



EUROPEAN NURSE DIRECTORS
ASSOCIATION /ENDA/

THE EUROPEAN NURSE DIRECTORS' PROTO-CODE OF ETHICS AND CONDUCT

2nd Edition - 2017

Jacqueline Filkins, Alessandro Stievano

Special thanks to Martin Johnson, Verena Tschudin who helped and supported.

PREAMBLE

EUROPEAN
NURSE



DIRECTORS
ASSOCIATION

This ENDA Proto-Code of Ethics and Conduct offers a platform for reflection for nurse directors, nurse leaders and managers and competent authorities and researchers, based on ethical principles and values.

The purpose of this Proto-Code of Ethics and Conduct is to serve as a basis for the discussion of policies that harmonize and enhance awareness of standards of ethics and professional practice for nurse directors throughout the European Union. Patient satisfaction, patient safety and public protection can only be achieved through a common understanding of the values that govern nurse directors in Europe. ENDA encourages nursing associations and institutions of the European countries in which nurse directors function to develop their own codes of ethics and conduct according to their specific historical and social context. These associations and institutions are encouraged to draft their respective codes of ethics ex novo on the basis of the indications and principles stated in this Proto-Code for their professional use and advancement.

NURSE DIRECTORS' ETHICAL BASIS

- Nurse directors place individual persons' rights at the centre of all their actions.
- Nurse directors are expected to act with personal integrity, courtesy, honesty, trust and mutual respect.
- Nurse directors uphold and foster ethical and professional values.
- Nurse directors foster personal responsibility and construct clear professional accountability for themselves and within their organisation.
- Nurse directors challenge any discrimination.

PRINCIPLES OF PROFESSIONAL PRACTICE

Competence

Nurse directors carry out their work with competence and commitment to achieve excellence.

Nurse directors support health promoting activities and development.

Nurse directors build conditions for all care givers to work optimally and in accordance with principles of best practice.

Nurse directors support cultural awareness and sensitivities.

Nurse directors create the organizational conditions that enable core professional values to be practised and also the professional identity of nursing to be enhanced.

Nurse directors help individuals and/or organizations in conflict situations to address challenges, search for resolutions through dialogue and provide appropriate actions.

Care

Nurse directors have an active role in designing environments for optimum care.

Nurse directors build dynamic and flexible approaches to high quality care.

Nurse directors ensure that appropriate systems are designed and implemented to promote excellence in care.

Nurse directors support ethically sound research and the creation and use of data bases to develop and implement evidence-based practice.

Safety

Nurse directors ensure that people they employ are safe to practise.

Nurse directors have a key responsibility in risk and quality management by promoting a no blame culture and ensuring that lessons are learned from mistakes.

EUROPEAN
NURSE



DIRECTORS
ASSOCIATION

PRINCIPLES OF PROFESSIONAL PRACTICE

Information

Nurse directors contribute to the development and implementation of policies that ensure respect for patients' rights, dignity and safe care. Nurse directors respect the confidentiality of information they gain, and the privacy of the people they manage directly and indirectly, disclosing confidential information only if required by the law of the country in which they practice.

Nurse directors ensure that clear and full information, designed to meet individual needs, is made available.

Staff

Nurse directors act with care and responsibility on concerns made known to them. Nurse directors actively encourage employees to report unacceptable behaviours or practice.

Nurse directors support staff to contribute to the formulation of policies.

Nurse directors ensure that staff develop and use effective communication skills.

Nurse directors create a climate where openness by and support for staff prevail.

Nurse directors facilitate the participation of nurses in the organization's clinical governance, audit and ethics systems and processes.

Nurse directors encourage staff to become active members of professional associations.

Life-long learning

Nurse directors develop their own skills, competences and knowledge base throughout their career.

Nurse directors ensure that accredited and continuing professional development and life-long learning is expected practice in their organizations.

Nurse directors support mentorship at all levels and encourage career and nursing practice development and leadership.

EUROPEAN
NURSE



DIRECTORS
ASSOCIATION

PRINCIPLES OF PROFESSIONAL PRACTICE

Multi-sectorial working

Nurse directors foster networks and collaboration between and among health care teams and multi-sectorial organizations.

Nurse directors encourage inter-agency relationships and collaboration with professional and regulatory organizations.

Nurse directors are accountable both to the staff and general public for the initiatives and resources they manage, acting with respect and according to the principles of distributive justice, equity, efficacy and efficiency.

THE PROTO-CODE'S BASIC VALUES AND ETHICAL PRINCIPLES ARE:

To uphold the highest moral and ethical values.

To accept personal responsibility and recognize personal strengths and limitations.

To be committed to and honour equal rights and dignity in every domain.

To uphold and foster principles of truth-telling and honesty at every level.

To uphold and foster principles of justice and fairness and to challenge injustice in any situation.

To uphold and foster principles of individual freedom.

To do good and avoid harm.

EUROPEAN
NURSE



DIRECTORS
ASSOCIATION

This Proto-Code is intended to evolve over time and be updated every three years to keep pace with advances in nurse directors' professional and service delivery across Europe.

