

Midwifery Level III

NTQF Level III

Learning Guide -01

Unit of Competence: Providing Compassionate, Respectful and Caring Service

Module Title: Providing Compassionate, Respectful and Caring Service

LG Code: HLT MDW3 M01 LO1 LG1

TTLM Code: HLT MDW3 TTLM 0919v1

LO 1: Apply professionalism and ethical practice principles

This learning guide is developed to provide you the necessary information regarding the following content coverage and topics –

- ▶ Apply professionalism and ethical practice principles:
 - ✓ Definition of terms
 - ✓ Ethical principles and issues of the profession
 - ✓ Professional code of conduct
 - ✓ Recognizing and demonstrating professional values
 - ✓ Maintaining and evaluating ethical principles
 - ✓ Applicable standards of the profession
 - ✓ Maintaining professional practice

This guide will also assist you to attain the learning outcome stated in the cover page.

Specifically, upon completion of this Learning Guide, you will be able to –

- . Identify and execute Ethical principles and issues of professionalism
- . Identify and execute Professional code of conducts
- . Recognize and demonstrate Professional values
- . maintain and evaluate ethical principles adherence to the profession
- . Maintain Professional practice according to applicable standards

Learning Instructions:

1. Read the specific objectives of this Learning Guide.
 2. Follow the instructions described in number 3 to 13.
 3. Read the information written in the “Information Sheets 1”. Try to understand what are being discussed. Ask your trainer for assistance if you have hard time understanding them.
 4. Accomplish the “Self-check 1” in page 5.
 5. Ask from your trainer the key to correction (key answers) or you can request your trainer to correct your work. (You are to get the key answer only after you finished answering the Self-check 1).
 6. If you earned a satisfactory evaluation proceed to “Information Sheet 2”.
- However, if your rating is unsatisfactory, see your trainer for further instructions or go back to Information sheet 1.
7. Submit your accomplished Self-check. This will form part of your training portfolio.
 8. Read the information written in the “Information Sheet 2”. Try to understand what

are being discussed. Ask your trainer for assistance if you have hard time understanding them.

9. Accomplish the “Self-check 2” in page 8.

10. Ask from your trainer the key to correction (key answers) or you can request your trainer to correct your work. (You are to get the key answer only after you finished answering the Self-check 2).

11. Read the information written in the “Information Sheets 3”. Try to understand what are being discussed. Ask your trainer for assistance if you have hard time understanding them.

12. Accomplish the “Self-check 3” in page 11.

13. Ask your trainer the key to correction (key answers) or you can request your trainer to correct your work. (You are to get the key answer only after you finished answering the Self-check 3).

your performance and outputs. Your trainer will give you feedback and the evaluation will be either satisfactory or unsatisfactory. If unsatisfactory, your trainer shall advice you on additional work. But if satisfactory you can proceed to Learning Guide #2.

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| Information Sheet-1 | Definition of terms |
|----------------------------|----------------------------|

1.1. Definition of terms

- ✓ A midwife is a person, who, having been regularly admitted to a midwifery educational program , duly recognized in the country in which it is located, has successfully completed the prescribed course of studies in midwifery and has acquired the requisite qualifications to be registered and/or legally licensed to practice midwifery
- ✓ A profession is a calling that requires special knowledge and skilled preparation.
- ✓ A profession is generally distinguished from other kinds of occupation by:
 - a) Its requirement of prolonged specialized training acquiring a body of knowledge pertinent to the role to be performed and
 - b) An orientation of the individual to ward service, either to community or organization
- ✓ Midwife is a profession
- ✓ Professionalism : is the conduct, aims, or qualities that characterize or mark a profession or a professional person
- ✓ Ethics is derived from the Greek word ethos, meaning custom or character.
- ✓ Ethics can be defined as the branch of philosophy dealing with standards of conduct and moral judgment.
- ✓ It refers to a method of inquiry that assists people to understand the morality of human behavior. (i.e. it is the study of morality).
- ✓ Ethical practice is acknowledged as an essential feature of good Midwives, yet defining what comprises such practice is complex. To demonstrate ethical practice, the midwife needs to act as a moral agent. Practicing ethically means not only knowing the right thing to do, but also being prepared to put this into action.

