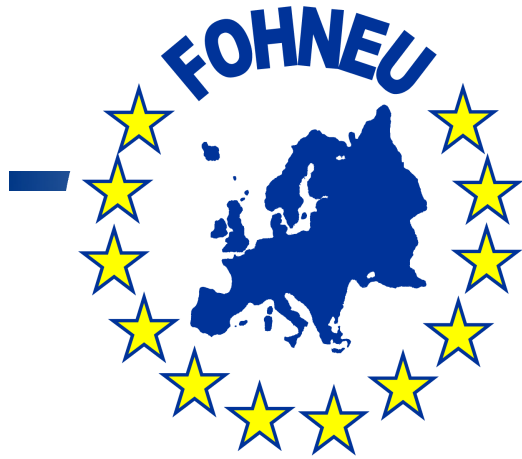


# OHN Status in EU Member States 2005-2012 Final Results

Julie Staun

The Federation of Occupational Health Nurses  
within the European Union FOHNEU

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Information in the survey  
has been provided by  
the national representatives of  
FOHNEU.

Where no data is available the figures are estimated

# Europe and the EU



# Questionnaire 2012

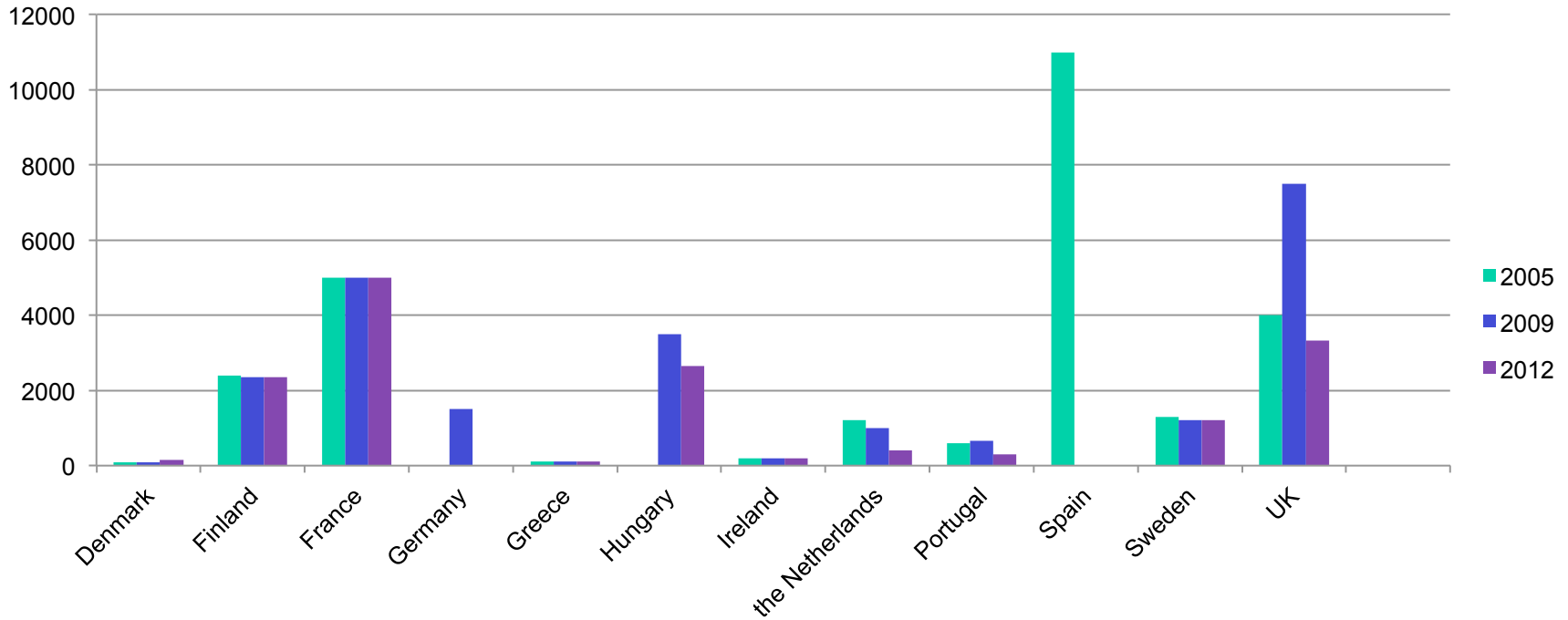
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- Distributed to 22 EU member states (no contact was found in Bulgaria, Luxembourg, Latvia, Lithuania, Slovakia), 1 accession (Croatia) and 3 observer countries
- Response from 20 countries
- No response from:
  - Austria
  - Check Republic
  - Estonia
  - Italy
  - Poland
  - Norway (Observer State)

