

legal and ethical essentials of health care administration

legal and ethical essentials of health care administration are the bedrock upon which efficient, equitable, and high-quality healthcare systems are built. Navigating the complex landscape of healthcare administration requires a profound understanding of both the legal frameworks that govern patient care and the ethical principles that guide professional conduct. This article delves into these critical aspects, exploring the multifaceted legal responsibilities, the paramount importance of ethical decision-making, and the interconnectedness of these two domains in ensuring patient safety, data privacy, and organizational integrity. We will examine key legal considerations such as regulatory compliance, malpractice, and informed consent, alongside ethical challenges like patient rights, professional boundaries, and resource allocation. Ultimately, mastering these legal and ethical essentials is not merely a compliance issue but a fundamental requirement for fostering trust and delivering exceptional healthcare services.

- Introduction to Legal and Ethical Frameworks in Healthcare Administration
- Key Legal Essentials in Healthcare Administration
 - Regulatory Compliance and Healthcare Law
 - Medical Malpractice and Liability
 - Informed Consent and Patient Autonomy
 - Confidentiality and Data Privacy (HIPAA)
- Fundamental Ethical Principles in Healthcare Administration
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 - Resource Allocation and Justice
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- Training and Education for Healthcare Professionals
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Key Legal Essentials in Healthcare Administration

The legal framework governing healthcare administration is extensive and constantly evolving, demanding a proactive approach to compliance. Administrators must possess a comprehensive understanding of various statutes, regulations, and case law that impact daily operations and patient care delivery. These legal mandates aim to protect patients, ensure quality of care, and maintain the integrity of the healthcare system.

Regulatory Compliance and Healthcare Law

Healthcare organizations are subject to a multitude of federal, state, and local regulations. Key among these are laws designed to ensure patient safety, quality of care, and fair billing practices. Understanding and adhering to these regulations is not optional; it is a fundamental requirement for any healthcare administrator. This includes compliance with regulations set forth by bodies such as the Centers for Medicare & Medicaid Services (CMS), the Food and Drug Administration (FDA), and state health departments. Failure to comply can result in severe penalties, including fines, loss of licensure, and even criminal charges. Administrators must stay abreast of changes in healthcare law and implement policies and procedures to ensure ongoing adherence.

Medical Malpractice and Liability

A significant legal concern in healthcare administration is medical malpractice. This pertains to negligence by a healthcare professional or institution that results in harm to a patient. Administrators play a crucial role in mitigating malpractice risks through robust quality assurance programs, appropriate staff training, and the implementation of clear protocols and procedures. Understanding the elements of a malpractice claim—duty, breach of duty, causation, and damages—is essential for developing effective risk management strategies. This involves fostering a culture of safety where errors are reported, investigated, and learned from, thereby preventing future incidents and protecting both patients and the organization from legal repercussions.

Informed Consent and Patient Autonomy

Patient autonomy is a cornerstone of modern healthcare ethics and is legally mandated.

Informed consent ensures that patients have the right to make autonomous decisions about their medical treatment after being fully apprised of all relevant information. Healthcare administrators must ensure that systems are in place to facilitate the informed consent process. This includes clear communication channels, the provision of understandable information regarding treatment options, risks, benefits, and alternatives, and documentation of the consent process. Administrators are responsible for training staff on the legal and ethical requirements of obtaining informed consent and for upholding patient dignity and self-determination.

Confidentiality and Data Privacy (HIPAA)

Protecting patient health information is a critical legal and ethical obligation. The Health Insurance Portability and Accountability Act (HIPAA) sets national standards for the privacy and security of protected health information (PHI). Healthcare administrators must ensure that their organization implements comprehensive policies and procedures to safeguard PHI from unauthorized access, disclosure, or breach. This involves establishing secure electronic health record systems, implementing strict access controls, providing regular training to staff on HIPAA regulations, and developing incident response plans for data breaches. Maintaining patient confidentiality builds trust and is essential for fostering effective patient-provider relationships.

