

KP Greater Sacramento Valley: 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, community, and continuity.

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 of Wellness
	• Resident Lead Representative
	• Faculty Mentors aligned by background/interests
	• Pooja Dhillon, MD – core faculty member
Committee	• Meets semiannually
	• Rotating members serve two-year terms
	• Oversees policy implementation, collects feedback, ensures responsiveness
Designated Wellness Officer	• 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 and supported to provide additional professional and well-being support.

Open Door Policy

The Program Director (PD), Associate Program Director (APD), 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 once future classes start
- **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
 - Wellness Didactic 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

- **Employee Assistance Program (EAP)**
 - kp.org/eap
 - Roseville - Gena Jackson, LCSW, EAP Consultant: (916) 746-3405
 - Sacramento - Vacant/Multiple EAP Consultants covering: (916) 486-4781
 - South Sacramento- Huyen Friedlander, LMFT, EAP Consultant: (916) 688-6870
- **Physician Well Being Committee (PWBC):** Recognition and treatment of physicians in matters related to health maintenance and impairment prevention. The function of PWBC is to minimize stress, prevent physician burnout. It is a professional, confidential service available to all licensed Physicians
 - [Physician Well Being](#)

- Roseville & Sacramento: Rani.Vatti@kp.org
- South Sacramento: Daniel.X.Shibru@kp.org
- **Referral for internal & external therapy/psychiatry through Kaiser insurance**
 - Sacramento: (916) 973-5300
 - South Sacramento: (916) 525-6100
- **Mindful Hub through GME:** Self-directed audio meditations and visuals
 - <https://sp-cloud.kp.org/sites/MindfulHub>
- **CALM app:** 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 training** in fatigue recognition, resilience, emotional distress, and suicide prevention
- **Quiet room access**

7. Work-Life Balance

- **Protected Self-Directed Wellness Time** (1 half-day/6 months)
- **Option for annual wellness retreat**
- **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 (included in salary)
 - Wellness Coach access through KP (6 free sessions dedicated to healthy lifestyle)
 - South Sacramento: (866) 862-4295
 - 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 integrated into 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 – Mini Z, Mayo Well-Being Index, Clance Impostor Phenomenon Scale, Self-Care Inventory
- Annual Review by Wellness Committee & Program Evaluation Committee
- **Anonymous Reporting System:** A mechanism for reporting wellness concerns without fear of retribution
 - <https://residency.ncal.kaiserpermanente.org/current-residents/anonymous-reporting>

10. Wellness Curriculum & Resources

- Protected time for:
 - Wellness didactics
 - 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
- SSVMS Joy of Medicine Summit (counseling, advocacy and services for physicians)
- Personal & Professional Development (PPD) Seminars offered by GME
- Wellness Mini-Grants for gear, events, art, fitness
- COMPADRE Curriculum Access: <https://www.learncompadre.com/>

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.

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.