



CONTINUING EDUCATION FOR WORKERS OF A MATERIAL AND STERILIZATION CENTER

EDUCAÇÃO PERMANENTE A TRABALHADORES DA CENTRAL DE MATERIAL E ESTERILIZAÇÃO

EDUCACIÓN CONTINUADA PARA TRABAJADORES DE UN CENTRO DE MATERIAL Y ESTERILIZACIÓN

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ABSTRACT

Objective: to assess how continuing education can manage professional qualification for nursing professionals of the material and sterilization Center (MSC) of a large public hospital in Rio de Janeiro. **Method:** descriptive and exploratory study with a qualitative approach conducted through field work using semistructured interviews and Bardin's content analysis. The sample of the study will consist of health workers of the MSC who are part of the work force of the institution, such as nurses, nursing technicians, and nursing assistants who accept to participate in the research meeting the ethical principles. The research project was approved by the Research Ethics Committee of the Fluminense Federal University, CAEE No. 33739114.9.0000.5243, Opinion No. 777581. **Expected results:** to collaborate in obtaining a better understanding of the National Policy of Health Continuing Education on the part of the professionals working at the MSC; in the implementation and development of health continuing education at the unit; and in future reflections, discussions, and research on continuing education. **Descriptors:** Nursing; Sterilization; Health Education; Technology.

RESUMO

Objetivo: analisar como a educação permanente pode trabalhar a qualificação do profissional de enfermagem da central de material e esterilização (CME) de um hospital público de grande porte no Município do Rio de Janeiro. **Método:** estudo exploratório e descritivo com abordagem qualitativa realizado através de desenvolvimento de trabalho de campo com entrevistas semiestruturadas e análise de conteúdo de Bardin. A amostra do estudo será constituída pelos trabalhadores da saúde da CME que fazem parte do quadro efetivo da instituição, como enfermeiros, técnicos e auxiliares de enfermagem, que aceitem participar da pesquisa, respeitando os princípios éticos. O projeto de pesquisa foi aprovado pelo Comitê de Ética em Pesquisa da Universidade Federal Fluminense, CAEE n° 33739114.9.0000.5243, Parecer n° 777581. **Resultados esperados:** colaborar para uma melhor compreensão da Política Nacional de Educação Permanente em Saúde por parte dos profissionais atuantes na CME; implantação e desenvolvimento da educação permanente em saúde na unidade; e futuras reflexões, discussões e pesquisas acerca da educação permanente. **Descritores:** Enfermagem; Esterilização; Educação em Saúde; Tecnologia.

RESUMEN

Objetivo: analizar cómo la educación continuada puede trabajar la cualificación del profesional de la enfermería en el centro de materiales y esterilización (CME) de un gran hospital público en la ciudad de Rio de Janeiro. **Método:** estudio descriptivo y exploratorio con un enfoque cualitativo llevado a cabo con trabajo de campo usando entrevistas semiestructuradas y análisis de contenido de Bardin. La muestra del estudio consistirá en trabajadores de la salud de la CME que forman parte de la plantilla de la institución, como enfermeros, técnicos de enfermería y auxiliares de enfermería que acepten participar en la investigación respetando los principios éticos. El proyecto de investigación fue aprobado por la Comité de Ética en Investigación de la Universidad Federal Fluminense, CAEE N° 33739114.9.0000.5243, Dictamen N° 777581. **Resultados esperados:** colaborar para una mejor comprensión de la Política Nacional de Educación Continuada en Salud por parte de los profesionales de CME; implementación y desarrollo de la educación continuada en salud en la unidad; y futuras reflexiones, debates e investigaciones sobre la educación continuada. **Descriptores:** Enfermería; Esterilización; Educación para la Salud; Tecnología.

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INTRODUCTION

The present study deals with health continuing education (HCE) for nursing professionals who work in the material and sterilization center (MSC). This sector is responsible for receiving, cleaning, preparing, sterilizing, and distributing all materials used in healthcare provided to patients. Therefore, it enables that all the procedures carried out by the health team have the support required for conducting the therapeutic plan.

The MSC plays a key role in the quality of the care process. However, in health institutions, it often has insufficient number of employees and the qualification of professionals in this sector is not a priority for managers. It is noteworthy that this sector becomes a space overlooked by managers, since they consider that nursing professionals are transferred to MSCs because they have emotional disorders already diagnosed, advanced ages, and they are readapted because they are subjected to pre-retirement planning or have relationship problems in different healthcare sectors.

It is observed that the context of a MSC exhibits conflicts between the life situation experienced by employees and the work they have to perform. This condition causes confrontation between the employees and materials processing, which is currently carried out using new technologies.

It should be emphasized that the existing difficulties with regard to the human resources sector in practice hampers the operational functioning of the MSC. The reduced number of centers to meet complex demands and the limitation of the work potential of employees affect mainly the dynamics of the nursing service, which has the greatest number of professionals in healthcare institutions.

In this context, the present study emerges from the everyday life of the professional practice, which allowed observing the evident confrontation of MSC employees with new technologies used to carry out their activities. There is work overload, organization difficulty, and impact of the quality of healthcare provided. This way, it is possible to observe the organizational culture related to the allocation of human resources at the MSC. There is the need of a fresh look at personnel management regarding the number of workers, their potential and their health. It is important to denaturalize the current notion and find ways of innovation.

Sometimes, innovation is before the eyes; however it cannot be seen. Continuing education (CE) is a possibility for the change that takes place in the workplace. It favors employees' cognitive development, contributes to qualification and job satisfaction, increases the performance in the activities carried out, and, this way, the results are visible in the healthcare provided.