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| Self-Check -1 | Written Test |
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Directions: Answer all the questions listed below. Use the Answer sheet provided in the next page:

1. _____ is the conduct, aims, or qualities that characterize or mark a profession or a professional person. (3 points)

- A. Ethics
- B. Professionalism
- C. Responsibility
- D. all of the above

2.----- refers to a method of inquiry that assists people to understand the morality of human behavior? (3 points)

- A. Ethics
- B. Informed consent

C. Profession

D. none of the above

3. Which statement is true about a midwife ? (3 points)

A. is a person, who, having been regularly admitted to a midwifery educational program

B. duly recognized in the country in which it is located

C. has successfully completed the prescribed course of studies in midwifery

D. All of the above

Note: Satisfactory rating - 9 points

Unsatisfactory - below 9 points

Answer Sheet

Score = _____

Rating: _____

Name: _____

Date: _____

MCQ

1. ___

2. ___

3. ___

1.1. ETHICAL PRINCIPLES

- ✓ Principles are basic ideas that are starting points for understanding and working through a problem.
- ✓ Ethical principles presuppose that midwives should respect the value and uniqueness of persons and consider others to be worthy of high regard.
- ✓ The major principles of Midwifery ethics are:
 - Autonomy
 - Beneficence
 - Nonmaleficence
 - Justice

1. Autonomy

- Autonomy is the promotion of independent choice, self determination and freedom of action. Autonomy means independence and ability to be self-directed in healthcare.
- Autonomy is the basis for the client's right to self-determination.
- It means clients are entitled to make decision about what will happen to their body.
- The term autonomy implies for basic elements
 - The autonomous person is respected
 - The autonomous person must be able to determine personal goals
 - The autonomous person has the capacity to decide on a plan of action. The person must be able to understand the meaning of the choice to be made and deliberate on the various options, while understanding the implications of possible outcomes.
- The autonomous person has the freedom to act upon the choices.
- Competent adult clients have the right to consent or refuse treatment even if health care providers do not agree with clients' decisions; their wishes must be respected.
- However, in most instances patients are expected to be dependent upon the health care provider.
- Four factors for violations of patient autonomy
 - Midwives may assume that patients have the same values and goals as themselves
 - Failure to recognize that individuals' thought processes are different
 - Assumptions about patients' knowledge base
 - Focus on work rather than caring.
- Infants, young children, mentally handicapped or incapacitated people, or comatose patient do not have the capacity to participate in decision making about their health care.
- If the client becomes unable to make decisions for himself/ herself, this "surrogate decision maker" would act on the client's behalf.
- Informed consent: is a process by which patients are informed of the possible outcomes, alternatives and risks of treatments and are required to give their consent freely.
- Paternalism: Restricting others autonomy to protect from perceived or anticipated harm. Thus, the prevention of any evil or harm is greater than any potential evils caused by the interference of the individual's autonomy or liberty. Paternalism is appropriate when the patient is judged to be incompetent or to have diminished decision-making capacity.
- Non-compliance: Unwillingness of the patient to participate in health care activities. Lack of participation in a regimen that has been planned by the health care professionals to be carried out by the client.

2. Beneficence

- ✓ Beneficence is doing or promoting good.
- ✓ Midwives should implement actions that benefit clients and their support persons.
- ✓ The principle of beneficence has three components:
 - Promote good
 - Prevent harm
 - Remove evil or harm

3. Non-maleficence

- ✓ Nonmaleficence is the converse of beneficence.
- ✓ It means to avoid doing harm.
- ✓ Midwives must not cause injury or suffering to clients.
- ✓ It is to avoid causing deliberate harm, risk of harm and harm that occurs during the performance of beneficial acts. E.g. Experimental research that have negative consequences on the client.

4. Justice

- ✓ Justice is fair, equitable and appropriate treatment.
- ✓ It is the basis for the obligation to treat all clients in an equal and fair way.
- ✓ Just decision is based on client need and fair distribution resources.

5. Veracity

- ✓ Veracity means telling the truth, which is essential to the integrity of the client-provider relationship.
- ✓ Health care providers obliged to be honest with clients
- ✓ The right to self-determination becomes meaningless if the client does not receive accurate, unbiased, and understandable information

6. Fidelity

- ✓ Fidelity means being faithful to one's commitments and promises.
- ✓ Midwives commitments to clients include providing safe care and maintaining competence in midwifery practice.
- ✓ Fidelity means not only keeping commitment but also keeping or maintaining our obligation.

