

Moral Injury in Occupational Settings Conference Pack

MORAL INJURY IN OCCUPATIONAL SETTINGS

HEALTHCARE, POLICE, FIRST RESPONDERS AND MILITARY SERVICES



the british
psychological society
crisis, disaster and trauma
psychology section

**CENTRE FOR
DEVELOPMENTAL
AND COMPLEX TRAUMA**



**Academic
Centre**
St Andrew's Healthcare

2ND INTERNATIONAL ONLINE CONFERENCE

2nd Online International Conference

22nd March 2022

9:30am – 5:30pm, GMT

Co-hosted by the Crisis, Trauma and Disaster Section of the BPS, The Centre for Developmental and Complex Trauma and The Academic Centre, St Andrew's Healthcare

A very warm welcome....

A very warm welcome to our 2nd International Moral Injury in Occupational settings on line conference event! We are delighted to welcome you to this event, the fourth collaboration between the Crisis, Disaster and Trauma Section of the British Psychological Society, The Centre for Developmental and Complex Trauma and Academic Centre; and our 2nd International Moral Injury Care in Occupational Settings conference.

In this event, we have three symposia, a series of brief oral papers and live polls. The first symposia addresses conceptual frameworks and dilemmas: de-constructing moral injury. The second symposia explores the systemic and organisational context of moral injury and the role of multiple factors, including spirituality, in our understanding of Moral Injury. The third symposia explores treatment approaches to moral injury, both individual and organisational, and their evidence base.

We also have four brief oral presentations. In the morning session, we have two presentations from early stage career researchers in the UK, presenting interim results from an empirical exploration of moral injury and its clinical associations in a forensic inpatient population. The second presentation is a meta-ethnography of sources of moral injury and moral distress in healthcare. In the afternoon session, we have two US led presentations presenting on the cross validation of a new moral injury scale, and reporting on an intervention programme to support cultural changes in healthcare.

We also want to highlight the professionalism, support and dedication of our conference presenters in the development of this event. This is a particularly challenging time in healthcare and the persistence shown by the clinicians, researchers and students for preparing for this conference is testimony of the dedication within the field and the passion of those working in this speciality.

Please, have a great day and ask many, many questions! And not to forget delegates and panellists can tweet about the event using the hashtag #MI2022

The Conference Chairs



Dr Deborah Morris

Director

Consultant Clinical Psychologist
Centre for Developmental &
Complex Trauma (CDCT)



Dr Annette Green Wood

Chair, CDT Section BPS

Consultant Psychologist
Lead, Trauma Response Service
Consultant Advisor, VCTS



Dr Pete McAllister

Associate Medical Director

Consultant Psychiatrist
Academic Centre
St Andrew's Healthcare

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Housekeeping: Important information about the Conference

Conference format



This is an online Conference using Zoom Webinar. All presentations are live. The presentations are not being recorded. Your microphone and video camera will be switched off to help the conference run smoothly. You will be able to use Chat to send messages to selected people and use the Q&A to ask questions about the presentations.

The speakers and presentation slides are best viewed using **Gallery View**. You will not be able to use Multi-Pin during this event.

One minute before the end of each presentation the chair will appear on the screen indicating that the presenter is nearing the end of their presentation and moving into their Q&A.

Difficulties with Zoom



To check your access to Zoom, you can join a test meeting set up by Zoom please go to [Joining a test meeting – Zoom Help Center](#) to find out how to do this. Many problems with video conferencing are due to low bandwidth – please check yours before the conference starts. On the day, we are not able to help delegates resolve problems with their own internet connections.

Asking questions



We very much want this to be an interactive event and we encourage you to ask questions throughout the event. Questions and comments to specific individuals can be posted into the 'chat' function. If you would like to ask a question relating to one of the brief papers or oral presentations, please use the Q&A function. The chairs of each symposia will ask questions posted into Q&A boxes at the end of each oral presentation.

Attendance certificates



Each delegate will be sent a Certificate of Attendance after the conference. The conference counts for 6.5 hours of CPD.

Full conference Timetable

Time	Title	Lead Presenter
09:30 – 09:38	Welcome	Dr Pete McAllister & Dr Deborah Morris
09:38 – 09:48	Opening Comments	Professor Joanne Harris
09:50 – 10:25	Brief Reports: Updates from MI research Chair Dr Pete McAllister	09:50 Elanor Webb 10:05 Dr Scott Steen
10:25	Introducing the first symposia	
10:25 – 11:00 (+5 for Q&A)	Symposia 1: Conceptual Frameworks and clinical implications Chair Dr Pete McAllister	Professor Neil Greenberg Should Moral Injury be a diagnosis
11:05 – 11:45 (+5 for Q&A)		Dr Esther Murray Using the language of moral injury in occupational settings
11:50 – 12:00		Panel Discussion Professor Neil Greenberg & Dr Esther Murray
12:00 – 12:15	Comfort Break	
12:15		Introducing the 2nd Symposia
12:15 – 12:50 (+5 for Q&A)	Symposia 2: Working with moral injury in workplace settings: The systemic context	Dr Wendy Dean The systemic context and causes of moral injury in occupational settings
12:50 – 13:40	Lunch Break	
13:40-13:40	Welcoming back and introducing the final papers in this symposium Chair Dr Deborah Morris	Introducing the 2nd Symposia
13:40 – 14:20 (+5 for Q&A)		Prof. Joseph Currier : Systemic solutions Understanding Spiritual and Religious Dimensions of Moral Injury Development and Recovery
14:25		Introducing the 3rd Symposia
14:25 – 15:00 (+5 for Q&A)	Symposia 3: Clinical Interventions in moral injury Chair Dr Deborah Morris	Dr Hannah Murray Cognitive Therapy for Moral Injury and PTSD
15:00 – 15:35 (+5 for Q&A)		Dr Victoria Williamson Innovations in treatments for moral injury
15:40 – 16:00	Comfort Break	

16:00 – 16:40 (+5 for Q&A)	Welcoming back and introducing the final papers in this symposium Symposia 3: Clinical Interventions in moral injury	Introducing the 3rd Symposia
		Dr Daniel M. Blumberg Ph.D. Dr Konstantinos Papazoglou Dr Michael Schlosser Ph.D. Addressing Moral Injury and Other Moral Risks of Policing
16:45-17:20	Brief Reports: Updates from MI research Chair Dr Deborah Morris	16:45 – Robert Lennon, Pennsylvania State University 17:00 – Dr S Mantri, Duke University 17:15 - Q& A for Dr Lennon and Dr Mantri
17:20 – 17:30	Summary: Final Poll results and Close	Dr Pete McAllister & Dr Deborah Morris

Conference programme: chairs and speakers

Dr Deborah Morris (Co-Chair)

Director, Centre for Developmental and Complex Trauma
Consultant Clinical Psychologist



Deborah is a consultant clinical psychologist who has worked clinically with adults with complex trauma, personality disorder, neurodevelopmental, forensic and mental health needs in community, assertive outreach, crisis, residential and inpatient settings. Deborah has previously worked in professional and clinical lead positions.

Deborah is currently the Director for the Centre of Developmental and Complex Trauma (CDCT), which focuses on promoting the voice and needs of marginalised populations who have experienced repeated exposure to trauma. Her research interests and publications include; intellectual disabilities, developmental trauma disorder, intersectionality and inclusion in trauma, adverse childhood experiences, complex trauma in marginalised populations and the physical health impact of exposure to trauma: For Dr Morris's ResearchGate page scan here:



Selected Recent Publications

Morris, D. J (2021) Invited Guest Editorial: Are Intellectual Disabilities an Intersection of exclusion in Trauma research, policy and practice), *Advances in Mental Health and Intellectual Disabilities*, Vol 15, 5, pp.153-157.

Morris, D.J., Webb, E.L., Foster-Davies, L., Gibbs, D., McAllister P., Wallang, P.M., & Shaddel, F (2021) Ethnic disparity in use of the Mental Health Act with adolescents with Developmental Disorders at the point of admission into secure services: The outcomes of a Pilot Review, *The Journal of Forensic Practice*, early cite

Morris, D. J., Webb, E., Fox, E., Holmes, J., Reynolds, K., Head, M., Lunn, A., Canterbury, R., McAllister, P., L., Dionelis, K., & Kamath., S (2021) Examining the prevalence of complex PTSD in an inpatient DBT service for females with a primary diagnosis of EUPD, *Abuse: an International Impact Journal*, Vol 2, 1.

