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Unit 6: Workplace Issues
Z-Chapter 25
ONLINE CONTENT (1 H)
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?**
   Angie should have use gentle movement and bent her knees keeping a wide base of support not her back to lift the patient. Her movements should have been controlled.

   b) **What did Angie do correctly in this situation?**
   Angie did a great job on reviewing her notes on positioning, transferring, and handling a patient with musculoskeletal weakness. She rushed to assist the patient to sit possibly saving from a fall.

   c) **Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.**
   Fatigue can lead to a decrease in muscle strength and endurance, making the back more susceptible to injury. Moving and lifting patients, especially those who are partially or fully immobile, requires significant physical effort that can strain the back muscles and spine.

   d) **Describe how the "safe patient handling" legislation might have prevented the injury.**
   Legislation might have prevented the injury by mandating safety measures such as risk assessments on patient mobility, providing assistive devices, ensuring nurses are trained for safe patient handing, and ensuring adequate staffing .

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?**
Horizontal or lateral bullying.

b) **Which of the signs of bullying from Table 25-1 is (are) evidenced in this scenario?**

Being asked to do difficult or seemingly pointless task and be ridiculed or criticized when you can’t get them done. It may seem like your work is being monitored , to the point you may doubt yourself and have difficulty with regular tasks.

c) **What steps can Becky take to minimize bullying in the workplace?**
The steps Becky can take to minimize bullying in the workplace are name it, seek respite, and expose the bully.

d) **What can Becky do if her supervisor brushes off her concern?**

She should document the incidents, follow the chain of command, contact the next level supervisor .Understand your rights and proper procedures for reporting workplace bullying.

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 is an alert code the healthcare facilities use to indicate a situation that requires attention related to a violent or aggressive patient, visitor, or even a staff member. It would have help by alerting trained staff to handle aggressive behaviors professionally.

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

Elements that signal a threatening situation patient was confused, agitated and combative at night.

c. **What preventive measures does the facility have in place to deal with hostile situations?**
De-escalation training, crisis intervention training, code white protocol, overhead paging systems, and surveillance.

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

Yes , this situation would change how she should approach the situation the moment a patient gets agitated she would seek help. She would call code white sooner than later.

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?**
Position 1: has a great nurse to patient ratio 5:1. Nurse assistant assigned to each unit. Safe handling equipment which is a great benefit.
Position 2: is an urban hospital with 9:1 nurse to patient ratio this could be a detriment. It has a higher workload which can lead to physical and emotional exhaustion. Nurses with a higher workload can experience compassion fatigue and emotional distress.

Position 3: is a local hospital with nurse-to-patient ratio 7:1 again this is a high nurse patient ratio which could reduce quality of care nurses have to spend less time with each patient potentially missing subtle changes in a patient's condition. However, there is one nursing assistant for every nine patients. The hospital is moving toward magnet status which is a great benefit.

b) **Which position provides the safest working environment? Explain your response?**
c) Position 1 provides the safest working environment in my opinion due to the nurse-to-patient ration of 5:1 as nurses we should be expected to do patient

care. The hospital has safe handling equipment for every unit. There is a nursing assistant assigned to each unit to assist with patient care.

d) **What additional questions should be asked in relation to staffing?**
What is the turnover rate among nursing staff, and what are the reasons for leaving? How are schedules created to ensure adequate coverage and to honor work-life balance? How are staff involved in decisions about staffing and scheduling?

e) **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?**

To achieve Magnet status, hospitals must undergo a rigorous and lengthy process that demands widespread participation from leadership and staff. The process includes an extensive application, data collection, and on-site visit to validate the information provided. Achieving Magnet status is considered the highest recognition for nursing excellence and is a factor that patients can consider when choosing a hospital. I would change my decision and accept the employment offer.

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.