

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?
She should have approached the patient with an appropriate assistive device or another person to help.
 - b) What did Angie do correctly in this situation?
Angie recognized that the patient needed help and went to solve the problem.
 - 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 injury because of the lifting and repositioning that we have to perform, and the back injuries reduce workers so more workload on other nurses.
 - d) Describe how the "safe patient handling" legislation might have prevented the injury.
It may have prevented the injury because she could have followed certain standards on the patient handling and injury prevention.

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?

I would say Becky is experiencing lateral violence or bullying.

b) Which of the signs of bullying from Table 25-1 is (are) evidenced in this scenario?

Signs evidenced during this scenario are being asked to do something difficult or seemingly pointless tasks and be ridiculed or criticized when you can't get them done and work is being frequently monitored to the point where you begin to doubt yourself and have difficulty with your regular tasks,

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

The only step I see working for her is to directly confront her supervisor and coworkers for the things they have been saying.

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

If the supervisor brushes her off, she needs to follow the chain of command and go higher.

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?
Its for aggressive patients and it would help by getting other people in the area to ensure help of the situation;.
 - b. Identify elements of this case that signal a potentially threatening situation.
Elements signally a threatening situation would be the patient is yelling that Amanda is killing her, swinging at the nurse, using objects with force.
 - c. What preventive measures does the facility have in place to deal with hostile situations?
Preventative measures would be to use soothing tones and provide a calm environment for these patients.
 - 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, this would not change how she would approach the situation, the hospital training would be for all units and code white would be the same on all units.

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 benefits are the ratio and safe handling equipment. Detriment is only one nursing assistant with total care. Position 2 benefit is an assistant for you with detriments being the ratio and equipment shared between two units. Position 3 benefits are nursing assistant and goals of the hospital with detriments being the ratio.
- b) Which position provides the safest working environment? Explain your response?
I would say position one because the ratio is the most ideal, there's an assistant if you need one, and there if safe equipment.
- c) What additional questions should be asked in relation to staffing?
Additional staffing questions should be charge nurse staffing and how many other nurses are on the floor with you.
- 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 definitely lead me more into the offer as that would be somewhere I would want to be long term.

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.