

Well-Being Requirements Established by ACGME

Wellness Committee

ACGME Establishes Well-Being

- “Well-being requires that physicians retain the joy in medicine while managing their own real-life stresses. Self-care and responsibility to support other members of the health care team are important components of professionalism; they are also skills that must be modeled, learned, and nurtured in the context of other aspects of residency training.”



Responsibilities of Each Program

1. Enhance the meaning that each resident finds in the experience of being a physician, which includes
 - I. protecting time with patients
 - II. minimizing non-physician obligations
 - III. providing administrative support
 - IV. promoting progressive autonomy and flexibility
 - V. enhancing professional relationships

Responsibilities of Each Program

2. Attention to scheduling, work intensity, and work compression that impacts resident well-being
3. Evaluating workplace safety data and addressing the safety of residents and faculty members
4. Policies and programs that encourage optimal resident and faculty member well-being
 - Residents must be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.



Responsibilities of Each Program

5. Educate faculty members and residents to identify the symptoms of burnout, depression, and substance abuse in themselves or others and how to seek appropriate care.
 - Alert the program director or other designated personnel when concerned that another resident, fellow, or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence
 - Provide access to appropriate tools for self-screening
 - Provide access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.