

# The Professional Understands Ethical Principles Necessary To Protect Their License

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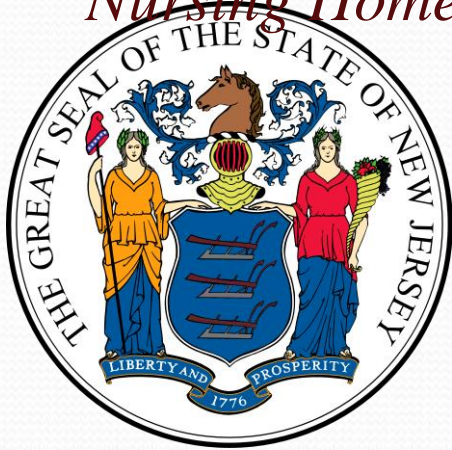
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# Scope of Administrative Responsibility

- The licensed nursing home administrator is responsible for the administrative functions of a nursing home to assure that the nursing home is operated at all times in compliance with N.J.A.C. 8:39 and all other applicable State and federal rules, regulations and laws



# Scope of Individual Practice

- The licensed nursing home administrator oversees the provision of physical and emotional health services for persons who require various therapeutic and protective measures in a supervised environment in which the persons resides (N.J.A.C. 8:34-1.3(a))

## Continue...

- The licensed nursing home administrator performs functions including, but not limited to, ensuring quality resident care management, personnel management, financial management, environmental management, regulatory management, organizational management, marketing and community and public relations. (N.J.A.C. 8:34-1.3(b))



# Important “New” Regulation that Effects Your License

- N.J.A.C. 8:34-7.2 (f) requires as a condition of license renewal, each licensee shall complete four (4) CEU hours on the subject of professional ethics relevant to the practice of long-term care administration

## Continue...

- Each triennial license renewal period, each NJ administrator must have completed 4 CEUs in ethics relevant to long term care administration.
- The importance of ethical issues in nursing homes cannot be overlooked.



## Continue...

- The NHALB saw it in repeated deficiencies of both federal and state tags linked to ethical violations
- Serious ethical violations negatively impacting the vulnerable residents of long-term care facilities

# Understanding the Ethical Principles Necessary to Protect Your License

- Ethics...*The rules governing the conduct, transactions and relationships within a profession*
- Inquiry into good and evil; right and wrong
- Ethical principles guide personal conduct in the practice of nursing home administration
- What is good behavior? What *ought* one to do?
- What is your moral obligation to do?



## Continue...

- Ethical issues are numerous
- Often, there is more than one choice to make.
- Informed decision creates ethical dilemmas
- Non judgemental approach by staff
- Ethical considerations are impacted by many factors:
  - Culture, religion, individual values

# Continue...

- Dynamic situations, advancing technologies, fluctuating economic environment, increasing personal stresses on staff, all lead to ethical dilemmas requiring ethical decisions
- End of life decisions
- Quality versus quantity of life
- Competence and decision making capacity
- Resident abuse



# Continue...

- Chemical and mechanical restraints
- Autonomy and independence
- Privacy and protection
- Incompetent professionals
- Staffing issues
- Striving to treat all residents the same

# Continue...

- Fiduciary responsibilities including PNA, reimbursement and vendor issues
- The impaired healthcare professional
- Protection of personal health information
- Personal Integrity
- Professional boundaries/limit sharing of information
- Respect for individuals reflected in day to day relationships



# Overriding Tenets of Ethical Practice

- **The resident comes first**
- **Prevent and do no harm**
- **Treat all residents as equals**
- **Consistent application of facility policies and applicable laws to avoid unequal treatment to residents is vital**

## Continue...

- Advocate for the resident
- Anticipate a situation that may evolve into an ethical dilemma and work to prevent that dilemma from happening
- It is harder to *un-ring the bell; to close the barn door after all the cows are gone; then to not ring that bell or not open that door at all*