

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

Review chapter 25 and place your answers to the following questions in the Z-Chapter 25 dropbox by 0800 on 3/10/2025.

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 could have stabilized him to ensure he won't fall while also calling for help to avoid injury.**
 - b) What did Angie do correctly in this situation? **She recognized that the patient needed to be repositioned and that his diagnoses prevent the patient from some physical motions.**
 - c) Explain why back problems are the number one cause of nurse injuries and describe the subsequent effects on nursing care. **Due to the lack of staff, sometimes workers have a hard time finding help in a timely manner and decide to complete the tasks alone anyways, these injuries negatively effect nursing care because then workers are hurt and can potentially not work at all.**
 - d) Describe how the "safe patient handling" legislation might have prevented the injury. **Education and awareness towards injury and hospital policy regarding safe patient handling could have deterred Angie from completing the task alone and encouraged her to ask for help.**
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 bullying.**
 - b) Which of the signs of bullying from Table 25-1 is (are) evidenced in this scenario? **She receives a difficult task and gets asked to do tasks that are outside of her typical duties such as admissions.**
 - c) What steps can Becky take to minimize bullying in the workplace? **Becky can confront the people who are bullying her in a respectful and assertive manor as well as alerting HR of the issues.**
 - d) What can Becky do if her supervisor brushes off her concerns? **Becky should keep tabs on her attempts and then reach out to whoever is above the supervisor.**
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 violent situation and it would help so that security and other healthcare team members could come and assist Amanda and try to calm the patient.**
 - b. Identify elements of this case that signal a potentially threatening situation. **The patient has a history of becoming agitating and combative at night in addition to confusion.**
 - c. What preventive measures does the facility have in place to deal with hostile situations? **The facility has crisis intervention courses to teach the staff what to look for and how to act to prevent hostile situations.**
 - 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, Amanda should still call a code white to get the appropriate help and interventions.**

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? **The benefits are having a nursing assistant to ensure there is help available and the availability of safe handling equipment.**
 - b) Which position provides the safest working environment? Explain your response? **Position 1 because the nurse can assess every need of the patient as they are total care. This helps the nurse identify change most accurately if they are the ones helping with all the care.**
 - c) What additional questions should be asked in relation to staffing? **Is there often call-offs or opportunity for low census and what are the expectations from the nursing assistant.**
 - 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? **It would show her that they are proven to have high positive outcomes and performance. This would promote her to accept the position as we all want to work at highly rated facilities.**

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.