Webb, E.L., Moffatt, A., **Morris D, J.**, & Sati, F. (2021) The accumulative impact of failed placements and ACEs on BMI: The impact of re traumatisation, *Journal of Disability and Health*, 14(4).

Morris, D.J., & Webb, E. L., (2021) Understanding multiple inequalities and trauma needs through a gendered lens: The case for inclusive gendered approaches to trauma informed care. (Edited by Mullen, P.) In 'Multiple Disadvantage, Trauma and Poverty,' Revolving Doors Agency, London.

Morris, D.J., Webb, E.L., Stewart, I., Galsworthy, J., & Wallang, P. (2021) Comparing co-production approaches to dynamic risk assessments in a forensic Intellectual disability population: Outcomes of a clinical pilot, *Journal of intellectual disabilities and offending behaviour*, Vol 12. No. 1, pp.23-36

Morris D, J., Webb, E., Parmar, E., Trundle, G., & McLean, A. (2020) Troubled beginnings: The Adverse Childhood Experiences and placement histories of a detained adolescent population with Developmental Disorders. *Advances in Mental Health and Developmental Disabilities*, Vol. 14, No. 6.

Morris, D. J., & Beber, E. (2020) Intellectual Disability and Trauma: A question of causality, Trauma Informed Care: Supporting systems and service users, *Oral paper, British Psychological Society: Crisis, Disaster and Trauma Division Conference, November, UK.*

Morris D, J., Shergill S. & Beber, E (2019) The prevalence of Developmental Trauma in a secure forensic Intellectual Disability service: Re thinking service models? *Journal of intellectual disabilities and offending behaviour*, 11 No. 1, pp. 35-48.



Dr Annette Greenwood (Co chair)

Chair, Crisis, Disaster and Trauma Section, BPS;

Lead Trauma Response Service, St Andrew's Healthcare

Dr Annette Greenwood is a HCPC registered Consultant Counselling Psychologist who specializes in psychological trauma and staff wellbeing. An Associate Fellow of the BPS and is Chair for the Crisis, Disaster & Trauma (CDT) section of the BPS and a nominated board member of UKPTS. She has worked at consultant level in the NHS for 19 years and now is the Trauma Response Lead and Consultant Clinical Advisor for the Veteran's Complex Trauma service at St Andrews Healthcare, a charity that provides specialist secure care for mental health patients within the UK. She has lead psychological incident

responses both at international and national level and was a consultant psychologist on a Neonatal Unit for 10 years working with parents and staff who cared for terminally ill babies.

Selected recent publications

Webb, E. L., Greenwood, A., Hamer, A., & Sibley, V. (2021). [Profiling referrals to a trauma support service: Needs and outcomes for staff working in a secure adult developmental disorder pathway. *Advances in Mental Health and Intellectual Disabilities*, 15\(5\), 209-221.](#)

Morris D, J., Webb, E., **Greenwood, A.**, Steen S., & Ma K, (2021) Gendered Pathways to Moral Injury in Mental Healthcare Practitioners, Oral Conference paper, 2021 Comprehensive Moral Injury Conference (CMIC), Seattle, USA.

Morris D.J., Webb, E.L & **Greenwood, A.** (2021) Trauma Informed Care for Healthcare professionals: Features, risk factors and intervention approaches for secondary trauma, invited oral presentation, Italian Society of Traumatic Stress Studies, Rome, March (Invited paper)

Greenwood, A., & Braham, L. (2018) "Violence and aggression towards staff in secure settings", *Journal of Forensic Practice*, Vol. 20 No. 2, pp.122-133, <https://doi.org/10.1108/JFP-05-2017-001>

Greenwood, A. (2015) Psychological support following violent assault and trauma: what works for staff in secure settings? (In book: Handbook of Secure Care Edition:1) *Royal College of Psychiatrists*, Chapter 1.

Greenwood, A. (2015) Psychological support following violent assault and trauma: what works for staff in secure settings? (In book: Handbook of Secure Care Edition:1) *Royal College of Psychiatrists*, Chapter 19.

Dr Pete McAllister (Co-chair)

Associate Medical Director, Academic Centre, St Andrew's Healthcare



Dr McAllister is an experienced Dual Qualified Consultant Forensic and General Adult Psychiatrist, with over twenty years' experience of delivering assessments with a strong occupational focus, to UK Armed Forces across the world. As a result of his experience Dr McAllister is skilled in the assessment and treatment of Post-Traumatic Stress Disorders (PTSD). Dr McAllister is an Honorary Clinical Senior Lecturer at the University of Buckingham Medical School and is the Associate Medical Director for Training and Education at St Andrew's Healthcare.

Recent selected publications

Morris, D. J., Webb, E., Fox, E., Holmes, J., Reynolds, K., Head, M., Lunn, A., Canterbury, R., **McAllister, P.**, L., Dionelis, K., & Kamath., S (2021) Examining the prevalence of complex PTSD in an inpatient DBT service for females with a primary diagnosis of EUPD, *Abuse: an International Impact Journal*, Vol 2, 1.

Morris, D.J., Webb, E.L., Foster-Davies, L., Gibbs, D., **McAllister P.**, Wallang, P.M., & Shaddel, F (2021) Ethnic disparity in use of the Mental Health Act with adolescents with Developmental Disorders at the point of admission into secure services: The outcomes of a Pilot Review, *The Journal of Forensic Practice*, early cite

Mulligan, K., Jones, N., Davies, M., McAllister, P., Fear, N.T., Wessely, S. Greenberg, N. (2012). Effects of home on the mental health of British forces serving in Iraq and Afghanistan. *The British Journal of Psychiatry*, 201 (3), 193-198.

Jones, N., Seddon, R., Fear, N.T., McAllister, P., Wessely, S., Greenberg, N. (2012). Leadership, cohesion, morale, and the mental health of UK Armed Forces in Afghanistan. *Psychiatry: Interpersonal Biological Processes*, 75 (1), 49-59.

Pook, A., Tarn, M., Harrison, J., McAllister, P., Greenberg, N. (2008). A career in military psychiatry. *Journal of the Royal Army Medical Corps*, 154 (2), 119-122.

Jones, N., Greenberg, N., Fear, N. T., Earnshaw, M., McAllister, P., Reid, G., Wessely, S. (2008). The operational mental health consequences of deployment to Iraq for UK Forces. *Journal of the Royal Army Medical Corps*, 154(2), 102-106.

Wilson, M. M., McAllister, P. D., Hughes, J. H., Fear, N. T. (2007). Do military uniform and rank impact on the therapeutic relationship between military mental health clients and clinicians?. *Journal of the Royal Army Medical Corps*, 153(3), 170-171.

Greenberg, N., Browne, T., Langston, V., McAllister, P. (2007). Operational mental health: a users guide for medical staff. *Journal - Royal Naval Medical Service London*, 93 (1), 5.

Opening Address



Professor Joanne Harris

**Dean of Faculty of Medicine and Health Sciences,
University of Buckingham**

Jo graduated from Charing Cross and Westminster Medical School and has worked in both hospital practice and primary care. She held a partnership in general practice and now works clinically as a sessional GP.

Jo developed an early interest in Medical Education and has been training medical undergraduates for 20 years both nationally and in Singapore. Jo was the Deputy Head of the Medical School at Imperial College London for five years before being appointed Dean of Medicine at the University of Buckingham in September 2019.

She has a particular interest in medical professionalism as it relates to Fitness to Practise and is a founding member of the UK Council for Teachers of Professionalism. She is a Fellow of the Academy of Medical Educators, Principal Fellow of the Higher Education Academy and in 2016 was awarded an Imperial College President's Award for Excellence in Teaching. Jo sits on the Medical Schools Council Assessment Alliance reference panel, standard-setting examination questions for the forthcoming national Medical Licensing Assessment.

In 2013, Jo completed a Master's in Medical Education where her thesis explored the near-peer teaching of communications skills to final-year medical students. She is currently following a professional Doctorate in Education (EdD) at the Institute of Education, UCL where her thesis centres on how cultural factors affect the professional identity formation of medical students. She has published on a range of topics in Medical Education and regularly attends national and international Medical Education conferences to present aspects of her research.

