

# Discussion

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Discussion Case 1. Dr. Spalding is considered a talented and respected surgeon so what is Jan and Dr. Truman to do in the middle of the night? Healthcare ethics introduce conflict between values and morals among health workers. According to the issue presented in the case, Dr. Truman and Jan should attend to their duties as a responsibility and a moral obligation. Healthcare workers are bound both by their professional and moral ethics which requires them to put the needs of their patients beyond their personal pressures (Perry, 2002).

2. Does University Hospital seem to tolerate this type of behavior on the part of physicians like Dr. Spalding?

The university hospital seems to tolerate this kind of behavior since they are obliged to teach their students the professional aspect of healthcare. The professional element of healthcare consider healthcare as equal as other professions and, therefore healthcare workers have the right to enjoy privileges found in other professions.

3. What if anything should the organization do in the future?

In future, the organization needs to separate its teaching responsibility from its healthcare responsibilities. Creating a boundary between healthcare training and services will enable the hospital serve its students and patients effectively. In addition, the devolution will minimize conflicts between professional and moral ethics among trainee doctors and fulltime workers.

Case 2

1. Between CNO Jane, COO Carter, and the medical staff this appears to be an 'organization gone wild'---what did CEO Eugene do wrong?

Leadership or change of policies in an organization requires the input of junior staff. According to the case study, CEO Eugene changed the hospitals

routine without having adequate consultations with the nurses.

## 2. What can CEO Eugene do now?

To contain the issue, the CEO needs to call an urgent meeting involving the nurses and the hospital's management. Contentious issues relating to the current schedule should be addressed. In addition, the CEO should request the nurses to outline their preferred work schedule and allocation of duties.

## Reference

Perry, F. (2002). *The Tracks We Leave: Ethics in Healthcare Management*. New York: Health Administration Press.