

**Unit 6: Workplace Issues**  
**Z-Chapter 25**  
**ONLINE CONTENT (1 H)**

**Unit Objectives:**

- Determine your risk for encountering a workplace issue that can affect your health or well-being. (1,7)\*
- Understand ergonomics and ways to protect yourself from workplace injuries. (5,7)\*
- Analyze workplace bullying and harassment. (3,5)\*
- Recognize the risk for violence at work and how to reduce your risk. (2,5,7)\*
- Create a personal plan to handle workplace problems such as staffing shortages and being assigned to an unfamiliar workplace. (3,7)\*

\*Course Objectives

**Case Studies**

Due March 11, 2024 @ 0800 in the Z-CH # 25 dropbox

1. As a nursing student, Angie learned the proper handling of patients in her fundamentals course. During clinical rotation, Angie is assigned a patient with left-sided weakness related to a stroke and dementia. She reviews her notes on positioning, transferring, and handling a patient with musculoskeletal weakness. When entering the patient's room, Angie finds the patient halfway out of bed. She rushes to assist the patient to sit and immediately afterwards feels a sharp pain in her back. Subsequently, Angie has a herniated lumbar disk and is unable to continue nursing school.
  - a) How should Angie have approached moving this patient?
    - a. She should have used a assistive device to help transfer the patient since the patient is dependent.
  - b) What did Angie do correctly in this situation?
    - a. She reviewed how to properly take care of a patient with musculoskeletal weakness, which is an appropriate interventions since the patient had left sided weakness due to the stroke.
  - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.
    - a. Nurses are lifting patients using their back muscle instead of using their legs and pivoting.
  - d) Describe how the "safe patient handling" legislation might have prevented the injury.
    - a. The nurse would have already been trained and experienced on how to take care of a patient with these limitations, therefore this would have prevented this incidence because the nurse would have been experienced.

2. Becky graduated from nursing school a year ago and since then, has worked on a neurology unit. Normally a happy and healthy person, Becky recently noticed that she always feels run down and is losing her hair. During the past year, she was told that her assessment skills were lacking because she missed an important finding on a patient while covering for another nurse. Her supervisor seemingly assigns her high-risk admits every time she works. Her co-workers complain that Becky always gets the lightest patient assignments and should take the admissions. Last week, she overheard another nurse saying, “Becky is almost useless. She spends so much time with her patients she can never help other nurses. “Becky feels physically ill every time she goes to work. She wonders if these “tests” of her nursing skills will ever end.
- a) What type of violence is Becky experiencing?
    - a. Lateral violence and bullying it is happening by her colleagues and it is a reoccurring situation.
  - b) Which of the signs of bullying from Table 25-1 is (are) evidenced in this scenario?
    - a. Being asked to do pointless task and criticized when you cant get them done, work being frequently monitored, and taking on new task on top of her task.
  - c) What steps can Becky take to minimize bullying in the workplace?
    - a. Name it
    - b. Speak it
    - c. Expose the bully
  - d) What can Becky do if her supervisor brushes off her concerns?
    - a. Going to someone else who is higher up because this is a reaccurent situation that needs to be addressed and stopped.

3. Amanda is caring for an 82-year-old patient with a fractured hip and dementia. In the shift report, she learns that the patient becomes agitated and combative at night. During her evening shift assessment, Amanda notes that the patient does not know where she is or why Amanda is in her room. Amanda remembers her hospital training on dealing with agitated patients by using soothing tones when addressing the patient and ensuring a calm environment. During assessment, the patient yells that Amanda is killing her. She begins swinging at Amanda with the telephone, breaking her jaw. Amanda runs out of the room, and her co-worker calls a “Code White.”

a. What is a Code White, and how would it help in this situation?

Code white means that someone in the hospital is acting out in aggression. This could help the situation because it will signal other people like security or other health care workers to come in and help Amanda.

b. Identify elements of this case that signal a potentially threatening situation.

i. Some signal of a potential threatening situation would be the patient swinging the telephone and breaking Amanda jaw.

c. What preventive measures does the facility have in place to deal with hostile situations?

i. I never even know that code white is a thing so having this in place can help with other members come in and take care of Amanda and the patient.

d. If Amanda were floated to another floor where this situation occurred, would this change how she should approach the situation? Explain your answer.

i. Calling code white herself could've been more helpful before the situation escalated the way that it did. Amanda is probably more scared and nervous to approach a patient like this now so maybe asking if another nurse would go in and help her.

4. In reviewing available hospital employment, you identify three potential positions as a staff nurse in orthopedics. Because orthopedics is where you would like to work, you evaluate each of the positions:
- Position 1: A regional medical center, with a nurse to patient ratio of 5:1. Total patient care is expected of all nurses, and there is only one nursing assistant assigned to each unit. The hospital recently purchased safe handling equipment for every unit.
  - Position 2: An urban hospital with a nurse to patient ratio of 9:1. There is one nursing assistant assigned to every nurse. The hospital has new patient handling equipment, although it is shared between two units.
  - Position 3: a local hospital with a nurse to patient ratio 7:1. There is one nursing assistant for every nine patients. The hospital is moving toward Magnet status and uses a shared governance model.
- a) Explore each position in relation to your safety as a nurse. What are the benefits and detriments of each position?
- a. Some of the positions have safety handling equipment and nurses aide available for extra help.
- b) Which position provides the safest working environment? Explain your response?
- a. Position 1 just because the ratio is a lot smaller and there is still a nurses aide involved if help is needed, I would feel way to overwhelmed and scared to be in the other position.
- c) What additional questions should be asked in relation to staffing?
- a. What are task that you can delegate, are nurses able to work together to achieve patient outcome.
- d) The hospital in position 3 is described as working towards Magnet status. What impact might this have on your decision to accept or turn down an employment offer?
- The patient load is still heavy, but the magnet status I feel like is expected at all hospital giving the patient the care that they should have.

*In order to receive full credit (1 H class time) for this assignment, it must be completed in its entirety by the due date/time assigned. Any assignments not completed in its entirety by the assigned due date and time will result in missed class time.*