

Managing Moral Injury

Understanding and Mitigating Moral Injury Risks

Concern about moral injury across the Australian workplace is growing, especially in frontline roles. Moral injury has been described as a wound to the soul. It can result when someone suffers lasting harm from the transgressions of others, deeply violates their own ethical code, feels utterly betrayed by an organisation, government or system, or bears witness to horrific events.

International and Australian research is mapping moral injury prevalence in first responders, healthcare workers, teachers, journalists, corrections officers and other frontline staff. Australian legal and HR experts are warning of moral injury in their professions while psychiatrists and lived experience (peer) workers perceive moral injury as a significant threat to their wellbeing. An article published in The Conversation in June 2025 about Australian teachers describing their experience of moral injury was read more than 400,000 times in under a week. These collective concerns were validated when moral injury was recognised in the DSM-5-TR in September 2025 – not as a specific mental illness, but to help clinicians understand the broader context and factors that may affect a client's mental health. These developments show moral injury is now a foreseeable risk in the Australian workplace, notably in frontline occupations but also other jobs. Indeed, one Australian legal scholar has argued moral injury is an emerging aspect of an employer's duty of care to workers.

Training Aims:

- Provide insight into moral injury and the data on its prevalence across frontline occupations.
- Explain the constellation of events that can cause moral injury.
- Help you understand the impact of moral injury on workers and organisations – show why you need to factor moral injury into the management of psychosocial hazards in your workplace.
- Understand what recognition of moral injury in the DSM-5 means in practice.
- Understand the ways organisations can manage the events that cause moral injury.
- If you're organisation that delivers mental health services, how you can better understand clients who might be suffering moral injury.

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About your trainer:

Our trainer is Dean Yates, whose memoir Line in the Sand (2023) has been acclaimed by moral injury and trauma experts around the world. In Nov 2025, Dean made a submission to Safe Work Australia calling on the regulator to recognise moral injury as a harm in the workplace and designate the events that cause it a psychosocial hazard under the model WHS Laws (2011). His presentations and webinars on moral injury have won rave reviews from WHS officers, regulators, psychiatrists, counsellors and people with lived experience.

TIME: 60-90 minutes

ONSITE - Tasmania

Or ONLINE

\$1,500 GST Exc for the session with travel costs additional

For additional information, or to make a booking please contact us

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