

REFUSING AN ASSIGNMENT
FROM THE PERSPECTIVE OF THE
BEDSIDE NURSE

SERVICE EMPLOYEES INTERNATIONAL
UNION
NURSE ALLIANCE
(SEIU)

PRESENTED BY
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EXHIBIT <input checked="" type="checkbox"/>	HealthCareDelivery	Document consists of <u>2</u> pages
<input checked="" type="checkbox"/>	Entire document provided.	
<input type="checkbox"/>	Due to size limitations, pages ____ through ____ provided.	
A copy of the complete document is available through the Research Library (775-684-6827 or e-mail library@lcb.state.nv.us)		
		Meeting Date <u>2-19-04</u>

Goals of Presentation:

1. Develop an understanding of the role of the nurse in relation to ethical and legal responsibilities.
2. Develop an understanding of the system (work environment) that nurses function in.
3. Develop an understanding of the dilemma faced in refusing an assignment.

1. The nurse, in all professional relationships, practices with compassion and respect for the inherent dignity, worth and uniqueness of every individual, unrestricted by considerations of social or economic status, personal attributes, or the nature of health problems.
2. The nurse's primary commitment is to the patient, whether an individual, family, group, or community.
3. The nurse promotes, advocates for, and strives to protect the health, safety, and rights of the patient.
4. The nurse is responsible and accountable for individual nursing practice and determines the appropriate delegation of tasks consistent with the nurse's obligation to provide optimum patient care.
5. The nurse owes the same duties to self as to others, including the responsibility to preserve integrity and safety, to maintain competence, and to continue personal and professional growth.
6. The nurse participates in establishing, maintaining, and improving healthcare environments and conditions of employment conducive to the provision of quality health care and consistent with the values of the profession through individual and collective action.
7. The nurse participates in the advancement of the profession through contributions to practice, education, administration, and knowledge development.
8. The nurse collaborates with other health professionals and the public in promoting community, national, and international efforts to meet health needs.
9. The profession of nursing, as represented by associations and their members, is responsible for articulating nursing values, for maintaining the integrity of the profession and its practices, and for shaping social policy.

The *Code of Ethics for Nurses with Interpretive Statements* is available at www.nursingworld.org/ethics/chcode.htm

Ethical Responsibilities of the nurse

The code of ethics for nurses

www.nursingworld.org/ethics/chcode.htm

Provision 2: “The nurse’s primary commitment is to the patient, whether an individual, family, group, or community.”

Provision 3: “The nurse promotes, advocates for, and strives to protect the health, safety, and rights of the patient.”

Provision 4: “The nurse is responsible and accountable for individual nursing practice and determines the appropriate delegation of tasks consistent with the nurse’s obligation to provide optimum patient care.”

Legal Responsibilities of the nurse
The Nurse Practice Act
NAC 632

<http://www.leg.state.nv.us/NAC-632.html>

Nevada State Board of Nursing mandates:

- Nurses must safeguard their patients and refuse an assignment that will put patients at risk of injury or harm.
- Patient abandonment occurs if an assignment has been accepted then refused.

Staffing of Hospitals

- Staffing based on acuity according to NAC 449.

<http://www.leg.state.nv.us/NAC-449.html>

- Reality of patient assignments
- Patient abandonment vs. refusing an assignment.

Assignment Refusal Dilemma

- How unsafe is this assignment?
- Do I want to risk losing my job over this?
Lose, lose situation

- Lose my job
- Lose my license
- Compromise my morals
- Put patients at risk

SOLUTION: MINIMUM STAFFING STANDARDS

1. Stop nursing intervention tradeoffs
2. Eliminate situational decision-making
3. Ensure the best level of care.
4. Prevent Harm.