

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?
She should have called for help.
 - b) What did Angie do correctly in this situation?
She understood the patient had left side weakness and needed immediate help to reposition.
 - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.
As nurses we think about assisting the patient when they are in a time of need and not thinking about body positioning while lifting or repositioning our patients.
 - d) Describe how the "safe patient handling" legislation might have prevented the injury.
With the implementation of "safe patient handling" legislation, several measures could have been in place to prevent this injury: Mechanical Lifting devices, training programs- teaching body mechanics and proper lifting procedures, Risk assessment-teach nurse how to make proper assessments of the patient condition to make informed decisions to prevent injuries.

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?

Lateral Violence

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

It may seem like your work is frequently monitored, to the point where you begin to doubt yourself and have difficulty with regular tasks. You might be asked to do difficult or seemingly pointless tasks and be ridiculed or criticized when you can't get them done.

c) What steps can Becky take to minimize bullying in the workplace?

Name it- say your being bullied, Seek respite- take time off work to help with mental status, Expose the bully- address the situation

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

She can actively go up the chain of command with her situation until the issue is resolved.

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 may be called for situations such as a patient or visitor becoming physically aggressive, displaying threatening behavior
 - b. Identify elements of this case that signal a potentially threatening situation.
Patient with a history of night time agitation and combativeness.
 - c. What preventive measures does the facility have in place to deal with hostile situations?
They have training for patient agitation and delirium. Code system in place to call for help and security to prevent injury to personel and 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.
If the violent behavior already occurred then yes it would change how we deal with this patient. The facility may look into temporary restraints on the patient.

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: benefit of low patient ratio, detriment one nurse assistant per unit
Position 2: Benefit one assistant per nurse, detriment high ratio
Position 3: Benefit assistant per nurse, detriment ratio is high
- b) Which position provides the safest working environment? Explain your response?
- Position 2: with assistant per nurse and new equipment.
- c) What additional questions should be asked in relation to staffing?
- The difficulty of the patient cases, how often do you get new admits and how do you determine who gets them, Do you have a high turn over of staff, Is your staff satisfied with their position.
- 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?
- It may sway me to accept this position some. Knowing that the facility is trying to make strides to create a better environment for staff, and give access to educational and career growth opportunities.

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.