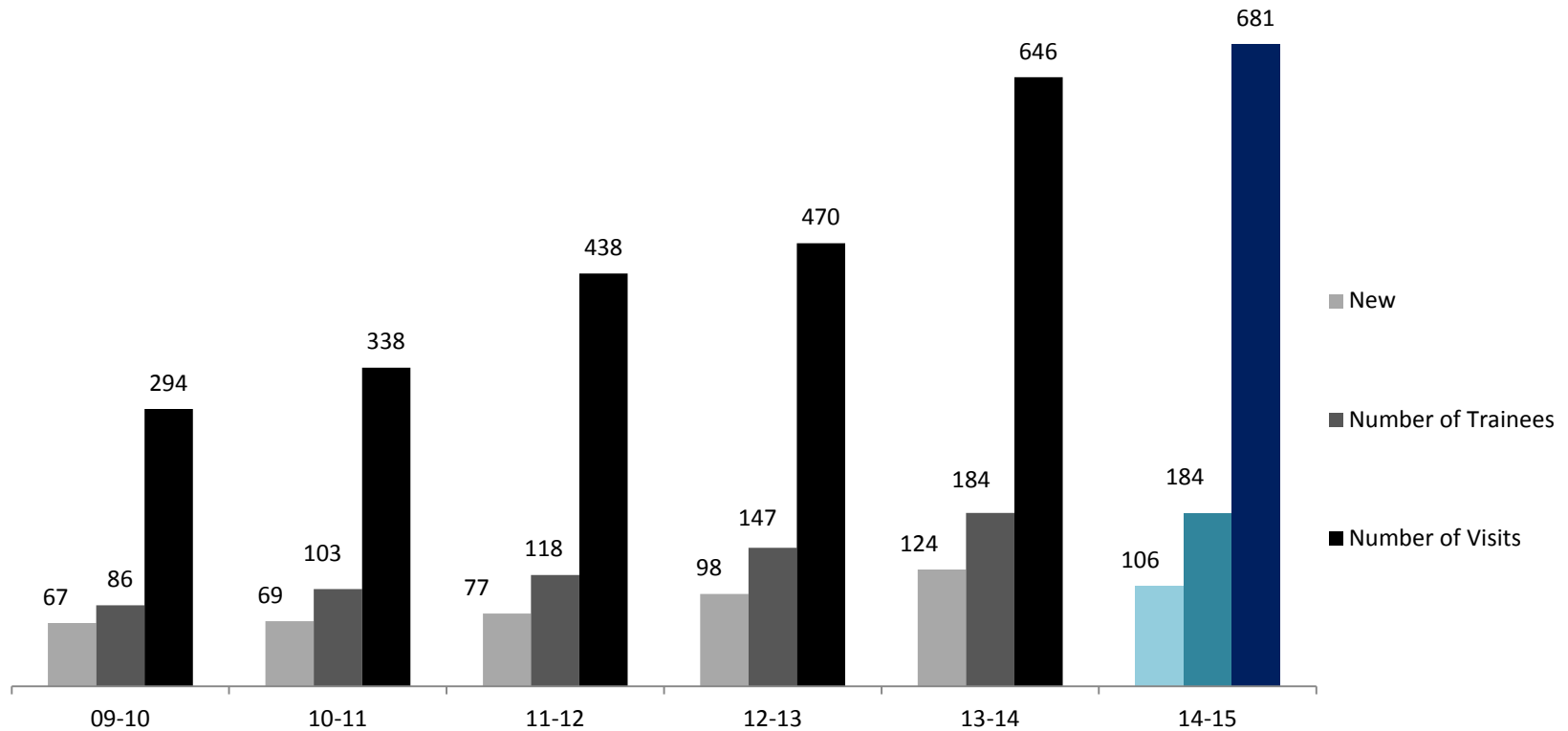
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