



7 Novembro - Tarde

15:00 - 16:00 Mesa Redonda - *Poder nas Organizações de Saúde- O Enfermeiro Gestor na Tomada de Decisão Política e Estratégica*

Enfº José Ribeiro (CHTS)- Situação em Portugal

Enfª Paulina Kurcgant (USP)- Situação no Brasil

Enfª Pilar Brea (ACSA)- Situação em Espanha

Moderador - Enfº Elvijo Jesus

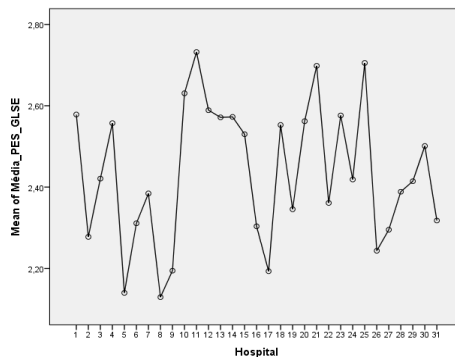
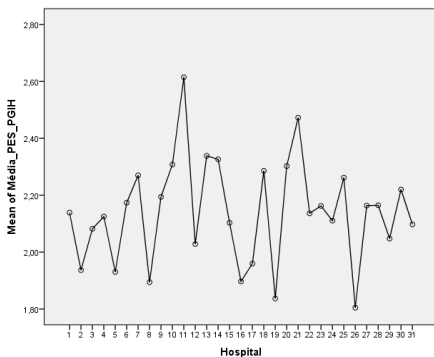


- Universo - **38** Hospitais (Organizações) independentemente da sua forma de agrupamento
- Participaram **31** Organizações
- Todos os enfermeiros e enfermeiros especialistas que se encontravam a exercer funções, independentemente do vínculo laboral, nas unidades seleccionadas
- Utentes com mais de 3 dias de internamento na respectiva unidade, com capacidade para responder
- Respostas válidas: 2235 Enfs; 2254 Utentes; 139 Serviços de 44 “edifícios hospitalares”.

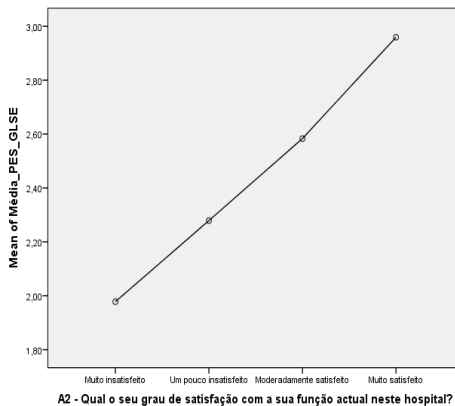
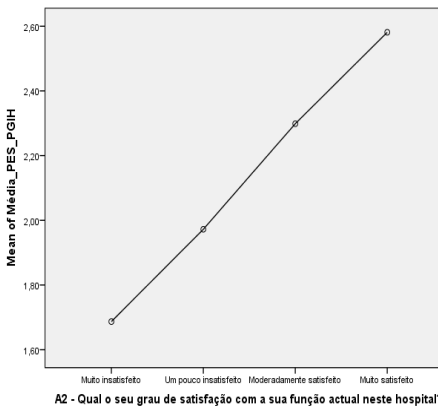
Região	Hospitais	
	Nº	%
Norte	12 (13)	92,3
Centro	5 (7)	71,4
LVT	8 (11)	72,7
Alentejo	3 (3)	100,0
Algarve	1 (1)	100,0
RAM	1 (1)	100,0
RAA	1 (2)	50,0
Total	31	81,6



Todos os itens inerentes à Participação dos Enfs. na Governação Internas do Hospital (PEGH) e na Gestão, Liderança e Suporte dos Enfs. (GLSE) variam em função da **Organização** ($p \leq 0,00$)

