



ST. ANNE CENTRE
Working Together Toward Excellence in Health and Wellness

NUMBER: 015
SECTION: BRD

SUBJECT: MANAGEMENT OF ETHICAL ISSUES	
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CHAIRPERSON: <i>Eugene Sankel</i>	DATE SIGNED: <i>June 17/19</i>
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PURPOSE

To provide a process to identify, resolve, report and evaluate ethical issues/dilemmas.
To recognize that there is rarely an absolute (“right”) answer or solution, but rather a choice to be made after all aspects of the situation have been considered.

POLICY

The Board of Directors of St. Anne Centre shall use the following process as a guide for resolving ethical issues/dilemmas at St. Anne Centre.

DEFINITIONS

1. Ethics: the study of morality - what is morally right and morally wrong.
2. Ethical Issues/dilemmas: arise when the best course of action is unclear. There are strong moral reasons to support each position. We must choose between the most right or the least wrong. These may include but are not limited to:
 - Conflict with family, resident/veteran/client or the care team.
 - Conflict of Interest
 - Ethical/Legal Issues
 - Confidentiality
 - Consent
 - Restraints
 - Leaves of Absence without using proper process
 - Inappropriate Social Behavior
 - Use of Substance Contrary to Facility Policy
 - Any areas of public domain in which St. Anne Centre may participate that ethical issues arise.
 - Decisions about providing, forgoing, or withdrawing life-sustaining treatment. Advance Directives (Allow Natural Death), End of Life Issues (e.g. MAID)
 - Resource Allocation, Waiting Lists
 - Research, Education and others.
3. Representative or Substitute Decision <Maker – Resident’s family member, legal guardian, Power of Attorney, Public Trustee. When a client/resident/veteran is deemed to be incapable of making decision(s), their representative will act on their behalf. See consent policy.
4. Ethics Case Consultation – purpose is to resolve the issue in an ethically appropriate way. Provides timely, expert support for staff or the organization as decisions on ethically difficult situations and cases are made.
5. Ethics Case Review – purpose is to learn from the case to be better able to resolve similar cases in the future. Provides a mechanism for reviewing ethically troubling cases after the event.
6. Personnel & Standards Committee – is an ad-hoc committee of the Board of Directors.

STANDARDS:

Professional Code of Ethics (RH, LPN, Dietitian, Social Worker, Physician, etc.)
St. Anne Centre Commitment to Employees
St. Anne Centre Commitment to Residents and Veterans

St. Anne Centre Code of Ethics for Personnel
Resident and Veteran Rights
Patient/Client Bill of Rights and Responsibilities
Code of Ethics for SAC Business Practice
Code of Ethics for registered Nurses

TO BE CONSIDERED:

Ethical decision making is based on a knowledge of

- Oneself
- The organization
- Individual rights and freedoms
- Facility's values and standards
- Current legislation
- Standards of best practice
- Philosophy, e.g Maslow's Hierarchy of Needs
 1. Basic physiologic integrity
 2. Safety and Security
 3. Belonging and Loving
 4. Ego: Strength and Self-Esteem
 5. Fulfilment

Facility's Values and Standards are reflected in the:

St. Anne Centre Mission, Vision and Guiding Principles
Code of Ethics for Personnel
Resident/Veteran Rights
Patient/Client Bill of Rights & Responsibilities
St. Anne Centre Commitment to Employees
St. Anne Centre Commitment to Residents and Veterans
Code of Ethics for SAC Business Practice Policy BRD -014
Code of Ethics for registered Nurses

Questions to help resolve ethical dilemmas

What are the facts? Speak with others and the client.
What are the psychosocial facts?
For clients. What are the residents/veterans/clients' wishes? These take precedence! What moral values are in conflict?

PROCEDURE

A. ETHICS CASE CONSULTATION

The CEO will:

1. Receive the Interdisciplinary Ethics Report/Referral Form, or other communication, review the situation and may meet with the stakeholder to try to resolve ethical dilemma.
2. If resolved, the CEO will forward the Interdisciplinary Ethics report/Referral form (SAC-ADM-011) and/or other correspondence to the Personnel & Standards Committee and inform that the issue(s) has been satisfactorily resolved.
3. Unsuccessful resolution of the issue(s) will result in the ethical dilemma being referred to the Personnel and Standards Committee of the Board of Directors.

If referred to the Personnel & Standards Committee, the committee will:

1. Discuss the ethical issue/dilemma and options, taking into consideration the following:
 - a) If applicable, Resident/ Veteran/Client's Rights and Needs
 - b) Facility Values and Standards
 - c) Current Legislation
 - d) Potential for Medical/Legal Liability
 - e) Code of Ethics for SAC Business Practice
2. The Personnel & Standards Committee will communicate the issue to the Board of Directors and notify the Insurance Adjusters if required.
3. The Board of Directors may strike an ad-hoc Ethics Committee to deal with the issue with members chosen as the situation dictates. Some potential members could be: clergy, social worker, physician, nursing, dietitian, CEO and others.
4. If unable to satisfactorily resolve the issue an ad-hoc Ethics Committee may partner with the Ethics subject matter experts from (but not limited to) partners in healthcare such as Nova Scotia Health Authority, from academia – Dalhousie (NSHEN), St. Francis Xavier or other universities or other sources it deems appropriate.
5. The Board of Directors will reach a decision and communicate their decision as it relates to the issue both through the Personnel & Standards Committee or directly to the stakeholders.

NOTE: The dilemma may be resolved at any step throughout the procedure.

B. ETHICS CASE REVIEW:

The Board of Directors will instruct the Personnel & Standards Committee (Ethics Committee) to conduct a case *review* which involves the following:

1. Completes a case review on all ethical issues/dilemmas that are reported either through the Interdisciplinary Ethics Report/Referral Form (SAC-ADM-011) or from other sources.

2. Makes recommendations to the Management Team on policy development to address the ethical issue/dilemma on a systemic level if required.

NOTE: A Case Consultation or Case review may also be done on an ethical issue/dilemma not involving a resident/veteran/client. The same interdisciplinary report/referral form would be used, but not applicable would be written on the client name line.

RELATED DOCUMENTS

Forms: SAC-ADM – 011 Interdisciplinary Ehtics Report/Referral Form

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