Perception of Safety Climate in Brazilian Private Health Institutions

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Safety Climate essentially refers to the perception of individuals in their working environment and can be used as an indicator for organizational safety culture. The analysis of this indicator is considered an important instrument in determining actions that aggregate value in patient care. **Objective:** To verify the perception by nursing professionals on Safety Climate in NotreDame Intermédica Group (GNDI) institutions which initiated the preparatory program for the Qmentum International Certification. **Method:** The analysis of the perception of Safety Climate was made based on the modified version of the Patient Safety Climate in Health Care Organizations (PSCHO) and Canadian Patient Safety Climate Survey (Can-PSCS). This form is composed of thirty eight items distributed in ten dimensions, whose answers are evaluated with the Likert scale. The application of the instrument to nursing professionals was conducted in five GNDI institutions located in the state of São Paulo, Brazil, by a form structured through GoogleForm, from November to December 2019. The dimensions with negative results above 30% were considered unfavorable safety climate perception and positive results and attention above 70%, favorable. **Results** The total number of nurses was 1060 (35.2%) were nursing professionals, of which 296 (9.8%) were nurses and 764 (25.3%) were nursing assistants. From the total number of nursing professional respondents, 87% acknowledged that patient safety is a strategic priority.

The analysis showed that the favorable results for nursing assistants are related to High Leadership (88.7%); Learning (87.8%) and Work Norms (87.5). For the group of nurses, we verified that the same results are repeated with only changes in the percentages: High Leadership (87.5%); Learning (88.8%) and Work Norms (87.7%).

The main items identified as negative perception of the nursing team were: Team recognition, Team Leadership, Psychological Safety and Communication. Given this finding, in February 2019 the GNDI High Leadership launched the **Welcoming Project** with expectation of positive impact in the next evaluation. The GNDI with 4.6 million clients in the country and 19,000 employees, seeks through the implementation of quality and safety programs to improve the generation of value to the client, patient, investors, their professionals and society.

Recent Publications

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Photograph



Biography

Graduated in Nursing and Obstetrics from the State University of Londrina / Specialization in Occupational Health at São Camilo College / Specialization in Health Management at Getúlio Vargas Faculty /Acting as Corporate Quality Manager at NotreDame Intermédica /Acted for 14 years at IQG HEALTH SERVICES ACCREDITATION as a leading evaluator of Health Services Accreditation programs /Professional Experience in Evaluation and Consultant in methodology of health services ONA and ACI-Qmentum - HSO./Specialist in team development / Experience in implementation of Planning and development of organizational strategies / Implementation of Patient Quality and Safety Policy.

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