

DEFICIENCY IN THE APPLICATION OF THE EVALUATION AND MONITORING INSTRUMENT IN THE MULTIPROFESSIONAL HEALTH RESIDENCE PROGRAM AT HOSPITAL UNIVERSITÁRIO MARIA PEDROSSIAN: AN ACTION RESEARCH

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Abstract: Preceptorship in multidisciplinary residencies in health is an important strategy for training human resources for the Unified Health System (SUS). at `` Hospital Universitário Maria Pedrossian `` (HUMAP). An active observation-intervention research was carried out, which enabled the meeting of subjectivities. Conclusion: It is necessary that the applied didactics be presented with more transparency, with more team involvement, making each step of the process safer for the patient and for the resident.

Keywords: Preceptorship; Multiprofessional residency; Assessment tool.

INTRODUCTION

Preceptorship is a very important practice for training health professionals. Preceptors are vital to the success, competence and confidence of recent graduates. It is believed in the light of knowledge that the preceptorship exercise adjusts a teaching-learning process based on the theoretical perspective and method on the conjunction and reality of those who exercise. It is essential for those who teach to dilate effective capacities and communication and calm skills, and for those who learn, commitment and availability to educate themselves and the inclination to go beyond challenges are essential. Both are mandatory implication, exchange and interaction (AGUILAR-DA-SILVA, 2011).

The Federal Constitution of 1988, through article 200, points to the Unified Health System (SUS) the mission of "ordering the formation of resources in the area of health". The publication of the Organic Health Law No. 8,080 constituted for the three spheres of government the "participation in the formulation and execution of the policy of training and development of human resources for health" and the "organization of a system of training of human resources in all levels of education, including post-graduation, in

addition to the development of programs for the permanent improvement of personnel". It also defined that "the public services that make up the Unified Health System-SUS constitute a field of practices for teaching and research, respecting specific norms, developed jointly with the educational system" (BRAZIL, 2015).

The government's tactics for training professionals bring educational institutions and health services closer together; the health professional as a preceptor is a crucial agent in the training process, he promotes an education based on an integral vision, having the challenge of implementing in his technique activities of directing and monitoring students, which would imply well-characterized knowledge of those technicians obtained in graduation, supported by a theoretical and practical aspect of the plot and the reality in which it is achieved. (BRAZIL, 2015)

Assessments, according to Ceccim and Feuerwerker (2004), are also part of preceptorship activity, but present major challenges that may be based on lack of experience while evaluating, restricted information about the methodology, or even the incongruity of the preceptor's criteria for establish a closer monitoring of the activities carried out by residents.

For Guimarães, (2006) the evaluation aims at a reflective process on the retained knowledge, encouraging its continuation and defending the fomentation of the acquired data. In this totality, the student must be aware of his process of constitution and reconstruction, fruits and damages, success and failure, make the necessary adjustments and reorientations.

In this sense, according to (PINHEIRO, 2009) preceptor is a facilitator and mediator in the learning process in the training of health professionals. In that study, points were raised that need to be improved in the area of

performance of academic evaluation by the preceptor with the objective of identifying deficiencies and scoring progress, impacting more prepared, safer and more qualified professionals for local education, making it possible to outline more teaching strategies blunt with more expressive results and with the involvement that the practice of teaching and learning requires.

GOAL

MAIN GOAL

Optimize the application of the evaluation instrument in the multidisciplinary residency program in health at `` Hospital Universitário Maria Pedrossian ``

SPECIFIC OBJECTIVES

Make professionals aware of the importance of the assessment tool;

Know the factors that negatively influence the application of the evaluation instrument;

Establish strategies that compromise the application of the instrument.

METHODOLOGY

TYPE OF STUDY

It is an intervention project of the preceptorship plan type.