Now Dean of the Faculty of Medicine and Health Sciences, Jo is looking forward to strengthening the output of the medical school and developing innovative Allied Health courses with an opportunity to explore interprofessional learning.

Symposia 1

Conceptual Frameworks and clinical implications



Professor Neil Greenberg (Should Moral Injury be a clinical diagnosis)
 BM, BSc, MMedSc, FHEA, MFMLM, DOccMed, MInstLM, MEWI, MFFLM,
 MD, FRCPsych

Professor of Defence Mental Health
King's College London

Professor Neil Greenberg is a clinical and academic psychiatrist based at King's College London UK. He is a specialist in adult, occupational and forensic psychiatry. Neil served in the United Kingdom Armed Forces for more than 23 years deploying as a psychiatrist and researcher to a number of hostile environments including Afghanistan and Iraq. At King's, Neil is a senior member of the military mental health research team and a principal investigator within a nationally funded Health Protection Research Unit which investigates the psychological impacts of trauma on organisations. Neil also runs March on Stress (www.marchonstress.com) which is a psychological health consultancy and also chairs the Royal College of Psychiatrists (RCP) Special Interest Group in Occupational Psychiatry as well as leading on the World Psychiatric Association's Position Statement on Mental Health in the Workplace.

Neil studied medicine at Southampton University and graduated in 1993. He served as a general duties doctor in warships, submarines and with two Royal Marines Commando units. Whilst serving with the Royal Marines he completed his arctic warfare qualification and the All Arms Commando Course, earning the coveted Green Beret.

Neil provided psychological input for Foreign Office personnel after the events of September 11th 2001 and in Bali after 12th October 2002 bombings and has provided psychological input into the repatriation of UK nationals who have been kidnapped. He has also assisted with the aftermath management of number of other significant incidents including assisting the London Ambulance Service in the wake of the London Bombings in 2005 and oil workers after the 2013 In Amenas terrorist incident in Algeria. During the 2020/21 Covid-19 crisis, Neil was a member of the Public Health England expert reference panel and has, and continues to be an advisor for NHS People wellbeing/recovery team. He also established the mental health support plan at the London Nightingale Hospital in 2020.

In 2008 he was awarded the Gilbert Blane Medal by the Royal Navy for his work in supporting the health of Naval personnel through his research work. He also led the team that won a military-civilian partnership award in 2013 for carrying out research into the psychological health of troops who were deployed and was shortlisted for The RCP Psychiatrist of the Year in 2015. He was awarded an RCP Presidential Medal for his work with trauma and veterans in 2017 and he led the mental health team that won the RCP Team of the Year award for Working Age Adults in 2021.

Neil has published more than 300 scientific papers and book chapters and regularly presents to national and international audiences on matters concerning occupational mental health, the psychological health of Armed Forces personnel and the organisational management of traumatic stress. He has been the Secretary of the European Society for Traumatic Stress Studies, the President of the UK Psychological Trauma Society and Specialist Advisor to the House of Commons Defence Select Committee. He is the current Royal College of Psychiatrists' Lead for Trauma and the Military is also a trustee with the Society of Occupational Medicine and a principal advisor for Hostage International. Neil was also part of the National Institute for Health and Care Excellence team which produced the 2018 PTSD guidelines.

Recent Publications

- Coleman SJ, Stevelink SAM, Hatch SL, Denny JA and Greenberg N. Stigma-related barriers and facilitators to help seeking for mental health issues in the armed forces: a systematic review and thematic synthesis of qualitative literature. *Psychological Medicine*, 2017 1-13.
- Osório C, Jones N, Jones E, Robbins I, Wessely S & Greenberg N. Combat Experiences and their Relationship to Post-Traumatic Stress Disorder Symptom Clusters in UK Military Personnel Deployed to Afghanistan. *Behavioural Medicine*. 1-10 | Published online: 10 Mar 2017
- Brooks SK, Dunn R, Amlôt R, Rubin GJ & Greenberg N. Social and occupational factors associated with psychological wellbeing among occupational groups affected by disaster: a systematic review, *Journal of Mental Health* 2017. <http://dx.doi.org/10.1080/09638237.2017.1294732>
- Rona RJ, Burdett H, Khondoker M, Chesnokov M, Green K, Pernet D, Jones N, Greenberg N, Wessely S, Fear NT. Post-deployment screening for mental disorders and tailored advice about help-seeking in the UK military: a cluster randomised controlled trial. *The Lancet*. Published online February 16, 2017 [http://dx.doi.org/10.1016/S0140-6736\(16\)32398-4](http://dx.doi.org/10.1016/S0140-6736(16)32398-4)
- Brooks SK, Greenberg N. Non-deployment factors affecting psychological wellbeing in military personnel: literature review. *J Ment Health*. 2017 Jan 28:1-11.
- Rubin GJ, Harper S, Diaz Williams P, Ostrom S, Bredbere S, Amlot R, Greenberg N (2016). How to support staff deploying on overseas humanitarian work: A qualitative analysis of responder views about the 2014/15 West African Ebola outbreaks. *European Journal of Psychotraumatology* 2016;7;30933
- Thandi G, Oram S, Verey A, N Greenberg N, Fear NT. Informal caregiving and intimate relationships: the experiences of spouses of UK military personnel. *J R Army Med Corps* doi:10.1136/jramc-2016-000679
- Diehle J, Brooks SK, Greenberg N. Veterans are not the only ones suffering from posttraumatic stress symptoms: what do we know about dependents' secondary traumatic stress? *Soc Psychiatry Psychiatr Epidemiol*. 2016 Oct 21.
- Murphy D, Palmer E, Westwood G, Busuttill W and Greenberg N. Do Alcohol Misuse, Service Utilisation, and Demographic Characteristics Differ between UK Veterans and Members of the General Public Attending an NHS General Hospital? *J. Clin. Med*. 2016, 5, 95
- Rona R, Burdett H, Bull S, Jones M, Jones N, Greenberg N, Wessely S, Fear N. Prevalence of PTSD and other mental disorders in UK service personnel by time since end of deployment: a meta-analysis. *BMC Psychiatry* 2016, 16 :333 (22 September 2016)
- Hunt EJ, Greenberg N and Jones N. Poor sleep after military deployment: associations with mental health difficulties. *Occup Med (Lond)* (2016). doi: 10.1093/occmed/kqw116. First published online: August 19, 2016
- Fear NT, Meek D, Cawkill P, Jones N, Greenberg N, Wessely S. The health of UK civilians deployed to Iraq. *Eur J Public Health*. 2016 Jul 24
- Head M, Goodwin L, Debell F, Greenberg N, Wessely S and Fear NT. Post-traumatic stress disorder and alcohol misuse: comorbidity in UK military personnel. *Soc Psychiatry Psychiatr Epidemiol*. Aug 2016. DOI 10.1007/s00127-016-1177-8
- Greenberg N, Bull A, Wessely S. Chilcot: physical and mental legacy of Iraq war on UK service personnel. *BMJ*. 2016 Jul 12;354:i3842. doi: 10.1136/bmj.i3842. PubMed PMID: 27406139.
- Jones N, Campion B, Keeling M, Greenberg N. Cohesion, leadership, mental health stigmatisation and perceived barriers to care in UK military personnel. *J Ment Health*. 2016 Jun 20:1-9.
- Hoge CW; Yehuda R, Castro CA, McFarlane AC, Vermetten E, Jetly R; Koenen KC; Greenberg N; Shalev AY, Rauch SAM, Marmar CR, Rothbaum BO. Unintended Consequences of Changing the Definition of Posttraumatic Stress Disorder in DSM-5 Critique and Call for Action. *JAMA Psychiatry* Published online May 25, 2016
- Brooks SK, Dunn R, Amlôt R, Greenberg N, Rubin GJ. Social and occupational factors associated with psychological distress and disorder among disaster responders: a systematic review. *BMC Psychol*. 2016 Apr 26;4(1):18. doi: 10.1186/s40359-016-0120-9.
- Kennedy I; Whybrow D; Jones N; Sharpley J and Greenberg N. A service evaluation of self-referral to military mental health teams. *Occupational Medicine* 2016;doi: 10.1093/occmed/kqw044
- Head M, Goodwin L, Debell F, Greenberg N, Wessely S, Fear NT. Post-traumatic stress disorder and alcohol misuse: comorbidity in UK military personnel. *Soc Psychiatry Psychiatr Epidemiol*. 2016 Feb 10.
- Burdett H, Fear NT, Jones N, Greenberg N, Wessely S, Rona RJ. Use of a two-phase process to identify possible cases of mental ill health in the UK military. *Int J Methods Psychiatr Res*. 2016 Jan 22. doi: 10.1002/mpr.1501.

