**NAME OF COMMITTEE:** PGE Resident Wellbeing Subcommittee

**AUTHORITY:** The subcommittee on Resident Wellbeing is a standing sub-committee, acting as an agent of the Psychiatry Program Committee (PGE). The committee serves to attend to issues affecting wellbeing of residents within the psychiatry residency program.

**BACKGROUND:** Physician wellbeing is a complex construct, not simply the absence of distress (which includes well-recognized problems prevalent in medicine: burnout, a work environment phenomenon; and other psychological distress, including anxiety and depression). Physician wellbeing also encapsulates issues facilitating development of a sense of professional identity, purpose, resilience and the ability to thrive in one’s career.

**PURPOSE:**

1. To develop and maintain programs in support of psychiatry resident wellbeing.
2. To develop methods to elicit and understand issues affecting resident wellbeing.
3. To aim to understand how the below recognizing factors affect our residents perceived wellbeing during training, and will work through the PGE to develop and support policies, processes, and programs that support residents.
   a. Individual
   b. Organizational (the residency program, individual hospitals, and the broader faculty of Medicine)
   c. Systems factors (provincial health care system)

**RESPONSIBILITIES:**

1. Supports the Psychiatry PGE Program through its mission to elicit and understand issues affecting wellbeing in the residency, develop or help facilitate development of programs, collaborations and policies in support of wellbeing within the psychiatry residency.
2. Gather and analyze relevant data (including but not limited to needs assessment surveys, town hall meetings, focus groups) to understand resident experiences as pertaining to wellbeing issues, inform program development and advocacy.
3. Develop or support initiatives that achieve the following:
   a. Foster programs that support connection and community, growth and resilience, as well as self-care.
   b. Educate residents and contribute to relevant faculty development about physician distress, including burnout and other chronic-stress related states.
   c. Identify challenges or barriers to wellbeing within the psychiatry residency program, and where applicable collaborate with other committees and groups within the
Department of Psychiatry, Postgraduate Medical Education, and the Faculty of Medicine, to facilitate understanding and explore possible solutions.

d. Broadly help advocate for infrastructure, processes, and policies in support of psychiatry resident wellbeing.

**SCOPE**

1. While committed to advocacy broadly, the immediate responsibility of the subcommittee lies to the psychiatry residents, and the committee’s realm of influence includes the PGME within the department of Psychiatry.

2. For confidentiality reasons, the PGME subcommittee will not be involved in helping individual residents navigate issues related to wellbeing, as this is the role of multiple other groups (including Resident Wellness Office, PGME Wellness, Career advisor and beyond).

**MEMBERSHIP:**

1. Chair – Staff Psychiatrist

2. At least 2 resident representatives, a junior and senior representative – including the current or previous co-chairs of the Resident Social Committee
   a. Ideally at least one resident to represent distributed sites
   b. Ideally representation from residents includes a junior, senior, social committee representative and a distributed site representative

3. Staff Psychiatrists representing diverse domains affecting resident wellbeing, with preference for at least one early career psychiatrist. Ideally 3-4 staff representatives with interests/roles including but not exclusively limited to:
   a. Faculty Development, IMG affairs, PGME Wellness, early career psychiatry
   b. Diverse University of British Columbia hospital sites

**TERMS**

As this is a new subcommittee on PGME, re-evaluation of necessity and terms should occur after 2 years.

The Terms of Reference will be reviewed every two years.

**VOTING:**

All members

**TOTAL MEMBERS:**

5-7

**QUORUM:**

Decisions will largely be consensus or at the discretion of the Chair(s). Quorum will be constituted by 3 members of the committee or their delegates, including at least 2 faculty and 1 resident member.

**MEETING FREQUENCY:**

The committee will meet quarterly and at the call of the chairperson.

**REPORTS TO:**

Postgraduate Program Director and Program Committee

**MINUTES CIRCULATED TO:**

Program Director and the Program Committee
COMMITTEE MEMBERS:

Chair: