

# School of Health Sciences

## Management Workbook

Name: .....

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## Professional and Ethical Issues

A Code of Professional Conduct as laid down by the governing body, the NMC, binds registered nurses and midwives. (2004). This code outlines the standards that you must work according to, what is expected of you as a registered professional by colleagues, employers and members of the public and what your professional responsibilities and accountabilities are. You may sometimes be faced with situations which require you to challenge the actions of colleagues, or which require you to challenge and question things that they are asking you to do if you feel that these things are unsafe or are not in the best interests of the patient or organisation. It is well recognised that it can be difficult to address these issues due to factors such as fear of the consequences, embarrassment and lack of support. Semple and Kenkre (2002) point out that the UKCC (2001) [now the NMC] reported the research of Moira Attree, which highlighted the fact that nurses are often reluctant to raise concerns about standards of care because they feared either inaction or retribution from employers. Nurses may also be inhibited by fears of being ostracised by the team if deciding to speak out against poor practice. It is clear however that the onus is on the individual to promote best practice and uphold the standards of the profession.

# Professional and Ethical Issues

## Policies and Procedures

Policy for Consent to Examination or Treatment  
Advocacy Policy  
Procedure for Dealing with Concerns on Health Service Matters

## NMC Proficiencies

Domain: Professional & Ethical Practice: Outcome:  
1.1,1.2, 1.3, 1.4 (1.1.1, 1.1.2, 1.1.3,1.1.5, 1.2.1, 1.2.2, 1.3.1, 1.3.2)  
Domain: Care Delivery: Outcome:  
2.1, 2.2, 2.3, 2.4, 2.5, 2.7 (2.1.3, 2.2.2, 2.2.4)  
Domain: Care Management: Outcome:  
3.1 (3.1.1, 3.1.2, 3.1.4)  
Domain: Personal & Professional Development: Outcome:  
4.2

## References

Nursing and Midwifery Council (2004) 'The NMC Code of Professional Conduct: standards for conduct, performance and ethics.'  
Semple, M and Kenkre, J 'The Need to Combat Clinical Fraud'  
Nursing Standard May 2002 vol.16 no 36

## Mentor/Student comments

Mentor sign .....

Student sign .....

# Professional and Ethical Issues

## Scenario 1

You are working with an experienced staff nurse who asks for your help to sit out a patient in chair. The patient has been assessed by the physios as requiring a hoist transfer, but your colleague says that is not necessary. You have looked after the patient before and know that his mobility and balance are severely impaired.

1. What would your concerns be in this situation?
2. Would you assist your colleague as requested?
3. If not, what would you consider the best way to handle the situation?
4. Do you have a responsibility to take this issue further and if so how would you do that?

## Scenario 2

A registrar asks you to accompany her whilst she consents a patient for a procedure. She is in a hurry and does not in your opinion spend enough time explaining the procedure and possible risks. The patient is hesitating and asks you whether you think they should go ahead.

1. Would you advise the patient one way or the other?
2. What is your role as a qualified nurse in this scenario?
3. How could you ensure that the patient receives the full information they require to make a decision?
4. Would it be acceptable for you to challenge the registrar on this issue?