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How to improve the quality of health of the nursing staff through COVID-19

Cómo mejorar la calidad de salud del equipo de enfermería ante el COVID-19

Como melhorar a qualidade da saúde da equipe de enfermagem mediante ao COVID-19

ABSTRACT

Objective: To identify strategies that can be inserted or already used, to promote the health of nursing workers in coping with Sars Cov 2 and improve the work routine. **Methods:** This study appears as an integrative literature review, this work deals with articles in Portuguese, Spanish and English, from March 2020 to October 2020. The inclusion criteria were: Full text of free access, essay clinical, meta-analysis, randomized controlled trial and systematic review. **Results:** A total of 133 products were found in the Pub-Med, Lilacs and SciELO databases. These 3 being duplicated and after reading it was deduced that 120 of these works did not meet the established criteria. **Conclusion:** It was possible to perceive with this study, that most of the factors that affect the health of the nursing worker, are directly related to psychic issues, which must be worked with investment of psychiatric and psychological support frequently. The inclusion of technologies that keep the professional away from some cases is satisfactory

DESCRIPTORS: Nurses. Pandemic. Covid-19. Occupational health.

RESUMEN

Objetivo: Identificar estrategias que puedan ser insertadas o ya utilizadas, para promover la salud de los trabajadores de enfermería en el afrontamiento del Sars Cov 2 y mejorar la rutina laboral. **Métodos:** Este estudio aparece como una revisión integrativa de la literatura, este trabajo trata con artículos en portugués, español e inglés, desde marzo de 2020 hasta octubre de 2020. Los criterios de inclusión fueron: texto completo de libre acceso, ensayo clínico, metaanálisis, aleatorizado controlado ensayo y revisión sistemática. **Resultados:** Se encontraron un total de 133 productos en las bases de datos PubMed, Lilacs y SciELO. Estos 3 están duplicados y tras su lectura se dedujo que 120 de estos trabajos no cumplían con los criterios establecidos. **Conclusión:** Se pudo percibir con este estudio, que la mayoría de los factores que inciden en la salud del trabajador de enfermería, están directamente relacionados con problemas psíquicos, los cuales deben ser trabajados con inversión de apoyo psiquiátrico y psicológico con frecuencia. La inclusión de tecnologías que mantienen al profesional alejado de algunos casos es satisfactoria

DESCRIPTORES: Enfermeras. Pandemia. COVID-19. Salud Ocupacional.

RESUMO

Objetivo: Identificar estratégias que podem ser inseridas ou já utilizadas, para promover a saúde dos trabalhadores de enfermagem no enfrentamento do Sars Cov 2 e melhorar a rotina de trabalho. **Métodos:** Este estudo se afigura como uma revisão integrativa de literatura, este trabalho versa sobre artigos em língua portuguesa, espanhol e inglês, do período de março de 2020 a outubro de 2020. Os critérios de inclusão foram: Texto completo de acesso gratuito, ensaio clínico, meta-Análise, ensaio controlado randomizado e revisão sistemática. **Resultados:** Foram encontrados ao todo 133 produtos nas bases de dados PubMed, Lilacs e SciELO. Sendo estes 3 duplicados e após a leitura foi deduzido que 120 destes trabalhos não preenchiam os critérios estabelecidos. **Conclusão:** Foi possível perceber com este estudo, que a maioria dos fatores que afetam a saúde do trabalhador de enfermagem, está diretamente relacionado às questões psíquicas, que devem ser trabalhadas com investimento de apoio psiquiátrico e psicológico frequentemente. A inclusão de tecnologias que mantém o profissional distante a alguns casos, se mostra satisfatório

DESCRITORES: Enfermeiros. Pandemia. Covid-19. Saúde ocupacional.

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INTRODUCTION

In 2019, in the month of November a new coronavirus emerged causing a major pandemic due to a respiratory infection, this virus was determined to be Sars-Cov2¹, which was presented as one of the greatest global health challenges of this century.^{2,3} It was considered a Public Health Emergency of International Importance, from the second meeting of the emergency committee held in China on January 30th, 2020, due to the large number of confirmed cases of the disease.⁴ Contingency plans similar to that of influenza were suggested by the World Health Organization (WHO), due to the symptomatic respiratory characteristics, however with different actions depending on the severity of the pandemic.⁵ In Brazil, 6.628.065 million confirmed cases were reported⁶ therefore, there was a need to increase the number of beds for COVID-19 segregated and increase the recommended care.

