

# Organizational Ethics Decision-Making Process

## Making Good Decisions

While making ethical decisions can be a complex process not easily defined by an algorithm, identifying steps to take when faced with such an issue can help. Below is a decision-making process that can assist in ensuring that appropriate questions are being asked and steps taken, to address an ethics issue.

1	Identify the ethical issues and decision making process	<ul style="list-style-type: none"><li>◦ Engage in reflective practices</li><li>◦ State the conflict</li><li>◦ Determine process</li></ul>
2	Study the facts	<ul style="list-style-type: none"><li>◦ Stakeholder perspective</li><li>◦ Evidence</li><li>◦ Contextual features</li></ul>
3	Resources Implications	<ul style="list-style-type: none"><li>◦ Human</li><li>◦ Financial</li><li>◦ Physical Environment</li></ul>
4	Select reasonable options	<ul style="list-style-type: none"><li>◦ Seek out 2+ options</li><li>◦ Brainstorm before evaluating</li></ul>
5	Understand values and duties	<ul style="list-style-type: none"><li>◦ Determine which values are in conflict?</li><li>◦ Consider professional and /or standards</li></ul>
6	Evaluate and justify options	<ul style="list-style-type: none"><li>◦ Harm/benefit to stakeholder</li><li>◦ Impact on staff, mission and/or quality of care?</li><li>◦ Choose option with best consequences and closest alignment with Mission, Vision and Values</li></ul>
7	Sustain and review the plan	<ul style="list-style-type: none"><li>◦ Review how well did the plan process work?</li><li>◦ Was the decision carried? Was it satisfactory?</li><li>◦ Highlight if the issue is a system problem?</li><li>◦ Future response?</li><li>◦ Determine if there is a formal evaluation in place to monitor progress good practices and/or opportunities for improvement?</li></ul>

# Do You Have an Ethics Question?

- ▶ Are you wondering “What is the right thing to do?”
- ▶ Are the differences expressed in value words such as “fairness” or “respect”?
- ▶ Do multiple options seem right or seem wrong?
- ▶ Are you concerned about how to protect others from harm?

**CHOOSE THE AREA OF CONCERN**

Patient Care

Code of Conduct

Research,  
Education, Quality  
Improvement or  
Evaluation

**REVIEW OF CORPORATE AND DEPARTMENTAL CLINICAL POLICY**

**YES**

Request Ethical  
Consult

**NO**

Resolution  
Obtained

## PSFDH Ethics Framework

Perth and Smiths Falls District Hospital supports you in making good ethical decisions. For more information contact the Ethics Committee or contact the Privacy Officer at 613-283-2330 ext. 1140.