

# **The ETHICS puzzle**

## **Putting the Pieces Together**

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**HCANJ ANNUAL 20-HR CONFERENCE**

# Three women who changed the way we do business

- Karen Ann Quinlan, New Jersey, 1976 unconscious, 1985 died: 9 years
- Nancy Cruzan, Missouri, 1983 car accident, 1991 died: 8 years
- -Teri Schiavo, Florida, 1990 Cardiac arrest. 2005 died: 15 years



# What our new LNHA students thought

- Quinlan – Prosecutor threatened homicide charges against facility/hospital if she was removed from ventilator; religion said OK to taking off ventilator since it was an extraordinary means of treatment but said no to ending artificial nutrition.



# What our new LNHA students thought

- Cruzan – Ethical issues

Family not communicating, court issues had disregard for “quality of life” during a long process, ignoring her prior wishes, State agenda superseded her family's.



# What our new LNHA students thought

Schiavo – How could it be that medicine, ETHICS, law and family could work so poorly together; no brain waves, and while she did have some response levels, they were without emotion, willful activity, or cognition. And the HUBAND??? Financial greed? He now lived with another woman AND HAD 2 KIDS BY HER! Many more issues raised.



# Professional Ethics and Standards

- **Professional** - guided by a set of standards not expected of the general public



# Professional Ethics and Standards

- **Code of ethics**
  - part of professional training
  - such as ACHCA code of ethics
  - Nurse Practices Act ensures that nursing activities are carried out according to certain ethical standards





# Professional Ethics and Standards

## Employee conduct

- must be taught by supervisors
- there must be a behavior code for staff including respect for patient dignity and rights





# **The Code of Ethics of the American College of Healthcare Administrators**

- Individuals shall hold paramount the welfare of persons for whom care is provided



# **The Code of Ethics of the American College of Healthcare Administrators**

- Individuals shall maintain high standards of professional competence



# **The Code of Ethics of the American College of Healthcare Administrators**

- Individuals shall strive, in all matters relating to their professional functions, to maintain a professional posture that places paramount the interests of the facility and its Residents.



# **The Code of Ethics of the American College of Healthcare Administrators**

- Individuals shall honor their responsibilities to the public, their profession, and their relationships with colleagues and members of related professions.



# The Rule of Thumb

- Empower yourself
- Empower your staff



# Answer these five easy Rule of Thumb questions ~

## Question one

- Is this the right thing to  
do for my Resident?



## Question two

- Is this the right thing to do for my Company?





# Question three

- Is this Legal?



# Question four

- Is this ETHICAL ?



# Followed by step 5 – the Rue of THUMB!

- Is this the right thing to do for ME ???



*And so ... so long!*

- Hold your thumbs up high and arrive home safely this evening !!!

