Building Workforce Capacity: enabling CHN ethical decision making

CHNC conference 2017
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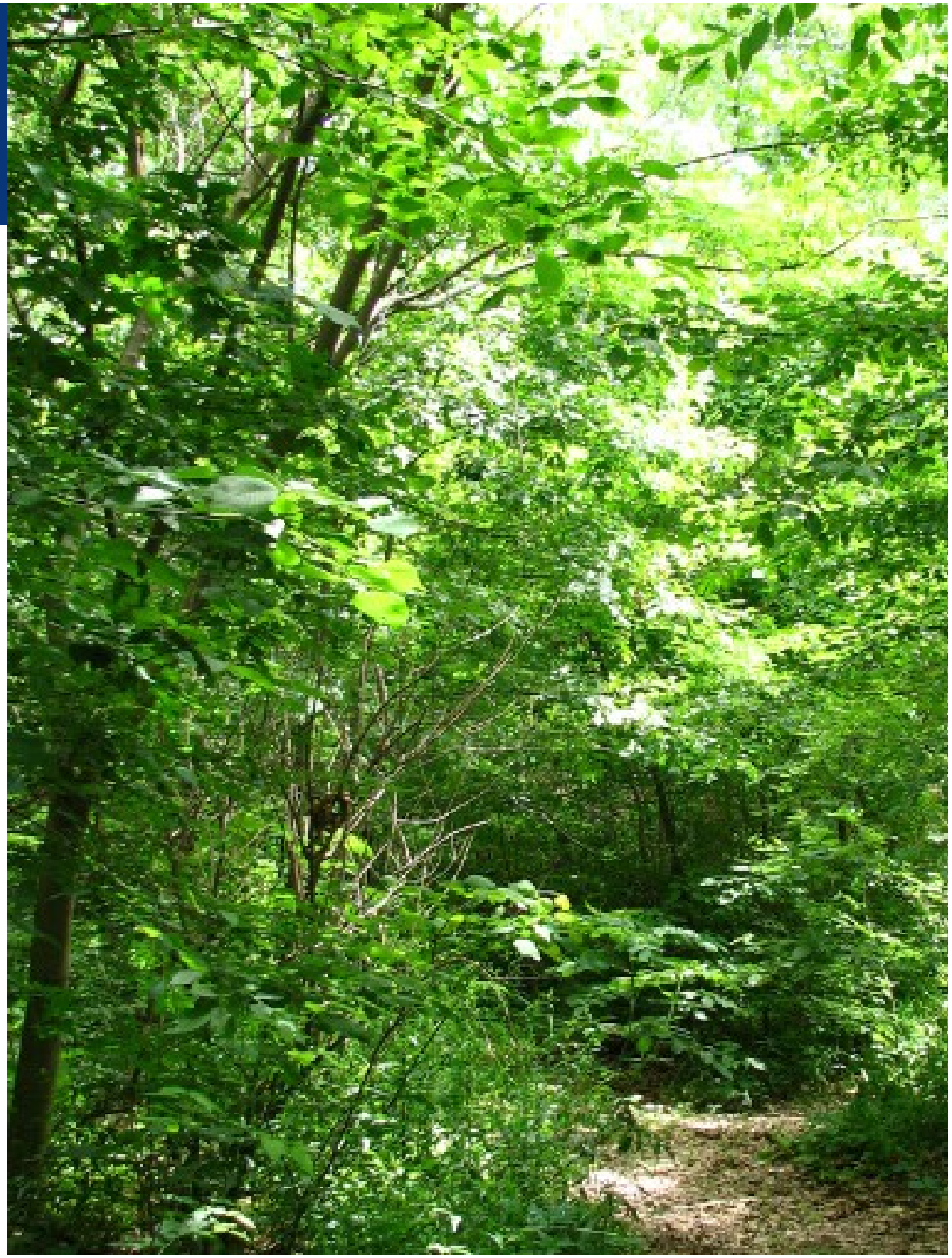
Toronto Public Health