Fundamental Ethical Principles in Healthcare Administration

Beyond legal mandates, healthcare administration is guided by a profound set of ethical principles that prioritize patient well-being and the integrity of the healthcare profession. These ethical considerations often inform and sometimes exceed legal requirements, shaping the moral compass of an organization and its staff.

Patient Rights and Advocacy

Upholding patient rights is a fundamental ethical duty. This encompasses the right to respectful treatment, access to information, privacy, and the right to participate in decision-making about their care. Healthcare administrators are responsible for establishing an environment that respects and promotes these rights. This often involves developing patient advocacy programs, ensuring clear grievance procedures, and educating staff on the importance of patient-centered care. Advocating for patients ensures their voices are heard and their needs are met with compassion and dignity.

Professional Ethics and Conduct

The conduct of healthcare professionals directly impacts patient care and public trust. Administrators are responsible for fostering a culture of high ethical standards and ensuring that all staff adhere to professional codes of conduct. This includes promoting honesty, integrity, and accountability in all aspects of practice. Establishing clear ethical guidelines, providing ethics training, and implementing mechanisms for reporting and addressing ethical concerns are crucial. Professional ethics extend to maintaining appropriate boundaries with patients and colleagues and ensuring that professional judgment is not compromised by personal interests.

Resource Allocation and Justice

Ethical considerations are paramount when allocating limited healthcare resources. Administrators often face difficult decisions regarding the distribution of funds, personnel, and equipment to ensure equitable access to care. The principle of justice dictates that resources should be distributed fairly and without discrimination. This requires careful planning, transparent decision-making processes, and a commitment to serving all patient populations, particularly the underserved. Ethical resource allocation aims to maximize benefit for the greatest number of people while respecting individual needs and rights.

Conflict of Interest Management

Conflicts of interest can arise in healthcare administration when personal or financial interests may unduly influence professional judgment or actions. Administrators must proactively identify, disclose, and manage potential conflicts to maintain objectivity and uphold the best interests of patients and the organization. This involves establishing clear policies on gift acceptance, financial disclosures, and relationships with vendors and pharmaceutical companies. Transparent management of conflicts of interest is essential for preserving ethical integrity and ensuring that patient care remains the primary focus.

Integrating Legal and Ethical Considerations

The synergy between legal compliance and ethical practice is vital for a high-functioning healthcare organization. These two domains are not separate entities but rather interwoven threads that create a robust framework for patient care and organizational sustainability.

Risk Management Strategies

Effective risk management in healthcare administration involves a comprehensive approach that integrates both legal and ethical considerations. By identifying potential legal liabilities and ethical dilemmas, organizations can develop proactive strategies to prevent adverse events. This includes developing robust incident reporting systems, conducting thorough root cause analyses, implementing corrective actions, and continuously monitoring for

compliance with both legal mandates and ethical guidelines. A well-executed risk management program not only protects the organization from legal challenges but also enhances the quality and safety of patient care.

Organizational Culture and Compliance

The culture of an organization plays a significant role in embedding legal and ethical principles into daily practice. Healthcare administrators must champion a culture of integrity, transparency, and accountability. This involves clearly communicating expectations regarding legal and ethical conduct, providing avenues for staff to raise concerns without fear of retaliation, and consistently demonstrating ethical leadership. When legal and ethical considerations are deeply ingrained in the organizational culture, compliance becomes a natural outcome rather than a burdensome requirement.

Training and Education for Healthcare Professionals

Continuous training and education are indispensable for equipping healthcare professionals with the knowledge and skills to navigate the complexities of healthcare law and ethics. Administrators must ensure that comprehensive training programs are available and regularly updated to cover topics such as HIPAA, informed consent, patient rights, professional conduct, and emerging legal and ethical challenges. Effective education empowers staff to make sound decisions, uphold professional standards, and contribute to a safe and ethical healthcare environment. This proactive approach to learning helps prevent errors and fosters a commitment to excellence in patient care.

The ongoing evolution of healthcare necessitates a dynamic approach to understanding and implementing the legal and ethical essentials of healthcare administration. As new technologies emerge and societal expectations shift, administrators must remain vigilant, adapting their practices to meet these changing demands while steadfastly upholding the core principles of patient welfare and professional integrity.