# Occupational Health Organisation (O=obligatory V=voluntary)

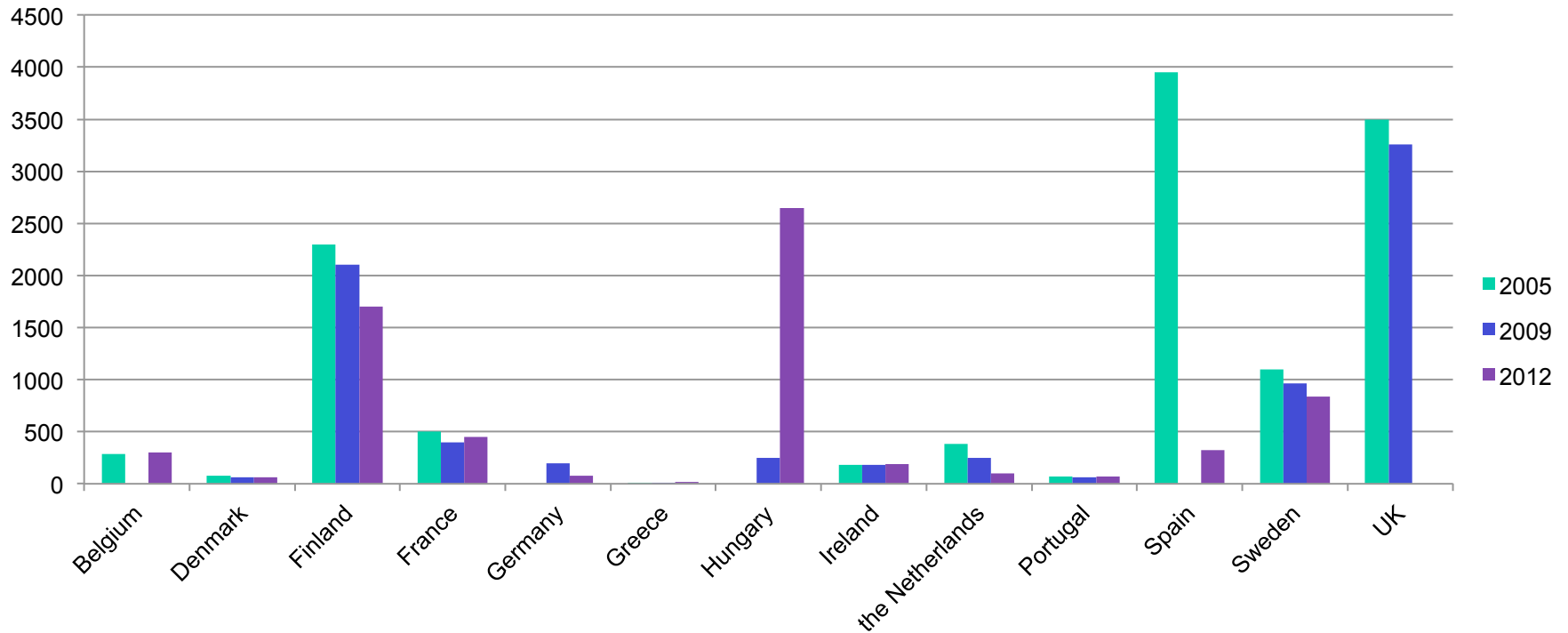
Country	OH	OHN	employees/OHN
Belgium	O	O	
Croatia	V		
Cyprus	O only for the public sector	V	
Denmark	V	V	
Finland	O	O	
France	O	O	200 (industry), 500 (tertiary sector)
Germany	O	O	
Greece	O	O	
Hungary	O	O	1000 or 2000 depending on risks
Ireland	V	V	
Malta	V	V	
Netherlands	O	V	
Portugal	O	O	200
Romania	O only for the public sector	V	
Slovenia	O	V	
Spain	O	O	2000
Sweden	V	V	
Switzerland	V	V	
Turkey	O	O	
UK	V	V	