Dr Esther Murray (Using the language of moral injury in occupational settings)

Senior Lecturer in Health Psychology
Queen Mary University of London



Dr Esther Murray is a chartered and registered health psychologist and senior lecturer in Health Psychology at Barts and the London School of Medicine and Dentistry at Queen Mary University. She has a background in training NHS staff in communication skills and also using psychological interventions for cardiac care. Her research now centres around social inequalities in health, wellbeing of medical students and doctors and doctor-patient communication. She also has an interest in chronic pain and how this can impact doctor-patient communication.

Esther has recently developed a strong research interest in moral injury in healthcare professionals, especially those who work in emergency settings such as paramedics. Recent publications include *Moral Injury and Paramedic Practice*; *Are Medical Students in Prehospital Care at Risk of Moral Injury?* and *Posttraumatic Stress Disorder in Emergency Medicine Residents: A Role for Moral Injury?*

Recent Publications

Murray E, Kaufman KR, Williams R (2021) . Let us do better: learning lessons for recovery of healthcare professionals during and after COVID-19 . *BJPsych Open* vol. 7 , (5)

Mackenzie J, **Murray E** (2021) . Socially Constructing Healthy Eating: A Foucauldian Discourse Analysis of Healthy Eating Information and Advice . *Qual Health Res* vol. 31 , (11) 2135 - 2146 .

Murray E, Brown J (2021) . The Mental Health and Wellbeing of Healthcare Practitioners Research and Practice . John Wiley & Sons

Walton M, **Murray E**, Christian MD (2020) . Mental health care for medical staff and affiliated healthcare workers during the COVID-19 pandemic . *Eur Heart J Acute Cardiovasc Care* vol. 9 , (3) 241 - 247 .

Williams R, **Murray E**, Neal A, Kemp V (2020) . THE TOP TEN MESSAGES FOR SUPPORTING HEALTHCARE STAFF DURING THE COVID-19 PANDEMIC . *Royal College of Psychiatrists*

Murray E (2019) . Moral injury and paramedic practice . *Journal of Paramedic Practice: the clinical monthly for emergency care professionals* vol. 11 , (10) 424 - 425 .

Constance J, Lusher J, **MURRAY EL** (2019) . The Use of Smokeless Tobacco Among UK South Asian Communities . *MOJ Addiction Medicine and Therapy* vol. 6 , (1)

Murray E, Krahé C, Goodsman D (2018) . Are medical students in prehospital care at risk of moral injury? . *Emerg Med J* vol. 35 , (10) 590 - 594 .

MURRAY EL, Lusher J (2018) . Contested Pain: Managing the Invisible Symptom . *International Journal of Global Health* vol. 1 , (2)

MURRAY EL, Gidwani S (2018) . Posttraumatic Stress Disorder in Emergency Medicine Residents: A Role for Moral Injury? . *Annals of Emergency Medicine* vol. 72 , (3) 322 - 323 .

CUSHING AM, **MURRAY EL**, Packham S (2018) . Importance, Intentions and Behaviour: Predictors of exploring the patient's perspective .

MURRAY EL, Lusher J (2018) . Leaps, Jumps and Hoops: from evaluating cardiac rehabilitation interventions to identifying causal factors underlying substance dependency . SAGE

Symposia 2

Working with moral injury and moral distress in workplace settings: The systemic context**Dr Wendy Dean MD (The systemic context and causes of moral injury in occupational settings)****COE and Co-Founder Moral Injury in Healthcare**

Dr. Dean left clinical medicine when generating revenue crowded out the patient-centered priorities of her practice. Her focus since has been on finding innovative ways to make medicine better for both patients and physicians through technology, ethics, and systems change.

Dr. Dean practiced for 15 years as an emergency room physician and then as a psychiatrist. After leaving clinical practice, she spent eight years in leadership positions, overseeing medical research funding for the U.S. Army, and as a senior executive at a large nonprofit in Washington, D.C., supporting novel strategies to restore form, function and appearance to ill and injured service members. She turned her full attention to addressing moral injury in 2019.

Dr. Dean is a regular contributor to Medscape's Business of Medicine, blogs on Psychology Today, and continues to work in innovative fields with NASA, the American Society of Reconstructive Transplantation, and the Transplant Ethics and Policy Working Group at New York University Langone Medical Center.

Recent selected publications

Dean, W., Jacobs, B., & Manfredi, R. (2020). Moral Injury: The Invisible Epidemic in COVID Health Care Workers. *Annals of Emergency Medicine*, 76(4), 385-386.

Dean, W., Talbot, S., & Caplan, A. (2020). Clarifying the Language of Clinician Distress. *JAMA*, 323(10), 923-924.

Dean, W., & Talbot, S., & Dean, A. (2019). Reframing Clinician Distress: Moral Injury Not Burnout. *Federal practitioner : for the health care professionals of the VA, DoD, and PHS*, 36(9), 400-402.

Dean, W., & Talbot, S. (2019). Stop calling patients 'consumers'. *Medical Economics*, 96(17), 0-0.

Professor Joseph M. Currier, Ph.D. (Understanding Spiritual and Religious Dimensions of Moral Injury Development and Recovery)

Professor, University of South Alabama



Joseph Currier, PhD, is a licensed psychologist who serves as Associate Professor with the Clinical & Counselling Psychology Doctoral Program at University of South Alabama. His research focuses on trauma and moral injury, spiritually integrated approaches to mental health care, and other topics related to applied psychology of religion and spirituality (e.g., God representations, religious and spiritual struggles).

He has published over 100 peer-reviewed articles in support of these lines of research and scholarship. Joe has also co-authored two books with American Psychological Association entitled *Trauma, Meaning, and Spirituality: Translating Research into Clinical Practice* and *Addressing Moral Injury in Clinical Practice*, and serves as an editorial board member with *Psychology of Religion and Spirituality*, *Traumatology*, and *Death Studies*. Joe also serves as the Clinical Director for Veterans Recovery Resources, an inter-disciplinary and community-based organization in Mobile, Alabama serving veterans and first responders suffering from substance abuse, PTSD and other health-related issues.

Recent Publications

Currier, J. M., Foster, J. D., Karatzias, T., & Murphy, D. (2020). Moral injury and ICD-11 Complex PTSD (CPTSD) symptoms among treatment-seeking veterans in the United Kingdom. *Psychological Trauma: Theory, Research, Practice & Policy*.

Currier, J. M., McDermott, R. C., Stevens, L. T., Isaak, S. L., Davis, E. B., Hollingsworth, W. G. L., Archer, G. D., & Stefurak, J. S. (in press). A practice-based evidence investigation of God representations in spiritually integrated psychotherapies. *Journal of Clinical Psychology*.

Abernethy, A. D., **Currier, J. M.**, Witvliet, C. V. O., Schnitker, S. A., Root Luna, L. M., . . . Carter, J. (in press). Attitudes toward spiritually integrated interventions in patients seeking inpatient care. *Professional Psychology: Research and Practice*.

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Currier, J. M., McDermott, R. C., Farnsworth, J. K., & Borges, L. M. (2019). Temporal associations between moral injury and PTSD symptom clusters in military veterans. *Journal of Traumatic Stress*, 32, 382-392.

Currier, J. M., Foster, J. D. & Isaak, S. L. (2019). Moral injury and spiritual struggles in military veterans: A latent profile analysis. *Journal of Traumatic Stress*, 32, 393-404.

Currier, J. M., Rojas-Flores, L., McCormick, W. H., Hwang Koo, J., Cadavid, L., Pineda, F. A., le Roux, E., & Givens, G. T. (2019). Spiritual struggles and ministry-related quality of life among faith leaders in Colombia. *Psychology of Religion and Spirituality*, 11, 148-156.

Currier, J. M., Foster, J., Witvliet, C.V.O., Abernethy, A., Root Luna, L., Schnitker, S., Van Harn, K., & Carter, J. (2019). Spiritual struggles and mental health outcomes in a spiritually integrated inpatient program. *Journal of Affective Disorders*, 249, 127-135.



