

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 could have called for help when approaching the room and finding the patient in that condition, that way someone could have helped transferring the patient, lowering the potential for an injury to occur. Or instead, had another nurse/aid go in with her.
 - b) What did Angie do correctly in this situation?
Angie did the right thing by looking into her notes on positioning, transferring, and handling a patient with musculoskeletal weakness prior to going into the room.
 - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.
Back problems are often caused by the repetitive lifting and handling of patients in healthcare. This can cause chronic pain for some nurses, driving them to go away from bedside nursing.
 - d) Describe how the "safe patient handling" legislation might have prevented the injury.
The safe patient handling legislation would've prevented the injury by creating policies and procedures specific to the facility needs. They would

have trained professionals assess each patient and determine their mobility needs, and provide education on safe transfers.

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
Becky is experiencing lateral violence (bullying).
 - b) Which of the signs of bullying from Table 25-1 is (are) evidenced in this scenario?
Left out of chitchat, she is being asked to do different tasks that are outside of her duties, she often feels like her work is being monitored, and she. Is often ridiculed/criticized.
 - c) What steps can Becky take to minimize bullying in the workplace?
The three steps to minimize bullying are: name it, seek respite, and expose the bully. During name it you should express how you didn't ask for the treatment. When seeking respite you should ask for time off to accomplish 5 things, while exposing the bully you should give your employer the opportunity to address the situation.
 - d) What can Becky do if her supervisor brushes off her concerns?
There is a zero tolerance policy for workplace violence and bullying, and if the supervisor brushes it off you can take it to a higher power.
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 alerts all staff of a potentially violent situation. It ensures that resources are available to help deescalate the situation and that no nurse or any other staff member would be alone with someone who was acting out.

- b. Identify elements of this case that signal a potentially threatening situation.
Patient has dementia, is combative and agitated during the night, forgetting where she is and not recognizing who is caring for them.
- c. What preventive measures does the facility have in place to deal with hostile situations?
Crisis intervention programs are in place to deal with hostile situations.
- 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 Amanda were floated to another floor where the situation occurred it wouldn't change how she should approach the situation. However, who she would report it to and notify may be different.

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.
 - A) A few benefits of this position are the nurse to patient ratio, and the hospital has provided the staff with safe handling equipment to lower the risk of injury. A detriment could be having less resources for help because of only having one nursing assistant to help with care.
 - 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.
 - A) A few benefits of this position is having a nursing assistant assigned to each nurse, providing enough resources for when nursing staff needs help. Another benefit is the hospital providing them with patient handling equipment. A detriment could be the patient workload/ratio being high so it may be harder to provide the patient with adequate and safe care.
 - 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) A few benefits of this position are the nursing ratio, and the hospital moving toward a magnet status. This shows how they are using nurses input to help

implement/ update hospital wide policies. A detriment could be the small amount of nursing assistants available.

- a) Explore each position in relation to your safety as a nurse. What are the benefits and detriments of each position? **Done under each position.**
- b) Which position provides the safest working environment? Explain your response? **I believe position 1 or position 3 provides the safest working environment. I believe this because the patient to nurse ratio isn't extremely high and they have assigned assistants to help with the workload they have. Position 1 also offers safe handling equipment which will help to ensure patients are receiving safe care.**
- c) What additional questions should be asked in relation to staffing?
What are the hospital's policies on high-census situations? What resources do they have, who can be delegated tasks?
- 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 would help to accept the offer as it shows good characteristics such as nursing autonomy, low nurse-patient ratios, and collaborative relationships, improving patient outcomes.

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.