7. Confidentiality

- ✓ Confidentiality is non-disclosure of private or secret information.
- ✓ Legally, this requirement applies to all who have access to information about patients, and continues after the patient's death.
- ✓ Midwives hold in confidence any information obtained in a professional capacity, and use professional judgment in sharing such information.
- ✓ The midwives uses professional judgment regarding the necessity to disclose particular details, giving due consideration to the interests, wellbeing and safety of the patient and recognizing that the nurse is required by law to disclose certain information.
- ✓ Disclosure of information may be allowed, under certain circumstances, when it is requested by: the patient, and where it applies, freedom of information can be used by patients to obtain health care information;
- ✓ Other health practitioners (with the patient's consent, and where the information is relevant to the patient's care);
- ✓ Relatives in limited circumstances (e.g., parents when it is in the interests of the child);
- ✓ Researchers with ethics committee approval (and where the approved process is followed);
 - The court;
 - The media, if the patient has consented; and
 - The police, when the HP has a duty to provide the information

➤ Issue related to Midwifery profession:-

1.2.COMMON ISSUES FACED BY A MIDWIFE-

- ✓ ADMINISTERING WRONG MEDICATIONS
- ✓ GENDER DISCRIMINATION.
- ✓ SLEEPING OFF DURING NIGHT DUTIES
- ✓ UNTRAINED MIDWIVES
- ✓ TELEPHONIC ORDERS FOLLOWED.
- ✓ BABIES GETTING SUFFOCATED ACCIDENTALLY

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| Self-Check -2 | Written Test |
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Directions: Answer all the questions listed below. Use the Answer sheet provided in the next page:

1._____ 1. Which one is the principle of independent choice, the base for client's right, self determination and freedom of action? (3 points)

- A. Autonomy B. Veracity C. Beneficence D. Confidentiality

2. Unwillingness of the patient to participate in health care activities is (3 points)

- A. Non maleficence B. Non compliance C. Not interested D. None

3. This term is used to describe keeping the information obtained in the course of their work private(3 points).

- A. Autonomy B. Veracity C. Beneficence D. Confidentiality

Note: Satisfactory rating - 9 points

Unsatisfactory - below 9 points

Answer Sheet

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| Score = _____ |
| Rating: _____ |

Name: _____

Date: _____

MCQ

- 1. __
- 2. __
- 3. __

Definition:

- ✓ A CODE OF ETHICS IS A FORMAL STATEMENT OF GROUP'S IDEALS AND VALUES

1.1.PURPOSES of code of conduct

- standards for the behaviors of nurse& provide general guidelines for nursing action
- helps to distinguish between right& wrong
- enables a correct decision
- protect the rights of individual

1.2. USES of code of conduct

- Acknowledges the rightful place of Individuals in health care delivery system.
- Contributes towards empowerment of individuals to become responsible for their health and well-being.
- Contributes to quality care.
- Identifies obligations in practice, research and relationships.
- Informs the individuals, families, community and other professional about expectations of a midwife.

1.3.ETHIOPIAN MEDICO - LEGAL ISSUES (ETHIOPIAN CODE OF LAW)

- ✓ Along with the patients' bill of rights, below are certain health related issues commonly seen in Ethiopia.

1. Abortion:

- ✓ In Ethiopia the midwife shall attempt or carry out abortion under the following circumstances.
 1. When the pregnancy puts the woman's life at risk
 2. Fetal impairment or deformity
 3. When pregnancy follows Rape or incest (based on the woman's complaint only)
 4. When pregnancy occurs in minors (stated maternal age <18 years)
 5. The woman is physically and mentally unable to care for the would-be born child

2. Euthanasia

- ✓ The midwife shall never assist; collaborate in taking life as an act of mercy even at the direct request of the patient or patient's relatives.

3. Death

- ✓ The midwife shall note the exact time and date of cessation of vital signs and notify the attending physician to pronounce death.
- ✓ The midwife shall give due respect to the deceased taking in to consideration religion and cultural aspects.
- ✓ A midwife shall participate in or assist a medical team in taking out organ from a cadaver provided there is written consent of a patient or relatives

4. Suicide

- ✓ A midwife who is taking care of a patient with a suicidal tendency shall remove all items that facilitate suicide such as sharp instruments, ropes, belts, drugs and make sure that the outlets are graded.
- ✓ The midwife should not leave a suicidal patient alone

5. Organ Transplantation:

- ✓ The midwife shall involve in any organ transplantation procedure provided that the donor and recipient have clear written agreement, the donor gives informed consent and he/she is not mentally ill at the time of consent.
- ✓ The midwife shall advocate the declaration of human rights in the organ transplantation procedure.

- ✓ The midwife shall have moral and professional rights to make ethical decisions to resolve the dilemma that arises from the procedure.

