

Resident Wellbeing Subcommittee Terms of Reference General Psychiatry Residency Program

Purpose

The mandate of this committee is to develop and maintain initiatives within the residency program that support psychiatry resident wellbeing in the psychiatry residency program, and integrate with Temerty PGME resources through the [Office of Learner Affairs](#).

Resident wellbeing is a complex construct, related to professional identity formation, a sense of belonging, and developing competence as a physician. Resident wellbeing is not simply the absence of distress, which includes well-recognized problems prevalent in medicine: burnout, a work environment phenomenon; and other forms of psychological distress, including illness and personal health concerns, that seriously impact wellness. The impact of the learning environment on resident wellbeing is well-recognized, and interconnected but separate portfolios include learner experience concerns, addressed through the [Learner Experience Unit](#).

Physician wellbeing also encapsulates issues facilitating development of a sense of professional identity, purpose, competence and the ability to thrive in one's career, including amidst uncertainty in healthcare. This committee will develop methods to elicit and understand issues affecting resident wellbeing. Factors affecting wellbeing in residency training have been elucidated by research, and draw from individual, organizational (the residency program, hospitals, and the broader Faculty of Medicine) as well as systems factors (e.g. provincial healthcare system). This committee aims to understand how these factors affect our residents perceived wellbeing during training and will work with the Psychiatry Residency Program Committee (PRPC) and its subcommittees, as well as OLA/PGME, to develop and support guidelines, policies, processes, and programs to support residents.

Areas of Responsibility

- Supports the PRPC through its mission to elicit and understand issues affecting wellbeing in the residency, develop or help facilitate development of programs, collaborations and policies in support of wellbeing within the psychiatry residency.
- Gather and analyze relevant data (including but not limited to needs assessment surveys, resident retreats and focus groups) to understand resident experiences as pertaining to wellbeing issues, inform program evaluation, development and advocacy.
- Liases with relevant UofT PGME leadership in areas that impact on learner wellbeing (e.g. Directors of OLA, Temerty Professor of Learner Wellness) to foster collaboration and alignment between residency program and larger systems initiatives within the Temerty Faculty of Medicine.
- Develop innovative approaches to:
 - Foster programs that support connection and community, growth and competence, as well as self-care.
 - Educate residents and contribute to relevant faculty development about physician distress, including burnout and other chronic-stress related states.

- Identify challenges or barriers to wellbeing within the psychiatry residency program, and where applicable collaborate with other committees and groups within the Department of Psychiatry, Postgraduate Medical Education, and the Faculty of Medicine, to facilitate understanding and explore possible solutions.
- Broadly help advocate for infrastructure, processes, and guidelines in support of psychiatry resident wellbeing.

Scope

- While committed to advocacy broadly, the immediate responsibility of the subcommittee lies with the psychiatry residency program and psychiatry residents. As such, the committee's realm of influence includes the PRPC (Psychiatry Residency Program Committee) within the Department of Psychiatry.
- To ensure resident confidentiality, the PRPC will not be involved in helping individual residents navigate issues related to wellbeing, as this is the role of multiple other groups (including the Office of Learner Affairs, the Resident Advisor, and beyond). The Resident Advisor sits on the Resident Wellbeing Subcommittee, and offers important perspective to the committee through anonymized resident experience broadly that informs the projects/initiatives stewarded by the subcommittee.
- Data from the work conducted by the Subcommittee will be analyzed as a part of the residency program's program evaluation processes.

Membership

- Chair – Department of Psychiatry Faculty Member (Psychiatrist)
- 2 resident representatives, with experience in resident wellness initiatives, and with preference from different developmental stages of training (e.g. FOD and COD/TTP)
- Resident Advisors, General Psychiatry Residency Program
- Department of Psychiatry Faculty Psychiatrists representing various domains affecting or offering important perspectives on resident wellbeing including but not limited to:
 - Early career psychiatrist (within first 5 years of graduating from residency training)
 - Faculty Development – Faculty member involved in Faculty Development General Psychiatry Residency Program
 - Hospital training sites – PG Site Director or Psychotherapy Site Coordinator
 - International Medical Graduates (IMGs) – Assistant Program Director, IMG, or a delegate
 - Psychiatry subspecialty programs at U of T have expressed an interest in learning from the general program wellness strategy; thus faculty who work across general psychiatry and subspecialty programs are welcome to participate, noting that subspecialty programs require separate wellness-related infrastructure and supports.
 - Resident remediation (e.g. member of Resident Assessment and Support Committee or who has experience in formulating and implementing informal or formal remediation support plans in the residency program)

Chair

The Chair of the Subcommittee on Resident Wellbeing is a staff psychiatrist with specific and relevant expertise in the area of physician wellbeing.

Reporting Relationship

The Chair(s) of this subcommittee will sit on the PEAC. The subcommittee reports to PRPC.

Schedule

The committee will meet quarterly and at the call of the Chair.

Administrative support

Residency Program Administrative Support.

Procedures for Decision Making

Decisions will largely be consensus or at the discretion of the Chair(s). Quorum will be constituted by 3 members of the committee or their delegates, including at least 2 faculty and 1 resident member.

Prepared by: Chair, Subcommittee on Resident Wellbeing with the Resident Wellbeing Subcommittee

Approved by PRPC: April 7, 2025

Date of next scheduled review: 2028-29