

ANALYSIS OF NURSING ACTIVITIES SCORE IN THE PERSPECTIVE OF THE WORK PROCESS

Elisa de Vargas*
Marta Regina Cesar-Vaz**

ABSTRACT

In the nursing, the use of instruments of evaluation of the work process is of extreme relevance, especially those that if consider to measure its loads. The objective of this study was to reflect on the use of an instrument of this type. Theoretician-reflexive constructed from the structure of the Nursing Activities Score (NAS), using references theoreticians and the dialog with other studies of literature is about an essay on the process of work of the nursing. The application of these instruments to the work object, that is the patient interned in the unit of intensive therapy, refers to the product of the work of the nursing, that is, the given care. This, in turn, is not limited only to the complete healing of the health of the patient, but it encloses the result of each one of the employed and contemplated interventions in the one NAS. The ones for 24 hours. NAS, therefore, it is important for the analysis of the quality of the given work, therefore it displays the value of the work of the nursing, and the individual and social representation of the product of this work – the care.

Keywords: Work. Workload. Nursing

INTRODUCTION

When considering the process of work of the nursing, becomes excellent to examine the elements constitute that it. For in such a way, the use of some you prop up, as half of work, it can be useful for the visualization of these components. Independent of the context, the work process brings, in its constitution, some basic elements, that are the object, the instruments and the proper work⁽¹⁾. The man, by means of its action, uses these instruments to transform the object of its work into an end item, which must translate value of use for itself⁽²⁾.

Currently in Brazil, the instruments that they search the quantification of loads of work in the nursing typically are based on the System of Classification of Pacientes (SCP). One is about tools that stipulate the excused hours of cares, in accordance with the assistencial complexity of the patient⁽³⁾. The SCP is defined as a methodology capable to determine, to validate and to monitor the necessities of care to the patient of individualized form and being used they gotten data as subsidy for allocation of human resources, planning of costs of the assistance and maintenance of the quality standards⁽⁴⁾.

However, the units of work of the nursing, mainly of intensive therapy, that if destine to the attendance of patients of high risk, demand commitment, attention and qualification. Equally, the work overload, in this context, determines and impact in the quality of the given assistance⁽⁵⁾.

The Nursing Activities Score (NAS) is an index-finger to measurer originally of the load of work bred for use in unit of intensive therapy (UTI), constituted of 23 items, which dot the percentage of nursing time expense in the execution of the activities in it listed in a period 24-hour. It resulted of adjustments carried through in two props up preexisting, Therapeutic Interventions Scoring System (TISS-28) and Nine Equivalents of Nursing Manpower Use Score (NEMS). Beyond the therapeutically interventions gifts in the TISS-28, IN Them include action of support to the familiar ones, as well as administrative and managerial tasks⁽⁶⁾.

With sights to enclose with more allegiance the evaluation of the work load, but keeping the same characteristics of the previous version, some categories and the number of existing item in the TISS they had been reduced, passing of 28 for 23. After extensive analysis statistics of data in the use of then called NEW TISS, this passed to be called "Nursing Activities Score"⁽⁷⁾. In comparison to other instruments, NAS useful tool revealed to Them to be used mainly in units of intensive therapy⁽⁸⁾.

The 23-contemplated item are divided in seven great areas of care (basic activities, ventilatory support, cardiovascular support, renal support, neurological support, metabolic support and specific interventions), beyond monitoring and controls, procedures of hygiene, mobilization and positioning of the patient, have supported and administrative and managerial care to the familiar ones, tasks, totalizing 32 activities.

*Nurse. Student in Nursing. University Professor at Região da Campanha, Campus Bagé/RS. E-mail: vargaselisa@urcamp.edu.br

**Nurse. Doctor of Nursing Philosophy. Titular teacher (class E) of the Federal University of Rio Grande. E-mail: cesarvaz.furg@gmail.com

Each activity possesses one props up that it varies of 1,2 the 32,0 points and corresponds to the percentage of time of assistance of nursing in the 24 hours, reaching, in the maximum, of 176,8% for patient⁽⁶⁾. It props up if it to exceed 100%, is interpreted that a professional to give assistance will be necessary more than to that patient⁽⁹⁾.

