

**ABSENCE DUE TO ILLNESS IN THE MILITARY POLICE CAREER****AUSÊNCIA POR DOENÇA NA CARREIRA DO POLICIAL MILITAR****AUSÊNCIA POR ENFERMEDAD EN LA CARRERA DE POLICÍA MILITAR***Daiane Suele Bravo¹, Pedro Marco Karan Barbosa², Zamir Calamita Calamita³***ABSTRACT**

Objective: to verify the distribution of the number of absentee days for health reasons in the year 2012. **Method:** a retrospective and cross-sectional study, with a quantitative approach, with military police officers of the 9th Battalion of the Interior Military Police (9th BMP / I), The 10th FG Fire Group, the Environmental Police (EP) and the Highway Police (HWP), who work in the Marília region (SP) of Brazil, and are attended by the Integrated Health Unit (IHU) of the 9 th BMP / I. **Results:** in the 12 months of research, the days of absenteeism predominated for reasons related to trauma and orthopedic problems, corresponding to a total of 154 days of absenteeism. **Conclusion:** the research made it possible to verify the absenteeism of the military police. Knowing this data is crucial to propose health actions. **Descriptors:** Absenteeism; Police; Nursing.

RESUMO

Objetivo: verificar a distribuição do número de dias de absenteísmo por motivos de saúde, no ano de 2012. **Método:** estudo retrospectivo e transversal, de abordagem quantitativa, com policiais militares do 9º Batalhão da Polícia Militar do Interior (9º BPM/I), do 10º Grupamento de Incêndio (10º GI), da Polícia Ambiental (PAmb) e do Policiamento Rodoviário (PRv), que trabalham na região de Marília (SP), Brasil, e são atendidos na Unidade Integrada de Saúde (UIS) do 9º BPM/I. **Resultados:** nos 12 meses de pesquisa, predominaram os dias de absenteísmo por motivos relacionados a traumas e a problemas ortopédicos, correspondendo a um total de 154 dias de absenteísmo. **Conclusão:** a pesquisa possibilitou verificar o absenteísmo dos policiais militares. Conhecer esses dados é crucial para propor ações de saúde. **Descritores:** Absenteísmo; Polícia; Enfermagem.

RESUMEN

Objetivo: verificar la distribución del número de días de absentismo por motivos de salud en el año de 2012. **Método:** estudio retrospectivo y transversal, enfoque cuantitativo, con policías militares del 9 ° batallón de la policía militar de la policía militar de interior (9º BPM / I), del 10 ° Grupamiento de incendio (10º IG), de la policía ambiental (PAmb) y del Policiamiento Rodoviario (PRv), que trabajan en la región de Marília (SP), Brasil, y son atendidos en la Unidad Integrada de Salud (UIS) del 9º BPM/I. **Resultados:** em los 12 meses de investigación , predominaron los días de absenteísmo por motivos relacionados con traumas y problemas ortopédicos, correspondiendo a un total de 154 días de absentismo. **Conclusión:** la investigación posibilitó verificar el absentismo de la policía militar. Conocer estos datos es crucial para proponer acciones de salud. **Descriptores:** Absentismo; Policía; Enfermería.

¹Nurse, Masters in "Health and Aging", Marília School of Medicine / Famema. Marília (SP), Brazil. E-mail: daianebravo@hotmail.com;

²Professor of the Postgraduate Program "Health and Aging" - Marília School of Medicine / Famema. Marília (SP), Brazil. E-mail: karan@famema.br; ³Professor of the Graduate Program "Health and Aging" - Marília School of Medicine / Famema. Marília (SP), Brazil. E-mail: calamita@unimedmarilia.com.br

INTRODUCTION

Absenteeism and absentism are expressions used to denote the employee's absence from the workplace. There are several concepts in the literature for absenteeism, a term originating from the word "absentism", which was applied to landowners when they left their lands to reside in the cities. In the period of the Industrial Revolution, this concept began to be used in reference to professionals who were absent from the service.^{1,3}

The term absenteeism is subdivided into (a) voluntary absenteeism, when absence occurs for particular reasons not justified by illness; (b) sickness absenteeism, which includes all absences due to illness, except for professional misfortunes; (c) absenteeism due to professional pathology, which includes absences due to occupational accidents or illness; (d) legal absenteeism, comprised of absences in the service protected by laws, such as gestation, disgust, gala, blood donation and military service. And, finally, (e) compulsory absenteeism, which results in work impediment due to suspension by arrest or other impediment that does not allow the worker to reach the workplace.⁵

