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NOTE PREVIEW ARTICLE

THE PERMANENT EDUCATION IN HEALTH: AN ANALYSIS OF INTERVENTION PROJECTS SUBMITTED BY MANAGERS OF HEALTH DURING THE PARTICIPATION OF THE COURSE OF MICROPOLITICAL (EAD): PRIOR NOTE

A EDUCAÇÃO PERMANENTE EM SAÚDE: UMA ANÁLISE DOS PROJETOS DE INTERVENÇÃO APRESENTADOS POR GESTORES DE SAÚDE DURANTE A PARTICIPAÇÃO DO CURSO DE MICROPOLÍTICAS (EAD): NOTA PRÉVIA

LA EDUCACIÓN PERMANENTE EN SALUD: UN ANÁLISIS DE LOS PROYECTOS DE INTERVENCIÓN PRESENTADOS POR LOS ADMINISTRADORES DE LA SALUD DURANTE LA PARTICIPACIÓN DEL CURSO DE LA MICROPOLÍTICA (EAD): NOTA PRELIMINAR

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ABSTRACT

Objectives: to analyze the intervention projects presented in a distance-learning course to SUS managers, in order to generate data for the Permanent Health Education; To identify on the projects the strengths, opportunities, weaknesses and threats for the implementation of interventions; To discuss new forms for improvement of the management sector, considering the problems identified by the managers. **Method:** an exploratory and descriptive study, observational cross, from document analysis, of a quantitative approach. The participants will be health managers who occupy the management post in the municipalities and Brazilian states, focusing on the Rio de Janeiro/RJ. **Expected results:** from this analysis it is intended to obtain information that provides grants to create a more attractive permanent education policy for managers and with better results for the SUS. **Descriptors:** Health Education; SUS; Distance-Learning Education.

RESUMO

Objetivos: analisar os projetos de intervenção apresentados em um curso à distância para gestores do SUS, como forma de gerar dados para a Educação Permanente em Saúde; identificar nos projetos as fortalezas, oportunidades, fraquezas e ameaças para a implantação das intervenções; discutir novas formas de melhorias para a gestão, considerando os problemas identificados pelos gestores. **Método:** estudo exploratório descritivo, tipo observacional transversal, a partir de análise documental com abordagem quantitativa. Os participantes serão os gestores de saúde que ocupam cargo de gestão nos municípios e nos estados brasileiros, com enfoque no Rio de Janeiro/RJ. **Resultados esperados:** a partir dessa análise, pretende-se obter informações que ofereçam subsídios para criar uma política de educação permanente mais atrativa para os gestores e com melhores resultados para o SUS. **Descritores:** Educação em Saúde; SUS; Educação à Distância.

RESUMEN

Objetivos: analizar los proyectos de intervención que se presentan en un curso a distancia a los gestores del SUS, con el fin de generar datos para la Educación Permanente en Salud; Identificar en los proyectos las fortalezas, oportunidades, debilidades y amenazas para la implementación de las intervenciones; Discutir nuevas formas de mejoras en la gestión, teniendo en cuenta los problemas identificados por los gestores. **Método:** un estudio exploratorio descriptivo, del tipo observacional transversal, del análisis de documentos con enfoque cuantitativo. Los participantes serán los administradores de salud que tienen puesto de gestión en los municipios y estados de Brasil, centrándose en el Río de Janeiro/RJ. **Resultados esperados:** de este análisis se pretende obtener información que proporciona subvenciones para crear una política de educación permanente más atractiva para los administradores y con mejores resultados para el SUS. **Descriptores:** Educación para la Salud; SUS; Educación à Distancia.

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INTRODUCTION

The strengthening of SUS by improvements and changes in health practices is related to changes in the training and qualification of its employees. Thus, the Ministry of Health (the Department of Work and Education Management in Health), the National Council of Municipal Health Secretaries (CONASEMS), the National Council of State Health Secretaries (CONASS) and the Fluminense Federal University (UFF) performed a permanent education process for managers of SUS in which they could discuss, analyze and perform self-analysis of their own work and experience, especially in the management of the health system.

From this demand, it was created the specialization course/training in Micro-Politics Management and Labor Health, effective in 2014. The proposal was accepted by three units of UFF: the School of Nursing Aurora de Afonso Costa, the Health Institute Community (Department of Health Planning) and the Faculty of Pharmacy (Department of Pharmacy and Pharmaceutical Administration).

Course participants were health professionals who held management post in the municipalities and states. Empower this group is strengthened democratic practice present the ideas of the Brazilian Health Reform.

The micro-political course was conducted in the form of Distance Education (EAD) in the blended format, which combines methods and learning technologies, associated with intense debate and analysis of the work scenarios that challenge managers in their daily lives. In this sense, the individual builds their own knowledge in the context of learning, learning to learn.¹

For Paulo Freire, the Brazilian educator and writer, the man should be the subject of his own education, not its object and the modern educator should keep in mind that knowledge is not complete, and it should be developed into a new world of awareness.²

The potential offered by Internet resources, poses challenges to the relations and the traditional roles of the subject, involving tools and content in the learning process.³

With this, it is intended to obtain information that provides grants to create a more attractive permanent education policy for managers and with better results for SUS.

