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?
    Angie should have hit the call light or called for help in assisting the patient back into bed or up into a chair. If the equipment was in the room, she should have used appropriate assistive devices to assist the patient back into a stable position.
    b) What did Angie do correctly in this situation?
    Angie did not leave the patient alone to go get help. She helped the patient on her own resulting in an injury, but at least she stayed with the patient and did not leave them alone.
    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 because the nurse is directly caring for patients in repositioning, transferring, toileting, and assisting with activities of daily living. It's no secret that there is a shortage of nurses and if there is no one else around to help, that leaves the nurse on their own to perform these physically demanding tasks.
    d) Describe how the "safe patient handling" legislation might have prevented the injury.

The safe patient handling and mobility legislation might have prevented the injury using policies and procedures specific to the facility regarding proper equipment usage and appropriate body mechanics to provide safe transfers and prevent injuries.

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 asked to do difficult tasks and then ridiculed or criticized when she can't get them done
    c) What steps can Becky take to minimize bullying in the workplace? Name it, seek respite, expose the bully.
    d) What can Becky do if her supervisor brushes off her concerns?
    She can search for other job opportunities and make it known to her supervisor that she is looking to work elsewhere if the bullying continues and is not addressed.

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? It's a code that alerts all staff of a potentially violent situation. It would help in this situation

because it alerts those who are trained to respond to violent situations such as security officers to come and help de-escalate the situation.

b. Identify elements of this case that signal a potentially threatening situation. Confusion, disorientation, history of agitation and combativeness at night, yelling (escalating behavior)
c. What preventive measures does the facility have in place to deal with hostile situations? Programs that teach nurses and other medical personnel how to notice escalating behavior and how to protect themselves during an attack.
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 it wouldn't change her approach because all the training received for violent situations is standardized and should be used in any situation like this. If the patient still became violent, a code white would still be called and the appropriate personnel would show up to help de-escalate the situation.

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: You have your own safe handling equipment on your unit, but the patient ratios are high and there's only one nursing assistant for the unit; Position 2: There is a nursing assistant assigned to each nurse but the ratios are unsafe and the safe handling equipment is shared with another unit. Position 3: The ratios are lower and there is more than one nursing assistant on the unit.
     b) Which position provides the safest working environment? Explain your response? Position 3 because the patient ratios are lower and there is more than one nursing assistant on the unit to assist with tasks and they are moving

toward a magnet approach which includes collaborative relationships with physicians.

c) What additional questions should be asked in relation to staffing? Are they utilizing travel nurses, is there sufficient ancillary staff, are the patient loads divided evenly?

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? Magnet status is a way of changing the work environment that's more desirable for nurses such as better patient ratios, nursing autonomy, and collaborative relationships with physicians. Magnet status would make a nurse more willing to accept an employment offer.

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.