

Resident Wellness and Safety

Wellness

Working in any area of Medicine is stressful. Psychiatry is not an exception. Self-care and maintenance of wellness are professionalism competencies within the CanMEDS framework. Residents are expected to be aware of their wellbeing, particularly when emotional or other medical difficulties are interfering with their ability to care for patients.

Our program has multiple assistance resources for stress at work or life outside of work. Residents are encouraged to talk with whomever they feel most comfortable or whomever they think will be best able to help them with a particular difficulty.

Options include:

- **Resident and Faculty wellness representatives** for each PGY year
- **The Program Director and Associate Program Director**
- **The Learner Experience Office (LEO)** at Schulich, which is also a potential gateway to other resources such as therapists or doctors in the community who can provide further confidential assistance. (email: learner.experience.schulich.uwo.ca)
- **Any faculty who the resident feels comfortable talking with**
- **Chief resident and resident body president**

Residents have 2 half-day and 2 full-day retreats over the academic year. These are opportunities to spend time with your colleagues outside of work and engage in relaxing or regenerative activities.

The Psychiatry Wellness Committee meets monthly to discuss any concerns related to wellness in the learning environment. All faculty and resident wellness representatives are on the committee. This committee also organizes resident retreats.

Current membership of the Wellness Committee

Wellness Committee Terms of Reference

Psychiatry and PGME have several policies relating to resident wellness:

- [Psychiatry Resident Wellness Policy](#)
- [Critical Incident Policy](#)
- [Resident in Distress Policy](#)
- [Fatigue Risk Management Guideline](#)

Absence from Duties/Leaves

If you miss work because you are suddenly feeling unwell, you must notify your supervisor and the PGE office as soon as possible, usually before the workday starts.

If you are on call and cannot attend due to illness or other unforeseen circumstances, you should find another resident to trade with you, then inform the chief resident and PGE. If you cannot find someone to fill in for you, then the chief resident may be able to find a backup resident, but this is **not** the default process. *It is a matter of professionalism and consideration for your colleagues to find coverage whenever possible, especially if you know you in advance that you cannot be on call.*

When a resident has experienced significant difficulties or medical problems, a leave may be necessary. Any leaves longer than 5 working days must be supported by medical documentation. If a resident takes more than 5 working days away from work, then they should meet with the Learner Experience Office for support and to determine what accommodations and time away from work may be necessary. The program director will usually recommend that a resident discuss any extended leaves or accommodations with the Learner Experience office. The staff of the LEO are a neutral third party with whom residents should feel comfortable discussing personal details that they might not want to discuss with a supervisor and/or future work colleagues.

Policies regarding leaves of absence from training:

[Psychiatry Policy on Leave Due to Illness](#)

[PGME request for accommodations guidelines and process](#)

[PGME Leave of Absence \(LOA\) Guide](#)

PARO

The Professional Association of Residents of Ontario (PARO) is the professional association that protects residents' rights and wellbeing during residency training. Answers to many questions about leaves, policies about call and work hours can be found in the PARO contract:

<https://myparo.ca/your-contract/>

Safety

Safety in residency training is defined by the RCPSC and Schulich as being physical, psychological, medicolegal and cultural. The psychiatry program holds the maintenance of all these areas of safety as a high priority given the nature of work in our specialty.

The Safety Committee oversees safety in the residency program and all its training environments. Any concerns about safety should be communicated to PGE, the program director, the associate program director or the RPC wellness and safety lead. It is extremely important that safety concerns are communicated so they can be addressed. Safety concerns are brought to the safety committee to be addressed.

[Psychiatry Safety Committee Terms of Reference](#)

Please refer to these documents for more information on safety in the residency program:

[Psychiatry Safety Policy](#)

[Schulich PGME Safety Policy](#)