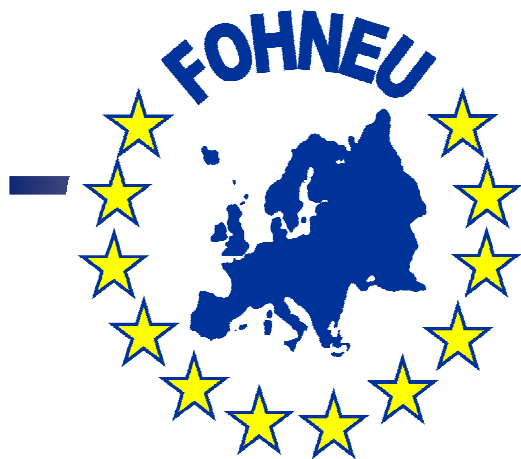




OHN Status in
EU Member States
2005-2009
Final Results

Julie Staun

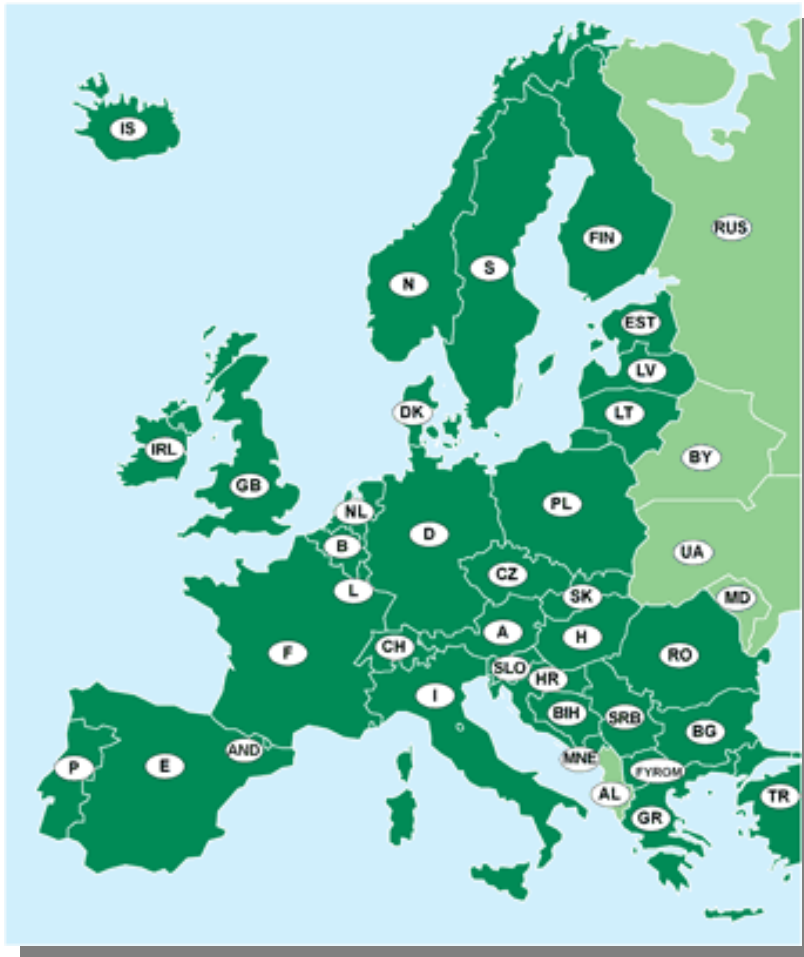
The Federation of Occupational Health Nurses
within the European Union FOHNEU