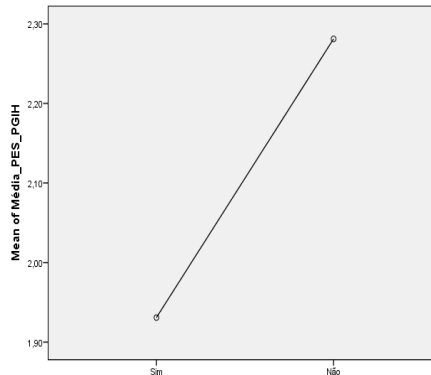


Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos na: **Satisfação dos Enfermeiros** ($p \leq 0,00$)

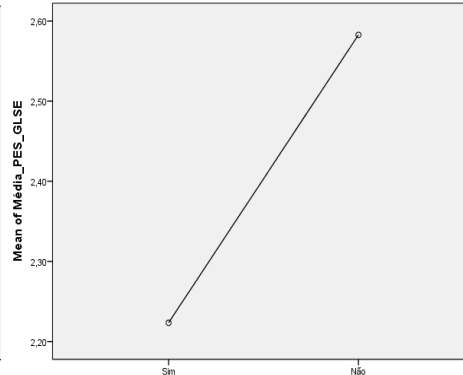




Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos no: **Turnover / Intenção de abandono por satisfação laboral** ($p \leq 0,00$)



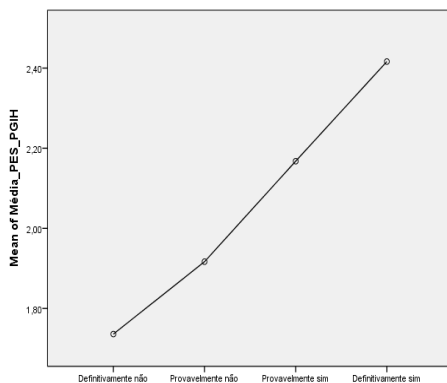
A5.a - Se possível, deixaria o seu actual hospital no próximo ano devido a insatisfação laboral?



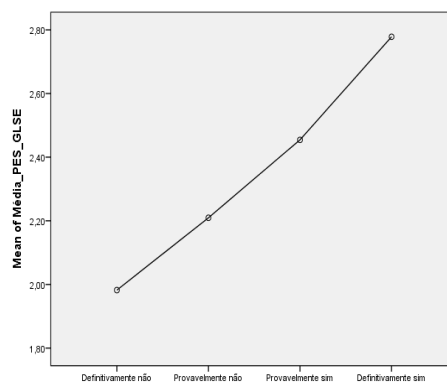
A5.a - Se possível, deixaria o seu actual hospital no próximo ano devido a insatisfação laboral?



Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos na: **Recomendação do Hospital a amigos e familiares** ($p \leq 0,00$)



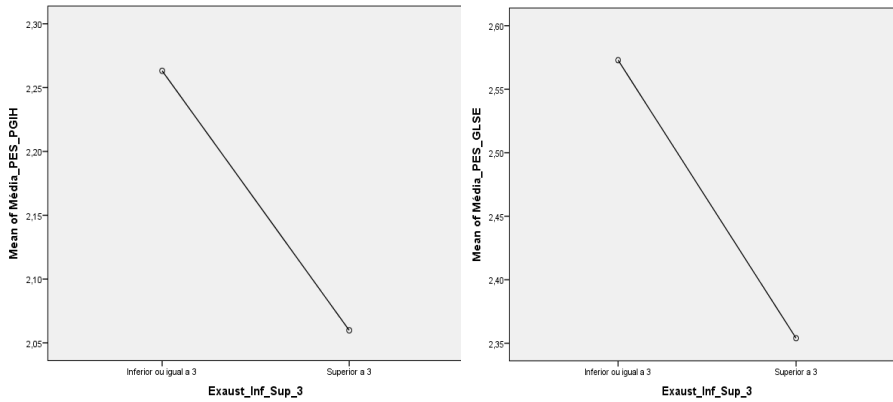
A8 - Recomendaria o seu hospital aos seus amigos e familiares caso necessitassem de cuidados hospitalares?



