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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 yelled out for help from other, then encouraged the patient to get back into the bed rather than a sitting position. She should also be supporting the left side by squatting and holding the leg then lifting with her legs to get the patient back into the bed. She should have also prevented the patient from getting further out of bed while waiting for help.
 - b) **What did Angie do correctly in this situation?**
 - She reviewed notes to be prepared at clinical. She was quick to help but should have waited for more people.
 - c) **Explain why back problems are the number-one cause of nurse injuries and describe the subsequent effects on nursing care.**
 - Nurses provide a lot of direct patient care with lifting, turning, repositioning, toileting, and helping with activities of daily living, during this the rooms might not be in the best configuration and lead to nonergonomic movements.

d) Describe how the “safe patient handling” legislation might have prevented the injury.

- They would require previous training in assessment and aiding patients in a dependent state, with proper experience and training in all assistive devices to help with patient and nurse mobility.

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

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

- Work is frequently monitored, to the extent that she is doubting herself
- Asked to do tasks and ridiculed when she’s unable to get them done.
- Left out of office culture

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

- Name it: call out the bullying behavior
- Seek respite: Take time off work to take care of herself, even look for a new unit
- Expose the bully: confront them and notify the supervisor

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

- Spread the word to other supervisors, tell everyone, and possibly look for a new unit since this unit seems very controlling, and toxic.

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?
 - It is an alert that notifies all staff of a potentially violent situation. It can bring others to the situation and initiate a team system to prevent anyone from being alone.
 - b. Identify elements of this case that signal a potentially threatening situation.
 - The patient has a lot of pain, and has dementia meaning they probably do not remember the reason for pain. The patient has a tendency to become agitated and combative at night. The patient doesn’t know the location or the nurse at the moment.
 - c. What preventive measures does the facility have in place to deal with hostile situations?
 - The facility initiated a code white when Amandas condition was discovered. The previous shifts also provided warnings of her night LOC. She should have gone into the room with another person to have more support.
 - d. If Amanda were floated to another floor where this situation occurred, would this change how she should approach the situation? Explain your answer.
 - This could have an effect because on other floors you normally do not know the nurses or their normal flow, it can be hard to get someone to come with you and support you in that situation. If she was floated it could also mean the floor was short staffed and didn’t have the staff to practice the buddy system.

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?
- 1.) The facility has assistive devices in every unit, 5 patients max, but you have only one aid and you have to provide all patient care.
 - 2.) The ratio is high with 9:1 but there is an aid to help with your patients and you get assistive devices but they are shared between two units.
 - 3.) The nurse has 7 patients with an aid, the assistive device supply is unknown but they are using an award program and take employee thoughts into account.
- b) Which position provides the safest working environment? Explain your response?
- I feel with the information provided position 2 is the safest working environment. They have assistive devices even though they are shared, and every nurse is provided with an aide.
- c) What additional questions should be asked in relation to staffing?
- I would ask the frequency of maxing out on patients and how many nurses are usually on each unit. Is there a charge nurse on the floor, and do they take patients.
- 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 they are working towards the status that implies that they need improvement and have had issues in the past. To me, this makes me stray from it rather than strive for it.

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.