6. Fertility Matter:

- ✓ The midwife shall respect autonomy of the client for contraception and other fertility matter including artificial fertilization.

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| Self-Check -3 | Written Test |
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Directions: Answer all the questions listed below. Use the Answer sheet provided in the next page:

1. _____ helps to distinguish between right & wrong? (3 points)

- A. professionalism B. Code of conduct C. Profession D. all of the above

2. In which context in Ethiopia, the midwife shall attempt or carry out abortion (3 points)

- A. When the pregnancy puts the woman's life at risk
- B. Fetal impairment or deformity
- C. When pregnancy follows Rape or incest
- D. all of the above

- B. Non compliance C. Not interested D. None

3. The midwife shall never assist; collaborate in taking life as an act of mercy even at the direct request of the patient or patient's relatives (3 points).

- A. True B. False

Note: Satisfactory rating - 9 points

Unsatisfactory - below 9 points

Answer Sheet

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| Score = _____ |
| Rating: _____ |

Name: _____

Date: _____

MCQ

- 1. __
- 2. __
- 3. __

- Professional value : is a Business-related beliefs or principles that guide professional behavior. Values may reflect ethics, practices, standards and other norms within a commercial environment.
- Any professional group has primary standards called professional values. These values are considered as the guideline and motivation of professional behavior for the members of a certain profession.
- professional values are standards for action that are accepted by professional groups and individuals, and are used to evaluate the integrity of the individual or organization. In addition, professional values are necessary to reinforce individuals' the professional identity and performance .
- Professional values are rooted in personal values, which are influenced by family, culture, environment, religion, and ethnicity.
- The process of acquisition such values is gradual and evolutionary and occurs throughout an individual's lifetime.
- Midwives , as the largest health care group, have well-known and important professional values.
- The use of these values in Midwifery practice increased the quality of maternal and child health care, midwives' occupational satisfaction, their retention in the fields
- Professional values are a source to promote midwives ethical competencies in clinical settings and dealing with ethical concerns in the present era . Most midwives are aware of ethical issues, but they do not use them in their clinical practice ,in many cases, they lack sufficient power and support to demonstrate their reaction in this regard or they are not aware of its importance . Thus, professional values are a solution to the current problems in midwifery profession.

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| Self-Check -4 | Written Test |
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Directions: Answer all the questions listed below. Use the Answer sheet provided in the next page:

1. is a Business-related beliefs or principles that guide professional behavior.? (3 points)

A. Professional value B. Code of conduct C. Professionalism D. all of the above

2. Professional values are considered as the guideline and motivation of professional behavior for the members of a certain profession. (3 points)

- A. True
- B. False

3. Most midwives are aware of ethical issues, but they do not use them in their clinical practice (3 points).

- A. True
- B. False

Note: Satisfactory rating - 9 points

Unsatisfactory - below 9 points

Answer Sheet

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| Score = _____ |
| Rating: _____ |

Name: _____

Date: _____

MCQ

- 1. __
- 2. __
- 3. __

► The current five fundamental ethical principles in any profession are :

- Integrity

To be straightforward and honest in all professional and business relationships.

- Objectivity

To not allow bias, conflict of interest or undue influence of others to override professional or business judgments.

- Professional Competence and Due Care

To maintain professional knowledge and skill at the level required to ensure that a client or patient receives competent professional services based on current developments in practice, legislation and techniques and act diligently and in accordance with applicable technical and professional standards.

- Confidentiality

To respect the confidentiality of information acquired as a result of professional and business relationships and, therefore, not disclose any such information to third parties without proper and specific authority, unless there is a legal or professional right or duty to disclose.

- Professional Behavior

To comply with relevant laws and regulations and avoid any action that discredits the profession.

Ethical principles are helpful in addressing ethical issues in two key ways:

(1) they explain why the issue at hand is an ethical issue, and

(2) they justify why one course of action ought to be preferred over another.

ethical principles are more narrowly focused and provide the basis for specific rules or norms that can be more readily applied in practice.

