Role Play - Internal Applicant

Jane is a new environmental services employee. She has been with the ministry about a month. A couple of days ago she caught the Chief Nursing Officer in the hallway and informed him that she would be receiving her licensed practical nursing degree in six months and plans to eventually complete her bachelor's degree in nursing.

She told him that she likes her co-workers in environmental services, but that she is more interested in a unit clerk role that was just posted so she can work more directly with nurses and patients.

Jane also spoke with the hospital's nurse recruiter about her interest in the open position. She asked if the organization's policy prohibiting employees from changing positions during an initial 90-day probationary period should keep her from applying for it. The nurse recruiter said "You know, there have been exceptions to the policy in the past. Why don't you just apply and see how it goes?"

The next week Jane applied. The hiring manager for the new position was surprised and called HR to ask if the policy is still in effect. The HR director is now furious that the recruiter said an exception could be made, while the CNO is supportive given the nursing shortage. While this decision normally would not need facilitation, the CNO asks for a facilitator to use the Ethics Discernment Framework given the emotions involved. The hiring manager and HR Director are the other participants.