

BACKGROUND

Neonatal Intensive Care Unit (NICU) trainees experience high intensity situations often under suboptimal physiologic and psychologic conditions.

High rates of burnout and/or secondary traumatic stress.

Mental health of NICU fellows can have significant impact on their well-being and the quality of patient care they provide.

Goal is to improve Neonatal Fellow mental health and well-being in a level 3 NICU by using Trauma Informed Care (TIC) principles.



AIM

Primary Aim:

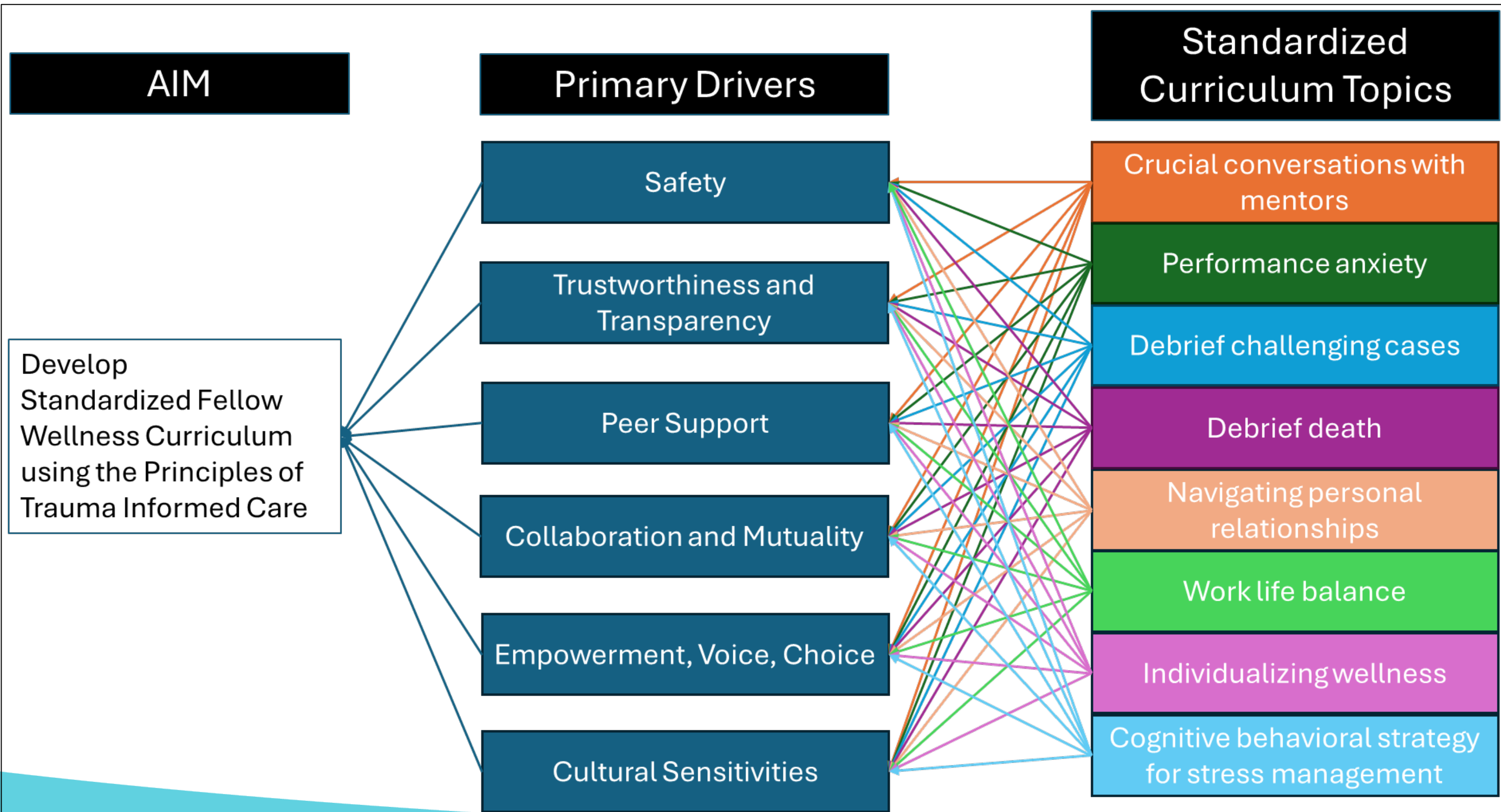
Develop a Fellowship Wellness Curriculum led by the NICU psychologist exclusive to fellows and achieve the following measures within 6 months:

