



## WORK AND NURSING: FUNDAMENTALS FOR HEALTH CARE OF THE WORKERS

### ENFERMAGEM E TRABALHO: FUNDAMENTOS PARA ATENÇÃO À SAÚDE DOS TRABALHADORES

#### ENFERMERIA Y TRABAJO: FUNDAMENTOS PARA LA ATENCIÓN A LA SALUD DE LOS TRABAJADORES

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The book << **Nursing and work: foundations for health care workers** >> with 176 pages published in 2012, 2nd edition, publisher Martinari, São Paulo, is authored by Maria Celeste Soares Ribeiro, Master in Public Health at USP. Specialist in Public Health and Epidemiology at UNIFESP/ USP; Ducilei Maria Soares Ribeiro Ambrósio, Promoter of Justice. Graduated in Law from the Foundation Federal University of Mato Grosso. Civil Procedural law expert from the University of Great Lowland and Greco Institute of Graduate Studies; Marcos Antonio Campoy, Graduate Nurse, MSc and PhD from the Federal University of São Paulo; Zenaide Neto Aguiar, RN, Master in Public Health at USP. Specialist in Public Health Education.

The book is preserved as in the 1st edition, featuring simple language and didactic contents of interfering in workers' health.

The authors seek to describe the changes in the process and work organization, as well as its positive and negative influences on the living conditions of these workers. It also

makes references to workers health in Brazil: the Role of the State and society on workers health, what is proposed by the SUS, the Regulatory Standards and other important social security and labor laws to protect and guide some actions and programs. Dejours also cites in his book *The Madness of Labor*, the drama experienced by workers, the changing conditions of life and work and therefore the health of workers can not be separated from the struggles and demands of workers in general. History shows that in the nineteenth century it is not talking about "health" of the working class, we must ensure the fight for survival. The work intensity threatens life, described as being called "Misery Worker." Arises at this time hygienist movement as a social response to danger, hygiene refers to the means to be put in place to preserve the health of the privileged classes, not the working class. Over time the struggle for survival gives way to body health, the search for better working conditions, for safety, hygiene and disease prevention.

The first chapter presents a weight on the process and organization of work and its implications for the health of the worker. The author states that the work process includes the process by which raw materials are transformed into consumable products with use value. The organization of the work process encompasses three elements: content, method and interpersonal relationships, the different ways of connecting those elements configure the different organizational models. Noteworthy are the models: Taylorism and Fordism (large and standardized production) and Italian, Swedish and Japanese or Toyotism (small production and differentiated). Such forms of management are responsible for body changes, psychological and psychosomatic worker.

Chapter II presents a brief history of health care worker in Brazil. The first law dealing with workplace accidents is the 1919 decrees indemnity to be paid by the employer in cases of accidents at work. In 1923 was created the Institute of Retirement and Pension (IAP) and the 40 was enacted Consolidation of Labor Laws (CLT). In 1977 the government created the INAMPS. With the 1988 Constitution health care, including the worker became the responsibility of the Ministry of Health (MOH). In 1993 INAMPS was extinguished, their units and services being absorbed by SUS in the three spheres of government. The Federal Constitution provides that the SUS perform actions of the worker and collaborate with the protection of the environment.

Chapter III deals with the harmfulness of work: the risks to workers' health. The MS risks into five groups: physical, chemical, biological, mechanical and casualty and group psychosocial and ergonomic. Occupational accident is an unforeseen event in the meantime. Occupational disease is the injury produced by the exercise of work and work-related disease is the injury that occurs due to the conditions under which the work is performed.

Chapter IV comments on the role of the state and society in health care worker, being classified as state agencies, Civil Society and International. In state agencies grouped under: Executive Branch that is aided by the MOH, Ministry of Social Security (MPS) and the Ministry of Labour and Employment (MTE) which acts as guarantor of national protection for labor rights. The Legislature come in the form of laws, issues of competence of the Union, also prepares and approves laws specific to this area. The Judiciary only exerts a role in worker health if caused by the

interested party or by the prosecutor. The Society presents Civil Unions, Professional Boards, Professional Associations and Universities.

International bodies have the International Labor Organization (ILO) which is an agency of the United Nations and World Health Organization (WHO) and other UN agency that specializes in universal health coverage.

Chapter V refers to workers' health in SUS, created by the Brazilian Federal Constitution of 88 and regulated by the laws: 8080/90 and 8142 and Ordinance No. 2048 approving the regulation of SUS. In art. 200, section II of the Federal Constitution, set assignments relating to worker health. They are also found themes and relevant laws such as the National Security and Worker Health (Nost-SUS), National Network for Comprehensive Health Care Worker (RENAST), and Protocols for Health Care Workers.

Chapter VI cites regulatory standards (NR) and other social security and labor laws. In Brazil, labor contracts are governed by the Consolidation of Labor Laws (CLT) Except for public agencies (local, state or federal), which may have their own statutes, guided by the principles of CF. Actually there are 34 regulatory standards (NR). The NR 27 repealed and replaced by an ordinance of the Ministry of Labor and Employment. Until April 2008 issues of rural labor medicine were incorporated into NR 31. Other legislation of interest: anti-smoking campaign, campaign for AIDS prevention, risk map, respiratory protection program (RPP), hearing conservation program (PCA). It also cites the week internal accident prevention work (SIPAT), work accidents and occupational disease reporting accidents at work (CAT), the list of occupational diseases or work with Annex II (list A and B ), following the classification of ICD 10 and the pension Professional Profile (PPP). Some actions are pointed to the worker falling to professional nursing specialists or non-specialists to raising awareness of workers' health in care, teaching and research, ensuring compliance with labor legislation in relation to health and safety in particular NR 32.

Chapter VII deals with the actions of the worker in the daily nursing workers, leaving it to experts or non-specialist practitioners awareness of issues in occupational health care, education and research, ensuring compliance with labor laws regarding health and safety in particular NR 32.

Chapter VIII lists the vaccines available in the SUS network that can be used by workers, but also provides guidance for the

maintenance of the cold chain, indications, composition, presentation, contraindications and adverse effects.

Chapter IX presents comments and suggests conceptions of health and disease. This chapter reviews concepts according to the Ministry of Health, the concept of work organization, calls attention to nursing and Burnout, focuses on the model of stress adaptation of Stuart and brings tools for evaluation of professional stress in inventory Maslach Burnout Inventory (MBI ).

Does an attachment with questions for discussion and reflection on work organization and worker health.

Identifies a line epistemological evolution by historical and political facts and the conditions faced by workers in the world, a network of social and political relations. We know that there is a lack of laws that working conditions unfold yet so fragile and workers' rights are still far short of what is provided for in legislation. The book shows the importance of the participation of society in the fight for their rights, to make compliance with the existing legislation and new developments such rights. We can cite as a weakness of the book in the chapter on Nursing describes the area of the nurse: care, management, education and research, reinforcing the fragmented view of Nursing work, since the worker may be involved in all work processes contributing to the achievement of excellence.

Given the above, we can present it as a readable book that provides guidance and information on health care worker, the state's role and rights of the worker. Important reading, because it leads us to reflect on the working conditions in which professionals are entered and submitted.

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