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

Where no data is available the figures are estimated

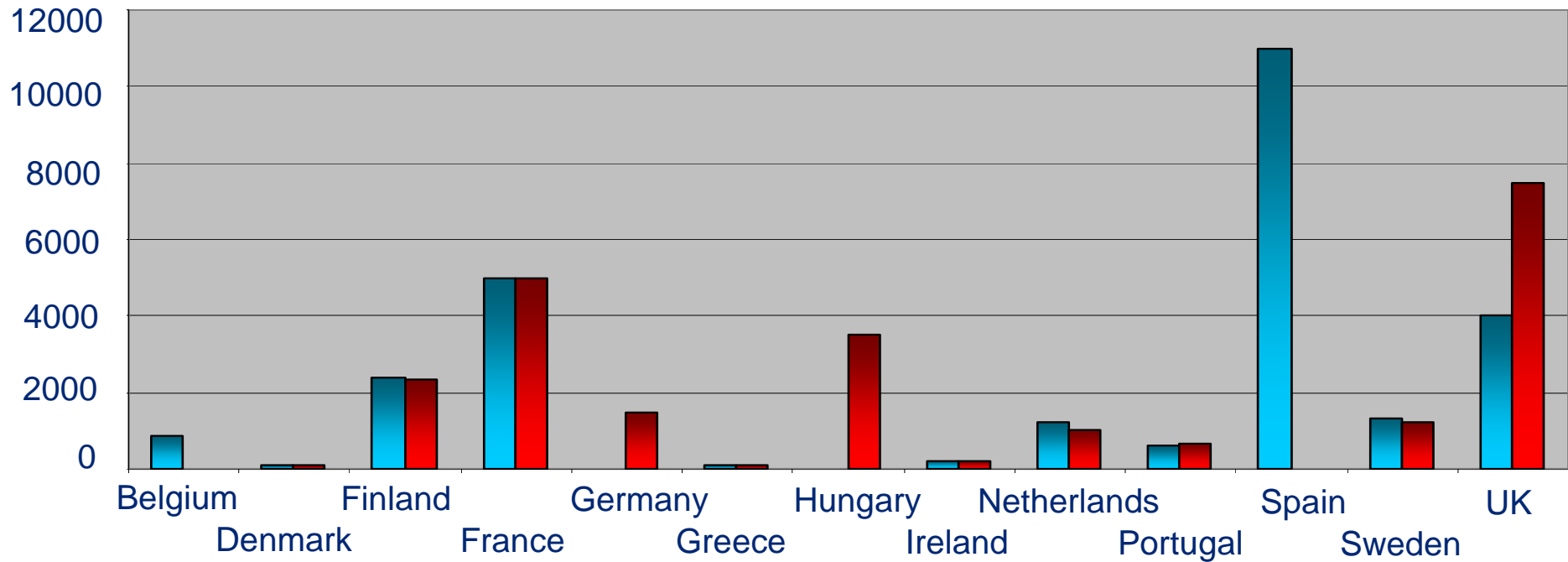
Europe and the EU



Questionnaire 2009

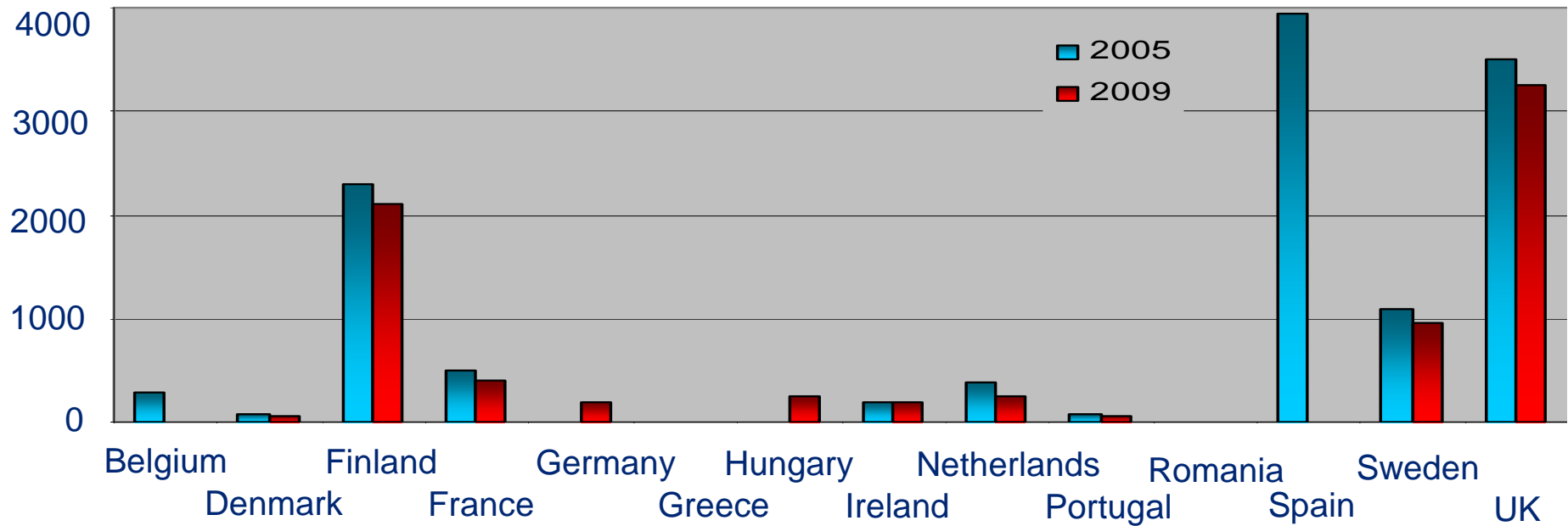
- Distributed to 20 Member States & 2 Observer States
- Response from 11 Member States
- No response from:
 - Austria
 - Belgium
 - Cyprus
 - Estonia
 - Malta
 - Poland
 - Romania
 - Slovenia
 - Spain
 - Switzerland & Norway (Observer States)