Purpose

- Public health ethics/bioethics
- Ethics needs assessment
- Recommendations



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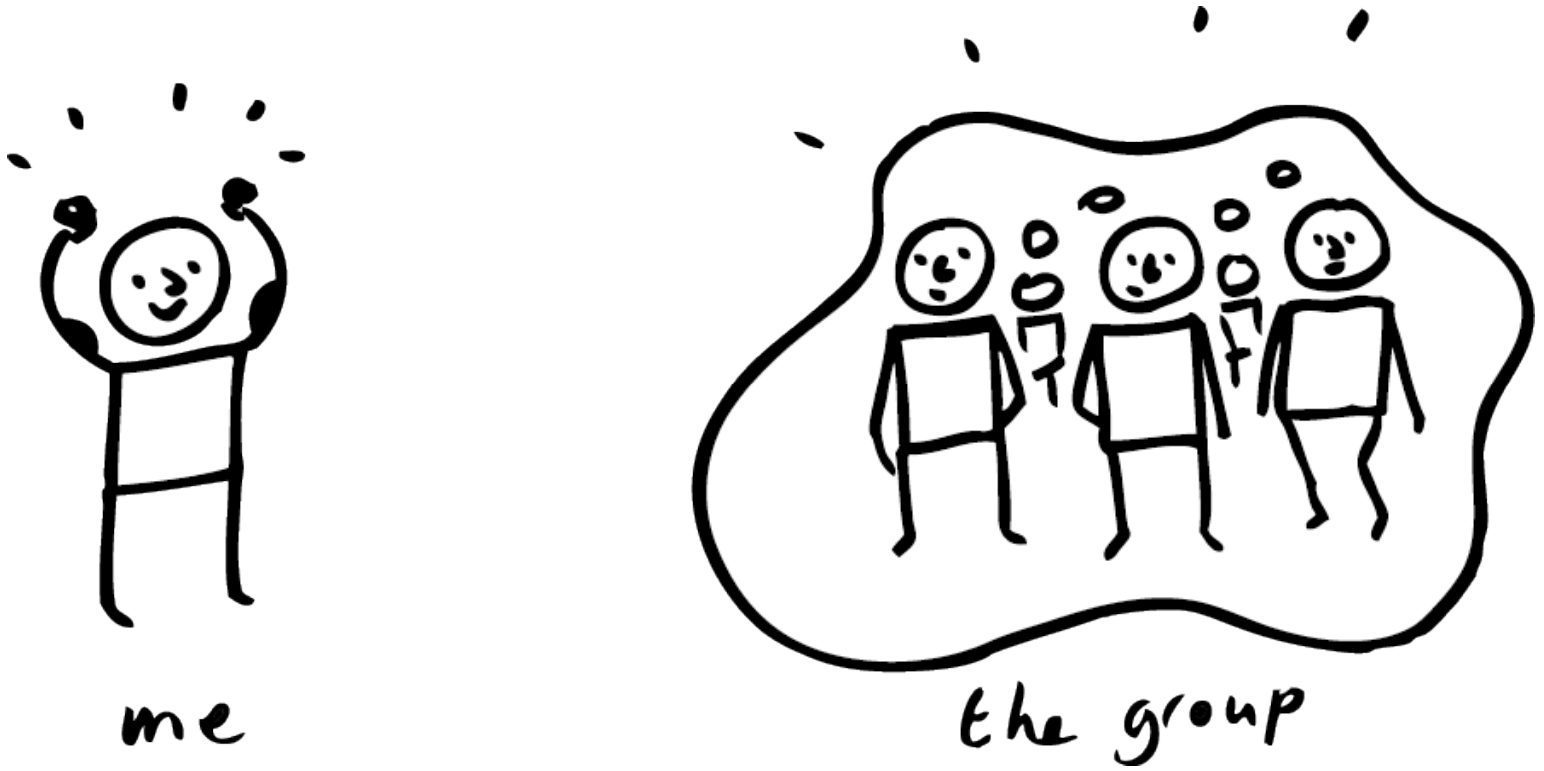
A Healthy City for All

Public Health Ethics/Bioethics: why now?