Frequently Asked Questions

What are the key legal implications of patient data privacy under HIPAA, and what are essential administrative best practices to ensure compliance?

HIPAA (Health Insurance Portability and Accountability Act) mandates strict protections for Protected Health Information (PHI). Key legal implications include significant fines for breaches, potential civil lawsuits, and reputational damage. Essential administrative best practices involve implementing robust security measures (encryption, access controls), conducting regular staff training on privacy policies, developing clear data handling procedures, performing risk assessments, and establishing a comprehensive incident

response plan for breaches.

How do ethical principles like beneficence and non-maleficence translate into daily healthcare administration, and what are common ethical dilemmas administrators face?

Beneficence (acting in the patient's best interest) and non-maleficence (avoiding harm) are foundational ethical principles. In administration, this translates to prioritizing patient safety, ensuring access to quality care, allocating resources equitably, and fostering a culture of ethical decision-making. Common dilemmas include resource allocation conflicts (e.g., prioritizing one patient over another with limited resources), dealing with potentially impaired or unethical staff, managing conflicting stakeholder interests, and ensuring informed consent processes are truly effective.

What are the legal requirements and ethical considerations surrounding informed consent in healthcare, and how can administrators ensure these are consistently met?

Legally, informed consent requires that patients have the capacity to make decisions, receive adequate information about their treatment options, risks, benefits, and alternatives, and voluntarily agree to a course of action. Ethically, it respects patient autonomy and dignity. Administrators can ensure consistent compliance by developing clear, standardized consent forms, providing training to staff on effective communication and documentation of consent, implementing patient education programs, and establishing oversight mechanisms to audit consent processes.

How does the legal framework of healthcare liability (malpractice) impact healthcare administration, and what proactive measures can administrators take to mitigate risk?

Healthcare liability, particularly medical malpractice, exposes organizations to significant financial and legal consequences. Administrators must understand this risk to guide operational decisions. Proactive measures include implementing stringent quality assurance and patient safety programs, fostering a culture of open communication and error reporting, ensuring adequate staff training and credentialing, maintaining thorough and accurate medical records, and having robust risk management protocols and appropriate insurance coverage.

What are the ethical considerations in healthcare staffing and workforce management, particularly

concerning burnout and ensuring adequate patient care?

Ethical staffing involves balancing organizational needs with the well-being of healthcare professionals and the imperative to provide safe, effective patient care. Administrators must address burnout by promoting manageable workloads, providing adequate support systems (mental health resources, peer support), fostering a positive work environment, and ensuring fair compensation and scheduling practices. Failure to do so not only risks staff retention but directly impacts patient safety and quality of care.

How do evolving healthcare regulations, such as those related to telehealth and value-based care, present new legal and ethical challenges for administrators?

Telehealth introduces new legal complexities around licensing, cross-state practice, data security (HIPAA compliance in remote settings), and reimbursement. Ethically, it raises concerns about equitable access for all patient populations and maintaining the same quality of care as in-person interactions. Value-based care shifts focus from volume to outcomes, requiring administrators to navigate new performance metrics, data analytics for quality improvement, and ethical considerations in incentivizing providers while maintaining patient-centeredness and avoiding undertreatment.

What are the legal and ethical responsibilities of healthcare administrators in ensuring compliance with Stark Law and Anti-Kickback Statute, and how can they prevent violations?

The Stark Law (physician self-referral) and the Anti-Kickback Statute (AKS) are federal laws designed to prevent fraud and abuse in healthcare. Administrators are legally responsible for ensuring that financial relationships between healthcare providers and entities do not violate these statutes, which could lead to severe penalties. Prevention strategies include conducting thorough due diligence on all financial arrangements, establishing clear policies and procedures for compliance, providing regular training to relevant staff, seeking legal counsel for complex arrangements, and implementing robust internal auditing and monitoring systems.