The results will form the basis for the production of the course content; the main focus will be the presentation of suggestions for overcoming the weaknesses and threats

encountered during the implementation of intervention measures by health managers.

The relevance of the proposal lies in the advancement of decentralization of health policy in recent years, where all municipalities experience the full management of the local health system, an advance that brings together different realities and ways of managing health work. A course that takes as its focus the experience and pedagogical work expands the possibilities of building management modes and unique work in the Brazilian health system, supported in being able to meet the diversity of scenarios that are present today and the challenges of system managers.

It is understood that learning should value above all a practice that emphasizes the work as it takes place and the scenarios in which it is installed, as a key input for learning. In health management learn from the experience makes the manager can manage effectively, situations with which faces the SUS building every day. Therefore, since the first discussions for the implementation of the course, we opted for the choice of the theme "micro-politics". This is because, since the 90s of last century, an important health field of study is the micro-politics of the work, which aims to analyze the construction of relational processes between the technological world and the needs of users, focusing the eye on instrumental and communicative reasons.

The micro-politics offer new possibilities of understanding the complex process of transversalities and crossings within the educational institutions and health services, recognizing new actors, new roles, new references, providing the student/reflection manager about their micro-political work process. In this sense, the course incorporates academic theory of micro concept in the work process and health management, increasing the prospect of a course to be developed from elements present in SUS manager's work routine.

The intervention projects presented by the managers at the end of the course, will contribute to significant changes in the workplace, as well as generating data for the Permanent Health Education.

OBJECTIVES

- To analyze the intervention projects presented by students of micro-politics (EAD) in order to generate data for the Permanent Health Education.

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- To identify in the projects the strengths, opportunities, weaknesses and threats to the implementation of interventions.
- To discuss new ways of improvements to management, considering the problems pointed out.

METHOD

♦ Study type

This is an exploratory and descriptive study of observational cross type from document analysis with quantitative approach. There will be asked to all students to fulfill a matrix SWOT⁴ attached to the intervention project. This will allow the identification of Strengths, Weaknesses, Opportunities and Threats to the project. Course completion work will be sent in the form of intervention project, as a requirement for graduation. They will be examined on average 50 projects. The course of micro-politics is directed to managers from Rio de Janeiro/RJ.

♦ Place of the research

The study will be based on the analysis of intervention projects presented by students/managers of the State of Rio de Janeiro.

Geographical areas will be identified in Rio de Janeiro that presented projects, the level of attention (primary, secondary or tertiary), and activities (promotion, prevention, treatment and recovery).

♦ Research participants

The participants will be health managers who occupy the position of management in municipalities and states.

♦ Inclusion criteria

Projects delivered until December 31st, 2015, conducted by health professionals who hold management post in the cities and states of Rio de Janeiro/RJ.

♦ Exclusion criteria

Projects that are not filled with the SWOT matrix.

♦ Procedures of collection and data record

The collection will take place from the end of the course thesis (intervention project) that all students/managers should send to receive the title of experts. From these projects, the geographical areas in Rio de Janeiro/RJ that presented projects will be

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identified, the level of care (primary, secondary or tertiary) and the activities involved (promotion, prevention, treatment and recovery).

It will be asked to all students to fulfill a matrix SWOT⁴. This will allow the identification of Strengths, Weaknesses, Opportunities and Threats to the project. The strengths and weaknesses relate to internal qualities of the project, while the opportunities and threats represent external aspects, which can help or hinder project implementation.

Recognize the strengths and weaknesses of these projects will serve as a source for the production of material that can later be used as a source for Continuing Education courses, valuing aspects recognized by managers as strengths and opportunities and presenting overcoming suggestions of weaknesses and threats.

The information will be transcribed in the form of spreadsheets through Excel Microsoft program.

DATA ANALYSIS

The analysis took place at the course of the research, imbricated the collection stage. From the intervention projects, geographical areas will be identified in Rio de Janeiro/RJ presenting projects, the level of care (primary, secondary or tertiary), and activities (promotion, prevention, treatment and recovery).

From the analysis of matrices SWOT⁴, we identify the Strengths, Weaknesses, Opportunities and Threats to the project. The results will be presented in the form of spreadsheets and figures made in MS-Excel.

ETHICAL NOTES

The project was approved by the Ethics Committee of the Medical School of the Fluminense Federal University, University Hospital Antonio Pedro, and CAAE 48560215.5.0000.5243.

All students/managers who agreed to participate in the study had to sign the Informed Consent and Informed (IC) and will receive research information about research that participation in the study will not be compulsory; not offer risks; preserving the confidentiality of all that is said and anonymity of each, as provided in Resolution 466/2012 of the National Council of Health⁵ establishing standards research involving human subjects.

EXPECTED RESULTS

Getting information that offer grants to create a more attractive permanent education policy for managers and with better results for the SUS; the results also form the basis for the production of the content of a course directed to Continuing Education in ODL format, whose main focus will be the presentation of suggestions for overcoming the weaknesses and threats encountered during the implementation of intervention measures by health managers.

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