

KP Greater Sacramento Valley Psychiatry Residency Wellness Policy

Purpose

To promote a culture of psychological, emotional, physical, and professional well-being for all psychiatry residents. This policy ensures compliance with ACGME requirements and is rooted in compassion and community building

Core Values

- Community connection
 - Confidential support
 - Personalized mentorship
 - Fatigue mitigation & resilience building
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1. Wellness Leadership

Personnel	• Christina Bilyeu, MD- Associate Program Director for Wellness • Resident Lead Representative • Faculty Mentors aligned by background/interests
Committee	• Meets monthly • Rotating members serve 2-year terms • Oversees policy implementation, collects feedback, ensures responsiveness
Designated Wellness Officer (DWO)	• Pooja Dhillon, MD – core faculty member • Point of contact for addressing individual concerns and providing personalized support.

2. Resident Support

Mentorship Program: Residents are paired with faculty advisors who provide guidance on:

- Clinical performance
- Self-assessment
- Wellness management

- Training goals
- Graduation requirements
- Career aspirations

Faculty advisors also address significant academic, clinical, or professional issues, advocate for residents in the Clinical Competency Committee (CCC), and assist in preparing residents for independent practice. Personal mentors are encouraged to provide additional professional and well-being support.

Open Door Policy

The Program Director (PD), Associate Program Directors (APDs), faculty advisors, and all psychiatry faculty are available to residents as needed. Transparency on program-related matters and confidentiality for personal issues are key priorities. Residents are encouraged to discuss any issues openly.

3. Community & Connection

- **Monthly Buddy Lunches:** Opportunities for peer connection and support
- **Pods with Mentors:** Longitudinal small groups for shared reflection and guidance
- **Wellness office hours:** with Pooja Dhillon, MD (DWO) for voluntary check-in

4. Wellness Afternoons

- Two half-days annually dedicated to wellness
 - Formal Wellness Didactics curriculum
 - Experiential (resident-led, e.g., hiking, yoga, art therapy)
 - Residents vote on session types
 - A small wellness budget is allocated for activity support

5. Mental Health Access

- **UWill:** Virtual wellness support for residents and fellows, sponsored by Kaiser Permanente Northern California Regional GME
- **Mindful Hub through GME:** Self-directed audio meditations and visuals [Internal website <https://sp-cloud.kp.org/sites/MindfulHub>]
- **CALM app:** One-year free membership

In adherence to KP policy, residency activities are not sponsored by outside vendors.

6. Fatigue & Burnout Prevention

- **Paid transportation:** Residents too fatigued to drive safely will be provided with paid transportation home
- **Overnight accommodations/call rooms:** Fatigued residents will have access to overnight accommodations within hospital facilities or nearby.
- **Structured wellness didactics** in fatigue recognition, resilience, emotional distress, and suicide prevention (see attached wellness didactic schedule)
- **Quiet room access**

7. Work-Life Balance

- **Protected Self-Directed Wellness Time** (1 half-day /6 months)
- **Annual wellness retreat** (partners included)
- **Healthy Lifestyle Encouragement:** Initiatives to promote regular physical activity, balanced nutrition, and stress-reducing practices.
 - Wellness Stipend: Residents are provided a wellness stipend of \$800 per year
 - Wellness Coach access through KP: 6 free sessions for KP members to work with a coach who assists with various health-related goals such as diet, exercise, smoking cessation
 - Virtual Health Education classes/workshops

8. Grievances and Feedback

Residents may discuss concerns with:

- Their faculty advisor
- Any faculty member of their choosing
- The Associate Program Director
- The Program Director
- Chief Resident

Additionally, concerns can be raised during:

- Personal and professional development meetings
- Program Director Time

Concerns and feedback are shared with the Program Evaluation Committee (PEC).

Residents may also contact the KP Sacramento Director of Graduate Medical Education

(DME) or the Regional Resident Council via resident representatives. The Regional

Resident Council provides an anonymous forum for addressing local, regional, or systemic issues affecting residents.

9. Monitoring & Reporting

- Biannual Wellness Surveys - Maslach Burnout Inventory, Mini Z, Resident Wellness Scale
- Annual Review by Wellness Committee & PEC
- **Anonymous Reporting System through GME:** A mechanism for reporting wellness concerns without fear of retribution [Internal website <https://residency-nal.kaiserpermanente.org/current-residents/anonymous-reporting>]

10. Wellness Curriculum & Resources

- Protected time for:
 - Wellness didactics (see attached)
 - Stress Management and Resilience Training for Residents (SMART-R) (curriculum developed by a former MGH/McLean resident grounded in mindfulness, cognitive behavioral therapy, and positive psychology)
 - Reflection rounds
 - Debrief after critical incidents

- JAMM (Joy and Meaning in Medicine): Narrative storytelling and emotional processing
- SSVMS Joy of Medicine Summit (counseling, programs, services for physician support)
- Toastmaster's (Kaiser Thrive Talkers)
- Personal & Professional Development (PPD) Seminars offered by GME
- Wellness Mini-Grants for gear, events, art, fitness
- COMPADRE Curriculum Access: <https://www.learncompadre.com/>
- Employee Wellness University & Live Well Be Well Programs (yoga, Zumba, boot camp, wellness points for prizes)

11. Compliance with ACGME Requirements

This policy aligns with the **ACGME Common Program Requirements 6.13**

- Resident and faculty well-being as a critical component of clinical training environments.
 - Provision of necessary resources for fatigue management and mental health support.
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Conclusion

By implementing this wellness policy, Kaiser Permanente Greater Sacramento Valley Psychiatry Residency Program seeks to foster a supportive environment that prioritizes the health and well-being of residents and faculty. This commitment ensures enhanced quality of patient care and a thriving clinical training environment.