



Journal of Nursing

Revista de Enfermagem

UFPE On Line

ISSN: 1981-8963

INTEGRATIVE REVIEW ARTICLE

EVIDENCE OF ABSENTEEISM IN NURSING: INTEGRATIVE REVIEW EVIDÊNCIAS DE ABSENTEÍSMO NA ENFERMAGEM: REVISÃO INTEGRATIVA EVIDENCIA DE ABSENTISMO EN ENFERMERÍA: REVISIÓN INTEGRADORA

Livia da Silva Firmino dos Santos¹, Cristina Gonçalves Hansel², Alessandra Conceição Leite Funchal Camacho³,
Beatriz Guitton Renaud Baptista de Oliveira⁴, Regina Shiraishi⁵, Glycia de Almeida Nogueira⁶

ABSTRACT

Objective: analyzing scientific literature on absenteeism-disease in nursing workers. **Method:** an integrative review study, conducted in the period 2008-2012, aiming to answer the question << *What about the knowledge produced on absenteeism-disease process in the nursing practice?* >>. Data were collected in LILACS, BDNF, MEDLINE and Cochrane library databases. The analysis was presented according to information from the journal title, year, the database where the articles were published, the article title, the adopted method and the main results. **Results:** there was an association of musculoskeletal disorders with absenteeism, what creates separation and excess of sick leave by nursing professionals. **Conclusion:** it became evident that there is a need from the public and private power in realizing that for the improvements of the conditions of occupational health of nursing professionals it is possible to prevent diseases that affect and improve the quality of nursing care. **Descriptors:** Absenteeism; Occupational Health Nursing; Occupational Health.

RESUMO

Objetivo: analisar a produção científica sobre o absenteísmo-doença no trabalhador de enfermagem. **Método:** estudo de revisão integrativa, no período de 2008 a 2012, visando a responder a questão << *Quais os conhecimentos produzidos sobre e absenteísmo-doença no processo de trabalho da Enfermagem?* >>. Os dados foram coletados nas bases de dados LILACS, BDNF, MEDLINE e biblioteca COCHRANE. A análise foi apresentada segundo as informações do título do periódico, ano, a base de dados onde os artigos foram publicados, o título do artigo, método adotado e os principais resultados. **Resultados:** houve associação das doenças osteomusculares com o absenteísmo, o que gera afastamento e excesso de licenças médicas pelos profissionais de enfermagem. **Conclusão:** ficou evidente que existe a necessidade do poder público e privado perceber que pelas melhorias nas condições de saúde ocupacional dos profissionais da enfermagem, é possível prevenir as doenças que os acometem e melhorar a qualidade da assistência de enfermagem. **Descritores:** Absenteísmo; Enfermagem do Trabalho; Saúde do Trabalhador.

RESUMEN

Objetivo: analizar la literatura científica sobre el absentismo-enfermedad en los trabajadores de enfermería. **Método:** un estudio de revisión integradora, conducido en el período 2008-2012, con el objetivo de responder a la pregunta << *¿Cuáles son los conocimientos producidos acerca del proceso de absentismo-enfermedad en la práctica de enfermería?* >>. Los datos fueron recolectados en LILACS, BDNF, MEDLINE y la Biblioteca Cochrane. El análisis se presenta de acuerdo a la información del título del magazine, el año, la base de datos donde se publicaron los artículos, el título del artículo, el método adoptado y los principales resultados. **Resultados:** se observó una asociación de los trastornos músculo-esqueléticos con el absentismo, que crea separación y el exceso de licencia por enfermedad por los profesionales de enfermería. **Conclusión:** era evidente que hay una necesidad del poder público y privado dar cuenta de que las mejoras en las condiciones de los profesionales de enfermería de salud ocupacional es posible prevenir enfermedades que afectan y mejoran la calidad de los cuidados de enfermería. **Descriptor:** Absentismo; Enfermería del Trabajo; Salud Ocupacional.