The pedagogical proposal of the present study focuses on training through CE, which regards the employees as subjects of the teaching-learning process in the social construction of knowledge and practices. It trains these employees to perform as co-responsible subjects in the training processes throughout their professional lives. The training will focus on the work process and, mainly, in the framework of work activities.¹

CE should have the educational process as a basis, taking into account the acquisition and updating of knowledge, skills and learning from the problems and challenges faced in the work process, with involvement of practices that can be determined by several factors, such as: knowledge; values; power relationship; planning; and work organization, among others.²

The technological development and the technical process occur in a world where speed is absolutely necessary. It should be taken into account that knowledge, abilities, and skills acquired today will be outdated quickly.³

It should be noted that the critical educational practice involves the dynamic and dialectical shift between doing and reflecting on doing. Therefore, we associate Paulo Freire's thinking to the proposal of a CE policy by stating that the critical reflection on practice is fundamental in the process of training and improvement of health professionals. Today or yesterday practice is thought critically and, thereby, it is possible to improve the daily life.⁴ This way, HCE is a space to manage the qualification of nursing professionals working at the MSC of a large public hospital.

A reflective analysis of healthcare daily practice should be carried out taking into account environmental, cultural, and social conditions, enabling the production of new ways of thinking and performance, in order to have more advantages in these healthcare practices.⁵

It is important to highlight the importance and the role of MSCs in health institutions, particularly as a functional unit for all care and diagnosis services, with the responsibility

of materials processing according to the Resolution No. 15 of the Collegiate Board of the National Agency of Sanitary Surveillance (ANVISA) adopted on 15th March 2012. The goal of this resolution is to establish the requirements of good practices for the operation of the services that perform the processing of health products aiming at the safety of patients and the professionals involved.⁶

The present study will bring contributions to the following areas: healthcare; teaching; research; and extension. The individuals involved will be: employees; users; undergraduate and graduate students; and the society. At the same time, it will encourage further research by discussing the contribution of HCE to the nursing team of the MSC of a large public hospital, presenting the assessment of a real situation and the development of CE actions that will benefit the services that depend on this unit.

OBJECTIVE

- To assess how CE can manage the qualification of nursing professionals at the MSC of a large public hospital in Rio de Janeiro.

METHOD

♦ Characterization of the study

In order to assess the topic proposed, a descriptive and exploratory study with qualitative methodological approach will be conducted through a field work using semistructured interviews.

A research can be considered a formal procedure with a reflective thinking method that requires a scientific approach aimed at meeting the reality or finding partial truths. It means more than just searching for the truth; it represents finding answers to questions proposed using scientific methods.⁷

A descriptive research observes, records, analyzes, and correlates events or phenomena (variables) without manipulating them. It seeks to identify as accurately as possible the frequency with which a phenomenon occurs, its relationship and connection with others, its nature, and its characteristics.⁸

A qualitative research deals with the universe of meanings, which represents a deeper space of relationships, processes, and phenomena that cannot be reduced to the operationalization of variables. It regards the aspects of reality in a dynamic relationship between the real world and the subjects, an inseparable relationship between the objectivity and the subjectivity of the

subjects that cannot be translated into numbers, which, in turn, cannot be quantified with a focus on the understanding of social relationships.⁹

♦ Field/scenario of the research

The scenario of the research for the collection of data will be the MSC of a large public federal hospital in Rio de Janeiro.

The instrument for data collection will be individual semistructured interviews including open and closed questions related to the purpose of the research.

The sample of the study will consist of MSC health workers who are part of the work force of the institution in daytime and nighttime services, such as nurses, nursing technicians, and nursing assistants who accept to participate in the research. In order to be part of the study, the workers should participate spontaneously, after receiving clarification about the goals and purposes of the research and signing an informed consent form.

♦ Collection and assessment of the data

According to Marconi and Lakatos, researchers go into greater detail about the data arising from the research in order to get answers to their questions. They seek to establish the necessary relationships between the data obtained and the assumptions made, which are proven or refuted through analysis.⁷

The choice of the data was performed through their transcription by copying the discourses of the individual interviews of the participants. The data collected will be based on the proposal of assessment according to the method of content analysis proposed by Bardin, which consists of a set composed of an instrument and methodological techniques applied to diverse discourses. This is a general scheme in which we can observe a set of processes that can be implemented for assessing the data and analyzing their content. The method of content is not just a document, but a range of alternatives of greater rigor characterized by disparities adaptable to a very wide field of application, i.e., communications.

According to Bardin's proposal, the organization of analysis comprises three different poles which constitute a specific script, namely: pre-analysis; exploration of the material; and processing, inference, and interpretation of the results.¹⁰

This way, the structure of the assessment of the results obtained in the exploratory phase—in accordance with the theoretical background—will contribute to the discussion of the data and the final considerations related to the goal proposed.

◆ Ethical considerations

The study meets the criteria established by the Resolution 466/12 of the National Health Council, which provides the guidelines and standards to regulate research involving human beings. The research project was submitted and approved by the Research Ethics Committee of the Fluminense Federal University of Rio de Janeiro, under CAEE No. 33739114.9.0000.5243 and Opinion No. 777,581. In addition, all the subjects agreed to participate voluntarily in the research by signing an informed consent form.

EXPECTED RESULTS

It is expected that this study will collaborate in obtaining a better understanding of the National Policy of HCE on the part of the professionals working at the MSC; in the implementation and development of HCE at the unit; and in future reflections, discussions, and research on CE.

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