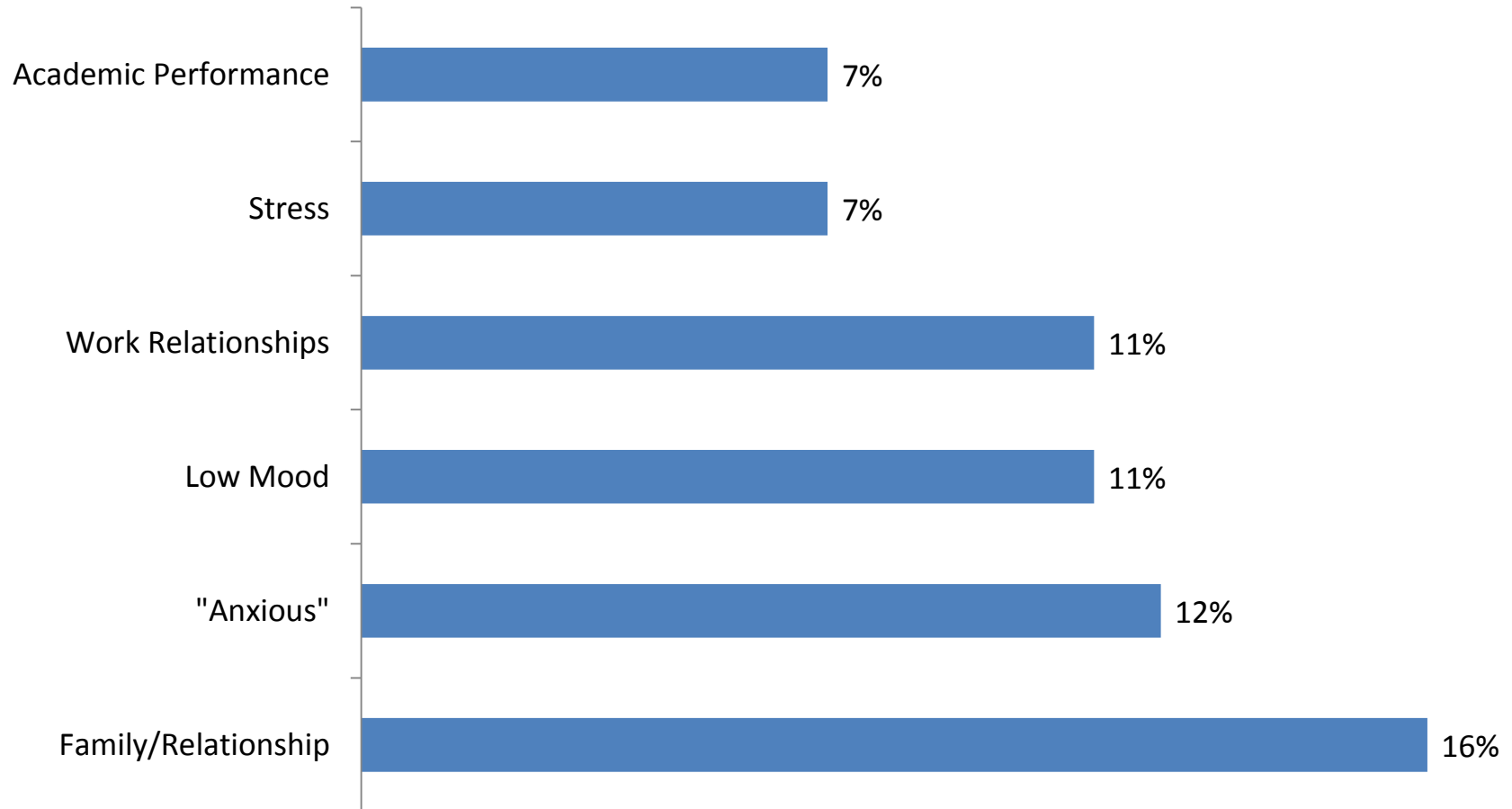
What Do We Do?

