

Mobilizing competences for nursing care management

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The multidisciplinary work in health care institutions presents as a challenge. It assumes a dynamic on a collective basis, however without losing the uniqueness of knowledge and professions. It does require an expanded perspective of performance beyond the technical-assistance and management aspects, in the logic of inclusion in a health system that has one of the philosophical principles the comprehensive health care.

The integrality in health care requires the establishment of a network of health institution that enable the holistic care at health care units which has different technologic resources covering health promotion, prevention, recovering and rehabilitation, assisting to the individual in its bio-psycho-social dimensions. The related characteristics of a comprehensive care and management are important concerns to be answered by the nursing staff.

Historically, the care and the management can be considered the main dimension of the nursing work, however it configures in low linked process. Nowadays there is an emergent paradigm that refers to the management focused in the nursing health care based in a perspective that combines management and care, centering to the users of health care institution and health care, regarding to an approach that goes beyond the technicality toward a holistic care.

This situation requires knowledge, abilities and attitudes from nurses to the comprehension of the health-disease process in an extended dimension favoring an efficient care. Thus, it is necessary a competence mobilization beyond the clinic context that make possible, for nurses, to assume the health care management. The nurses' performance must consider the relevance of the biological dimension, however do not reducing the user's into this, i.e., must consider the integrality of the attention approach and incorporate into this care the psycho-social-emotional-spiritual care dimension.

Considering the current context, nurses use technological, health care and organizational devices such the assessment with risk classification and evaluation of the dependence level that, from different approach, provide knowledge of the health care demands, make possible changes in the health care planning and implementation, promote access, humanization, team work improvement, accountability and the bond.

The use of such technical, health care and organizational devices involves nurses' individual and collective investment regarding to ensure a differentiated practice based in a solid base of knowledge to become health care and management actions. These devices brings new possibilities to the nurses' work in the perspective to assume a prominent position in the health team, in the decisions processes participation as well as in the allocation of technologic, material and human resources.

In this sense, we understand that researches development may increase the knowledge on health care management to attend new demands of the society, regarding to promote the nursing and health practice in the consolidation of the Health Care System. Regarding, also, to find out new horizons, especially in the aspects of the basic and high complexity, i.e., two dimensions of the health care network responsible for a large number of people care, and employing an expressive number of nurses.

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