



UNIVERSITY OF CALGARY

POSTGRADUATE MEDICAL EDUCATION Operating Standard on Learner Wellness

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Approval Authority PGME Committee	
Implementation Authority Associate Dean, PGME	
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Preamble

1 *Physician well-being refers to the optimization of all factors affecting biological, psychological and social health and preventing or treating acute or chronic diseases experienced by physicians including mental illness, disabilities and injuries resulting from work hazards, occupational stress and burnout .(WMA statement 2017)*
<https://www.wma.net/policies-post/wma-statement-on-physicians-well-being/>

Postgraduate Medical Education (PGME) strives to ensure that learners work and learn in an environment that promotes physician wellness. All learners are entitled to a physically, emotionally, intellectually and psychologically safe environment. Learners must have access to resources to address wellness concerns that arise.

Definitions

2 “Associate Dean” means Associate Dean of Postgraduate Medical Education in the Cumming School of Medicine at the University of Calgary. The Associate Dean is the Faculty member responsible for the overall conduct and supervision of PGME within the faculty.

“CFPC” means the College of Family Physicians of Canada, the body responsible for accreditation, examination and Resident certification for CFPC programs.

“Clinical Fellow” as defined by CAPER is a post Residency trainee who is registered with the PGME Office of The Cumming School of Medicine and who, regardless of the source

of funding, is pursuing training which will NOT be evaluated by supervising faculty for the purpose of Canadian licensure, or certification by the College of Family Physicians of Canada, le College des Médecins du Quebec, or the Royal College of Physicians and Surgeons of Canada (RCPSC). Individuals pursuing an AFC (Diploma) with the RCPSC are also considered to be Clinical Fellows.

“CPSA means the College of Physicians and Surgeons of Alberta, the provincial regulatory authority responsible for the registration, regulation, and discipline of physicians in Alberta, Canada

“Medical Affairs” means the office within Alberta Health Services AHS responsible for professional credentials verification, clinical access provisioning, and administering the human resources transactions (including payroll) of the Resident Physicians’ Agreement.

“Program Director” means the person responsible for the overall conduct of a PGME Program in a discipline, and is responsible to the Associate Dean.

“Residency Training Program” means a RCPSC or CFPC accredited postgraduate medical education-training program in the Faculty of Medicine at the University of Calgary.

“Resident” means a physician registered in a PGME training Program administered by the Cumming School of Medicine at the University of Calgary and leads to RCPSC or CFPC certification.

“PARA” means the Professional Association of Resident Physicians of Alberta, the non-profit association that provides representation for physicians completing further training in a residency program

“PGME Learners” means all residents and all clinical fellows registered in PGME programs.

“Resident Physician Agreement” means the Agreement between the Governors of the Universities of Calgary, University of Alberta, Alberta Health Services and the Professional Association of Resident Physicians of Alberta. The Agreement describes the terms and conditions applicable to Resident Physicians related to the provision of health care services within a learning environment.

“RCPSC” means the Royal College of Physicians and Surgeons of Canada, the body responsible for accreditation, examination and Resident certification for RCPSC programs.

Scope **3** This Operating Standard applies to all learners in all programs administered by PGME

Operating Standard **4** ***PGME Responsibilities***

4.1 PGME will support a central wellness resource for learners, such as the Office of Resident Affairs & Physician Wellness (RAPW)

