**Leadership and Management in Nursing Course**

**Ethics in Managing Health Care**

**Lecture 15**

**Learning Objectives-**

1. To define ethics
2. Identify managers obligation related to ethics in health care
3. Identify principles of Biomedical ethics
4. Describe the process of dealing with ethical dilemma

**Definition-**

Ethics is a moral philosophy, a science of judging the relationship of means to ends, and the art of controlling means so they serve human ends.it involves conflict, choice, and conscience. The choice is influenced by values, and ethical choices must consider those values together with wants, needs, and rights. A moral dilemma occurs when a decision has equally unsatisfactory alternatives. To make an ethical decision, one must first consider what is intended to be means and an end and then determine what good or evil is found in the means and the end. If a major evil is intended either as means or an end, it is an unethical decision.

**Ethics in Managing Health Care**-

Ethics is integral to nursing management, and how we operate in a management role is influenced by our values, beliefs and the experiences that form us as individuals and leaders. Our personal values and the values of the profession in which we have been socialized define responsibilities to our clients and to society. There are different codes and bill of rights that could provide framework for making ethical decisions as ANA code for nurses and the social policy statements. The patient bill of rights clarifies rights for patients and implies an obligation on the part of the nurse to assist the patient in securing them.

**Manager’s Obligations-**

As one reviews these documents, it is clear that the nurse manager has an obligation to:

1. Provide safe and respectful care
2. Not discriminate
3. Assure privacy and confidentiality
4. Ensure that the patient had enough information for informed consent
5. Support continuity of care
6. Safeguard the public from unethical or illegal practice
7. Support the welfare of the profession
8. Follow the physician’s orders
9. Support the policies and procedures of the hospital
10. Maintain conditions conducive to high quality
11. Collaborate with other health professionals
12. Act in accord with one’s own values
13. Promote the efforts to meet the health needs of the public

**Principles of Biomedical Ethics-**

Principles of biomedical ethics provide concepts and language that can be used to identify issues, to reflect on them, and to articulate the ethical position we take.

**The Principle of Autonomy**- Defined as self-rule or self- governance. Personal autonomy is being one’s own person, without constraint, this principle requires that we respect individual in our care as autonomous agent who have the right to control his own life.

**The Principle of Non-Malfeasance**- The principle that requires that we do no harm.

**The Principle of Beneficence**- Doing of good.

**The Principle of Justice**- Giving each his or her rights, and require action that contribute to the welfare of others, and prevention and removal of harm.

**A model for Addressing Ethical Issue**-

**M** = Massage the dilemma

**O** = Outline options

**R** = Review criteria and resolve

**A** = Affirm position and act

**L** = Look back

**Massage the Dilemma**- To be aware that an ethical dilemma exist. Identify the dilemma and who is, or who should be involved in the process of decision-making. Collecting all relevant data possible is the most crucial component of ethical decision-making. Identify conflicting wishes and values of each party involved.

**Outline Options**- Clarify options available and the consequences.

**Review Criteria and Resolve**- To determine appropriate actions, one must weigh the options against the principles and primary values of those involved. Value considerations for the nurse manager may include- respects staff, acts fairly, etc. practical considerations such as legal impact, effectiveness and likelihood of success can also be considered.

**Affirm Position and Act**- Decide the next appropriate action and develop a strategy.

**Look Back**- Evaluation of the process, if successful in that it prevented the harm for example or the need to go through the process again.

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