CoViD 19

Ethical Issues in
Occupational Health

ETHICAL PRINCIPLES

- Autonomy

- Benificence

- Non-maleficence

- Distributive justice

ETHICS AND OCCUPATIONAL HEALTH

- No doctor-patient relationship

- Dual loyalty

- Employment relationships

- Maintaining competence

- The Law
  - Health and Safety and Employment Law (OHS Act, MHS Act, LRA, EEA, BCOEA etc)
  - Health Law
  - Constitution
  - Other Law
    - Disaster Management Act
    - POPI

ISSUES

- Rapid, confusing, changes in the Law

- Is a Guideline, law?

- Managing the "Infodemic"

- "Snake-oil"

- Testing (who, when, why, how,)?

ISSUES (*CONT*)

- Sharing of information
  - Confidentiality
  - Statutory reporting
  - Contact tracing
- Pressure
  - Employers
  - Officials
- Vulnerable employees

ISSUES (*CONT*)

- Fitness for work
  - Vulnerable
  - After +ve test or illness
- Quarantine/ isolation
- Care of employees (and families)
- Occupational vs Community acquired infection

CONCLUSION

- There are many questions?

- The answers lie in following the legal requirements and asking ourselves how our actions in doing this can be done within the 4 ethical tenets.

- If in doubt consult a colleague, two heads are better than one. But remember the ultimate decision is yours.

- It is important that in this Health Workers stay within their competence and scope of practice. Too often we try and solve problems that are not our responsibility.