

**UNIVERSITY OF FLORIDA/JACKSONVILLE
PEDIATRIC RESIDENCY PROGRAM**

Effective Date: 01/01/2017	Subject: Wellness Policy	Page 1 of 2
Date Reviewed: 01/24/2017; 4/4/2021		Revised Date: 04/24/2019; 3/3/2021; 4/4/2022
PD Approval Date: 01/01/2017	DIO Approval Date:	File Location:
Approved by: Ayesha Mirza, MD	DIO:	

Our Vision: UF Jacksonville Pediatric residents are active participants in the cultivation and maintenance of their own wellness. Resident Wellness acts as a supporting partner.

Our Mission: To organize and facilitate support for residents' well-being while also responding to unique individual and group challenges.

Our Purpose: Residents work hard for long hours in high stress environments, as a result, there can be a major impact on the individual's well-being and influence ability to care. Residents would benefit personally and professionally by mitigating that high stress with counter-activities and connecting them with outlets for support. Our residents have asked for attention to wellness in four domains; mental, physical, social, and financial. We have responded with scheduled activities, guest experts, wellness advocacy, and providing self-driven resources. This framework can adapt as needs change over time and as situations arise.

Multiple resources are available to residents addressing wellbeing. These include program wellness activities, Resident Assistance Program (RAP), Health Advocate (EAP), listings of medical providers and urgent care sites as well as link to the Duval County Medical Society physician wellness program. The University of Florida, College of Medicine, Jacksonville also provides several services through the onsite Center for Healthy Minds and Practice (CHaMP). Services include unlimited free mental health counseling, crisis management, group debriefs for adverse events, peer counseling, marital counseling, and other wellness activities which include things like discounted massages. A detailed list of different wellness resources and healthcare providers is also available for easy access to all trainees at: <https://pedsjax.com/wellness/>

In addition, we developed a specific brochure detailing all the above resources with contact information for dissemination to the class of 2023 and beyond.

Fatigue mitigation is discussed on an ongoing basis with residents during the resident meeting. In the event that a resident is unable to perform their patient care responsibilities, due to an unexpected absence for any given reason (fatigue, illness, family emergency, mental health issue, etc.) alternate coverage arrangements are made to ensure there is no interruption of patient care, while at the same time, the resident is given the time needed to recover and be fit to return to work. We have a resident back up system to provide coverage in the immediate short term. Faculty are also available to provide coverage. If the resident needs to be out for longer than a couple of days, this is accommodated by making changes in the block rotations. Virtual elective options were also made available to residents particularly during the COVID-19 pandemic in case they were not physically ill but required to be in quarantine so that they could continue with their learning and vacation and sick leave time could be preserved. These will continue to remain an option when needed even beyond the pandemic.

Previously, for residents needing maternity/paternity leave beyond their allocated vacation and sick time, we had a newborn elective in place for several years. This allowed residents the flexibility to take care of their family needs without the undue pressure to return to work when they may not be

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ready. This elective was used by multiple residents every year. They were required to do a brief presentation on a newborn topic of their choice upon return from this elective. They would also take a few days of call/back up during this time, but did not have any other major clinical responsibility.

In line with the updated institutional policy on parental/caregiver/medical leave policy, once during each resident's/fellow's training period, 4 weeks of paid leave will be provided for this purpose, which can be used in conjunction with 2 weeks of sick leave for a total of 6 weeks of paid leave without requiring extension of their training period, as long as they are otherwise on track with residency requirements and milestones.

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