

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 stayed with the patient but called for someone to come help move the patient or had them get a device to move the patient.
 - b) What did Angie do correctly in this situation?
Stayed with the patient and prevented any further harm coming to the patient. She also reviewed her notes.
 - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.
Back problems are such a big issue for nurses because we are constantly lifting, transferring, boosting, and turning patients. This causes us to bend and turn in ways we should not but sometimes in order to help the patient we have to do what is needed in that moment.
 - d) Describe how the "safe patient handling" legislation might have prevented the injury.
The nurses would have used a device to safely lift the patient avoiding back injury.

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?

She is always being asked to take the new admissions and asks for help but doesn't get it. She might feel as if she is being watched more than other co-workers and called out on all of her mistakes. Becky is being ridiculed and criticized by other workers.

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

Advocate for herself that she is not comfortable with her assignments, go to the DON and explain how she is feeling towards her colleagues, stand up for herself to the other nurses and explain she is trying her best.

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

Go to the next person higher up to deal with the situation that was ignored.

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.”
- What is a Code White, and how would it help in this situation?
That there is a potential violent situation. It would help by alerting other staff members of the problem so that they could come in and help deescalate the patient which would in turn provide further safety for the nurse.
 - Identify elements of this case that signal a potentially threatening situation.
The patient has a hx of this. The patient is also confused during the assessment and doesn't know that Amanda is a nurse.
 - What preventive measures does the facility have in place to deal with hostile situations?
Code white's, deescalating training, security staffing.
 - If Amanda were floated to another floor where this situation occurred, would this change how she should approach the situation? Explain your answer.

No, it should not unless her hospital policy says so. The only other place I could see it being different might be on a psych floor. They could have different procedures to handle this type of things like medication orders.

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?
- 1st: smaller ratios, new safe handling equipment, not much help from UAP with total care
- 2nd: you have your own UAP, new equipment but it is shared between 2 units, and it is a bigger hospital
- 3rd: smaller hospital and moving toward magnet, which is a big bonus, not terrible ratios, UAP present and ok workload.
- b) Which position provides the safest working environment? Explain your response?
- I would say the 3rd position due to the magnet status of positive patient outcomes and lower ratios with moderate UAP help.
- c) What additional questions should be asked in relation to staffing?
- How many times per month are you looking for someone to come in for crisis pay? What are your call off rates like? What is your turnover rate like? How many patients are normally on the floor?
- 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 is a positive thing to see when looking for a place to work. This shows that they have a high rate of positive patient outcomes. This shows that the care that was provided to them was good, and they didn't have many complaints. Also, it shows that the staff they do have is competent and can be relied on to provide accurate care. This would impact me by pushing me towards the position due to working in an environment that is proven to provide high quality care which means they have high quality staffing.

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.