



EM Resident Wellness Policy

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| Category: | Resident Health, Safety and Wellness |
| Responsibility: | Royal College Emergency Medicine Program Director |
| Approval: | Emergency Medicine Residency Program Committee |
| Date: | Date initially approved: May 2023 Date reformatted or revised: September 24, 2024; September 16, 2025 |

Purpose:

To provide guidance to Emergency Medicine residents and the program in supporting and promoting the mental, physical and professional well-being of residents, in compliance with available wellness resources.

Principles:

This policy reflects the Emergency Medicine Residency Training Program's commitment to the enhancement and maintenance of the overall health and well-being of medical residents. This policy provides an outline of various support services available to residents to foster a culture of self-care and to develop a collegial, respectful, and supportive learning environment.

Discrimination, harassment, and mistreatment are prohibited and will not be tolerated in PGME learning environments. PGME provides resources and support to develop healthy and resilient physicians.

Definitions:

Program is the Royal College Emergency Medicine Residency Training Program at the University of Saskatchewan College of Medicine.

Program Director is the faculty member most responsible for the overall conduct of the Emergency Medicine Residency Program and responsible to the Head of the Department and to the Associate Dean, PGME in accordance with the criteria of the RCPSC.

Postgraduate Medical Education (PGME) Office refers to the Associate Dean, PGME and the administrative personnel who are responsible for coordination and administration related to the oversight of the residency training programs.

Resident refers to postgraduate medical trainees enrolled in the Royal College Emergency Medicine Residency program.

The Resident Resource Office refers to the Resident Wellness Coordinator and administrative personnel within PGME who provide non-academic support in a safe and confidential environment to residents who may be coping with professional or personal challenges throughout residency training.

Scope of this Policy:

This policy applies to all residents in the Royal College Emergency Medicine Residency Training Program at the College of Medicine, University of Saskatchewan as well as all faculty that provide academic and clinical direction.

Policy:

This policy adheres to the [Resident Wellness Policy](#) of the PGME office.

Residency training can be very stressful, and many find it to be a struggle. It's important for residents to proactively look after their own mental health and wellness. The Program is dedicated to incorporating these principles as part of the training environment and to addressing systemic and individual contributors to burnout. Our program incorporates these principles and promotes resident wellness in the following ways:

- A Wellness Check Document is circulated to residents prior to competence committee reviews (3X/yr) to remind them to check on their own wellness. This document includes lists of wellness resources through the College of Medicine, University of Saskatchewan and the Saskatchewan Medical Association. If residents feel comfortable, they can discuss their wellness with their Academic Advisor at their reviews, but it is not mandatory. Academic Advisors have been given common situations and resources available to residents should they choose to bring up issues.
- The Program has approximately one academic half-day a month focused on wellness, with seminars on wellbeing and physician health. Following this is organized wellness activities the residents arrange. The Program has at least one faculty Wellness Curriculum lead who is very involved in the planning and delivering of these days.
- Funding for wellness activities is provided by the Program and the PGME office.
- Residents are encouraged and partially financially supported to plan yearly wellness retreats.

- Residents meet with Program leadership monthly where they can bring forth any concerns.

Responsibilities:

Resident:

- a) To be aware of and have access to the various health, safety and wellness policies and services of the University of Saskatchewan, Saskatchewan Health Authority, and affiliated training site(s).
- b) To be responsible for presenting themselves fit for work and be able to perform their clinical and educational duties in a safe and effective manner. Residents are responsible for the appropriate management of their time before, during and after clinical/teaching assignments to manage fatigue.
- c) Residents are responsible for using their discretion and judgment in recognizing signs of impairment, including that which is due to illness and/or fatigue. If a resident is experiencing any difficulties that they feel could impact their ability to perform their duties, they are encouraged to seek assistance as soon as possible. Residents can refer to the Resident Doctors of Canada Resiliency scale to assess their fatigue.
- d) Residents are encouraged to obtain the services of a family physician. The University of Saskatchewan provides students access to physical and mental health services at the University of Saskatchewan Student Wellness Centre.
- e) Use available supports early. This includes but are not limited to: the Resident Resource Office, Program Director, Program Coordinator, PGME office, RDoS office, SMA Physician Health Programs, EFAP, or faculty member as appropriate.

Residency Program:

- a) Program Directors and faculty members are encouraged to recognize the signs of resident fatigue, burnout, and/or physical, mental, or emotional strains affecting the performance of a resident. They must take steps to ensure the safety of residents and patients. and to provide resources and/or referrals to residents when needed. Refer to the PGME Resident Health & Safety Policy {under Resources below}
- b) The Program should be aware of the services & educational opportunities offered by the Resident Resource Office and should encourage residents to access programs and supports available to them.
- c) It is the responsibility of the Program to support and provide reasonable accommodations that may be recommended by the Access and Equity Services office or the learners' treating physician to respond to individual requirements for accommodation and provide the most appropriate accommodation unless this causes undue hardship to the employer or service provider. See PGME Accommodations of Residents with Disabilities Policy.

Reporting, Non-retaliation and Non-compliance:

Instances or concerns of non-compliance with this policy should be brought to the attention of the Program Director, Emergency Medicine. Retaliation is prohibited, and no resident who in good faith seeks help or reports concerns will face retaliation. Documented concerns will be reviewed promptly.

Resources:

- [PGME Health & Safety Policy](#)
- [University of Saskatchewan policies on health, safety and environment](#)
- [PGME Accommodations of Residents with Disabilities Policy](#)
- [PGME Discrimination and Harassment policy](#)
- [PGME Resident Resource Office \(RRO\)](#)
- [University of Saskatchewan Employee and Family Assistance Program \(EFAP\)](#)
- [Saskatchewan Medical Association – Physician Health Program \(PHP\)](#)
- [Resident Doctors of Saskatchewan \(RDoS\)](#)
- [Access and Equity Services \(AES\)](#)
- [Health Authority \(SHA\)](#)
- [University of Saskatchewan Discrimination and Harassment Prevention Service \(DHPS\)](#)
- [Emergency Medicine Wellness Check Document](#)

Contact:

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