Overview

Currently in Brazil the nursing workforce consists of a group of 541,903 nurses and 1,536,505 technicians and auxiliaries. The most extensive survey on a professional category ever undertaken in Latin America is unprecedented and covers a universe of 2,078,772 professionals.

In the Southeast region of Brazil, the largest contingent of nursing professionals is 758,519, or 52.3% of the national workforce.

The diversity in the distribution and development of nursing professionals impacts on the safety and quality of care offered to users of different health services and in different regions of the country.

Objective

Supporting the alignment of nursing professionals’ actions with patient quality and safety practices, defined by the organizations.

The Benefits of Certification

The certification includes benefits for the country, such as the increase in national competitiveness provided by the improvement in the quality of health services, following the needs and reality of Brazilian culture.

For professionals, certification is the recognition that they are technically qualified, committed to the quality of health services and able to cope with the risks of their activity and the job market.

Certification is the provider of validation of the experience, knowledge and skills of nursing professionals.

It supports continuing education and develops the clinical skills that are conducive to job satisfaction among nursing professionals.

The certification process seeks to identify, evaluate and validate the knowledge acquired by professionals in their academic and work trajectories, where developmental points are identified necessary for the continuation of studies and/or professional exercises.
Characteristics of the Nursing Services Certification Program

1. The code of ethics and standards of practice defined through the resolutions of the Federal Council and the State Councils are the basis of the program.

2. It should facilitate the movement of professionals throughout Brazil.

3. The program should be:
   - Administratively feasible;
   - Credible by system;
   - Supported by class councils and representative societies;
   - Economically viable;
   - Transparent;
   - Effective - provide benefits for quality and safety of care.

4. It should be flexible, applicable to practice - respecting the context.

5. Ensure the confidentiality of information.
Continuous Skills Development Program

The competency development program was structured in the form of a mandatory knowledge trail that nurses will have to go through.

The team of nurses will have to fully fulfill the credits for the service certification.

1. The continuing education program is intended to encourage professionals to seek other training on a voluntary basis;

2. Develop alternative strategies of learning and education for the nursing team;

3. It intends to make the nurses identify, collect, reflect and, most important, value their experiences;

4. Help you realize the extent of your learning and competence;

5. Evaluate your own performance, your strengths and weaknesses, and identify specific learning plans.

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**VALUING THE SYSTEM**

- Understanding the System
- Impact of the Context on the System
- Complex Adaptive Systems
- Knowledge Management
- Safety Management
- Health Information Management
- Patient-Centered Care
- Performance Measurement in Health
- Improvement Cycles

24 hours - 20 credits

**SOCIAL SCIENCE**

- The Social Context of Health Work
- Management and Team Leadership
- Effective Team Building
- Clinical Ethics

36 hours - 40 credits

**LEARNING**

- Understanding the Knowledge Worker
- Improving Non-Technical Skills
- Communication
- Problem Solving
- Conflict Resolution
- Negotiation
- Interprofessional Learning

36 hours - 40 credits
The Project

Mara Machado

IQG CKO (Chief Knowledge Officer)