# Approx. number of OH Nurses in country



Year	Belgium	Denmark	Finland	France	Germany	Greece	Hungary	Ireland	The Netherlands	Portugal	Romania	Spain	Sweden	UK
2005	850	80	2400	5000	N/I	100	N/I	200	1200	600	N/I	11000	1300	4000
2009	N/I	95	2355	5000	1500	100	3500	200	1000	650	N/I	N/I	1200	7500
2012	800	150	2355	5000	N/I	100	2646	200	400	300	N/I	N/I	1200	3332

# Number of OH Nurses in National Association



Year	Belgium	Denmark	Finland	France	Germany	Greece	Hungary	Ireland	Netherlands	Portugal	Romania	Spain	Sweden	UK
2005	288	75	2300	500	N/I	5	N/I	184	380	70	N/I	3950	1100	3500
2009	N/I	62	2100	400	200	5	248	185	250	60	N/I	N/I	962	3260
2012	250-300	64	1700	450	80	20	2646	190	100	70	N/I	320	840	N/I

# Is the number of OH Nurses

Increasing (I) - Decreasing (D) - Unchanged (U) - No information (N/I)

Country	2005	2009	2012
Belgium	I	N/I	U
Croatia	N/I	N/I	U
Cyprus	N/I	N/I	I
Denmark	U	I	I
Finland	U	U	U
France	U	U	U
Germany	N/I	D	N/I
Greece	I	U	U
Hungary	N/I	U	D
Ireland	I	U	U
Malta	N/I	N/I	I
The Netherlands	D	D	D
Portugal	U	UI	D
Romania	N/I	N/I	N/I
Slovenia	N/I	N/I	U
Spain	I	N/I	N/I
Sweden	N/I	D	U
Switzerland	N/I	N/I	U
Turkey	N/I	N/I	U
UK	U	U	D



# Is the number of the other OH Professionals

Increasing (I) - Decreasing (D) - Unchanged (U) - Not information (N/I)

Country	2005	2009	2012
Belgium	D	N/I	D
Croatia	N/I	N/I	U
Cyprus	N/I	N/I	N/I
Denmark	U	I	D
Finland	U	D	U
France	I	D	OHR-D, others I
Germany	N/I	I	I
Greece	I	I	U
Hungary	N/I	U	U
Ireland	I	U	U
Malta	N/I	N/I	N/I
The Netherlands	I	D	D
Portugal	I	U	N/I
Romania	N/I	N/I	N/I
Slovenia	N/I	N/I	U
Spain	I	N/I	D
Sweden	N/I	D	U
Switzerland	N/I	N/I	N/I
Turkey	N/I	N/I	I
UK	I	I	I

