



PGME
Wellness
Strategic Plan
2017-2021



RESIDENT RESOURCE OFFICE

PGME.USASK.CA

 Room 419, St. Andrew's College, 1121 College Drive, Saskatoon

Integrity
Respect
Diversity
Inclusivity
Responsibility
Excellence

RESIDENT RESOURCE OFFICE (RRO)

The Resident Resource Office was established in July 2015 to provide non-academic support in a safe and confidential environment to residents who may be coping with professional or personal challenges. The office directs residents to resources, provides education and referrals to support services both on and off campus in order to maintain wellbeing throughout residency.

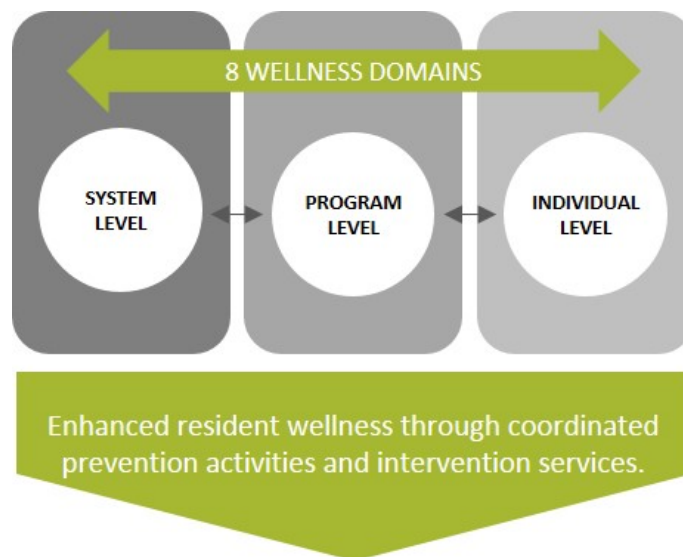
MISSION

We provide resources and support to develop healthy and resilient physicians.

VISION

We will become a national leader for enhancing and maintaining the health and wellness of residents. We will provide support services that ensures a healthy and positive learning environment for residents by integrating a multi-level framework for prevention and focused interventions. A holistic approach focusing on the eight wellness domains (physical, emotional, intellectual, financial, spiritual, occupational, social and environmental) will form the basis of the design and development of RRO wellness programs and initiatives.

CONCEPTUAL FRAMEWORK



STRATEGIC GOALS



1. Foster a culture of self-care, collegial and supportive work environment.

Supporting Strategies:

- 1.1. Improve opportunities that builds stronger communities and foster peer support groups to destigmatize help seeking.
- 1.2. Ensure processes and support in place for workplace improvements.
- 1.3. Promote activities for wellness and resilience thereby effecting culture change.
- 1.4. Improve learning environment through interventions to positively impact learner experience.

2. Continue to expand and improve access to resources and support services.

Supporting Strategies:

- 2.1. Develop an effective communication strategy for education and awareness of services and programs offered by the Resident Resource Office.
- 2.2. Develop workshops for residents to enhance self-management competencies and evaluate current programs for effectiveness.
- 2.3. Collaborate with residency programs to improve support services for timely referrals and early identification of residents in difficulty.
- 2.4. Collaborate with Saskatchewan Medical Association (SMA), Access and Equity Services (formerly DSS), Saskdocs and Resident Doctors of Saskatchewan (formerly PAIRS) to identify gaps and overlaps in existing resources.

3. Develop sustainable wellness programs that meet the diverse needs of the residency programs.

Supporting Strategies:

- 3.1. Implement and evaluate wellness programs to further strengthen our residency training.
- 3.2. Develop an organizational plan for program sustainability and capacity building.
- 3.3. Develop and implement evidence-based programs and services designed to improve learner wellness.
- 3.4. Develop comprehensive programs with focus on mental health and design timely interventions to ensure well-being of learners.

4. Increase engagement of learners to enable resident-led wellness initiatives.

Supporting Strategies:

- 4.1. Develop and implement strategies for engagement and participation in wellness programs.
- 4.2. Recognize dedication and celebrate success and accomplishments.
- 4.3. Identify opportunities and ways to increase resident engagement (Blogs, Newsletter, etc.)
- 4.4. Collaborate with Faculty Development and Alumni Association to strengthen engagement and outreach efforts.

5. Develop strategic partnerships locally and nationally for continual enhancement of learner wellness.

Supporting Strategies:

- 5.1. Collaborate on the implementation of the overall University of Saskatchewan Wellness Strategy.
- 5.2. Enhance research collaborations in the area of physician health and wellness.
- 5.3. Create opportunities for knowledge sharing to explore and adopt best approaches to enhance learner wellness.
- 5.4. Liaise with the provincial health region to develop strategies to implement and support wellness initiatives.

PLAN OF ACTION:

Over the next 5 years, the strategic plan for PGME wellness interventions will be used as a road map for enhancing resident health and wellness. During the implementation efforts, emphasis will be placed on linking programs to clinical aspects that learners can draw on. The wellness framework being developed will serve as a guide for identifying strategic priorities and developing operational plans for designing wellness interventions.

