

LEHIGH VALLEY HEALTH NETWORK
Department Manual
GME Policy - Trainee and Faculty Well-Being Policy

SCOPE:

Lehigh Valley Health Network (LVHN) adopts this policy for the following selected licensed entities:

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| <input checked="" type="checkbox"/> Lehigh Valley Hospital | <input type="checkbox"/> Transitional Skilled Unit |
| <input type="checkbox"/> Lehigh Valley Hospital – Dickson City | <input type="checkbox"/> Lehigh Valley Home Care |
| <input type="checkbox"/> Lehigh Valley Hospital – Hazleton | <input type="checkbox"/> Lehigh Valley Hospice |
| <input type="checkbox"/> Lehigh Valley Hospital – Pocono | <input type="checkbox"/> Pocono VNA / Hospice |
| <input type="checkbox"/> Lehigh Valley Hospital – Schuylkill | <input type="checkbox"/> Lehigh Valley Home Care – Schuylkill |
| <input type="checkbox"/> LVHN Children’s Surgery Center | <input type="checkbox"/> Lehigh Valley Home Care – Hazleton |
| <input type="checkbox"/> LVHN Surgery Center – Tilghman | |
| <input type="checkbox"/> Lehigh Valley Hospital – Coordinated Health Allentown | <input type="checkbox"/> Lehigh Valley Hospital – Coordinated Health Bethlehem |
| <input type="checkbox"/> LVHN Ambulatory Surgery Center of Lopatcong (NJ) | <input type="checkbox"/> LVHN East Stroudsburg Ambulatory Surgery Center |

II. POLICY:

Well-Being Policy Statement

LVHN’s residency and fellowship training programs are committed to the well-being of our trainees and of our faculty. Our programs, in partnership with LVHN, ensure healthy and safe learning and working environments that promote trainee well-being. Both physical and emotional well-being is encouraged and supported. Trainees, as well as faculty, are encouraged to take advantage of the programs offered by LVHN to enhance health and well-being. The following policy describes the various mechanisms by which LVHN adheres to ACGME Institutional and Common Program Requirements related to trainee well-being, and the resources available to trainees and faculty.

Health & Well-Being Resources

A listing of resources available to all LVHN colleagues is available in the “Colleague Resource Center”, which can be found by clicking on the LVHN desktop’s SSO Application and following these prompts: LVHN CRC-Lawson > Benefits > My Total Health > My Total Health Brochure. Here you will find options for dozens of free programs. Offerings include free membership at LVHN Fitness Centers, discounted Gym Pass membership for use at other gyms nationwide, stress reduction programs, and massage therapy.

Additional information and programs available to network physician colleagues can be found on the Valley Preferred website, our preferred provider organization, which supports a variety of programs focused on well-being. These resources and tools can be accessed on the web at: [Physician Well-Being \(valleypreferred.com\)](http://Physician Well-Being (valleypreferred.com)).

Specific Programming:

Well-Being Index

The Well-Being Index (WBI), developed by the Mayo Clinic is a web-based survey tool that can be used to evaluate wellness in just seven questions. Trainees are encouraged to take the survey quarterly to self-assess and be connected with valuable tools and resources relating to wellness. Cohort data can also be reviewed for surveys providing program leadership with critical information and trends on the wellness of residents and fellows.

Employee Assistance Program

Confidential and free counseling services are available through the Employee Assistance Program (EAP). All incoming trainees are scheduled for an initial visit with EAP, within the first few months of

residency/fellowship training, to familiarize trainees with their services. Future appointments are again, confidential, and should be scheduled independently by trainees, as needed.

Physician-4- Physician Peer Mentor Program

LVHN sponsors a Physicians-for-Physicians (P4P) Peer Support Program. The program assists any clinician who is experiencing stressors, especially those brought on by their professional roles. This is a select group of specially trained caregivers and mentors, who are available to assist peers, including our trainees, who are in need and looking for assistance or advice. This program can be accessed confidentially through <http://www.preferreddeap.org/> 610-433-8550.

Fatigue Mitigation: Education

LVHN programs educate all faculty members and residents to recognize the signs of fatigue and sleep deprivation and educate all faculty members and residents in alertness management and fatigue mitigation processes. One way this is accomplished is by having trainees and core faculty complete an annual e-learning module on sleep, alertness, and fatigue mitigation (SAFER Training). Programs will adhere to programming and policies that are designed to mitigate fatigue and keep both the trainee and patients safe. Programs encourage trainees to use fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning, and work to ensure there are no negative consequences and/or stigma for using fatigue mitigation strategies.

