

## Nephrology Wellness Lead Role Description

**Created** November 15, 2024

**Reviewed and approved by RPC Committee:** December 17, 2027

**Date of Next Scheduled Review:** December 2027

### **Preamble:**

The safety and wellness of residents is important for the program and residents, and to meet Royal College of Physicians and Surgeons of Canada Standards of Accreditation.

A Wellness Lead is a faculty member who is responsible for supporting resident wellness and safety during the residency program.

### **Qualifications:**

The Wellness Lead should have demonstrated an interest in resident wellness, including foundational knowledge of resident safety, fatigue risk management and the hidden curriculum.

### **Accountabilities:**

The Wellness Lead is accountable to the program director and the Residency Program Committee (RPC).

Confidentiality and protection of individual resident's wellness concerns must be maintained.

The Wellness Lead serves as a member of the RPC.

### **Appointment:**

The Wellness Lead will be selected by the program director or the divisional/department Chair.

The term is normally 3 years, which is renewable.

### **Responsibilities**

1. Liaise with residents and faculty regarding safety concerns that arise and report back to the RPC. Ensure that residents are supported and encouraged to exercise discretion and judgment regarding their personal safety, including fatigue.
2. Liaise with residents regarding wellness concerns.
3. Provide a regular wellness update at RPC meetings, and follow-up and document any action plans.
  - Agenda items that may be included in the Wellness Update at RPC meetings
    - Updates to action items identified in previous meetings.
    - New Safety or wellness concerns.

4. Ensure residents are aware of resident advocacy and support resources (Learner Experience, PARO, PGME, etc.). Resident must be aware of the confidential wellness supports available.
5. Assist in coordination of program wellness activities that include residents and faculty.