¹Nurse, Professor, Faculty Arthur Sá Earp Neto/FASE, Masters' Student, Fluminense Federal University/UFF/MACCS. Rio de Janeiro (RJ), Brazil. Email: Firmino.li@gmail.com; ²Nurse, Professor, Faculty Arthur Sá Earp Neto/FASE, Doctoral Student, Federal University of Rio de Janeiro/UFRJ. Rio de Janeiro (RJ), Brazil. Email: cristinahansel@yahoo.com.br; ³Nurse, Professor, Academic Master of Science in Health Care, School of Nursing Aurora de Afonso Costa/EEAAC/UFF. Niterói (RJ), Brazil. Email: cicacamacho@uol.com.br; ⁴Nurse, Professor Post-Doc, Academic Master of Science in Health Care/EEAAC/UFF. Niterói (RJ), Brazil. Email: beatrizguitton@globo.com; ⁵urse, Master Teacher, Faculty Arthur Sá Earp Neto/FASE. Rio de Janeiro (RJ), Brazil. Email: ambe.regina@fmpfase.edu.br; ⁶Nurse, Masters' Student, Fluminense Federal University/UFF/MACCS. Rio de Janeiro (RJ), Brazil. Email: glycianog@yahoo.com.br



INTRODUCTION

Absenteeism is the lack of the professional to work, when he should be present; may be resulting of various physical and/or mental conditions as effectively proven and unproven diseases, reasons of familial character, voluntary absences for personal reasons, financial problems, transportation, low motivation to work, beyond the poor oversight of the leadership and inadequate political of the organization.¹

Absenteeism provides problems for the nursing staff, because this absence from work affects the quantity of human resources, generates overwork to other workers, requiring a faster pace and a greater responsibility from the professional, increasing the volume of tasks, reflecting directly and negatively on the quality and provision of nursing care to the user.^{2,3}

The nursing professional who experience inadequate conditions at work, may be exposed to illness generated not only by the absence of some professionals of the team, but driven by the effort to keeping the customer care. Eating disorders, sleep, elimination, fatigue, stress, decreased alertness, and disorganization in the family and neuroses are some of the numerous health problems that these professionals are susceptible.^{1,4}

In public health organizations, absenteeism of nursing professionals is a fact that deserves attention, because both research findings, as reported service managers show high rates of occurrence,⁵ which has become a problem for both organizations as for managers in health services whose causes are related to multiple factors, making it complex and difficult to managing.³

The conduction of this research is relevant, because the nurses suffer overwork, both physical and emotional⁵, thus requiring a different look into their reality so that enables advances in the work process, which should be a creative and enjoyable activity in professionals' life, and fostering the development of physical and mental skills, providing quality of life. For it is needed a proper wage and compatible time for the individual to have peace and joy in its life and family.⁶

This study will enable nurses and their managers, a deepening on the subject, since absenteeism can be related to their own work as well, organization, poor supervision, impoverishment of tasks, lack of motivation and encouragement and unpleasant conditions

at work.⁷ In turn, it may contribute to the encouragement of new studies related to the topic, and also reinforcing with the managers the need for better working conditions and health care of nursing professionals.

Given the above the following question was developed: << **What publications that are related to absenteeism-illness in nursing work?** >>. To answer it, the objective was developed:

- Analyzing the scientific literature on absenteeism-disease in nursing workers.

METHOD

This study is an integrative review, analysis method of research used to enable the synthesis of knowledge on a particular subject. This method allows to including studies with different methodological approaches: quantitative and qualitative. Besides identifying knowledge gaps that need to be filled with the realization of new studies.⁸ This method has the potential to improving the practice of nurses because it constructs knowledge based on evidence, it improves the quality of nursing care and facilitates decision making.⁸

The method of integrative review consists of six steps⁸ (1) identification of the theme and the development of the research question; (2) establishing criteria for inclusion and exclusion of studies; (3) defining the information to be extracted from selected studies; (4) evaluation of integrative studies included in the review; (5) the interpretation of results, and (6) presentation of the review/synthesis of knowledge.

The first step is the identification of the topic and preparing the guiding question << **What about the knowledge produced on absenteeism-disease process in the nursing practice?** >>

The second step was the establishment of criteria for inclusion of articles, which for the proposed study were published between Jan/2008 and Dec/2012; texts in Portuguese, Spanish and English; scientific papers dealing with absenteeism at work and nursing, and the exclusion criteria were: studies published in the format of dissertation, thesis, book chapter, book, editorial, review, comment or criticism; free resumes, articles or systematic and integrative review articles that do not show respect to the subject investigated.