- 100% compliance with monthly sessions
- 100% compliance with fellow attendance for those fellows who desire to attend

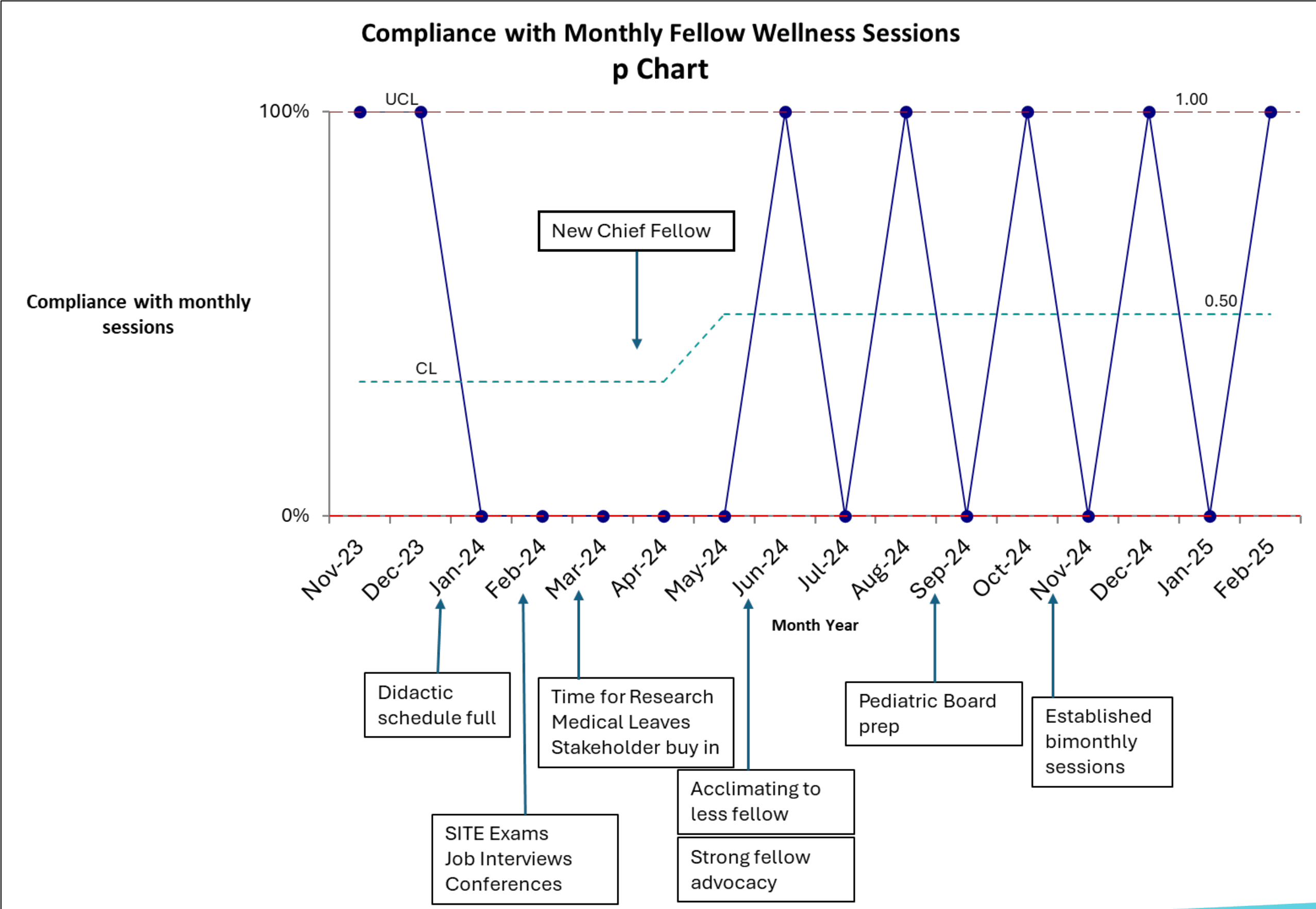
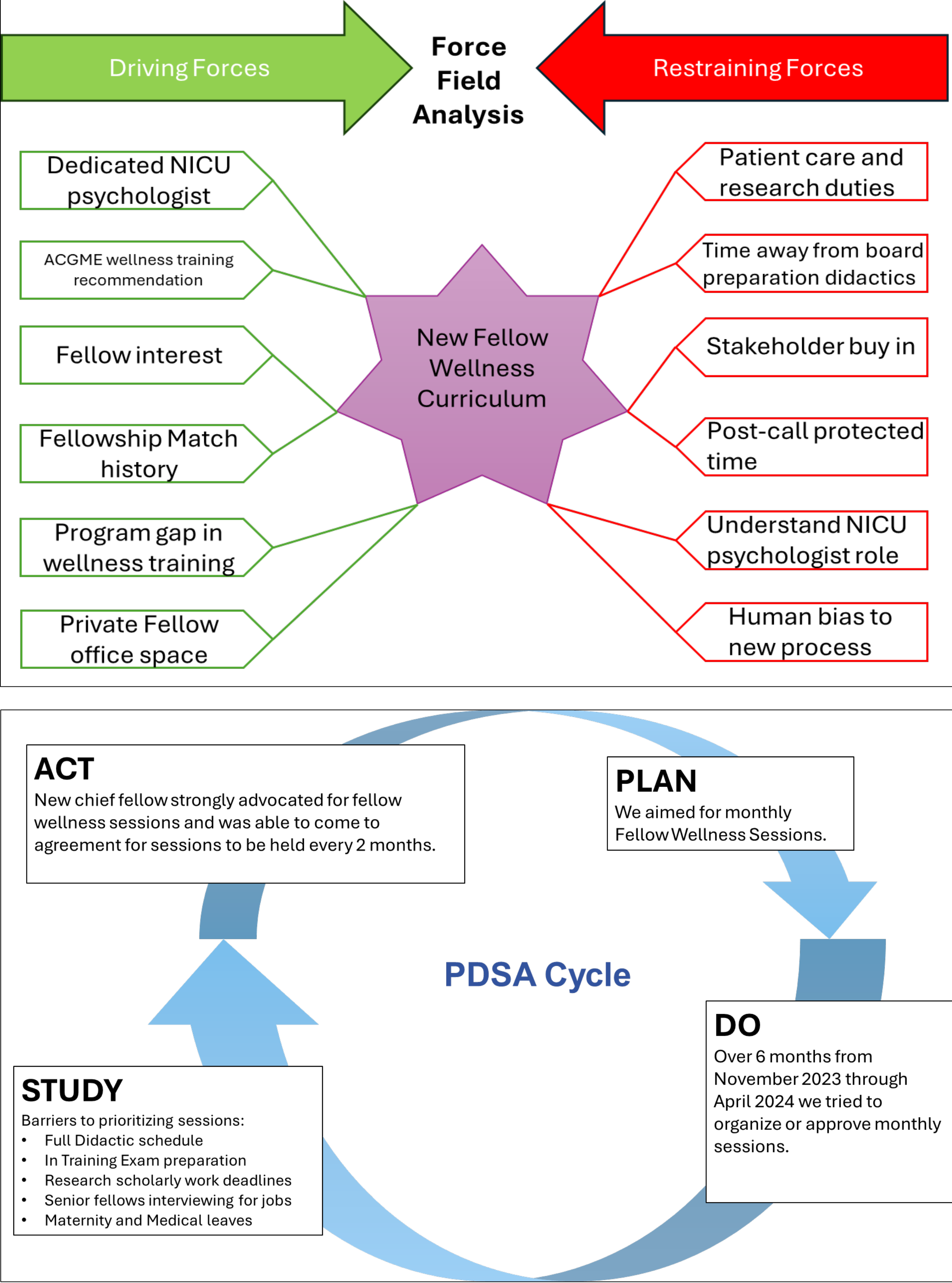
Secondary Aim:

To increase awareness of trauma exposures that are inherent to critical care graduate training by establishing 8 standardized topics.

KEY DRIVER DIAGRAM



METHODS



RESULTS

Qualitative feedback from fellows supported establishing permanence of wellness curriculum.

“Mental health sessions are equally as important as the pathophysiology lectures.”

“Sessions help reset the mindset more positively.”

“Sessions improve work related satisfaction.”

Fellow feedback, new chief fellow term, and persistent advocacy to establish this wellness curriculum enabled this pilot to continue for an additional 6 months.

The frequency of sessions has increased in collaboration with program director approving bimonthly sessions.

DISCUSSION

Implementation of a fellow wellness program was met with initial resistance, but over time has proven beneficial in fellow satisfaction and performance leading to:

- Increased support from key stakeholders.
- Increased frequency of scheduled sessions.



FUTURE DIRECTION

Incorporate fellow wellness curriculum into monthly didactic schedule and standardize a curriculum to be replicated.

Measure effectiveness of standardized curriculum.