

## ORTHOPAEDIC SURGERY RESIDENCY PROGRAM WELLNESS POLICY

### SCOPE

This policy covers resident wellness during a trainee's residency in the orthopedic surgery program. This policy encompasses all postgraduate trainees, both residents and clinical fellows.

Learners have a multitude of individual program support structures to provide assistance when they are experiencing professional or personal challenges. Beyond these supports exists numerous resources that are available at McMaster and through professional associations.

### Resident Affairs Office

The resident affairs office works to ensure the success of learners by promoting wellness and resilience and by helping address issues of concern in their professional and personal lives. There is a resident affairs director at each campus that can assist and direct learners in finding appropriate supports.

<https://pgme.mcmaster.ca/traineeaffairs/mcmaster-resident-affairs/>

- Dr. Catharine Munn, Assistant Dean, Resident Affairs, Hamilton Campus
- Dr. Rosheen Grady, Director, Resident Affairs, Hamilton Campus
- Dr. Kathleen Nolan, Director, Resident Affairs, Waterloo Regional Campus
- Dr. Aidan Jeffery, Director, Resident Affairs, Niagara Regional Campus
- Dr. Lisa Giles, Wellness Counsellor, all campuses
- Dr. Foluke Akinboyo, Wellness Counsellor, all campuses

The following support groups are available to all trainees and the program encourages everyone to explore this opportunity if need be:

### Mental Health & Wellness Supports

**Foluke Akinboyo**, Wellness Counselor, Hamilton Campus is a registered psychotherapist who provides free counselling services to all trainees.

**Mohawk Employee Assistance Program** is a full-service, confidential, bilingual employee assistance program for learners and their families, offering counselling and connection with wellness resources.

### Professionalism & Equity Supports

**Robin Edwards**, Professionalism Advisor, Faculty of Health Sciences can offer confidential assistance on issues of professionalism, harassment, and intimidation.

**McMaster Equity & Inclusion Office** provides guidance and assistance with issues related to harassment and intimidation – <https://equity.mcmaster.ca/>

**Student Accessibility Services** SAS offers support services to learners with disabilities, including chronic health, psychological, neurological, ADD/ADHD, learning, sensory, and mobility disabilities - <https://accessibility.mcmaster.ca/>

**Sexual Violence Prevention and Response Office**, Sexual Violence Response Protocol offers support and information to survivors of sexual, intimate partner, or family violence – <https://svpro.mcmaster.ca/>

**Inclusion and Anti-Racism Education Office**, provides educational opportunities related to harassment, discrimination, anti-oppression, accessibility, accommodation and other human rights-related issues - <https://equity.mcmaster.ca/program-resources/equity-inclusion/>

### **Fatigue Risk Management (FRM):**

Faculty Lead for Fatigue Risk Management: Dr. Andrew Latchman

Fatigue is a common state or experience that frequently occurs among trainees given the demands of training, on-call schedules and patient care responsibilities in addition to other activities and responsibilities unrelated to work.

PGME creates up-to-date resources to guide residents to proactively manage fatigue in training. Educational handouts and important resources on mitigating fatigue at work and home can be found at: <https://pgme.mcmaster.ca/traineeaffairs/learners-in-distress/self-help/>. Every resident is urged to review the resources available to them.

### **Resident Welfare Ambassador**

MacOrtho's Resident Welfare Ambassador is Dr. Sarah Burrow. Dr. Burrow's duties include to be a resilience coach to cultivate resident resilience, ease conflict and provide strategies to boost well being. She can provide professional and personal guidance and support as an empathetic listener and to connect with residents in need for the purpose to inspire and empower them as individuals. Residents are encouraged to reach out to Dr. Burrow if they feel they need support: [sburrow@cogeco.ca](mailto:sburrow@cogeco.ca). Dr. Burrow is also the Director of Resident Welfare and is Chair of the Resident Wellness Committee.

### **Ombudsperson**

MacOrtho's Ombudsperson is Dr. Christopher Coroneos. Dr. Coroneos works as a designated neutral party who can provide options to residents with regards to ethics concerns and provide mediation for conflicts while maintaining confidentiality. He can be contacted by email or phone:

[coronec@mcmaster.ca](mailto:coronec@mcmaster.ca)

Cell 905 745 5751

Office x44369

The orthopedic surgery residency program is committed to provide wellness to the trainees by providing the following:

- Resident retreat – a team building activity for all residents. This event provides the residents with a fun activity and time to discuss any concerns at any sites with any rotations.

- Bi-annuals – bi-annuals are held in the fall and spring. Each resident meets with the Program Director and Program Coordinator to review rotations, research and to discuss any issues. Emphasis on wellness is discussed at these meetings to ensure that there are no concerns.
- Open door policy – the Program Director, Associate Program Director and Program Coordinator at all times have an open door policy to all trainees with strict confidence.
- Mentorship – each resident is assigned a mentor during their training and are encouraged to meet with them to discuss any issues.
- Social events – the program holds various social events during the year to help with wellness. Some of these events include family members and trainees are encouraged to attend.
- The trainees are encouraged to contact either the Program Director, Associate Program Director, their mentor or Program Coordinator with regards to the following:
  - Having difficulties coping (personal, academic, inter-personal)
  - If the trainee is involved in an adverse event
  - If a complaint is received
  - Looking for advice (career/personal)
  - If a colleague might need help
- Academic Half-Day – provide a wellness lecture or have the residents attend a wellness session within McMaster University.

Approved by RPC January 24, 2023