Additional Resources

Here are 9 book titles related to the legal and ethical essentials of health care administration, with descriptions:

1. Navigating the Legal Landscape of Healthcare Management

This comprehensive guide delves into the intricate web of laws and regulations that govern healthcare organizations. It covers essential topics such as patient privacy (HIPAA), informed consent, medical malpractice, and employment law specifically within the healthcare context. Administrators will find practical strategies for risk management and

compliance to ensure their institutions operate ethically and legally.

2. Ethical Decision-Making for Healthcare Leaders

This book provides a framework for understanding and applying ethical principles to complex administrative challenges in healthcare. It explores various ethical theories and their relevance to patient care, resource allocation, and organizational integrity. Readers will learn to navigate dilemmas involving conflicts of interest, end-of-life care, and the responsible use of technology.

3. Healthcare Compliance: A Practical Toolkit for Administrators

Designed as a hands-on resource, this title offers actionable guidance on establishing and maintaining robust compliance programs. It details key areas like fraud and abuse prevention, Stark Law, anti-kickback statutes, and regulatory reporting. The book equips administrators with the tools and knowledge to proactively address compliance issues and avoid costly penalties.

4. Patient Rights and Responsibilities in Modern Healthcare

This essential text clarifies the fundamental rights of patients and the corresponding responsibilities of healthcare providers and administrators. It examines issues such as access to care, nondiscrimination, the right to refuse treatment, and the importance of clear communication. The book highlights how respecting patient rights fosters trust and contributes to positive health outcomes.

5. The Administrator's Guide to Informed Consent and Capacity Assessment

This specialized volume focuses on the critical legal and ethical aspects of obtaining informed consent from patients. It provides detailed explanations of legal requirements, best practices for communication, and methods for assessing patient capacity. Administrators will gain insights into ensuring valid consent processes and protecting both patients and their organizations.

6. Bioethics in Healthcare Administration: Principles and Practice

This book explores the intersection of bioethics and the day-to-day operations of healthcare facilities. It addresses ethical considerations in areas like research, genetic testing, organ transplantation, and end-of-life decision-making. The text emphasizes the role of administrators in fostering an ethically sound environment that prioritizes patient well-being and societal good.

7. Risk Management Strategies for Healthcare Organizations

This practical guide offers a systematic approach to identifying, assessing, and mitigating risks within healthcare settings. It covers clinical risks, operational risks, financial risks, and legal exposures. Administrators will learn how to develop effective risk management plans, implement safety protocols, and respond to incidents in a way that minimizes harm and liability.

8. Legal and Ethical Issues in Healthcare Human Resources

Focusing on the administrative challenges within healthcare HR, this book examines the legal implications of hiring, managing, and terminating healthcare professionals. Topics include labor laws, discrimination, harassment, professional licensing, and the ethical handling of employee disputes. It provides guidance for creating fair and compliant HR policies and practices.

9. *The Administrator's Handbook to Healthcare Fraud and Abuse Prevention*

This timely resource addresses the significant legal and financial risks associated with healthcare fraud and abuse. It outlines key federal statutes, such as the False Claims Act, and provides strategies for preventing and detecting improper billing, kickbacks, and other fraudulent activities. The book is vital for administrators seeking to safeguard their organizations from financial penalties and reputational damage.

Legal And Ethical Essentials Of Health Care Administration

Legal and Ethical Essentials of Healthcare Administration

Author: Dr. Anya Sharma, J.D., MHA

Ebook Outline:

Introduction: The Intertwined Nature of Law and Ethics in Healthcare

Chapter 1: Core Legal Frameworks: HIPAA, EMTALA, Stark Law, Anti-Kickback Statute

Chapter 2: Ethical Decision-Making Models: Utilitarianism, Deontology, Virtue Ethics, and their application in healthcare.

Chapter 3: Informed Consent and Patient Rights: Legal and ethical considerations surrounding informed consent, patient autonomy, and end-of-life care.

Chapter 4: Confidentiality and Privacy: Maintaining patient confidentiality in the digital age, breaches, and legal ramifications.

Chapter 5: Resource Allocation and Justice: Ethical dilemmas surrounding resource allocation, equitable access to care, and healthcare disparities.