Still at this step was performed the search for evidences⁸ on electronic databases through the PICO strategy, which is an acronym for Patient/Problem, Intervention, Comparison and "Outcomes" (outcome).⁹ The



vocabularies of descriptors controlled were: Health Sciences (DeCS), used in the Virtual

Health Library (VHL), and the Medical Subject Headings (MeSH) used in Medline/Pubmed.¹⁰

The DeCS and MeSH were then inserted into the database, using the PICO strategy, as shown in Figure 1.

Descriptors controlled vocabularies		
	MeSH	DeCS
P	"nursing"	"enfermagem"
And I	"work"	"trabalho"
And C	-	-
And O	"absenteeism"	"absenteísmo"

Figure 1. Search for evidences 8 in the electronic databases via the PICO strategy.

Data collection occurred during the months of March and April 2013, through the Virtual Health Library (VHL) in databases: Latin American and Caribbean Literature on Health Sciences (LILACS), Databases in Nursing (BDENF), Cochrane Library (Cochrane Library) and by means of Medical Publications (PubMed) was sought in the database Medical Literature Analysis and Retrieval System Online (MEDLINE). Articles rose through this combination and the way traveled are shown in Figure 2.

The third step consisted in defining the information to be extracted from selected studies.⁸ In this step the goal was to

organizing and summarizing the information in a concise manner, forming a database for easy access and management. The information of the studies included: journal, year, database, title, type of research and main results.

The fourth step was the assessment of the studies included in the integrative review and critical analysis, correlating them. In the fifth step the interpretation and discussion of the results was performed, highlighting studies that showed Nursing and absenteeism at work as focus. In the sixth and final step the review and synthesis of the knowledge produced about absenteeism at work and nursing is presented.

