

THEMES FROM *PHYSICIANS ADVOCATING WELLNESS* EVENT

POLICY, FUNDING, NETWORKING, SUPPORT, EDUCATION, RESOURCES, ADVOCACY

ROLE OF FH WELLNESS COMMITTEE

POLICY AND ADVOCACY

1. Request for a **Policy Statement on physician wellness** – guiding principle or vision- promoting the quadruple aim
2. Request for FH Medical Staff Wellness Committee to **promote** individual, community and workplace responsibility for physician well-being
3. Request for **advocacy, education and policy** to change the adversarial culture between administration and physicians

GUIDELINES FOR FUNDING OF PHYSICIAN HEALTH PROGRAMS

1. **GUIDELINES RE: USE OF FACILITY ENGAGEMENT FUNDS FOR PHYSICIAN HEALTH**-To promote a culture of supporting physician health programs at each site, through facility engagement funds.
2. **PROMOTE SUSTAINABILITY OF PHYSICIAN HEALTH PROGRAMS**- FH to promote ongoing funding for physician health initiatives should Facility Engagement Funds no longer be available.

SUPPORTING CHAMPIONS

1. **SUPPORT and PROMOTE THE WORK OF PHYSICIAN HEALTH CHAMPIONS**-through quarterly networking events for physician health champions (such as the Nov 1, 2019 event)
2. **EDUCATION** for champions and all physicians on such topics as burnout, resilience, MH, addiction, reaching out to colleague in distress, communication skills, ETC.
 - FH could provide/coordinate regular scheduled REGIONAL wellness rounds
3. **URGENT/CRITICAL INCIDENT ROLE**- Need for emergency urgent contact and support for physicians in distress, critical incident debriefing, etc.

ADVOCACY

1. BETWEEN PHYSICIANS-HA-COLLEGE-PHP
2. TO SUPPORT CULTURE CHANGE –educating administrators, building an environment of collegiality
3. Align with the CPSCBC and PHP to support MDs more positively and strongly

FH SUPPORTED RESOURCE CENTER

1. MECHANISM TO SHARE RESOURCES
 - FH to support website, newsletter, social media-to enable sharing of ideas, speakers, events, knowledge
2. Quick access to safe and confidential counselling or coaching for docs
3. FH TO SUPPORT NETWORKING OPPORTUNITIES
 - monthly communication-? NEWSLETTER, social media
 - website- Central registry for online events,
 - Support group

OBSTACLES AND BARRIERS FOR CHAMPIONS DOING THIS WORK

1. WORK LOAD FOR CHAMPIONS – what can FH do to not overburden the champions
2. TIME-time for champion work, for physicians to participate in social/physician health education events
3. NEED FOR ADMINISTRATIVE SUPPORT- PROJECT MANAGER
4. TOOLS TO COMMUNICATE: how to notify all physicians in a community- multi prong approach needed
5. GENERATIONAL- SUPPORTING SPECTRUM OF NEEDS- EARLY TO LATE CAREER
6. BUILDING CONNECTIONS WITH PHYSICIANS WORKING OUTSIDE HOSPITAL

RESEARCH

1. SUPPORT RESEARCH- how do we show that improving physician wellbeing improves patient care and outcomes.
2. WHAT ARE THE TOOLS TO MEASURE WELLNESS

PROMOTING LOCAL WELLNESS PROGRAMS

1. INDIVIDUAL RESPONSIBILITY FOR WELLNESS
2. COMMUNITY RESPONSIBILITY FOR WELLNESS