Chapter 6: Professional Responsibility and Conduct: Maintaining professional standards, addressing misconduct, and complying with licensing regulations.

Chapter 7: Risk Management and Compliance: Implementing effective risk management strategies to mitigate legal and ethical risks.

Conclusion: Navigating the Complex Landscape of Healthcare Law and Ethics

Legal and Ethical Essentials of Healthcare Administration

Introduction: The Intertwined Nature of Law and Ethics in Healthcare

Healthcare administration operates within a complex web of legal and ethical considerations. These aren't separate entities; rather, they are deeply intertwined, shaping every decision made within a healthcare organization. Laws provide the minimum acceptable standard of conduct, while ethics represent a higher moral compass, guiding professionals toward actions that are not only legal but also just and morally sound. Understanding this interplay is crucial for effective and responsible

leadership in healthcare. This ebook explores the key legal frameworks and ethical principles that govern healthcare administration, providing a foundation for navigating the complexities of this demanding field. Ignoring these essentials can lead to significant legal liabilities, reputational damage, and ethical compromises that undermine the integrity of the healthcare system.

Chapter 1: Core Legal Frameworks

Several key federal and state laws significantly impact healthcare administration. Understanding these is paramount to avoid legal repercussions.

Health Insurance Portability and Accountability Act (HIPAA): HIPAA protects the privacy and security of Protected Health Information (PHI). Administrators must ensure compliance through robust security measures, staff training, and strict adherence to disclosure regulations. Violations can lead to substantial fines and criminal charges. This includes understanding the nuances of permitted disclosures, such as those for treatment, payment, and healthcare operations, and the processes for obtaining authorization for other disclosures.

Emergency Medical Treatment and Active Labor Act (EMTALA): EMTALA mandates that hospitals participating in Medicare provide appropriate medical screening examinations to all patients who seek emergency care, regardless of their ability to pay. Administrators must ensure that hospitals have adequate resources and protocols in place to comply with this law, avoiding potential liability for patient dumping or discriminatory practices.

Stark Law: This law prohibits physicians from referring Medicare and Medicaid patients for designated health services to entities with which the physician (or an immediate family member) has a financial relationship, unless an exception applies. Healthcare administrators need to understand and implement compliance programs to prevent violations, which can result in substantial financial penalties.

Anti-Kickback Statute: This law prohibits offering, paying, soliciting, or receiving remuneration (anything of value) to induce or reward referrals of items or services payable by a federal healthcare program. Compliance requires careful scrutiny of financial relationships between healthcare providers and other entities, with a focus on transparency and avoiding arrangements that could be interpreted as kickbacks.

Chapter 2: Ethical Decision-Making Models

Ethical dilemmas are commonplace in healthcare. Applying established ethical frameworks aids in navigating these challenges.

Utilitarianism: This approach prioritizes actions that maximize overall well-being or happiness. In healthcare, it might involve allocating scarce resources to those most likely to benefit. However, it can be criticized for potentially sacrificing individual rights for the greater good.

Deontology: This focuses on moral duties and principles, regardless of consequences. For example, a deontological approach would emphasize the importance of respecting patient autonomy, even if it means foregoing a treatment that might maximize overall health outcomes.

Virtue Ethics: This centers on character and moral virtues like compassion, honesty, and integrity.

Healthcare professionals striving for virtue ethics aim to cultivate these virtues in their practice, leading to morally sound decisions.

Applying these models requires careful consideration of the specific context and involves weighing competing values and principles. Often, a multi-faceted approach incorporating elements of all three models is most effective.

Chapter 3: Informed Consent and Patient Rights

Informed consent is a cornerstone of ethical and legal practice. Patients have the right to make autonomous decisions about their care, based on a thorough understanding of their condition, treatment options, potential risks and benefits, and alternatives. Administrators must ensure that informed consent processes are implemented consistently and effectively, documenting the process carefully to minimize legal risk. Special considerations apply to vulnerable populations (e.g., minors, individuals with cognitive impairment) and in emergency situations. Understanding the legal implications of refusing treatment and end-of-life care decisions is also critical.

