

#DFCMReady2020

One-Pager

Fostering Wellness, Resilience & Safety in our Learners, in Ourselves

“Wellness is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity” World Health Organization

Before Wellness there is Safety:

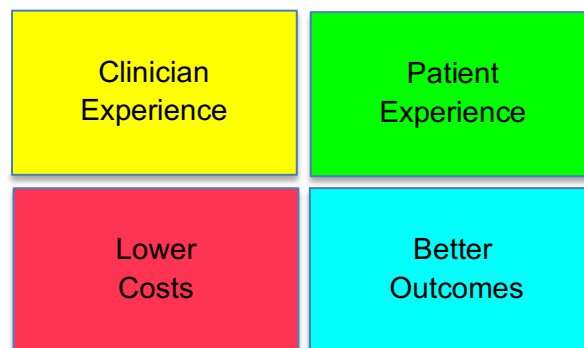
42 % of Family Medicine Residents have experienced **discrimination** at least **once** in the **past academic year** (*disrespectful behaviour, verbal assault, sexism, racism, religion, pregnancy related*). Learners require a **safe work environment** absolutely free from **intimidation** and **harassment**, with the ability to freely communicate their wellness needs. As preceptors, we must be cognizant of the factors that affect resident wellness and take steps to ensure the safety of learners when health or fatigue may be affecting the learner.

Increasing evidence is linking physician wellness to **patient outcomes, medical-legal risk, and the performance of healthcare teams**. **Burnout** has serious implications both *personally* and *professionally* and has been found to be **infectious**. While burnout is typically multifactorial it is often blamed on an individual's lack of resilience, but it is increasingly being recognized as a **system-level** problem caused by *excessive job demands* with *inadequate resources and support*.



Shanafelt TD, Noseworthy JH. Mayo Clin Proc. 2017;92-129-46.

Development and delivery of resident wellness curriculum will not only help prevent burnout, but it also engages residents, provides insight and skills to manage stress and promotes a culture of wellness. This curriculum supports the **Quadruple Aim** by contributing to:



In addition to promoting a culture of wellness, faculty must help identify residents who may be exhibiting signs and symptoms of burnout. To help support residents in crisis, a variety of resources can be accessed through:

- > DFCM website (**RED BUTTON**): <https://www.dfc.utoronto.ca/dfcm-red-button>
- > Postgraduate Wellness Office: <https://pg.postmd.utoronto.ca/current-trainees/while-youre-training/access-wellness-resources/>

STRATEGIES & SUSTAINABILITY

Micro	Meso	Macro
<ul style="list-style-type: none"> ◆ Self-reflection ◆ Balance and prioritizing personal values ◆ Finding pleasure & purpose ◆ Self-compassion ◆ Mindfulness ◆ Health Humanities/Narrative medicine 	<ul style="list-style-type: none"> ◆ Providing family physicians ◆ Baliant groups ◆ Resident retreats ◆ Social events/gatherings 	<ul style="list-style-type: none"> ◆ Resources for MDs dealing with medical error ◆ Screening tools ◆ Receptive to MD input ◆ Cultivating sense of teamwork and community ◆ Reducing workload

RESOURCES:

University	Website Link
Office of Resident Wellness, University of Toronto Postgraduate Medical Education 416-946-3074	https://pg.postmd.utoronto.ca/current-trainees/while-youre-training/access-wellness-resources/
Other Resources Available	
PARO 24 Hour Help Line, 866-HELP-DOC 1-866-435-7362	http://www.myparo.ca/helpline/ http://www.myparo.ca/during-residency/
OMA Physician Health Program 1-800-851-6606	http://php.oma.org/
ePhysicianHealth.com	https://ephysicianhealth.com
General Practitioner Psychotherapy Network of Toronto	https://www.mdpcac.ca
Your local Hospital Occupational Health Department	

REFERENCES:

1. CMPA
https://www.cmpa-acpm.ca/static-assets/pdf/about/annual-meeting/18_healthier_physicians_backgrounder-e.pdf
https://www.cmpa-acpm.ca/static-assets/pdf/about/annual-meeting/18_healthier_physicians_backgrounder-e.pdf
2. Learner Mistreatment document prepared by Dr. Patricia Houston, Dr. Sal Spadafora, findings taken from “voice of” student and resident survey conducted by the FoM in 2019 AFMC Canadian graduate Questionnaire (2007-2019) & MD Program End of Course Evaluation 2018-2019