# Working conditions of OHNs

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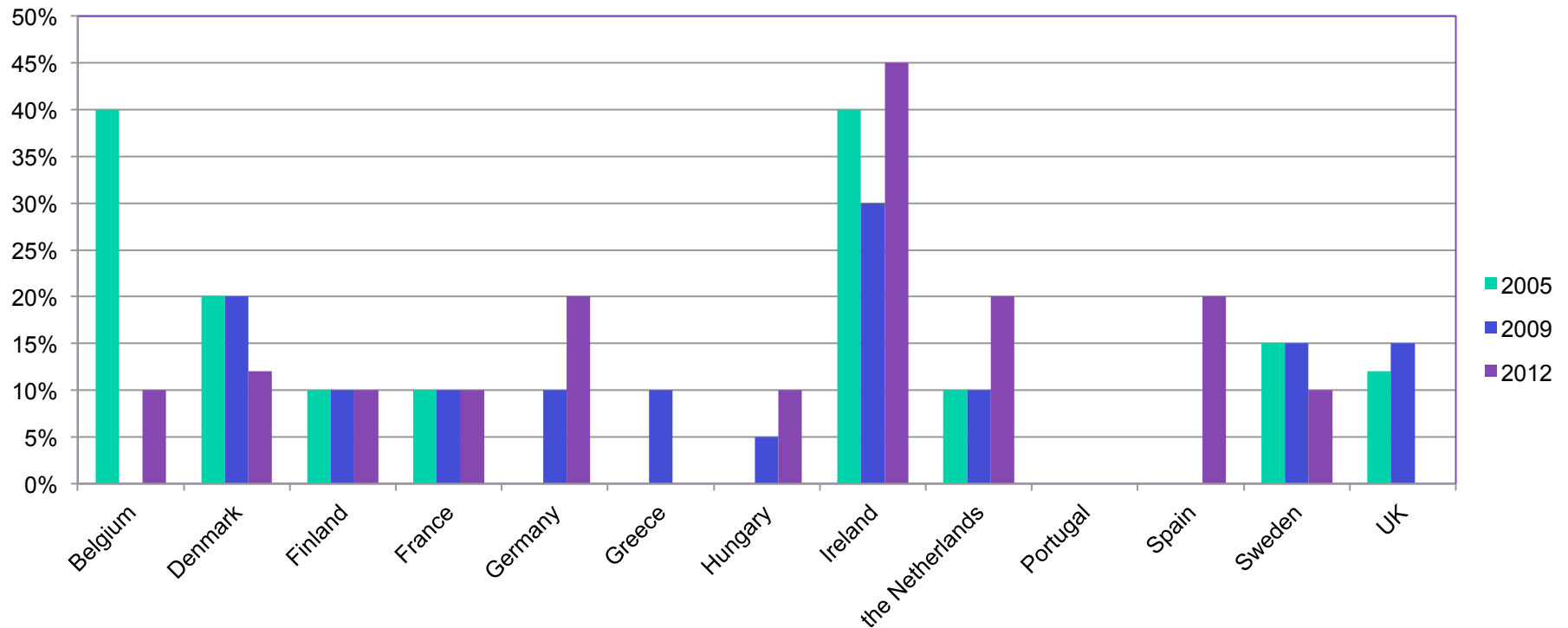
- Special salary agreement
  - Croatia
  - Finland
  - Germany
  - Spain
  - The Netherlands
- Only in the public sector
  - Greece
  - Hungary
  - Ireland
  - Malta and Slovenia
- Special employment conditions, e.g. allowances, car
  - Croatia
  - Finland
  - Greece
  - Hungary
  - Ireland
  - The Netherlands
  - Portugal
  - Spain

# OHN qualifications 2012

1) degree level - 2) diploma level training - 3) No OH training -4) continuing education is required

Country	1	2	3	4
Belgium	5	N/I	N/I	NO
Croatia	N/I	N/I	N/I	YES
Cyprus	N/I	N/I	N/I	YES
Denmark	5	90	60	NO
Finland	130	2175	<50	YES
France	N/I	500	4500	NO
Germany	N/I	N/I	N/I	YES
Greece	>15	N/I	N/I	NO
Hungary	1	2034	611	YES
Ireland	N/I	200	-	NO
Malta	N/I	N/I	N/I	NO
Netherlands	N/I	30	370	YES
Portugal	N/I	300	-	NO
Romania	N/I	N/I	N/I	YES
Slovenia	4	60	294	YES
Spain	N/I	N/I	N/I	YES
Sweden	15	800	385	NO
Switzerland	N/I	N/I	N/I	NO
Turkey	N/I	N/I	N/I	NO
UK	N/I	N/I	N/I	YES

