

OT6330 Administration in Occupational Therapy
Ethical Dilemma Critical Thinking Assignment

Instructions

The purpose of this assignment is for you to define, analyze, justify, and apply a resolution for the ethical dilemma in your healthcare setting.

Process the ethical dilemma, then submit a one-to-two-page APA style (6th ed.) resolution plan. A title page is required in addition to page headers, page numbers, paragraph headings, a reference page. An APA formatted document can be found in Elearning resources for this course. Your own personal experiences and values are important and will influence what you write, but you should base your work only on legitimate evidence provided either in the documents attached or through your independent research. If you research and identify additional sources to support your position and include them in your submission. There is not necessarily one right answer which is why it is due prior to our class discussion. It is an exercise in your critical thinking skills. If you benefit from the class discussion and you wish to revise your assignment and resubmit, you are able to do so, however it is not likely that you will find it necessary as assignment grading is based on your individual ability to reason through this problem. The classroom discussion is meant to expand your understanding.

In your paper, you should respond to the scenario posed and demonstrate the following performance criteria that can be found in the assignment rubric.

1. Define the basic roles/concepts applicable for the scenario from the readings and resources
2. Analyze the potential for role conflict and ambiguity within the specific healthcare setting
3. Justify the decision to apply the chosen resolution
4. Apply the proposed resolution resolve the role ambiguity within the department to promote teamwork, and professional ethical working relationships within the context of your specific healthcare setting
5. Write using correct spelling, punctuation, grammar, and APA style

Scenario

You are the newly hired Rehabilitation Services Director who is responsible for the development of an Occupational Therapy program for a Rehabilitation Services Department located in Kalamazoo County. Your department currently has one Physical Therapist and two Physical Therapist Assistants and one Speech Therapy professional along with one Rehab Tech. Currently, there is no policy and procedure manual for the department which was operating without productivity expectations but providing excellent care (per the therapists) and has "good" outcomes. The environment of the department has a friendly atmosphere and everyone works at a self-regulated pace with long periods of time talking in the morning and during lunch. Revenue is considered low by the Chief Financial Officer considering a department of this size and the population size served ($n=100$). You learn that documentation reviews are not being conducted on a routine basis. The Rehab Tech initiates treatments at times after setting up the client. In addition, you discover marketing is for the most part non-existent except for the one brochure the admissions person uses.

Most recently, one of your Occupational Therapists is off from work due to the birth of his daughter. This absence is authorized under the Family and Medical Leave Act (FMLA) of 1993 and you now have a contract therapist who is working in your department for the first time. The contract therapist will be working in your department for the next 12 weeks.

The contract OT was oriented upon hire but is periodically late for work/appointments and has had some incomplete documentation and inaccurate billing. The clinician seems rushed but is always polite

and apologetic. A complaint is brought to your attention by another member of your staff that alleges the contract OT had asked a patient why she is gay, and the patient stated that she did not appreciate the question.

As the Rehabilitation Services Director, you must successfully resolve the ethical dilemmas.

Note. Check that you have all associated documents/attachments before you begin. Be sure to consult Bloom's Revised Taxonomy located in Elearning to determine the level of knowledge/learning expected by the questions posed. Ensure you review the assignment rubric for details.