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The absenteeism of nursing staff in emergency care units of a city in the interior of São Paulo

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The absenteeism at work constitutes in a temporary absence of labor functions resulting from various reasons, bringing damage to production, increasing costs of care and overburdening other workers, has its principal cause due to illness, often due exposure to several risks in the workplace. This study aims to know, identify and analyze the types and causes of absenteeism, such as the frequency at which it occurs by professional category, for employment contract and days not worked in Emergency Care Public in a city in the interior of São Paulo. We conducted exploratory and descriptive study with a quantitative approach, with nursing professionals, after selection of inclusion criteria was reached a universe of 208 subjects, the data collected are for the years from 2010-2013. Research has shown that the professional category of nursing assistant had 88.11% of total absenteeism, absenteeism lasting 1 day was with the highest frequency (3020 occurrences), the women were responsible for 74.80% of absenteeism disease. It was concluded that absenteeism shall be monitored to plan control actions, establishing better political for the management of human resources, because it can be an aggravating factor in the quality of care.

Biography

Ione Carvalho Pinto graduated in Nursing from the University of São Paulo at Ribeirão Preto College of Nursing, Brazil (USP), Specialization in Management of Nursing Services at the University of Brasília, Specialization in Information and Health Informatics at the Oswaldo Cruz Foundation, Master in Nursing from the USP, PhD in Nursing from the USP and Post doctoral at the Universidad Autónoma de Madrid with CNPq scholarship, the Senior Internship Universidad Autónoma de Madrid. Currently, she is Associate Professor III at the Department of Maternal-Child and Public Health of USP and develops international exchange with the Universidad Autónoma de Madrid - Spain, Professor of the Postgraduate program in Public Health Nursing of USP. In the period 2001-2011 was Director of Nursing Health Center, Faculty of Medicine of Ribeirão Preto, University of São Paulo and coordinated the development of two projects in this service: Evaluation of Health Services and the Evaluation of Labour of Nursing, participating in Group Manager of the district. She was also assessor of the National Assessment of Higher Education National Institute of Studies and Research of the Brazilian Ministry of Education. She has experience in Nursing area, with emphasis in Public Health Nursing and online Research: Practices, Knowledge and Health Policy.

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