Dr Hannah Murray (Cognitive Therapy for Moral Injury and PTSD)

Research Clinical Psychologist

University of Oxford

Oxford Centre for Anxiety Disorders and Trauma

Dr Hannah Murray is a Research Clinical Psychologist, currently based at the Oxford Centre for Anxiety Disorders and Trauma where she is involved in developing, evaluating and disseminating treatments for Post-Traumatic Stress Disorder. She has a particular interest in severe and complex presentations and in developing treatments for clinical problems related to PTSD, such as moral injury and survivor guilt. She also supervises and teaches widely on working clinically with trauma survivors.

Recent Publications

Murray, H., Pethania, Y., & Medin, E. (2021). Survivor guilt: a cognitive approach. *The Cognitive Behaviour Therapist*, 14. [10.1017/S1754470X21000246](https://doi.org/10.1017/S1754470X21000246)

Beierl, E. T., Murray, H., Wiedemann, M., Warnock-Parkes, E., Wild, J., Stott, R., ... & Ehlers, A. (2021). The Relationship Between Working Alliance and Symptom Improvement in Cognitive Therapy for Posttraumatic Stress Disorder. *Frontiers in psychiatry*, 12. [10.1017/S1754470X21000040](https://doi.org/10.1017/S1754470X21000040)

Ehlers, A., Wiedemann, M., Murray, H., Beierl, E., & Clark, D. M. (2021). Processes of change in trauma-focused CBT. *European Journal of Psychotraumatology*, 12(sup1). <https://doi.org/10.1080/20008198.2020.1866421>

Murray, H., Ehlers, A. (2021). Cognitive Therapy for Moral Injury in Post-Traumatic Stress Disorder. *The Cognitive Behaviour Therapist*. 14. 1-42. <https://doi.org/10.1017/S1754470X21000040>.

Murray, H., Grey, N., Wild, J., Warnock-Parkes, E., Kerr, A., Clark, D. M., & Ehlers, A. (2020). Cognitive therapy for post-traumatic stress disorder following critical illness and intensive care unit admission. *The Cognitive Behaviour Therapist*, 13. <http://doi.org/10.1017/S1754470X2000015X>



Dr Victoria Williamson (Innovations in treatments for moral injury)

Qualitative Research Fellow
King's Centre for Military Health Research
King's College London

Victoria Williamson is a postdoctoral research associate who joined King's College London back in 2016 after completing her PhD at the University of Bath. In 2019 she was also elected to the European Society for Traumatic Stress Studies (ESTSS) Future International Leadership Group. Since working at KCL she has been coordinating research focusing on mental health and wellbeing of military personnel, including PTSD, recovering from trauma and moral injury.

Victoria has published several research articles this year, including 'Confidentiality and Psychological Treatment of Moral Injury: The Elephant in the Room' and 'The Impact of Trauma Exposure and Moral Injury on UK Military: A Qualitative Study'.

Recent Publications

Hendrikx, L. J., Williamson, V., & Murphy, D. (2021). Adversity during military service: the impact of military sexual trauma, emotional bullying and physical assault on the mental health and well-being of women veterans. *BMJ Mil Health*. 0, 1-3. <http://doi.org/10.1136/bmjmilitary-2021-001948>

Williamson, V., Murphy, D., Stevelink, S. A., Jones, E., Allen, S., & Greenberg, N. (2021). The Relationship between of Moral Injury and Radicalisation: A Systematic Review. *Studies in Conflict & Terrorism*, 1-27. DOI: [10.1080/1057610X.2021.1961706](https://doi.org/10.1080/1057610X.2021.1961706)

Williamson, V., Lobban, J., & Murphy, D. (2021). Moral injury and the potential utility of art therapy in treatment. *BMJ Mil Health*. <http://doi.org/10.1136/bmjmilitary-2021-001947>

Williamson, V., Murphy, D., Phelps, A., Forbes, D., & Greenberg, N. (2021). Moral injury: the effect on mental health and implications for treatment. *The Lancet Psychiatry*, 8(6), 453-455. [http://doi.org/10.1016/S2215-0366\(21\)00113-9](http://doi.org/10.1016/S2215-0366(21)00113-9)

Williamson, V., Murphy, D., Stevelink, S. A., Allen, S., Jones, E., & Greenberg, N. (2021). The impact of moral injury on the wellbeing of UK military veterans. *BMC psychology*, 9(1), 1-7. <https://doi.org/10.1186/s40359-021-00578-7>

Williamson, V., Murphy, D., Stevelink, S. A., Allen, S., Jones, E., & Greenberg, N. (2021). Delivering treatment to morally injured UK military personnel and veterans: the clinician experience. *Military psychology*, 33(2), 115-123. <https://doi.org/10.1080/08995605.2021.1897495>

N Greenberg, D Weston, C Hall, T Caulfield, V Williamson, K Fong, Mental health of staff working in intensive care during Covid-19, *Occupational Medicine*, Volume 71, Issue 2, March 2021, Pages 62–67, <https://doi.org/10.1093/occmed/kqaa220>

Williamson, V., Greenberg, N., & Murphy, D. (2021). Predictors of moral injury in UK treatment seeking veterans. *Child Abuse and Neglect*, 112, [104889]. <https://doi.org/10.1016/j.chiabu.2020.104889>

Williamson, V., Murphy, D., Greenberg, N. (2020), "COVID-19 and experiences of moral injury in front-line key workers", *occupational medicine*, <https://doi.org/10.1093/occmed/kqaa052>



Dr Konstantinos Papazoglou (Addressing Moral Injury and Other Moral Risks of Policing)

**Founder & Director
ProWellness Inc.**

Dr. Konstantinos Papazoglou, PhD, CPsych is a licensed psychologist (clinical, police, & forensic). He is the founder and director of the ProWellness Inc., a division of his psychology professional corporation, in Toronto, Canada primarily aimed to provided mental health services to first responders and individuals who experienced motor vehicle and workplace accidents. In addition, he is also the director of the POWER Institute and the principal founder and vice-president of the POWER Project: A non-profit public benefit corporation in San Diego, California. He recently completed his appointment as a postdoctoral scholar at Yale University School of Medicine. He earned his doctoral degree (PhD) in psychology (clinical - forensic area) as Vanier Scholar at the University of Toronto (UofT). He is a former police captain of the Hellenic Police Force and European Police College and he holds a master's degree in applied psychology from New York University (NYU) as Onassis Scholar. In addition, he is affiliated researcher with the Loss, Trauma, and Emotion Lab at Teachers College, Columbia University of New York. His research work focuses on performance, wellness, and resilience promotion among law enforcement officers.

Towards this direction he has established research collaboration with many law enforcement agencies in US, Canada, and Europe (e.g., Police Training Institute – Illinois State Police, Tucson Police Department, National Police of Finland). He has published more than 80 scholarly articles in peer-reviewed journals and book chapters. He recently published the POWER book (published by Elsevier) and he currently works on the POWER manual aimed to get published by the American Psychological Association. In addition, he presented his research work (more than 100 presentations) in many scientific venues (e.g., American Psychological Association, Academy of Criminal Justice Sciences) and received many awards (e.g., American Psychological Association – Criminal Justice Section Outstanding Doctoral Research Award; American Psychological Foundation – Levinson Scholarship Award; American Psychological Association – Police and Public Safety Section - Outstanding Doctoral Research Award in Police and Public Safety; American Security Today – Homeland Security Platinum Award). He has served as ad hoc reviewer in academic journals (e.g., Frontiers, Journal of Occupational Health Psychology, Journal of Police and Criminal Psychology, International Journal of Stress Management, PlosOne, Psychological Trauma) and as expert reviewer in research grants (e.g., National Science Foundation – NSF, National Institute of Justice - NIJ).

Furthermore, he conducted workshops and presented to numerous government agencies in US, Canada, and Europe (e.g., FLETC – Federal Law Enforcement Training Center, Federal Police University of Germany, Police University College of Finland, Trainer the Trainers Seminar – European Police College, Canada Department of National Defense – Research Centre, Ontario Ministry of Community Safety and Correctional Services, etc.). Konstantinos is a member of the research advisory team in Badge of Life Canada. Moreover, he served as a co-moderator of the European Medical and Psychology Experts Network (EMPEN), an official network of police health professionals established and sponsored by the European Police College (CEPOL). He also worked as a clinical forensic psychologist with the Ontario Ministry of Community Safety and Correctional Services providing clinical services (assessment and treatment) to criminal justice offenders.

