



## PHARMACY RESIDENT WELL-BEING

**Policy ID:** RES004

**Compliance:** ASHP Accreditation Standard for Postgraduate Residency Programs

**ASHP Standards:** 3.1, 3.3

**Effective:** July 2020

**Reviewed:** August 2020, December 2022

**Revised:** January 2022, December 2022, June 2024

**Approved by:** CarepathRx Residency Advisory Committee

### I. POLICY

Residents are at an increased risk for burnout and depression due to the nature of the healthcare environment and psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient pharmacist. This policy describes how residents are supported in their efforts to become competent, caring, and resilient practitioners while completing training programs at CarePathRx Pharmacy Services.

### II. PROCEDURES

#### a. Definitions

- i. **Burnout:** Long-term exhaustion and diminished interest in work, including emotional exhaustion, depersonalization, and feelings of lack of competence or success. Burnout can lead to depression, anxiety, and substance abuse disorders.
- ii. **Resilience:** The ability to withstand and recover quickly from difficult conditions or situations. Strategies to foster resilience include conversations with peers, mentors, or family, and engaging in self-care activities.
- iii. **Well-being:** The state of being healthy, happy, and successful. Well-being is positively influenced by engaging with patients and colleagues, intellectual stimulation, and feeling impactful. Activities such as exercise, adequate rest, and social connections are beneficial.

- b. Residents' physical, psychological and emotional well-being is of paramount importance to CarePathRx Pharmacy Services. Trainees are encouraged to lead healthy lives and make healthy choices that support them in their personal and professional growth. To that end, we provide the following strategies to support trainee health, well-being, and resilience.

#### i. Support through CarePathRx

##### 1. *LifeSolutions* Employee Assistance Program

- a. Provides confidential, professional assessment, counseling, consultation, and referral for any personal problem that could affect or is affecting job performance.
- b. There are circumstances in which residents may be unable to attend work, including but not limited to fatigue, illness, and emergencies. Policy RES001 will be implemented without fear of

negative consequences.

- c. Resident feedback on well-being will be assessed regularly within monthly duty-hour tracking and via the quarterly Development Plan. Results are reviewed by the Residency Program Director (RPD) and Residency Advisory Committee (RAC). Follow-up discussion and/or remediation with the resident will be organized if appropriate.
- d. Preceptors are educated on burnout syndrome, including the risks and mitigation strategies, to help identify and provide resources for at-risk residents.
- e. Residents are encouraged to alert a pharmacy mentor when they have concern for themselves, a colleague, or another team member displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence.
- f. Residents are encouraged to alert a pharmacy mentor when they have concern for personal or professional training-related issues without fear of negative consequences.
  - i. Residents will be assigned a mentor(s) for monthly check-ins to facilitate open dialogue and foster positive interactions with pharmacy staff

ii. External resources

- 1. 988 Suicide and Crisis Lifeline: **Call 988**
- 2. <https://988lifeline.org>
- 3. National Suicide Prevention Lifeline Hotline: 1-800-273-TALK (8225).