



EthicsGAME'S Hot Topics Simulations™

Nursing

"A" Dilemmas

DILEMMA NAME	STRATEGY	TOPIC/LAW	DESCRIPTION
<p>The Case of the Front Page Faux Pas</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Self— Straightforward case</p>	<ul style="list-style-type: none"> ▪ HIPAA ▪ Privacy 	<p>Problem: <i>MANAGER OF CLINICAL RECORDS:</i> The hospital is treating Bernard Low, a candidate for Senate. The PR department sent an authorized statement to the local newspaper, but the article that appears the next day contains information beyond the scope of that statement—information that could only have come from a HIPAA breach in the records department. You track the breach back to a member of your staff, and you file a report with the Privacy Officer. Later, you find evidence, although not conclusive, that suggests the breach was deliberate.</p> <p>Issue: What you should do with the additional information you now have.</p>
<p>The Case of the Uninformed Consent</p> <p>Setting: Neighborhood</p>	<p>Ethical Self— Straightforward case</p>	<ul style="list-style-type: none"> ▪ Informed consent ▪ Scope of practice when not in a clinical setting 	<p>Problem: <i>NURSE/NEIGHBOR:</i> The daughter of your neighbor has just informed you that her Mom is scheduled for open heart surgery. The Mom is not fully aware of the possible complications. Even though you are not part of the health care team, the daughter is asking you to participate in the conspiracy of uninformed consent.</p> <p>Issue: How ensure your neighbor gets the information she needs before going into surgery while meeting your obligations as a friend.</p>
<p>The Case of the Tenuous Translation</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Self— Challenging case</p>	<ul style="list-style-type: none"> ▪ Informed consent for research participants 	<p>Problem: <i>REGISTERED NURSE/CLINICAL COORDINATOR:</i> You are working on intake paperwork for patients in a Phase 1 drug trial. One participant, Maria, only speaks Spanish. Her informed consent form is in Spanish, but she doesn't seem to understand the implications or risks of the trial even though she wants to participate because of the money. The doctor in charge believes the consent is just fine.</p> <p>Issue: How to meet your professional responsibility to ensure informed consent while respecting the professional opinions of your colleagues who share responsibility.</p>

"A" Dilemmas cont'd.

DILEMMA NAME	STRATEGY	TOPIC/LAW	DESCRIPTION
<p>The Case of the Wandering Eyes</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Self— Challenging case</p>	<ul style="list-style-type: none"> ▪ HIPAA ▪ Privacy 	<p>Problem: STAFF NURSE: As a newly graduated RN, you see a colleague, a senior nurse, who is reading the chart of a patient who is not part of her case load. The patient happens to be a bit of a local celebrity, and everyone is curious about why she is in the medical center.</p> <p>Issue: How best to handle this violation of hospital policy.</p>
<p>The Case of the Bound Hands</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Management— Challenging case</p>	<ul style="list-style-type: none"> ▪ Unauthorized use of restraints 	<p>Problem: SUPERVISING NURSE: An elderly patient with a history of dementia is repeatedly pulling out his gastric feeding tube. The family is against the use of restraints and no-one is available to sit with the patient. You do not have an order for mittens. You can't call the MD because it is the night shift. If you don't restrain the patient, the tube will be out before the 4 a.m. meds.</p> <p>Issue: How to balance your case load and meet the needs of this patient.</p>
<p>The Case of the Hearsay Harassment</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Management— Challenging case</p>	<ul style="list-style-type: none"> ▪ Sexual harassment ▪ Privacy and confidentiality ▪ Safe learning environment 	<p>Problem: NURSE EDUCATOR: You are a Clinical Nurse Educator at Veritas University. Several of your senior-level learners are completing the final nursing course before graduating 8-week nurse practicums at nearby Seva Medical Center, where they work side-by-side with preceptors. One of your learners comes to you with an issue involving alleged sexual harassment, not involving her but one of her classmates. "I need to speak with you in confidence," she begins . . .</p> <p>Issue: How can you be sensitive and responsive to the distress of the learner while meeting your duty as a nurse educator for reporting breaches of a safe learning environment?</p>
<p>The Case of the Iffy Immunization</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Management— Challenging case</p>	<ul style="list-style-type: none"> ▪ Community immunization policies 	<p>Problem: CHARGE NURSE: A distressed nurse comes to you for advice about a family who doesn't want to immunize their new infant. Refusal to immunize has become increasingly common in your area, resulting in a push by your clinic to assure immunization. Further, your nurse has recently had experience with an unimmunized infant who died of measles infected by another unimmunized child.</p> <p>Issue: How to ensure that children are immunized while respecting a parent's right to make health care decisions for their children.</p>

“A” Dilemmas cont’d.

