

THE 4TH INTERNATIONAL OCCUPATIONAL DISTRESS AND MORAL INJURY CONFERENCE

A WOLF IN SHEEP'S CLOTHING OR JUST ANOTHER SHEEP?

MATTHEW L. RAMSEY, MD

PROFESSOR OF ORTHOPAEDIC SURGERY

SIDNEY KIMMEL MEDICAL COLLEGE AT THOMAS JEFFERSON UNIVERSITY

SHOULDER AND ELBOW SERVICE

ROTHMAN ORTHOPAEDIC INSTITUTE



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WHAT AM I DOING HERE!

- **ORTHOPAEDIC SURGEON**
 - **SHOULDER AND ELBOW SURGEON**
- **ACADEMIC AFFILIATED PRIVATE PRACTICE**



The New York Times Magazine

<https://www.nytimes.com/2023/06/15/magazine/doctors-moral-crises.html>

The Moral Crisis of America's Doctors

The corporatization of health care has changed the practice of medicine, causing many physicians to feel alienated from their work.

By Eyal Press

Published June 15, 2023 Updated July 14, 2023

Clinicians in high-paying specialties like orthopedics and plastic surgery “are doing just fine, thank you,” one physician I know joked.

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HOW DID I GET HERE?

- BORN IN FAIRFAX, VA
- RAISED IN SCHENECTADY, NY



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HOW DID I GET HERE?

THE JOY OF PRACTICING MEDICINE

- IN SERVICE OF OTHERS
- INTELLECTUALLY CHALLENGING
- MEANINGFUL WORK
- REMARKABLE COMMUNITY



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HOW DID I GET HERE?

- SUNY-DOWNSTATE MEDICAL SCHOOL
- THOMAS JEFFERSON UNIVERSITY HOSPITAL
- UNIVERSITY OF PENNSYLVANIA
- MAYO CLINIC



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HOW DID I GET HERE?

UNIVERSITY OF PENNSYLVANIA

- 2 HOSPITALS
- RESEARCH INSTITUTION
- TEACHING INSTITUTION



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HOW DID I GET HERE?

UNIVERSITY OF PENNSYLVANIA

- 2/4/7 HOSPITALS
- RESEARCH INSTITUTION
- TECH TRANSFER



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HOW DID I GET HERE?

ROTHMAN ORTHOPAEDIC INSTITUTE

- ACADEMICALLY AFFILIATED PRIVATE PRACTICE
- 20TH DOCTOR
- 4 OFFICES
- TRIPARTITE MISSION
 - PATIENT CARE
 - RESEARCH
 - EDUCATION



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HOW DID I GET HERE?

ROTHMAN ORTHOPAEDIC INSTITUTE

- ACADEMICALLY AFFILIATED PRIVATE PRACTICE
- 250 DOCTORS
- 32 OFFICES
 - 4 STATES
- TRIPARTITE MISSION
 - *PATIENT CARE*
 - RESEARCH
 - EDUCATION



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DRIVERS OF CHANGE!

- INSURANCE CONSOLIDATION
- HOSPITAL CONSOLIDATION
 - VERTICAL AND HORIZONTAL INTEGRATION
- CHANGING PRACTICE ENVIRONMENT
 - MOVING TO EMPLOYED MODELS
 - EXCESSIVE DEMANDS IN THE WORKPLACE



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PHYSICIAN DISTRESS

DRIVERS OF DISTRESS

- WORK OVERLOAD
- LACK OF CONTROL
- INSUFFICIENT REWARD
- BREAKDOWN OF COMMUNITY
- ABSENCE OF FAIRNESS
- CONFLICTING VALUES



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THE STORY OF NOW – IS US!

- “IF YOU WANT TO MAKE SMALL CHANGES, CHANGE THE WAY YOU DO THINGS; IF YOU WANT TO MAKE MAJOR CHANGES, CHANGE THE WAY YOU SEE THINGS

DON CAMPBELL (CANADIAN RANCHER ON REGENERATIVE AGRICULTURE)



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CHANGING THE LANGUAGE

- **MORAL INJURY**

”PERPETRATING, FAILING TO PREVENT, BEARING WITNESS TO, OR LEARNING ABOUT ACTS THAT TRANSGRESS DEEPLY HELD MORAL BELIEFS AND EXPECTATIONS”



PHYSICIANS AREN'T 'BURNING OUT.' THEY'RE
SUFFERING FROM MORAL INJURY

STAT 2018

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THE STORY OF NOW – IS US!



Centre for Developmental
and Complex Trauma
Part of St Andrew's Healthcare



Moral Injury
of Healthcare



the british
psychological society
crisis, disaster and trauma
psychology section

4th International Occupational Distress and Moral Injury Conference

Restoration, Recovery and Repair Healthcare

Online 15th October 2024 09:30- 17:30 BST

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THANK YOU!



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