Approx. number of OHNurses 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

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

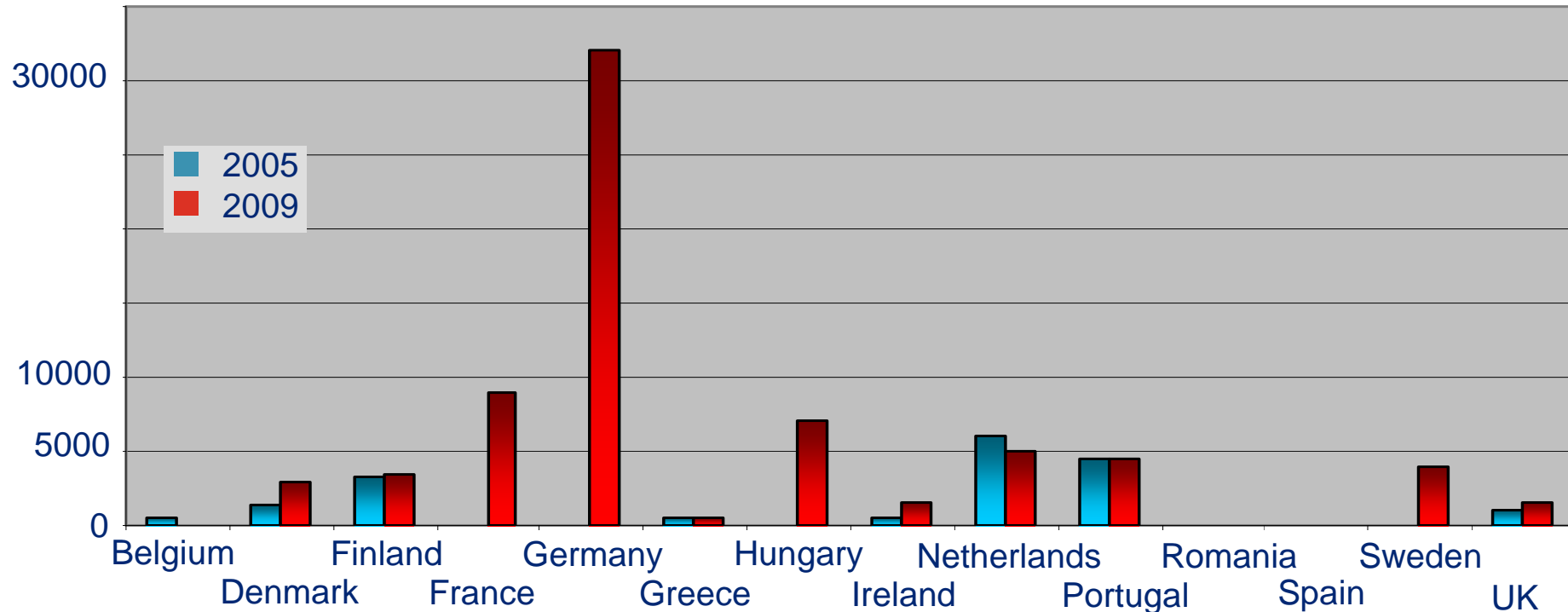
Is the number of OH Nurses

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

Member states	Year 2005
Belgium	I
Denmark	U
Finland	U
France	U
Germany	N/I
Greece	I
Hungary	N/I
Ireland	I
the Netherlands	D
Portugal	U
Romania	N/I
Spain	I
Sweden	N/I
UK	U