Chapter 4: Confidentiality and Privacy

Maintaining patient confidentiality is not merely an ethical obligation but also a legal requirement under HIPAA and other regulations. Healthcare organizations must implement robust measures to protect PHI, both electronically and in paper format. This includes staff training on data security, secure data storage, and procedures for handling breaches. Administrators must understand the legal implications of confidentiality breaches and have plans in place to respond effectively should a breach occur. The rising prevalence of telehealth adds further complexity to maintaining confidentiality.

Chapter 5: Resource Allocation and Justice

Healthcare resources are often finite, leading to difficult ethical decisions about allocation. Principles of justice—fairness and equity—are paramount. Administrators must consider the ethical implications of resource allocation policies, ensuring equitable access to care and addressing healthcare disparities. This includes evaluating the fairness of criteria for prioritizing patients for scarce resources, such as organ transplantation or intensive care unit beds.

Chapter 6: Professional Responsibility and Conduct

Healthcare professionals are bound by professional codes of ethics and legal regulations governing their conduct. Administrators play a vital role in fostering a culture of ethical behavior, providing guidance, and addressing instances of misconduct. This involves implementing clear policies and procedures for reporting ethical violations, conducting thorough investigations, and imposing appropriate disciplinary actions. Administrators must also ensure that licensing requirements are met and that professionals maintain their professional competence.

Chapter 7: Risk Management and Compliance

Proactive risk management is essential to mitigate legal and ethical risks. Healthcare organizations should implement comprehensive compliance programs, including regular audits, staff training, and robust reporting mechanisms. This ensures ongoing adherence to all relevant laws and regulations. Administrators should develop policies and procedures to address potential ethical dilemmas and ensure that decisions are made consistently and ethically. This includes establishing mechanisms for resolving conflicts between legal requirements and ethical considerations.

Conclusion: Navigating the Complex Landscape of Healthcare Law and Ethics

Effective healthcare administration requires a nuanced understanding of both the legal and ethical dimensions of the profession. By integrating legal compliance with a strong ethical framework, administrators can create a culture of integrity, protect patients' rights, and ensure the responsible stewardship of healthcare resources. Continuous learning and adaptation are essential to navigate the ever-evolving landscape of healthcare law and ethics.

FAQs:

1. What is the difference between legal and ethical considerations in healthcare? Laws set minimum standards; ethics represent higher moral principles. Something can be legal but unethical.
2. How can HIPAA violations be prevented? Through robust security measures, staff training, and adherence to disclosure regulations.
3. What are the key elements of informed consent? Understanding of condition, treatment options, risks, benefits, and alternatives.
4. How can healthcare organizations ensure equitable resource allocation? By establishing fair and transparent criteria, addressing healthcare disparities, and promoting justice.
5. What are the consequences of violating the Anti-Kickback Statute? Significant financial penalties and potential criminal charges.
6. How can ethical dilemmas be addressed in healthcare? By applying ethical decision-making models and considering relevant legal and ethical frameworks.
7. What is the role of risk management in healthcare administration? To proactively identify, assess, and mitigate legal and ethical risks.
8. How can a culture of ethical behavior be fostered in a healthcare organization? Through leadership commitment, staff training, clear policies, and robust reporting mechanisms.
9. What resources are available for healthcare administrators to stay current on legal and ethical issues? Professional organizations, legal counsel, and continuing education programs.

Related Articles:

1. HIPAA Compliance for Healthcare Administrators: A detailed guide to understanding and implementing HIPAA regulations.
2. Ethical Dilemmas in End-of-Life Care: Exploring the ethical challenges surrounding end-of-life decisions.
3. The Stark Law and Physician Referrals: A comprehensive explanation of the Stark Law and its implications.
4. Informed Consent in Diverse Patient Populations: Addressing the complexities of informed consent in diverse settings.
5. Data Security and Privacy in Telehealth: Examining the unique challenges of protecting patient data in telehealth.
6. Resource Allocation and Healthcare Disparities: Exploring the ethical and practical challenges of equitable resource distribution.
7. Medical Malpractice and Risk Management: Understanding the risks and implementing strategies for mitigation.
8. Professional Boundaries in Healthcare Relationships: Defining and maintaining appropriate professional boundaries.
9. Compliance Programs for Healthcare Organizations: A practical guide to developing and implementing effective compliance programs.

