

Wellbeing Policy

Approved/Effective Date: May 2024

We understand medicine as offering a professional life of unrivalled fulfillment. However, the realities of current practice environments can impair joy in work and even demoralize. We are committed to addressing barriers to trainee wellness: in the way training experiences are structured, and in the culture and processes of the learning environment.

1. The Yale Department of Psychiatry Adult Residency Program prioritizes the wellbeing of its trainees by supporting residents having necessary time away from work as follows:

- Vacation and Conference Time: Residents are provided 3 weeks of vacation and 1 week for attending professional conferences. If the 4th week is not needed for educational pursuits, it may be used as vacation.
- Leave Policy - Residents are encouraged to make full use of leaves of absences from residency when necessary for their own and/or a family member's wellbeing. The current program leave policy is available in MedHub.

2. The Yale Department of Psychiatry Adult Residency Program prioritizes the need for trainees to attend medical and dental appointments for themselves and their dependents. Our policy to assist trainees with attending these appointments is as follows:

- During psychiatry rotations, residents are asked to notify their rotation attending of upcoming appointments as far in advance as possible (recommend at least 2 weeks if missing a full day, and 1 week if missing more than 2 hours).
- During internal medicine rotations, interns are asked to notify the internal medicine chiefs, and their senior resident and/or attending of upcoming appointments 4 weeks in advance if possible so that coverage can be arranged if needed.
- During neurology rotations, interns are asked to notify the neurology chiefs, and their senior resident and/or attending of upcoming appointments 4 weeks in advance if possible so that coverage can be arranged if needed.
- Residents are not asked about the nature of these appointments, only about the timing and urgency as it relates to scheduling.
- Residents are not expected to make up time away from unit/placements due to medical/dental appointments.

3. The Yale Department of Psychiatry Adult Residency Program provides a pathway for safe transition of patient care when a trainee is fatigued or managing excessive clinical volume as follows:

- When providing overnight/on-call clinical care within the Psychiatry Residency, each resident shift has an assigned back-up resident who is available to transition responsibilities to in the event of fatigue, illness or

unexpected emergencies. To activate the back-up resident, the on-call resident notifies their Administrative Chief Resident, who then coordinates the process of transitions in care.

- An attending is assigned to each on-call shift to provide supervision and support to the resident on-call.
- The On-Call-Admission-Backup Role (OCAB) has been developed to provide added support to mitigate high volumes and acuity for residents on-call at Yale Psychiatric Hospital, where high volumes are most frequently anticipated. There are specific parameters for high volume/complexity for the resident on call to indicate when a resident on-call should contact the attending, who will either come in to provide assistance themselves or activate a moonlighting resident (OCAB) who will come on-site to provide clinical support for limited hours and be compensated for their support.
- The On-call resident at Yale Psychiatric Hospital is responsible for the provision of history and physical assessments of new admissions until midnight. After midnight they continue to provide clinical assessments (including safety assessments) and enter necessary orders for new admissions arriving after this time. Complete H&P exams for new admissions after 2am are completed by the primary team.
- When on call in the Crisis Intervention Unit (psychiatry emergency department), the resident on-call may contact the on-site attending for increased support at any time. The PGY2 resident on call at CMHC may be activated to provide additional support to the CIU resident for a portion of the evening during times of increased patient care needs.

4. The Yale Department of Psychiatry Adult Residency Program is committed to introducing our trainees to wellbeing supports early in training.

- Yale Psychiatry residents are oriented to the Yale University Employee Assistance Program (see below) and how to access these services during annual orientations beginning their intern year. They are encouraged to utilize these services for support in times of crisis.