Absenteeism refers to the absence of the employee from work, being related to the sum of the periods in which the employee of an organization is absent, not being motivated by legal leave. The author broadens the concept, considering the delays committed by the employees as absenteeism as well,³ however, in a study to size the staff for the Nursing services, was classified as planned and unplanned absences. The planned ones are a right of the worker, like vacations, holidays and holidays. Unforeseen absences are considered to be absenteeism, since they are unpredictable, such as medical leave, work accidents, unjustified absences, maternity leave and paternity.⁴

Regarding motives, absenteeism was classified into three groups: (a) intrinsic causes, related to working conditions and reflecting worker satisfaction; (b) extrinsic causes, which are related to the institution's personnel policies; and, finally, (c) personality reasons, which refer to the behavior of the worker.⁶

The individual's dissatisfaction with work overload due to the absence of employees and the inadequate conditions in the institution's infrastructure can contribute to raise the rate of absenteeism. In a study carried out with Nursing professionals, it is verified that absenteeism is a problem causing factor, since

the absence of one overloads the work of the others. This can harm the worker's health, leading to physical, psychological, social wear and tear, and, as a consequence, illness.

Knowledge of the reasons for lack of work is therefore of interest to the institution, specifically in absenteeism-disease, since it makes it possible to program preventive actions, reflected in the improvement of workers' quality of life.⁹

Absenteeism due to illness of the Military Police forces the restructuring of the scale of work in order to maintain the service rendering, which causes increased work for the battalion colleagues.¹⁰

A study carried out by Pinto¹⁰, with military police officers of 13 Units of the Military Brigade of Porto Alegre - RS, consisted of 863 police records that had been removed due to illness and, or due to work accidents, from June 2009 to May 2010 as a result, 1115 occurrences of health problems that resulted in 5955 days of absence, being 5330 for Health Care Licenses (HCL) and 625 for Work Accident Licenses (WAL). The health problems related to the International Classification of Diseases (ICD), the respiratory system (ICD J) and S (trauma, injuries, fractures, dislocations) occurred in all months, with the latter comprising 345 occurrences with 6.73 days of leave on average. Mood disorders (F) and circulatory system diseases caused the highest mean number of days of absences 11.12 and 7.75 days, respectively.¹⁰

In the 9th Battalion of the Interior Military Police (BMP / I), absenteeism by disease is classified according to the International Classification of Diseases (ICD 10). In the Military Police of the state of São Paulo, the doctor is an officer who examines the police officer and, when identifying a health problem, may remove him from work activities. The Medical Officer of the Integrated Health Unit (IHU) is responsible for attending to the professional and also regularizing the medical certificate when the police officer is treated at another health facility. The doctor may grant leave, locally, for up to ten continuous days and, if more than ten days of absence are necessary, the patient is referred to a medical board at the Medical Center located in the city of São Paulo or a telemarketer is held, or a medical consultation by videoconference in which the Medical Officer and the police officer (patient) go to the headquarters (CPI4), where an evaluation with the doctors of the São Paulo Military Police Hospital occurs at a regional level (in the city of Bauru), to validate the proposed number of days of

absence, without financial discounts for the police officer.

The Ninth Battalion of the Interior Military Police (9th BPM / I) provides service in an area that covers 25 municipalities and is responsible for ostensive preventive policing for the preservation of public order in the Marília, Garça and Tupã regions. The Battalion has community policing programs, police patrols, ostensive rounds with motorcycle support, tactical force, school policing, and walking, riding, and dog support.

In the city of Marília (SP), Brazil, there is the Tenth Fire Group (10th FG), belonging to the Fire Brigade of the Military Police of the State of São Paulo. The Environmental Policing Command of the State of São Paulo is the Military Police unit specializing in the environment, composed of four Environmental Police Battalions, directed by a central command - Environmental Police Command, based in São Paulo, which is responsible for the application of the State's environmental legislation. In the city of Marília is the 4th Company of Environmental Police.

Road policing is carried out by four Battalions, distributed along the state highways of the State of São Paulo. This ostensible policing aims to discipline road users in compliance with and respect for rules and regulations. The municipality of Marília has a road police base, and its headquarters is in the municipality of Assis-SP.

