

Employment Agreement

The exhibit obtained for this particular topic previews an employment agreement form that Capital Healthcare Solutions administers for recruited and hired consultants for the organization. Capital Healthcare Solutions is a consultancy firm allied with four other organizations, namely Capital Nursing Solutions or CNS, Tri-State Rehabilitation (Tri-State), United Pharmacy Network or United, and Capital Allied Solutions or CAS. Capital Healthcare Solutions, along with these four other organizations, lends its expertise to both employees and individuals who are looking to obtain jobs for respective employers, assisting in efficient, appropriate, and timely staffing for the purpose of enhancing professionalism and work efficiency in the workplace. (“About Capital”)

Capital Healthcare Solutions, based in Allegheny County, State of Pennsylvania, has produced a copy of its employment agreement intended for consultants. The primary role or responsibility of recruited or hired consultants, based on the employment agreement, constitutes assistance in staffing and consultancy on various business issues or matters. Upon reviewing the employee agreement of Capital Healthcare Solutions, I would have to conclude that the company does not ask anything improper, unethical, or illegal from the recruited or hired consultant who will be filling in the employment agreement. Since the job description, which exhibits the requirements and expectations of Capital Healthcare Solutions of the employee, was simply stated and was easily reviewed, it does not necessitate any action or proceeding that might be identified as improper, unethical, or illegal basing it on the context of the identified roles and responsibilities of a recruited or hired consultant for the said organization. (“About Capital”)

However, there are other minor problems identified within the employment agreement, particularly those that concern the coverage and limitations of the involvement of

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the client and the unidentified exclusions that pertain to this matter, which challenges some ethical concepts and principles, particularly those that are utilitarian and deontological in nature; especially since its contents shall not be subject to change or modifications in the process. With this in mind, the remainder of this text will review, analyze, and discuss questionable contents of the employment agreement.

Under the duties required and expected from the employee, Contact Healthcare Solutions mentioned that the employee shall submit to the duties, tasks, roles, or responsibilities that either the employer and the client will ask of him/her. In addition, the employee was asked to submit to the policies and procedures specifically implemented by the client for individual consultancy jobs. The employment agreement also reiterates that the employee should follow the laws and policies established by the organization, and other standards and guidelines including federal and state laws, HIPPA, and other legal and ethical laws or rules that govern the industry. The minor problem in these particular statements written in the employment agreement is the possible occurrence of conflict between the interests of the client and the employer. Although the employment agreement states that the employee shall be able to decline a particular assignment, qualified reasons for such withdrawal from assignments do not include legal or ethical conflicts between laws and rules established by the client and the organization, as well as other commanding rules like federal and state laws, HIPPA, and such...

...Works Cited

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