

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 should have gone to the patient but also called for help when moving the patient. Also ensuring the patient knows she is going to move the patient but explain that you need to wait for some help first.
 - b) What did Angie do correctly in this situation?
Angie immediately went to the patient's side and did not leave the patient when discovering the patient was halfway out of bed. She did good reviewing how to move a patient before entering the room.
 - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.
Lifting, repositioning, and transferring are actions associated with work related injuries. The configuration of a patient's room, the placement of furniture monitors and equipment can require the nurse to reach and stretch and non-ergonomic. These factors reduce the supply of nurses and increase the risk of injuries.
 - d) Describe how the "safe patient handling" legislation might have prevented the injury.

The safe patient handling legislation might have prevented the injury because nurses are trained on how to assess the situation and based off of the situation, they can determine how the patient should be moved. Hands-on training is provided to the staff to ensure they are properly trained on how to assess the situation.

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?
Becky's supervisor has assigned her to high risk admits every time she works. She overheard another nurse talking about her behind her back. Becky is criticized because she spends time with her patients and is unable to help the other nurses on the floor.
 - c) What steps can Becky take to minimize bullying in the workplace?
Name it which means to voice that you are being bullied. Seek respite which means to take time off to “bullyproof” yourself. Finally, Expose the bully, meaning talk to your employer about the person bullying you and see if they can address the situation.
 - d) What can Becky do if her supervisor brushes off her concerns?

If the supervisor brushes off her concerns Becky can go to someone higher up and talk to them about the situation.

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?
A code white alerts all staff of a potential violent situation. In this situation it would allow other staff members to come and help de-escalate the situation.

- b. Identify elements of this case that signal a potentially threatening situation.
The patient has dementia which can lead to the patient being violent. In report they stated that the patient becomes agitated and combative at night. The patient is confused when the nurse is in her room which could lead to a potentially threatening situation.
- c. What preventive measures does the facility have in place to deal with hostile situations?
The facility has the code white which allows the staff to get extra help when dealing with the patient.
- 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 if Amanda had encountered a patient that was becoming violent she should still be able to call a code white to get extra help. She needs to be able to depend on her facility to help her in a time of need.

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 of position one is that the ration is 5:1 and there is safe handling equipment. The detriment of position one is that the nurse is responsible for all patient care, there one nursing assistant for each unit. Position two benefits are the new patient handling equipment. The detriments to position two is 9:1 ratio, one nursing assistant for each unit, and the patient handling equipment is shared between two units. The position three benefits is it's a local hospital and there is one assistant for every nine patients. The detriments of position 3 would be a 7:1 ratio.
- b) Which position provides the safest working environment? Explain your response?
- Position one because each unit has their own safe handling equipment. They also have the best nurse to patient ratio.
- c) What additional questions should be asked in relation to staffing?
- I would ask to see a patients room, what is the nursing injury rate, and how many patients each floor have.
- 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 encourage me to want to accept a position at this location because it shows the hospital is doing what they should be for the patients, and it shows it is a good place to possibly be employed at.

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.