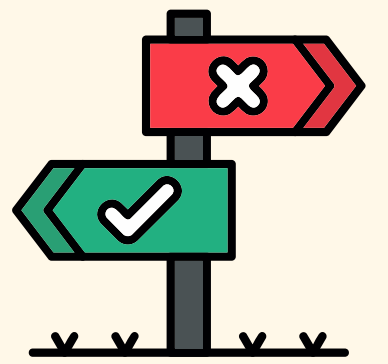


Ethical Decision-Making Series #1



At times, we may find ourselves facing ethical dilemmas in our work. Ethical issues are complex, in which honoring one situation may result in conflicts in other related situations.

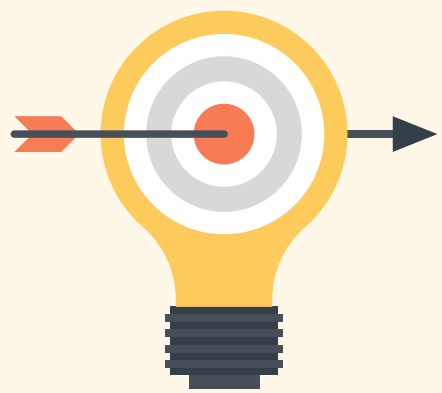
What should I do if a supervisee expressed romantic interest towards me?

My supervisee shared with me that he was involved in some illegal activities.. do I need to report it?



My supervisee needs urgent financial assistance. Can I help him out first?

When that happens, you can follow these steps to guide your decision-making:



Step 1: Identify the Problem

- Is the issue related to me or my role as a VCO?
- Gather information and ascertain nature of problem (e.g. legal, ethical, clinical).



Step 2: Identify the potential issues involved

- What are the critical issues and ethical principles involved?
- Evaluate on the rights, responsibilities and welfare of those affected by the situation.
- Consult Lead Case Manager (LCM) and refer to relevant organisation policies and legal guidelines.



Step 3: Consider possible and probable courses of actions

- Review relevant ethical and legal guidelines.
- Brainstorm possible courses of actions.
- Discuss options with LCM.



Step 4: List the consequences of the courses of actions

- Consider implication of each course of action for the people involved.



Step 5: Decide on the best course of action with LCM

Let's practise!

Now that we've recapped the steps to ethical decision-making, let's practise with a case study!

Case Study

Supervisee was just released from prisons and emplaced on a community-based programme. He shared with you that he has applied for financial assistance at SSO but he will only be informed on the outcome in a month's time.

Supervisee stated that he was in urgent need of money for his immediate needs (e.g. top up Ez-link card) and asked if you could lend him some money. How would you respond?



Using the 5 steps above, let's take some time to brainstorm!

What is the problem?

What are the potential issues involved?

What are the possible courses of actions?

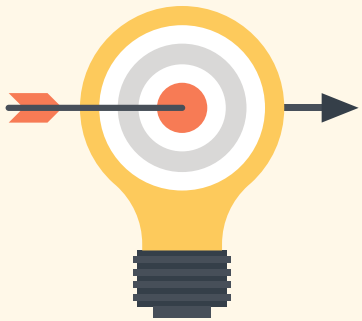
What are the consequences of the courses of actions?

What is the best course of action?



Let's practise!

Kindly note that the guidelines below **are not exhaustive** and may vary based on individual comfort levels. As you work through the steps, take a moment to reflect on your own boundaries and what feels right for you.



Step 1: Identify the problem

Should I prioritise my supervisee's needs or maintain boundaries?



Step 2: Identify the potential issues involved

1. If I do not help my supervisee, he might struggle to meet his immediate needs, which could escalate his stress and lead to unhealthy coping.
2. If I do not help my supervisee, it might affect our rapport and hinder his willingness to open up in future sessions.
3. If I choose to help my supervisee, it could blur boundaries and create dependency, which could lead to a potentially exploitative relationship.



Step 3: Consider possible and probable courses of actions

1. I can lend money to my supervisee.
2. I can direct the supervisee to community resources that can offer more immediate financial assistance.



Step 4: List the consequences of the courses of actions

1. While lending money to my supervisee could be an immediate solution to the problem, it may create dependency or blur boundaries in the relationship.
2. While directing my supervisee to community resources may not offer an immediate solution, it helps maintain boundaries and empower my supervisee with knowledge of community resources they can turn to for support in future.

Let's practise!

Kindly note that the guidelines below **are not exhaustive** and may vary based on individual comfort levels. As you work through the steps, take a moment to reflect on your own boundaries and what feels right for you.



Step 5: Decide on the best course of action with LCM



As you engage in the ethical decision-making process, remember that you are not expected to navigate this alone. Do reach out to the LCM for guidance - decisions should be made with and in consultation with the LCM.

We also want to gently remind you to stay mindful of your own comfort levels and personal values. Please do not proceed with anything that doesn't feel safe or aligned with your boundaries. Your well-being is important too!