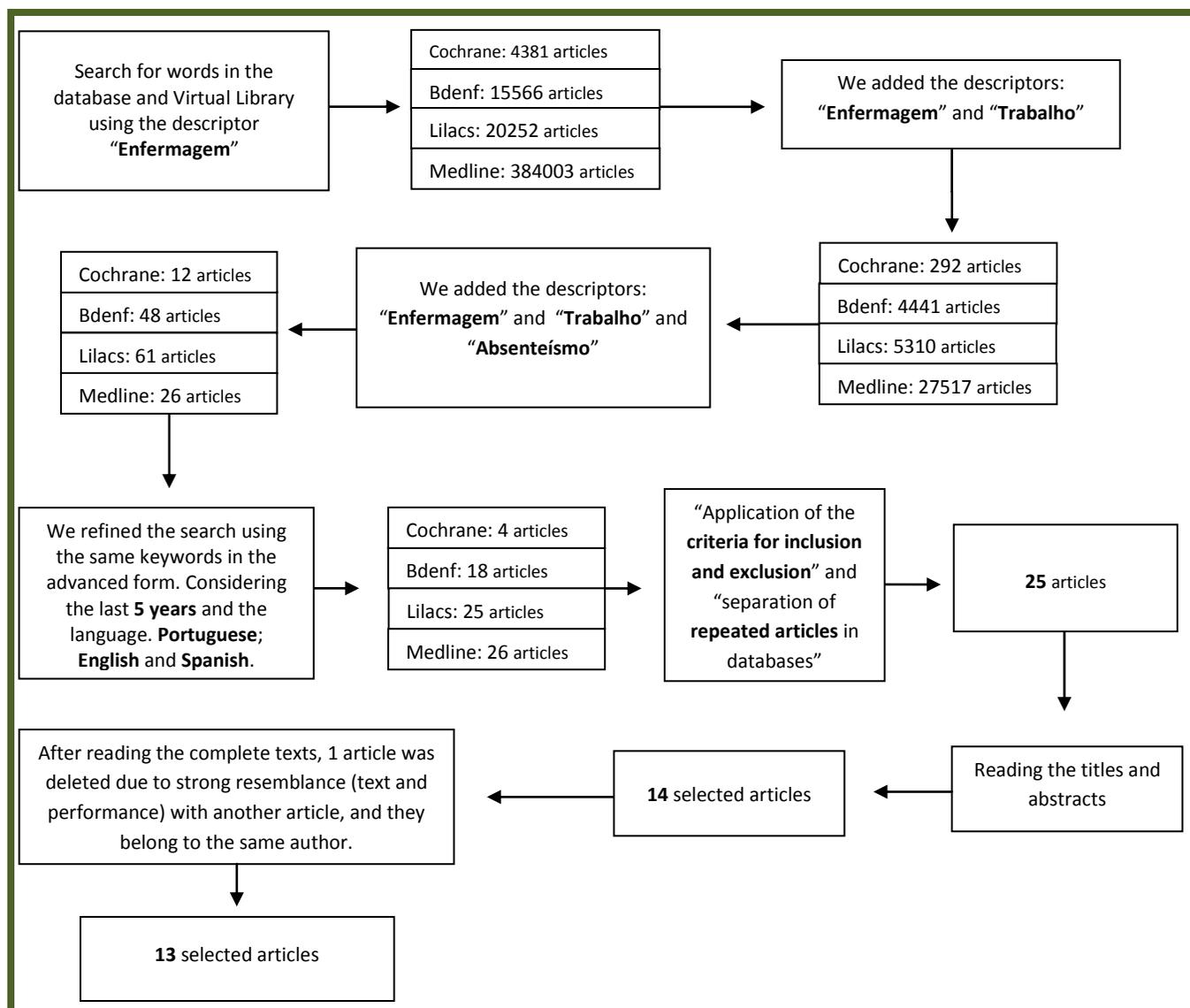


Figure 2. Step by step of the review.



Journal	Year	Database	Title	Type of research	Main results
1 Nursing magazine UERJ;	2011	Lilacs Bdenf	The absenteeism among nursing workers in hospitals	Descriptive, with a quantitative approach	It was noted that diseases of the musculoskeletal system and the most frequent causes were psychological of licences examined in every category studied in the working environment. Despite the results pointed to the survey, one can point out that they have generated grants for nursing service administration and workers' health in order to contribute to the prevention of risks at work and health promotion.
2 Health care sciences	2010	Lilacs	Reasons for removal by workers' sick leave of nursing	Quantitative, exploratory, descriptive and documentary	The results showed that, in the period from January to December 2007, 336 nursing workers obtained health license, of which 81.85% were nursing assistants. The grounds for removal were musculoskeletal diseases, mental and behavioral disorders.
3 Health care sciences	2009	Lilacs	Absences for illness in nursing staff of a teaching hospital	Descriptive-exploratory	The results showed that, of 636 nursing professionals, 383 (58,92%) presented absenteeism. The category most affected was nursing technicians, female, aged between 30 and 39 years old, the night shift and with employment. The main types of illness were the Musculoskeletal and connective tissue disorders. The origin of the higher percentage of planned absences occurred in General intensive care unit.
4 Electronic nursing magazine;	2009	Lilacs Bdenf	The absenteeism of nursing staff in emergency unit of a university hospital	Descriptive quantitative	Between absences not covered include medical licenses, which may be related to team overwork.
5 Nursing magazine UERJ;	2009	Lilacs Bdenf	Accidents at work, occupational hazards and absenteeism among nursing workers in hospital	Descriptive, quantitative approach	Have been identified 140 accidents at work and of these, 85% with women, 81% among nursing assistants and 92% typical accidents. The risk that more propitiated the banishment was an accident, responsible for 95 days of absenteeism in relation to total of 117 days. This occupational hazard caused fractures of toe sprain from various parts of the body, falls varied, collisions of cars and motorcycles, among others, which demonstrates the existing unhealthiness in the hospital environment.
6 Health care sciences	2008	Lilacs Bdenf	Absenteeism in the intensive care unit of a teaching hospital	Descriptive-exploratory	It was found that the absenteeism index (AI) of the ICU nursing staff-the (2,55%) was low, and the leading cause of unscheduled absence of employee to work was the sickness absenteeism (66,95%).

Figure 3. Synthesis of publications included in integrative review, according to the title of the periodical, year, the database where the articles were published, the title of the article, method adopted and the main search results.



