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 form 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 for help to assist her with the patient.**
    b) What did Angie do correctly in this situation? **She reviewed the patient activity level and immediately knew the patient should not be getting up alone.**
    c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care. **Because nurses are constantly helping patients with ADL's like toileting, repositioning, lifting, and bending over a lot to clean and dress patients.**
    d) Describe how the "safe patient handling" legislation might have prevented the injury. **Safe patient handling programs have reduced the amount of workplace injuries by teaching nursing staff proper handling and transfer 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? **Lateral violence**
    b) Which of the signs of bullying from Table 25-1 is (are) evidenced in this scenario? **Supervisor or manager checking on you frequently, assigned new tasks outside typical duties, your work is frequently monitored.**
    c) What steps can Becky take to minimize bullying in the workplace? **Seek respite, take time off work to gather yourself and decide what you need to do, say you are being bullied, and expose who is bullying you.**
    d) What can Becky do if her supervisor brushes off her concerns? **Insist that it is an issue and is affecting your ability to work.**

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 person begins behaving violently.**
    b. Identify elements of this case that signal a potentially threatening situation. **This is threatening because the patient hurt the nurse and ay hurt themselves worse or more staff or other patients.**
    c. What preventive measures does the facility have in place to deal with hostile situations? **Using the code white and calling it in can get security up to help deal with a violent person.**
    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 the nurse had been floated this may have caused her to be even more uncomfortable and unfamiliar with the way the unit works.**

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? **I feel that the benefit of the higher ratio is you have a nurse assistant to help with patient care and one has safe handling equipment however it is shared between units. The 5:1 ratio is an ideal ratio but there is only one assistant for the whole unit.**
        b) Which position provides the safest working environment? Explain your response? **I feel that the safest model is position 3 because it is a lower ratio there is a nurse assistant for every 9 patients and they are going to magnet status with shared governance model.**
        c) What additional questions should be asked in relation to staffing? **How admissions work if you are at the peak number of patients already.**

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 shows an initiative to improve patient outcomes and improve nursing excellence. If the facility I was applying for had this I would be inclined to accept a position.**

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.