This Proto-Code is published on the ENDA website: <http://www.enda-europe.com/en/>

The European Nurse Directors Association's Proto-Code of Ethics and Conduct

BIBLIOGRAPHY

1. Allan H, Tschudin V and Horton K. The devaluation of nursing: a position statement. *Nursing Ethics* 2008; 15(4): 549–556.
2. Amnesty International. Nurses and human rights. <http://www.amnesty.org/en/library/asset/ACT75/002/1997/en/fe688599-7c11-ddb05d-65164b228191/act750021997en.pdf> (1997).
3. Canadian Nurses Association. Code of ethics for registered nurses. <http://www.cna-aici.ca/~media/cna/page-content/pdf-fr/code-of-ethics-for-registered-nurses.pdf?la=en> (2008).
4. Council of Europe. Oviedo declaration: convention for the protection of human rights and dignity of the human being with regard to the application of biology and medicine: Convention on human rights and biomedicine. <http://conventions.coe.int/Treaty/en/Treaties/Html/164.htm> (1997).
5. Directive 2013/55/EU of the European Parliament and of the Council of Europe. 20 November 2013 amending Directive 2005/36/EC on the recognition of professional qualifications and Regulation (EU) No 1024/2012 on administrative cooperation through the Internal Market Information System ('the IMI Regulation'). *Official Journal of the European Union*. L 354/132. http://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX:32013L0055#ntr11-L_2013354EN.01013201-E0011 (2013).
6. Directive 2006/123/EC of the European Parliament and of the Council of Europe. On services in the internal market. *Official Journal of the European Union*. L 376/36. <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32006L0123> (2006).
7. Council of Europe. Charter of fundamental rights of the European Union. <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:C:2010:083:0389:0403:en:PDF> (2010).
8. European Council of the Liberal Professions. Common values of the liberal professions in Europe. <http://www.ceplis.org/en/values.php> (2007).
9. European Federation of Nursing Regulators. Code of ethics and conduct for European nursing: Protecting the public and ensuring patient safety. <http://nej.sagepub.com/content/15/6/821.long> (2008).
10. Horton K, Tschudin V and Forget A. The value of nursing: a literature review. *Nursing Ethics* 2007; 14(6): 716–740.
11. International Council of Nurses. The ICN code of ethics for nurses. Geneva. Switzerland. http://www.icn.ch/images/stories/documents/about/icncode_english.pdf (2012).
12. International Council of Nurses. Nurses and human rights. Position Statement. Geneva. Switzerland. http://www.icn.ch/images/stories/documents/publications/position_statements/E10_Nurses_Human_Rights.pdf (2011).
13. International Council of Nurses. Nurses, climate change and health. Position Statement. Geneva. Switzerland. http://www.icn.ch/images/stories/documents/publications/position_statements/E08_Nurses_Climate_Change_Health.pdf (2008).
14. Storch JI, Rodney P, Starzomski R (Ed.). *Toward a moral horizon. Nursing ethics for leadership and practice*, second edition. Toronto, Pearson, 2013.
15. United Nations. Universal declaration of human rights. General Assembly of the United Nations. <http://www.un.org/en/documents/udhr/> (1948).
16. United Nations. International covenant on civil and political rights. <http://www.ohchr.org/en/professionalinterest/pages/ccpr.aspx> (1976).
17. United Nations. International covenant on economic, social and cultural rights. <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CESCR.aspx> (1976).
18. World Health Organization. Declaration of Alma-Ata. http://www.who.int/publications/almaata_declaration_en.pdf (1978).
19. World Health Organization. Ottawa charter for health promotion. <http://www.who.int/healthpromotion/conferences/previous/ottawa/en/index1.html> (1986).
20. World Health Organization. A declaration on the promotion of patients' rights in Europe. http://www.who.int/genomics/public/eu_declaration1994.pdf (1994).
21. World Health Organization. Jakarta declaration on leading health promotion into the 21st century. <http://www.who.int/healthpromotion/conferences/previous/jakarta/declaration/en/> (1997).
22. World Health Organization. Adelaide recommendations on healthy public policy. <http://www.who.int/healthpromotion/conferences/previous/adelaide/en/> (1998).
23. World Health Organization. Munich declaration: nurses and midwives: A force for health. http://www.euro.who.int/__data/assets/pdf_file/0007/53854/E93016.pdf (2000).
24. World Health Organization. Bangkok charter for health promotion in a globalized world. http://www.who.int/healthpromotion/conferences/6gchp/hpr_050829_%20BCHP.pdf?ua=1 (2005).
25. World Health Organization. The 8th Global conference on health promotion. The Helsinki statement on health in all policies. http://apps.who.int/iris/bitstream/10665/112636/1/9789241506908_eng.pdf?ua=1
26. World Health Organization. Rio political declaration on social determinants of health. http://www.who.int/sdhconference/declaration/Rio_political_declaration.pdf
27. World Health Organization, Pan American Health Organization, Ministry of Health of Mexico. The fifth global conference on health promotion: bridging the equity gap. http://www.who.int/healthpromotion/conferences/previous/mexico/en/hpr_mexico_report_en.pdf (2000).