

UBC Department of Radiology: Wellness Policy

Updated: September 27, 2021

Wellness Vice-Chair Approval: November 9, 2021

Dept Head Approval: November 9, 2021

1. Purpose

The UBC Department of Radiology (“the Department”) is committed to the promotion of health, safety and wellbeing of all residents. The Residency Accreditation Consortium has developed general standards for residency programs. Standard 5.1.3 states that “Residency education occurs in a positive learning environment that promotes resident wellness”. The [UBC PGME Resident Wellness Office](#) outlines many of the pressures, both professional and personal, that residents will face throughout their residency. This includes but not limited to:

- Physical
- Mental/Emotional
- Spiritual
- Social
- Occupational
- Equity, Diversity & Inclusion
- Financial
- General

This policy is a department-wide policy that applies to the radiology specific discipline in addition to the UBC PGME policy and procedures regarding resident wellness and leave of absence.

The purpose of this policy is to display the commitment of the Department to the wellness of its residents and to deliver a mechanism to inform the residents of potential risks to wellness and establish procedures to guide residents through the resources that are available.

2. Responsibility and Authority

The residents must engage in reflective self-assessment of one’s wellness being mindful of:

- Current physical, mental/emotional, occupational, and social stresses and how they may be affecting one’s overall wellness
- Be aware of and willing to participate in the various wellness resources that are made available to them

It is the responsibility of the individual residency programs within the Department to ensure that their residents have been made aware through formal and informal instruction, as well as during the course of daily clinical interaction, of the wellness issues of particular notice in radiology. These include, but are not limited to:

- Acute and chronic fatigue
- Resident mistreatment

3. Absences and Educational Accommodation

The Department recognizes that people have different needs and that reasonable effort must be made to ensure equal access to residency education.

Residents are both learners in the postgraduate training programs and employees of the University affiliated Health Authorities (“Employer”) whose terms and conditions of employment are governed by the Collective Agreement between the Employer and Resident Doctors of British Columbia (“RD BC”).

As per the Collective Agreement, residents must inform the Program Director to request a Leave of Absence (“LOA”). The Program Director may grant LOAs under the categories of: illness/injury, maternity, paternity, adoption, compassionate, and education. Once LOA is granted, the Program Office must notify the PGME Office via Resident Management System (“RMS”). In addition, Program Directors within the Department of Radiology will make every effort to accommodate reasonable requests that fall outside these categories. Requests will not be denied on the basis of program needs, such as on call requirements.

During LOA, benefits are considered continuous. The only time a resident is not eligible for benefits is on an extended unpaid leave. If the resident returns to work prior to using the full allotment of their LOA, they may take any remaining leave as needed. However, time away from residency must be made up upon returning to work.

For more information, please refer to the Collective Agreement (Article 7 to 13) on the Resident Doctors of BC’s website: <https://residentdoctorsbc.ca/bargaining-benefits/collective-agreement/>

4. Resident Mistreatment

“Mistreatment” is defined as inappropriate comments or conduct targeted towards or about an individual which the person knew or reasonably ought to have known would cause the individual to be humiliated or intimidated.

Mistreatment is any conduct that is contrary to the principles that support a respectful environment and includes making demeaning, offensive, belittling and disrespectful comments, using abusive language, engaging in bullying, harassment, and discrimination.

The Department is committed to developing and maintaining a learning environment conducive to resident and faculty development. The programs’ commitment is outlined in individual program’s

Resident Handbook in alignment with the PGME policies and procedures addressing mistreatment for residents experiencing mistreatment including harassment, intimidation, and assault.

Faculty of Medicine's Learner Mistreatment: <https://mistreatmenthelp.med.ubc.ca/>

6. Resources

The following resources are available to residents. If the resident does not hear back from these organizations within a timely manner or if the situation is urgent, they are encouraged to speak directly with their Program Director, Program Administrator, or Wellness Chair.

UBC Resident Wellness Office (RWO)

The UBC RWO is internal to the Post-Graduate Medical Education (PGME) office and is committed to providing support to residents. The office provides free confidential counselling for individuals and couples, group support, referrals to community resources, workshops, online resources, and community events.

- Website: <https://postgrad.med.ubc.ca/resident-wellness/>
- Vancouver office: 604 875 4111 x 23055
- Toll-free: 1 855 675 3873
- Email: resident.wellness@ubc.ca

LifeWorks, VCH

Vancouver Coastal Health (VCH) provides counselling and individual wellness services via an external accredited Employee and Family Assistance Program (EFAP) provider. VCH staff and their families can access counselling and individual wellness services through LifeWorks by calling 1-833-533-1577.

Physician Health Program of BC (PHP)

The Physician Health Program of BC (PHP) is an independent service funded by the Ministry of Health. The program supports all BC physicians, medical students, and residents, as well as their partners and dependent children.

The provided support is discreet and private through experienced program physicians and/or an extensive network of counsellors, therapists and coaches. Any information you share is held in the strictest confidence. They help with a wide range of issues, including substance use, mental health, relationship stress, career and life transitions, financial issues, peer support, workplace relationships, and concern for colleagues.

- Website: <https://www.physicianhealth.com/>
- Counsellors available 24/7 at 1-800-663-6729

PHP Virtual Physician Peer Support Group Sessions

Free drop-in Zoom meetings every 2nd and 4th Wednesday of every month at 12pm.

- Email peersupport@physicianhealth.com for the link

Canadian Medical Association (CMA) Physician Wellness Hub

The CMA Physician Wellness Hub provides original CMA content and curated resources and information from trusted sources for physicians, residents, and medical students seeking guidance and self-help.

- Website: <https://www.cma.ca/physician-wellness-hub>

CMA Wellness Connection

A virtual, safe space for physicians and medical learners to gather and discuss shared experiences, get support, seek advice, and help each other. There is also a virtual group support sessions available every week, led by trained facilitators, offered in different formats and approaches.

- Website: <https://www.cma.ca/physician-health-and-wellness/wellness-connection>