This study it had as objective to reflect on the use of the NAS. The ones in the perspective of the work process. This because the measurement of loads in the work, by means of one props up as NAS, it can evidence the involved necessities in the work and

disclose the dimension of the intrinsic social value to the process of work of the nursing.

METHODS

Theoretician-reflexive constructed from the structure of the one is about an assay of the NAS, identifying in it the elements of the work process, namely: purpose, object, instruments and product (Figure 1). The theoretical referential of Marx was used⁽²⁾, beyond having been mobilized other studies gifts in literature on process of work of the nursing.

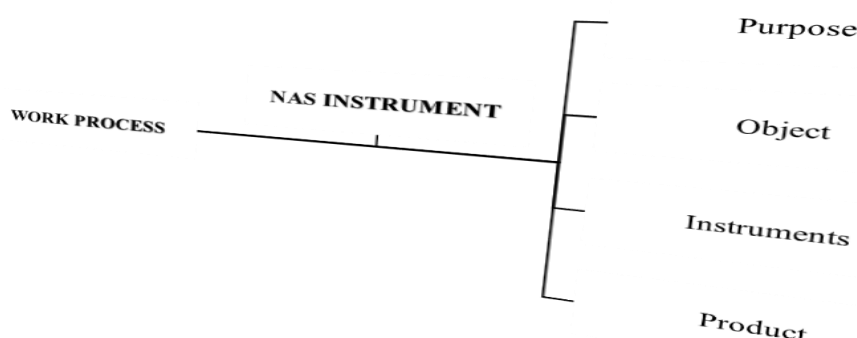


Figure 1. Elements of the process of work identified from the structure of the Nursing Activities Score (NAS).

NURSING ACTIVITIES SCORE AND THE PROCESS OF WORK

The human being, by means of its action, uses of the instruments or ways of work to transform the object into end item, which, in turn, must possess a value of use for itself⁽²⁾. As in the natural system, in which the head and the hands are linked, the work processes it joins the intellectual work with the manual. In the ending of the process of the work, a preexisting result appears, that the worker ideally already imagines in its mind – the project. It does not transform only the object on which he performs surgery, but places in action the project that had conscientiously as goal or purpose⁽²⁾.

In parallel to the area of the health, the work process also has as purpose to give integral and resolute assistance, for satisfaction of the necessities of individuals and social groups, that is, in its product⁽¹⁰⁾. In the scope of the care in nursing and health, the work process possesses decurrent proper specificities in the way as it is organized.

The patient, in different contexts (individual or collective), represents the object of work of the

nursing, in which she must print it's to make. In the UTI, for example, even so the focus of the nursing assistance is the care directed to the serious patient, the team of necessary nursing to consider the inserted family in the totality of this process of work⁽¹¹⁻¹²⁾. Patients who need intensive cares can contribute on account for the occurrence of physical consuming in the workers of nursing of the dependence and the clinical gravity, as well as providing its necessities and with its familiar, relative ones to the therapeutically one and the prognostics, beyond emotional support⁽¹³⁾.

The load of work of nursing in necessary UTI regularly to be monitored by the nurses, by means of the use of instruments that make possible its measurement. This must be made with the available efficient scales in literature, a time that the work overload can intervene negative with the development of its to make⁽¹⁴⁾.

NAS - Them it can be apprehended as work instrument by itself, with the purpose of measurer the work load. It can also state in its structure the proper process of work in itself, organized and capable to disclose the elements constitute that it, its purpose, its object, the instruments and its product.

The resultant product of the use of the NAS. Them is the proper care given for the nurse. The carried through actions are described in the seven areas of the care that compose this prop up, with the purpose to identify and to supply the necessities of the patient, disclosed in the period 24-hour. The work object is configured in the patient, in which the nurse prints its force of work, using instruments that if translate the use of the different technologies.

In the development of the work, the technology can be understood as something material, referring to the equipment used in the assistance to the health, and as not material, that is the case of the process of work, knowing constituted them and the relations of work⁽¹⁵⁾. The use of technologies of high density and complexity is mentioned in such a way to the sophisticated and inputs devices, how much to the theoretical and intellectual deepening. They still represent the instruments used for the nurses in the development of the described activities for the NAS. These are used in the effective of the work, with the purpose to reestablish optimum organic state integral, expressing the product.