Recent Publications

Edwards, G., Kamkar, K., & Papazoglou, K. (2022). First Responder Stress and Resilience as a Matter of the Public Health: A Scientific Approach to Police Commander's Testimonial About Police Work Challenges Following Practical Implications. In *Law Enforcement and Public Health* (pp. 201-223). Springer, Cham. http://doi.org/10.1007/978-3-030-83913-0_14

Blumberg, D. M., Papazoglou, K., & Schlosser, M. D. (2022). *The POWER manual: A step-by-step guide to improving police officer wellness, ethics, and resilience*. American Psychological Association. <https://doi.org/10.1037/0000272-000>

Papazoglou, K., Milliard, B., Davis, J., Bellon, S., Thompson, J. (2021). To Tell or Not to Tell: Systemic and Organisational Stigma of Police Officers Seeking Mental Health Support. *Crisis, Stress, and Human Resilience: An International Journal*, 3(3), 85-103.

Rubim, L., Rubim, F., Papazoglou, K., & Blumberg, D. M. (2021). Treating Bruised Badges: Clinical Interventions for the Moral Risks of Policing. In E. Arble, & B. Arnetz (Ed.), *Interventions, Training, and Technologies for Improved Police Well-Being and Performance* (pp. 1-17). IGI Global. <https://doi.org/10.4018/978-1-7998-6820-0.ch001>

Blumberg, D.M., Papazoglou, K., Schlosser, M. D. (2020) Organizational Solutions to the Moral Risks of Policing. *International Journal of Environmental Research and Public Health*. 17(20):7461. <https://doi.org/10.3390/ijerph17207461>

Dr Daniel M. Blumberg Ph.D. (Addressing Moral Injury and Other Moral Risks of Policing)

Director
The POWER Project



Daniel M. Blumberg, Ph.D. is a licensed clinical psychologist who has spent more than three decades providing all facets of clinical and consulting psychological services to numerous local, state, and federal law enforcement agencies. He is the director of *The POWER Project* (policepowerproject.org), a 501(c)(3) Public Benefit Corporation that provides training & consultation for law enforcement. In addition to his expertise in workplace stress prevention and trauma recovery, Dr. Blumberg is an authority on the selection, training, and clinical supervision of undercover operatives. His research interests include police wellness, the moral risks of policing, and programs to improve relations between the police and the community. Dr. Blumberg has given over 100 presentations at national and international conferences, has published over 40 peer-reviewed articles and book chapters, and is co-author of *The POWER Manual: A Step-by-Step Guide to Improving Police Officer Wellness, Ethics, and Resilience*, which is published by the American Psychological Association.

Recent Publications

Blumberg, D. M. (2022). What Should Clinicians Who Care for Police Officers Know About Moral Injury?. *AMA Journal of Ethics*, 24(2), 126-132. <http://doi.org/10.1001/amajethics.2022.126>

Blumberg, D.M., Papazoglou, K., Creighton, S., Kaye, C. (2022) Chapter 3 - Incorporating psychological skills in police academy training. In P. Barbosa Marques & M. Paulino (Eds), *Police Psychology* (pp47-62). Academic Press <https://doi.org/10.1016/B978-0-12-816544-7.00003-6>

Blumberg, D. M., Papazoglou, K., & Schlosser, M. D. (2022). *The POWER manual: A step-by-step guide to improving police officer wellness, ethics, and resilience*. American Psychological Association. <https://doi.org/10.1037/0000272-000>

Blumberg, D. M., Schlosser, M. D., Papazoglou, K. (2021) Tactical Respect and Tactical Empathy. *Journal of community Safety and Well-Being*. 6(4) <https://doi.org/10.35502/jcswb.219>

Blumberg, D.M, Papazoglou, K, Schlosser, M.D. (2020) Organizational Solutions to the Moral Risks of Policing. *International Journal of Environmental Research and Public Health*. 17(20):7461. <https://doi.org/10.3390/ijerph17207461>

Blumberg, D. M. (2022). What Should Clinicians Who Care for Police Officers Know About Moral Injury?. *AMA Journal of Ethics*, 24(2), 126-132. <http://doi.org/10.1001/amajethics.2022.126>

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Dr Michael Schlosser Ph.D. (Addressing Moral Injury and Other Moral Risks of Policing)

Director

University of Illinois Police Training Institute

Michael D. Schlosser is director of the University of Illinois Police Training Institute. He retired as a lieutenant from the Rantoul, Illinois Police Department in 2004. Dr. Schlosser has conducted and collaborated in cross-disciplinary research projects at the University of Illinois and is credited for his innovative ideas toward police reform. He has authored dozens of articles, co-authored the book *The POWER Manual: a Step-by-Step Guide to Improving Police Officer Wellness, Ethics, and Resilience*, made media appearances, and given over 100 presentations across the country on topics such as police tactics, police training, use of force, de-escalation techniques, control and arrest tactics, the intersection of police and race, diversity, police officer wellness, and police family wellness.

Recent Publications

Schlosser, M., Funkhouser, P., & Gallo, J. (2022). Firearms: Accessibility, Lethality, and Risk Factors When a Firearm is Present in the Home. In *Practical Considerations for Preventing Police Suicide* (pp. 145-152). Springer, Cham. https://doi.org/10.1007/978-3-030-83974-1_8

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Schlosser M. D., Robbenolt, J.K., Blumberg, D.M., Papazoglou, K. (2021). Confirmation bias: A barrier to community policing. *Journal of Community Safety and Well-Being*, 6(4), 162-167. <https://doi.org/10.35502/jcswb.219>

Blumberg, D. M., Papazoglou, K., & Schlosser, M. D. (2022). *The POWER manual: A step-by-step guide to improving police officer wellness, ethics, and resilience*. American Psychological Association. <https://doi.org/10.1037/0000272-000>

Blumberg, D. M., Schlosser, M. D., Papazoglou, K. (2021) Tactical Respect and Tactical Empathy. *Journal of community Safety and Well-Being*. 6(4) <https://doi.org/10.35502/jcswb.219>

Brief presentations

Elanor Webb (Sources of Moral Injury in Secure Psychiatric Healthcare)

Senior Clinical Research Assistant

PhD Candidate



Since graduating from University with degrees in psychology and clinical psychology research, Elanor has worked at St Andrew's Healthcare, in a research capacity. Currently, she works within the Centre for Developmental and Complex Trauma as a Senior Research Assistant Psychologist. Her publications have been predominantly within the field of psychological trauma, including the impacts of early trauma on physical health, and factors affecting staff wellbeing.

Outside of this role, Elanor is completing her PhD with the University of Central Lancashire. Her programme of research focuses on the conceptualisation of moral injury and associated cognitive pathways in healthcare professionals working in secure psychiatric settings.

Recent publications

Webb, E. L., Morris, D. J., Hamer, A., & Davies, J. (2021). Trauma and institutional risk in a secure developmental disorder service: Does the SAVRY inflate risk in adolescents exposed to ACEs? *Journal of Intellectual Disabilities and Offending Behaviour*.

Morris, D. J., **Webb, E. L.,** Foster-Davies, L., Gibbs, D., McAllister, P., Wallang, P., & Shaddel, F. (2021). Ethnic disparity in mental health legislation at the point of inpatient entry: Pilot review in detained adolescents with developmental disorders. *Journal of Forensic Practice*, 23(3), 240-253.

Webb, E. L., Lamplough, H., & Morris, D. (2021). A differential pathway into secure care: Compulsory care orders as a marker of elevated adverse childhood experiences (ACEs) in adolescents with a developmental disorder. *Clinical Psychology Forum*, 342, 24-29.

Webb, E. L., Moffat, A., Morris, D. J., & Satti, F. (2021). Untangling the relationship between early adversity, placement breakdowns, and obesity in a secure adolescent developmental disorder service: A cross-sectional study. *Disability and Health Journal*, 14(4).

Webb, E. L., Greenwood, A., Hamer, A., & Sibley, V. (2021). Profiling referrals to a trauma support service: Needs and outcomes for staff working in a secure adult developmental disorder pathway. *Advances in Mental Health and Intellectual Disabilities*, 15(5), 209-221.

