The Learning and Working Environment

• Commitment to the well-being of residents, faculty members, students, and all members of the healthcare team
• Supporting the development of professionalism
• Eliminating burdensome documentation requirements
• Attention to patient safety and resident/faculty well-being
• Use of appropriate flexibility as a shared responsibility of the program and residents
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The Learning and Working Environment

- **Patient Safety, Supervision, and Accountability**
- Professionalism
- **Well-Being**
- Fatigue Mitigation
- Clinical Responsibilities, Teamwork, and Transitions of Care
- Clinical Experience and Education
Supervision and Accountability

• The program, faculty, and residents actively participate in a culture of patient safety

• Supervision by an identifiable, credentialed, and privileged attending or LIMP
  • Availability of this information to all residents, faculty, and other members of the health care team

• Supervision based on the resident’s level of training and ability and the patient’s complexity and acuity

• Ensuring each resident knows their limits and the circumstances in which they can act with conditional independence
Supervision and Accountability

• The program, faculty, residents, and fellows should actively participate in a culture of patient safety

• Supervision of residents by an identifiable, credentialed, and privileged attending or LIMP
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Professionalism

• Learning should be accomplished:
  • Without reliance on residents for non-physician obligations
  • With manageable patient care responsibilities
  • In a culture of professionalism that supports patient safety and personal responsibility

• The professional obligation of residents and faculty to be appropriately rested to provide the care required by their patients
  • Assurance of being fit for work
  • Management of their time before, during, and after clinical assignments

• The obligation for recognition of impairment from illness, fatigue, or substance use in themselves, their peers, and other members of the healthcare team
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Well-Being

• Self-care is a responsibility of professionalism
  • A skill that must be nurtured in the context of residency training

• Programs should address well-being as they do other aspects of resident competence

• Program responsibilities:
  • Enhancing the meaning that residents should find in the experience of being a physician
  • Provision of administrative support
  • Promotion of progressive autonomy
  • Enhancement of professional relationships
Well-Being

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Well-Being, cont’d

• Responsibilities, cont’d
  • Attention to work intensity and work compression
  • Addressing the personal safety of residents and faculty
  • Evaluating personal safety data of residents and faculty
  • Optimization of resident and faculty well-being
  • Opportunity for residents to receive medical care during scheduled work
  • Education of residents and faculty in identification of the symptoms and signs of burnout, depression, and substance use
    • And the recognition of these signs in themselves
  • Encouraging residents and faculty to alert the program director or other designated official with concerns about a faculty member or resident
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Well-Being, cont’d

• Responsibilities, cont’d:
  • Provision of tools for self-screening
  • Access to confidential, affordable mental health care 24 hours a day, 7 days a week
  • Education of residents/faculty in recognition of fatigue or sleep deprivation
  • Education of residents/faculty in fatigue mitigation strategies
  • Immediate coverage for a resident who is unable to attend work from illness, fatigue or family obligations

• Resident choice in the care of a single patient

• Resident adherence to the 80-hour maximum weekly limit of work
Well-Being, cont’d

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• Resident adherence to the 80-hour maximum weekly limit of work
Well-Being, cont’d

• Responsibilities, cont’d:
  • Provision of tools for self-screening
  • Access to confidential, affordable mental health care 24 hours a day, 7 days a week
  • Education of residents/faculty in recognition of fatigue or sleep deprivation
  • Education of residents/faculty in fatigue mitigation strategies
  • Immediate coverage for a resident who is unable to attend work from illness, fatigue or family obligations

• Resident choice in the care of a single patient

• Adherence to the 80-hour maximum weekly limit of work for residents