Bioethics vs. Public Health Ethics



<http://www.adaptivepath.com/ideas/culture-and-design-collective-versus-individual-progress-2/>

Vote with your feet

How many of you have experienced and ethical dilemma in your work? Please stand.

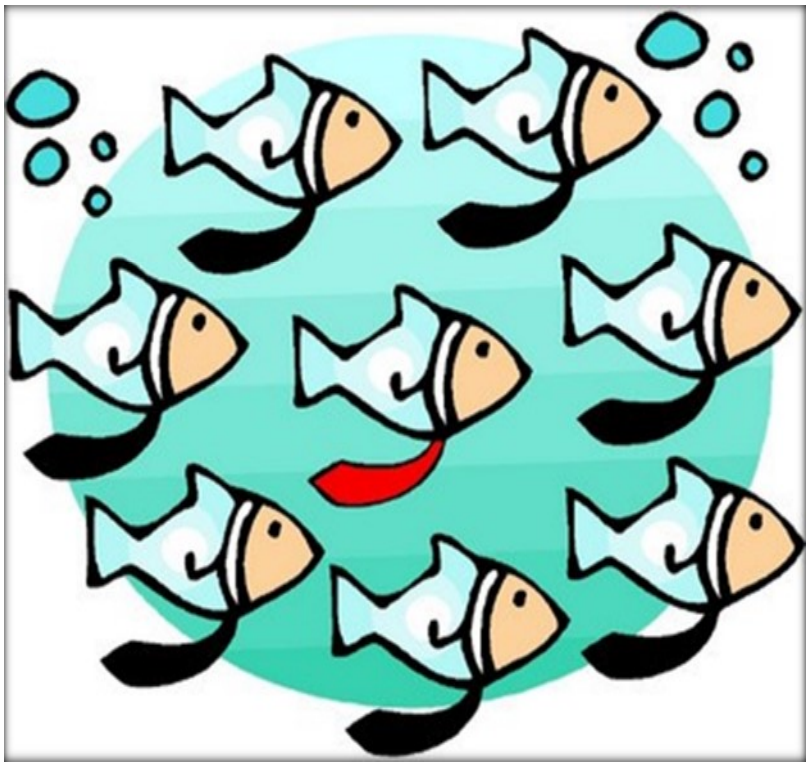
If you had a great deal of stress related to this issue, Please stay standing.

Stay standing if you did not have the resources and support at your place of work to resolve your issue.

Background

- Daily ethical dilemmas
- Development of Ethics Workgroup

Purpose of Needs Assessment



Josh Fischer - Wikispaces

- Identify staff's ethical dilemmas and moral distress
- Identify supports being used
- Identify need for additional support

