

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? Swiftly as she did, but she should not have moved the patient without an appropriate assistive device or help.
 - b) What did Angie do correctly in this situation? Angie reviewed her notes on positioning, transferring, and handling the patient with musculoskeletal weakness. She also rushed to assist the patient.
 - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care. Back problems are the number-one cause of nurse injuries due to direct patient care, along with configuration of the room and the placement of equipment. The subsequent effects on nursing care increase the risk for further injury and create a short supply of nurses due to the musculoskeletal injury.
 - d) Describe how the "safe patient handling" legislation might have prevented the injury. The legislation may have prevented the injury by creating policies and procedures specific to the facility, and training would be completed to assess each patient to determine mobility needs. Also, hands on training to learn the equipment available to provide 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? Lateral violence
 - b) Which of the signs of bullying from Table 25-1 is (are) evidenced in this scenario? Most likely all of them but specifically, Becky’s supervisor might check on her often and ask to meet without clear reason. She may be asked to do new tasks or tasks outside of her comfort zone. Her work may be frequently monitored and struggle with regular tasks. She may be ridiculed or criticized when she fails to complete a pointless task.
 - c) What steps can Becky take to minimize bullying in the workplace? Validate yourself by saying that you are being bullied out loud. Seek respite. Get yourself together as you take time off work, devise a plan. Lastly, expose the bully. Allow the employer the ability to address your concerns.
 - d) What can Becky do if her supervisor brushes off her concerns? Climb the ladder, consider state and federal legal options, or look for a new job.
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 alerts staff of a potentially violent situation. It would help in this situation to gain assistance for Amanda and the patient. A code white ensures that resources are made available to deescalate a situation and to do that in numbers.
 - b. Identify elements of this case that signal a potentially threatening situation. 82-year-old patient with a fractured hip and dementia. Patient becomes agitated and

combative at night. Patient does not know where she is or why Amanda is in her room.

- c. What preventive measures does the facility have in place to deal with hostile situations? They have a crisis intervention program, were taught how to protect themselves during an attack, and not only can anyone call a code white but there are strategically placed alarm buttons as well for ease of alert.
 - d. If Amanda were floated to another floor where this situation occurred, would this change how she should approach the situation? Explain your answer. While unsettling when floated to an unfamiliar floor, she still needs to rely on her training and de-escalation techniques. Do not be afraid to ask for help and try to remember to remain focused 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
 - Pros: Hospital recently purchased safe handling equipment for every unit.
Nurse to patient ratio 5:1.
 - Cons: One nursing assistant to each unit. Total care is expected of all nurses.
 - Position 2
 - Pros: One nursing assistant to every nurse.
 - Cons: Nurse to patient ratio of 9:1. Patient handling equipment shared between two units.
 - Position 3
 - Pros: Magnet status and uses a shared governance model. Nurse to patient ratio 7:1
 - Cons: One nursing assistant for every nine patients.

- b) Which position provides the safest working environment? Explain your response? Position 3. With the hospital working toward Magnet status and uses a shared governance model which includes evidence-based practice, new equipment, and staffing, they are my choice for safest working environment.
- c) What additional questions should be asked in relation to staffing? Nursing injury rate? Understaffed? Number of sick calls? Does your staff work together as a team?
- 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 affect my decision in a positive way as the ANCC judges whether a hospital receives Magnet status. In that judgement, I believe a facility is looked at with greater intensity than say one that is not trying for credentialing. Also, patient outcomes are of high importance, so a Magnet hospital would be attractive to me.

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.