



CAHPPEI

College of
Allied Health Professionals
of Prince Edward Island

CODE OF ETHICS

INTRODUCTION

Members of the College of Allied Health Professionals of Prince Edward Island (CAHPPEI) are those professionals accepted into one of the Registers for Medical Laboratory Technologists (MLT), Medical Radiation Technologists (MRT), or Registered Respiratory Therapists (RRT). The Code of Ethics describes the expected ethical obligations and principles that patients, the profession and the public believe will guide the professional and personal conduct of all Members. These principles can be thought of more as exhibited behaviors than the knowledge and skills listed in a Standards of Practice document.

The Code of Ethics and the Standards of Practice define professionalism in the practice of medical laboratory technology, respiratory therapy, and medical radiation technologists. Members must adhere to these documents and the spirit and principles that underlie them.

It is a Member's fundamental responsibility to manage the prescribed services for patients in an effort to improve their health. Members have professional obligations to work collaboratively with colleagues and other healthcare providers to deliver professional services.

Patient safety and protection is paramount at all times.

The Code of Ethics will:

- Promote the Member's recognition of the professional and personal conduct expectations for allied health practices
- Represent the minimum standards of professional behavior and ethical conduct expected of all Members.
- Apply to Members at all times in all dimensions of professional and personal conduct, including technical and nontechnical fields such as education, administration, quality assurance and research.

The ethical obligations and principles are not listed in order of importance. They should be balanced against each other and considered in relation to all of the obligations and principles described by the Code of Ethics. Over time, the code will evolve in response to regulatory, legal, and ethical expectations and will be adopted only after stakeholder consultation. Legislation, Regulations, Bylaws, Codes of Ethics, Standards of Practice and practice guidelines and directives collectively establish a framework for the practice of ethical and safe medical laboratory technology, medical radiation technology, and respiratory therapy.

ETHICAL OBLIGATIONS

Members demonstrate an application of their ethical obligations through their professional and personal conduct.

Obligations to Patients:

- Putting their patient(s)' interest(s) above their personal interest(s).
- Carrying out their professional duties competently and with integrity.
- Respecting their patients' individual needs and overall welfare at all times, including the patients' right to freedom of choice in health care providers, free and enlightened consent and an expectation of confidentiality of all patient information in accordance with existing legislation.

Obligations to the Public:

- Dedication to the public's health care needs through respectful, accessible and cooperative interactions with the public and patients, other healthcare providers and students.
- Facilitate awareness and understanding of allied health professions.

Obligations to the Profession:

- Contribute to the profession's development through collaboration, mentorship, self-development and support of its institutions.
- Striving for excellence in their professional practice and personal conduct through life-long learning.
- Recognizing, disclosing and resolving conflicts of interest to safeguard patient care.

Obligations to the Regulatory Body:

- CAHPPEI members understand, respect and comply with provincial Acts and Regulations as well as the Code of Ethics, Standard of Practice, CAHPPEI Bylaws and practice guidelines and directives as approved by their regulatory body.
- Members cooperate and maintain harmonious relations with the regulatory body and promptly reply to all correspondence from the regulatory body.

Obligations to Oneself:

- Accountable and responsible for their professional and personal conduct.
- Practice within their scope of professional competency and recognize their professional and personal limitations.

- Maintain and improve their knowledge, skills, judgment and behavior to ensure the best possible patient care.
- Make every effort to maintain their required mental and physical wellness while recognizing, identifying and mitigating any limitations that may prevent them from meeting the responsibilities of the professional role such that they may practice safely, competently and without impairment.

ETHICAL PRINCIPLES

Members demonstrate the following ethical principles through the allied health service they deliver either alone or in collaboration with a multidisciplinary team and through any services rendered under the Member's direction and supervision.

Confidentiality / Privacy / Conflict of Interest:

Members shall:

- Respect and protect patient confidentiality and privacy by understanding and complying with applicable privacy legislation and workplace policies regarding the collection, use and disclosure of confidential information.
- Recognize, disclose and act appropriately to resolve conflicts of interest that arise in the course of professional activities.
- Maintain the integrity of personal health information, maintain transparency and deliver unbiased patient-centered care.
- Never use confidential information to the detriment of a patient or to benefit themselves or another person.