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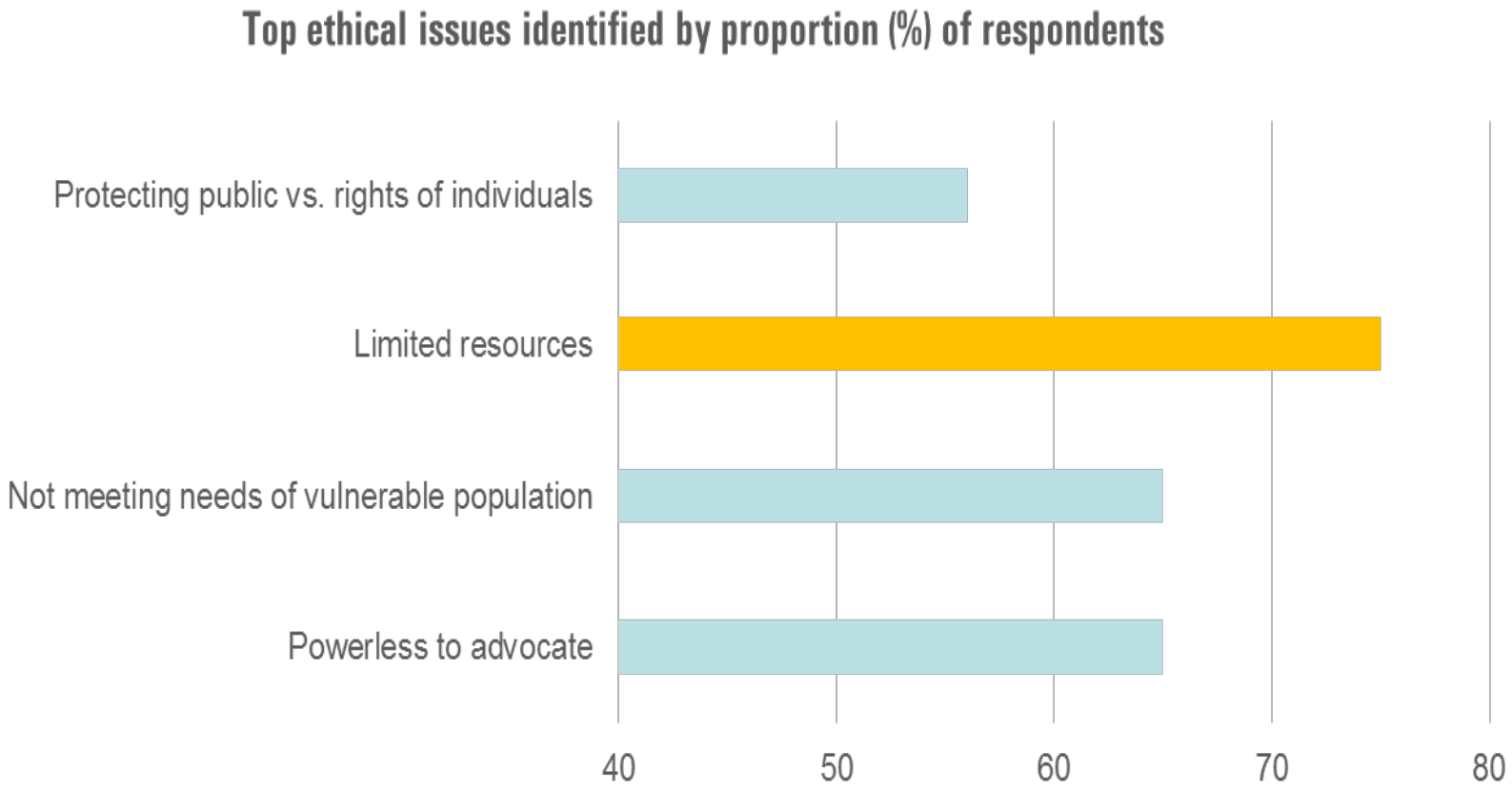
Results

Google images

Top ethical issues identified by proportion (%) of respondents



Narratives

Not meeting needs of vulnerable populations:

"We service many schools and each nurse has approx. 30 schools to service. We try to prioritize however, there are still so many high needs areas, its a bit difficult to provide service equitable across the city. Its difficult to navigate between the need to provide a level of service to all and also providing more intensive service to those with most needs some areas are better funded than others and makes it difficult"

Narratives

Limited resources :

"We could be doing so much more and just don't have the staff. My staff often feel burned out with the amount of work expected of them and are always in fear of more cutbacks"

