

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 and used any assistive devices available to her in the situation.
 - b) What did Angie do correctly in this situation?

Angie acted quickly to help the patient before he fell. She also reviewed her notes to be prepared to move the patient properly.
 - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.

The risk for back injuries increases when nurses provide direct patient care such as lifting, turning, toileting, and helping with activities of daily living. With this being a large part of a nurse's job, 63 percent of work-related injuries for nurses are lower back injuries. Subsequently, the high amount of back injuries in nurses has led to a decrease in the short supply of nurses.
 - d) Describe how the "safe patient handling" legislation might have prevented the injury.

The safe patient handling legislation establishes a standard on safe patient handling to prevent musculoskeletal injuries in healthcare workers. This legislation could have prevented the injury by making proper mobility training mandatory so Angie could learn how to properly use assistive devices and assess her patient's mobility needs.

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?

Becky is asked to do difficult and seemingly pointless tasks and is ridiculed and criticized for not being able to do them.

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

- Name it- Becky should say that she is being bullied and call out the behavior of her coworkers.
- Seek respite- Becky should take time off work to check on her own mental and physical health, research legal options, gather information on the economic impact the bully has had on the organization, and start searching for a new job position.
- Expose the bully- Becky should go to her supervisor and report the bullying that she has endured from her coworkers.

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

If Becky's concerns are brushed off, she could try going to her unit director or search for a new job position elsewhere.

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 means that there is an aggressive person. It would help in this situation by alerting others the patient is acting aggressively so that injuries can be prevented.
 - b. Identify elements of this case that signal a potentially threatening situation.
 - The patient gets combative at night.
 - She has dementia and does not know where she is or why her nurse is there.
 - Amanda’s attempts to verbally deescalate the situation are not working.
 - c. What preventive measures does the facility have in place to deal with hostile situations?
The facility provides training to employees on how to deal with agitated patients so hostile situations develop less often.
 - d. If Amanda were floated to another floor where this situation occurred, would this change how she should approach the situation? Explain your answer.
The situation would have been handled differently because if Amanda were floated to another unit, she could ask for help from a nurse with more experience on that unit and the situation may have been deescalated or even avoided.

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 seems to have a fair and safe nurse to patient ratio and the new safe handling equipment is also a positive aspect. However, having only one nursing assistant for the whole unit may make certain tasks difficult to complete timely and efficiently and there may be a delay in care as a result.
- Position 2 is well-staffed with many nursing assistants to help out with different tasks such as toileting, vital signs measurements, feeding, and assisting with activities of daily living. However, the nurse-to-patient ratio is much less safe and the fact that the safety equipment is shared between units may cause a delay in safe patient handling.
- Position 3 has a better nurse to patient ratio than position 2 but is still not as safe as position 1. The hospital is well-staffed with nursing assistants and the shared governance model provides added independence for the staff and is a positive aspect as well.

b) Which position provides the safest working environment? Explain your response?

I believe that the safest working environment is position 3 as this position is well-staffed, has a decent nurse to patient ratio, and is working towards magnet status, which means that the hospital will be the gold standard for nursing care.

c) What additional questions should be asked in relation to staffing?

- How many nurses are currently staffed on this unit?
- Does this facility have problems with understaffing?
- What is this hospital's nurse turnover rate?

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 would influence me to accept the offer. When a hospital has magnet status, it means that it is the gold standard of nursing care. This leads me to believe that there are more resources available to help me deliver high quality patient care to the best of my ability.