

RESIDENT HANDBOOK

SECTION IX: HUMAN RESOURCES

RESIDENT WELLNESS

POLICY

- I. In the current healthcare environment, residents and faculty members are at increased risk for burnout and depression. Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician. Self-care is an important component of professionalism; it is also a skill that must be learned and nurtured in the context of other aspects of residency training.
- II. The Kirk Kerkorian School of Medicine at UNLV is committed to providing a safe environment and to protecting the health and welfare of patients, students, faculty, visitors, and employees as well as residents.
- III. Residents are expected to report to the Kirk Kerkorian School of Medicine at UNLV programs fit for duty, which means they are able to perform their clinical duties in a safe, appropriate, and effective manner showing concern, respect, care, and cooperation with faculty, staff, patients, and visitors.
- IV. The Kirk Kerkorian School of Medicine at UNLV encourages residents to seek assistance voluntarily before clinical, educational, and professional performance is affected.

RESIDENT RESPONSIBILITY

- I. Residents are responsible for reporting to the Kirk Kerkorian School of Medicine at UNLV fit for duty and able to perform their clinical duties in a safe, appropriate, and effective manner free from the adverse effects of physical, mental, emotional, and personal problems including impairment due to fatigue. Residents have a professional responsibility to appear for duty appropriately rested and must manage their time before, during and after clinical assignments to prevent excessive fatigue.
- II. Residents are responsible for assessing and recognizing impairment, including illness and fatigue, in themselves and in their peers.
- III. If a resident is experiencing problems, he/she is encouraged to voluntarily seek assistance before clinical, educational, and professional performance; interpersonal relationships or behavior are adversely affected. Residents who voluntarily seek assistance for physical, mental, emotional, and/or personal problems, including drug and alcohol dependency, before their performance is adversely affected will not jeopardize their status as a resident by seeking assistance.
- IV. Residents must maintain their health through routine medical and dental care and, if needed, mental health care. Non-urgent appointments may be scheduled in advance with appropriate permission using their allocated sick time.
- V. At no time will residents be denied visits for acute care for illnesses (physical or mental) or dental emergencies during work hours.

RESIDENCY TRAINING PROGRAM RESPONSIBILITY

- I. It is the responsibility of each program director and all faculty members to be aware of resident behavior and conduct.
- II. If a program director or faculty member observes physical, mental, or emotional problems affecting the performance of a resident, including impairment due to excessive fatigue, the member must take steps to verify the impairment and take appropriate actions.
- III. Chief residents should also be aware of the behavior and conduct of junior residents. If a chief resident observes physical, mental, or emotional problems affecting the performance of a resident, including impairment due to excessive fatigue, the chief resident should immediately notify the program director or designee.
- IV. Program directors are encouraged to implement a mental health screening tool at all semi-annual assessments that screen for burnout and/or depression. Suggested methods are the Adult Access, Priorities, Growth, Assistance, and Responsibility (APGAR); the Maslach Burnout Inventory/validated questions from the inventory; or other nationally validated instruments – lists available to program directors.
- V. It is the responsibility of the program to provide reasonable accommodations (i.e. duty assignments, on-call schedules) to enable the resident to participate in mandated counseling.
- VI. It is the responsibility of the program to provide opportunities for excessively fatigued residents to take therapeutic naps and to provide facilities for residents to sleep if too tired to return to their homes following clinical duties.
- VII. The program, along with the sponsoring institution, must educate faculty members and residents in identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. Residents and faculty members must also be educated to recognize those symptoms in themselves and how to seek appropriate care.
- VIII. The program, along with the sponsoring institution, must provide access to confidential, affordable mental health counseling and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.

RESOURCES AVAILABLE TO ALL RESIDENTS AND FELLOWS

- I. Physician impairment and substance abuse, counseling and psychological services
 - a. Resident physicians are provided a confidential means of seeking and obtaining treatment for addictive disease and mental or physical impairment. Subsequently the program director must be informed and will decide further action, if any. The program director will make all efforts to confirm the accuracy and the validity of the observations brought to the program director's attention. Added consultation should be obtained with the chair, the associate dean for graduate medical education (GME) and/or the dean of the Kirk Kerkorian School of Medicine at UNLV.
 - b. If further consultation is needed, the program director, in agreement with the resident, will pursue a course of action of referral of the resident to counseling and/or psychiatry services.
 - c. Non-compliance by the resident may justify relief from patient care responsibilities or may be an indication for utilizing the disciplinary process as described. (Disciplinary procedures for resident physicians, Kirk Kerkorian School of Medicine at UNLV and affiliated hospitals and Due Process Policy, Kirk Kerkorian School of Medicine at UNLV)

- d. The continuing service of the resident in patient care will depend upon expert advice regarding resident capability, degree of disability, and compliance with any planned treatment as determined by counseling/psychiatric evaluation and the program director. The program director has the responsibility to ensure that these guidelines are maintained.
 - e. Any continuing treatment will be monitored by the appropriate selected counseling/psychiatric entity or person, and the program director will be required to be aware of the outcome in determining the fitness of the resident to return to patient care responsibility.
 - f. During all phases of the counseling and consultation process, complete privacy and confidentiality for the resident must be maintained.
 - g. Contacts:
 - i. Nevada Health Professionals Assistance Foundation, 9811 West Charleston Boulevard Suite 2-382, Las Vegas, Nevada 89117 Peter Mansky, M.D., (702) 341-7278 or (702) 521-1398
 - ii. Ceridian LifeWorks Employee Assistance Program, Nevada System of Higher Education, 877-234-5151 or online at www.lifeworks.com (user ID: NSHE, password: EAP)
 - iii. The American Foundation for Suicide Prevention:
 - 1. National Suicide Prevention Lifeline: 1-800-273-8255
 - 2. CRISIS chat – text HELLO to 741-741.
- II. Resident Guidance and Counseling for corrective action, remediation, and assistance.
- a. If a serious and obvious emotional psychiatric issue exists, then a prompt specialized, psychiatric consultation should be obtained by the program/resident. Names will be provided by the GME office. If a social or maladaptive or gender/cultural/ethnic issue exists, (for example, sexual harassment), counseling regarding these concerns may be accessed through the associate dean for diversity and inclusion at 702-895-5580, or the office of diversity initiatives at 702-895-5580.
 - b. Contacts:
 - i. Employee Assistance Program (EAP) – LifeWorks through NSHE (or through any other insurance carried by resident) 877-234-5151 or online at www.lifeworks.com (user id: NSHE password: eap)
 - ii. Kirk Kerkorian School of Medicine at UNLV Department of Psychiatry and Behavioral Health
702-671-6475
 - iii. Office of GME
gme@medicine.unlv.edu
 - iv. Human Resources
hr.som@medicine.unlv.edu