It is relevant to emphasize that, in this research scenario, there is no survey on absenteeism due to diseases, being this the first study with these characteristics carried out in said battalion. The objective of this study, was to verify the distribution of the number of absentee days for health reasons in the year 2012, observed in military police officers in the Marília-SP region.

METHOD

A retrospective, cross-sectional, quantitative approach was carried out with military police officers of the 9th BMP / I, the 10th Fire Group (10th FG), the Environmental Police (EP) and the Highway Police (HWP) that work in the Marília region (SP), Brazil, and are attended at the Integrated Health Unit (IHU) of the 9th BMP / I. There are a total of 992 police officers, 939 soldiers and 53 officials.

The sample consisted of 285 police officers of both sexes. To obtain this number, the sample size (n) necessary was calculated to guarantee the ideal quantity of individuals.

The instrument for classifying the absenteeism motives was elaborated by the

authors of this research, and the absences of the police could be classified in 15 reasons.

These reasons are the result of the observation and experience of the medical officers who attend the military police in the Integrated Health Unit. From the dialogue between the researcher and medical officers, these fifteen reasons for removal were chosen. It should be noted that this was the first survey of this kind carried out in the IHU of the 9th BMP / I.

To present the results, tables and graphs were used. In the quantitative approach, the numerical variables of normal distribution (Gaussian) were analyzed through means and standard deviation; The categorical variables were expressed in absolute numbers and percentages.

RESULTS

The results refer to data collected in the 285 military police files for the year 2012.

According to the medical records analyzed, the greatest number of combatants was military police combatants, that is, belonging to the 9th BMP / I (70.53%), followed by the grouping of fire (23.86%), highway policing (3.16%) and environmental policing (2.45%), as can be observed in figure 1. These figures, would probably, be the same if this study were carried out in other battalions, since, today, the expressive number of policemen is in the ostensible police (Fighters).