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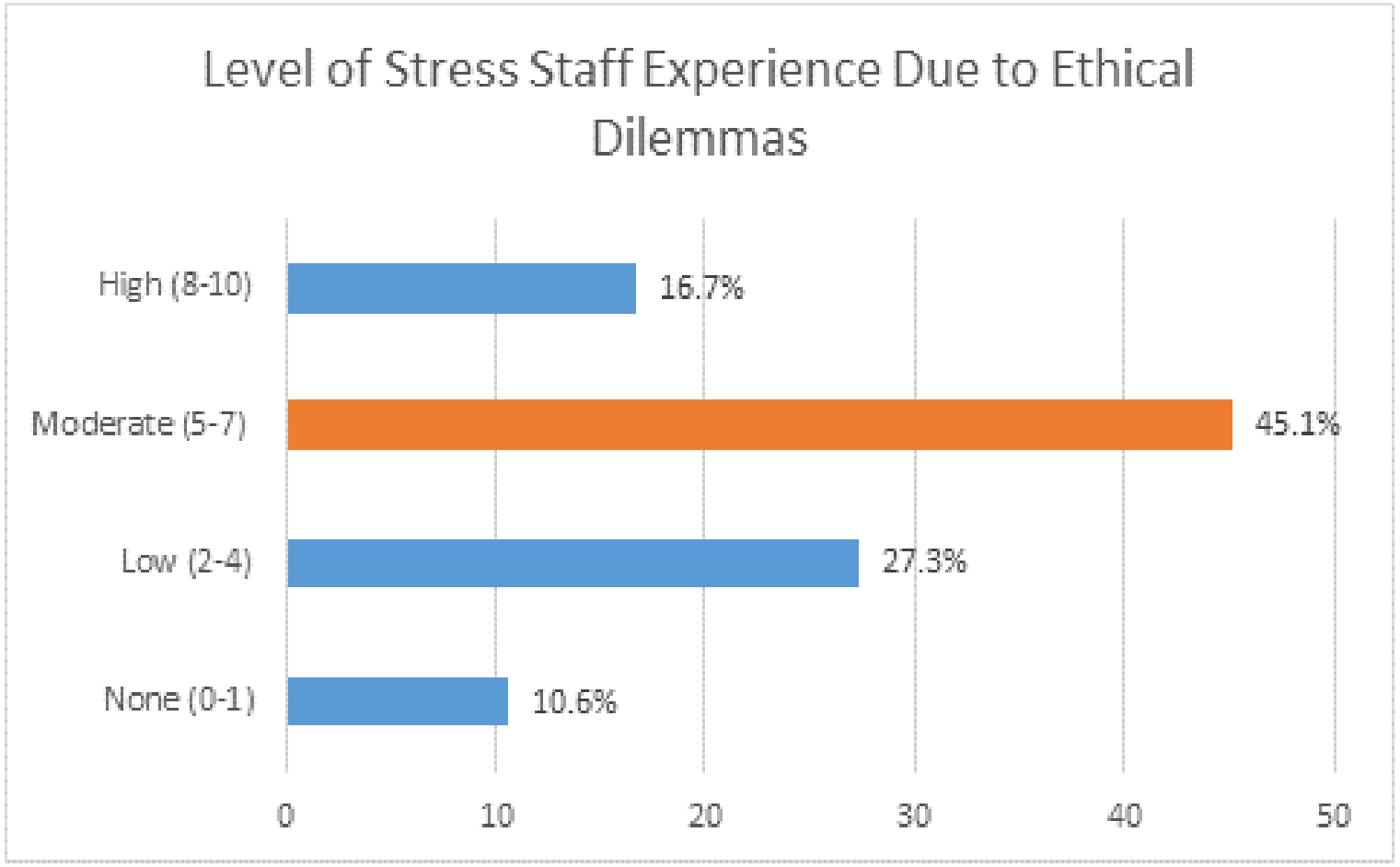
