

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?
Positioned her body against the patient to keep them from falling, while yelling for help. Proper body mechanics were most likely used do to the nurse rushing in so quickly.
 - b) What did Angie do correctly in this situation?
Reviewed the patient's information prior to entering the room.
 - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.
Poor body mechanics. This causes nurses or healthcare workers in the long term to develop chronic back issues.
 - d) Describe how the "safe patient handling" legislation might have prevented the injury.
It would have prepared this nurse would have been aware of the risks associated with assisting this patient independently.

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, bullying

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

Being asked to do difficult tasks

Being criticized for not helping others, and spending too much time with her patients.

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

Name saying it and calling it what it is. It is self talk, validating your own personal concerns.

Seek respite, take some time off work, take care of your own mental health.

Expose the bully, give your employer a change to address the situation.

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

She can voice a formal complaint to HR. while it is not fair, becky could leave that unit or that facility all together. But when making that choice it should be made known that is the reason you will bne terminating your employment.

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?

This is a patient or individual that is acting aggressively or violently. This gets an immediate response from others to. Help deescalate the situation.
 - b. Identify elements of this case that signal a potentially threatening situation.

The patient was yelling at the nurse implying the nurse was going to kill her. When the patient began getting aggressive the nurse should have stepped away sooner and gotten some help.
 - c. What preventive measures does the facility have in place to deal with hostile situations?

We can call security or the patient advocate to help with the situation.

- 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, the response should be the same she should still call the code white to get some help. Nursing care is a standard. But if this nurse isn't familiar with caring for individuals such as this one perhaps a different patient should be assigned.
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 seems appropriate but depending how many patients are on the unit, having only one nursing assistant may be difficult to get help when needed.

Position 2 seems very unsafe with a 9:1 ratio and only 1 assistant this seems very unsafe and with shared equipment.

Position 3 may not be so bad, at the acuity of 7:1 depending on the level of care may not be bad as you have more assistive personnel and a shared governance model. It's not ideal though.
 - b) Which position provides the safest working environment? Explain your response?

I feel position 1. A 5:1 ratio isn't awful, it would be manageable depending on acuity.
 - c) What additional questions should be asked in relation to staffing?

The acuity of the patient care, if you have patients needing a high level of care it may get tricky, if you have more than 1 that require total care or is someone that is receiving medications that require frequent monitoring.
 - 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 status has a high level of care, and low turnover with hires. This shows that staff are happy for the most part. But a 7:1 ratio is high, but again if the acuity is not super high it would be appropriate.

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.