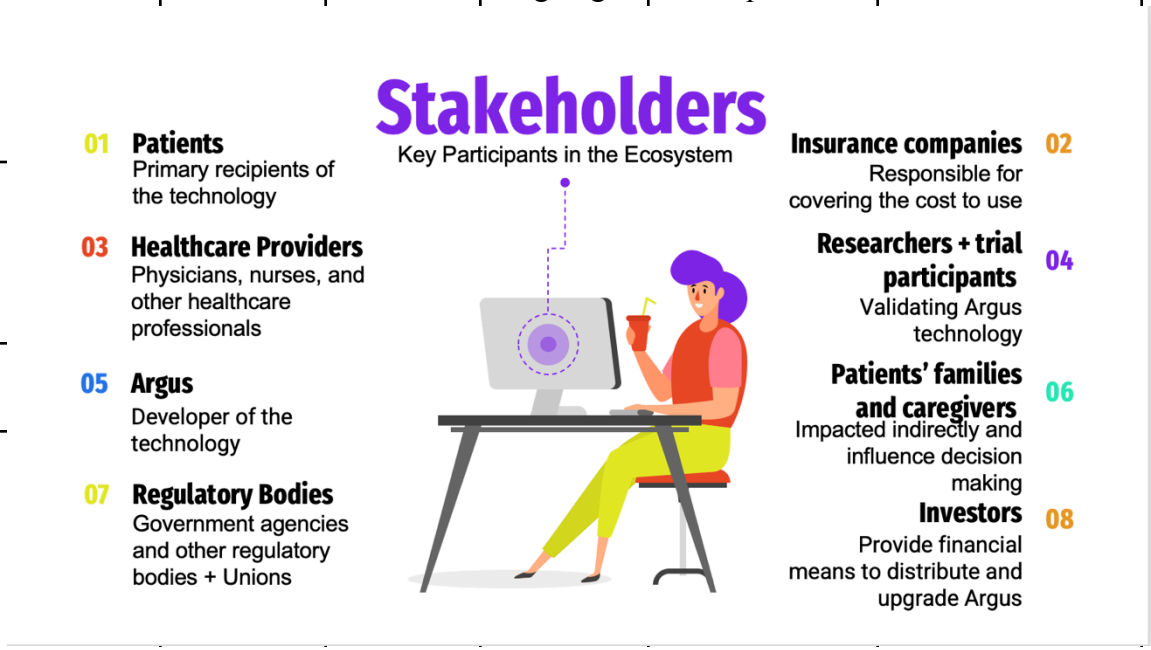
Final

Stakeholder Group	Respect for Persons	Concern for Welfare	Justice
Nurses and Allied Health Professionals	- Privacy ensured through randomized weekly IDs, preventing direct tracking. - Alerts are anonymized to prevent unfair targeting. - Staff can discuss workload concerns via anonymized check-ins, preserving autonomy. - Proactively identifies potential burnout risks, allowing early interventions.	- The system prevents burnout by flagging excessive workloads and identifying under-resourced areas. - Demand forecasting allows staff scheduling adjustments to avoid overburdening individuals. - Only anonymized data is shared with administrative staff, ensuring that workflow insights do not compromise individual privacy. - Weekly reports provide insights for continuous workflow improvements while maintaining ethical data handling standards.	- The system provides objective data on staff workload, ensuring that labor is fairly distributed. - Staffing adjustments are based on AI-driven efficiency data rather than subjective judgment, reducing favoritism. - The licensing authority mandates fairness and equity in algorithm implementation, ensuring all professionals are treated equitably.
Hospital Admin Staff	- The anonymized system ensures no staff member is unfairly scrutinized. - Staff concerns can be addressed before implementation through structured governance reviews. - Pre-logged emails allow admin staff to engage in non-invasive check-ins without bias or undue pressure.	- The system helps prevent staff overload by detecting inefficient task distribution and recommending solutions. - The system integrates patient inflow data to improve workforce planning and ensure hospital operations remain efficient.	- AI-driven workflow optimization ensures equitable resource allocation without bias. - Performance data is reviewed through governance processes to ensure hospital policies align with ethical labor standards.
Human Resources and Operations Teams	- Decisions regarding staff performance and efficiency evaluations are based on anonymized objective workflow data rather than subjective judgment. - HR maintains clear documentation standards as per the licensing authority's ethical requirements.	- The system anonymizes efficiency data, preventing misuse in performance evaluations. - HR ensures that workload assessments respect privacy, avoiding punitive decision-making based on AI recommendations alone.	- Data-driven insights promote equity in workforce management by preventing favoritism in staffing and promotions. - HR policies align with licensing guidelines, ensuring compliance with fairness and equity standards.
Information Technology Department	- Staff identities are never directly tied to location tracking, ensuring autonomy in workplace movement. - Weekly randomized IDs prevent long-term data	- Data is stored securely and only used for workflow optimization. - The fob-based logging system ensures no unnecessary data is collected outside of working hours. - Compliance with proprietary information protection policies ensures that algorithms remain	- The system is designed for ease of use, requiring only a fob key for participation, ensuring accessibility for all employees. - IT governance policies ensure that algorithm updates align