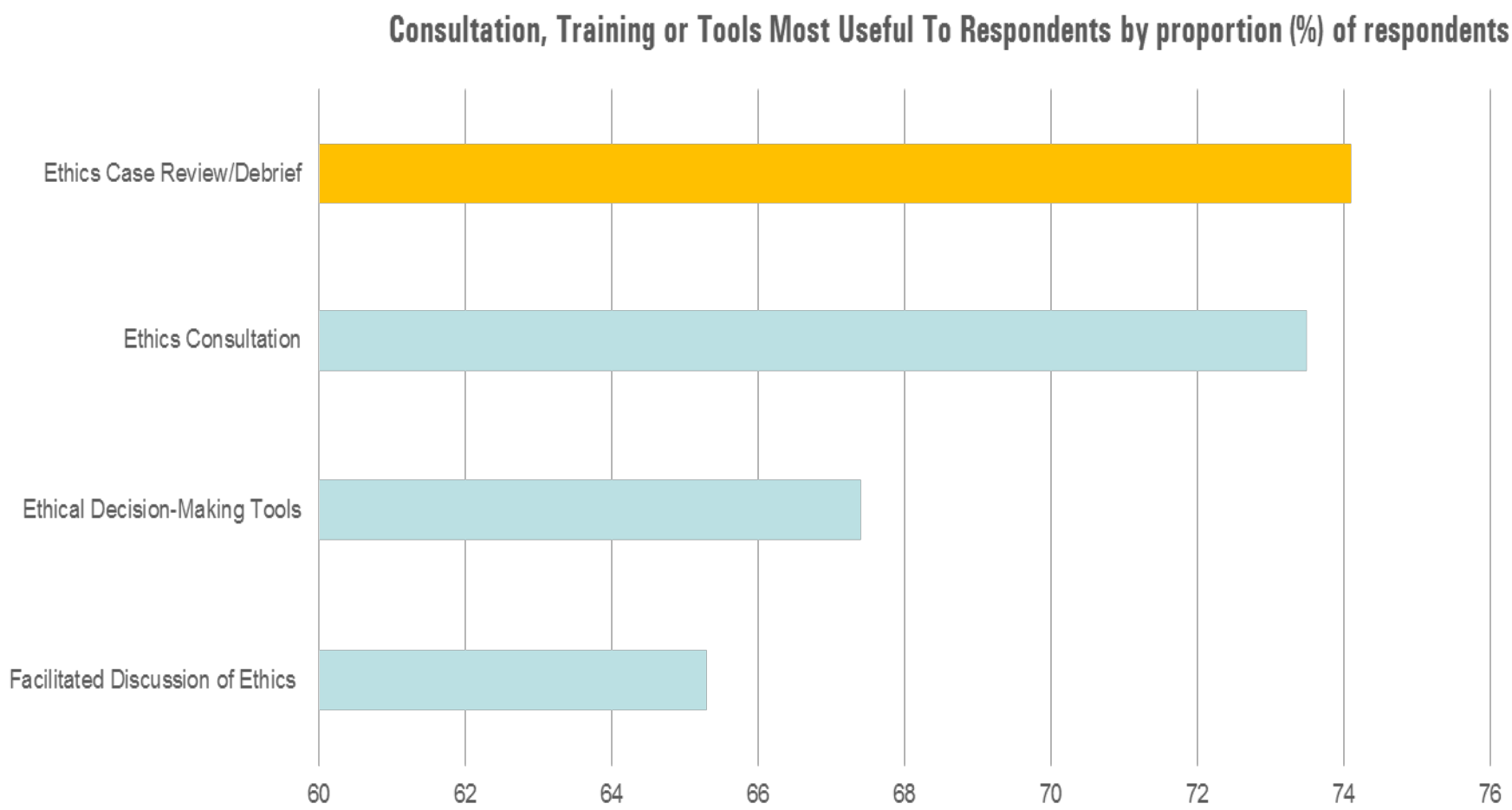
Level of stress staff experience due to ethical dilemmas