DILEMMA NAME	STRATEGY	TOPIC/LAW	DESCRIPTION
<p>The Case of the Stretched Staff</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Management— Challenging case</p>	<ul style="list-style-type: none"> ▪ Abandonment of a patient ▪ Malpractice 	<p>Problem: <i>DIRECTOR OF NURSING:</i> The state does not have mandatory nurse-patient staffing ratios. Seva’s plan recommends ratios based on the acuity level of the patients. Recent financial challenges erupt forcing a policy that eliminates the use of overtime. One elderly patient, in particular, is having a hard time. Her daughter is insisting someone stay with her throughout the night. Can you cover the other patients without comprising their care?</p> <p>Issue: How can you deliver excellent patient care and positive patient outcomes while staying within the staffing guidelines and budget?</p>
<p>The Case of the Troubled Teen</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Management— Challenging case</p>	<ul style="list-style-type: none"> ▪ Emancipation ▪ Care for minors 	<p>Problem: <i>SUPERVISING NURSE/OB-GYN:</i> Rachel, an unwed minor, has been admitted to the hospital in labor. Her parents are with her, but as her labor fails to progress, they refuse to authorize standard medical intervention because of their religious beliefs and disappointment with Rachel. The attending nurse is not rocking the boat; the attending OB/GYN is unavailable. The situation with the baby is deteriorating.</p> <p>Issue: How best to ensure that the mother and baby receive the appropriate medical care.</p>
<p>The Case of the Advocacy Impasse</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Manager— Complex case</p>	<ul style="list-style-type: none"> ▪ Bullying ▪ Truth-telling and withholding information ▪ Patient advocacy 	<p>Problem: <i>DIRECTOR OF NURSING:</i> You’ve recently hired a new patient advocate, Sheila. Her work results in an immediate boost in patient approval. Unfortunately, you also hear that she’s rude and overbearing. Sheila says that the nurses are covering for each other and failing to provide vital patient information. Sheila is fantastic at her job, but your team appears to be self-destructing.</p> <p>Issue: How to use your authority to resolve the conflict while remaining open to needs of all stakeholders involved.</p>
<p>The Case of the Derailed Directives</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Management— Complex case</p>	<ul style="list-style-type: none"> ▪ Honoring medical directives with family not in agreement 	<p>Problem: <i>REGISTERED NURSE:</i> You are working with the family of a terminally ill patient. He is a good candidate for hospice but the family is not in agreement, even with clear medical directives. The sibling who is a colleague and a nurse practitioner has come to you to seek assistance in advocating for an aggressive program of treatment.</p> <p>Issue: How to ensure that the patient receives appropriate medical treatment while providing supportive care to the family.</p>

"B" Dilemmas

DILEMMA NAME	STRATEGY	TOPIC/LAW	DESCRIPTION
<p>The Case of the Bandage Bandit</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Self— Straightforward case</p>	<ul style="list-style-type: none"> ▪ Theft of hospital supplies 	<p>Problem: CHARGE NURSE: A well-respected certified nursing tech has been seen removing supplies from the supply room that are not needed for her patients. When confronted, she breaks down and says they are for her mother, who is recovering from a recent operation and doesn't have enough money to buy the large abdominal dressings she needs.</p> <p>Issue: How best to handle this violation of hospital policy.</p>
<p>The Case of Discarded Dose</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Self— Challenging case</p>	<ul style="list-style-type: none"> ▪ Protecting the integrity of the research process ▪ Non-compliance of subject 	<p>Problem: REGISTERED NURSE: You are working in the psych ward, on a Phase 2 clinical trial. A twelve year old patient initially cooperated with the study, but you've caught him throwing his pills down the sink. He says that he wants to get out of the study, but his parents think the medication is helping and want him to stay in the trial.</p> <p>Issue: How to effectively and professionally meet the protocols of the research project while advocating and caring for your patient, who is resisting participating in the study.</p>
<p>The Case of the Policies and Politics</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Self— Challenging case</p>	<ul style="list-style-type: none"> ▪ Domestic partners 	<p>Problem: STAFF NURSE: Domestic partners Alain and Yves were traveling outside their home state when Alain suffered a stroke and was admitted to your hospital. Alain has been moved to ICU, the supervising nurse has prevented Yves from having contact with him. The hospital has a fairly liberal visitation policy that is not always followed by the staff. You have the authority to intervene, if you choose.</p> <p>Issue: How best to intervene when you believe that a supervisor is not following the hospital's policies.</p>
<p>The Case of the Confounded Colleague</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Management— Straightforward case</p>	<ul style="list-style-type: none"> ▪ Subordinate with impaired abilities 	<p>Problem: CHARGE NURSE: During a shift report, you notice that one of your staff nurses is behaving unusually. You can't put your finger on exactly what is going on. He doesn't have an odor of alcohol about him, but as you watch his interactions, he is just not himself.</p> <p>Issue: How to respond to a subordinate whose capacity might be impaired.</p>

"B" Dilemmas cont'd.

