COST-EFFECTIVENESS OF NURSING WORK SAFETY PROGRAMS

INTRODUCTION: Presenteeism is described in the occupational health literature as a phenomenon in which workers, even sick, attend work, negatively impacting workers' health, work ability and the finances of organizations. Unlike absenteeism, the costs of presenteeism are not obvious, but they are greater than the sum of the costs of absenteeism and medical treatment. Occupational health programs can be helpful in preventing presenteeism and improving productivity. However, in the particular case of Brazil, depending on the employment relationship (public or private), the costs, coverage and effectiveness of these programs may vary. OBJECTIVE: To analyze, from an economic perspective, two occupational health and safety programs, developed in public and private health care networks, to improve productivity among nursing workers. METHODOLOGY: This is an economic empirical health assessment, such as cost-effectiveness analysis, conducted in parallel with an observational cross-sectional study, also known as a piggyback study. Using TreeAge Pro® software, a decision tree was built in which all assumptions, effectiveness of the interventions analyzed, probabilities of outcomes and costs were extracted from the real world, specifically from the case study. RESULTS: The decision tree after showed that the private hospital intervention model improved productivity in up to 62.89% of nursing workers at a daily cost of $61.03. In the public hospital model the productivity improvement was smaller (up to 57.73%) at a daily cost of about 3.4 times higher (R$ 210.27). CONCLUSION: The Workers' Health and Safety Program of the private service is cost-effective, so this would be the best evaluated alternative, capable of improving productivity among nursing workers at a lower cost.

KEYWORDS: Presentism; Cost-Effectiveness Assessment; Worker's health; Nursing.