Healthcare Unions	- The system allows unions to push for fair workload distribution based on objective data, ensuring equitable representation of staff concerns. - Unions are involved in governance reviews to oversee system implementation and ethical compliance.	- Data insights help unions advocate for improved working conditions and reduced burnout. - The anonymized system ensures that no staff member is unfairly scrutinized, preventing discrimination or unfair workload distribution.	- By using workflow analytics, unions can identify systemic inefficiencies affecting specific groups of employees. - Regular governance reviews and performance assessments ensure union engagement in ethical labor practices.
Patients	- While the system does not directly interact with patients, optimized staff efficiency leads to better patient care. - Ethical implementation policies ensure that predictive analytics tools do not compromise patient safety or well-being.	- Demand forecasting helps ensure appropriate staff availability, reducing wait times and improving care quality. - The anonymized system ensures that patient interactions are handled with professionalism and ethical oversight.	- The system ensures fair staffing allocation, preventing disparities in patient care. - AI-driven decision-making is continuously reviewed to ensure equity in patient treatment distribution.

Guiding Principle	Respect for Persons	Concern for Welfare	Justice	Free Prior and Ongoing	Fairness and Equity in Participation	Privacy and Confidentiality	Governance Reviews	Conflict of Interest
Nurses and Allied Health Professionals								
Hospital Admin Staff.								
Human Resources and Operations teams.								
Information Technology Department								
Healthcare Unions								
Patients								



Informed consent

- Shared decision making process
- 5 aspects: voluntarism, capacity, comprehensive disclosure, understanding, and decision
- Ongoing communication

and

Care ethics

- Vulnerability (for employees including bias and harms within it)
- Quality of care
- Empathy work and nurse-admin relationships

Iteration 1

The second iteration is filled with CHATGPT (on the following page)

Guiding Principle	Respect for Persons	Concern for Welfare	Justice	Free Prior and Ongoing Consent	Fairness and Equity in Participation	Privacy and Confidentiality	Governance Reviews	Conflict of Interest
Nurses and Allied Health Professionals	How are employees respected in their roles and decision-making?	How are employees respected in their roles and decision-making?	How are employees respected in their roles and decision-making?	How are employees respected in their roles and decision-making?	How are employees respected in their roles and decision-making?	How are employees respected in their roles and decision-making?	How are employees respected in their roles and decision-making?	How are employees respected in their roles and decision-making?
Hospital Admin Staff.	How do hospital staff promote respect for employees?	How do hospital staff promote respect for employees?	How do hospital staff promote respect for employees?	How do hospital staff promote respect for employees?	How do hospital staff promote respect for employees?	How do hospital staff promote respect for employees?	How do hospital staff promote respect for employees?	How do hospital staff promote respect for employees?
Human Resources and Operations teams.	How do HR policies ensure employees are treated with dignity?	How do HR policies ensure employees are treated with dignity?	How do HR policies ensure employees are treated with dignity?	How do HR policies ensure employees are treated with dignity?	How do HR policies ensure employees are treated with dignity?	How do HR policies ensure employees are treated with dignity?	How do HR policies ensure employees are treated with dignity?	How do HR policies ensure employees are treated with dignity?