5. The Yale Department of Psychiatry Adult Residency Program prioritizes the mental health of our trainees by:

- Psychiatry Residents and their household members, as employees of Yale University, have access to the Yale University Employee Assistance Program (EAP). This includes access to up to 6 free confidential counseling sessions per issue as well as access to digital technology to support their wellbeing including the Sanvello app and up to 6 free sessions per issue via Talkspace. EAP services are free, confidential, and provided via Optum (a company Yale University has contracted with to provide this service).
 - A licensed psychologist on-site through Optum, is available for solution-focused consultations around anxiety, depression, stress management, work life issues and beyond for a limited number of sessions via EAP.
 - More information regarding EAP services for residents and their household members is available via: <https://your.yale.edu/work-yale/benefits/yale-signature-benefits#sb-personalwellness>
- Psychiatry residents have access to mental health care paid for via their elected insurance provider.
- In the 2023/2024 academic year, the Psychiatry Residency Program will develop a Yale Psychiatry Residency Wellbeing Website to effectively communicate to residents the resources available in prioritizing their wellbeing. The website will include:
 - Updated information regarding wellbeing events and resources within the Department, Medical School and Hospital
 - Access to relevant policies and procedures (such as leave and wellbeing policy)
 - Free online self-screening tools related to mental health symptoms and burnout
 - Screening tools and supports for the identification and treatment of substance use disorders
 - Resources for strategies in navigating fatigue mitigation
 - Publication of available concern pathways available to residents through GME (GME concern line, GME Wellbeing Director, GME DEI Director), Department of Psychiatry and Yale University

6. The Yale Department of Psychiatry Adult Residency Program prioritizes fatigue mitigation for our trainees by:

- Providing regular education about best practices for fatigue mitigation developed via the GME office. These resources are reviewed annually during annual program-wide trainings and are accessible via the wellbeing website.
- Costs for transportation to allow fatigued residents to both return home safely post call and then return to pick up their vehicle due to fatigue, are paid for by the residency program.

7. The Yale Department of Psychiatry Adult Residency Program prioritizes program-specific support of trainees by:

- Each resident is assigned a dedicated Associate Program Director (APD) for the duration of their residency. They meet with their assigned APD individually at a minimum 2 times per year to discuss learning needs, progress in training and provide guidance in connecting with mentors and supports during residency, and more frequently where desired or needed.
- The ACIST (Alert and Critical incident Support Team) program, led by Drs. Madelon Baranoski PhD and Charles Dike MD, provides a proactive resource for residents after a critical incident or personal challenge. The program does not offer therapy or legal advice. Rather, it provides a sounding board, and an opportunity for information gathering, processing an event and its aftermath, and facilitates connections to resources in the university, community, and state.
- Resident-driven organizations to foster community and support include resident affinity groups and interest groups. These groups are provided annual funds to support their work.
- Annual retreats will be held for each residency class as well as an annual program wide retreat to enhance resident community and wellbeing.
- The residency program has developed a Wellness Chief Resident position, whose role it will be to advocate for improving trainee wellness within the department including but not limited to the way training experiences are structured, and in the culture and processes of the learning environment; to serve as a liaison between trainees, department administration and the Graduate Education Committee; and to work collaboratively with the Wellness Taskforce team in making tangible changes to promote wellbeing.
- The residency program has developed an annual Wellness Fund to be used to support the wellbeing needs of residents. Utilization of these funds will be overseen in collaboration with the Wellness Chief Resident and Wellness Task Force.

8. The Yale Department of Psychiatry Adult Residency Program builds opportunities for our trainees to share concerns about their working and learning culture and climate as follows:

- Available concern pathways through GME (GME concern line, GME Wellbeing Director, GME DEI Director) are reviewed within the annual program orientation and will be made available to residents via the Wellbeing Website
- The program will continue the process of systematically re-evaluating its evaluation process through a residency Evaluation Workgroup whose membership includes residents, faculty and curriculum leaders.
- The Department of Psychiatry Graduate Education Committee meets weekly in support of overseeing and improving the learning experiences and policies of the residency program. This committee includes resident representatives from each training year, Chief Residents for Program Administration and Diversity and Inclusion, as well as faculty and program leadership representation. This Committee regularly reviews data from multiple sources with regards to learning culture and climate and identifies strategies for intervention.