Fatigue Mitigation: Sleep Facilities

Safe, quiet, clean, and private sleep/rest facilities are available and accessible to all faculty and trainees, who may be too fatigued to safely drive home after a shift. Trainees should communicate with program leaders should need arise to use a sleep room.

Fatigue Mitigation: Safe Transportation Options

Each LVHN program has in place mechanisms for trainees who may be too fatigued to safely return home. Available mechanism(s) are communicated to trainees upon orientation to the program and options are reiterated and/or available for trainees to review throughout the academic year.

Food

Trainees have access to healthy food and beverage options in the cafeteria at all LVHN campuses, including 24/7 service options. Trainees should reference [LVHN's GME Resident Meals Policy](#).

Security/Safety Measures

Security escorts are available to walk colleagues to their car by calling 555.

Lactation Facilities

Clean and private facilities for lactation, as well as lactation pods, are available at all sites for all colleagues, with proximity appropriate for safe patient care.

Education and Leadership Retreats

Annually, many residency and fellowship programs host retreats for faculty and trainees to attend. These retreats often focus on leadership well-being, camaraderie, and professional fulfillment.

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Self-Care

Trainees have the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their work hours. Trainees must follow the program's procedures for scheduling and notification of these appointments.

Health Concerns and Counseling

We encourage anyone who needs help with a personal problem such as stress, depression, or substance use, to utilize counseling services via EAP (as noted above). This program provides professional and confidential assistance to fellows faced with emotional, physical, or substance use problems. Full-time and part-time employees at LVHN receive five free counseling sessions per year. <http://www.preferredcap.org/> 610-433-8550.

Impairment

Trainees and faculty members must demonstrate an understanding of their personal role in the provision of patient- and family-centered care; safety and welfare of patients entrusted to their care, including the ability to report unsafe conditions and adverse events; assurance of their fitness for work, including management of their time before, during, and after clinical assignments; and recognition of impairment, including from illness, fatigue, and substance use, in themselves, their peers, and other members of the health care team.

All residents and faculty members must demonstrate responsiveness to patient needs that supersedes self-interest. This includes the recognition that under certain circumstances, the best interests of the patient may be served by transitioning that patient's care to another qualified and rested provider.

Annually, trainees sign an attestation demonstrating their understanding of this responsibility. Any issues related to impairment must be communicated to the Program Director immediately.

Crisis Resources

Trainees are encouraged to alert the Program Director or faculty mentor when they have concern for themselves, a fellow colleague or a faculty member displaying signs of burnout, depression, substance abuse, suicidal ideation or potential for violence.

If you are in crisis, please call the [National Suicide Prevention Lifeline](#) at 1.800.273.TALK (8255) or contact the [Crisis Text Line](#) by texting TALK to 741741.

A "Crisis Emergency Services" flyer outlining the numerous crisis resources and reporting mechanisms available is posted on the [GME Intranet Resident & Fellow Resources Homepage](#).

Professionalism

Programs, in partnership with LVHN, must provide a professional, equitable, respectful, and civil environment that is free from discrimination, sexual and other forms of harassment, mistreatment, abuse, or coercion of students, residents, faculty, and staff. Programs, in partnership with LVHN, have process(es) in place for education of residents and faculty regarding unprofessional behavior and a confidential process for reporting, investigating, and addressing such concerns.

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Trainees have multiple mechanisms for reporting issues related to well-being, professionalism, harassment, mistreatment, abuse and safety. Available mechanism(s) are communicated to trainees upon orientation to the program and options are re-iterated and/or available for trainees to review throughout the academic year.

A “Where to Find Help” document outlining the numerous resources and reporting mechanisms available is posted on the [GME Intranet Resident & Fellow Resources Homepage](#).

Accreditation Council for Graduate Medical Education

Tools and resources for trainee and faculty well-being:

<https://www.acgme.org/What-We-Do/Initiatives/Physician-Well-Being/Resources>

II. DEFINITIONS: N/A

III. PROCEDURE: N/A

IV. REFERENCES: N/A

V. ATTACHMENTS: N/A

DISCLAIMER:

This policy and the implementing procedures are intended to provide a description of recommended courses of action to comply with statutory or regulatory requirements and/or operational standards. It is recognized that there may be specific circumstances, not contemplated by laws or regulatory requirements that make compliance inappropriate. For advice in these circumstances, consult with the Departments of Risk Management and/or Legal Services, as appropriate.

REVIEW:

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