The extra demand generated by the pandemic increases the need to offer health services, and it is a worrying situation for those services and municipalities that are not prepared for such drastic changes, requiring some measures such as field hospitals or extra beds and allocation of professionals to work in a way that does not compromise the

health of patients.⁷ At the beginning of May, Brazil was in the first place in the ranking of deaths and still had a large number of sick leave due to COVID-19 or other reasons.^{8,9,10} These findings reflect on what are the reasons for these factors, which may be the short training period, or the institution's poor qualification, long working hours, poor working conditions, even the link between personal and professional life must be evaluated¹¹, as they are all important factors that directly and indirectly interfere in the health of the team.

A saúde do trabalhador está no campo da saúde coletiva, tendo como foco o processo de saúde-doença e rotina laboral, buscando a transformação dos processos produtivos promovendo a saúde.¹² In addition, much has been said about the nursing staff and frontline doctors who are extremely exposed to patients with mild and severe conditions, increasing the viral load received, added to the misuse of personal protective equipment or inadequate work conditions that causes great level of psychological stress and physical tiredness.⁸ All of these factors can cause the worker to burn out professionally, characterized as a general adaptation syndrome where different mechanisms are triggered in the body by unfavorable causes of the environment leading to the Burnout syndrome.⁹

In the face of a pandemic that requires urgent action, the managers res-

ponsible for the health team must promote techniques and tools to improve the condition of precarious or difficult work, which can even be free of charge, in order to bring better results to the services, good care for patients and a better quality of life and work for the employee. The health service in the midst of a pandemic is crucial, so the strategies of comprehensive care among professionals to combat the precariousness of health care become essential for the advancement of nursing.¹¹

Identify strategies that can be inserted or already used, to promote the health of nursing workers and minimize damage caused by the pandemic.

METHODS

The study is classified as an integrative literature review. The research was guided in 6 stages: 1) Choice of the guiding question; 2) Delimitation of criteria for inclusion; 3) Presentation of articles; 4) Analysis of the findings; 5) Interpretation of results obtained; 6) Description of the evidence. Having as guiding question: "What tools and attitudes are being taken so that the health of Nursing workers is preserved through the SARS2 pandemic?"¹³. The search process for the articles took place between the months of September to December 2020. The survey was conducted on the eligible databases: Latin

American and Caribbean Literature on Health Sciences (LILACS), US National Institute of Health (PubMed) and Scientific Electronic Library Online (SciELO).

The Boolean operators AND and OR were used, and the search strategies were: professional burnout OR hospital nursing service AND pandemics OR personal protective equipment and in other bases: nursing staff OR nursing services AND pandemics OR professional exhaustion, being validated by two researchers. The inclusion criteria included in this work were a) Full text of free access b) Clinical Trial, Meta-Analysis, Randomized Controlled Trial, Systematic Review c) From March to December 2020 d) In English, Portuguese and Spanish. Descriptive, comparative analysis were carried out, where it was possible to describe and compare results obtained in each study, making it feasible to combine these articles for a better interpretation on the theme worked.

RESULTS

A total of 133 articles were found in the PubMed, Lilacs and Scielo databases, 3 of which were duplicates and after reading 120 studies did not meet the established inclusion criteria.

The final sample consisted of 10 articles that could be selected using the classification criteria. Table 1 shows the specifics worked on in each article. Thus, few results were observed regarding the care provided to nursing professionals through a pandemic.

DISCUSSION

In a time of pandemic, health services seek to adapt to what they have until they obtain necessary materials and as health professionals cannot stop their services, they continue their care. However, a study carried out in 2020¹³ shows that it is of low accuracy that surgical masks offer protection in a similar way to N95 against

respiratory tract infections, except in aerosol-generating procedures, even guiding the preservation of N95 respirators in cases of shortage or procedures above.¹³ Despite not having high rates of certainty, it brings possibilities for the team and managers along with scientific knowledge to reduce the rigor of the constant use of this equipment. The Sars Cov 2 pandemic shows a relevant and marked impact on the physical and mental health of health professionals, making it a priority for health services to seek strategies to overcome the situation.¹⁴

According to 13 studies included in the integrative review of GARCÍA-IGLESIAS, 2020, it says that frontline health professionals had their mental functions compromised by the situation faced, leading to high levels of stress, anxiety, depression, nervousness and insomnia. Still, we can involve mental problems after outbreaks among employees, leading to a great need for psychological and psychiatric support, leading to the

Chart 1 - Articles selected after the filtering process and their respective results with high relevance to the presumed theme.