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of health care.

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ethical decisions, resolving conflicts, defending a budget, and monitoring organizational performance. Also included are an overview of health law and a discussion of diversity issues that will prepare you to work in today's healthcare environment. Topics and techniques covered include: Evidence-based management Ethics Evaluating employees Diversity Decision making Change Teamwork Hiring and terminating Communication Delegation Motivating employees Managing conflicts Leadership Time management Program assessment Legal issues Instructor Resources: PowerPoint slides, discussion points for end-of-chapter questions, and a test bank. To see a sample, click on the Instructor Resource sample tab above.

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decision making, including: Understanding an organization's moral core and how it is expressed in the organization's culture and in operations and decisions at all levels Using concepts, resources, and tools that prepare you to sustain and enhance the moral core of the healthcare organization you manage Assessing the ethical and legal frameworks currently relied on by healthcare organizations to preserve this moral core Acknowledging why personal value systems are important and how they are developed by healthcare administrators Exploring the idea of organizational culture and ethical climate and examining what role they have in formulating and maintaining the moral core Learning how to recognize and manage moral distress, which develops when personal values conflict with the culture of the organization Application of the American College of Healthcare Executives competency assessment tool provides a unique learning experience and relates content to the specific elements of this tool. Instructor Resources include PowerPoint slides with discussion questions and teaching tips.

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application of the concepts taught. The book engages topics in depth so students emerge with an understanding of the most important features of American health care law and hands-on experience working through cutting edge issues. Key Features: Focused on the needs of students who want to practice health care law in a post-ACA world. First health care law casebook to consider federal law as the baseline (as opposed to state law or common law). Intro chapter provides a set of organizing principles, illustrated with in-depth case studies, which are revisited and woven throughout the remaining chapters. "Pop-up" text boxes throughout with notes that highlight key lessons, or help to explain or enhance the material. Directed Questions and hypothetical Problems are provided as well as Capstone Problems at the end of each chapter. Approximately 800 pages, which is significantly more manageable than competitors. Focused directly on topics regularly encountered in the day-to-day practice of health law

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scenarios and to decide how legal and ethical issues are relevant to the health care profession in which they will practice.

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shifting economic and regulatory headwinds. In addition to fundamental healthcare management principles, this revised edition includes a review of the most recent healthcare legislation, a trove of industry case studies, and a vital new chapter on the managerial challenges of 21st-century healthcare consumerism. University of Massachusetts Professor Emeritus and former senior healthcare executive Set-B. Goldsmith combines foundational theory and illustrative real-world experience in this must-read text. *Principles of Health Care Management: Foundations for a Changing Health Care System, Second Edition*, is the comprehensive, essential resource for the next generation of healthcare managers faced with navigating tomorrow's U.S. healthcare system. The Second Edition Features: Updated strategies for managing a healthcare organization in a recession A managerial model for accountability An examination of crucial corporate compliance rules New case studies on the credit crunch, employee dismissals, hospital-acquired infection, technology, and ethics.

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existing practice.--dadirect.com.

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Delivery has been revised with respect to drugs and continues to provide the significant legislation most likely to impact on the daily practice of the health professional namely poisons, mental health legislation, child and elder abuse, and the notification of births and deaths. New Chapter 12: Registration and Regulation of Health Professionals highlights the contemporary issues faced by health professionals with the implementation of National Registration. Addition of legislation regulating research and a discussion of the legislative and common law controls on conducting research within Australian healthcare systems - National Health and Medical Research Council Act Update all appendices and include the Decision Making Framework for Nurses plus Glossary Takes a multidisciplinary approach to the subject of health care law and includes case-studies and activities. Discussion on the implications of evidence-based practice on the standard notionally attributed to the duty of care.

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