



Policies and Procedures

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| Policy MFMR03 | Physician Well-being |
| Effective Date: | 09/26/2022 |
| Reviewed/Revised Date: | |
| PEC Approval Date: | 09/26/2022; 10/13/2023 |
| References: | Covenant Benefits |

Purpose

The purpose of this policy is to establish guidelines in accordance with the ACGME requirements to create and maintain a learning and working environment with a culture of respect and accountability for physician well-being.

Scope

This policy applies to the Methodist Medical Family Medicine Residency Program in all clinical learning environments, including all participating site or away rotation sites. Faculty, residents and all members of the healthcare team share responsibility for the well-being of each other.

Well-being of residents and faculty members

Methodist Medical Family Medicine Residency Program will assure the well-being of its residents and faculty members through

- Lectures regarding well-being and physician burnout.
 - How to identify burnout/fatigue
 - Breathing Exercises
 - Gratitude Journaling
- The resident lounge can be to retreat and relax
- Annual retreats will occur annually and will be chosen by the Wellbeing Committee that is led by residents.
- Volunteer peer-to-peer buddy system for accountability
- Attention to scheduling, work intensity that impacts resident well-being,
- Evaluating workplace safety data and addressing the safety of residents and faculty members,
- Optimal physician well-being,
 - Residents will be given the opportunity to attend medical, mental health and dental care appointments, including those scheduled during their working hours.
- Encourage residents and faculty members to alert the Program Director or other designated personnel when they are concerned that another resident or faculty member may be displaying signs of burnout, depression, a substance abuse disorder, suicidal ideation, or the potential for violence;
 - Tennessee Medical Foundation 615-467-6411
 - Call 615-467-6411 24-hours for help

- [Forms & Resources – Tennessee Medical Foundation \(e-tmf.org\)](https://www.e-tmf.org)
- In the circumstance in which residents may be unable to attend work, including but not limited to fatigue, illness, family emergencies and parental leave, the Methodist Medical Family Medicine Residency Program will allow an appropriate length of absence for residents unable to perform their patient care responsibilities.
- The program has procedures in place to ensure coverage of patient care;
 - These policies will be implemented without fear of negative consequences for the resident who is or was unable to provide the clinical work.

Wellness Benefits with Covenant Health

WeCare

WeCare is best known for providing financial assistance to patients and to our Covenant Health employee family. Contributions can be used to help patients who may need help paying for medications or personal items. Or they may be designated for an employee assistance fund to help colleagues facing unexpected personal or family expenses.

Employee Discounts

As a Covenant Health employee, you get exclusive discounts to some of our area's top attractions and entertainment options, including:

- Dollywood
- Fort Sanders Health & Fitness
- With an account at Covenant Health Federal Credit Union (CHFCU), you get discounts to Zoo Knoxville, Ripley's Aquarium, and Regal Cinema.
 - Covenant Health Credit Union is a full-service financial institution whose non-profit status allows them to offer competitive loan and savings rates.

Tobacco Cessation Program

We know quitting tobacco can be hard. That's why we pay for you to have resources that can help.