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3 **EMERGENCY MEDICINE RESIDENTS' ASSOCIATION**

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5 Resolution: S'23 - 4

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7 **Improving Overall Wellness among Emergency Medicine Residents**

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10 **Whereas** resident physicians working in the ED are susceptible to burnout<sup>1</sup>, with few  
11 effective interventions that are common across all programs to reduce burn out and improve  
12 resident wellness<sup>2</sup>; and

13 **Whereas** emergency medicine residents continue to stay for longer times in the emergency  
14 department after the end of their shift to work on documentation; and

15 **Whereas** residents have reported a lack of reward for their work, including non-financial  
16 rewards, resulting in feelings of underappreciation and a rise in burnout<sup>2</sup>; and

17 **Whereas** resident retreats involving mindfulness training significantly reduced perceived  
18 stress while working in the ED<sup>3</sup>; and

19 **Whereas** resident retreats focusing on specific elements for each post-graduate year are  
20 sustainable and lead to increased reported enthusiasm for training<sup>4</sup>; and

21 **Whereas** team debriefing after simulated cardiac arrest led to enhanced clinical practice  
22 and psychological well-being<sup>5</sup>. Therefore, be it

23 **Resolved** EMRA:

- 24 ● Advocates for clinical shifts that include a 1-hour overlap with oncoming  
25 residents to reduce time spent wrapping up clinical work in the ED after shifts  
26 end.
- 27 ● Recommends all emergency medicine programs adopt a “Kudos” (or similar)  
28 system, where impressive performances in the ED are shared with the  
29 department on a monthly basis to encourage hard work and reduce feelings of  
30 resident under-appreciation.
- 31 ● Encourages residency programs to organize at least one annual retreat outside  
32 of the hospital setting, where EM residents engage in team building activities,  
33 mindfulness stress-reduction training, in addition to socializing with co-residents.
- 34 ● Advocates for 60-minute debrief sessions once monthly during dedicated  
35 conference hours, with the goal of shared reflection and discussion of distressing  
36 events encountered in the ED (e.g.: end of life decisions, traumatic resuscitations,

37 workplace violence).

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56 **EMRA Policy:** no relevant policy

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58 **Financial Note:** none