



Ethics in Health Care Leadership

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The following discussion questions are provided as an additional educational tool to accompany this fireside chat video. Please feel free to select the questions that are most relevant to your committee or group, revise and adapt them as needed, etc. As always, we welcome feedback on this or any other NSHEN resource.

Questions:

- What stood out to you the most in this interview? Why?
- Colin mentions how organizational values (along with policies and frameworks) help guide health care leaders in decision making around how best to serve the health care needs of the population. In your opinion, what are the most important values for guiding health care?
 - a. For individual patients?
 - b. At population level?
- In your opinion, what characterises an efficient health care system?
- What conditions should a decision-making process around allocation of health care resources meet if it is to be considered fair?
- Discuss how organizational values come into play in policy development.
- Colin mentions that awareness and reflection on one's own values and how they align with organizational values is important for people in health care leadership roles. In your opinion, what does ethical leadership involve in a health care context?
- What helps you to reflect on your values?
- Colin provides examples of the type of concerns that should be taken into consideration when deciding whether to disclose adverse events to patients or not. If you were to make decisions around disclosure, how would you approach it? What would your concerns be?
- Colin mentions the need to make difficult decisions around resource allocation and access to health care. What are some of the difficult decisions that you believe we need to consider within health care?
- What is it about these decisions that makes them difficult?

Resources

Accreditation Canada. Standards. <https://accreditation.ca/standards/>

Bruning, P. and Braghurst, T. 2013. Improving Ethical Decision Making in Health Care Leadership. *Business and Economics Journal*, Editorial Open Access, Published September 2, 2013.

<https://www.omicsonline.org/open-access/improving-ethical-decision-making-in-health-care-leadership-2151-6219-4-e101.php?aid=19035>

Choosing Wisely Nova Scotia. <https://choosingwiselycanada.org/campaign/nova-scotia/>

Gibson, J.L., Matin, D.K., Singer, P.A. 2005. Evidence, Economics and Ethics: Resource Allocation in Health Services Organizations. *Healthcare Quarterly*; Vol 8(2): 50-59.

<http://jcb.utoronto.ca/people/publications/HQ82JGibsonetal.pdf>

Ho, A. and Pinney, S. 2016. Redefining ethical leadership in a 21st-century healthcare system. *Healthcare Management Forum*; Vol 29(1); 39-42. <https://journals.sagepub.com/doi/pdf/10.1177/0840470415613910>

McLennan, S., Kahrass, H., Wieschowski, S., Strech, D., Langhof, H. 2018. The spectrum of ethical issues in a Learning Health Care System: a systematic qualitative review. *International Journal of Quality in Health Care*.; Vol 30(3): 161-168. <https://academic.oup.com/intqhc/article/30/3/161/4831040>

Nova Scotia Department of Health and Wellness (NSDHW). 2016. Health Equity Lens.

<http://intra.nshealth.ca/accreditation/surveyors/Shared%20Documents/Public%20Heath/on%20site%20survey%20doc-general/Health%20Equity%20Lens%20Final%202016.pdf>

NSHA Ethics Framework:

http://policy.nshealth.ca/Site_Published/nsha/document_render.aspx?documentRender.IdType=6&documentRender.GenericField=&documentRender.Id=69668

NSHA Health Services Business Plan. AD-FIN-120. December 2018.

http://policy.nshealth.ca/Site_Published/nsha/document_render.aspx?documentRender.IdType=6&documentRender.GenericField=&documentRender.Id=71695

NSHA Policy: 2017. Disclosure of Patient Safety Incidents. Policy no. AD-QR-010

http://policy.nshealth.ca/Site_Published/NSHA/document_render.aspx?documentRender.IdType=6&documentRender.GenericField=&documentRender.Id=68895

Smith, N., Mitton, C., Bryan, S., Davidson, A., Urguhart, B. Gibson, J.A., Peacock, S, and Donaldson C. 2013. Decision maker perceptions of resource allocation processes in Canadian health care organizations: a national survey. *BMC Health Serv Res*.; 13:247

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3750381/>

Journal of the American Medical Association: Code of Medical Ethics: Financing and delivery of health care. <https://www.ama-assn.org/delivering-care/ethics/code-medical-ethics-financing-and-delivery-health-care>

Canadian Medical Association. Health Care Transformation in Canada.

<https://policybase.cma.ca/documents/policypdf/PD10-05.PDF>

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