STUDY LOCATION / TARGET AUDIENCE / EXECUTIVE TEAM

The ``Hospital Universitário Maria Pedrossian`` (HUMAP-UFMS) is located in the municipality of Campo Grande, which according to the IBGE has a population of around 910,000 inhabitants. The university hospital occupies an area of 35,350 m², with 28,300 m² of built area, which includes Specialty Outpatient Clinics, Surgical Center, Obstetric Center, Adult and Pediatric CTIs,

Neonatal ICU, in addition to Coronary Unit (UC, OC), Emergency Medical Care (PAM), Imaging Diagnosis, Radiology Service, Breast Milk Bank, Hemodialysis and even medical residencies in 20 specialties. The intervention project will be carried out at the Medical Emergency Room (PAM) which has 25 nurses, 60 nursing technicians, 5 doctors and 7 residents, the sector is subdivided into 3 areas, red, green, yellow and 2 isolations, with a view to the public Targeting multidisciplinary academics in the first year of residency in health, the project will be carried out by receiving nurses who work in the sector in question.

PP ELEMENTS

One of the elements that will be used in the intervention plan will be the active observation of students, where specific meetings will be held from reception to clinical practice in order to explain how the sector's routines work, the evaluation criteria, the objectives and goals to be achieved. be achieved. As well as the opportunity for students to externalize their perspectives in relation to the internship.

Then, associated with the evaluation, a checklist of questions related to the activity will be given, which ones will be carried out and what are the expected results in the period. This instrument will remain in the nursing administration room in a physical folder, and another folder on the intranet for access by the unit's preceptors. In this sense, the present intervention project presents a proposal for a plan to implement a more objective evaluation tool in order to specify which procedures to perform and what will be scored during practice.

Another element used was the theoretical foundation by the preceptors of the sector, a review was carried out showing the importance of monitoring academics, where key words such as preceptorship and its importance

were used, academics, monitoring, the databases went to the literature review by publications pertinent to the subject available on the internet and collection available in the hospital library.

Intervention systematization consists of data collection by the preceptors from a diagnostic theoretical-practical evaluation carried out at the beginning of each semester in the PAM PED with pertinent questions, capable of generating a debate so that they can identify and accept the level of learning of the students and to know where greater intervention will be needed in clinical practice, this evaluation and monitoring of residents are necessary for decision-making and their respective actions in relation to the difficulties presented, punctuating stages such as the nature of the problem; assessment of resident performance, assessment of specific skills, and assessment of process components and theories in practice.

WEAKNESSES AND OPPORTUNITIES

Among the possible weaknesses identified, we can find the overload of preceptors and the demand for emergency care services with regard to overwork. Making it impossible for them to monitor the residents more effectively and difficulty in applying the evaluation tool.

Among the opportunities, the fact that these practices take place within a teaching hospital stands out, which will bring more improvement and preparation for residents as students and future professionals, with a more accurate assessment of clinical practices, developing critical thinking, professional practice based on evidence, and the universalized and comprehensive care with humanization, aiming at a permanent and progressive education, thus raising awareness of the importance of the intervention project

in order to reduce the possible number of failures and errors.

EVALUATION PROCESSES

The evaluation process will be exploratory and informal with a qualitative approach. Data will be collected through observation and semi-structured interviews, where the following variables will be analyzed: Schedule of activities that will be evaluated in adult emergency care, who can carry out the activities and whether feedback is provided on the proposed activities.

FINAL CONSIDERATIONS

The objective of this study is to enable the implementation of a more functional tool for assessing the competence of residents of the residency program in health at `` Hospital Universitário Maria Pedrossian`` located in the city of Campo Grande. This is an intervention project, which resulted in the creation of this assessment tool, which will allow the improvement of clinical practice, in addition to providing better support in decision-making. It is concluded that the improvement of this evaluation process is essential for the effective follow-up of residents, since through it a broad, continuous, systematic and dynamic approach is possible. However, its implementation demands time and professional commitment, in addition to being a new routine in adult emergency care, which demands adaptation from the team.

The incorporation of this tool will bring numerous benefits to professionals, patients and the sector. Professionals will have a routine to follow and their decisions will be theoretically grounded; patients will be better attended, will have lower risks of complications, and consequently less disorders related to the pathology.

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