Diversity / Respect / Dignity / Consent:

Members shall:

- Value, respect and protect the rights, welfare and dignity of all patients by providing quality care and service with respect for human rights regardless of, but not limited to age, colour, creed, disability, ethnic or national origin, family status, gender expression, gender identity, marital status, political belief, race, religion, sex, sexual orientation, or source of income at all times.
- Obtain free and informed consent from patients before undertaking any action in accordance with relevant legislation and workplace policies, recognizing that consent can be withdrawn at any time.
- Maintain appropriate professional boundaries with patients, colleagues and other healthcare providers while delivering quality care.

Safety:

Members shall:

- Practice according to established protocols, safety guidelines, relevant current provincial and federal legislation, workplace policies and procedures and environmental considerations. They do so to protect patients, colleagues, healthcare providers, society, the environment and themselves from any potential harm while acting in the best interest of the patient.
- Promote a culture of safety with colleagues within the laboratory and other healthcare team members.
- Utilize professional and workplace procedures to intervene if they witness unsafe, incompetent or unethical practices.
- Assume responsibility for errors one has committed or observed and take immediate action to prevent or minimize associated harm.

Accountability / Responsibility:

Members shall:

- Exercise independent judgment, accept responsibility for their actions and the foreseeable consequences of their actions as well as recognize their accountability for the service they provide.
- Practice within the scope of their professional competency, recognize the competency of others and seek their assistance as required.
- Take appropriate action in responding to situations that may jeopardize patient care or harm the profession, including reporting impaired, incompetent and/or unethical colleagues.
- Actively consider the impact of their actions on the patient, society and the environment.

Professionalism / Behaviors / Attitudes / Professional Development:

Members shall:

- Strive for excellence in their professional practice and in their professional and personal conduct to uphold the integrity of the profession and the public trust.
- Communicate effectively with patients, the public, colleagues and other healthcare providers contributing to a healthy and positive work environment.
- Maintain and enhance professional practice and augment their knowledge, skills, judgment and behavior through self-reflection and self-directed professional development and by demonstrating continued competency.

- Demonstrate collegiality.
- Promote learning by facilitating the sharing of knowledge, skills and judgment with colleagues, students, other healthcare professionals and the public. Encourage the trust and confidence of the public through the maintenance of high standards of professional competency, conduct and deportment.

Collaboration:

Members shall:

- Display integrity and respect in all interactions and collaboration with healthcare providers and others involved in patient care.
- Contribute to ongoing quality improvement in healthcare provision.

SUMMARY

While the ethical obligations and principles are presented as discrete sections, Members recognize that in practice they are implemented as part of daily processes and do not stand alone. Members use a combination of their knowledge, skills, judgment and behavior to adapt to changing circumstances and evolving environments.

References:

- Regulated Health Professions Act and Regulations - <https://www.princeedwardisland.ca/en/legislation/all/all/r>
- College of Medical Laboratory Technologists of Alberta (CMLTA). (2012) Code of Ethics. Edmonton, Alberta. Author.
- College of Medical Laboratory Technologists of Manitoba (2014). Medical Laboratory Technologists Code of Ethics. Winnipeg, Manitoba. Author.
- College of Medical Laboratory Technologists of Ontario. (2007). Code of Ethics for Medical Laboratory Technologists. Toronto, Ontario. Author. New Brunswick Society of Medical Laboratory Technologists. (2012). Standards of Practice for MLT. Memramcook, New Brunswick. Author.
- Newfoundland and Labrador College for Medical Laboratory Science. (2013). Code of Ethics. St. John's, Newfoundland. Author.
- Ordre Professionnel des Technologistes Médicaux du Québec. (2015). Normes de pratique du technologiste médical. Montréal, Québec. Author.
- CSMLS - <https://www.csmls.org/About-Us/Our-Members/Code-of-Ethics.aspx>
- CSRT Code of Ethics - <https://www.csrt.com/rt-profession/>