Journal	Year	Database	Title	Type of research	Main results
7 Public health magazine;	2012	Lilacs	Multifactorial approach of sickness absenteeism nursing workers	Cross-sectional study	There was a strong Association of musculoskeletal diseases and health autorreferida situation with absenteeism. The subjects who reported more than two musculoskeletal diseases presented chances almost five times higher compared to those who reported no disease. Among those who reported self-perception of health regulate/bad chances were 3,41 times higher when compared to those who reported good/very good condition.
8 Nursing school magazine USP;	2011	Bdenf Lilacs	Absenteeism rate of nursing staff as an indicator of personnel management	Descriptive, exploratory, quantitative approach	Sick leaves represented, mainly, the highest percentage of absences on both occupational categories. It is observed that the other types of absence have low relevance to this indicator, including the absences for maternity leave, although the population of study is constituted mostly by women of reproductive age. The results obtained from this study showed that the rates of absenteeism from the nursing staff are high (8,7%) in a result mainly of medical licenses (80,3%).
9 Brazilian nursing magazine;	2009	Medline Lilacs Bdenf	Illness-related absenteeism between nursing staff members of a hospital school	Descriptive-exploratory	The results indicate that the main reasons of remoteness are related to musculoskeletal problems and diseases of the respiratory system; especially among female nursing assistants, married, aged between 25 and 45 years old, the day shift and with more than one employment.
10 Latin american nursing magazine;	2008	Bdenf Lilacs	Study of absenteeism of nursing professionals of a psychiatric Center in Manaus, Brazil	Quantitative	The results indicated that, in the period surveyed, there were 415 records of absence from nursing staff, taken for 74,29% of workers nursing institution. The rate of absenteeism is professional, an average of 2,79. It was also found that the main reason for the absenteeism is sick. This data suggests studies in pursuit of conquest of improving workers ' health, providing better quality of life at work and consequently better healthcare SUS server.
11 Nursing school magazine USP;	2008	Bdenf Lilacs	Absence of nursing workers in hospital school	Descriptive and retrospective	Planned absences reached 40% values for weekly clearances, 3,9% for holidays and 9% for holidays. The percentages of non-planned absences for the category nurse ranged from 0 to 46,3%, with predominance of absences for maternity-licenses and work accidents. For technicians/aides, the values ranged from 0.5% to 11.6% and kinds were licenses-health and medical licenses by the National Social Security Institute.
12 Acta paul. nursing;	2012	Lilacs	Absences of employees staffing the emergency room of a university hospital	Quantitative, observational and prospective approach	The absenteeism was considered high and motivated, above all, for licenses for health treatment exceeding 15 days. One of the LHT below 15 days, the most frequent causes are: diseases of the musculoskeletal system and connective tissue diseases; mental and behavioral disorders and diseases of the respiratory tract. The higher rates of proportion of lost time-PLT by absences not provided occurred in the period from May to August in the studied period.



13	Nursing magazine. UERJ;	2012	Lilacs Bdenf	Absenteeism among workers of nursing in the intensive care unit of University hospital	Descriptive study, retrospective, of a quantitative approach, documentary analysis	During the period investigated, have been registered 336 days lost from work, sum of faults, in the Group of 23 nurses and 548 days in the Group of 41 nursing techniques and AIDS, totaling 884 days in total. Note in months like January (104 days) and March (115 days), in the category of techniques and nursing assistants, expulsion of professionals by disease was quite high. In the category of nurses, the months of greater absence for illness were August (37 days) and December (59 days).
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Figure 4. Synthesis of publications included in integrative review, according to the title of the periodical, year, the database where the articles were published, the title of the article, method adopted and the main search results.

RESULTS

In Figures 3 and 4 we can see the articles selected for this study, highlighting the journal, year, and the database where the articles were published, the article title, the adopted method and the main results of the research.

The studies selected in this integrative review were classified according to the main data presented by each author. Observed in Figures 3 and 4 that items 1, 3, 6, 8, 9 and 10 show the musculoskeletal disorders as the main reasons for absenteeism of nurses each. Articles 4 and 7 and 13 only mention absenteeism disease and do not mention a specific disease. Articles 2, 5 and 11 refer as a reason for absence sick leave and health care. Only Article 12 indicates the occupational hazard/accident at work as a cause of absence from work for nursing professionals.

DISCUSSION

The Ministry of Health (MOH) and Ministry of Social Security (MPAS) adopted the names repetitive strain injuries (RSI) and musculoskeletal disorders related to work (Dort), for injuries that affect various professional categories, causing wear of structures the musculoskeletal system.¹¹

This integrative review revealed a strong association of musculoskeletal disorders with absenteeism, corroborating studies¹²⁻⁴ pointing musculoskeletal diseases as a major cause of absence from nursing workers of both sexes. It is worth mentioning that these professionals use their strength to perform various cares, with patients, and that does not always provide the assistance for that. The authors of one of the researches¹⁵ realized that subjects who reported more than two musculoskeletal disorders had odds of absenteeism almost five times higher compared to those who reported no illness.

