



UNIVERSITY OF CALGARY

DEPARTMENT OF FAMILY MEDICINE RESIDENT WELLNESS POLICY

Classification Residency Training	Table of Contents Purpose 1 Scope 2 Definitions 3 Policy Statement 4 Responsibilities 5 Contacts 6 History 7
Approval Authority Department of Family Medicine Post-Graduate Executive Committee (PGEC)	
Implementation Authority Post-Graduate Director, Family Medicine	
Effective Date January 2008	
Latest Revision December 18 th , 2014	

- Purpose** 1 The Residency Program recognizes that there are many elements to Resident wellness, and understands that there are many pressures placed on Residents during their training.
 Not only are there demands of call, exams, longitudinal projects, and arranging electives and holidays, but there are also external forces and stressors acting such as family, finances, moving to an unfamiliar environment, and personal health.
 As Residents graduate from being a clinical clerk, they continue to work diligently, assume greater responsibility for patients and professionalism, and pressures mount with respect to licensing and preparedness for careers after Residency. Unfortunately, on occasion, there persists a culture of competitiveness and intra-professional disrespect which can result in intimidation and harassment, excessive demands, insecurity, and anxiety for Residents.
 This culture, when encountered, may also teach Residents to deny feelings of being overwhelmed, fatigued, or stressed. Fortunately, the professional colleges, Resident associations, and University Departments of Medicine all recognize the need to act against these attitudes and beliefs
 It is the policy of all of the Post-Graduate Programs at the University of Calgary that Resident well-being is the number 1 priority.
- Scope** 2 This policy applies to Residents in all Family Medicine Programs at the University of Calgary Department of Family Medicine.
- Definitions** 3 In this Policy:
 a) "Wellness" relates to the residents' physical, emotional and professional wellbeing.
- Policy Statement** 4 **4.1** The Resident wellness policy should be reviewed, edited and accepted with

