

## The Health of Nursing Professionals: Reviewing Health Promotion Strategies

Saúde dos Trabalhadores de Enfermagem: Revisando as Estratégias de Promoção à Saúde

Salud de los Trabajadores de Enfermería: Revisando las Estrategias de Promoción a la Salud

Angelo Antonielli Ribeiro Farias<sup>1</sup>; Leticia Silveira Cardoso<sup>2\*</sup>; Jonatan Jean Silveira da Silva<sup>3</sup>; Cynthia Fontella Sant'Anna<sup>4</sup>; Janice Mendieta Lima<sup>5</sup>; Marta Regina Cezar-Vaz<sup>6</sup>

### How to quote this article:

Farias AAR, Cardoso LS, Silva JJS, *et al.* The Health of Nursing Professionals: Reviewing Health Promotion Strategies. *Rev Fund Care Online*.2019. Apr./Jul.; 11(3):828-835. DOI: <http://dx.doi.org/10.9789/2175-5361.2019.v11i3.828-835>

### ABSTRACT

**Objective:** The study's purpose has been to further understand the health promotion strategies towards nursing professionals. **Methods:** It is an integrative literature review with a qualitative approach, which is composed of 23 articles that answer the following guiding question: What are the health promotion strategies developed for nursing professionals? **Results:** The findings were gathered into four strategy groups, as follows: Promoting the Work Planning, which are based on regulating the workload and salary relationship; Promoting Knowledge, which are focused on the professional update through the use of technologies; Promoting Physical Activity, aiming to guarantee the access to physical exercise, both intra and extra the work environment; and, Promoting Integrative and Complementary Practices, indicating music therapy, relaxation techniques and yoga, which together with the other ones might contribute to reduce work stress, musculoskeletal and cardiovascular problems. **Conclusion:** The work planning can be considered the main strategy of health promotion for nursing professionals, since it is associated with the development of the others.

**Descriptors:** Health Promotion, Occupational Health, Nursing.

<sup>1</sup> Nursing Graduate by the *Unipampa. Universidade Federal do Pampa (Unipampa), Brazil.*

<sup>2</sup> Nursing Graduate by the *FURG*, Specialist's Degree in Public Administration by the *Universidade Federal de Santa Maria (UFSM)*, MSc in Health Sciences, PhD in Nursing by the *FURG*, Postdoc by the *FURG*, Adjunct Professor of the Nursing Department at *Unipampa. Universidade Federal do Pampa (Unipampa), Brazil.*

<sup>3</sup> Nursing Graduate by the *Universidade Regional Integrada do Alto Uruguai e das Missões (URI)*, Specialist's Degree in Family Health by the *Fundação Universidade Federal de Ciências da Saúde de Porto Alegre (UFCSPA)*, Administrative Technician in Education by the *Unipampa. Universidade Federal do Pampa (Unipampa), Brazil.*

<sup>4</sup> Nursing Graduate, Specialist's Degree in Family Health, MSc in Nursing by the *FURG*, PhD in Nursing by the *FURG*, Adjunct Professor of the Nursing Department at *Unipampa. Universidade Federal do Pampa (Unipampa), Brazil.*

<sup>5</sup> Nursing Graduate by the *FURG*, MSc student enrolled in the Nursing Postgraduate Program at *FURG*, Registered Nurse at *Hospital Santa Casa de Caridade de Rio Grande. Universidade Federal do Pampa (Unipampa), Brazil.*

<sup>6</sup> Nursing Graduate by the *FURG*, Specialist's Degree in Education by the *FURG*, MSc in Fundamental Nursing by the *Universidade de São Paulo – Ribeirão Preto (USP/RP)*, PhD in Nursing Philosophy by the *Universidade Federal de Santa Catarina (UFSC)*, Postdoc by the London School Hygiene and Tropical Medicine, Full Professor of the Nursing Department at *FURG. Universidade Federal do Pampa (Unipampa), Brazil.*

## RESUMO

**Objetivo:** Conhecer as estratégias de promoção à saúde para os trabalhadores de enfermagem. **Método:** Revisão integrativa composta por 23 artigos que respondem a questão norteadora: Quais as estratégias de promoção à saúde, desenvolvidas para os trabalhadores de enfermagem? Aplicou-se uma abordagem qualitativa. **Resultados:** As estratégias para **Promoção da Organização do Trabalho** pautam-se na regulação da relação carga de trabalho e salário. As do **Conhecimento**, na atualização profissional com uso de tecnologias. Já as da **Atividade Física**, na garantia do acesso ao exercício físico, intra e extra, ambiente de trabalho. As de **Promoção de Práticas Integrativas e Complementares** indica a musicoterapia, as técnicas de relaxamento e yoga, que em conjunto com as demais, contribuem para reduzir o estresse laboral e problemas musculoesqueléticos e cardiovasculares. **Conclusão:** A organização do trabalho pode ser considerada a principal estratégia de promoção à saúde para trabalhadores de enfermagem, pois a ela associa-se o desenvolvimento das demais.

**Descritores:** Promoção da Saúde, Saúde do Trabalhador, Enfermagem.

## RESUMEN

**Objetivo:** Conocer las estrategias de promoción a la salud para los trabajadores de enfermería. **Método:** Revisión integrativa compuesta por 23 artículos que responden a la cuestión orientadora: ¿Cuáles son las estrategias de promoción a la salud, desarrolladas para los trabajadores de enfermería? Se aplicó un enfoque cualitativo. **Resultados:** Las estrategias para Promoción de la Organización del Trabajo se basan en la regulación de la relación carga de trabajo y salario. Las del Conocimiento, en la actualización profesional con uso de tecnologías. Las de la Actividad Física, en la garantía del acceso al ejercicio físico, intra y extra, ambiente de trabajo. Las de Promoción de Prácticas Integrativas y Complementarias indica la musicoterapia, las técnicas de relajación y yoga, que en conjunto con las demás, contribuyen para reducir el estrés laboral y problemas musculoesqueléticos y cardiovasculares. **Conclusión:** La organización del trabajo puede ser considerada la principal estrategia de promoción a la salud para trabajadores de enfermería, pues a ella se asocia el desarrollo de las demás.