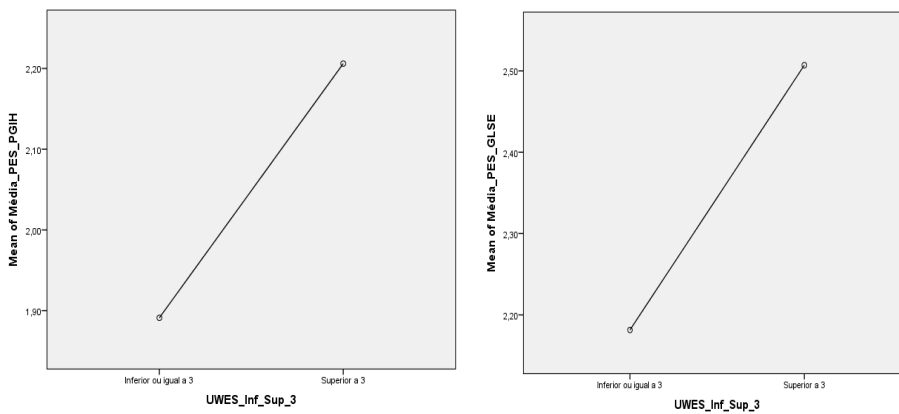
A8 - Recomendaria o seu hospital aos seus amigos e familiares caso necessitassem de cuidados hospitalares?



Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos na:
Redução dos níveis das 3 Componentes do Burnout ($p \leq 0,00$)

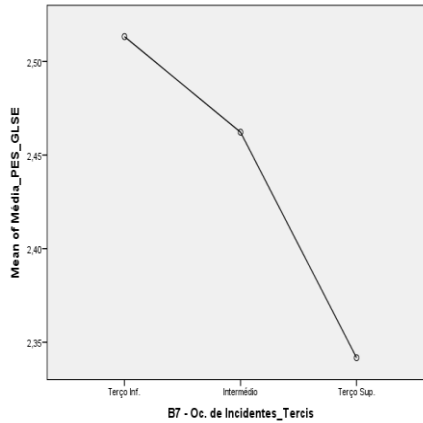
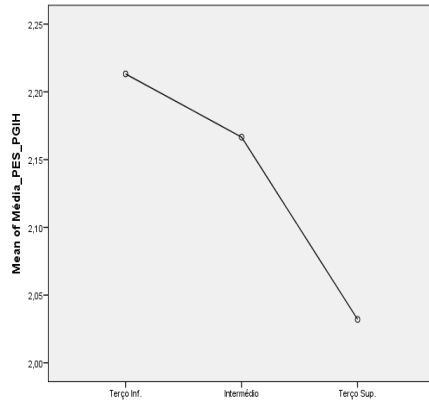


Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos no:
Incremento dos níveis de Work Engagement ($p \leq 0,00$)

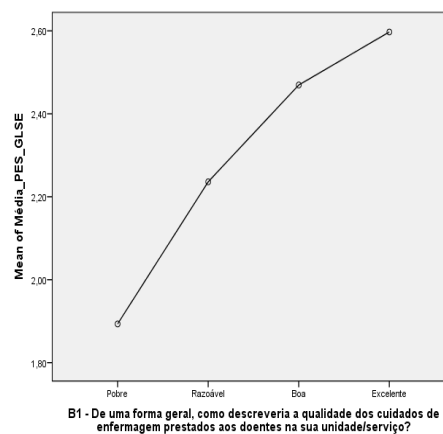
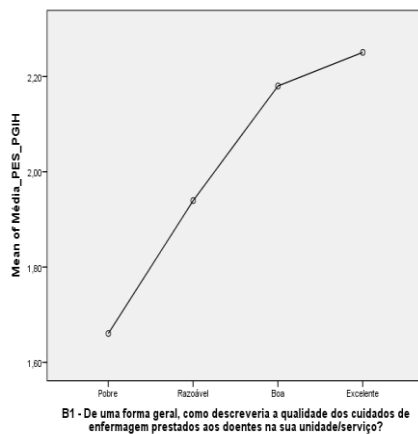




Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos na: **Redução da ocorrência de incidentes e adventos adversos** ($p \leq 0,00$)



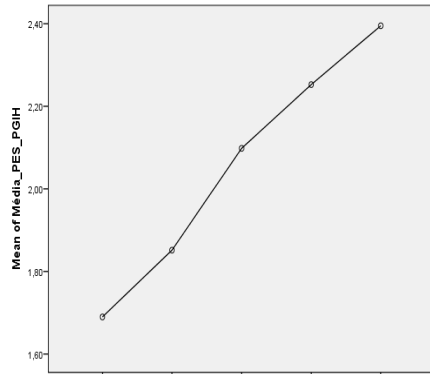
Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos na: **Qualidade de cuidados** ($p \leq 0,00$)



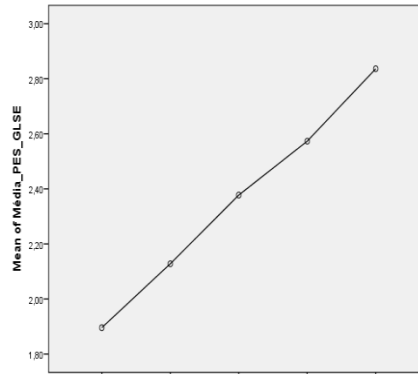


Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos em:

Todos os itens da segurança do doente ($p \leq 0,00$)



B4 - Por favor atribua uma classificação geral à sua unidade/serviço em termos de segurança dos doentes.

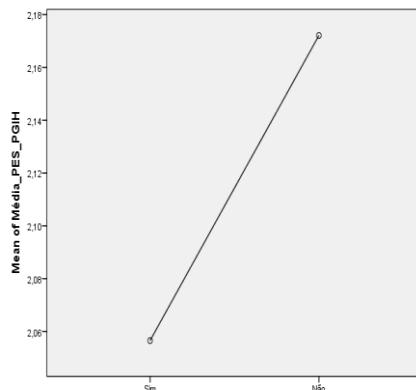


B4 - Por favor atribua uma classificação geral à sua unidade/serviço em termos de segurança dos doentes.

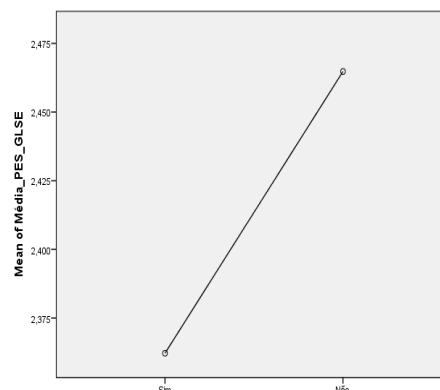


Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos na:

Diminuição da “sobrecapacidade” dos profissionais ($p \leq 0,00$)



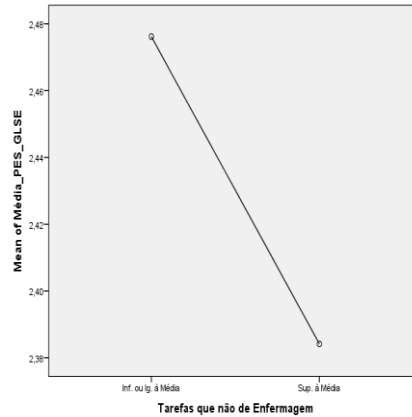
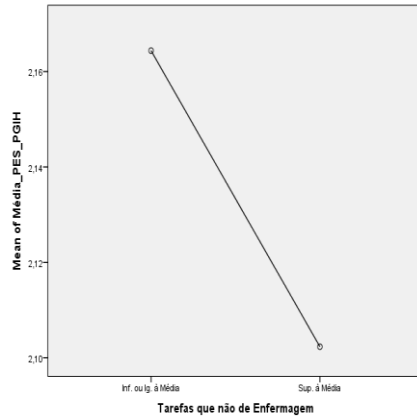
C3 - No seu mais recente turno neste hospital trabalhou mais do que o número de horas contratualizadas?