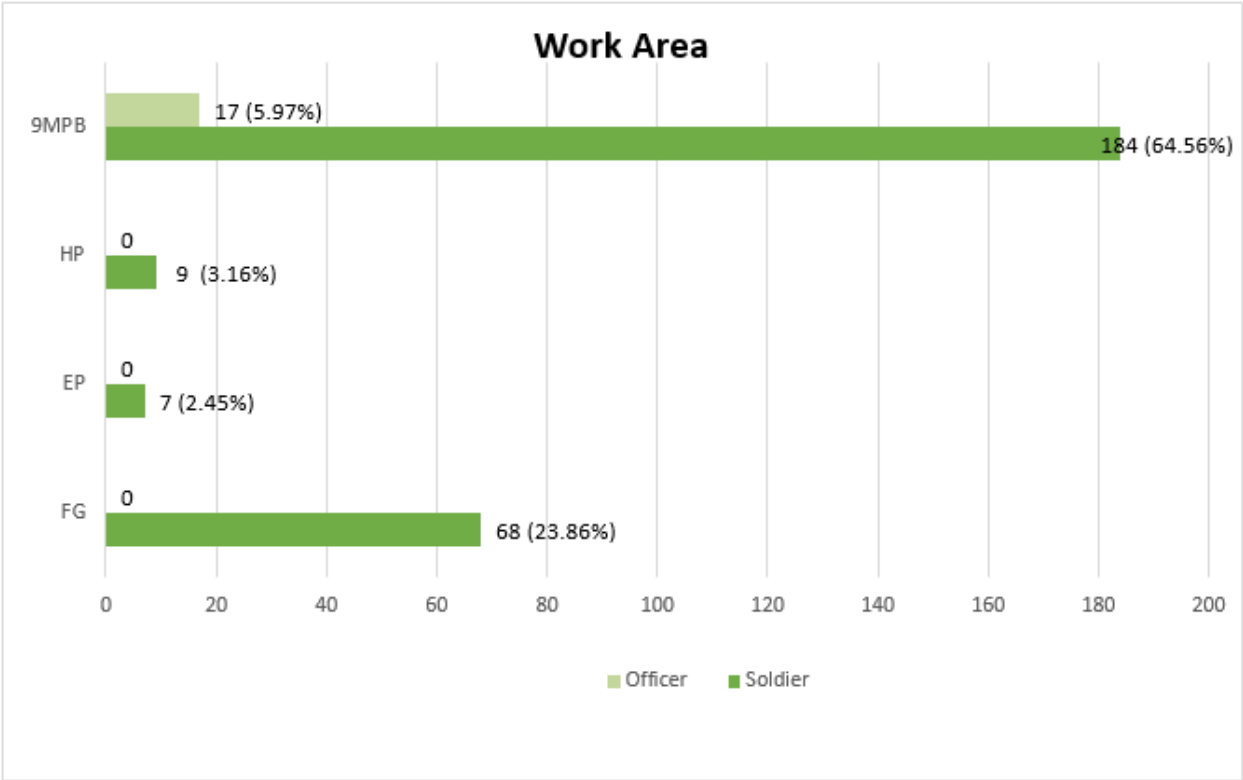


Figure 1. Distribution of the military police officers analyzed in the Marília region, in absolute numbers, by area of operation. Marília (SP), Brazil, 2012.

KEY: FG = fire grouping;
EP = Environmental Police;
HP = Highway Police;
9 MPB / I = 9th Military Police Battalion.

The predominant service time in the study was 11-20 years, corresponding to a total of 145 police officers (50.88%), with a mean of

18.3 years (+6.5) and a median of 19 years, as demonstrated by figure 2.

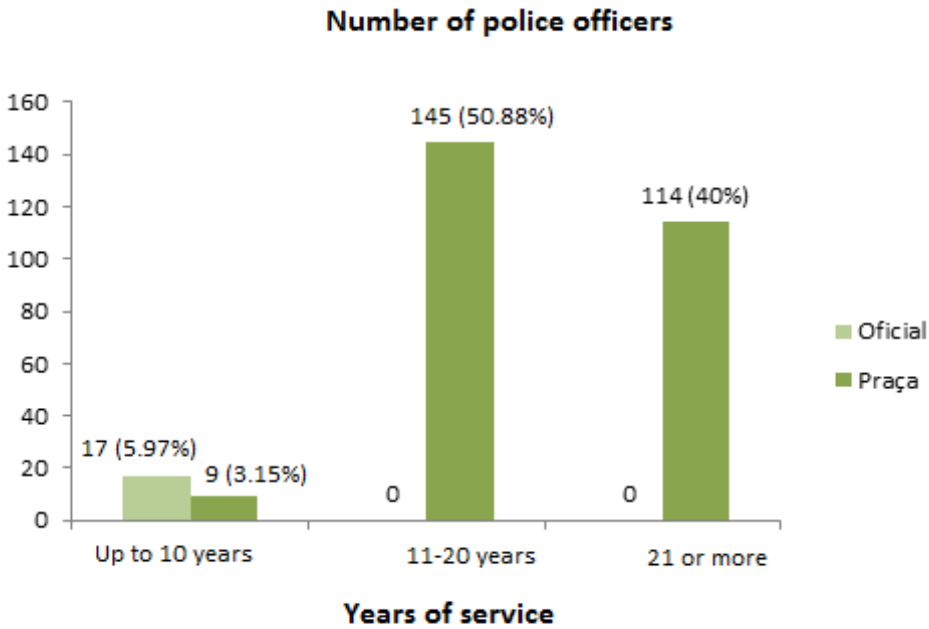


Figure 2. Distribution of military police officers analyzed in the Marília region, in absolute numbers, according to the length of service. Marília (SP), Brazil, 2012.

Figure 3 shows that among the files analyzed, there were 53 (18.60%) police officers with absenteeism in the year 2012.

