



Resident Wellness Policy

Preamble

The Obstetrics and Gynaecology Residency Program at the University of British Columbia is committed to the promotion of health, safety and wellbeing of all residents in a positive learning environment that promotes residents wellness.

The [UBC PGME Resident Wellness Office](#) outlines many of the pressures, both professional and personal that residents will face throughout their residency. This includes but not limited to:

- Physical
- Mental/Emotional
- Spiritual
- Social
- Occupational
- Equity, Inclusion & Diversity
- Financial

This policy is a program specific addition to the UBC PGME policies and procedures regarding Resident [Health, Safety and Wellness](#).

Purpose

The purpose of this policy is to display the commitment of the Obstetrics and Gynaecology Residency Program to the wellness of its residents and to deliver a mechanism to inform the residents of potential risks to wellness and establish procedures to guide residents through the resources that are available.

Roles and Responsibilities for Resident Wellness

Obstetrics and Gynaecology Resident

The residents must engage in reflective self-assessment of one's wellness being mindful of:

- Current physical, mental/emotional, occupational, and social stresses and how they may be affecting one's overall wellness
- Be aware of and willing to participate in the various wellness resources that are made available to them:
 - [UBC Resident Wellness Office](#)
 - Resident Doctors of BC
 - Physician Health Program
 - [Employee Wellness](#)



Obstetrics and Gynaecology Residency Program

It is the responsibility of the Residency Program to ensure that all residents have been made aware through formal and informal instruction, as well as during the course of daily clinical interaction, of the wellness issues of particular notice in obstetrics and gynaecology. These include, but are not limited to:

- Acute and chronic fatigue
- Resident mistreatment
- Substance use and dependence

The program will also provide residents with resources for wellness during call protected social and educational events, including Resident Retreat, Resident Winter Wellness Retreat and Resident Wellness Days (twice per academic year).

Acute and Chronic Fatigue

The Residency Accreditation Consortium general standards for residency programs defines “fatigue risk management” as a set of ongoing fatigue prevention practices integrated throughout all levels of an organization to monitor, assess, and minimize the effects of fatigue and associated risks. This practice is outlined in the UBC Obstetrics and Gynaecology Residency Program Fatigue Risk Management Policy.

Resident Mistreatment

“Mistreatment” is defined as inappropriate comments or conduct targeted towards or about an individual which the person knew or reasonably ought to have known would cause the individual to be humiliated or intimidated. The UBC Obstetrics and Gynaecology Residency Program is committed to developing and maintaining a learning environment conducive to resident and faculty development. The program's commitment is outlined in the [UBC Obstetrics and Gynaecology Guidelines on Workplace Bullying and Harassment](#) and is supplemented by the [UBC Postgraduate Medical Education policies](#) related to Mistreatment and Education Environment.

Substance Use

Research has clearly demonstrated that Obstetrics and Gynaecology residents are at increased risk of Substance Use Disorders (SUDs). The Canadian Medical Association, as well as the Royal College of Physicians and Surgeons of Canada code of ethics clearly describe that Residents have a responsibility to themselves, to the public, and to the profession to practice appropriate self-care, to care for colleagues, and to protect patients. Additionally, in British Columbia “a registrant must report in writing to the college if the registrant, on reasonable and probable grounds, believes that the continued practice of a designated health professional by the other person might constitute a danger to the public (Health Professions Act 32.2.1.)” This duty is explored in the CPSBC Duty to Report.

Resources available to residents who are suffering with substance use or who suspect a colleague is suffering with substance use are available at:

- [UBC Resident Wellness Centre](#)
- Physician Health Program
- [Employee Wellness](#)



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