**Descriptorios:** Promoción de la Salud, Salud Laboral, Enfermería.

## INTRODUCTION

Nursing is a science, having by purpose to produce health care. This can be apprehended through different work actions that culminate in the protection of the life of the communities.<sup>1</sup> Protection that requires nurses working in the area of occupational health, competence for the organization of the different health services from the perspective of completeness of health care.<sup>2</sup> An organization that includes the planning, coordination, and evaluation of human and material resources and the execution of actions, characteristic of the network work of the *Sistema Único de Saúde (SUS)* [Unified Health System].<sup>3</sup> Added to these actions are those developed in the direct contact of nursing professionals with people, which can be observed in different environments.

In emergency and urgency services, nurses have increased their care actions, the mediation of the communication process with other workers, and people seeking health care.<sup>4</sup> A relevant aspect when thinking about the health of

these workers, since the unexpected condition is present in these units. As soon as a team can be prepared, stress and stress may be present.<sup>5</sup> Especially when there are problems such as the lack of resources or the workers' payment.<sup>6</sup> In a surgical center, conflicting situations are also present between the nursing staff, especially in the relationship with the physicians.<sup>7</sup> In parallel, the nurse depends on the work performed in other units to release the surgical intervention, among which the Materials and Sterilization Center stands out. Resulting in the accumulation of actions such as the forecasting and provision of materials, patient safety and confirmation of postoperative bed.<sup>8</sup>

Nurses working in these environments have a greater chance of occupational exposure to risks of different natures, especially the biological one. Exposure to this type of risk has been widely disseminated in the literature.<sup>9,10</sup> The inadequate disposal of devices used in procedures with patients has contributed to the maintenance of high rates of occupational exposure to biological material among nursing professionals.<sup>11</sup> Attitudes and protection and safety behaviors are often underestimated by the professional himself, who is exposed to the blood and body fluids potentially contaminated by the Human Immunodeficiency Virus (HIV), Hepatitis B and C Virus (HBV and HCV).<sup>12</sup>

This diversity of actions and responsibilities may be contributing to the emergence of work-related diseases or even occupational diseases such as cardiopulmonary, infectious, parasitic or emotional and psychic disorders.<sup>13</sup> Despite the existence of a Health Monitoring System of the Nursing Professional that allows the quantification of the sickness of these workers through the Communications of Work Accidents and the work leave by a medical permit,<sup>14</sup> so, it is desired to get to know the established health promotion strategies towards nursing professionals.

## METHODS

Integrative literature review<sup>15</sup> characterized by the synthesis of knowledge and the identification of scientific production regarding health promotion for nursing professionals. Organized from the guiding question: What health promotion strategies were developed for nursing professionals?

This study was performed in the virtual environment of dissemination of scientific production, called Virtual Health Library (VHL), in November 2017. The inclusion criteria previously selected were as follows: full text available, article format, published in international databases. Exclusion criteria were all articles that are not available free of charge, of a review type, and which do not present nursing as a target audience for health promotion strategies.

Data were collected using the following keywords: health promotion; occupational health; nursing. All indexed in the Health Sciences Descriptors (DeCS) and in the Medical Subject Headings (MeSH) English-language

medical metadata system. For the advanced search the Boolean term “AND” was used. There were 811 manuscripts, of these 281 were available in full text, 273 were articles and 238 were published in international databases.

Considering the set of 238 articles, 180 belonged to the database of the Medical Literature Analysis and Retrieval System Online (MEDLINE); 57 to the *Literatura Latino-Americana e do Caribe em Ciências da Saúde (LILACS)* [Latin American and Caribbean Literature in Health Sciences] and 01 to the *Base de Dados Bibliográficos Especializada na Área de Enfermagem (BDENF)* [Bibliographical Database Specialized in the Nursing Area]. There were 86 articles that were not available for free. Overlapping of databases was performed to remove article duplicity, then excluding 07. A further 10 articles were excluded, which were also reviews. Consequently, the title, the abstract, the results and the conclusion of the 135 available articles were read, and the following exclusion criterion was applied: not having the nursing as a target audience for health promotion strategies, excluding 112 articles, resulting in a research universe of 23 articles (Table 1).