The musculoskeletal disease is a problem in everyday nursing professionals, being

identified as a result of ergonomic risk that professionals are exposed in their environment work.¹⁶ The problem may worsen because of nursing professionals need to regularly move and transport patients during your workday, and sometimes not rely on transport equipment - wheelchairs and stretchers - in appropriate use.¹⁷

The findings from the studies suggest as causes of removal factors related to Dort and also diseases of the respiratory,^{12,14,18} digestive diseases,²⁴ mental disorders and behavioral.^{12-3,15,17,19} Seems there was strong evidence that mental and behavioral disorders are a major health problem, as the same appears of significant relevance in studies and are related to the dual employment, and are justified by physical fatigue, mental stress and the commitment needed rest, because if there is not adequate to recover the physiological and mental stress caused by the function periods, the nursing staff may have a very high potential for illness.^{14,17,20}

Several studies did not show data on a pathological process that encourages absenteeism, but make it clear that diseases generate a fairly high rate of absence of the nursing staff. Already sick leave, primarily to perform diagnostic tests to monitor for a sick relative or to achieve a specific therapeutic procedure, showed a considerable percentage in the polls despite not characterize a disease installed.^{19,23,25,29-30}

According to OIT²¹ "absenteeism and illness covers 75% or all of absences in the industry and is justified by a medical certificate according to the laws of Social Security." Absenteeism is extremely important when it comes to sizing staffing services to hospitals.¹¹ Unlike other institutions are marked by complexity and peculiarity of services that need to meet individual customer needs.¹⁶ Thus, the worker conscious and responsible is concerned to maintain quality of the service without prejudice to the client, especially in emergencies where activities must be performed quickly and with adequate quality,



because influence on the prognosis and may compromise patient's life.²²

The characteristics of the work process developed by nursing professionals, who determine their exposure to different factors related to work organization, high physical effort, working conditions, multiplicity of functions, excessive pace, stressful shifts causing mental and physical wear and other employment are factors that may lead to the removal of the workers because it produces workload that triggers increased absences and sick leave.^{18-9,23}

In this context we realize that the work itself motivates absenteeism for not being able to modify the stressful and unpleasant conditions which professionals are exposed daily.^{16,24} Despite the major finding of this integrative review was the evidence are the diseases, especially musculoskeletal that cause absenteeism of nursing staff, there was a study that showed the accident, as the risk that removal of these led to more professional. In this study the occupational hazard caused various falls, fractures of toes, twisting of various body parts, collisions of cars and motorcycles, among others, which demonstrates the existence of unhealthiness in the hospital environment.²⁵

Compliance with determinations of Regulatory Standard No. 32 (NR32), the Ministry of Labor and Employment of Brazil, allows many of the problems mentioned are avoided, as well as minimizing the suffering of workers.²⁶ Even with advances in NR32 surveys show an increase over the years of comorbidities in nursing, this fact has been observed by studies in the field of occupational health²⁷. We realize that there is much to be done by these professionals as it relates to health promotion and prevention.

CONCLUSION

Through this integrative review it was found that there is evidence that musculoskeletal diseases are the leading cause of absenteeism in professional nursing. Thus we highlight the importance of working together to professionals in order to minimize risks, especially ergonomic and scheduling actions to prevent diseases which professionals are exposed daily.

Absenteeism-disease is present in hospitals and directly affects the quality of patient care. It is hoped that the public and private power realize that only through improvements in occupational health conditions of nursing professionals is that we will have real benefits

for the employees and thus the quality of nursing care provided to clients.

It should be noted that the category of nursing, still lacks much of our rulers, that by approving the bill that is the journey of 30 hours for nurses, technicians and assistants, we can achieve a worthy and deserved so dreamed quality of life. Furthermore, in order to have better conditions of occupational health nursing professionals, we suggest the development of new research that seeks to deepen research on absenteeism of nursing, and especially diseases that affect their work activities due, pointing new paths through the discussion of this topic.

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Submission: 2014/02/23

Accepted: 2014/03/23

Publishing: 2014/10/01

Corresponding Address

Lívia da Silva Firmino dos Santos
Rua Pouso Alegre, n 51
Bairro Cascatinha
CEP 25710-310 – Petrópolis (RJ), Brazil