# Do the majority of Members attend the AGM of your Association /Group



Year	Belgium	Denmark	Finland	France	Germany	Greece	Hungary	Ireland	The Netherlands	Portugal	Romania	Spain	Sweden	UK
2005	40%	20%	10%	<10%	N/I	N/I	N/I	40%	10%	N/I	N/I	N/I	15%	12%
2009	N/I	20%	10%	<10%	10%	10%	5%	30%	10%	N/I	N/I	N/I	15%	15%
2012	10%	12%	<10%	<10%	20%	N/I	10%	45%	20%	N/I	N/I	20%	10%	N/I

# Does your OHN Association have a survey on the work areas carried out by the members

Country	2005	2009	2012
Belgium	YES	N/I	YES
Croatia	N/I	N/I	NO
Cyprus	N/I	N/I	NO
Denmark	YES	NO	In progress
Finland	YES	YES	YES
France	NO	NO	NO
Germany	N/I	YES	YES
Greece	YES	YES	NO
Hungary	N/I	YES	NO
Ireland	NO	In progress	NO
Malta	N/I	N/I	NO
The Netherlands	YES	YES	YES
Portugal	NO	YES	N/I
Romania	N/I	N/I	NO
Slovenia	N/I	N/I	NO
Spain	YES	N/I	YES
Sweden	NO	NO	NO
Switzerland	N/I	N/I	N/I
Turkey	N/I	N/I	NO
UK	YES	YES	N/I

# OHN areas of work (2012)

	be	cr	cy	dk	fi	fr	ge	gr	hu	ir	ma	nl	pt	ro	slo	sp	swe	swi	tk	uk
Health education & promotion	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	X	X	X	X
Disease & injury prevention	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Health ass. & surveillance	X	X	X	X	X	X		X	X	X	X	X	X		X	X	X	X	X	X
First aid services	X		X	X	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X
Administration of OH service	X	X	X	X	X	X	X	X	X	X		X	X		X	X	X	X	X	X
Sickness absence mgt.			X	X	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X
Rehabilitation/resettlement	X		X	X	X	X		X	X	X		X	X	X			X	X	X	X
Environ. Surveys/controls	X		X	X	X	X	X	X	X	X				X	X	X	X		X	
Workplace risk assess.	X		X	X	X	X		X		X		X		X		X	X			X
Epidemiological surveys	X			X	X	X		X	X				X		X	X	X		X	
OH service mgt. & policy develop.					X	X														X
Employee OH training								X								X				
Case mgt.						X				X										
Psychosocial work environ.				X										X						

# Is your OHN Association a member of the National Nursing Association (NNA)

Country	2005	2009	2012
Belgium	NO	N/I	NO
Croatia	N/I	N/I	YES
Cyprus	N/I	N/I	N/I
Denmark	YES	YES	YES
Finland	NO	YES	YES
France	NO	NO	NO
Germany	NO	NO	NO
Greece	YES	YES	YES
Hungary	N/I	NO	YES
Ireland	YES	YES	YES
Malta	N/I	N/I	N/I
The Netherlands	YES	NO	NO
Portugal	NO	YES	N/I
Romania	N/I	N/I	N/I
Slovenia	N/I	N/I	N/I
Spain	YES	N/I	YES
Sweden	NO	NO	YES
Switzerland	N/I	N/I	N/I
Turkey	N/I	N/I	YES
UK	YES	YES	N/I