Title URL	Authors Journal	Year Qualis*
1. Meias elásticas de compressão: estratégia para promoção da saúde de enfermeiros emergencistas. <a href="http://www.facenf.uerj.br/v22n4/v22n4a08.pdf">http://www.facenf.uerj.br/v22n4/v22n4a08.pdf</a>	Rocha RG, Handem PC, Figueiredo NMA, Santos I, Albuquerque DC. Rev enferm UERJ	2014 B1
2. Promoção de saúde das famílias de docentes de enfermagem: apoio, rede social e papéis na família. <a href="https://www.nescon.medicina.ufmg.br/biblioteca/imagem/0350.pdf">https://www.nescon.medicina.ufmg.br/biblioteca/imagem/0350.pdf</a>	Dias J, Nascimento LC, Mendes IJM, Rocha SWM. Texto Contexto Enferm	2007 A2
3. Técnico de enfermagem e o cuidado da sua saúde: conhecendo esta realidade. <a href="http://periodicos.uem.br/ojs/index.php/CiencCuidSaude/article/view/8855/6641">http://periodicos.uem.br/ojs/index.php/CiencCuidSaude/article/view/8855/6641</a>	Coelho ACVD, Ramos IC, Almeida SS, Braga VAB, Coelho PBB. Cienc Cuid Saude	2010 B2
4. Exploring workplace related health resources from a salutogenic perspective: Results from a focus group study among healthcare workers in Sweden. <a href="https://content.iiospress.com/download/work/wor01356?id=work%2Fwor01356">https://content.iiospress.com/download/work/wor01356?id=work%2Fwor01356</a>	Bringsén A, Andersson HI, Ejlertsson G, Troelind M Work	2010 B1
5. Identifying work ability promoting factors for home care aides and assistant nurses. <a href="http://europepmc.org/backend/ptpmcrender.fcgi?accid=PMC3292971&amp;blobtype=pdf">http://europepmc.org/backend/ptpmcrender.fcgi?accid=PMC3292971&amp;blobtype=pdf</a>	Larsson A, Karlqvist L, Westerberg M, Gard G. BMC Musculoskeletal Disorders	2012 B1
6. Integrated health programme: a workplace randomized controlled trial. <a href="http://onlinelibrary.wiley.com/doi/10.1111/j.1365-2648.2008.04846.x/epdf">http://onlinelibrary.wiley.com/doi/10.1111/j.1365-2648.2008.04846.x/epdf</a>	Tveit TH, Eriksen HR. Journal of Advanced Nursing	2008 A1
7. Psychometric analysis of the Short-Form Chinese Health and Safety Executive's Management Standards Indicator Tool among nurses in Taiwan. <a href="http://journals.sagepub.com/doi/pdf/10.1177/1359105313515292">http://journals.sagepub.com/doi/pdf/10.1177/1359105313515292</a>	Kao CC, Wang RH, Ying JC, Lin YH, Chang FY, Chen KY. Journal of Health Psychology	2015 B1
8. Morbidity among nursing personnel and its association with working conditions and work organization. <a href="https://pdfs.semanticscholar.org/4c3e/8bbc7068b56844ba0816135394d5b2a256e.pdf">https://pdfs.semanticscholar.org/4c3e/8bbc7068b56844ba0816135394d5b2a256e.pdf</a>	Vasconcelos S, Marqueze E, Gonçalves L, Lemos L, Araújo L, Fischer FM, Moreno CRC. Work	2012 B1
9. Ocupação e fatores de risco para diabetes tipo 2: estudo com trabalhadores de enfermagem. <a href="http://www.scielo.br/pdf/rlae/v19n3/pt_05.pdf">http://www.scielo.br/pdf/rlae/v19n3/pt_05.pdf</a>	Almeida VCF, Zanetti ML, Almeida PC, Damasceno MMC. Rev Lat-Am. Enferm.	2011 A1
10. Perfil de saúde dos trabalhadores de um centro de saúde-escola. <a href="http://www.scielo.br/pdf/rlae/v10n4/13361.pdf">http://www.scielo.br/pdf/rlae/v10n4/13361.pdf</a>	Nascimento LC, Mendes IJM. Rev Lat-Am. Enferm.	2012 A1
11. Adoption of workplaces and reach of employees for a multi-faceted intervention targeting low back pain among nurses' aides. <a href="https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4021388/pdf/1471-2288-14-60.pdf">https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4021388/pdf/1471-2288-14-60.pdf</a>	Rasmussen CDN, Larsen AK, Holtermann A, Sogaard K, Jorgensen MB. BMC Medical Research Methodology	2014 A1

12. Condições de vida e trabalho de profissionais de um Serviço de Atendimento Móvel de Urgência. <a href="http://www.scielo.br/pdf/rlae/v19n4/pt_22.pdf">http://www.scielo.br/pdf/rlae/v19n4/pt_22.pdf</a>	Vegian CFL, Monteiro MI. Rev. Lat-Am Enferm.	2011 A1
13. Fatores de risco para doenças cardiovasculares em profissionais de enfermagem: estratégias de promoção da saúde. <a href="http://www.scielo.br/pdf/reben/v67n3/00347167-reben-67-03-0394.pdf">http://www.scielo.br/pdf/reben/v67n3/00347167-reben-67-03-0394.pdf</a>	Magalhães FJ, Mendonça LBA, Rebouças CBA, Lima FET, Custódio IL, Oliveira SC. Rev Bras Enferm.	2014 A2
14. 'Mental health day' sickness absence amongst nurses and midwives: workplace, workforce, psychosocial and health characteristics. <a href="http://onlinelibrary.wiley.com/doi/10.1111/jan.13212/epdf">http://onlinelibrary.wiley.com/doi/10.1111/jan.13212/epdf</a>	Lamont S, Brunero S, Perry L, Duffield C, Sibbritt D, Gallagher R, Nicholls R. Journal of Advanced Nursing	2016 A1
15. Prevalence of overweight and obesity among nurses in Scotland: A cross sectional study using the Scottish Health Survey. <a href="https://www.sciencedirect.com/science/article/pii/S0020748915003326">https://www.sciencedirect.com/science/article/pii/S0020748915003326</a>	Kyle RG, Heall RA, Atherton IM. International Journal of Nursing Studies	2016 A1
16. Rede de Prevenção de Acidentes de Trabalho: uma estratégia de ensino a distância. <a href="http://www.scielo.br/pdf/reben/v63n2/13.pdf">http://www.scielo.br/pdf/reben/v63n2/13.pdf</a>	Marziale MH, Zapparoli AS, Felli VE, Anabuki MH. Rev Bras Enferm.	2010 A2
17. Effect of physical exercise on workplace social capital: Cluster randomized controlled trial. <a href="http://journals.sagepub.com/doi/pdf/10.1177/1403494815598404">http://journals.sagepub.com/doi/pdf/10.1177/1403494815598404</a>	Andersen LL, Otto MB, Sundstrup E, Brandt M, Jay K, Clausen T, et al. Scandinavian Journal of Public Health	2015 A2
18. Health-Promoting Behaviors and Their Association With Certain Demographic Characteristics of Nursing Students of Tehran City in 2013. <a href="http://www.ccsenet.org/journal/index.php/gjhs/article/view/38566/23119">http://www.ccsenet.org/journal/index.php/gjhs/article/view/38566/23119</a>	Hosseini M, Ashktorab T, Taghdisi MH, Vardanjani AE, Raffie H. Global Journal of Health Science	2015 Sem
19. Health promotion in nurses: Is there a healthy nurse in the house? <a href="https://www.sciencedirect.com/science/article/pii/S089718970700105X">https://www.sciencedirect.com/science/article/pii/S089718970700105X</a>	McElligott D, Slemers S, Thomas L, Kohn N. Applied Nursing Research	2009 A1
20. Worksite Physical Activity Intervention for Ambulatory Clinic Nursing Staff. <a href="http://journals.sagepub.com/doi/pdf/10.1177/2165079916633225">http://journals.sagepub.com/doi/pdf/10.1177/2165079916633225</a>	Tucker S, Farrington M, Lanningham-Foster LM, Clark MK, Dawson C, Quinn GJ, Laffoon T, Perkhounkova Y. Workplace Health & Safety	B1
21. Propuesta de enfermería con terapias complementarias para el abordaje de riesgos psicosociales a nivel laboral. <a href="http://www.scielo.sa.cr/pdf/enfermeria/n30/1409-4568-enfermeria-30-00108.pdf">http://www.scielo.sa.cr/pdf/enfermeria/n30/1409-4568-enfermeria-30-00108.pdf</a>	Vásquez PAC, Vilchez-Barboza V, Valenzuela-Suazo S. Revista Enfermería Actual en Costa Rica	2015 B2
22. Mindfulness Interventions to Reduce Stress Among Nursing Personnel. <a href="http://journals.sagepub.com/doi/pdf/10.1177/216507991306100207">http://journals.sagepub.com/doi/pdf/10.1177/216507991306100207</a>	Zeller JM, Levin PF. Workplace Health & Safety	2013 A1
23. Yoga for Self-Care and Burnout Prevention Among Nurses. <a href="http://journals.sagepub.com/doi/pdf/10.1177/2165079915596102">http://journals.sagepub.com/doi/pdf/10.1177/2165079915596102</a>	Alexander GK, Rollins K, Walker D, Wong L, Pennings J. Workplace Health & Safety	2015 A1