Self-Check -6

Written Test

Directions: Answer all the questions listed below. Use the Answer sheet provided in the next page:

1. The fundamental ethical principle that tends straightforward and honest in all professional and business relationship is termed as ----- ? (3 points)

A. Integrity B. Objectivity C. Professional Behavior D. all of the above

2. The fundamental ethical principle to comply with relevant laws and regulations and avoid any action that discredits the profession. (3 points)

A. Integrity B. Objectivity C. Professional Behavior D. Professional Competence

3. As a Midwife not disclose any patient information to third parties without proper and specific authority (3 points).

A. True

B. False

Note: Satisfactory rating - 9 points

Unsatisfactory - below 9 points

Answer Sheet

Score = _____

Rating: _____

Name: _____

Date: _____

MCQ

1. _____

2. _____

3. _____

1.1. Professional standards describe the competent level of care in each phase of the midwifery process. They reflect a desired and achievable level of performance against which a midwife's actual performance can be compared.

- The Practice Standards for Midwives are employed in order to:
 1. set out the standards of midwifery care which would be expected from someone who practices as a registered midwife in Ireland.
 2. make registered midwives aware of the legislation and guidelines defining their role and describing their scope of practice.

The Relationship between the Five Principles of the Code of Professional Conduct and Ethics (NMBI 2014) and the Practice Standards for Midwives (NMBI 2015)(Table 1)

| Principles – Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives | Practice Standards for Midwives |
|--|---|
| Principle 1 Respect for the Dignity of the Person | Practice Standard 1: Midwifery practice is underpinned by a philosophy that protects and promotes the safety and autonomy of the woman and respects her experiences, choices, priorities, beliefs and values. |
| Principle 2 Professional Responsibility and Accountability | Practice Standard 2: Midwives practice in line with legislation and professional guidance and are responsible and accountable within their scope of midwifery practice. This encompasses the full range of activities of the midwife as set out in EC Directive 2005/36/EC and the adapted Definition of the Midwife International Confederation of Midwives 2011 (ICM) as adopted by the NMBI |
| Principle 3 Quality of Practice | Practice Standard 3: Midwives use comprehensive professional knowledge and skills to provide safe, competent, kind, compassionate and respectful care. Midwives keep up to date with midwifery practice by undertaking relevant continuing professional development |
| Principle 4 Trust and Confidentiality | Practice Standard 4: Midwives work in equal partnership with the woman and her family and establish a relationship of trust and confidentiality |
| Principle 5 Collaboration with Others | Practice Standard 5: Midwives communicate and collaborate effectively with women, women's families and with the multidisciplinary healthcare team |

1.2. Standards of Conduct

- You should ensure that you provide information in a format that is understandable and accessible to all women and their families.

- You should communicate appropriately and effectively with women, their families and with the multidisciplinary healthcare team by recognizing barriers and making all reasonable efforts to remove them.
- You should collaborate with women, the women’s families and with the multidisciplinary healthcare team using communication tools that suit the needs of the woman and her baby to ensure timely referral to other appropriate healthcare professionals.
- Your documentation and other communication of the care you are giving must be carried out in a clear, objective, accurate and timely manner. This includes the appropriate use of information technology and the avoidance of jargon and abbreviations unless the terms are drawn from a list of defined and approved terms.
- You must supervise the care provided by midwifery students and countersign all documentation carried out by them.
- You should address differences of professional opinion with colleagues by discussion and informed debate in a professional and timely manner and prevent conflict through effective collaboration and teamwork.

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| Self-Check -6 | Written Test |
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Directions: Answer all the questions listed below. Use the Answer sheet provided in the next page:

1. Midwifery practice is underpinned by a philosophy that protects and promotes the safety and autonomy of the woman and respects her experiences, choices, priorities, beliefs and values. (3 points)

- A. True B. False

2. Which statement is / are true about standard of conduct ?. (3 points)

- A. you should provide information that is understandable and accessible to all women
 B. you should collaborate with the women
 C. You must supervise the care provided by a midwifery student
 D. all of the above

3. You should address differences of professional opinion with colleagues by discussion and informed debate in a professional and timely manner. (3 points).

- A. True B. False

Note: Satisfactory rating - 9 points

Unsatisfactory - below 9 points

Answer Sheet

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|---------------|
| Score = _____ |
| Rating: _____ |

Name: _____

Date: _____

MCQ

1. __
 2. __
 3. __

1.1. Maintaining professional practice

The Member State shall ensure that midwives are able to gain access to and pursue at least the following activities:

