

# Development of a Resident Wellness Curriculum in a Physical Medicine and Rehabilitation Residency (PM&R) Program

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## CASE DESCRIPTION

- Physician burnout is a multispecialty problem at all career stages
- PM&R consistently ranks amongst the specialties with highest burnout rates
- Strategic plan to combat resident burnout in our department includes:
  - Focused wellness committee formed by residents and faculty
  - Monthly wellness didactic sessions
  - Two resident retreats per academic year
- We are developing and piloting an optional wellness elective offered to PM&R residents
  - Partners with local community organization
  - Tailored to the resident undergoing the elective.



## DISCUSSION

- Meeting was conducted with the wellness committee and residency PD in response to residents completing a Work Environment Survey
- Focus group session was then conducted with residents guided by questions based on survey results
- Targeted changes to improve workflow, staff relations, and resident work environment were implemented
  - Included post-rounds debriefing, service-specific case managers, improving resident workspace and call experience, and department-sponsored dinner between PGY2's and chiefs
- We have developed an elective with specific goals to examine a wellness topic of choice, implement into daily routine, and translate from personal wellness to patient
- Goal is to build this wellness elective into a resource by creating a deliverable that can serve as a reference for future residents and patients

Implementation of a **wellness elective** and curriculum into training is an important first step towards addressing **burnout**.



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## CONCLUSION

- Burnout should be addressed as early as possible
- Wellness should be addressed at an institutional, departmental, and personal level
- Implementation of wellness committees and electives are important steps towards that direction

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