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A1746 Building improvements in the workplace in a Brazilian hospital

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Ground Floor (Cancun Center)

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Introduction

The work process must be identified by the relationship of the worker with work object, means and instruments of work and work organization. The working conditions of nursing staff in Brazil has been the object of many studies and show the need of changes to reduce the accidents, the diseases and the permanent or temporary disabilities. Proposals must be elaborated with the nursing workers who experience the work strain.

Methods

This is a intervention study aimed elaborated a list of interventions to improve working conditions. The study was conducted in a University Hospital in Sao Paulo. Realized with a intentional sample consisting of representatives of nursing workers of different categories that agree to participate voluntarily . We conducted five focus group which elaborated a list of interventions to improve working conditions. The Preliminary results point to interventions in the present and future.

Results

The results point to urgent changes in the architecture, in the furniture, including beds, screens, and other resources. Relationship problems were described and it can be minimized with meetings, listening, and recovery nursing workers. The staff shortages is a serious problem and a plan for increasing staff should be considered by managers. Ergonomic training, labor gymnastics and work breaks have been suggested in focus group.

Discussion

The analysis of the process work allowed a design of interventions that requires an assessment of work processes and roles assumed by the workers, therefore presupposes a reflection of those who coordinate the work of nursing, who through the management have the possibility to institute changes, engaging the people involved in this process, allowing a joint construction workers for the effectiveness of proposed interventions, contributing to a transformation of the work process and the health nursing workers.

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