



Ethical approaches for advocating for health care workers



What can health care workers expect?

- Training in what is a risky situation and what is not
- Basic ventilation
- Masks available (?)
- Treatment if becoming ill,
 - payment of treatment,
 - ?payment of salary if cannot work during this time
- Possible transfer to other responsibilities if working conditions pose particular risks (e.g., HIV infected)

What are health care workers' responsibilities?

- To care for persons with TB when risks are reasonable
- To care for patients with discrimination
- To maintain confidences, especially in a community
- Unclear what responsibilities are when system response is inadequate (no training, no masks, no ventilation)
 - May be circumstances under which they could refuse, but must be evidence-based
- May need to also educate and advocate for system to make needed changes

Overall ethical duties are similar

- Seek a solution that
 - Is evidence based (effective)
 - Responds to the problem (relevance)
 - Is fair to both HCW and patient
 - Minimizes aggregate harms
 - helpful to have HCW continue to work;
 - with training can do so with little risk of infection;
 - Allows TB-infected clients to get care
 - Does not shift burden to other colleagues
- Resolution will be context-specific