Member states	Year 2009
Belgium	N/I
Denmark	I
Finland	U
France	U
Germany	D
Greece	U
Hungary	U
Ireland	U
the Netherlands	D
Portugal	U
Romania	N/I
Spain	N/I
Sweden	D
UK	U

Estimated number of other OH professionals working in the field



Year	Belgium	Denmark	Finland	France	Germany	Greece	Hungary	Ireland	the Netherlands	Portugal	Romania	Spain	Sweden	UK
2005	600	1400	3300	N/I	N/I	600	N/I	450	6000	4500	N/I	N/I	N/I	1000
2009	N/I	2900	3436	9000	32000	600	7000	1500	5000	4500	N/I	N/I	4000	1500

Is the number of the other OH Professionals

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

Member states	Year 2005
Belgium	D
Denmark	U
Finland	U
France	I
Germany	N/I
Greece	I
Hungary	N/I
Ireland	I
the Netherlands	I
Portugal	I
Romania	N/I
Spain	I
Sweden	N/I
UK	I

Member states	Year 2009
Belgium	N/I
Denmark	I
Finland	D
France	D
Germany	I
Greece	I
Hungary	U
Ireland	U
the Netherlands	D
Portugal	U
Romania	N/I
Spain	N/I
Sweden	D
UK	I

OHN education

Member States 2005	1	2	3	4
Belgium		200	500	150
Denmark	3	65	15	
Finland	120	2375		25
France		500		
Germany				
Greece	3			
Hungary				
Ireland	2	250		
theNetherlands	800			
Portugal	6	60	240	300
Romania				
Spain	800	10200		
Sweden		500	250	50
UK	500	1350	150	2000

Member States 2009	1	2	3	4
Belgium				
Denmark	2	60		
Finland	120	2068	25	
France	100	500		
Germany		1500		
Greece	8			
Hungary	1	30	2609	800
Ireland	50	150		
theNetherlands	800			
Portugal		70		
Romania				
Spain				
Sweden	5	700	450	50
UK	1800	2000	1150	2500

- 1) OHN education (degree level) - 2) OHN education (diploma level)
 3) OH training - 4) No OH training

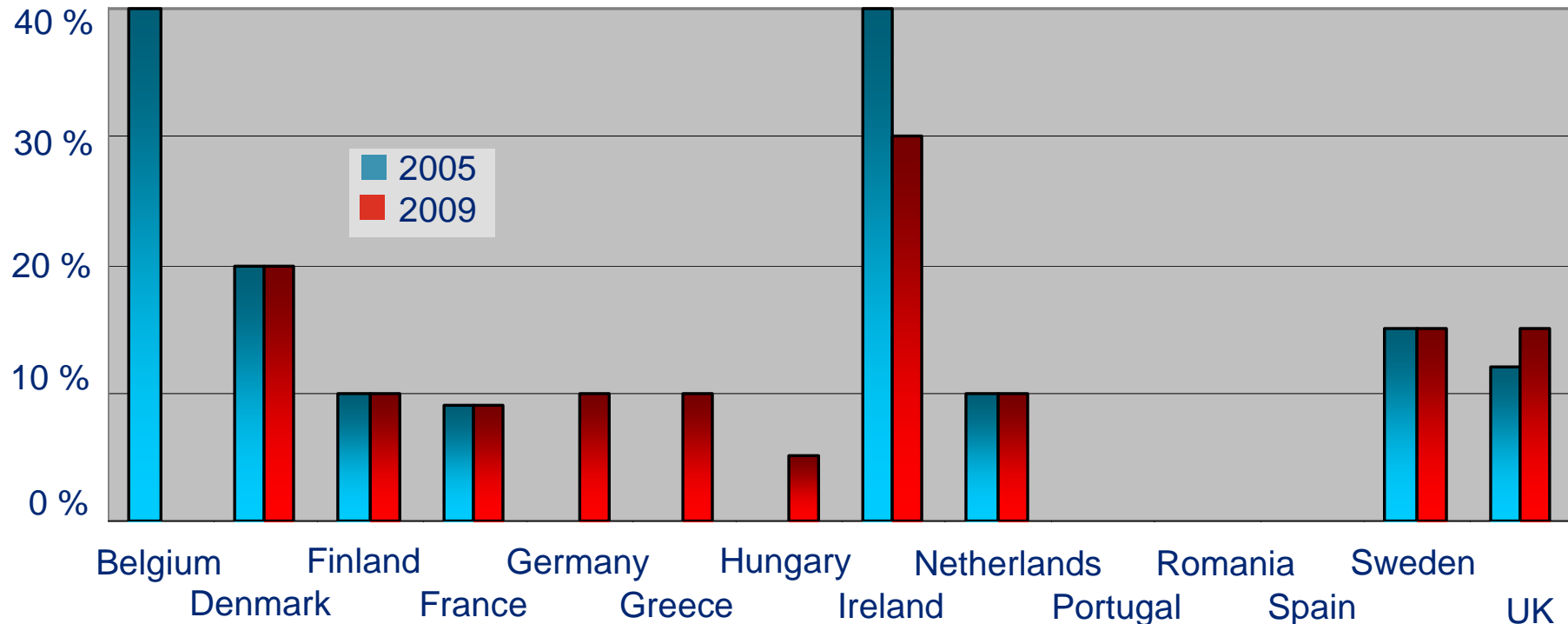
Are your members interested in professional development