In the work process, in general, the activity of the man performs surgery a transformation, subordinated to one determined end, in the object on which it acts, by means of the work instrument. The process extinguishes it ending in product, that is a value of use. The work is incorporated the object on which it acted and it was materialize, and the substance/object is worked. What if it revealed in movement, of the side of the worker, shows now with fixed quality, in the form of being, of the side of the product. However, some of these products destine to only serve it of means of production or instruments – not configuring resulted, but also condition it work process⁽²⁾.

The product of a work can be represented by goods that, beyond social utility, possess value⁽¹⁶⁾. However, this product not necessarily possess the concretize of a good, as it is the case of the product of the work of the nursing and health, whose product is the proper one to take care of⁽¹⁵⁾. In this in case that, the not material product is associated with its process of production, that is, the assistance of health consumed in the same instant of its accomplishment⁽¹⁷⁾.

In the configuration of the NAS, in the first nominated item “basic activities”, are enclosed activities of monitoring and control. In the accomplishment of these activities instruments are used that involve material and not material technologies of high density and complexity⁽¹⁵⁾. The cares are directed to the patient with

monitoring of routine in the UTI, of the vital signals, with application of scales of evaluation, control of hydric rocking and that they do not need frequent alterations in the therapeutically one. They also involve patient that requires monitoring intensified for alterations of the clinical picture and the most serious patient, with monitoring and continuous presence of nursing in at least a turn in 24 hours⁽¹⁸⁾.

In this first item, they are enclosed, still, the support to familiar and the administrative and managerial tasks, in which emphasis in the capacity of communication of the worker is identified to it⁽¹³⁾. The not material technologies, as the relationship and the communication with the family, are measured in the NAS, together of the too much material technologies, denoting the real importance in the development of the work.

For in such a way, it includes NAS. Them, one of its differentials, the emotional attention, that the nursing team excuses to the patients and its familiar ones. This element generates time demand, what he was not computed you prop up for them previous, becoming them deficient in the effective calculation of the time, in the relation of the diligent and patient care with the work load⁽⁶⁾.

The five-following item prop up of it include supports ventilatory, cardiovascular, renal, neurological and metabolic. They demand the use of advanced material and not material technologies, with invasive systems of bigger complexity, as endotraqueal pipe, vesical sounding lead of delay, feeding by means of gastric pipe or jejunotomy, measure of the intracranial pressure, catheters central offices and cardiorespiratory reanimation.

The seventh item deals with the specific interventions, enclosing pictures of varied gravity, with interventions in patients with specific characteristics of the UTI sector. The nursing is used of technological instruments, as theoretical and empirical knowledge, to know to act in definitive situations, such as to know and to know to use the materials and equipment. They include the accomplishment of procedures, as insertion of peripheral catheters, lumbar puncture, vesical probing's of delay or relief, gastric nasoentérica or, and central catheter of peripheral insertion (PICC), and external activities, as guiding and transference of patient for other sectors⁽¹⁸⁾.

In the application of the NAS, the nurse considers the picture more critical than the patient more presented in last the 24 hours, being able to be calculated a time to the day, scoring the activities

carried through in last the 24 hours or to each turn, considering the value raised of each item of the instrument identified in the turns and not its average. The calculation always must be carried through in the same hourly when applied a time to the day and the sum it measures the percentage of dedicated time of nursing to the direct and indirect assistance to the patient in a period 24-hour. Each point of the NAS them corresponds the 14,4 minutes, and 2 points are equivalent the 30 minutes approximately⁽¹⁸⁾.

The use of this props up allows to display the product of work of the nursing, that is the given assistance. The product does not represent only the healing of the health of the patient, but it translates the result of each one of the interventions, contemplated props up in it in the 24 hours, during which the team used its not material instruments, materials and, to the object.

Thus, the utility of something makes of it a value of use, which if only reaches in its use or during its consumption. The value of use of the work force necessarily consists of the capacity to create a value of superior largeness in relation to its proper force⁽²⁾.