Table 1 – Quality of the journals that address the research field.

Legend: (Brazilian official system) **Qualis\*** 2014/2017-Nursing Area – Brazilian *Sucupira* Platform.

Note: The journal titles were kept as in their original language

The authorship of the set of 23 articles is underlined by having the nurses appearing 70 times as author and/or co-author. Consecutively there are physiotherapists, eight times; doctors seven times; physical educator, five times and other workers that add up to 11 authors and/or co-authors.

The Qualis of the journals indicates the quality of the publications in the area of Nursing and Collective Health, being ten Qualis A1; four, A2; six, B1; one, B2; and one without Qualis in any area. The geographical location of the studies corroborates with the Qualis perspective, as nine articles made in Brazil, four in the United States of

America, two in Denmark, two in Sweden, one in Australia, one in Costa Rica, one in Scotland, one in Iran, one in Norway and one in Taiwan.

In these territories and health systems, studies show that health promotion strategies for nursing professionals can be performed in different work environments, regardless of the complexity of health care. Thus, twelve articles out of the twenty-three were performed in hospitals; nine in outpatient clinics or specialized health centers; and two in basic health units.

For the analysis and interpretation of the universe, the 23 articles were read in order to identify the main problems that affect nursing workers in their work environment. And, in parallel, to understand the strategies developed and/or implemented to promote the health of nursing professionals.

Bearing in mind the discussion of the results and the presentation of the content, a qualitative approach was used,<sup>16</sup> which allows for the re-reading of the articles exploring the specificities of the research object, health promotion strategies. The findings were gathered into four theoretical-empirical categories, as follows: *Promoting the Work Planning*; *Promoting Knowledge*; *Promoting Physical Activity and Promoting Integrative and Complementary Practices*.

Ethical aspects and authorship rules were respected insofar as the authors consulted were cited and referenced throughout the study. At the same time, the year of publication of the documents was established according to the Law No. 9,610 from February 19<sup>th</sup>, 1998.<sup>17</sup>

## RESULTS AND DISCUSSION

The four theoretical-empirical categories encompass the set of the 23 (100%) selected articles, so that they answer the question of research when pointing out strategies for the health promotion of nursing professionals. The relative and absolute frequency presented below has the sole purpose of substantiating the qualitative data. Therefore, the strategies of 'Promoting the Work Planning' are composed of a set of eight (35%) articles; 'Promoting Knowledge', also by eight (35%); 'Promoting Physical Activity', by four (17%); and 'Promoting Integrative and Complementary Practices', by three (13%).

### Promoting the Work Planning

Herein, the strategies has focused on problem-solving issues, such as the instability of employment links, the relationship between workload and salary, and environmental conditions for the development of work actions, according to articles from 1 to 8 in **Table 1**. Resulting in stress for the worker, presented in three (37.5%) articles of the set of eight (100%) that compose this category. Another three (37.5%) indicated the musculoskeletal impairment of the workers and two (25%), cardiovascular. Example:

*By facing long working hours (...), nurse technicians stay away from the family almost all the time, becoming tired and stressed (...) it is considered essential that the managers of the institutions participate in the elaboration of strategies (...) A balanced working day and a decent remuneration benefit both nursing professionals, who can work safely and serenely, as well as the employers (...)* (Page 3 of Article 3 in **Table 1**).

### Promoting Knowledge

The main strategies for health promotion of nursing professionals are based on the construction of institutional programs for professional updating regarding self-care, the use of technologies and the maintenance of interpersonal relationships in the work environment, according to articles from 9 to 16 in **Table 1**. Such access to information contributes to avoiding health problems such as cardiovascular diseases, described in three (37.5%) of the eight (100%) articles that make up this category. And, metabolic/endocrine problems, three (37.5%); the mental health as the stress, one (12.5%) and; the immunological ones, one (12.5%). Example:

*(...) the first step to any change is being aware about their own reality... as it is available and incorporated by the workers, it allows transcending naive consciousness by knowing and conscientious doing, thinking, making decisions and taking risks.* (Page 507 of Article 10 in **Table 1**).

### Promoting Physical Activity

This strategy is directly related to institutional management, since it indicates the construction of agreements and institutional programs to guarantee physical exercise for nursing professionals. Since this guarantee contributes to the reduction of stress levels of the worker during his working day, indicated by three (75%) of the four (100%) articles that cover this category. Furthermore, physical exercise contributes to the approximation of nursing professionals, reflecting on less conflictive interpersonal relationships in the work environment. Example:

*In conclusion, group-based physical exercise at work contributed to social capital building within teams at the workplace.* (Page 817 of article number 17 in **Table 1**).

