



**A Guide to Meeting the ACGME Well-Being Requirements**  
 Jina Sinskey MD, Denise Chang MD, University of California San Francisco

**ACGME Common Program Requirements for Well-Being (Section VI.C.) for Residency and Fellowship:**

<b>Efforts to Enhance Meaning</b>	<ul style="list-style-type: none"> <li>• Protect time with patients</li> <li>• Minimize non-physician obligations</li> <li>• Provide administrative support</li> <li>• Promote progressive autonomy and flexibility</li> <li>• Enhance professional relationships</li> </ul>
<b>Attention to Workload</b>	<ul style="list-style-type: none"> <li>• Scheduling</li> <li>• Work intensity</li> <li>• Work compression</li> </ul>
<b>Safety of Trainees and Faculty Members</b>	<ul style="list-style-type: none"> <li>• Monitor and prevent workplace injuries</li> <li>• Prevent physical or emotional violence</li> <li>• Prevent vehicle collisions</li> <li>• Support emotional well-being after adverse events</li> </ul>
<b>Time Away from Work</b>	<ul style="list-style-type: none"> <li>• Engage with family and friends</li> <li>• Attend to personal needs</li> <li>• Attend to personal health: adequate rest, healthy diet, regular exercise</li> <li>• Provide opportunities to attend medical, mental health, dental appointments scheduled during working hours</li> </ul>
<b>Attention to Burnout, Depression, Substance Abuse</b>	<ul style="list-style-type: none"> <li>• Recognize symptoms of burnout, depression, substance abuse in self and others</li> <li>• Recognize how to seek appropriate care</li> <li>• Encourage trainees and faculty to alert program leadership when concerned about another trainee or faculty member</li> <li>• Access to appropriate tools for self-screening</li> <li>• Access to confidential and affordable mental health services 24/7</li> </ul>
<b>Absence from Work</b>	<ul style="list-style-type: none"> <li>• Allow appropriate length of absence for trainees unable to perform patient care responsibilities due to fatigue, illness, family emergencies, parental leave, etc</li> <li>• Have policies to ensure coverage of patient care</li> <li>• Implement policies without fear of negative consequences for trainee</li> </ul>

**ACGME Physician Well-Being Tools and Resources Webpage**

- Collection of materials and other references for trainees and faculty members to improve well-being and help identify solutions that best meet local needs
- 5 categories:
  - Identifying and addressing burnout
  - Promoting well-being
  - Assessing and addressing emotional and psychological distress/depression/suicide
  - Improving the learning and working environment
  - Coping with tragedy



**References:**

1. ACGME Residency Common Program Requirements: <https://www.acgme.org/Portals/0/PFAssets/ProgramRequirements/CPRResidency2020.pdf>
2. ACGME Pediatric Anesthesiology Fellowship Common Program Requirements: [https://www.acgme.org/Portals/0/PFAssets/ProgramRequirements/042\\_PediatricAnesthesiology\\_2020.pdf?ver=2020-06-18-141501-083](https://www.acgme.org/Portals/0/PFAssets/ProgramRequirements/042_PediatricAnesthesiology_2020.pdf?ver=2020-06-18-141501-083)
3. ACGME Physician Well-Being Tools and Resources Webpage: <https://www.acgme.org/What-We-Do/Initiatives/Physician-Well-Being/Resources>