

Professional nursing ethics and advocacy

- Sue Gasquoine
- Nursing Policy Adviser/Researcher
- Catherine Montgomery
- PNA/ Acting DNPS



Objectives

- Understand the context for the review of NZNO's Code of Ethics
- Become aware of NZNO's apology made in response to the Royal Commission of Inquiry into Abuse in Care
- Review the ethical obligations that nurses have when providing care
- Reflect on ethical values and their application in different contexts
- Familiarise self with a framework to guide decision-making when faced with ethical dilemmas



Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION

NZNO's Apology & Commitments

- The Royal Commission recognized the impact is intergenerational
- To put a plan in place to reduce the risks of this happening again
- To support members when they identify or suspect abuse
- Embed trauma-informed care in Nursing education and policy
- To collaborate with the Nursing Council of New Zealand to *strengthen Codes of Conduct and Ethics, making care synonymous with safety and dignity.*



Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION

Nurses' Professional Responsibilities

- NCNZ Code of Conduct
- NCNZ Standards of Competence
- NZNO Code of Ethics
- Employer's Codes of Conduct

https://www.nursingcouncil.org.nz/Public/NCNZ/nursing-section/Code_of_Conduct.aspx

https://www.nursingcouncil.org.nz/Public/NCNZ/nursing-section/Registered_nurse.aspx

https://www.nzno.org.nz/resources/nzno_publications



Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION



Ethical dilemmas

- Who has these?
- What are these?
- What might we do about them?



Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION



Ethical Values

What are these?



Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION

Ethical Values

- Rangatiratanga and self determination or agency
- Manaakitanga and upholding mana
- Tika and being truthful and fair
- Whanaungatanga and establishing relationships
- Wairuatanga – acknowledging a spiritual dimension
- Kotahitanga - unity and collective action
- Kaitiakitanga and guardianship of environment and resources
- Doing good
- Not doing harm
- Maintaining confidence
- Having integrity
- Being professional



Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION



Contexts of application

- Nurse-client/whanau relationship
- Nurse-colleague relationship
- Nurse-organisation relationship
- Nurse-societal relationship



Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION



Steps	Prompts
Assess the situation	What are the facts? What causes concern for you?
Diagnose the problem	What ethical values risk being compromised?
Set goals, plan a course of action	<u>Consider:</u> Who benefits from this situation? ... and from my decision? Who is impacted negatively in this situation? ... and from my decision? Could there be blind spots for me? (conflicts?) If our roles were reversed, what would I want the other person to do? What decision would I feel proud of? What decision would I want others to know about? <u>Refer to:</u> Workplace policies Professional codes
Implement the plan	<u>Consider options</u> – supervision/support from: Preceptor Manager/supervisor Professional association literature
Evaluate the outcome of the implemented plan	<u>For recurring issues:</u> Raise issues with those concerned. Document your concerns Discuss & document issues with your colleagues &/or team &/or manager Focus on future strategies rather than injustices from the past Appreciate that people are different and come with different perspectives

In summary

- Know your professional responsibilities
- Use a recognised ethical framework to address dilemmas
- Remember the NCNZ Guidance: escalating concerns from the Code of Conduct (2012)
- Seek support – peer, preceptor, line manager, senior colleague, union/professional association