Morris, D., **Webb, E. L.,** Fox, E., Holmes, J., Reynolds, K., Head, M., Lunn, A., Canterbury, R., McAllister, P., Dionelis, K., & Kamath, S. (2021). Examining the prevalence of complex PTSD in an inpatient DBT unit for females with a primary diagnosis of EUPD. *Abuse*, 2(1), 79-95.

Girardi, A., **Webb, E. L.,** & Roychowdhury, A. (2021). Assessing the risk of self-harm: The impact of safety interventions on the predictive validity of risk assessment in secure care. *Journal of Forensic Practice*, 23(1).

Webb, E. L., Girardi, A., & Stewart, I. (2021). Co-production of patient care: Exploring the knowledge, attitudes and experiences of staff working in a secure psychiatric setting. *Nursing Times*, 117(4), 34-48.

Morris, D. J., **Webb, E. L.,** Stewart, I., Galsworthy, J., & Wallang, P. (2021). Comparing co-production approaches to dynamic risk assessments in a forensic intellectual disability population: Outcomes of a clinical pilot. *Journal of Intellectual Disabilities and Offending Behaviour*, 12(1), 23-36.



Dr Scott Steen (The Prevalence of Moral Injury and its Clinical Associations in a UK Secure Care Population)

**Clinical Psychologist in Training,
University of Birmingham**

Scott Steen is a Trainee Clinical Psychologist currently in his finally year at the University of Birmingham. He has an interest in clinical forensic research, men's mental health, and complex trauma.

Scott completed a PhD in 2016 focusing on the implementation and organisational dynamics influencing psychological therapy delivery and service-user experiences in primary care. He continued this with a post-doctoral project developing a learning collaborative among third-sector services using outcomes data to optimise service quality improvement.

Since undertaking clinical training, he has focused his research on trauma-informed practice and moral injury within a forensic context. He currently works clinically across adult and older adult mental healthcare and in developing enhanced pathways for those with personality disorders.

Recent publications

Steen, S. (2019). Economics and psychological therapy: A critical appraisal of the economic model underpinning the Improving Access to Psychological Therapies (IAPT) programme. In R. Rizq & C., Jackson, *'The Industrialisation of Care: Counselling and psychotherapy in a neoliberal age'*. Monmouth: PCCS Books.

Steen, S., & Mellor-Clark, J. (2019). *Evaluating the Efficiency of a Collaborative Learning Network in Supporting Third Sector Organisations in the UK*. In Evaluation of Health Programs. IntechOpen.

Steen, S., Hemmings, A., Foster, J., Bedford, J., & Gorbing, S. (2019). A naturalistic pilot study assessing the impact of assessment pathways and intake methods within Improving Access to Psychological Therapies services. *Counselling and Psychotherapy Research*.

Steen, S. (2018). A Cost-Benefit Analysis of the Improving Access to Psychological Therapies (IAPT) Programme using its Key Defining Outcomes. *The Journal of Health Psychology*.

Brief presentations

Dr Rob Lennon (Moral Injury in Healthcare Workers at a US academic medical center)

**Associate Professor
Penn State College of Medicine**



Rob Lennon is an Associate Professor in the Department of Family and Community Medicine at Penn State College of Medicine; Affiliate Faculty at the Center for Artificial Intelligence Foundations and Scientific Applications (CENSAI), Penn State Institute for Computational and Data Sciences; Affiliate Faculty at Penn State Law; and an Adjunct Associate Professor of Family Medicine at the Uniformed Services University of the Health Sciences. He studied chemistry at the University of Wisconsin, and helped develop the first stable divalent silicon molecule. He completed a law degree at Wisconsin, and then split time between corporate America and academia. He was commissioned as an Ensign in the United States Navy in 2005 when he started medical school at the Uniformed Services University. He served in the Navy Medical Corps for 14 years in numerous executive positions in the United States and Japan, and deployed several times to Central and South America on humanitarian missions.

Dr. Lennon transitioned to Pennsylvania State University in 2019 to focus on research. His work includes exploring the moral, ethical, and legal issues surrounding moral injury and clinician stress. Other active projects include COVID-19 research projects on global perspectives, understanding, and intent to comply with public health recommendations; developing artificial intelligence applications to augment clinical research; and developing topical reducing agents to inhibit carcinogenesis. He also collaborates with colleagues at the University of São Paulo, Brazil, to facilitate global health engagement with Amazon Riverine populations.

Recent publications

Denk M, **Lennon R**, Hayashi R, *et al.* Synthesis and structure of a stable silylene. *J Am Chem Soc.* 1994, 116, 2691-2692.

Lennon R, Lennon RL, Bacon DR. The Anaesthetists' Travel Club: an example of professionalism. *J Clin Anesth.* 2009 Mar;21(2):137-42.

Stephens M, **Lennon R**, Saguil A, Reamy BV. Four-year training in family medicine: strength through versatility using the uniformed services as a model. *Fam Med.* 2011 Oct;43(9):664-6.

Yosay J, **Lennon RP**, Keck JW. Spontaneous Hematomas. *Am Fam Physician.* 2013 Mar 1;87(5):371-2.

Lennon RP, Saguil A, Seehusen DA, Reamy BV, Stephens MB. The Military Health System: A Community of Solutions for Medical Education, Healthcare Delivery and Public Health. *J Am Board Fam Med.* 2013 May-Jun;26(3):264-70.

Lennon RP, Oberhofer AL, McNair V, Keck JW. Curriculum Changes to Increase Research in a Family Medicine Residency Program. *Fam Med.* 2014;46(4):294-8.

Lennon RP. Lengthening Military Tour Lengths; Cut Costs, Improve Morale and Improve Patient Outcomes. *Mil Med.* 2014 Sep;179(9):935.

Lennon RP, Oberhofer AL, McQuade J. Body Composition Assessment Failure Rates and Obesity in the United States Navy. *Mil Med.* 2015 Feb;180(2):141-4.

Lennon RP, Kim AR. Red Rash on the Back. *Am Fam Physician.* 2015 Apr 15;91(8):557-8.

Johnson LA, **Lennon RP**. Expeditionary Force Health Protection for Global Health Engagement: Lessons Learned from Continuing Promise 2017. *Mil Med.* 2018 May 1;183(5-6):e166-e173.

Lennon RP, Lopez KC, Socha JA, Montealegre FE, Chandler JW, Sweet NN, Hawley LA, Smith DK, Sanchack KE. Health characteristics of the Wayuu Indigenous people. *Mil Med.* 2019 Jul 1;184(7-8):e230-e235.



Dr Sneha Mantri (Changing the Culture at a Health System: A Novel Interprofessional Program)

Director

Trent Center Duke University School of Medicine

Sneha Mantri is director of the Trent Center's Program in Medical Humanities. Dr. Mantri is a neurologist who cares for patients with Parkinson's disease and other movement disorders. She pursues academic interests in the imaginative formation of physicians, particularly the use of creative writing to improve physician understanding of patient experience and to mitigate moral injury. She directs Duke's interprofessional

program for health professional learners, "Moral Movements in Medicine: Race, Pandemics, and Social Justice." Her narrative medicine projects have been presented at the inaugural conference of the International Narrative Medicine Network (2013), the Innovations in Medical Education conference (2016), the annual meeting of the American Academy of Neurology (2018, 2019), and the annual conference of CHCI Health and Medical Humanities Network (2019).

Recent publications

Mantri S, Mitchell KT. Falling Down the Digital Divide: A Cautionary Tale. *Park Rel Dis* 2021 Dec; <https://doi.org/10.1016/j.parkrelendis.2021.10.032>.

Song YK, **Mantri S** ... Koenig HG. Morally Injurious Experiences and Emotions of Health Care Professionals During the COVID-19 Pandemic Before Vaccine Availability. *JAMA Network Open*, 2021 Nov; <https://doi.org/10.1001/jamanetworkopen.2021.36150>

Chiong W, ... Mantri S ... on behalf of the Ethics, Law, and Humanities Committee. Decisions With Patients and Families Regarding Aducanumab in Alzheimer Disease, With Recommendations for Consent: AAN Position Statement. *Neurology*. 2021 Nov 17;10.1212/WNL.0000000000013053. doi: 10.1212/WNL.0000000000013053.