### Promoting Integrative and Complementary Practices

Among the possibilities for the development of complementary therapies in the work environment, three (100%) articles were found that indicate their health benefits for nursing professionals. Music therapy, the practice of relaxation, yoga and therapeutic touch techniques was indicated in two (67%) articles as strategies for reducing professional stress

and in one (33%) as a beneficial strategy for interpersonal relationships. Example:

*Given the potential benefits and the limited risk of offering a gentle yoga program, health care agencies and networks may find the return on investment in terms of employee-level outcomes, including self-care and mental health, and potential patient outcomes, including safety-related indicators as well as perceived quality of care. (Page 468 of Article 23 in Table 1).*

The organization of work in the most varied institutions is an object of investigation of different studies. Given that it can be determined by the management model adopted, in order to define the participation of workers in all stages of the production process.<sup>18</sup> Thinking about the health of nursing professionals represents more than sizing their perception of risk or even its accidental exposure to biological agents.<sup>19</sup> It is to understand that nursing professionals possess a body of scientific knowledge that enables them to practice their profession.<sup>20</sup> And that this has in the care of the person, the product of his work process, rather than this worker is himself the person who needs care.<sup>2</sup>

It can be said that if there is no care the working person, worker, this will be conditioned to illness and absenteeism as a result of this. And absenteeism represents for society more than days of absence of the worker due to illness.<sup>21</sup> To society, particularly considering the nursing professionals, it is a neglect of the guarantee of citizens' rights. Since access to health services only, it does not constitute the human needs of those who seek a health service. It is necessary to have workers, especially nursing, because besides constituting the majority, it is the person who welcomes the people and guides them in the search for a solution to their health needs.<sup>22</sup>

The lack of human and material resources in many health services is associated with working conditions as causal factors for osteoarticular, musculoskeletal, and cardiovascular diseases in nursing professionals.<sup>23-5</sup> Many studies indicate which features are absent in environments of nursing work, but very few indicate strategies to transform such working conditions.<sup>6-26</sup>

In this sense, it is emphasized the care measures indicated as strategies for health promotion in the universe investigated: use of technological tools to monitor the workload for stress control (Article 7 in **Table 1**); use of elastic compression stockings by emergency and urgency workers to reduce edema and dilation of blood vessels (Article 1 in **Table 1**); among others. It is necessary to underline that the costing of such health promotion strategies for nursing professionals is the employer exclusive responsibility, such as personal protective equipment.<sup>27</sup>

As aforementioned, just the access to material resources is not capable of promoting health. In the case of nursing professionals, knowing how to use them correctly, having continuous guidance and encouragement is the legal norm/

legislation to be followed by workers and employers.<sup>28</sup> The execution of daily actions by nursing professionals, for instance, hand hygiene, evidences the trivialization of self-care and the need for constant promotion of knowledge.<sup>29</sup> The same can be observed in studies that show the causes of accidental exposures of these workers to biological agents.<sup>10</sup>

The strategies of health promotion in the universe investigated indicate the intra and interprofessional debates (Article 9 in **Table 1**), the periodic training courses (Article 13 in **Table 1**), distance learning (Article 16 in **Table 1**) as a possibility for the maintenance of access to information and contents of daily work. Therefore, those are facts that become sources to enable self-care among nursing professionals.

If, on the one hand, access to information and content is identified as a strategy for health promotion, care must be taken not to make it a source of stress for nursing professionals. This represents the main sign/symptom identified in the investigated studies and in addition to the strategies of work organization already mentioned, the ones related to the promotion of physical activity and of integrative and complementary practices were understood.

The benefits of physical exercise for people's health have been publicized in many studies of cardiovascular risk factors.<sup>30-1</sup> In nursing, such a relationship is also present, particularly in association with unhealthy behaviors such as sedentary lifestyle, inadequate diet, among others.<sup>32</sup> Stress among nursing professionals has been maintained over the decades due to work overload and organizational limitations in work processes.<sup>33</sup> Aspect resulting in the presence of Burnout Syndrome in nursing professionals and which, in parallel, has repercussions on lack of safety in the care given to people.<sup>34</sup>

In view of the robust scientific findings presented, strategies to promote the physical activity of the universe investigated extrapolate the labor gymnastics, to contemplate a larger daily workload, to be performed outside working hours (Article 19 in **Table 1**). Contemplation that in addition to contributing to reducing the levels of work stress, attenuates possible interpersonal conflicts due to problems in the organization of work, gaps in the knowledge of workers, among others (Article 17 in **Table 1**).

A study carried out to evaluate the reduction of work stress by the application of a work-related gymnastics program with workers from the administrative sector of higher education institutions showed that it was not effective. However, its results on the pain reduction were positive.<sup>35</sup>

Other strategies to promote the health of nursing professionals and reduce work stress are related to integrative and complementary practices. These are characterized as public health policy in Brazil, since the year 2006, whose purpose is to ensure the integrality of care. The development of these practices precedes the aforementioned policy regarding the care taken by nursing professionals to people, especially at the level of basic care.<sup>36</sup> Nonetheless, a study carried out with nursing students shows the latter's insecurity for the

application of herbal medicine, since its knowledge does not originate in the training process but in popular knowledge.<sup>37</sup> In addition to this lack of understanding about the use of herbal medicines by nurses working in basic care, in order to corroborate with the urgency to insert such content in the curricula of nursing.<sup>38</sup>

Other integrative and complementary practices like yoga have studies that point out its benefits for the musculoskeletal and cardiovascular systems. The resistance and muscular strength of the abdominal, lumbar and gluteal regions were amplified in people without a previous history of injuries or surgical interventions, in parallel reduced the pain in these regions.<sup>39</sup> The reduction of emotional symptoms and the improvement in the attention by the practice of yoga presented correlations in hypertensive patients. A group that performed Himalayan meditation achieved significant clinical reductions in systolic blood pressure.<sup>40</sup> In these studies, nursing professionals were not participants in the interventions.

In the investigated universe, there were strategies to promote integrative and complementary practices for nursing professionals that included yoga (Article 23 in **Table 1**) and other relaxation techniques, whose benefits corroborate with those presented previously (Article 21 in **Table 1**). Of particular note is the music therapy indicated for the relief of work stress due to workloads (Article 22 in **Table 1**).

There are several purposes for the use of music therapy by nursing professionals during the care of hospitalized persons. They include the reduction of anxiety and preoperative stress, aggressive and depressive behavior, the strengthening of the bonding between workers and people, among others.<sup>41</sup> Thus, the contributions of this study to the health sciences are influenced by influences the environment and inter-professional relations on workers' health. Advancing in the sense that evidence the scarcity of studies that promote health promotion strategies for nursing professionals. It can be said that the nursing profession is spreading this view of self-care to the workers' health. Such diffusion was observed at both national and international levels, according to **Table 1**, from which the quality of this scientific production is emphasized by aiming to provide information.

