



NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL TEAM MEMBERS ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE TEAM MEMBER HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PRISMA HEALTH AND/OR ITS AFFILIATED ENTITIES RETAIN THE SAME RIGHT.

WELL BEING

Approved Date: 05/24/2021	Effective Date: 07/01/2021	Review Date: 07/01/2027
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Scope: (Check which locations apply to this policy)

Prisma Health-Midlands		Prisma Health-Upstate	
X	Prisma Health Baptist Hospital	X	Prisma Health Greenville Memorial Hospital
X	Prisma Health Baptist Parkridge Hospital	X	Prisma Health Greer Memorial Hospital
X	Prisma Health Richland Hospital	X	Prisma Health Hillcrest Hospital
X	Prisma Health Tuomey Hospital	X	Prisma Health Laurens County Hospital
X	Prisma Health Children’s Hospital-Midlands	X	Prisma Health Oconee Memorial Hospital
X	Prisma Health Heart Hospital	X	Prisma Health North Greenville Hospital
X	PH USC Medical Group	X	Prisma Health Patewood Hospital
X	Provider based facilities associated with Prisma Health-Midlands hospitals	X	Prisma Health Surgery Center - Spartanburg
		X	Prisma Health Marshall I. Pickens Hospital
		X	Prisma Health Children's Hospital-Upstate
		X	Prisma Health Roger C. Peace Hospital
		X	Prisma Health Baptist Easley Hospital
		X	University Medical Group UMG/PIH
		X	Provider based facilities associated with Prisma Health-Upstate hospitals

Policy Statement

Prisma Health Graduate Medical Education and the GMEC oversees the fulfillment of the responsibility its ACGME-accredited program’s(s’) have to address the well-being of residents/fellows and faculty members. This includes ensuring consistency with ACGME Common and specialty-specific requirements, supporting well-being resources and efforts, and addressing areas of non-compliance in a timely manner.

Prisma Health residency and fellowship programs will ensure a culture of overall resident, fellow, and faculty wellness and adhere to the ACGME wellness requirements.

Responsible Parties

- DIO
- Program Directors
- Program Administrators

Employee Health
Prisma Health Manager of Workforce Wellness
Security
Dietary Services

Associated Policies

Drug Free Workplace
Workplace Violence

Equipment Needed

N/A

Procedural Steps

1. Resident, fellow and faculty member health
 - i. Prisma Health GME, in partnership with its ACGME accredited program(s), must educate faculty members and residents/fellows in identification of symptoms of:
 1. Burnout
 2. Depression
 3. Substance abuse
 - ii. Prisma Health provides means to assist those who experience these conditions through its Employee Assistance Program. This resource is available 24 hours a day, seven days a week.
 - iii. Prisma Health GME and its ACGME accredited program(s) must educate residents/fellows and faculty members in how to recognize the above symptoms in themselves, and how to seek appropriate care.
 - iv. Residents/fellows and faculty members should alert the program director, DIO, or other designated personnel or programs when they are concerned that another resident/fellow or faculty member may be displaying signs of:
 1. Burnout
 2. Depression
 3. Substance abuse
 4. Suicidal ideation
 5. Potential for violence
 - v. Prisma Health provides access to appropriate tools for self-screening for these conditions
 - vi. Prisma Health provides access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week through the Employee Assistance Program.
2. Prisma Health provides for a healthy and safe clinical and educational environment by providing:
 - i. Access to food during clinical and educational assignments
 - ii. Residents/fellows with safe, quiet, clean, and private sleep/rest facilities that are available, accessible and in proximity appropriate for safe patient care
 - iii. Safe transportation options for residents/fellows who may be too fatigued to safely return home on their own
 - iv. Clean and private facilities for lactation with proximity appropriate for safe patient care, and clean and safe refrigeration resources for the storage of breast milk
 - v. Safety and security measures appropriate to the clinical learning environment site
 - vi. Accommodations for residents/fellows with disabilities, consistent with the Prisma Health GME policy.

Resource(s)

Prisma Health team member wellness site:

<https://connect.prismahealth.org/team-member-resources/health-and-wellness>

References

ACGME Institutional Requirements: III.B.7