

Example assessment & marking criteria

Assessment type:	Case Analysis: Ethics
Subject:	HSM405 - Developing Systems for Safety in Health and Aged Services Students examine ethical and regulatory influences on managerial decision making in health services. A focus on safety and the prevention of adverse events in health and aged care services is explored from individual, organisational and system perspectives, with close reference to the theories of responsive regulation and organisational learning.
Subject learning outcomes:	<ul style="list-style-type: none"> • be able to define ethics and discuss the ethical dimensions of the health service manager's role; • be able to identify and critically analyse an ethical dilemma from practice and evaluate the effectiveness of models of ethical decision making informing this process; • be able to identify principle events that have influenced the development of health services regulation and explain the current concern with patient safety as a focus for regulatory reform; • be able to discuss health service regulation and its relationship to patient safety, reflecting an awareness of contemporary theories including responsive regulation; • be able to critically analyse, with reference to regulatory theory, safety issues in contemporary health care from individual, organisational and system perspectives.

Assessment task:	1. Case Analysis: Ethics
Value & length:	40%, 2500 words
Task description:	<ol style="list-style-type: none"> a) Briefly describe your position and context (100 words). (Note: it is not necessary to identify your organisation, but if you do please be sure not to identify any individuals) b) Identify and describe a case from your workplace that constitutes an ethical dilemma. The case must be managerial and non- clinical, that is, it is not concerned directly with individual patient care or treatment options, but rather with employee issues, resourcing, planning, priority setting etc which may affect aspects of service delivery requiring a management response. (400 words) c) Explain why the case in (b) constitutes an ethical dilemma. (400 words.)Then, with reference to your case, the literature on ethical theory, principles, and decision making frameworks, design a process or framework that could guide decision making in relation to this issue. Explain and justify your design with reference to the literature. (1200 words)

	<p>d) Present your framework in (c) in diagrammatic form. (You may adapt frameworks found in your readings but the original sources will need to be acknowledged)</p> <p>e) Briefly discuss in relation to your management role, how you can use your knowledge of ethics to make a difference to the performance of your work area (400 words)</p>
Rationale:	This assessment item provides students with the opportunity to develop their knowledge of health services ethics within the managerial role by applying the learning from module 1 to a relevant scenario from their workplace. It enables students to create a useful tool for ethical decision making.

Marking criteria & standards of performance

Developed by Margaret Yen

Criteria	HD	DI	CR	PS	FL
Describe position and context 5%	Comprehensive and succinct description of position and context	Clear and succinct description of position and context	Clear description of position and context	Position and context are described	Does not describe position and context
Describe a case from your workplace that constitutes an ethical dilemma. The case must be managerial, non- clinical. 10%	A relevant case that constitutes an ethical dilemma has been comprehensively described. The parameters of the case are clearly defined and the description is complete and focused.	A relevant case that constitutes an ethical dilemma has been clearly described. The parameters of the case are clearly defined and the description is complete and focused.	A relevant case that constitutes an ethical dilemma has been clearly described. The parameters of the case are defined and the description is complete.	A relevant case that constitutes an ethical dilemma has been described. The parameters of the case are unclear and the description extends into the discussion.	The case does not constitute an ethical dilemma, is unclear, and/or does not have a management focus.
Explain why it constitutes an ethical dilemma. Develop a framework that will assist decision making in relation to this issue. Explain and justify your design with reference to the literature on ethical theory, principles, and decision making frameworks. 40%	A clear, convincing and succinct rationale drawing on relevant literature, justifies the choice. The framework is creative, the justification is succinct and represents synthesis, evaluation and application of the relevant literature (three or more theories). The work is well organised and can be used to enhance decision making in relation to the case.	A clear and convincing rationale drawing on relevant literature, justifies the choice. The framework is creative, the justification represents synthesis, evaluation and application of the relevant literature (three or more theories). The work is well organised and can be used to enhance decision making in relation to the case.	A rationale drawing on relevant literature, justifies the choice. The framework is interpretive and draws on one or two ethical theories or principles. The justification refers to the relevant literature. The work is well organised and can be used to enhance decision making in relation to the case.	The work defines the concept of an ethical dilemma. Justification for the choice of case is brief. The framework is descriptive and follows a single ethical theory or principle. The justification refers to the relevant literature. The work is loosely structured and would enhance decision making in relation to a singular perspective only.	You have not explained why your case is an ethical dilemma. The framework does not reflect knowledge of ethical theory/ principles. It does not relate to the case and would not enhance decision making in relation to it.
The framework has been presented diagrammatically. 20%	The diagram is comprehensive, appropriately labelled, and reflective of the discussion. It clearly communicates a decision making approach.	The diagram is clear, appropriately labelled, and reflective of the discussion. It clearly communicates a decision making approach	The diagram is clear, appropriately labelled, and reflective of the discussion. It communicates a decision making approach.	The diagram relates to the discussion. It communicates a single approach to decision making or the decision making approach is unclear.	The diagram does not relate to the discussion and does not communicate a decision making approach.

Criteria	HD	DI	CR	PS	FL
Discuss how you can use your knowledge of ethics in your management role. 15%	There is a succinct and critical discussion and application of concepts that extends beyond the parameters of the subject.	There is a critical discussion and application of concepts that extends beyond the parameters of the subject.	The discussion reflects knowledge and application of the concepts studied within the subject.	There is a discussion of the management role in relation to the concepts studied in this subject.	The discussion does not demonstrate ethics in relation to management practice.
Structure, grammar and spelling. 5%	The content has been logically and succinctly structured to create a cohesive and coherent analytical piece of work. Formal academic language and precise and correct discipline and professional terminology has been used to clearly communicate meaning. There is consistent adherence to grammatical conventions.	The content has been logically structured to create a cohesive and coherent analytical piece of work. Formal academic language and precise and correct discipline and professional terminology has been used to clearly communicate meaning. There is consistent adherence to grammatical conventions.	The content has been logically structured to create a cohesive and coherent piece of work Formal academic language has been used to clearly communicate meaning. There is mostly consistent adherence to grammatical conventions, although some minor errors remain.	The content has been partially structured to create a comprehensible descriptive piece of work consisting of loosely linked rudimentary paragraphs. Formal academic language has been used to communicate meaning. Grammatical conventions have been adhered to in some areas although there are minor errors.	The content has been partially structured to create a comprehensible descriptive piece of work consisting of loosely linked rudimentary paragraphs. Formal and informal language has been used to communicate meaning and in many areas, meaning is unclear. The work includes multiple grammatical errors.
Research and referencing 5%	An extensive range of relevant literature from scholarly sources has been evaluated and synthesised, substantially supporting the arguments. APA referencing conventions in both in-text referencing and reference list have been accurately and consistently.	An extensive range of relevant literature from scholarly sources has been synthesised in supporting the arguments. APA referencing conventions in both in-text referencing and the reference list have been used almost always accurately and consistently.	Literature from scholarly sources has been summarised and incorporated, supporting key points. APA referencing conventions in both in-text referencing and the reference list are in evidence but there are inconsistencies.	Literature from a range of sources, some of which are not credible or relevant, have been referred to in the essay. Attempt made to adhere to APA referencing conventions in both in-text referencing and the reference list, but with some errors and inconsistencies.	Literature from sources, most of which are not credible or relevant, and are tenuously related to your topic. Adhered to APA referencing conventions in both in-text referencing and the reference list is minimal or non-existent.