

Repositioning the nursing team: the importance of defining the team's roles and responsibilities

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Abstract

This study reports the experience of a team in a Nursing Certification Program, from the perspective of two evaluators of the program. The experience report was made at the fifth meeting of the program after the construction of the learning process. Four focus groups were carried out, the first with 10 nursing technicians, the second with 10 nursing assistants, and the third with six nursing leaders. A final group was held with the nursing management and leader in the quality area. It was observed in the nursing technicians the perception of redefining roles and responsibilities among the nursing team, enabling these professionals to perform daily tasks related to direct care for the patient. In the group formed by nurses, it was also reported about the change in their duties, with a decrease in tasks that are not related to their job description or their training. In the group of supervisors, there was a redesign of their practices, now focused on management activities, driving the need to prepare for it, and the development of transformational leadership, which is still under construction. In the last group, it was noted, the need for the search for knowledge to improve management skills, as well as the decentralization of decision making. The discomfort of other professionals, such as doctors, was reported when the nurse started to develop his role closer to the bedside, pointing to the need to redefine new roles and responsibilities in care by the interdisciplinary team. The repositioning of the nursing team is a process still under construction, to be developed with the institution. The groups with the greatest perceived transformation were nursing technicians and nurses, with the need for improving management skills for leaders to emerge in order to promote transformation and sustain changes in the nursing team.

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Biography

Dr. Geovana has completed her PhD in 2011 from University of São Paulo – Ribeirão Preto – SP, Brazil. She is IQG Health Institution Evaluator, Third Largest Health Believer in the World.