Mantri S, Jooste K, Lawson JM, Quaranta B, Vaughn J. "We're Not Suffering From a Yoga Deficiency": Reframing the Conversation Around Physician Burnout and Moral Injury." *Perm J* 2021;25:21.005; <https://doi.org/10.7812/TPP/21.005>

Mantri S, ... Chahine LM. Demographic Influences on the Relationship Between Fatigue and Quality of Life in Parkinson's Disease. *Mov Dis Clin Pract* 2021 Oct; <https://doi.org/10.1002/mdc3.13360>

Mantri S, Song YK, Lawson JM, Berger E, Koenig HG. Moral Injury and Burnout in Health Professionals During the COVID-19 Pandemic. *J Nerv Ment Dis* 2021 Oct; doi:10.1097/NMD.0000000000001367.

Chahine LM, Feldman R, Althouse A, Torsney B, Alzyoud L, **Mantri S**, et al. "Contribution of neuropsychiatric symptoms in Parkinson's disease to different domains of caregiver burden." *J Neurol* 268, no. 8 (August 2021): 2961–72. <https://doi.org/10.1007/s00415-021-10443-7>.

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The Crisis, Disaster and Trauma Section of the British Psychological Society

The Crisis, Disaster and Trauma Psychology Section was formed in 2013 with the goal of creating a 'centre of excellence' in which the concept of psychological trauma can be explored, evidence-based treatments examined, research findings shared and best practice established.

The Section is working to create a framework that will allow its members to share experiences, develop ideas and increase knowledge and skills in trauma psychology.



Our activities include:

- Community influence and support
- Professional practice
- Professional support
- Research
- Teaching and training



CENTRE FOR
DEVELOPMENTAL AND
COMPLEX TRAUMA

The Centre for Developmental and Complex Trauma

The Centre for Developmental and Complex Trauma (CDCT), was established to improve the focus on and outcomes for, marginalised populations who have experienced repeated trauma exposure. The Centre was established to provide a forum to network, coordinate and engage in activities to improve outcomes for people who live with the impact of trauma. In keeping with this focus, the CDCT has a strong co-production and multi-disciplinary focus to ensure that all stakeholders involved in the care and support of people with trauma-related needs have a voice.

The Centre operates according to three broad principles:

- To improve the lives and outcomes for of people who have experienced repeated trauma
- To bridge the gap between academic knowledge and clinical practice
- To increase awareness of the trauma experiences and care needs for the most marginalised sections of society

The Values of the CDCT

The centre also works within a framework of:

- **Advocating and empowering:** for those who have experienced trauma and assuring that marginalised voices are heard
- **Mainstreaming:** ensuring that the needs and voices of marginalised populations are embedded in policy practice rather than approached as 'add ons'
- **Partnerships:** working with others to strengthen voices to bring about change

The Activities of the CDCT

The Centre supports a range of activities including, CPD, Research, Education and clinical work.



RESEARCH



CPD EVENTS



CONFERENCES



CLINICAL WORK

Our current programme represents a number of key strands of trauma research and service development that encompasses systemic, staff and service user needs. To ensure that our research meets the diverse needs of heterogeneous populations we have adopted a mainstreaming approach, whereby the four key intersections of gender, ethnicity, age and neurotypical status are reflected and considered within the research cycle and process. We frequently collaborate with universities and charities, in the UK and beyond, in the development and delivery of our programmes, including undertaking invited pieces of work.

To find out more about our activities you can follow us on Twitter, LinkedIn or check our website for updates!

Webpage: [Centre for Developmental and Complex Trauma » St Andrew's Healthcare \(stah.org\)](http://stah.org)

Twitter: [@CDCT_Updates](https://twitter.com/CDCT_Updates) / Twitter

LinkedIn: [Deborah Morris | LinkedIn](#)



Centre for Developmental and Complex Trauma

JOIN US

WHAT DOES MEMBERSHIP INCLUDE?

- 01 NEWSLETTER AND SIG MEETINGS**
Receive newsletters and invitations to quarterly meetings
- 02 DISCOUNTED CONFERENCE TICKETS**
Receive special rates on tickets for our annual Moral Injury conference
- 03 TRAINING AND EVENT ALERTS**
Be alerted to training events and workshops related to moral injury
- 04 RESEARCH OPPORTUNITIES**
Receive invitations to get involved in research studies hosted by the CDCT



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

MORAL INJURY SPECIAL INTEREST GROUP

Interested in moral injury in healthcare?
Free registration to the CDCT's moral injury SIG is now open!

About the Special Interest Group

The CDCT is launching a special interest group for individuals with an interest in moral injury to share knowledge, and stay up-to-date on developments in the field, including interventions and work ongoing within the Centre. The SIG will also provide the opportunity to collaborate in research projects focusing on Moral injury and

Register your interest

To become a member of the SIG, please contact the CDCT at: CDCT@standrew.co.uk

Find out more

To find out more about the CDCT and its activities, please head over to our website at www.stah.org/cdct



The Academic Centre, St Andrew's Healthcare

At St Andrew's Healthcare we recognise the important relationship between high quality patient care and active engagement in research, innovation and education. We are therefore extremely proud to be the first Teaching Hospital outside of the NHS. Teaching Hospitals are those that can evidence

- a commitment to undergraduate teaching
- significant involvement in research and development activity
- a major academic presence on site.

The Academic Department provides the infrastructure and resources to develop our professional workforce as researchers, scholars and educators. This builds from our long-standing relationships with the Institute of Psychiatry and the University of Northampton. We have an established reputation for providing high quality clinical placements for nursing, health and social care professionals and have in recent years made significant developments by expanding our involvement in medical education and training, with exciting collaborations with the medical schools at the University of Buckingham and Cambridge University.



Call for conference Poster submissions: Promoting staff wellbeing and Organisational Resilience in healthcare online conference 21th June 2022



CENTRE FOR
DEVELOPMENTAL AND
COMPLEX TRAUMA



Academic Centre
Part of St Andrew's Healthcare

This online event will offer a range of oral and poster presentations, as well as round table discussions focusing on staff wellbeing and organisational resilience. Taking a systemic approach to wellbeing and resilience, we have a series of international and national speakers from the US, Ireland, Scotland and England. Throughout the conference the role and impact of the organisation as a source of resilience and challenge is explored, with an emphasis on practical approaches that delegates can take back to their organisations. ****Poster submission details*** Poster submissions are being invited on the themes of the importance and impact of leadership in healthcare, employee wellbeing and organisational resilience. Posters that focus on the following are particularly welcomed:

- Models of staff wellbeing services
- Evaluations of staff wellbeing interventions / services
- Theoretical models of staff wellbeing and organisational resilience
- Exploring cultural change
- Role, impact and responsibilities of leadership in promoting staff wellbeing
- Wellbeing in senior leaders

The abstract for poster submissions can be accessed here: (add in link) . **Poster submissions are open until 22nd April 2022.** Decisions regarding submissions will be communicated by the **9th May 2022.** For an informal discussion about potential submissions, please contact Dr Deborah Morris, DMorris@standrew.co.uk . Final electronic copies of posters need to be with the conference team by 14th June 2022.

Confirmed Conference Speakers



Professor Patricia Kerig
Clinical Psychologist
University of Utah
"Systemic approaches to organisational wellbeing"



Professor Gill Maben OBE
Health Service Research
& Nursing
University of Surrey
"Schwartz Rounds"



Tessa McDaid
Organisational
Psychologist
Managing Director, Head
of YSC, America's
"Leadership in the post-pandemic period"



Dr Wendy Dean
MD
Co-Founder
Moral Injury in Healthcare

"Wellbeing in senior leaders"



Dr Sanjith Kamath
Executive Medical Director
St Andrew's Healthcare

Additional Confirmed Speakers

Dr Pete McAllister, Associate Medical Director, Academic Centre ***"Leadership and its impacts on employee wellbeing:"***

Dr Claire Fyvie, Professional Advisor: Psychology, Scottish Government, ***"Digital innovations and resources to promote employee wellbeing"***

Dr Elaine Johnston, Consultant Clinical Psychologist, CDT committee Member

Up-coming online conference events!



ENHANCING STAFF WELLBEING
(21ST JUNE 2022)

Open to bookings



**3RD INTERNATIONAL TRAUMA
INFORMED CARE IN PRACTICE**
(22nd NOVEMBER 2022)

Bookings opening soon!



**Working with trauma in male
populations (28th February 2023)**

Bookings opening Sept 2022



Trauma and Secure settings
(28th JUNE 2023)

Bookings opening 2023