AUTHOR	COUNTRY/ LOCATION	PPE'S	MENTAL HEALTH OF PROFESSIONALS	PHYSICAL HEALTH OF PROFESSIONALS
Bartoszeko et al., 2020 ¹³	Canada	Resembles the protection of the professional between the surgical mask for the N95	Not reported	Effective protection
Houghton et al., 2020 ¹⁴	England	Difficult adhesion seen with fear by patients Discomfort	Insecurity due to new protocols	At risk from mental and environmental factors
Chughtai et al., 2020 ¹⁵	Pakistan	Reuse Misuse	Not reported	Exposition
Gonzalo et al., 2020 ¹⁶	Spain	Not reported	Fear Insomnia	Myalgia Chills Fatigue
García-iglesias et al., 2020 ¹⁷	Spain	Not reported	Insomnia Anxiety Nervousness	Not reported
Jiade et al., 2020 ¹⁸	Boston	Occupational dermatitis	Not reported	Not reported
Paiano et al., 2020 ²⁰	China	Insufficient	Fear Stigma	Not reported
Wang et al., 2020 ²¹	China	Skin diseases	Not reported	Not reported
Carvalho et al., 2020 ²³	Brazil	Not reported	Stress	Exhaustion
Forte et al., 2020 ²⁵	Brazil	Lack of PPE	Psychological pressure	Tiredness

Source: Own, 2020.

creation of strategies in order to mitigate such damages, based on the different culture of each country.²⁰ Health care workers are more likely to develop occupational stress, although in this study there is a low occurrence of reported cases.²³ The author points out that this fact may be due to having already had intervention from the managers, or omission due to fear.

Through a pandemic situation, in which the whole team is at the forefront of new guidelines and standards, institutions must guarantee the safety of employees by passing instructions to the team, training to avoid incorrect or inappropriate use, being the communication crucial for the current moment.¹⁸ It is then up to the managers the responsibility for the successful transfer of the necessary information to the team, acting in a preventive way against the damages caused by an unexpected pandemic. Also acting, so that the team does not suffer from the lack of equipment, the exposure happens physically to the virus and psychologically because of the concern to contaminate your friends and family.²⁰ Training for teams becomes beneficial so that they are encouraged to report wrong or right forms of activities committed, in order to share incidents, for the benefit of learning from people who primarily deal with biological risks.²²

Many patients need care even though they are in isolation, so telemedicine was created, where the professional could attend and care for the patient without leaving the office, and without the client also exposing themselves externally on the streets. Such a strategy can be used in order to provide guidance on the use of protective masks, household cleaning, among other precautions²¹, minimizing the professional's exposure to the virus as well.

Several projects seek to develop fast and instantaneous technologies, for example, how to attend and how the conduct of professionals should

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be through a suspected patient of COVID-19 inside hospitals, also strengthening the link between the administrative area and the assistencialist, who ends up depending of these technologies implanted in its routine benefiting the safety of the professionals.²⁴

To avoid the misuse of personal protective equipment (PPE), ensure the safety of healthcare professionals and avoid shortages, effective communication of updated infection control guidelines is essential. As pre-hospital teams are particularly at risk of contamination due to their challenging work environment, a specific gamified electronic learning module (e-learning) targeted at this audience can provide significant advantages, as it does not require the presence of students or the repetitive use of equipment for demonstration.⁸

The valorization of the nursing team and its performance in combating the pandemic became noticeable, in various social networks one can find manifestations and also thanks. But it also served to enable workers to claim their rights through social media, achieving massive reach and making a virtual demonstration for less hours worked and more protective equipment available.²⁵

CONCLUSION

It was possible to perceive with this study, that most of the factors that affect the health of the nursing worker, are directly related to psychic issues, which must be worked with investment of psychiatric and psychological support frequently. The inclusion of technologies that keep the professional away from some cases is satisfactory, since the exaggerated exposure and lack of personal protective equipment makes them more concerned with their own health and that of family members. The training of the team before being exposed to a pandemic, as a preventive attitude, gave more confidence to perform the care, the fact that something was unforesee-

en or unexpected caused impacts on all professionals. In addition to professional enhancement, it is necessary to improve working conditions, so that they can take care of patients, as well as with themselves. ■

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