

Week 3 2020

- Ethics
- Advanced Directives
- Advocacy

Prioritization

- Review
 - Stable versus unstable
 - Actual versus potential
 - Immediate need
- Examples
 - SOB and chest pressure versus vital signs that demonstrate shock- chest pressure is not always a given look at the other patients
 - Fall or have fallen is an immediate need

Prioritization continued

- Examples
 - A chest pressure versus a client with BP 85/50 and pulse of 130. Signs of shock
 - A client with SOB versus a client with chest pressure and oxygen saturation of 80% on 3L of oxygen
 - Regarding pain look for stability of clients before selecting unrelieved pain

The nurse receives report from the night nurse. Which client should the nurse see first? A client

- Complaining of chest pressure and SOB
- Complaining of chest pressure SOB with an oxygen sat of 90%
- Complaining of chest pressure with ST elevation

Safe and Effective Management of Care- Ethical Practice

- Ethical Practice
 - Ethics- expected behavior, Systematic study of what a person's conduct and actions should be with regard to self, other human beings and the environment.
 - Justification of right or good
 - Based on a system of values and beliefs that influence personal conduct
 - Applied ethics- application of ethical theory to ethical problems
 - Morals-values and beliefs held by a person that guide behavior and decision making

Ethical Theory

- Analyzes varying philosophies, systems, ideas and principles used to make judgments about what is right and wrong or good and bad
 - Examples
 - Life is sacred- not removing brain dead client from ventilator
 - Use of intrauterine devices or morning after pill
- Utilitarianism-greatest good/greatest number
- Deontological-decision on obligations, duty

Principles of Ethical Reasoning

- Autonomy- Self determination
- Beneficence
- Fidelity
- Justice
- Nonmaleficence
- Veracity
- Paternalism
- Confidentiality

Moral Dilemmas

- Moral indifference
- Moral conflict
- Moral distress
- Moral outrage

Types of Ethical Issues

- Moral
 - Indifference
 - Uncertainty
 - Conflict
 - Distress
 - Outrage
 - Ethical dilemma
- Organization important
- Employees coerced into changing values
- Allocate resources
- Quality and cost
- Protect clients from untrained nurses
- Short staffing
- Discipline in anger
- File a grievance- form of harassment

Moral Dilemma

- Why do I need to know if it is a moral dilemma?

What is a moral or ethical dilemmas?

- Problem when more than one choice can be made (Neither is absolutely right or wrong)
- Choice is influenced by values and beliefs of the decision makers
- Include undesirable alternatives due to different values

A Problem is an Ethical Dilemma?

- Cannot be solved by a review of scientific data
- Involves a conflict between two moral obligations
- Answer will have profound effect on the situation or client

Ethical Framework

- Decision making systematic approach that enhances decision making and subsequent satisfaction with the decision
- Organization processes
 - Institutional Review Board
 - Ethics Committee
 - Professional codes of ethics

Steps to Ethical Decision Making

- Determine if ethical issue is a dilemma
- State the ethical dilemma including all issues and individuals involved
- List and analyze all possible options including consequences
- Select the option using ethical principles
- Apply the decision to the dilemma

Regulations

- ANA Code of Ethics Professional standards- set of principles to aid in ethical problem solving
- Uniform Determination of Death Act (UDDA)
 - End of life issues
 - Organ donation-federal and state laws
 - Donation may be stipulated
 - Trained specialist who make request
 - Nurses provide emotional support and answer questions

Definition of Death-UDDA

- Irreversible cessation of circulatory and respiratory functions
- Irreversible cessation of all functions of the entire brain including the brain stem
- Determination of death must be made in accordance with accepted medical standards
 - Reference to ethics committee
 - Client rights- Patient Care Partnership

Nurse as an Agent

- Ethical Decisions
 - Caring for adolescent wanting abortion versus parent who does not want the abortion
 - Consent to transfuse blood for a child versus parents whose religion opposes transfusions
- Nursing Decision Maker
 - Assigning a nurse a higher client load due to budget cuts
 - Witnessing a surgeon only discussing surgical options

Which one is an Ethical Issue?

- A 30 year old patient who is brain dead and the family wants a permanent feeding tube inserted
- A patient goes to surgery and the provider finds terminal cancer. The patient is awake and alert and competent but the family requests that the patient not be told. The provider agrees. The patient is sensing that they are dying and questions the nurse. Asking am I dying?

Which is an Ethical Dilemma?

- A nurse falsifies a record by recording information that she knows did not occur. A team member sees the nurse doing so.
- A 70 year old patient that has a stroke and will need extensive rehabilitation and the whole family is in agreement that they want a feeding tube

Which one is an Ethical Issue?

- A 40 year old patient in an automobile accident who is severely brain damaged. The husband does not want to insert a permanent feeding tube but her parents do.
- A nurse giving patient Smith patient Brown's medication and completes an Improvement report

Which one is an Ethical Issue?

- A nurse giving patient Smith patient Brown's medication and she does not notify the patient's doctor. She tells one of the other nurses but does not come forward and admit the error.

