

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?
 - a. Angie should have taken the time to think about her body mechanics. She should have used safe lifting techniques if she had to do manual lifting. OSHA also recommends using proper assistance devices and equipment for lifting, transferring, and turning patients.
 - b) What did Angie do correctly in this situation?
 - a. Angie reviewed her notes on positioning, transferring, and handling a patient prior to going into the patient's room.
 - c) Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.
 - a. Nursing involves a lot of strenuous lifting, turning and toileting in order to provide care for their patients. Repetitive stress on the structures of the spine, shoulders, and hips can create small, repeated muscle and tendon damage
 - d) Describe how the "safe patient handling" legislation might have prevented the injury.

- a. This program helps hospitals create policies and procedures for safe lifting practices to prevent nurse injury.
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?
 - a. Bullying
 - b) Which of the signs of bullying from Table 25-1 is (are) evidenced in this scenario?
 - a. Asked to do difficult or seemingly pointless tasks and be ridiculed or criticized when you can’t get them done
 - b. You might be left out of office culture, such as chitchat, parties, or team lunches
 - c) What steps can Becky take to minimize bullying in the workplace?
 - a. Becky needs to admit that she is being bullied and state who
 - b. She needs to seek respite and take some time off to focus on her mental health
 - c. Expose the bully
 - d) What can Becky do if her supervisor brushes off her concerns?
 - a. If Becky feels like her concerns are being brushed off, she needs to move up the chain of command
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?
 - i. Code White alerts all staff of a potentially violent situation. This could allow for an immediate notification of security and appropriate personnel to deal with the situation
 - b. Identify elements of this case that signal a potentially threatening situation.

- i. She received in report that this patient becomes agitated and combative at night.
 - ii. The patient became agitated that she did not know Amanda or why she was in her room
 - c. What preventive measures does the facility have in place to deal with hostile situations?
 - i. The hospital has training about how to deal with an agitated patient
 - ii. They also have the Code White
 - 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. No this would not change how she should approach the situation. The hospital has training in place and should be utilized for all of the floors.
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?
 - a. Position 1 Benefits:
 - i. 5:1 patient to nurse ratio
 - ii. New safe handling equipment for every unit
 - iii. Could be located close to her home
 - b. Position 1 Detriments:
 - i. Only 1 nursing assistant assigned to each unit, meaning there could be 20 patients to one assistant.
 - ii. Total patient care expected of all nurses
 - c. Position 2 Benefits:
 - i. Nursing assistant assigned to every nurse
 - ii. New handling equipment
 - d. Position 2 Detriments:
 - i. An urban hospital which could be farther away from where she lives

- ii. 9:1 patient to nurse ratio, which is a big workload for one nurse
 - iii. New handling equipment is shared between 2 units
 - e. Position 3 Benefits:
 - i. Local hospital which is close to home
 - ii. Moving toward Magnet Status
 - iii. Shared governance model
 - iv. 9:1 patient to nursing assistant ratio
 - f. Position 3 Detriments:
 - i. 7:1 patient to nurse ratio
 - ii. 9:1 patient to nursing assistant ratio
- b) Which position provides the safest working environment? Explain your response? I believe position 3 holds the most benefits. This hospital is local so it will be less time a tired nurse could be drive to or from work. This hospital is seeking magnet status which means they are trying to embody characteristics that attract nurses. While 7:1 patients to nurse is a lot, there is a 9:1 patient to nursing assistant ratio, which is a positive and negative aspect but it could help a lot with relieving some of the nurses workload.
- c) What additional questions should be asked in relation to staffing?
 - a. What are the hospital policies for high-census or high-patient-load situation?
 - b. Do you utilize the team approach?
 - c. If there is a call off, what is the facilities policies and procedures for coverage?
- 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?

I think I would accept this offer. Magnet hospitals are known to have better patient outcomes. They are also known for characteristics that attract nurses, such as low nurse to patient ratios, nursing autonomy, and collaborative relationships between nurses and health care providers.

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.