- 4.2 RAPW services are offered to learners in a safe and confidential manner. No information is disclosed outside RAPW without consent of the learner.
- 4.3 PGME central policies and operating standards must promote a safe learning environment and ensure access to appropriate wellness supports for learners. Relevant documents include but are not limited to:
 - PGME Policy on Resident Safety
 - PGME Policy on Resident Accommodations
 - PGME Operating Standards on the Safe Learning Environment
 - PGME Operating Standard on Fatigue Risk Management
- 4.4 RAPW will provide access to confidential individual counselling services, crisis intervention as required
- 4.5 RAPW will provide guidance and support for learner during periods of academic remediation or probation
- 4.6 RAPW will work collaboratively with organizations within and external to the Cumming School of Medicine to provide a comprehensive response to wellness issues. These organizations include:
 - CSM Office of Professionalism, Equity, Diversity and Inclusion
 - UME Student Affairs and Wellness
 - Alberta Medical Association Physician and Family Support Program
 - Well Doc Alberta
- 4.7 The Director of RAPW will serve as chair of the PGME Assessment Committee of Resident Accommodations
- 4.8 RAPW will support and develop wellness activities for learner or groups of learners
- 4.9 RAPW works with programs and learners to support peer-led wellness initiatives
- 4.10 PGME orientation will include information regarding wellness resources, including:
 - Office of Resident Affairs & Physician Wellness
 - AMA Physician Family Support Program
 - Directors of Resident Support
 - AHS Employee Assistance Program
- 4.11 PGME will maintain a website section with wellness updates and contact information to access RAPW
- 4.12 A clear separation will exist between PGME and RAPW. Confidential information shared with ANY member of RAPW will not be disclosed to PGME without the learner's consent.

5 Program Responsibilities

- 5.1 Program Committees are expected to address physician wellness within a discipline-specific context.

- 5.2 Program Directors and teaching faculty must be familiar with central policies, procedures and operating standards including but not limited to the following:
 - Operating Standard on the Safe Learning Environment
 - PGME Policy on Resident Safety
 - Operating Standard on Fatigue Risk Management
 - PGME Policy on Medical Learner Accommodations
 - PGME Policy on Leaves of Absence & Waivers of Training
 - AHS Resident Leaves of Absence Process
- 5.3 It is a shared responsibility between PGME, Resident and Fellowship Programs to ensure that learners are aware of CSM and community resources available to support wellness and address physical, social, and psychological safety
- 5.4 It is the responsibility of the Program to provide reasonable accommodations (i.e. organizing duty assignments, on-call schedules) as determined by the PGME Assessment Committee to enable learners to attend required medical appointments,
- 5.5 It is the responsibility of the Program to comply with the regulations related to resident duty hours as articulated in **Article 23** of the Resident Physician Agreement

6 *Learner Responsibilities*

- 6.1 Learners are encouraged to work collaboratively with Programs and PGME to advance a culture of physician wellness
- 6.2 Learners are encouraged to proactively seek assistance to address any physical, emotional or psychological issues that may adversely affect the learner, impact delivery of safe patient care, or disrupt functioning of the health care team.
- 6.3 Residents must adhere to regulations with regard to duty hours and on-call shifts as articulated in the Resident Physician Agreement
- 6.4 Learners are expected to bring concerns with regard to fatigue or impairment to the attention of the Program Director, Ombudsman, or RAPW
- 6.5 Learners must be familiar with relevant PGME policies including, but not limited to:
 - Operating Standard on the Safe Learning Environment
 - Operating Standard on Fatigue Risk Management
 - PGME Policy on Resident Safety
 - PGME Policy on Medical Learner Accommodations
 - PGME Policy on Leaves of Absence & Waivers of Training
 - AHS Resident Leaves of Absence Process

References:

PGME Operating Standard on Fatigue Risk Management

<https://cumming.ucalgary.ca/sites/default/files/teams/6/Operating%20Standards/pgme-operating->

PGME Policy on Resident Safety

<https://cumming.ucalgary.ca/sites/default/files/teams/6/policies/resident-safety-pgme-june2013->

v2.pdf

PGME Operating Standard on the Safe Learning Environment

<https://cumming.ucalgary.ca/sites/default/files/teams/6/Operating%20Standards/safe-learning-environment-operating-standard-pgme-nov20-v1.pdf>

PGME Policy on Leaves of Absence

<https://cumming.ucalgary.ca/sites/default/files/teams/6/policies/pgme-resident-leave-of-absence-policy-final-aug20-v1.pdf>

PGME Policy on Resident Accommodations

<https://cumming.ucalgary.ca/sites/default/files/teams/6/policies/pgme-resident-accommodation-policy-final-june20-v1.pdf>

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