Member states	Year 2005
Belgium	Yes
Denmark	Yes
Finland	Yes
France	Yes
Germany	N/I
Greece	Yes
Hungary	N/I
Ireland	Yes
the Netherlands	Yes
Portugal	Yes
Romania	N/I
Spain	Yes
Sweden	Yes
UK	Yes

Member states	Year 2009
Belgium	N/I
Denmark	Yes
Finland	Yes
France	Yes
Germany	Yes
Greece	Yes
Hungary	Yes
Ireland	Yes
the Netherlands	Yes
Portugal	Yes
Romania	N/I
Spain	N/I
Sweden	Yes
UK	Yes

No Information (N/I)

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%

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

Member states	Year 2005
Belgium	Yes
Denmark	Yes
Finland	Yes
France	No
Germany	N/I
Greece	Yes
Hungary	N/I
Ireland	No
the Netherlands	Yes
Portugal	No
Romania	N/I
Spain	Yes
Sweden	No
UK	Yes

No information (N/I)

Member states	Year 2009
Belgium	N/I
Denmark	No
Finland	Yes
France	No
Germany	Yes
Greece	Yes
Hungary	Yes
Ireland	In progress
the Netherlands	Yes
Portugal	Yes
Romania	N/I
Spain	N/I
Sweden	No
UK	Yes

OHN areas of work (2009)

Member states	Belgium	DK	Finland	France	Germany	Greece	Hungary	Ireland	Nether-lands	Portugal	Romania	Spain	Sweden	UK
Health Promotion		X	X		X	X	X	X	X	X			X	X
Health Education		X	X						X				X	X
Health Surveillance & Ass.		X	X	X	X	X		X	X	X			X	X
Health& Safety Training			X			X			X					X
Risk/Workplace Ass. & Evaluat. (Workplace Surveys)		X	X		X	X			X	X			X	X
Psychosocial Health		X	X						X	X				X
Sickness Absence Man.			X						X				X	X
Absence Management								X	X					X
Attendance/ Absence Man.														X
Counselling and Rehabilitation									X				X	X
Accident Prevention		X	X	X				X	X					X
Admin. & Management OHS		X	X	X	X		X		X	X			X	X
Occ. Disease Prevention		X	X	X			X	X	X				X	X
Medical/Curative Care			X	X					X					
Clinical Practice			X		X									
First Aid Man./Training			X						X				X	
First Aid				X	X	X	X	X	X				X	
Employment Health Ass.														X
Social Care														
Assistant to Physician					X		X		X				X	

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

Member States	2005
Belgium	No
Denmark	Yes
Finland	No
France	No
Germany	N/I
Greece	Yes
Hungary	N/I
Ireland	Yes
Netherlands	Yes
Portugal	No
Romania	N/I
Spain	Yes
Sweden	No
UK	Yes

Member States	2009
Belgium	N/I
Denmark	Yes
Finland	No
France	No
Germany	No
Greece	Yes
Hungary	No
Ireland	Yes
Netherlands	No
Portugal	Yes
Romania	N/I
Spain	N/I
Sweden	No
UK	Yes