## CONCLUSIONS

The work planning can be considered the main strategy of health promotion for nursing professionals. This is because, rather than guaranteeing labor rights and participation in the consumer society, the decision to promote access to lifelong education, recreational environments such as academies or even light technologies, depends on the administration policy of each employment institution. It is not intended to remove from nursing professionals their co-responsibility for the promotion of their own health, but rather to bring to the knowledge of these and other professions and communities, the possibilities already identified for reducing problems that affect the health of these workers in the work environment.

And, eventually, stimulating them towards the dissemination and diffusion of these and other strategies that can contribute to promoting their own health.

It is important to accentuate that the geographic location of the studies, worldwide diffused, provides the interrelationship of the theme among different nationalities and health systems. This allows the analysis of strategies to promote the health of workers in the light of different perspectives. Highlighting the nurses themselves as producers of these studies.

On the other hand, it can be held that stress represents the sign/symptom of higher prevalence among nursing professionals. It might be one of the indications that institutional strategies and also of the category must be elaborated and executed in order to prevent the sickness of these workers. Considering that this represents a burden on the institution, due to absenteeism, much higher than investments in strategies to promote workers' health.

## REFERENCES

1. Sant'Anna CF, Cezar-Vaz MR, Cardoso LS, Bonow CA, Silva MRS. Comunidade: objeto coletivo do trabalho das enfermeiras da Estratégia Saúde da Família. *Acta Paulista de Enfermagem*. 2011 [acesso em 2017 nov 13];24(3):341-47. Disponível em: <http://www.scielo.br/pdf/ape/v24n3/06.pdf>
2. Ebling SS, Cardoso LS. Enfermagem e Saúde do Trabalhador: uma revisão da literatura científica nacional de 2000-2010. *Rev Cuid s*. 2010 [acesso em 2017 nov 13];1: 1-12. Disponível em: <http://publicacoes.unigranrio.br/index.php/racs/article/view/935>
3. Rosa LS, Cardoso LS, Costa VZ, Camponogara S, Busanello J, Cezar-Vaz MR. Rede de saúde do trabalhador: planejamento e execução do processo de trabalho. *J. of Nurs. and H*. 2016 [acesso em 2017 nov 13];1:103-115. Disponível em: <https://periodicos.ufpel.edu.br/ojs2/index.php/enfermagem/article/view/6038>
4. Santos JLG, Lima MADS, Pestana AL, Colomé ICS, Erdmann AL. Estratégias utilizadas pelos Enfermeiros para promover o trabalho em equipe em um serviço de emergência. *Rev G Enferm*. 2016 Mar [acesso em 2017 nov 13];37(1):e5017. Disponível em: <http://www.scielo.br/pdf/rgenf/v37n1/0102-6933-rgenf-1983-144720160150178.pdf>
5. Frota LA, Camponogara S, Arboit EL, Tolfo F, Beck CLC, Freitas EO. A visibilidade do enfermeiro em unidades de terapia intensiva: percepções de trabalhadores. *Rev Eletr Enf [Internet]*. 2015 Jul-Set [acesso em 2017 nov 20]; 17(3). Disponível em: <https://www.fen.ufg.br/revista/v17/n3/pdf/v17n3a11.pdf>
6. Rubim MM, Cardoso LS, Silva JJS, Gelati TR, Rodrigues JM, Cezar-Vaz MR. Possibilidades profissionais e materiais em serviço intra-hospitalar de urgência e emergência: relato de experiência. *Rev enferm UFPE on line, Recife*. 2017 Mai [acesso em: 2017 out 27];11(Supl. 5): 2231-7. Disponível em: <https://periodicos.ufpe.br/revistas/revistaenfermagem/article/view/23380/19024>
7. Dalcól C, Garanhani ML. Papel gerencial do enfermeiro de centro cirúrgico: percepções por meio de imagens. *Rev Eletr Enf [Internet]*. 2016 [acesso em: 2017 jul 06];18:e1168. Disponível em: <http://dx.doi.org/10.5216/ree.v18.34888>
8. Sousa CS, Gonçalves MC, Lima AM, Turrini RNT. Avanços no papel do enfermeiro de centro cirúrgico. *Rev enferm UFPE on line, Recife*. 2013 Out [acesso em: 2017 nov 20];7(esp):6288-93. Disponível em: DOI: 10.5205/reuol.4397-36888-6-ED.0710esp201330.
9. Donatelli S. Acidente com material biológico: uma abordagem a partir da análise das atividades de trabalho. *S soc*. 2015 Dez [acesso em: 2017 out 27];24(4):1257-72. Disponível em: <http://www.scielo.br/pdf/sausoc/v24n4/1984-0470-sausoc-24-04-01257.pdf>
10. Januário GC, Carvalho PCF, Lemos GC, Gir E, Toffano SEM. Acidentes ocupacionais com material potencialmente contaminado envolvendo trabalhadores de enfermagem. *Cogitare Enferm*. [Internet] 2017 Jan [acesso em 2017 mai 29]; 22(1):01-09. Disponível em: <http://revistas.ufpr.br/cogitare/article/view/48893>

