

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 in another professional to help her move the patient.**
 - b) What did Angie do correctly in this situation? **She reviewed her notes on how to properly take care of the patient with weakness.**
 - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care. **Due to the amount of lifting, repositioning, and transferring of patients this is the number one cause. This has an effect on nursing due to the repetitive stress on these muscles, it reduces the already short supply of nurses and with fewer nurses the risk for back injuries increases.**
 - d) Describe how the "safe patient handling" legislation might have prevented the injury. **It may have prevented the injury due to the fact of having another nurses help, with the use of assistive devices and knowing the devices that are available and proper use of them.**

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 (bullying) and workplace harassment.**

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

You may notice a pattern of your documents going missing.

You may begin to doubt yourself and have difficulty with your regular task.

Coworkers might become quiet or leave the room when you walk in, or they ignore you completely.

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

1. Name it. Admit to the fact that you are being bullied.

2. Seek respite. Take some time off of work and check your mental health, physical health, research legal options, gather the proper data needed and possibly look for a new position.

3. Expose the bully. Give your employer an opportunity to address the situation.

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

She can look for another position elsewhere if necessary or she can take it further to the nurse manager or HR.

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? **A code white is a code that alerts others to a threat of violence or aggression. This is helpful in this situation due to the injury that was given to the nurse by the patient and that this patient may be a threat towards others.**
 - b. Identify elements of this case that signal a potentially threatening situation. **The fact that the patient has dementia and becomes agitated and combative at night. The fact that the patient does not know where she is or why the nurse is in there.**
 - c. What preventive measures does the facility have in place to deal with hostile situations? **There is reinforcement measure that can be put in place such as restraints on the patient, someone in the room with the patient at all times, or medications that can be given to help calm 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.
If she were a float from another floor she can talk with her supervisor about finding another nurse to care for this patient. Due to the fact that she may not be used to caring for patients of this time she may not feel safe providing the proper care for this patient and can allow another nurse who is used to these types of patients to better care for them.

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: The benefit would be having only a 5:1 patient ration. The detriment would be only one assistant on the whole unit. Position 2: The benefit would be having your own nursing assistant. The detriment would be the patient handling equipment being shared between two units and having a 9:1 ration. Position 3: The benefit would be the increase of nursing assistants for patients. The detriment would be having a larger nurse to patient ratio.**
 - b) Which position provides the safest working environment? Explain your response? **I would say that position 3 would be the safest due to the fact that it is in the middle with it's ration, the hospital is looking to new ideas and there is a decent amount of nursing assistance available.**
 - c) What additional questions should be asked in relation to staffing? **How many patients are typically on the floor as well as how many nurses? Is there room for more nursing assistants? What care can the nursing assistants provide? What are the hours like, due to being burned out easily with a lot of shifts back to back?**
 - 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? **This may have an impact on you to accept the position because it allows you to know that the hospital is looking into news ideas and policies to better their work environment.**

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.