Final

StakeholderGroup	Respect for Persons	Concern for Welfare	Justice
Nursesand Allied Health Professionals	-Privacy ensured through randomized weekly IDs, preventing directtrackingAlerts are an onymized to prevent unfair targetingStaff can discussworkload concerns via an onymized check-ins, preserving autonomyProactively identifies potential burnoutrisks, allowing early interventions.	- The system prevents burnout by flagging excessive workloads and identifying under-resourced areas. - Demand forecasting allows staffscheduling adjustments to avoid overburdening individuals. - Only an onymized data is shared with administrative staff, ensuring that workflow insights do not compromise individual privacy. - Weekly reports provide in sights 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 Al-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 scrutinizedStaff concerns can be addressed before implementation through structured governance reviewsPre-logged emails allow admin staff to engage in non-invasive check-inswithout biasor 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.	- Al-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 Resourcesand Operations Teams Information Technology Department	-Decisions regarding staff performance and efficiency evaluations are based on an onymized objective workflow data rather than subjective judgmentHR maintains clear documentation standards as per the licensing authority's ethical requirementsStaff identities are never directly tied to location tracking, ensuring autonomy in workplace movementWeekly randomized IDsprevent long-term data	The system an onymizes efficiency data, preventing misusein performance evaluations. HR ensures that workload assessments respect privacy, avoiding punitive decision-making based on Al recommendations alone. 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.	- Data-driven in sights promote equity in workforce management by preventing favoritism in staffing and promotions HR policiesalign with licensing guidelines, ensuring compliance with fairness and equity standards 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
Health care 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.		- 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 careEthical implementation policies ensure that predictive an alytics tools do not compromise patient safety or well-being.	- Demand forecasting helps ensure appropriate staff availability, reducing wait times and improving carequality 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 - Al-driven decision-making is continuously reviewed to ensure equity in patient treatment distribution.

Guiding	Respect for	Concern	Justice	Free Prior	Fairness and	Privacy and	Govern	ance	Conflict
Principle	Persons	for		and	Equity in	Confidentiality	Review	'S	of
		Welfare		Ongoing	Participation	I	I _i		Interest
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			Sta	kehol	ders				
3 Y 1		atients rimary recipients o	Koy Pa	rticipants in the E		nce companies 02 Responsible for			
Nurses and Allied Health		e technology			coverir	ng the cost to use			
Professionals		ealthcare Provid			Res	earchers + trial 04			
	ot	hysicians, nurses, her healthcare	and		1	participants Validating Argus			
Hospital Admin	pr	ofessionals				technology			
Staff.		rgus eveloper of the				tients' families and caregivers ted indirectly and			
Human		chnology	7			ted indirectly and ofluence decision			
Resources and		egulatory Bodie				making Investors ng			
Operations		overnment agence and other regulator				Provide financial			
teams.	be	odies + Unions			means	to distribute and upgrade Argus			
			-	-					
Information									
Technology Department	Œ				10				
•									
Healthcare									
Unions	Info	med consent			Care ethic	S			
Patients		Shared decision	• .	4.0		ability (for employees			
		aspects: volun comprehensive o		city,	 Quality 	ng bias and harms w of care	iuiin it)	Itera	ition 1
		inderstanding, a Ongoing commu				ny work and nurse- relationships			
		ongoing commit	moauon		aumin	relationalipa			

The with following page)

second iteration is filled CHATGPT (on the

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	How does IT								
Department	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

- o Deliberation on issues
- o Deliberation with other deliberators (e.g., family, friends)
- o Removing constraints on their ability to make a decision
 - Fear of offending someone above them or someone they know
 - Lack of knowledge
- o Addressed prior to implementation
 - Including members of vulnerable populations as support.
 - Mental health issues 3rd party
 - Cognitive impairment 3rd party

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- Safety
- Human centered
- An obligation to protect those with developing, impaired or diminished autonomy.

Concerns for Welfare

- Considering determinants of health
- o 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



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Human Resourcesand OperationsTeams Information Technology Department	- Decisions regarding staff performance and efficiency evaluations are based on an onymized objective workflow data rather than subjective judgment. - HR maintains clear documentation standards as per the licensing authority's ethical requirements Staff identities are never directly tied to location tracking, ensuring autonomy in workplace movement Weekly randomized IDsprevent long-term data	- The system an onymizes efficiency data, preventing misuse in performance evaluations. - HR ensures that workload assessments respect privacy, avoiding punitive decision-making based on AI recommendations alone. - 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	- Data-driven in sights 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 The system is designed for ease of use, requiring only a fob keyfor participation, ensuring accessibility for all employees IT governance policies ensure that algorithm updates align
Health care Unions	-The system allows unions to push for fair workload distribution based on objective data, ensuring equitable representation of staff concernsUnions are involved in governance reviews to over see system implementation and ethical compliance.	- Data insights help unions advocate for improved working conditions and reduced burn out The an onymized 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 an alytics tools do not compromise patient safety or well-being.	- Demand forecasting helps ensure appropriate staff availability, reducing wait times and improving carequality 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 - Al-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 an onymized check-ins Proactively identifies burn out risks for early intervention.	- Flags excessive workloads and under-resourced areas Demand forecasting adjusts scheduling to prevent overburdening Only an onymized data shared with admin staff Weekly reports ensure workflow improvement with ethical data handling.	- Objective workload data ensures fair labor distribution Al-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. Prelogged emails allow non-invasive check-ins without bias. 	- Prevents staff overload by detecting inefficiencies. - Integrates patient inflow data for better workforce planning.	- Al-driven workflow optimization ensures unbiased resource allocation Governance reviews align hospital policies with ethical labor standards.
	- HR decisions based on an onymized objective workflow data Maintains compliance with licensing authority's documentation standards stan identities never the conocation tracking Weekly randomized IDs prevent long-term data linkage.	- Efficiency data an onymized to prevent misuse in performance evaluations Workload assessments protect privacy and avoid punitive decision-making Jose a Securery stored and used only for worklow optimization Fob-based logging prevent sunnecessary data collection outside work	- Data-driven in sights prevent favoritism in staffing and promotions HR policies align with fairness and equity licen sing guidelines System designed for ease of use with simple rookey 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 an alytics 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 Al-driven decision-making reviewed for equitable treatment distribution.