EMERGENCY MEDICINE RESIDENTS’ ASSOCIATION

Resolution: S’23 - 4

Improving Overall Wellness among Emergency Medicine Residents

Authors: Nancy Mikati and David Ruehlmann

Whereas resident physicians working in the ED are susceptible to burnout, with few effective interventions that are common across all programs to reduce burnout and improve resident wellness; and

Whereas emergency medicine residents continue to stay for longer times in the emergency department after the end of their shift to work on documentation; and

Whereas residents have reported a lack of reward for their work, including non-financial rewards, resulting in feelings of underappreciation and a rise in burnout; and

Whereas resident retreats involving mindfulness training significantly reduced perceived stress while working in the ED; and

Whereas resident retreats focusing on specific elements for each post-graduate year are sustainable and lead to increased reported enthusiasm for training; and

Whereas team debriefing after simulated cardiac arrest led to enhanced clinical practice and psychological well-being. Therefore, be it

Resolved EMRA:

- Advocates for clinical shifts that include a 1-hour overlap with oncoming residents to reduce time spent wrapping up clinical work in the ED after shifts end.
- Recommends all emergency medicine programs adopt a “Kudos” (or similar) system, where impressive performances in the ED are shared with the department on a monthly basis to encourage hard work and reduce feelings of resident under-appreciation.
- Encourages residency programs to organize at least one annual retreat outside of the hospital setting, where EM residents engage in team building activities, mindfulness stress-reduction training, in addition to socializing with co-residents.
- Advocates for 60-minute debrief sessions once monthly during dedicated conference hours, with the goal of shared reflection and discussion of distressing events encountered in the ED (e.g.: end of life decisions, traumatic resuscitations,
workplace violence).

References:


3. O'Shea, James; Dannenfelser, Mark; White, Melissa; Osborne, Anwar; Moran, Timothy P.; and Lall, Michelle D. (2022) "A Resident Retreat with Emergency Medicine Specific Mindfulness Training Significantly Reduces Burnout and Perceived Stress," Journal of Wellness: Vol. 4: Iss. 1, Article 3.


EMRA Policy: no relevant policy

Financial Note: none