11. Omar AA, Abdo NM, Salana MF, Ai-Mousa HH. Occupational Injuries Prone to Infectious Risks amongst Healthcare Personnel in Kuwait: A Retrospective Study. *Med Princ Pract.* [Internet] 2015 [acesso em: 2017 mai 29];24:123-8. Available from: <https://www.ncbi.nlm.nih.gov/pubmed/25531906>.
12. Almeida MCM, Canini SRMS, Reis RK, Toffano SEM, Pereira FMV, Gir E. Clinical treatment adherence of health care workers and students exposed to potentially infectious biological material. *Rev Esc Enferm USP.* 2015;49(2):261-6. [acesso em 2017 mai 29]; 22(1):01-09. Disponível em: <http://www.scielo.br/pdf/reeusp/v49n2/0080-6234-reeusp-49-02-0261.pdf>
13. Guimarães ALO, Felli VEA. Notificação de problemas de saúde em trabalhadores de enfermagem de hospitais universitário. *Rev Bras Enferm* [Internet]. 2016 Mai-Jun [acesso em 2017 out 10]; 69(3):507-14. Disponível em: <http://www.scielo.br/pdf/reben/v69n3/0034-7167-reben-69-03-0507.pdf>
14. Baptista PCP, Felli VEA, Miniel VA, Karino ME, Silva SM, Tito RS. Using technological innovation as a tool to monitor nursing workers' health. *Rev Esc Enferm USP.* 2011 [acesso em 2017 set 29];45(Esp):1621-6. Disponível em: [http://www.scielo.br/pdf/reeusp/v45nspe/en\\_v45nspea13.pdf](http://www.scielo.br/pdf/reeusp/v45nspe/en_v45nspea13.pdf)
15. Soares CB, Hoga LAK, Peduzzi M, Sangaleti C, Yonekura T, Silva DRAD. Revisão integrativa: conceitos e métodos utilizados na enfermagem. *Rev Esc Enferm USP.* 2014 [acesso em 2017 abr 4]; 48(2):335-45. Disponível em: <http://www.scielo.br/pdf/reeusp/v48n2/0080-6234-reeusp-48-02-335.pdf>
16. Silverman D. Interpretação de dados qualitativos. 3ª ed. Porto Alegre: Artmed; 2009.
17. Brasil. Lei nº 9.610, de 19 de fevereiro de 1998. Altera, atualiza e consolida a legislação sobre direitos autorais e dá outras providências. Portal da legislação: Leis ordinárias, 2014 [acesso em 2017 abr 4]; 22(1):01-09. Disponível em: [http://www.planalto.gov.br/ccivil\\_03/leis/L9610.htm](http://www.planalto.gov.br/ccivil_03/leis/L9610.htm)
18. Cardoso LS, Vaz LA, ROSA LS, COSTA V, Santos CP, Cezar-Vaz MR. Enfrentamento de conflitos na assistência à parturiente: visão da equipe de enfermagem. *J Nurs H.* 2016 [acesso em 2017 out 10];6(3):402-13. Disponível em: <https://periodicos.ufpel.edu.br/ojs2/index.php/enfermagem/article/view/8013>
19. Carrara GLR, Magalhães DM, Lima RC. Riscos ocupacionais e os agravos à saúde dos profissionais de enfermagem (Occupational hazards and harms to health of nursing professionals). *Rev Faf On-Line, Bebedouro SP.* [Internet] 2015 [acesso em: 2017 Mai 28];8(1):265-286. Disponível em: <http://unifafibe.com.br/revistasonline/arquivos/revistafafibeonline/sumario/36/30102015185405.pdf>
20. Silva RS, Santos DT, Carvalho SS, Lisboa ACFN. Código de Ética dos Profissionais de Enfermagem: uma pesquisa documental. *Enferm Foco* [Internet]. 2012 [acesso em: 2017 Mai 10];3(2):62-6. Disponível em: <http://revista.portalcofen.gov.br/index.php/enfermagem/article/view/256>
21. Abreu R. M. D. de, Gonçalves R. M. D. A., Simões A. L. As. Motivos atribuídos por profissionais de uma Unidade de Terapia Intensiva para ausência ao trabalho. *Rev Bras Enferm.* 2014 May-Jun [acesso em 2017 jul 14];67(3):386-93. Disponível em: <http://www.scielo.br/pdf/reben/v67n3/0034-7167-reben-67-03-0386.pdf>
22. Cardoso LS, Martins CF, Rosa LS, Passos JC, Cezar-Vaz MR. The think of nursing in hospital urgency and emergency service. *Rev Enferm UFPE On Line.* 2016 [acesso em 2017 jul 14];10:4524-31. Disponível em: <https://periodicos.ufpe.br/revistas/revistaenfermagem/article/view/11519/13407>
23. Castillo Rascón MS, Castro Olivera C, Sánchez A, Ceballos BH, Pianesi ME, Malarczuk C, Bonneau GA, Albrekt AL, Bollati E, Sánchez, A. Ausentismo laboral y factores de riesgo cardiovascular en empleados públicos hospitalarios. *Acta bioquím clin latinoam.* 2016 Mar [acesso em 2017 ago 10]; 50(1): 37-44. Disponível em: <http://www.scielo.org.ar/pdf/abcl/v50n1/v50n1a07.pdf>
24. Quadros DV, Magalhães AMM, Mantovani VM, Rosa DS, Echer IC. Análise de indicadores gerenciais e assistenciais após adequação de pessoal de enfermagem. *Rev Bras Enferm.* 2016 Jul-Ago [acesso em 2017 ago 10];69(4):684-690. Disponível em: <http://www.scielo.br/pdf/reben/v69n4/0034-7167-reben-69-04-0684.pdf>
25. Marques DO, Pereira MS, Souza ACS, Vila VSC, Almeida CCOF, Oliveira EC. O absenteísmo-doença da equipe de enfermagem de um hospital universitário. *Rev Bras Enferm.* 2015 Set-Out; 68(5): 876-882. [acesso em 2017 out 30]. Disponível em: [http://www.scielo.br/scielo.php?script=sci\\_arttext&pid=S0034-71672015000500876&lng=pt&tlng=pt](http://www.scielo.br/scielo.php?script=sci_arttext&pid=S0034-71672015000500876&lng=pt&tlng=pt)
26. Portela NLC, Ross JR. Distúrbios osteomusculares relacionados ao trabalho (DORT) e sua associação com condições de trabalho da enfermagem. *Ver enferm UFPI.* 2015 Out-Dez [acesso em 2017 out 30];4(4):82-87. Disponível em: <http://www.ojs.ufpi.br/index.php/reufpi/article/view/2754/pdf>