DILEMMA NAME	STRATEGY	TOPIC/LAW	DESCRIPTION
<p>The Case of the Shady Secret</p> <p>Setting: Juniper Community Health Center</p>	<p>Ethical Management— Challenging case</p>	<ul style="list-style-type: none"> ▪ Chronic illness ▪ Alcoholism 	<p>Problem: CLINIC NURSE: A young Type 1 diabetic came to the clinic for an insulin pump check-up. The young man presented with alcohol on his breath. In reviewing his chart, you saw that he was not supposed to have any alcohol. When you talked with him, he begged you not to tell anyone because he didn't want to get in trouble. Will you participate in keeping his shady secret?</p> <p>Issue: How to make sure that your patient gets the care he needs while giving him the autonomy to make his own health-care decisions.</p>
<p>The Case of the Unannounced Absence</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Manager— Challenging case</p>	<ul style="list-style-type: none"> ▪ Justice and fairness ▪ Integrity ▪ Level playing field 	<p>Problem: CLINICAL NURSE EDUCATOR: You have a strong feeling one of your learners will one day be an excellent nurse. Then, after being absent for the last weeks of the practicum, you discover that a family emergency has curtailed her performance.</p> <p>Issue: How can you compassionately respond to your student's situation so she can complete her course of study while ensuring that she meets the standards for graduation expected of all learners?</p>
<p>The Case of the Cathy Comments</p> <p>Setting: Juniper Community Health Clinic</p>	<p>Ethical Manager— Complex case</p>	<ul style="list-style-type: none"> ▪ Bullying ▪ Appropriate use of social media ▪ Privacy off the job 	<p>Problem: DIRECTOR OF NURSING: One of your nurses has received an award for her volunteer efforts. Two of your employees repost the article from the Clinic's Facebook page with insulting comments. The post on LinkedIn connects to a professional profile, and from there to the Clinic. Your nurse is upset, and your staff is splitting into factions.</p> <p>Issue: How to use your authority to create a respectful work environment while respecting right of people to speak as they choose outside of the workplace.</p>
<p>The Case of the Anxious Advocate</p> <p>Setting: Juniper Community Health Clinic</p>	<p>Ethical Leadership— Challenging case</p>	<ul style="list-style-type: none"> ▪ Limits of advocacy when providing reports to the court 	<p>Problem: REGISTERED NURSE SUPERVISOR: One of your clients, Alicia, has requested that you write a letter of support to the Court in order to assist her minimizing penalties for a DUI. While she has made tremendous progress in caring for herself and her children during the time you have known her, you see her violating the terms of her probation before you write the report.</p> <p>Issue: How to make sure that you provide a truthful report to the court while keeping Alicia's trust so she maintains hope and continues coming to the clinic for support.</p>

"B" Dilemmas cont'd.

DILEMMA NAME	STRATEGY	TOPIC/LAW	DESCRIPTION
<p>The Case of the Misused Meds</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Management— Challenging case</p>	<ul style="list-style-type: none"> ▪ Theft ▪ Forgery ▪ Fraud ▪ Unlawful possession of a controlled substance 	<p>Problem: <i>DIRECTOR OF NURSING:</i> The pharmacist notifies you that he is suspicious related to the recent narcotic review. Seems that morphine usage in the cardiovascular surgery unit is up ... and one particular nurse has been signing out more doses for her assigned patients than documented in the electronic medical record. The investigation begins ...</p> <p>Issue: How can you help your friend who is interviewing the very person you're investigating? You want to help her make an informed hiring decision while completing the personnel process with integrity.</p>
<p>The Case of the Petrifying Prognosis</p> <p>Setting: Seva Regional Medical Center</p>	<p>Ethical Leadership— Complex case</p>	<ul style="list-style-type: none"> ▪ Testing newborns for genetic disease 	<p>Problem: <i>REGISTERED NURSE ON HOSPITAL ETHICS COMMITTEE:</i> The ethics committee is debating whether to test newborns for genetic diseases for which no cure exists. The Department of Health and Human Services and the state are allowing the policy for the number of tests to be left to the discretion of the hospital.</p> <p>Issue: Whether or not to advocate for a full slate of tests given the complexity of the role of the nurse in working with the families of newborns.</p>