



Residents' and faculty members' physical, psychological and emotional well-being is of paramount importance to THMEP and TMC Health. We recognize the importance of a focus on both preventing burnout and cultivating resilience and well-being.

Burnout: Long-term exhaustion and diminished interest in work. Dimensions of burnout include emotional exhaustion, depersonalization, and feelings of lack of competence or success in one's work. Burnout can lead to depression, anxiety and substance abuse disorders.

Resilience: The ability to withstand and recover quickly from difficult conditions or situations. During training, Residents may face difficult patient care, educational or personal events which have the ability to negatively affect their Well-being. Decompressing after such situations, through conversation with peers, mentors or family, and self-care activities, can increase Resilience.

Well-being: Refers to the state of being healthy, happy and successful. Well-being may be positively increased by interacting with patients and colleagues at work, being intellectually stimulated and by feeling that one is making a difference/helping. In addition, self-care activities, including exercise, getting plenty of rest and connecting with others, is beneficial.

In order to promote and maintain wellness amongst residents, faculty and staff, THMEP, in coordination with TMC Health, will:

- Provide efforts to find joy in the practice of medicine by protecting time with patients, minimizing non-physician obligations, providing administrative support, promoting progressive autonomy and flexibility, and enhancing professional relationships.
- Provide careful attention to scheduling, intensity of work and work compression, impacting resident well-being.
- Evaluate and address work place safety data for residents and faculty members.
- Establish an ongoing Wellness Policies and Programs, to develop, coordinate and maintain institutional and program efforts to promote well-being and resilience, and to avoid, identify and intervene effectively against burnout.
- Ensure that residents are given the opportunity to attend medical, mental health and dental care appointments, including those scheduled during their working hours.
- Educate faculty members and residents in the identification of the symptoms of burn out, depression and substance abuse disorders. Educate residents and faculty members in recognizing such symptoms in themselves, as well as others, and how to seek appropriate care for themselves and for others.
- Create and maintain a supportive and blame-free environment that facilitates resident and faculty disclosure of concerns about themselves or others who are identified as possibly displaying signs of burnout, depression, substance abuse, suicidal ideation or potential for violence, to program director or other program leadership.
- Provide appropriate tools for self-screening regarding burnout and behavioral health problems.



**Tucson Hospitals
Medical Education
PROGRAM**

THMEP Policy on Resident and Faculty Wellness

- Provide access to confidential, affordable mental health assessment, counseling and treatment, including access to urgent and emergency care 24 hours a day, seven days a week.
- Ensure that each TMC residency program allows for an appropriate length of absence for residents unable to perform patient care responsibilities due to fatigue, illness, family emergencies, parental leave or other situations in which they are unable to attend work, without fear of negative consequences for the resident.
- Ensure that adequate coverage of patient care is made available, when a resident leave of absence becomes necessary for individual well-being.
- Encourage residents and faculty to lead healthy lives and make healthy choices that support them in their personal and professional growth.
- Ensure that residents and faculty have adequate time away from work to engage with family and friends, and to attend to personal needs and one's own health, including adequate rest, healthy diet and regular exercise.