27. Brasil. Ministério do Trabalho. NR 6 – Equipamento de proteção individual – EPI-D.O.U. Portaria GM n.º 3.214, de 08 de junho de 1978 06/07/78. Disponível em: <https://www.saude.rj.gov.br/comum/code/MostrarArquivo.php?C=NzY3NQ%2C%2C>
28. Brasil. Ministério do Trabalho. NR 32-Segurança e saúde no trabalho em serviços de saúde. Publicação D.O.U. Portaria GM n.º 1.748, de 30 de agosto de 2011. Disponível em: <http://www.trabalho.gov.br/images/Documentos/SST/NR/NR32.pdf>
29. Oliveira AC; Paula AO. A percepção dos profissionais de saúde em relação à higienização das mãos. *Rev. Fund. Care Online.* [Internet] 2017 Abr-Jun [acesso em: 2017 Mai 13];9(2): 321-326. Disponível em: <http://seer.unirio.br/index.php/cuidadofundamental/article/view/3832>.
30. Penner MCS, Cardoso LS, Souza Sobrinho AEP, Guterres RA, Cezar-Vaz MR, Souza NEJ. Educação física e a saúde escolar: métodos e a execução da prevenção da obesidade e de cardiopatias. *Coleção Pesquisa em Educação Física.* 2015;14(1):39-46.
31. Penner MCS, Souza Sobrinho AEP, Cardoso LS, Cezar-Vaz MR, Guterres RA. Utilização de avaliações de aptidão física relacionadas à saúde por professores de uma cidade da região do pampa. *Conexões (Campinas. Online).* 2014 Out-Dez;12(4):41-50. Disponível em:
32. Custódio IL, Lima FET, Almeida MI, Silva LF, Monteiro ARM. Perfil sociodemográfico e clínico de uma equipe de enfermagem portadora de Hipertensão Arterial. *Rev Bras Enferm.* 2011 Jan-Fev [acesso em: 2017 Mai 13];64(1):18-24. Disponível em: <http://www.scielo.br/pdf/reben/v64n1/v64n1a03.pdf>
33. Mininel VA, Baptista PCP, Felli VEA. Cargas psíquicas e processos de desgaste em trabalhadores de enfermagem de hospitais universitários brasileiros. *Rev Lat-Am Enferm.* 2011 Mar-Abr [acesso em: 2017 Mai 30];19(2). Disponível em: <http://www.revistas.usp.br/rlae/article/view/4325/5566>
34. Rodrigues CCFM, Santos VEP, Sousa P. Patient safety and nursing: interface with stress and Burnout Syndrome. *Rev Bras Enferm.* 2017 Sep-Oct [acesso em: 2017 Ago 30];70(5):1083-8. Disponível em: [http://www.scielo.br/pdf/reben/v70n5/pt\\_0034-7167-reben-70-05-1083.pdf](http://www.scielo.br/pdf/reben/v70n5/pt_0034-7167-reben-70-05-1083.pdf)
35. Freitas-Swerts FCT, Robazzi MLCC. Efeitos da ginástica laboral compensatória na redução do estresse ocupacional e dor osteomuscular. *Rev Lat-Am Enferm.* 2014 Jul-Ago [acesso em: 2017 Ago 30]; 22(4): 629-36. Disponível em: [http://www.scielo.br/pdf/rlae/v22n4/pt\\_0104-1169-rlae-22-04-00629.pdf](http://www.scielo.br/pdf/rlae/v22n4/pt_0104-1169-rlae-22-04-00629.pdf)
36. Brasil. Ministério da Saúde. Secretária de Atenção à Saúde. Departamento de Atenção Básica. Política Nacional de Práticas Integrativas e Complementares no SUS – PNPIC-SUS. Brasília: Ministério da Saúde, 2006. [acesso em: 2017 nov 17]. Disponível em: <http://bvsm.sau.gov.br/bvs/publicacoes/npic.pdf>
37. Badke MR, Heisler EV, Ceolin Si, Andrade A, Budó MLD; Heck RM. O conhecimento de discentes de enfermagem sobre uso de plantas medicinais como terapia complementar. *Rev. pesqui. cuid. fundam.* (Online); 2017 Abr-Jun [acesso em: 2017 nov 17]; 9(2): 459-65. Disponível em: [http://www.seer.unirio.br/index.php/cuidadofundamental/article/view/5442/pdf\\_1](http://www.seer.unirio.br/index.php/cuidadofundamental/article/view/5442/pdf_1)
38. Oliveira AFP, Costa ICP, Andrade CG, Santos KFO, Anízio BKF, Brito FM. Fitoterapia na atenção básica: estudo com profissionais enfermeiros. *Rev pesqui cuid fundam* (Online). 2017 Abr-Jun [acesso em: 2017 nov 13];9(2):480-7. Disponível em: <http://www.seer.unirio.br/index.php/cuidadofundamental/article/view/5449>
39. Beazley D, Patel S; Davis B, Vinson S, Bolgla L. Trunk and hip muscle activation during yoga poses: Implications for physical therapy practice. *Complement Ther Clin Pract.* 2017 Nov [acesso em: 2017 dez 15];(29): 130-135. Disponível em: <https://www.sciencedirect.com/science/article/pii/S17443388117304061>
40. Tolbaños Roche L; Miró Barrachina MT, Ibáñez Fernández I; Betancort M. YOGA and self-regulation in management of essential arterial hypertension and associated emotional symptomatology: A randomized controlled trial. *Complement Ther Clin Pract;* 2017 Nov [acesso em: 2017 dez 15]; (29): 153-161. Disponível em: <https://www.ncbi.nlm.nih.gov/m/pubmed/29122254/>
41. Rohr RV, Alvim NAT. Intervenções de enfermagem com música: revisão integrativa da literature. *Rev pesqui cuid fundam* (Online); 2016 Jan-Mar [acesso em: 2017 nov 13]; 8(1): 3832-3944. Disponível em: [http://www.seer.unirio.br/index.php/cuidadofundamental/article/view/4182/pdf\\_1797](http://www.seer.unirio.br/index.php/cuidadofundamental/article/view/4182/pdf_1797)

Received on: 12/26/2017

Required Reviews: None

Approved on: 04/19/2018

Published on: 04/02/2019

**\*Corresponding Author:**

Leticia Silveira Cardoso

Rua Júlio de Castilhos, 1934/401

Lagoa Nova, Uruguaiana, Rio Grande do Sul, Brasil

E-mail address: lsc\_enf@yahoo.com.br

Telephone number: +55 55 9 9693-9389

Zip Code: 97.503-300

The authors claim to have no conflict of interest.