



Identifying ethical dilemmas experienced by novice and expert occupational therapists in the Philippines

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Ethical Dilemmas

- Clash of **moral values** (personal beliefs, peers, culture, professional standards, code of ethics) (Burkholder et al., 2020)
- Challenges in **decision-making** (Bushby et al., 2015)
- Resource allocation, personnel, ethical principles, ethical principles



Research Objectives

Identify ethical dilemmas experienced by novice and expert Filipino OTs.

Examine similarities and differences in these ethical dilemmas between the two groups.

Methods

- Approval from the UST-CRS Ethics Review Committee
- **12** licensed Filipino OTs in Metro Manila
 - 3 Novice, 3 Expert (Adult Settings)
 - 3 Novice, 3 Expert (Pediatric Settings)
- **Purposive sampling**

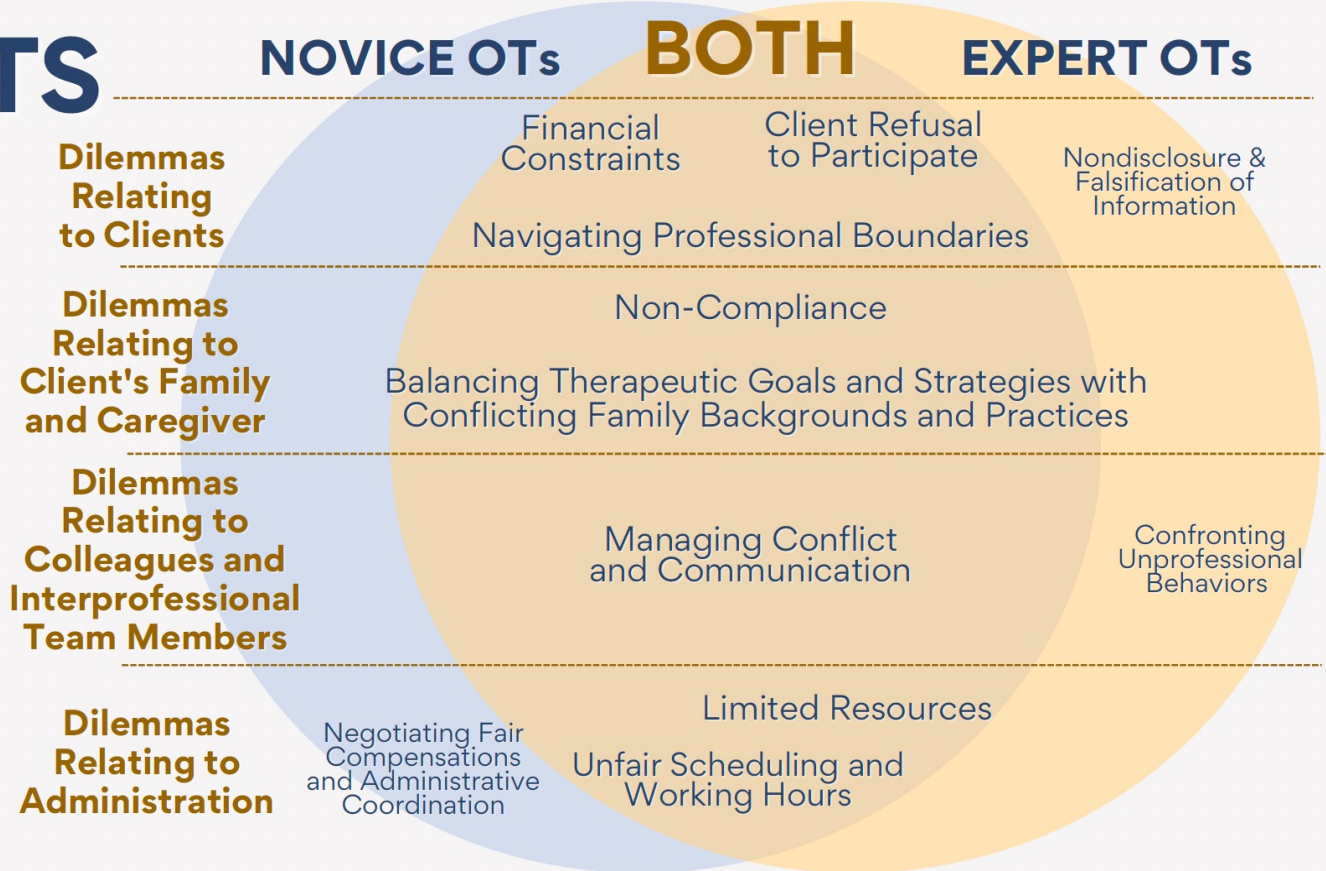


Methods

- Semi-structured questionnaire
- **2 Focus Group Discussions**
 - Novice
 - Expert
- Audio-recorded and transcribed verbatim
- **Thematic analysis (NVivo 14)**



RESULTS



RESULTS

**Dilemmas
Relating
to Clients**

NOVICE OTs

BOTH

EXPERT OTs

**Client Refusal
to Participate**

**Financial
Constraints**

**Navigating
Professional
Boundaries**

**Nondisclosure
& Falsification
of Information**

RESULTS

**Dilemmas
Relating to
Client's Family
and Caregiver**

NOVICE OTs

BOTH

EXPERT OTs

**Non-Compliance with
Therapy Process and Rules**

**Balancing Therapeutic Goals
and Strategies with
Conflicting Family
Backgrounds and Practices**

RESULTS

**Dilemmas
Relating to
Colleagues and
Interprofessional
Team Members**

NOVICE OTs

BOTH

EXPERT OTs

**Managing
Conflict and
Communication**

**Confronting
Unprofessional
Behaviors**

RESULTS

**Dilemmas
Relating to
Administration**

NOVICE OTs

BOTH

EXPERT OTs

**Limited
Resources**

**Unfair
Scheduling and
Working Hours**

**Negotiating Fair
Compensations
and
Administrative
Coordination**

Discussion

- **Similarities** in ethical dilemmas may be explained by external factors such as **organization culture, client's family issues, and work dynamics** (Fortier, 2018; Monkkonen et al., 2021; Kalantari et al., 2015)



Discussion

- Novice OTs face challenges in **negotiating fair pay** and **managing administrative coordination** (Moir et al., 2021)
- Heavily influenced by **position in the workplace** and **professional hierarchy** (Macdonald et al., 2023)



Discussion

- Expert OTs report instances of **confronting unprofessional behaviors** among colleagues.
- Possession of **greater situational awareness** (Ross et al., 2015)



Discussion

- Expert OTs report challenges in **nondisclosure and falsification of client information.**
- Need for **targeted support** during early career development for novice OTs (Ross et al., 2015)



Limitations and Recommendations

- Limited to Filipino OTs in Metro Manila
- Conformity or social desirability bias
- **Future studies** – ethical dilemma resolution process



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