



Faculty of Medicine

Wellness Funding for the Clinical Disciplines Guidelines

Approver:	Senior Executive Committee
Approval Date:	March 2, 2026
Review Date:	March 2, 2030

Definitions

Discipline Fund	Revenues provided to each clinical discipline derived from the clinical earnings of full-time clinical faculty.
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Overview

The discipline fund is managed by the Discipline Chair in accordance with university policies. The fund is used to support academic activities and ensure that accreditation standards are being met.

A guideline on the use of discipline funds is available here

<https://www.mun.ca/medicine/about-us/policies-and-procedures/guidelines/>.

Wellness initiatives are an important component of residency training and are used to enhance well-being, reduce social isolation, and strengthen working relationships amongst residents and faculty. These objectives align with Canadian residency accreditation standards and are supported by evidence showing that structured, social, and reflective activities reduce burnout, promote psychological safety, and improve morale and team building. The residency program committees (RPCs) will normally include a Wellness Lead or other faculty member responsible for wellness initiatives.

Purpose

To provide guidance on the use of discipline funds to support wellness activities in the clinical disciplines of the Faculty of Medicine (FoM).

Scope

To guide Discipline Chairs and discipline members, within the FoM on the types of activities funded through discipline funds for wellness activities for residents and faculty.

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Procedure

A.0 Budgeting For Wellness Activities

A budget for wellness activities should be established at the annual budget meeting with the Dean of Medicine and will consider the size of the discipline and number of residents.

Budget limits per resident/faculty: \$50/event
\$250/year

Funding for catering if required is not included in these limits and will follow the [Hosting Policy](#).

This budget for wellness activities is separate from funding required for a Resident or Faculty retreat but may be used to support wellness initiatives which take place during the retreat.

B.0 Process For Accessing Funding for Wellness Activities

Requests for funding are made through the Discipline Chair and follow the normal policies for funding requests. Requests are to be made a minimum of 10 days before the event.

Funding requests should include:

1. Name of event and agenda
2. Location
3. List of attendees
4. A brief explanation of why this activity is important to the educational objectives of the discipline, including team building, and supporting mental health and wellness.

B.1 Wellness Activities Eligibility

B.1.1. Examples of wellness activities, which are eligible to receive funding. This list is not intended to be comprehensive.

- Lunch and learn sessions: [Hosting Policy](#)
- Activities to foster team building and wellness including events outside the hospital setting (e.g., yoga, bowling, hikes)
- Welcome and leaving events for residents
- Invited speakers: [Visiting Speaker Procedure](#)
- Group led or facilitated activity (e.g. debrief sessions)



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- B.1.2 Activities that are viewed as unnecessarily risky (axe throwing and paintball for example), or unprofessional will not be approved
- B.1.3 Events which require catering will follow the university's Hosting Policy for catering.
- B.1.4 The Office of Learner Well-Being and Success can also provide educational workshops or presentations related to wellness at no cost.

Related Links

Catering Pre-Approval Form

[Hosting Policy](#)

[Discipline Funds and Operating Budget Expenses Guidelines](#)

[Visiting Speaker Form](#)

[Visiting Speaker Procedure](#)