



MANAGEMENT AND PERMANENT EDUCATION IN AN ONCOLOGICAL HOSPITAL: A DESCRIPTIVE STUDY

GESTÃO E EDUCAÇÃO PERMANENTE EM UM HOSPITAL ONCOLÓGICO: UM ESTUDO DESCRIPTIVO

GESTIÓN Y EDUCACIÓN PERMANENTE EN UN HOSPITAL ONCOLÓGICO: UN ESTUDIO DESCRIPTIVO

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ABSTRACT

Objectives: to analyze the Permanent Education in Health in a public oncological hospital; to identify how problems and concerns of the workers, have been addressed, as well as factors that hinder or favor Permanent Health Education processes in the hospital that will be studied and to evaluate, the role of management, in the perspective of Permanent Health Education in the hospital. **Method:** qualitative, descriptive study involving management professionals and Nursing teams from the various sectors of the unit. The production of the data will take place from interviews with a semi-structured script. The data will be submitted to the Thematic Analysis technique. **Expected results:** it is intended, in the development of the research, to investigate the PEH as a management tool, in order to optimize work processes and enable quality care. **Descriptors:** Health Education; Quality of Health Care; Health Services Administration.

RESUMO

Objetivos: analisar a Educação Permanente em Saúde em um hospital público oncológico; identificar como têm sido abordados problemas e preocupações dos trabalhadores, bem como fatores que dificultam ou favorecem processos de Educação Permanente em Saúde no hospital a ser estudado e avaliar, com os trabalhadores, o papel da gestão na perspectiva da Educação Permanente em Saúde. **Método:** estudo qualitativo, descritivo, envolvendo profissionais da gestão e das equipes de Enfermagem dos diversos setores da referida unidade. A produção dos dados se dará a partir da realização de entrevistas com um roteiro semiestruturado. Os dados serão submetidos à técnica de Análise Temática. **Resultados esperados:** pretende-se, no desenvolvimento da pesquisa, investigar a EPS como ferramenta de gestão, de modo a otimizar processos de trabalho e viabilizar a atenção de qualidade. **Descritores:** Educação em Saúde; Qualidade da Assistência à Saúde; Administração de Serviços de Saúde.

RESUMEN

Objetivos: analizar la Educación Permanente en Salud en un hospital público oncológico; identificar cómo se tienen abordado problemas y preocupaciones de los trabajadores, así como factores que dificultan o favorecen procesos de Educación Permanente en Salud en el hospital a ser estudiado y evaluar, con los trabajadores, el papel de la gestión en la perspectiva de la Educación Permanente en Salud. **Método:** estudio cualitativo, descriptivo, involucrando profesionales de la gestión y de los equipos de Enfermería de los diversos sectores de dicha unidad. La producción de los datos se dará a partir de la realización de entrevistas con un guión semiestructurado. Los datos serán sometidos a la técnica de Análisis Temático. **Resultados esperados:** se pretende, en el desarrollo de la investigación, investigar la EPS como herramienta de gestión, para optimizar procesos de trabajo y viabilizar la atención de calidad. **Descriptores:** Educación en Salud; Calidad de la Atención de Salud; Administración de los Servicios de Salud.

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INTRODUCTION

The Permanent Education in Health (PEH) is a strategy that takes the problems of practice as an object of reflection of the health teams, considering the work as an educational axis and adopting the problematization as a basis for structuring their pedagogical practices. The construction of knowledge derived from the practice favors the protagonism of the subjects, the decision making, the improvement of the care and the improvement of the assistance provided to the user.¹ Thus, the processes of permanent education in health have, as objectives, the transformation of professional practices and of the work organization itself.

In daily work, the nurse can develop managerial or assistance activities, and actions related to education / training / research permeate and integrate into their daily lives.² Assistance and management should not be dissociated and should constitute individuals and groups organized, with the goal of rethinking the meaning and the way the work is organized.³ PEH tries, to take as a center, the collective production of ways to organize work and health care micropolitically. In this way, it enables management to work with the soul of health services, representing not only a management strategy, but its soul.⁴

This research has, as an objective, the evaluation of management practices in a public oncology hospital from the perspective of Permanent Education in Health. It is assumed that in this context, workers, including managers, need to attend meetings and making feasibility of exchange spaces, self-analysis and collective reflection, taking care that there is no gap between the management and the teams that act directly or indirectly in the assistance to the user, and for the workers to take the necessary role in the processes with which they are involved.⁵

OBJECTIVE

- To investigate the daily routine of management and Nursing teams.
- To identify the challenges for improving Nursing management and care.
- To identify PEH strategies capable of motivating workers to exercise their professional practice.

METHOD

This is a qualitative, descriptive, exploratory study to be developed in a public oncology hospital located in the State of Rio de Janeiro (Brazil), involving management

workers and comprising the Nursing teams of the various sectors of the unit.

Participants will be identified as to the training, gender, age, function and time of institution. The estimated number is 18, among technicians and professionals of higher level.

Data collection will be done from interviews with a semi-structured script. All steps will be recorded in field diary. The data will be worked and categorized according to Thematic Analysis.⁵

The study will respect the ethical precepts that involve research with human beings, contained in Resolution 466, of December 12, 2012. The study was authorized by the hospital involved and approved by its Research Ethics Committee, as approved by the Ethics Committee in Research, University Hospital Antônio Pedro CEP / HUAP (CAAE 62128916.0.3001.5274 and opinion nº 1.974.342, of March 21, 2017).

EXPECTED RESULTS

It is intended, in the development of the research, to investigate the PEH as a management tool, in order to optimize work processes and enable quality care.

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