- (a) provide sound family planning information and advice;
- (b) diagnose and monitor normal pregnancies, carrying out the examinations necessary to do this;
- (c) prescribe or advise on necessary examinations for the earliest possible diagnosis of pregnancies at risk;(d) provide parenthood preparation programmes and provide preparation for childbirth advice including advice on hygiene and nutrition;
- (e) care for and help the mother during labour and monitor the condition of the baby in the womb using appropriate clinical and technical means;
- (f) conduct spontaneous deliveries; including where required episiotomies and in urgent cases breech deliveries; recognise the warning signs of abnormality in the mother or baby's condition which need to be referred to a doctor, and assisting the doctor if necessary. The midwife should also take the necessary emergency measures in the doctor's absence, in particular the manual removal of the placenta, possibly followed by manual examination of the womb;
- (g) examine and care for the newborn infant and take all initiatives that are needed, including resuscitation if necessary;
- (h) care for and monitor the progress of the mother in the post-natal period and advise her on infant care so that the baby makes the best possible progress;
- (i) carry out the treatment prescribed by doctors;
- (j) draw up the necessary written reports.

If a midwife wishes to expand their practice, or if they are being asked to expand their practice, they should refer to the Scope of Nursing and Midwifery Practice Framework and work through the decision-making framework. Nothing in this or any other document should be construed as prohibiting a midwife from expanding their practice in relation to any particular practice or procedure provided the midwife has ascertained, by working through the decision-making framework, that it is appropriate to do so.

An individual midwife's scope of practice is dynamic – that is, it will change and grow as they progress in their career.

1.2. Factors influencing the scope of practice of midwife

- ▶ The scope of practice of the individual midwife is influenced by a number of factors including:
 - the practice setting;
 - local guidelines, policies and evidence base;
 - the midwife's educational preparation, experience and competence;
 - collaborative practice; and

- other factors, such as the woman and baby's safety, their needs and care outcomes

The NMBI believe the following values shape midwifery practice and are core to the Practice Standards for Midwives. These values are also shared with the International Confederations of Midwives (ICM).

Midwives believe that:

- Having a baby is a profound experience, which carries intense meaning to the woman, her baby, her family and the community.
- The woman is the primary decision-maker in her care and she has the right to information that helps her to make decisions.
- Birth is a normal physiological process.
- Midwives are the most appropriate care providers to attend women during pregnancy, labour, birth and the post-natal period, and in collaboration with other health care professionals, when required.
- Midwives value empowerment of women to assume responsibility for their health and for the health of their families.
- Midwifery care combines art and science. Midwifery care is holistic, grounded in an understanding of the social, emotional, cultural, spiritual, psychological and physical experiences of women and based upon the best available evidence.
- Midwives have confidence and trust in, and respect for women and their capabilities in childbirth.
- Midwifery practice must always be based on principles of professional conduct as stated in the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives and on the scope of midwifery practice as stated in the Scope of Nursing and Midwifery Practice.

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| Self-Check -7 | Written Test |
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Directions: Answer all the questions listed below. Use the Answer sheet provided in the next page:

1. Which of the following is not true about a professional duty of midwives? (3 points)
 - A. Provide sound family planning information and advice
 - B. Diagnose and monitor normal pregnancies
 - C. Prescribe necessary examinations for the earliest possible diagnosis of pregnancy at risk
 - D. None of the above
2. An individual midwives scope of practice is "dynamic " means (3 points)
 - A. It is fixed and it will not change in their future career
 - B. It will change and grow as they progress in their career
 - C. It will grow time to time without changing its scope
 - D. all of the above

3. Who is the primary decision maker in her care of the women ?(3 points).

- A. midwives B. Physician C. The women herself D. all of the above

Note: Satisfactory rating - 9 points

Unsatisfactory - below 9 points

Answer Sheet

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|---------------|
| Score = _____ |
| Rating: _____ |

Name: _____

Date: _____

MCQ

- 1. __
- 2. __
- 3. __

List of Reference Materials

1. Burkhardt A, and Nathaniel A., Ethical issues in contemporary nursing. 2nd edition, 2002, Delmar publishers, USA.
2. Canadian nursing Association, Every day ethics: Putting the code in to practice, 1997, Ottawa, Canada.
3. Ethiopian Nurses association, Standard of Nursing in Ethiopia, 2002 (Draft Document).
4. International Confederation of Midwives ,Global Standards for Midwifery Education (2010) Amended 2013
- 5• Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives 2014
- 6• Guidance to Nurses and Midwives on Developing Policies, Guidelines and Protocols 2000
- 7• Guidance to Nurses and Midwives on Social Media and Social Networking 2013
- 8• Guidance to Nurses and Midwives regarding Ethical Conduct of Research 2007
- 9• Guidelines on the Key Points that may be Considered when Developing a Quality Clinical Learning Environment 2003