

Organizational Ethics Decision-Making Process

Making Good Decisions

While making ethical decisions can be a complex process not easily defined by an algorithm, identifying steps to take when faced with such an issue can help. Below is a decision-making process that can assist in ensuring that appropriate questions are being asked and steps taken, to address an ethics issue.

1	Identify the ethical issues and decision making process	<ul style="list-style-type: none">◦ Engage in reflective practices◦ State the conflict◦ Determine process
2	Study the facts	<ul style="list-style-type: none">◦ Stakeholder perspective◦ Evidence◦ Contextual features
3	Resources Implications	<ul style="list-style-type: none">◦ Human◦ Financial◦ Physical Environment
4	Select reasonable options	<ul style="list-style-type: none">◦ Seek out 2+ options◦ Brainstorm before evaluating
5	Understand values and duties	<ul style="list-style-type: none">◦ Determine which values are in conflict?◦ Consider professional and /or standards
6	Evaluate and justify options	<ul style="list-style-type: none">◦ Harm/benefit to stakeholder◦ Impact on staff, mission and/or quality of care?◦ Choose option with best consequences and closest alignment with Mission, Vision and Values
7	Sustain and review the plan	<ul style="list-style-type: none">◦ Review how well did the plan process work?◦ Was the decision carried? Was it satisfactory?◦ Highlight if the issue is a system problem?◦ Future response?◦ Determine if there is a formal evaluation in place to monitor progress good practices and/or opportunities for improvement?

Do You Have an Ethics Question?

- ▶ Are you wondering “What is the right thing to do?”
- ▶ Are the differences expressed in value words such as “fairness” or “respect”?
- ▶ Do multiple options seem right or seem wrong?
- ▶ Are you concerned about how to protect others from harm?

CHOOSE THE AREA OF CONCERN

Patient Care

Code of Conduct

Research,
Education, Quality
Improvement or
Evaluation

REVIEW OF CORPORATE AND DEPARTMENTAL CLINICAL POLICY

YES

Request Ethical
Consult

NO

Resolution
Obtained

PSFDH Ethics Framework

Perth and Smiths Falls District Hospital supports you in making good ethical decisions. For more information contact the Ethics Committee or contact the Privacy Officer at 613-283-2330 ext. 1140.