Information Technology Department	How does IT respect employees' autonomy in technology	How does IT respect employees' autonomy in technology	How does IT respect employees' autonomy in technology	How does IT respect employees' autonomy in technology	How does IT respect employees' autonomy in technology	How does IT respect employees' autonomy in technology	How does IT respect employees' autonomy in technology	How does IT respect employees' autonomy in technology
Healthcare Unions								
Patients								

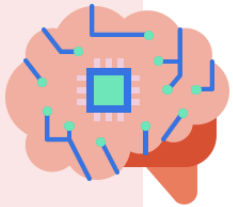
Risk Assessment

Benefits

- Employee Autonomy
- Fast information processing
- Improved accountability
- Informed scheduling
- Elevated human interactions

Harms

- Increased Surveillance
- Data Privacy concerns



Ethics review based on TCPS CORE 2

Respect Autonomy

- Deliberation on issues
- Deliberation with other deliberators (e.g., family, friends)
- Removing constraints on their ability to make a decision
  - Fear of offending someone above them or someone they know
  - Lack of knowledge
- Addressed prior to implementation
  - Including members of vulnerable populations as support.
  - Mental health issues – 3rd party
  - Cognitive impairment – 3rd party
  -
-
  - Safety
  - Human centered
  - An obligation to protect those with developing, impaired or diminished autonomy.

Concerns for Welfare

- Considering determinants of health
  - determinants of welfare can include housing, employment, security, family life, community membership and social participation, among other aspects of life
    - Privacy
    - The way information is controlled about the person
    - Ongoing informed consent
    - Minimize the potential for risk to the person in the present, and the future
  - Consider stigmatization
  - Consider discrimination

Justice

- Prioritize fairness and equity
  - Maintain equal respect and concern
    - No one is more burdened or given more benefit than anyone else
      - Take differences into account with fairness and equity
  - The primary thing is vulnerability limits one's ability to make decisions/ decision-making capacity
    - Limits to social goods (e.g., rights, power, opportunities, etc.)
    - Take context consideration
      - History
      - Relationships
      - Privilege and oppression

Third iteration – complex, used notes and filled with gpt

Stakeholder Group	Respect for Persons	Concern for Welfare	Justice
Nurses and Allied Health Professionals	- Privacy ensured through randomized weekly IDs, preventing direct tracking. - Alerts are anonymized to prevent unfair targeting. - Staff can discuss workload concerns via anonymized check-ins, preserving autonomy. - Proactively identifies potential burnout risks, allowing early interventions.	- The system prevents burnout by flagging excessive workloads and identifying under-resourced areas. - Demand forecasting allows staff scheduling adjustments to avoid overburdening individuals. - Only anonymized data is shared with administrative staff, ensuring that workflow insights do not compromise individual privacy. - Weekly reports provide insights for continuous workflow improvements while maintaining ethical data handling standards.	- The system provides objective data on staff workload, ensuring that labor is fairly distributed. - Staffing adjustments are based on AI-driven efficiency data rather than subjective judgment, reducing favoritism. - The licensing authority mandates fairness and equity in algorithm implementation, ensuring all professionals are treated equitably.
Hospital Admin Staff	- The anonymized system ensures no staff member is unfairly scrutinized. - Staff concerns can be addressed before implementation through structured governance reviews. - Pre-logged emails allow admin staff to engage in non-invasive check-ins without bias or undue pressure.	- The system helps prevent staff overload by detecting inefficient task distribution and recommending solutions. - The system integrates patient inflow data to improve workforce planning and ensure hospital operations remain efficient.	- AI-driven workflow optimization ensures equitable resource allocation without bias. - Performance data is reviewed through governance processes to ensure hospital policies align with ethical labor standards.
Human Resources and Operations Teams	- Decisions regarding staff performance and efficiency evaluations are based on anonymized objective workflow data rather than subjective judgment. - HR maintains clear documentation standards as per the licensing authority's ethical requirements.	- The system anonymizes efficiency data, preventing misuse in performance evaluations. - HR ensures that workload assessments respect privacy, avoiding punitive decision-making based on AI recommendations alone.	- Data-driven insights promote equity in workforce management by preventing favoritism in staffing and promotions. - HR policies align with licensing guidelines, ensuring compliance with fairness and equity standards.
Information Technology Department	- Staff identities are never directly tied to location tracking, ensuring autonomy in workplace movement. - Weekly randomized IDs prevent long-term data	- Data is stored securely and only used for workflow optimization. - The fob-based logging system ensures no unnecessary data is collected outside of working hours. - Compliance with proprietary information protection policies ensures that algorithms remain	- The system is designed for ease of use, requiring only a fob key for participation, ensuring accessibility for all employees. - IT governance policies ensure that algorithm updates align
Healthcare Unions	- The system allows unions to push for fair workload distribution based on objective data, ensuring equitable representation of staff concerns. - Unions are involved in governance reviews to oversee system implementation and ethical compliance.	- Data insights help unions advocate for improved working conditions and reduced burnout. - The anonymized system ensures that no staff member is unfairly scrutinized, preventing discrimination or unfair workload distribution.	- By using workflow analytics, unions can identify systemic inefficiencies affecting specific groups of employees. - Regular governance reviews and performance assessments ensure union engagement in ethical labor practices.
Patients	- While the system does not directly interact with patients, optimized staff efficiency leads to better patient care. - Ethical implementation policies ensure that predictive analytics tools do not compromise patient safety or well-being.	- Demand forecasting helps ensure appropriate staff availability, reducing wait times and improving care quality. - The anonymized system ensures that patient interactions are handled with professionalism and ethical oversight.	- The system ensures fair staffing allocation, preventing disparities in patient care. - AI-driven decision-making is continuously reviewed to ensure equity in patient treatment distribution.

