**Brigham and Women’s Hospital**

**Surgery Residency
2019-2020 Personal Wellness Time Policy**

Personal health and wellness are essential for a surgeon’s physical and emotional health, as well as to enable delivery of the best surgical care. The BWH Surgery Residency is committed to supporting our residents and their health and wellness.

1. Personal/Wellness Time
	1. Residents are now scheduled 45 minutes of Personal Time, from 11:15a to 12:00p every week on Wednesdays, for personal/wellness time, administrative task completion or any non-patient personal responsibilities.
	2. Residents are encouraged to take advantage of Personal Time to schedule medical and dental care as well as remaining current on non-clinical professional responsibilities.
2. Excused absences for medical/dental care
	1. Residents are encouraged to schedule routine medical and dental care.
	2. To attend medical and dental appointments, residents are also allowed 3 excused personal absences from Wednesday morning didactics (9:15a to 12:00p) per academic year.
	3. Residents are expected to notify the administrative chief residents of their absence in advance. Residents are not expected to explain the reason for their absence except that it is for medical/dental care. No explanation or details are necessary.
	4. Administrative Chiefs and program leadership will review any personal absences greater than 3 per academic year; resident must communicate all absences to the Administrative Chiefs to keep clear communication lines open.