BACKGROUND AND OBJECTIVES

There is an increasingly high level of healthcare provider burnout implying that a focus on personal wellness is not enough. Better recognition of both burnout and moral injury in healthcare has emerged at both the individual and healthcare system level in the context of the COVID 19 pandemic. Changes in approaching provider stress on all levels must be reevaluated. Here we outline a developing program to improve the wellbeing of resident physicians, to improve feelings associated with work/life balance, and decrease burnout scores or feelings of moral injury.

METHODS

A literature review of:
- burnout
- generalized adaptation syndrome
  - moral distress and moral injury

Personal interviews including discussions of personal experiences and feelings regarding life/work balance with:
- physicians
- providers
- nurses

As the study moves forward, there will be:
- Educational opportunities such as Grand Rounds on Wellness
- Increased resident wellness activities through individual departments
- Wellness activities through GME

RESULTS/OUTCOMES

- GME wellness committee has been organized
- Focus on improvements in resident well-being
- Piloted well-being pop-up with the East Carolina Health Psychiatry residents.
  - The pop-up allowed each resident to meet with a licensed clinical social worker from the Employee Assistance Program (EAP) for 10-15 minutes on their overall well-being. During that time, residents engaged in connection and art therapy/rock painting.
  - The pilot program was well-received thus wellness committee will implement well-being pop-up sessions for each residency program over the next year
  - The Psychiatry Program director and coordinator have started once monthly wellness activities for their residents.
    - Allows residents to decompress and engage
  - The Office of GME plans to support monthly wellness activities for all residents starting July 2022.
  - A formal wellness survey will follow the monthly GME wellness activities, and annual wellness surveys will be conducted through the ACGME

REFERENCES