



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

NUMBER: 015

SECTION: BRD

SUBJECT: MANAGEMENT OF ETHICAL ISSUES	
MOTION #: 06-11-2022	DATE OF MOTION: November 16, 2022
CHAIRPERSON: <i>Margaret Lundy</i>	DATE SIGNED: <i>November 16, 2022</i>
EFFECTIVE DATE: 9-September-2005	REVISED DATE: 13-April-2022
DATE REVIEWED: 29-October-2015; March-2019	

Contents	
PURPOSE.....	2
POLICY	2
DEFINITIONS	2
STANDARDS:	2
TO BE CONSIDERED.....	3
Facility's Values and Standards are reflected in the:	3
Questions to help resolve ethical dilemmas	3
PROCEDURE.....	4
A. ETHICS CASE CONSULTATION	4
B. ETHICS CASE REVIEW:	4

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?

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

Management of Ethical Issues

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