

UBC Neuroradiology: Wellness Policy and Procedure

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Wellness in the Neuroradiology Program is governed by the Wellness Policy for the Department of Radiology, and stakeholders in neuroradiology were instrumental in its development. Acknowledging the stressors and pressures outlined in the departmental policy, trainees in neuroradiology face additional challenges related to the care of severely ill and dying patients and their families. The emotional distress that these situations provoke can be substantial, and the Neuroradiology Program is cognizant of this. The Program Directors and the Head of Department work in concert to monitor the wellness of the trainees and identify problems with wellness among the residents and fellows as they arise.

Trainees are expected to care for themselves in a manner befitting the demands of the work, and to be aware of and proactively attending to issues relating to personal illness and physical and emotional fatigue. At the same time, it is the responsibility of the Program Director to be an active participant in the daily professional lives of the trainees such that the Program Director is available to respond to any wellness concerns with a trainee as they arise. The Program Director must then work supportively with the trainee from the earliest possible moment to help them with a plan to deal with any problems that are negatively impacting their wellness, in accordance with the guidance set forth by the Resident Doctors of BC, the Postgraduate Medical Education Office, and the Department of Radiology. Whenever possible and appropriate, the Program Director should be the first point of contact for any issue relating to wellness, but the Confidential Faculty Advisors and the Head of Department are also fully prepared to serve as people whom the trainees can contact with any concerns.

The decision to create a Wellness Policy at a departmental level is also intended to make clear that the Vice-Chair of Professionalism and Wellness overlooks all wellness, professionalism, and mistreatment issues within the department regardless of the program boundaries. In part, this is intended to address the potential scenario that if a faculty member in a leadership position (e.g., Competence Committee member or Program Director) is involved in a mistreatment issue, then a trainee is able to seek help from the Vice-Chair as a faculty member whose authority supersedes that of the program leadership.