

ACT

7. Articulate the Decision

Which alternative best reflects the ranking of values? Which alternative best balances more of the values? Have any other alternatives come to light?

8. Implement the Plan

How should the decision be communicated? Who needs to know it? How best to document the process? Who needs to act?

9. Concluding Review

What are the feelings of those involved? Did we resolve the ethical dilemma? Were other ethical problems inadvertently created in the process? Do we need to debrief with care providers? Would it be helpful to modify and/or create new policies or guidances in light of this dilemma?

[Ethics Framework for Health Care Providers – YODA model](#)

[Ethics Framework for Leaders – YODA model](#)

To speak to Cambridge Memorial Hospital's Bioethicist please call Switchboard.

*This guide provides general information about the current law in this subject area. However, legal information is not the same as legal advice, where legal advice is the application of law to an individual's specific circumstances. Although we have tried to make sure that the information in this guide is accurate and useful, we recommend that you consult a lawyer if you want professional legal advice in this subject area that is appropriate to your particular situation.



Ethical Decision Making Framework *The YODA Model**



A PRINCIPLE BASED FRAMEWORK/PROCESS FOR ETHICAL DECISION MAKING

The following principle based framework/process for ethical decision making is grounded in the Mission, Vision and Values of Cambridge Memorial Hospital.

Steps for Resolving Ethical Dilemmas:

YOU - As a rational person with the capacity for moral agency, Ethics is everyone's responsibility.

OBSERVE

1. Identify the Problem

Name the problem clearly. Where is the conflict?

2. Acknowledge Feelings

What are the "gut" reactions? biases? loyalties?

3. Gather the Facts

What are the ethically relevant facts? Have all the relevant perspectives been obtained? What do the institution's policies or guidelines say? What does the relevant law say? *

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A. Facts in Biomedical Ethics Issues include:

- Diagnosis/Prognosis
- Quality of Life
- Patient /SDM Wishes
- Contextual Features – e.g.
 - Religion
 - Culture
 - Psycho-social issues
 - Relationships

B. Facts in Business/Organizational Ethics Issues include:

- Governance
- Partnerships
- Allocation/Rationing of Scarce Resources
- Conscientious Objection
- Employer/Employee Relationships
- Conflict of Interest
- Alternative Sources of Revenue
- Abuse of Care Providers
- Whistle blowing

DELIBERATE

4. Consider Alternatives

What are the alternative courses of actions? What are the likely consequences?

5. Examine Values

What are the preferences of the person receiving care? Are other values relevant? Which of the values conflict?

6. Evaluate Alternatives

Identify appropriate decision makers.

- Rank all relevant values, i.e. values of Cambridge Memorial Hospital:
 - Respect
 - Caring
 - Accountability
 - Innovation
 - Collaboration

They also ground the ethical values of autonomy, Beneficence/non-maleficence and justice.