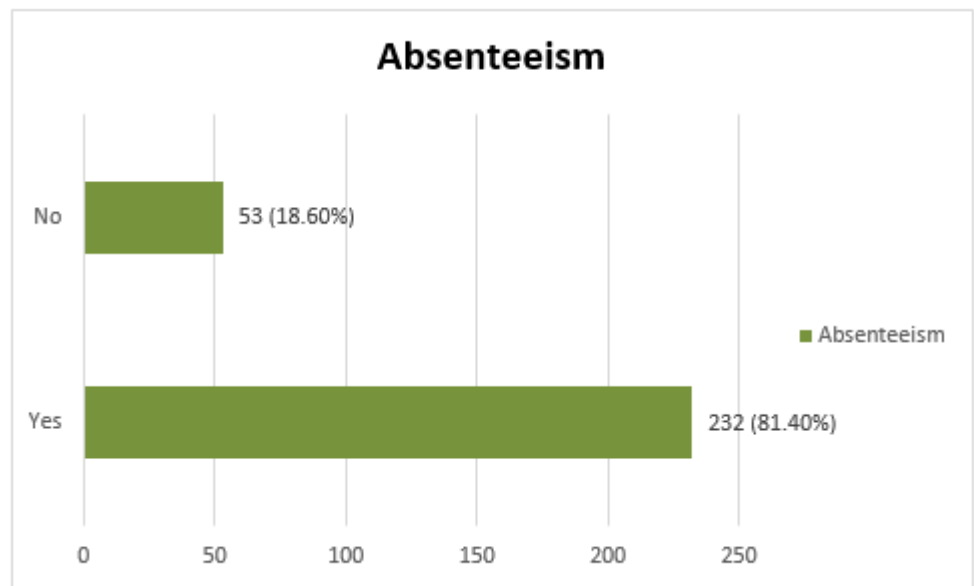


Figure 3. Distribution of Absenteeism among military police officers in the Marília region, in absolute numbers, in 2012. Marília (SP), Brazil, 2012.

Figure 4 shows the distribution of days of absenteeism due to health reasons observed in the military police. It is verified that the trauma in service or in the barracks, except physical education, was responsible for 63 days of absenteeism in 2012, a significant number when compared to other reasons. In general, it was clear in this study that trauma and orthopedic problems are the health problems that led police officers to move away from their work activities.

Motives	Number of days
Trauma in service or in the barracks, except physical education.	63
Trauma during service in physical education.	31
Orthopedic problems (pain) without precise relation with previous traumas	31
Trauma during days off	29
Colic and Kidney Infections	27
Gastrointestinal Disorder	22
Infection of upper areas	14
Emotional disorder not related to addiction, alcohol, among others	5
Conjunctivitis	3
Headache	2
Cardiovascular problems: systemic arterial hypertension, varicose veins, among others	1
Chemical dependency/alcohol	0
Chronic orthopedic problems related to service (including physical education)	0
Chronic orthopedic problems related to out-of-service trauma	0
Other causes	52
Total	280

Figure 4. Distribution of the number of days of absenteeism for health reasons, in the year of 2012, observed in military police officers of the Marília region. Marília (SP), Brazil, 2012.

DISCUSSION

According to the police records of the 9th BMP / I, the largest number of combatants was military police combatants (70.52%), followed by the grouping of fire (23.85%), road policing (3.15%) and environmental policing (2.45%). These numbers might have been the same if this study had been carried out in other battalions, since, today, the significant number of policemen is in the ostensible police (combatants).

The time of service of the military police of Marília was presented in figure 2. Among the soldiers, the predominant time was of 11-20

years, corresponding to 50, 57%; already among the officers, the service time up to ten years was the most evident, comprising all the officials of the study.

Figure 3 shows the distribution of absenteeism among military police officers in 2012. There was an occurrence of 18.60% (53 police officers were absentee in the year 2012). In a study carried out by Stein and Reis¹, with military police officers at the 4th Military Police Battalion of Espírito Santo, based in the Municipality of Vila Velha, during 2010, the results indicated that, in the universe of 502 military police officers, members of the 4th BMP in 2010, more than

300 of these have completely withdrawn from service due to illness or an accident at work. Comparing to this study, a relatively low number of absenteeism can be observed among military police officers in the Marília region. These data can not, however, be considered a reality for the State of São Paulo, since each region presents its peculiarities in the service.

The distribution of number of absentee days for health reasons is shown in figure 1. In the 12 months of research, the days of absenteeism predominated for reasons related to trauma and orthopedic problems, corresponding to a total of 154 days of absenteeism, in addition to 124 days due to other reasons. In the work carried out by Pinto¹⁰, with military police officers of 13 units of the Military Brigade of Porto Alegre-RS, musculoskeletal traumas were responsible for 1465 days of absence in 2009 and 801, in 2010, an expressive number of days, as well as those of the police in the region Of Marília.

The time of exercise in the profession is relevant: from 11 to 20 years of profession there were 152 days of absenteeism followed, respectively, of 113 days, with 21 or more years of profession and 15 days until ten years of profession. This figure may be due to the higher number of police officers in this age group (145 policemen aged 11 to 20 years), when compared to the other bands.

CONCLUSION

This study made it possible to learn about absenteeism due to illness in the military police officers of the Ninth Battalion of the Military Police, the 10th Fire Group (10th FG), the Environmental Police (EP) and the Highway Policing (HWP). Are attended at the Integrated Health Unit (IHU) of the 9th BMP / I.