# Which government ministry regulates OH in your country

Country	2012
Belgium	Ministry of Labour
Croatia	Ministry of Health and Social Services
Cyprus	Ministry of Labour and Social Security
Denmark	Ministry of Employment
Finland	Ministry of Social Welfare and Health
France	Ministry of Work, Employment and Health
Germany	Ministry of Social Affairs
Greece	Ministry of Employment and Social Affairs
Hungary	Ministry of Labour and Labour Affairs
Ireland	Dpt. of Jobs, Enterprize and Innovation
Malta	Ministry of Health
Netherlands	Ministry of Social Affairs and Labour
Portugal	N/I
Romania	Ministry of Labour, Family and Social Protection
Slovenia	Ministry of Health
Spain	Ministry of Employment and Security
Sweden	Ministry of Health and Social Affairs
Switzerland	N/I
Turkey	Min. of Labour and Social Security & Ministry of Health
UK	Department of Health



# Which government ministry regulates safety in your country

Country	2012
Belgium	Ministry of Labour
Croatia	Ministry of Health and Social Services
Cyprus	Ministry of Labour and Social Security
Denmark	Ministry of Employment
Finland	Ministry of Social Welfare and Health
France	Ministry of Work, Employment and Health
Germany	Ministry of Employment
Greece	Ministry of Employment and Social Affairs
Hungary	Ministry of Labour and Labour Affairs
Ireland	Dpt. of Jobs, Enterprize and Innovation
Malta	Ministry of Health
Netherlands	Ministry of Social Affairs and Labour
Portugal	N/I
Romania	Ministry of Labour, Family and Social Protection
Slovenia	Min. of Health & Min. of Labour, Family & Social Affairs
Spain	Ministry of Employment and Security
Sweden	Ministry of Employment
Switzerland	N/I
Turkey	Min. of Labour and Social Security & Ministry of Health
UK	Health and Safety Executive

# Is it possible for an OHN to lead/be in charge of an OH Service in your country?

Country	2012
Belgium	NO
Croatia	NO
Cyprus	YES
Denmark	YES
Finland	YES
France	NO
Germany	NO
Greece	YES
Hungary	YES
Ireland	YES
Malta	NO
Netherlands	YES
Portugal	N/I
Romania	YES
Slovenia	NO
Spain	YES
Sweden	YES
Switzerland	YES
Turkey	NO
UK	YES

# Changes that affect OHN practice today

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- Belgium Because of occupational physician shortage, OHNs are delegated with more tasks if they have or acquire appropriate education.
- Denmark In consultation with the Danish Nurses Organisation plans to upgrade OHN education to university Msc level.
- Finland Changes are related to work ability maintenance, back to work model in all organisations and raised pension age.
- France OHNs is compulsory to be employed by external OH services as it was for in-house services since the change law.
- Germany Tries to legalize OHN job title with enlarged education.
- Turkey Plans to formally start OHN specialisation.
- UK The OHN role is expected to be affected since it is included in the wider Public Health Nursing concept.

# Opportunities and barriers in OHN

## - Practice I

	Yes	No	Opportunity	Barrier
National programme for OHS	17/20	-	13/20	1/20
If yes, is it implemented?	16/20	-	9/20	1/20
OHNs are substituted by other workers	9/20	9/20	3/20	5/20
OHNs regular assessment of competency	5/20	13/20	4/20	7/20
OHNs confront ethical problems in their practice (confidentiality etc)	14/20	1/20	8/20	5/20
OHN curriculum includes managing ethical problems	13/20	3/20	9/20	4/20
OHNs use protocols/written guidelines	12/20	4/20	9/20	2/20
OHNs have telemedicine/on-line assistance in their work place	4/20	13/20	6/20	5/20
OHNs use cost-effective systems/methods in their practice	13/20	3/20	8/20	3/20
OHNs participate in the multidisciplinary team	15/20	1/20	13/20	1/20
OH&S is involved in Corporate Social Responsibility activities	12/20	5/20	11/20	1/20
Health & Safety Inspections are carried out frequently	14/20	3/20	11/20	1/20