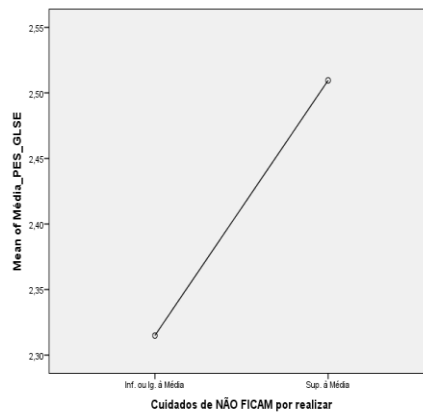
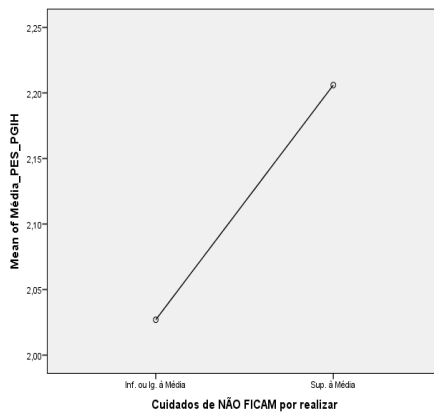
C3 - No seu mais recente turno neste hospital trabalhou mais do que o número de horas contratualizadas?



Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos na:
Redução da realização de tarefas que não são de enfermagem
(underskilled tasks) (p ≤ 0,00)



Todos os itens inerentes à PEGH e GLSE apresentaram impactos significativos na:
Cuidados que (Não) ficam por realizar (missed care / care left undone)
(p ≤ 0,00)



Position Statement

Participation of nurses in health services decision making and policy development

ICN Position:

Nurses have an important contribution to make in health services planning and decision-making, and in development of appropriate and effective health policy. They can and should contribute to public policy related to preparation of health workers, care delivery systems, health care financing, ethics in health care and determinants of health.

Nurses must accept their responsibilities in health services policy and decision-making, including their responsibility for relevant professional development.

Professional nursing organisations have a responsibility to promote and advocate the participation of nursing in local, national and international health decision-making and policy development bodies and committees. They also have a responsibility to help ensure nurse leaders have adequate preparation to enable them to fully assume policy-making roles.

Background

Because of their close interaction with patients/clients and their families in all settings, nurses help interpret people's needs and expectations for health care. They are involved in decision-making at clinical practice level as well as in management. They use the results of research and trials to contribute to decisions on quality, cost-effective health care delivery. They conduct nursing and health research that contributes evidence to policy development. Because nurses are often coordinators of care provided by others, they contribute their knowledge and experience to strategic planning and the efficient utilisation of resources.

To participate and to be effectively utilised in health planning and decision-making, and health and public policy development, nurses must be able to demonstrate their value and convince others of the contribution they can make. This may involve improving and expanding the scope of the preparation of nurses for management and leadership, including their understanding of political and governmental processes. It may also involve increasing their exposure through management and leadership roles and positions in both nursing and other health care services, encouraging nurses to participate in government and political affairs, and improving and marketing the image of nursing.

International
Council of Nurses
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e-mail: icn@icn.ch
Website: www.icn.ch

/over...

Position Statement

Management of nursing and health care services

ICN Position:

Nursing has a responsibility to contribute to health planning and policy, and to the coordination and management of health services. The International Council of Nurses (ICN) expects nurses to contribute to health policy locally, nationally and internationally through management and leadership roles at all levels and through direct engagement and advocacy by National Nursing Associations (NNAs). The need for excellence in management of nursing and health systems must be actively promoted.