Within the survey, the days of absenteeism were predominant due to reasons related to trauma and orthopedic problems, corresponding to a total of 154 days of absenteeism.

It can be inferred that absenteeism, as in other organizations, has consequences for the police and the corporation. Whenever an employee is absent from the service, is necessary to scale, since the police service does not stop, it is necessary to have police in the 24 hours of the day. This absence makes the policemen who are in service are overloaded, because, even if it has a smaller force, it is necessary to guarantee the attendance of the population and the occurrences. It is important to emphasize that absenteeism also leads to an increase in costs,

because it is necessary to replace this faulty professional. The cost of absenteeism was not the object of study in this research but, is a relevant factor.

It is believed that, this research, it is necessary to propose programs with the purpose of rethinking the quality of life of this professional, aiming to provide military police officers with information on health, importance of care and benefits. It is important that these activities be directed to every corporation, such as soldiers and officials.

There is a lack of research, in the literature on this professional segment. New research could confirm that, it is broader and compare with the results obtained in this research.

REFERENCES

1. Stein AC, Reis AMS. O absenteísmo por dispensa médica e os prejuízos para gestão policial militar: um estudo de caso do 4º BPM. Rev Preleção [Internet]. 2012 Apr [cited 2014 July 14];6(11):31-48. Available from: http://www.pm.es.gov.br/download/reistaprelecao/Revista_Prelecao_Edicao_11.pdf
2. Nascimento GM. Estudo do absenteísmo dos trabalhadores de enfermagem em uma unidade básica e distrital de saúde do município de Ribeirão Preto - SP [dissertação] [Internet]. Ribeirão Preto: Universidade de São Paulo; 2003 [cited 2014 July 14]. Available from: <http://www.teses.usp.br/teses/disponiveis/2/22132/tde-21052004-110529/pt-br.php>
3. Chiavenato I. Recursos humanos na empresa. 3rd ed. São Paulo: Atlas; 1994.
4. Fugulin FMT, Gaidzinski RR, Kurcgant P. Ausências previstas e não previstas da equipe de enfermagem das unidades de internação do HU-USP. Rev Esc Enferm USP [Internet]. 2003 [cited 2014 July 14];37(4):109-17. Available from: <http://www.scielo.br/pdf/reeusp/v37n4/13.pdf>
5. Quick TC, Lapertosa JB. Análise do absenteísmo em usina siderúrgica. Rev Bras Saúde Ocup.1982 Oct/Dec;10(40):62-7.
6. McDonald JM, Shaver AV. An absenteeism central program. J Nurs Adm. 1981;11(5):13-8.
7. Araújo JP. Afastamento do trabalho: absenteísmo e presenteísmo em uma instituição federal de ensino superior [dissertação] [Internet]. Brasília: Universidade de Brasília; 2012 [cited 2014 July 16]. Available from: <http://repositorio.unb.br/handle/10482/11239>

Araujo AS, Santos AAP dos, Lúcio IML et al.

Absence due to illness in the military...

8. Martinato MCNB, Severo DF, Marchand EAA, Siqueira HCH. Absenteísmo na enfermagem: uma revisão integrativa. Rev Gaúcha Enferm [Internet]. 2010 [cited 2014 July 14];31(1):160-6. Available from: <http://www.scielo.br/pdf/rgenf/v31n1/a22v31n1.pdf>
9. Guimarães RSO. O absenteísmo entre os servidores civis de um hospital militar [dissertação] [Internet]. Rio de Janeiro: Escola Nacional de Saúde Pública Sergio Arouca; 2005 [cited 2014 July 14]. Available from: <https://www.arca.fiocruz.br/bitstream/icict/4689/2/727.pdf>
10. Pinto JN. Absenteísmo por doença na Brigada Militar de Porto Alegre, RS [monografia] [Internet]. Porto Alegre: Universidade Federal do Rio Grande do Sul; 2010 [cited 2014 July 14]. Available from: <http://www.lume.ufrgs.br/bitstream/handle/10183/28221/000769964.pdf?sequence=1>

Submission: 2016/04/22

Accepted: 2017/05/05

Publishing: 2017/07/01

Corresponding Address

Daiane Suele Bravo

Rua: São José, 652

Bairro Vila Souza

CEP: 19804-355 – Assis (SP), Brazil-

English/Portuguese

J Nurs UFPE on line., Recife, 11(7):2758-64, July., 2017