Ethics in Nurse Residency

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Part 1   Moral Distress

- **Moral Distress**
  - **What is it?**
    - A predictable response to situations where nurses recognize that there is a **moral** problem, have a responsibility to do something about it, but cannot act in a way that preserves their integrity
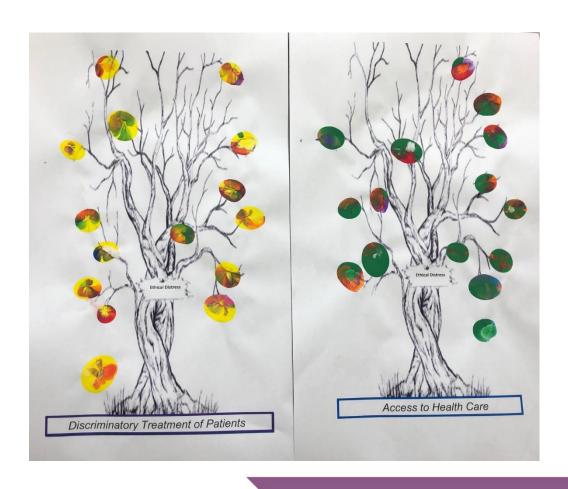
  - **Activity**
    - Eight trees of moral/ethical distress situations are laid out
    - Nurse Residents place their fingerprint on each issue that they've observed or encountered

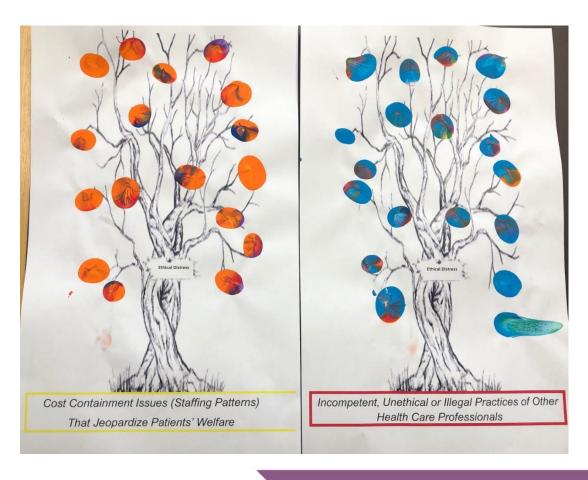**UPMC** | CENTER FOR NURSING EXCELLENCE

Ethics Trees

Pain Management

End-of-life Decisions

Discriminatory Treatment of Patients

Access to Health Care

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Ethics Trees

Providing Futile Treatment

Use of Advanced Directives

Cost Containment Issues (Staffing Patterns) That Jeopardize Patients' Welfare

Incompetent, Unethical or Illegal Practices of Other Health Care Professionals

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Part 2   Moral Courage& Moral Residue

- **Moral Courage**
  - Developing the strength to speak up despite the fear of repercussions

- **Moral Residue**
  - It is an aspect of **moral** distress—the **residue** that remains
    - What each of us carries with us from each morally distressful situation

- **Making the connection**
  - Share morally distressing situations that the facilitators have experienced

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Part 3   Moral Resiliency

- **Moral Resiliency**
    - Is the internal capacity that nurses have to restore and sustain their personal integrity in response to moral distress
    - The ability and willingness to speak up
    - How do we develop this?

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Part 3 Building Moral Resiliency

- **Moral Comfort**
  - Nurse's ideas are considered
  - Decisions are made in the patient's best interest
  - Nurse's are able to relieve or reduce a patient's pain
  - Nurse's concerns are acknowledged

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Part 4   Building Moral Courage

- Give handouts on the ANA Code of Ethics & MORAL model
  - Nurse Residents review both handouts

- **Activity:**
  - Break into small groups for discussion
  - Each one gives an example of how they used one of the ethical principles or how they plan to use them if a situation arises
  - Case studies can be used to facilitate discussions

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References

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Questions

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