What supports would be most useful to you?



Recommendations

- Disseminate
- Create supports

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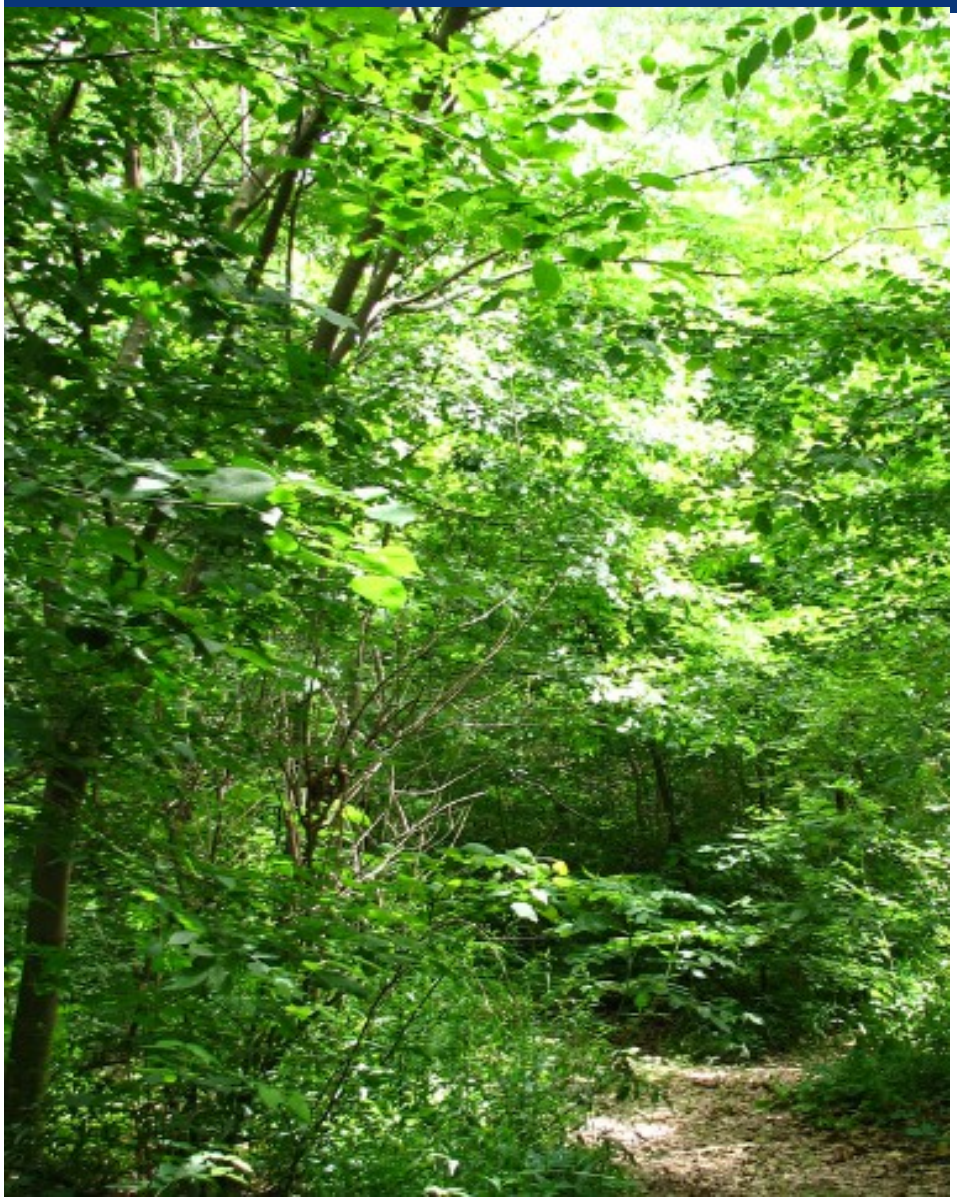
BPSO proposal

BPG Steering Committee

Resources and Supports



- Professional development
- Resources
- PH ethics case library
- Decision making tools
- Team discussion guide
- Referral to an ethicist

Thank you

Google images

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