ICN firmly believes that nursing services must be directly managed by nurses. In a situation where there are non-nurse managers whose staff includes nurses, ICN believes that nurse leaders in these situations must have authority to give direction on matters pertaining to professional nursing. In all such situations it is the nurse who is accountable for the scope and standards of nursing practice.

In addition, ICN believes that nurses are well equipped to manage a wide range of health services.

ICN expects nurse managers to receive equal opportunity, preparation and remuneration for management, policy development and leadership as do other health personnel being prepared for senior positions in the health sector.

Background:

The roles and functions of nurse managers are continually being re-defined in the context of health sector change.

Leadership is an essential component of management. It is critical that nurse leaders are well prepared to assume roles as managers in nursing and health care services, in education or in health policy. Nursing leadership includes coaching and mentoring others, and creating the environment for ongoing development and quality care.

Strong nursing leaders support staff in their practice by addressing both professional and clinical issues, promoting job satisfaction and improving the quality of care for health consumers. Specifically, nurses at executive levels play an integral role in the delivery of quality care by providing: strong and effective leadership, social influence, strategic direction, and, authority within an organisation.¹

Excellence in the management of nursing and health care services must be actively promoted. Professional nurses associations can strategically influence to ensure that the profession is engaged in health planning and policy.

¹ Cook M.J. 2001. The attributes of effective clinical nurse leaders. Nursing Standard, 15(3), 33-36.

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/over...

4º Congresso Internacional da APEGEL
Associação Portuguesa dos Enfermeiros Gestores e Liderança
vencendo desafios. traçando novos rumos

em parceria com

com o patrocínio científico da




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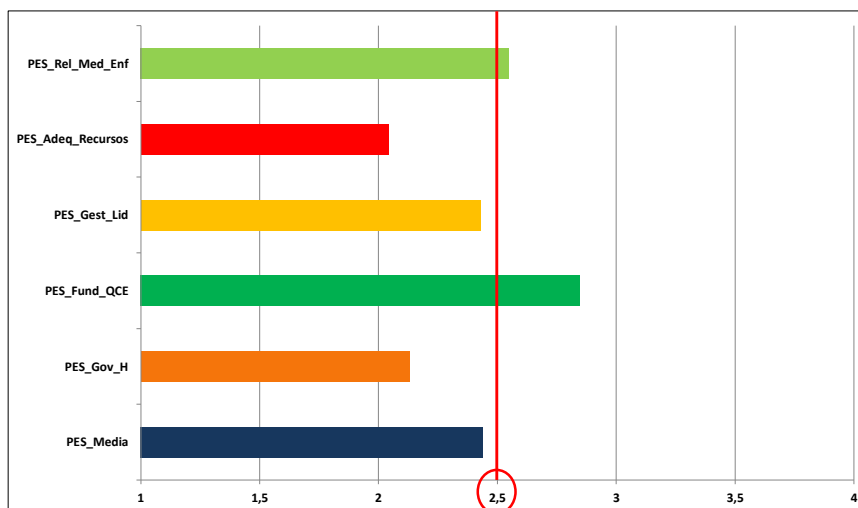
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Enfª Paulina Kurcgant (USP)- Situação no Brasil
Enfª Pilar Brea (ACSA)- Situação em Espanha
Moderador - Enfº Élvio Jesus



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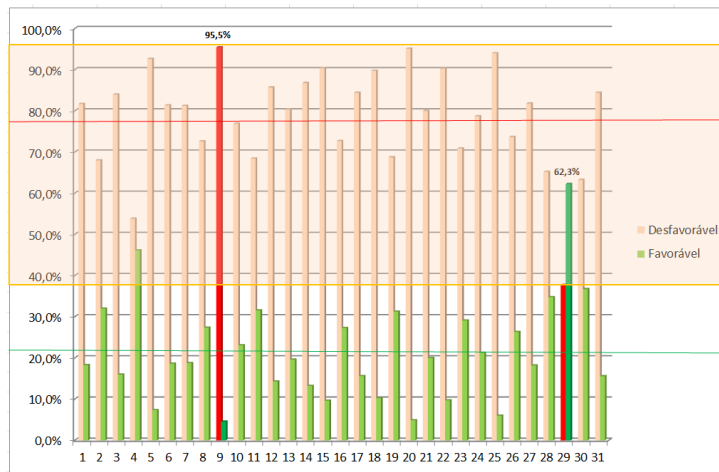
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Ambientes de Trabalho (Favoráveis, se > 2,5)

