

# 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

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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

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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



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