



**Monash
Health**

Moral Distress

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MORAL DISTRESS

** experiences that exceed expectations*

** safe, high quality and timely care*

Ideal Care

Reality



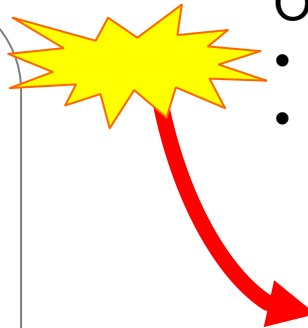

Ethical Principles

Identity

- Carer
- Healer
- Good person

Our power and autonomy is limited by....

- Limitation & rationalisation of resources
- Institutional Rules



- Powerlessness**
- Anger**
- Guilt/shame**
- Grief
- Demoralisation**



RISKS – OF MORAL DISTRESS



Internalise: *numbed, demoralised*
depersonalise, cynical

Externalise: *angry, blame & shame*



WHAT TO DO – ABOUT MORAL DISTRESS

1. PAUSE – and acknowledge
2. Share decision-making
3. Watch out for self and others – warning signs
 - *Numbed, depersonalising, cynical, black humour, isolating, withdrawn, depressed*
 - *Irritable, angry*
4. If all else fails, reduce exposure



MORAL DISTRESS - *SUMMARY*

1. Moral Distress is different to normal work stress
2. In the short term it is unavoidable
3. There are risks to self and others
4. Therefore, we need to:
 - PAUSE and acknowledge
 - Share decision-making
 - Watch out for each other
 - Monitor exposure