# Special programmes in the workplace

Programme	N%	Countries
Ageing workers	55	BE, DK, FI, GE, GR, HU, IR, NL, SLO, SP, TK
Young workers	55	BE, DK, FI, GE, GR, HU, IR, NL, SLO, SP, TK
Workers in flexible systems	50	BE, DK, FI, GE, GR, IR, NL, SLO, SP, TK
Women	50	BE, FI, GE, GR, HU, IR, NL, SLO, SP, TK
Workers with special needs	45	BE, DK, FI, GE, IR, NL, SLO, SP, TK
Immigrants	35	DK, FI, IR, NL, SLO, SP, TK
Men	30	FI, IR, NL, SLO, SP, TK

# Opportunities and barriers in OHN

## - Practice IIa

What proportion of	BE	DK	FI	FR	GE	GR	HU
workers in your country is covered by OHS services?	100	100	92	?	100	70	74
OHNs was unemployed last year?	?	N/I	<1	?	?	N/A	0
OHNs work in in-house OH services?	15	50	23	90	40	60	?
OHNs work in external OH services?	85	25	77	10	60	40	?
OHNs are employees?	100	95	-	100	95	100	100
OHNs is self-employed?	0	5	<1	0	5	0	0
OHNs own an external OHS service?	0	0	-	0	?	0	HU
OHNs runs an external OHS service?	0	0	-	0	?	0	74
OHNs work full time?	75	30	83	50	?	95	0
OHNs work part time?	25	70	12	50	?	5	?
OHNs has access to internet and computer facilities in general?	100	100	100	80	98	90	?

# Opportunities and barriers in OHN

## - Practice IIb

What proportion of	IR	NL	SLO	SP	SWE	TK	UK
workers in your country is covered by OHS services?	?	100	100	100	65	48	N/I
OHNs was unemployed last year?	?	10	3	N/I	0	N/I	N/I
OHNs work in in-house OH services?	73	40	8	N/I	N/I	N/I	N/I
OHNs work in external OH services?	36	60	40	N/I	N/I	N/I	N/I
OHNs are employees?	90	90	97	N/I	N/I	N/I	N/I
OHNs is self-employed?	10	10	0	N/I	N/I	N/I	N/I
OHNs own an external OHS service?	2	2-4	0	N/I	N/I	N/I	N/I
OHNs runs an external OHS service?	26	5	0	N/I	N/I	N/I	N/I
OHNs work full time?	58	80	98	N/I	N/I	N/I	N/I
OHNs work part time?	42	20	2	N/I	N/I	>80	N/I
OHNs has access to internet and computer facilities in general?	100	100	100	N/I	100	>80	N/I

# New occupational risks that OHNs confront in each country

Country	New occupational risks
Belgium	Stress, violence
Denmark	Nanoparticles, chemical exposures, mgt in changing times, downsizing
Finland	Nanotechnology, competition, mobile work,
France	Nanoparticles, ageing workforce
Germany	Lack of time, bureaucracy, mobbing-workplace bullying
Greece	Insecurity, occupational stress, ageing workforce , MSDs
Hungary	New chemicals, new technologies, nanotechnologies, psychological hazards
Ireland	Ageing workforce, drug misuse, stress and mental health issues
Slovenia	Excessive amount of work
Spain	Psychosocial ergonomic
Sweden	Lack of physical activity, ageing workforce, multicultural issues, new technology - new products
Turkey	Mobbing, stress, economic problems
UK	Economic uncertainties



# Barriers to confront new risks

Country	Barriers in confronting them
Belgium	Recognition of the profession
Denmark	Lack of knowledge and managerial experience & documentation, constant and fast changes
Finland	
France	Lack of training and available resources
Germany	
Greece	Reduced funding , lack of professional support, unclear prof. rights, inadequate legislation
Hungary	Lack of information
Ireland	Lack of resources, budget constrains, lack of legal requirements obliging them to deal with the risk, lack of training
Slovenia	
Spain	Lack of resources and expertise to address and treat
Sweden	
Turkey	Lack of support by mgt and colleagues
UK	Recognition of the profession



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Thank you for your attention  
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