- **PG Trainee Support:**
 - Resident
 - Program
 - Other PGME units
- **Education:**
 - Resident (workshops, seminars, retreats)
 - Faculty development
- **Policy development, scholarship, research**

Trainee Visits: 2009-15



What Brings Them In (2014-15)



Support Services

Director:

- Intimidation and Harassment/Safety Issues
- Accommodation support and planning
- Medical leaves and reintegration
- Board of Medical Assessors
- Career uncertainty/transfer counselling
- Planning for wellness concerns in remediation
- University/medical team intermediary

Support Services

Counselling/Coaching:

- Wellness-performance coaching
- Short term counseling and support or referrals to external providers for long term
- Urgent (not emergent) situations
- Performance anxiety (remediation, exam)

Wellness Workshop Series 2015-16

- Enhancing Resident Resilience & Performance: Upward & Downward Spirals
- Managing Your Energy- an Introduction to Fatigue Management
- Managing Transitions and Change
- The Emotional Physician: Working with Emotions
- Team Work & Adaptive Leadership
- Enhancing Exam Preparation and Performance
- Mindfulness in Medical Life: Development of Attentional Skills
- Downward Docs: Mindful Yoga & Medicine Workshop

Workshop Evaluations:

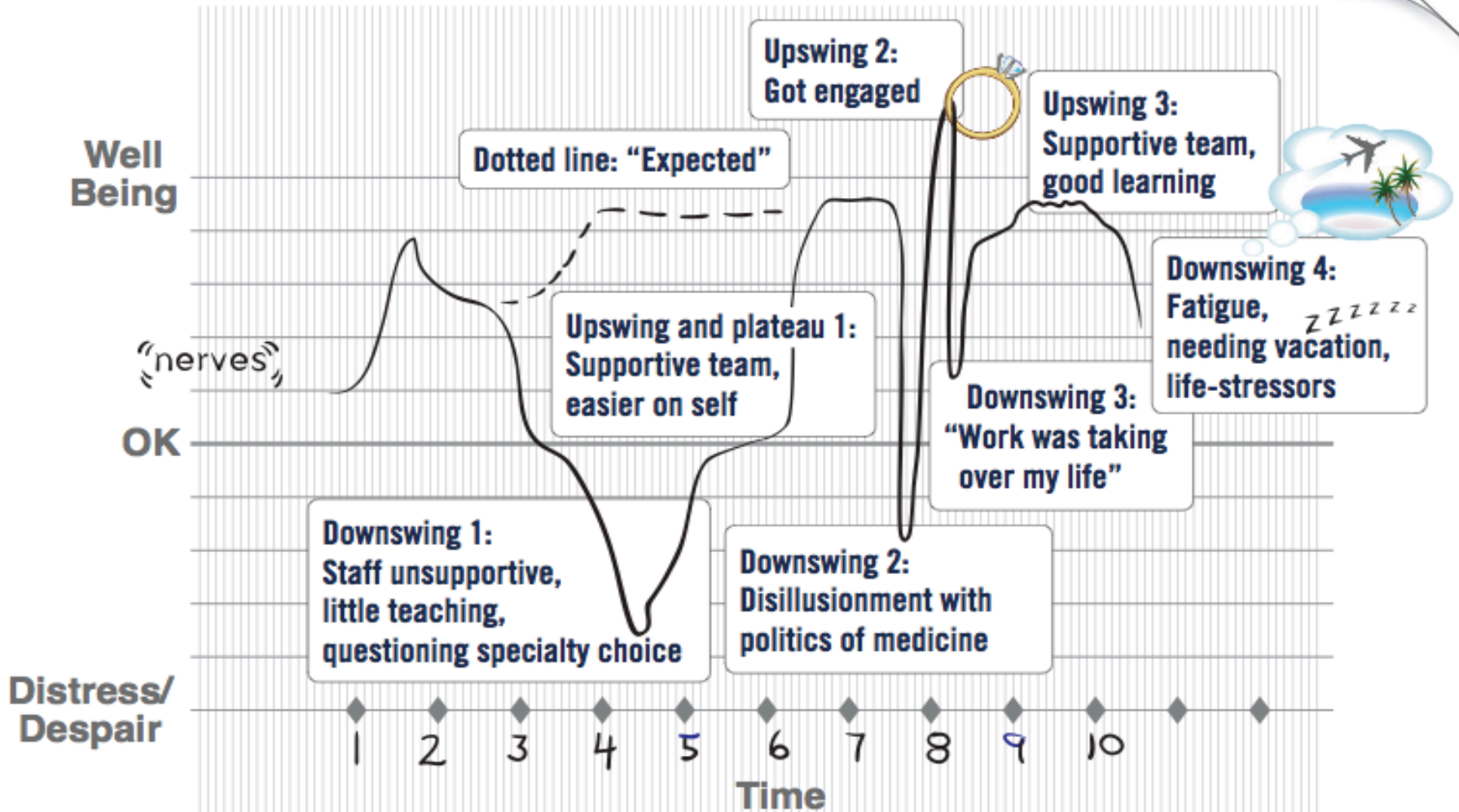
- 84% satisfaction rate (satisfied/very satisfied)
- 90% felt relevant to their training
- What was most valuable:
 1. Opportunity to discuss these topics (*build community*)
 2. Learned practical skills
 3. Increased knowledge

“The right time and place for this to happen”

“An important topic we don’t often get to discuss”

PGY1: Transitional Challenges

Figure 1: R005 Transition Graph



Team Support

Positive team support related to:

- Orientation
- Availability/approachability of supervisor
- Learning opportunities
- Constructive feedback
- Clarity of expectations
- Supervisor interest in resident
- Social activities



The Power of Supportive Work Environments

“The hours were maybe even worse, they were really long hours, but because I was being treated with respect and people cared about me, in terms of teaching me how to do things, I loved it.” (R04)

Illness and Medical Leaves

- Note from physician to PD for the file with date off, expected date of return OR re-evaluation
- IF “complicated”, or anticipated accommodation refer to ORW (Director)
- Return requires medical note stating medically cleared as of XX, recommended accommodations (eg graded return to work, period of no call duties)

Accommodation

- Human Rights Code: we have a duty to accommodate except if it causes *undue hardship* (cost, compromises pt safety)
 - Means we must *consider*
- Short vs long term
- Can't compromise educational standards and expectations
- PGME Statement of Principles and algorithm

Board of Medical Assessors

Purpose of BMA:

- To consider and determine whether there is a medical condition that affects, or may affect, the ability of a trainee to participate, perform or continue in the training program.
- To make recommendations regarding such matters to the Dean.

Themes Among Cases Reviewed

Medical expert or professionalism concerns:

- In the context of medical or mental health issue

Accommodation questions:

- Competency acquisition within accommodated program
- Evaluation of the resident under accommodation
- Patient safety

Collaboration with PHP:

- Monitoring requirements

How the BMA Can Help You

- Interprets the legal duty to accommodate within the PG educational context
- Offers independent evaluation of medical conditions possibly affecting performance
- Support development of accommodated training schedules
- Allows PD to be the educator/administrator and not the physician

How Can You Help Us?

- Identify a wellness advisor in your program
- Support a wellness committee
- Consider your opportunities for teaching physician health:
 - Personal stories of challenges, success, failures
 - Faculty panels
 - Resident retreats
 - Career or wellness days

Office of **RESIDENT**
wellness
RESIDENT WELLNESS RESOURCES

Office of Resident Wellness
Postgraduate Medical Education 2014-2015



<http://pg.postme.utoronto.ca/current-trainees/while-your-in-training/access-wellness-resources>