

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?
Angie should have called for help to move the patient safely.
 - b) What did Angie do correctly in this situation?
Angie was correct in rushing to help the patient before he fell. She was also correct in reviewing her notes on moving patients with muscle weakness.
 - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care. *Back problems are a number one problem in nursing because we do so much lifting. With all the lifting, transferring, and repositioning this puts a strain on the nurses back especially while trying to maneuver around all the equipment in the patient's room. All the back injuries reduce the already short supply of nurses and with less help increases the risk of injury.*
 - d) Describe how the "safe patient handling" legislation might have prevented the injury.
The safe patient handling legislation might have prevented the injury by putting policies in place to perform safe lifting techniques.

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.

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

You feel like throwing up the night before the shift, you attempt the impossible tasks, but it is never good enough for your boss.

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

First say your being bullied at work, next she could take time off work to focus on her mental health and what legal options she has. She could lastly, expose the bully.

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

Becky could go talk to HR or someone hire up about the bullying. If that doesn't work Becky could also look for a new job somewhere else.

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 when a patient is being combative, and the nurses need more help to control the situation to keep the patient from hurting others or themselves. This would help control the patient so the nurse could give the patient some Ativan or other calming medications.
 - b. Identify elements of this case that signal a potentially threatening situation.

In report, the nurse learns that at night the patient becomes agitated and combative. The patient also was very confused during her assessment. The patient then got very agitated and started yelling.
 - c. What preventive measures does the facility have in place to deal with hostile situations?

In a hostile situation the nurse can initiate a code white or “code gray” to let the hospital know that there is a potentially violent patient. When this comes multiple nurses and security comes to try to deescalate the situation.

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

No, you can call a code white anywhere in the hospital. The policies for handling a violent patient should also be the same throughout all the units.

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 the least patient load and safe handling equipment is available for each unit. The detriments are that there is only 1 aid for the unit and all nurses are responsible for total patient care.
- Position 2: The benefit is there is one nursing aid to every nurse. The detriments are the ratio is 9:1 and they have safe handling equipment, but it is shared between 2 units.
- Position 3: The benefit is that the patient ratio is 7:1 and there is one aid for every 9 patients. The detriment is the hospital is not yet magnet status.
- b) Which position provides the safest working environment? Explain your response?
- I feel like position 3 provides the safest working environment. The is not a large ratio and there is an aid to help out with every 9 patients. Whereas the

other positions the aid was either for the whole unit or the patient ratio was larger.

- c) What additional questions should be asked in relation to staffing?
I would ask what their turnover rate for nursing staff is? How many nurses are on the unit?
- 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 might make me turn down this decision as magnet hospitals have a better work environment for the employees and a higher standard of care for their patients.

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.