Nurses Role in Ethics

- Nurses are placed in situation where they are expected to be agents for client, physicians, and the organization simultaneously
 - Conflicting
 - Needs
 - Wants
 - Goals
- Nurse is responsible to be an advocate and to identify and report ethical issues

Nurse's Role

- An agent for the client facing an ethical decision
- A decision-maker in regard to nursing practice

Break

Advanced Directives

- Living Will- whether client wants to be resuscitated (client wishes)-CPR, vent, and feeding
- Durable Power of Attorney for Health Care- person who will make decisions
- Surrogate-appointed by physician
- Providers Orders- DNR order must be written by physician
- Universal DNR POLST
 - Antibiotics, testing, nutrition

Nursing Role in Advanced Directives (AD)

- Provide written information regarding AD
- Document the client's AD status
- Ensure current and obtain a copy of AD
- Client's choice takes priority when there is a conflict between the client and family
- Inform all members of the health care team
- Include in plan of care

Nursing Role in Advocacy

- Nursing advocacy representing patients when they are not able to speak for themselves
- Ensures the client has the information they need
- Nurses mediate on the client's behalf
- Helping others make informed decisions by acting as an intermediary
 - Patient Bill of Rights in 1998
 - Subordinate Advocacy
 - ANA Scope and Standards
 - Element that support client advocacy

Nurses as Advocates

- Follow the chain of command- protects against retribution
- Protected by State associations when reporting an unethical practice
- Nurse act for the patient even when they disagree with the client's decision

Behaviors for Handling Complaints

- Active listening- no interrupting/arguing
- Do not get defensive
- Ask person what is expected for solution to the problem
- Explain what you can do and cannot do to solve the problem
- Agree on specific steps and timing

Advocacy Continued

- Protect clients from incompetent or unethical practice
- Actively support clients' rights
- Defend clients' participation in decision affecting them
- Communicate clients' needs to interdisciplinary team (Health care provider, PT, dietitian, social worker, psychologist)

Advocacy

- Safeguard clients' autonomy and independence
- Provide clients with information about needs and available options so that client can make informed decisions about their health care
- Provide the best care possible

Subordinate Advocacy

- ANA Scope and Standards
- Help staff resolve ethical problems
- Elements that support client advocacy
 - Collaborative decision making
 - Listen to staff needs
 - Know staff personally
 - Understand care challenges
 - Solve problems together, go to bat for staff
 - Empower staff, provide workable systems

Advocacy Nursing Values

- Staff has the right to Autonomy to meet health care goals
- Staff has the right to hold personal values
- Have the right to access the information to make informed decisions and choices
- Staff act on behalf of clients who cannot make decisions for themselves
- Empowerment of patients and subordinates to make their own decision

Components of Advocacy

Skills

- Risk-taking
- Vision
- Self-confidence
- Communication
- Assertiveness

Values

- Caring
- Autonomy
- Respect
- Empowerment

ANA Standards of Professional Performance

- Nurse acts as a client advocate
- Nurse assist client to advocate for himself
- Advocacy needed
 - Decreased independence
 - Loss of freedom
 - Interference with the ability to make decisions
- Advocate for allocation of resources
 - Dumping
 - Premature patient discharge
 - Inequality of care

ANA Code of Ethics

- Nurse provides care with human dignity and uniqueness
- Client's right to privacy
- Acts to safeguard client
- Nurse assumes responsibility and accountability for own actions
- Maintains competence and knowledge
- Participates in professional efforts
- Collaborates with other healthcare staff

Nursing Advocacy

- Nurses recognition of controlling
 - Domination
 - Direct control
 - Dependence
- Assisting client versus assisting client to choose (freedom of choice)
- Patient Bill of rights
- Patient Care Partnership

Nursing Accountability

- Responsible for actions even if they are carrying out a providers prescription
 - Question the provider prescription
 - Incorrect dose of med
 - Adverse interaction
 - Contraindication due to an allergy or medical history

What have we learned?

- The leader making decisions
- The leader problem solving- steps
- Critical thinking essentials
 - Moves from general to specific
 - Focus
- Effective ways of learning
- Variations in decision making
- Manager (legitimate power versus Leader)

What have we learned?

- Authoritarian
- Democratic or Participate
- Laissez-faire
- Time management
 - Managing time at work
 - Daily priorities- taking a break
 - Time management for client care

Prioritization

- Unstable vs. Stable
- Unexpected vs. Expected
- ABC
- Acute vs. Chronic
- Actual vs. Potential

Delegation

- Principles of delegation
- Delegation factors
- Under delegating and Over delegating
- Delegation to LPN
- Delegation to nurses aide

Delegation

- The five rights of delegation
 - Right
 - Task
 - Circumstance
 - Person
 - Direction/Communication
 - Supervision/Evaluation

Organizational Line Structure

- Chain of command
- Unity of command
- Span of control
- Organizational Chart

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Select all that Apply

- Determine what the question is asking, generally do I want a true or false answer
- Read each answer and determine whether it is true or false
- Make your selections after that

Next Week 4

Exam 1

Legal Rights and Responsibility

Client rights

Informed consent

Organizational planning, planned change,
fiscal planning