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

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?
    I feel that Angie may have not used proper body mechanics when transferring the patient back to bed which lead to her injuring her back. I believe that the situation was urgent but it is not gonna do good for the patient or herself with her getting injured so she could have yelled out for help to get the patient back in bed.
    b) What did Angie do correctly in this situation?
    In this situation Angie did go ahead and review positioning, transferring and handling of a patient with musculoskeletal weakness so she did have some prior knowledge before going to help. Angie did recognize the urgency of the situation and was quick to react and not flee from the scene.
    c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.
    The number one cause of nurse injuries would be back problems because of many factors such as lifting, repositioning, and transferring are actions associated with work related injuries as well as the direct patient care that nurses provide such as turning, toileting, and providing for activities of

daily living. In addition to the way patient's rooms are set up and the placement of monitors can reach and stretch in nonergonomic positioning. These factors all contribute to increase risk of injury.

d) Describe how the "safe patient handling" legislation might have prevented the injury.
If the facility had the safe patient handling legislation enacted it would require the facility to train individuals to be able to assess each patient to determine mobility needs per shift or daily. This training will also allow one to learn how to use the equipment for safe patient transfers which would have helped prevent an injury to Angie.

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?
The violence that Becky is experiencing is would be considered lateral violence also known as Bullying. The reason I believe this is what is going on is because she is being bothered by individuals that one would considered a colleague or equal in terms of scope of practice which is what is going on in this situation and the continuous distress that is effecting Becky is what is considered the bullying side of this.

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

-It may seem like your work is frequently monitored, to the point where you begin to doubt yourself and have difficulty with your regular task.
-You might be asked to do difficult or seemingly pointless tasks and be ridiculed or criticized when you can’t get them done.
-You might be left out of the office culture such as chit chat, parties or even team lunches.

c) What steps can Becky take to minimize bullying in the workplace?
-I believe that one of the steps Becky can take to minimize bullying in the workforce Is to have self awareness about it and recognize that this kind of behavior is not okay by any means.
-Another step that Becky can do is go to her supervisor and come to her about the impact this behavior has had on her both physically and mentally. One can also confront the coworkers in a professional manner to let them know one is not going to stand for this kind of behavior and actions will be taken if something does not change.
-If ultimately this transition is not working one should consider looking for a new position and get new coworkers.

d) What can Becky do if her supervisor brushes off her concerns?
If this supervisor tries to brush of her concerns she needs to talk it to the Supervisors higher up and let them know what has been done prior to coming to them and that no actions have been taken. One must follow the chain of command to make sure their concerns get across since the supervisor is not doing their job.

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?
       The way a Code white would help out in this situation would be by alerting all staff of a potentially violent situation. This will help allow resources to become available to help deescalate the situation and that no nurse or other staff member is going to be alone with someone that is acting out.
    b. Identify elements of this case that signal a potentially threatening situation.
       The patient has already injured the staff member so the potential to hurt someone else is there. The patient Is using equipment as a weapon so one needs to be cautious when approaching the patient. The patient is not easily calm with soothing tones so it does not take a lot to get them agitated.
    c. What preventive measures does the facility have in place to deal with hostile situations?
       -some preventative measures that the facility can have in place would be to offer a crisis intervention course so that one can become familiar with the signs of escalating violence. One can learn strategies to deescalate anger and someone that is potentially going to be violent should not be handled alone.
    d. If Amanda were floated to another floor where this situation occurred, would this change how she should approach the situation? Explain your answer.
       I believe that floating wouldn't change the protocol on how this situation should have been handled. I believe that a code white should be rang regardless of what floor one is working on to ensure the safety of the nurse. I think that it could depend on the patient's diagnosis and what type of patient's one sees such as

pysch they may be specially trained with the type of population floor they see so they may have a different protocol when it comes to there unit.

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:I believe that for this position it is nice to have a much smaller nurse to patient ratio because it will allow for safe handling of patient's and give more time to focus on the patient's current situation. There is help with the nursing assistant on the floor but it could be difficult to utilize them if it is a big floor and there is only one nursing assistant so it may be hard to receive help from them. There is new equipment so this would help decrease injuries when transferring patients.
-Position 2: I believe that there is too many patient's to one nurse. Depending on the level of acuity this is going to be a difficult assignment to take because one is going to decrease the time with all the patient to allow for everyone to see the nurse. Medication pass may take longer than it should depending if patient have current needs also when your in the room. It is nice to have a nursing assistant assigned to each nurse so this can be a positive factor. There has to be shared equipment so it is going to be a hassle to get the equipment and share it if more than one patient needs it on separate units.
-Position 3: The nurse to patient is still a little large to handle also depending on the patient's acuity. There is nursing assistants assigned to the floor so this would be helpful as well. The hospital is having a good reputation with moving to a magnet status so this may be a facility that delivers good nursing care.

b) Which position provides the safest working environment? Explain your response?
-I believe that the safest working environment would have to be position 1. This gives a nurse a more safe patient load as well as the staffing with the help of the nursing assistant to be able to get to every patient in a timely manner. The equipment is designated for each unit so access is there. The nurse is able to give each patient more time and really focus on what they are there for.

c) What additional questions should be asked in relation to staffing?
In relation to staffing one should be asking if there is ever a possibility to build up from that patient load like in the case of a high patient load in the ER where one would have to be flexible and taking some more patients. Another question to ask is how often does one see that many patient's or is that specified number something that could be reach every shift.

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?
If the hospital is magnet status it recognizes and supports nursing excellence which can lead to higher job satisfaction. This supports nursing autonomy and collaboration which will help make a decision when choosing this position

because of the higher level of respect they have for nurses and will help someone choose if they want to be a part of this organization.

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.