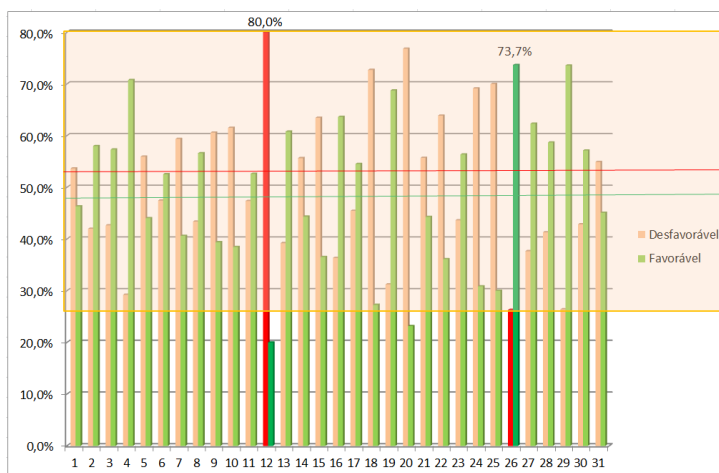


Escala: PES_NWI (Lake, 2002)

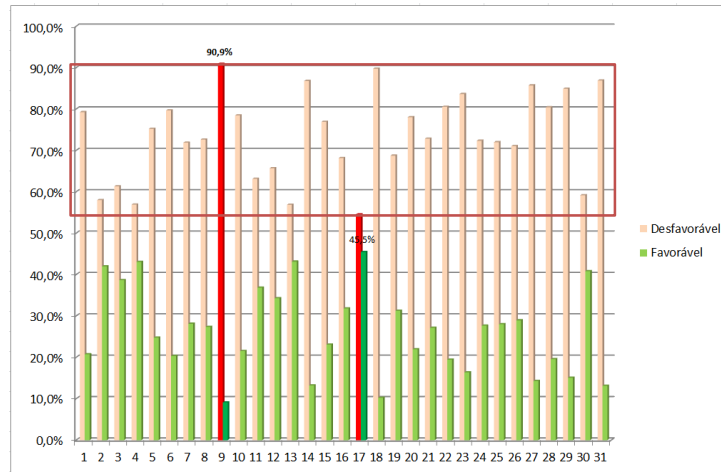
Participação na Governação Hospitalar



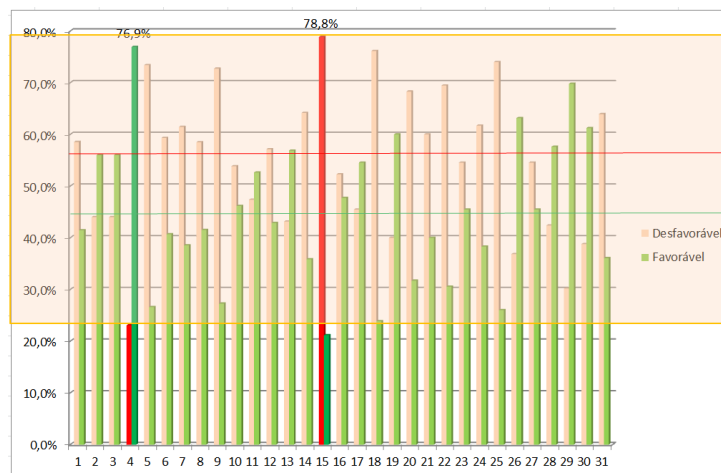
Gestão, Liderança e Suporte dos Enfermeiros



Adequação de Recursos Humanos e Materiais



Ambientes e Prática - Total





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