In this perspective, the character of the value of use of the product independent of the fact of the appropriation of its useful properties to very cost to the man or little work⁽²⁾. In the case of the nursing, it is possible to say that the value of use of its product, or of the care, it expends the job of much force of work of the institutions, by means of making of the nurses.

In the context of the dimension of the life in the work, and of the relations lived deeply and established in these spaces, the worker can develop confrontation or defense mechanisms, to support the loads which are

submitted. Of this confrontation, he can appear the mechanization of the actions and the depreciation of the care, as much of itself how much of excessively⁽¹⁹⁾.

Considering the Brazilian scarcity of investments of the institutions of health in its bigger force of work, the nurses, such conditions at risk put the quality or the value of use of the product of its work, that is, of the care.

When disappearing the utility of the products of the work, also disappears the useful character of the works in them represented and the different concrete forms of these works⁽²⁾. However, although the process of work of the nursing if to distinguish in different contexts, the perspective presented here can be visualized in any realities where if it uses NAS, a time that gives credit that the constituent elements of the work process, in the Marxist perspective, are presented intrinsic to it props up analyzed.

CONCLUSION

When considering the elements of the work process, materialized in the item presented in the NAS, each manifest measuredaction the necessity presented for the patient, and demonstrates the purpose of the work in itself and the process of work as a whole, by means of the use of the material or not material instruments. Therefore, it assists in the quality of the given work, allowing to the evaluation and the quantitative adequacy of workers, becoming visible the value of the work of the nursing, and the individual and social representation of the product of this work, as satisfied necessities of the human being, in the specific situations of the action to take care of.

ANÁLISE DO NURSING ACTIVITIES SCORE NA PERSPECTIVA DO PROCESSO DE TRABALHO

RESUMO

In the nursing, the use of instruments of evaluation of the work process is of extreme relevance, especially those that if consider to measure its loads. The objective of this study was to reflect on the use of an instrument of this type. Theoretician-reflexive constructed from the structure of the Nursing Activities Score (NAS), using references theoreticians and the dialog with other studies of literature is about an essay on the process of work of the nursing. The application of these instruments to the work object, that is the patient interned in the unit of intensive therapy, refers to the product of the work of the nursing, that is, the given care. This, in turn, is not limited only to the complete healing of the health of the patient, but it encloses the result of each one of the employed and contemplated interventions in the one NAS. The ones for 24 hours. NAS, therefore, it is important for the analysis of the quality of the given work, therefore it displays the value of the work of the nursing, and the individual and social representation of the product of this work – the care.

Palavras-chave: Trabalho. Carga de trabalho. Enfermagem.

ANÁLISIS DEL NURSING ACTIVITIES SCORE EN LA PERSPECTIVA DEL PROCESO DE TRABAJO

RESUMEN

En la enfermería, la utilización de instrumentos de evaluación del proceso de trabajo es sumamente importante, especialmente aquellos que se proponen a medir sus cargas. El objetivo de este estudio fue reflexionar sobre la utilización de un instrumento de este tipo. Se trata de un ensayo teórico-reflexivo construido a partir de la estructura del *Nursing Activities Score* (NAS), utilizando referenciales teóricos y el diálogo con otros estudios de la literatura sobre el proceso de trabajo de la enfermería. La aplicación de estos instrumentos al objeto del trabajo, que es el paciente ingresado en la unidad de cuidados intensivos, corresponde al producto del trabajo de la enfermería, o sea, el cuidado prestado. Este, a su vez, no se limita apenas al completo restablecimiento de la salud del paciente, sino comprende el resultado de cada una de las intervenciones empleadas y contempladas en el NAS por 24 horas. El NAS, por lo tanto, es importante para el análisis de la calidad del trabajo prestado, pues expone el valor del trabajo de la enfermería, y la representación individual y social del producto de este trabajo – el cuidado.

Palabras clave: Trabajo. Carga de trabajo. Enfermería.

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Corresponding author: Elisa de Vargas. Rua: Brigadeiro Mércio, 32. CEP: 96400720. Bagé/RS. E-mail: vargaselisa@urcamp.edu.br

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