

<p align="center">The University of Alabama Hospital Graduate Medical Education Policy and Procedure</p>	<p>GMEC Approved Date: May 5, 2026</p>
<p align="center">Well-Being Policy</p>	<p>Next Review Date: Spring 2027</p>

Policy: In the current healthcare environment, residents/fellows and faculty members are at increased risk for burnout and depression. Psychological, emotional, and physical well-being are critical to the development of the competent, caring, and resilient physician. Self-care is an important component of professionalism; it is also a skill that must be learned and nurtured in the context of other aspects of residency/fellowship training. The Sponsoring Institution in collaboration with the programs has the same responsibility to address well-being as they do to evaluate other aspects of resident/fellow competence. This responsibility must include:

1. Protecting time with patients, minimizing non-physician obligations, providing administrative support, promoting progressive autonomy and flexibility, and enhancing professional relationships;
2. Attention to scheduling, work intensity, and work compression that impacts resident/fellow well-being;
3. Evaluating workplace safety data and addressing the safety of the residents/fellows and faculty members;
4. Creating and enforcing policies that encourage optimal resident/fellow and faculty member well-being; including that residents/fellows must be given an opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.
5. Educating faculty members and residents/fellows in identification of the symptoms of burnout, depression, and substance abuse, suicidal ideation, or potential for violence, including means to assist those who experience these conditions and education to recognize those symptoms in themselves and how to seek appropriate care. The following mechanisms describe well-being support and resources:
 - a. The GMEC provides mandatory resident education annually through the AMA GME Competency Education Program. As a part of this education, there is a video and learning module on burnout, depression, and substance abuse. Each program is responsible for maintaining a program specific well-being policy and are to encourage residents/fellows and faculty members to alert the program director or other designated personnel when they are concerned that another resident, fellow, or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence; Provide access to appropriate tools for self-screening; resource and self-screening tools are available on the [GME Website](#).
 - b. Provide 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.
6. Residents/Fellows and faculty members must alert their program director, DIO, or other personnel when there is a concern for oneself or another resident/fellow and/or faculty member who is

displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence. (See **RESOURCES**)

RESOURCES

Section C: Working and Learning Environment Resources, Support Services & Systems

Appendix 9: Navigating Wellness Resources for Residents and Fellows