The implementation approach will involve updating the implementation activities. An implementation matrix will be used to report wellness activities, performance measure, responsibility and timeline for each strategic goal and supporting strategies on an annual basis. An annual progress report will be published to highlight accomplishments and compare effectiveness of interventional strategies.

The attached logic model further elucidates the strategic plan by graphically displaying the key activities, and its pathway to the intended outcomes of enhanced resident wellness.

PERFORMANCE INDICATORS:

An evaluation plan will be developed to streamline the process and outcome evaluations and performance monitoring of all the wellness initiatives supported by the PGME wellness framework.

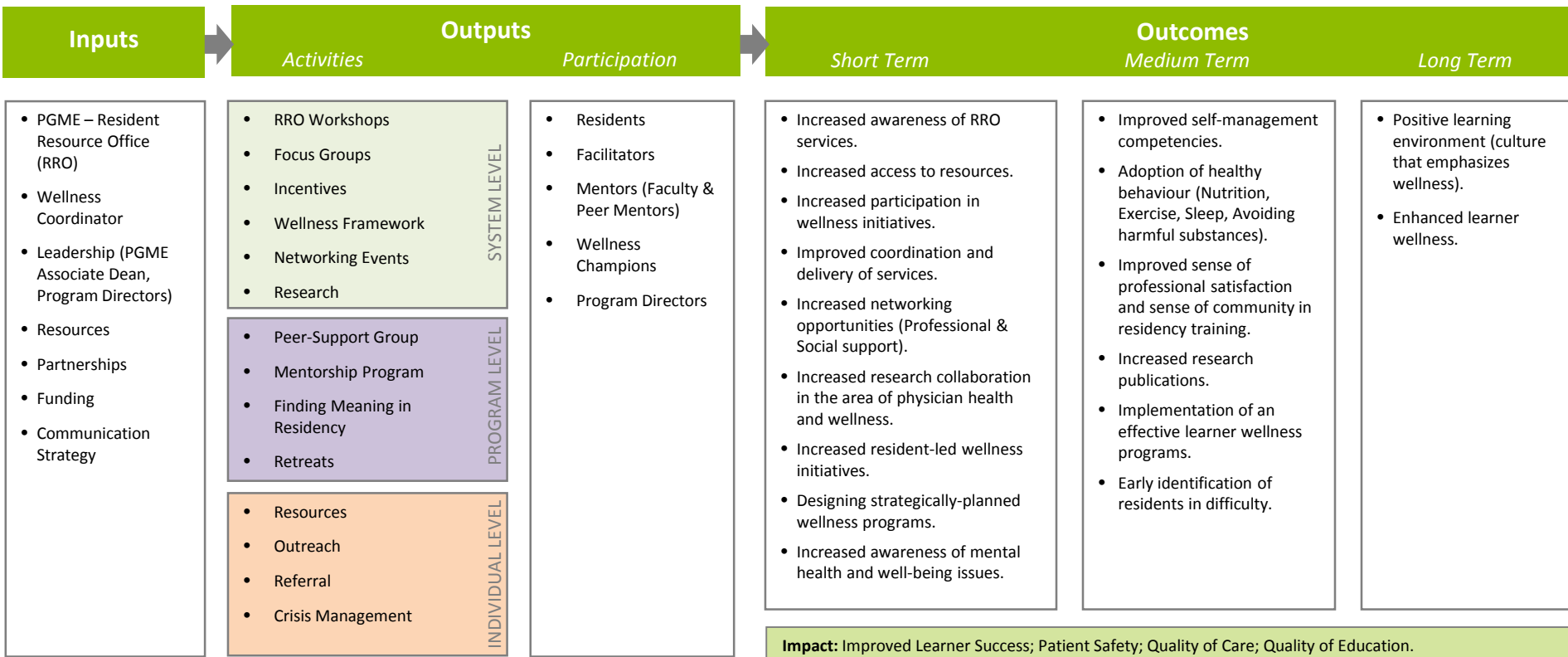
Process measures:

- Increase in number of workshops offered by RRO.
- Continuous assessment of wellness programs via periodic surveys, formal & informal feedback, and focus groups.
- Compare efficacy of different interventions.

Outcome Measures:

- Increase in participation and uptake of RRO programs and activities.
- Residents and Program Directors report positive impact of wellness initiatives.
- Improved satisfaction rates of RRO program interventions by participants.

PGME WELLNESS STRATEGIC PLAN – Logic Model



Assumptions:

- Resident health and wellness is a critical component of residency training.
- Learner wellness remains a priority of the PGME Strategic plan.
- Funding and logistics support are available.

External Factors:

- Varying level of access to resources at the distributed training sites.
- Influence of the new Competency by Design (CBD) curriculum implementation.
- Support of the Program Directors for the wellness initiatives.
- Overlap in physician support programs by the Saskatchewan Medical Association (SMA).

Evaluation:

A needs assessment will be carried out to determine current knowledge of available wellness resources and residents' wellness needs. As well, process and outcome evaluations will be conducted to determine if wellness initiatives have been implemented as planned and if outcomes have been achieved.