Final iteration

Rough notes translated with chatgpt

Stakeholder Group	Respect for Persons	Concern for Welfare	Justice
Nurses and Allied Health Professionals	- Privacy ensured through randomized weekly IDs. - Alerts anonymized to prevent unfair targeting. - Staff discuss workload concerns via anonymized check-ins. - Proactively identifies burnout risks for early intervention.	- Flags excessive workloads and under-resourced areas. - Demand forecasting adjusts scheduling to prevent overburdening. - Only anonymized data shared with admin staff. - Weekly reports ensure workflow improvement with ethical data handling.	- Objective workload data ensures fair labor distribution. - AI-driven staffing adjustments reduce favoritism. - Licensing authority enforces fairness in algorithm implementation.
Hospital Admin Staff	- Anonymized system prevents unfair scrutiny of staff. - Governance reviews address concerns before policy implementation. - Pre-logged emails allow non-invasive check-ins without bias.	- Prevents staff overload by detecting inefficiencies. - Integrates patient inflow data for better workforce planning.	- AI-driven workflow optimization ensures unbiased resource allocation. - Governance reviews align hospital policies with ethical labor standards.
Human Resources and Operations Teams	- HR decisions based on anonymized objective workflow data. - Maintains compliance with licensing authority's documentation standards.	- Efficiency data anonymized to prevent misuse in performance evaluations. - Workload assessments protect privacy and avoid punitive decision-making.	- Data-driven insights prevent favoritism in staffing and promotions. - HR policies align with fairness and equity licensing guidelines.
Information Technology Department	- Staff identities never tied to location tracking. - Weekly randomized IDs prevent long-term data linkage.	- Data securely stored and used only for workflow optimization. - Fob-based logging prevents unnecessary data collection outside work	- System designed for ease of use with simple fob-key access.
Healthcare Unions	- Unions use system data to advocate for fair workload distribution. - Participate in governance reviews for ethical oversight.	- Data insights help unions push for better working conditions and reduced burnout. - Anonymized system prevents unfair scrutiny or discrimination.	- Workflow analytics reveal systemic inefficiencies affecting employees. - Regular governance reviews ensure ethical labor practices.
Patients	- Optimized staffing improves patient care. - Predictive analytics implementation ensures patient safety.	- Demand forecasting improves staff availability, reducing wait times. - Anonymized system ensures ethical patient interactions.	- Fair staffing allocation prevents disparities in patient care. - AI-driven decision-making reviewed for equitable treatment distribution.