Do your members pay a fee to the NNA

Member States	Year 2005
Belgium	No
Denmark	Yes
Finland	No
France	No
Germany	N/I
Greece	Yes
Hungary	N/I
Ireland	Yes
the Netherlands	Yes
Portugal	No
Romania	N/I
Spain	Yes
Sweden	No
UK	Yes

Member States	Year 2009
Belgium	N/I
Denmark	Yes
Finland	No
France	No
Germany	No
Greece	Yes
Hungary	No
Ireland	Yes
the Netherlands	No
Portugal	No
Romania	N/I
Spain	N/I
Sweden	Yes
UK	Yes

Does your OHN Association have representation at the NNA

Member States	2005
Belgium	No
Denmark	Yes
Finland	No
France	No
Germany	N/I
Greece	Yes
Hungary	N/I
Ireland	Yes
the Netherlands	Yes
Portugal	No
Romania	N/I
Spain	N/I
Sweden	No
UK	Yes

Member States	2009
Belgium	N/I
Denmark	Yes
Finland	No
France	No
Germany	No
Greece	Yes
Hungary	No
Ireland	Yes
the Netherlands	No
Portugal	No
Romania	N/I
Spain	N/I
Sweden	No
UK	Yes

Which government ministry regulates OH in your country 2005

Member States	2005
Belgium	Ministry of Education - Labour - Public Health
Denmark	Ministry of Employment
Finland	Ministry of Social Affairs and Health
France	Ministry of Employment & Work Relations & Health
Germany	N/I
Greece	Ministry of Employment & Social Welfare
Hungary	N/I
Ireland	Department of Enterprise & Industry
the Netherlands	Ministry of Social Affairs & labour
Portugal	Ministry of Health
Romania	N/I
Spain	Ministry of Health & Employment
Sweden	Ministry of Industry, Employment and Communications
UK	Ministry of Health

Which government ministry regulates OH in your country 2009

Member States	2009
Belgium	N/I
Denmark	Ministry of Employment
Finland	Ministry of Social Affairs and Health
France	Ministry of Employment & Ministry of Health
Germany	Ministry of Labour and Social Affairs
Greece	Ministry of Employment & Social Protection
Hungary	N/I
Ireland	Department of Enterprise, Trade & Employment
the Netherlands	Ministry of Social Affairs & Labour
Portugal	Ministry of Health
Romania	N/I
Spain	N/I
Sweden	Ministry of Health & Social Affairs
UK	Ministry of Health

Which government body regulates workplace safety in your country

Member States	2005
Belgium	Ministry of Labour
Denmark	Ministry of Employment
Finland	Ministry of Social Affairs and Health
France	Ministry of Employment & Work Relations & Health
Germany	N/I
Greece	Ministry of Employment & Social Welfare
Hungary	N/I
Ireland	Department of Enterprise & Industry
the Netherlands	Ministry of Social Affairs and Labour
Portugal	Work and Social Security
Romania	N/I
Spain	Ministry of Health & Employment
Sweden	The Swedish Work Environment Aurtherity
UK	Dept. of Work and Pensions

Which government body regulates workplace safety in your country

Member States	2009
Belgium	N/I
Denmark	Ministry of Employment
Finland	Ministry of Social Affairs and Health
France	Ministry of Employment
Germany	Ministry of Labour and Social Affairs
Greece	Ministry of Employment & Social Protection
Hungary	Ministry of Social Affairs & Labour
Ireland	Department of Enterprise, Trade & Employment
the Netherlands	Ministry of Social Affairs and Labour
Portugal	Work and Social Security
Romania	N/I
Spain	N/I
Sweden	The Swedish Work Environment Aurtherity
UK	Dept. of Work and Pensions

Does your Association have representation at government level if no who represents OHNurses

Member States	2005	Who
Belgium	No	OHPhysician
Denmark	No	
Finland	Yes	
France	No	OHPhysician
Germany	N/I	
Greece	No	OHPhysician
Hungary	N/I	
Ireland	No	
the Netherlands	Yes	
Portugal	No	
Romania	N/I	
Spain	N/I	
Sweden	No	
UK	Yes	

Member States	2009	Who
Belgium	N/I	
Denmark	No	
Finland	Yes	
France	No	OHPhysician
Germany	No	OHPhysician
Greece	No	
Hungary	Yes	
Ireland	No	
theNetherlands	No	
Portugal	No	
Romania	N/I	
Spain	N/I	
Sweden	No	
UK	Yes	

Which Profession is most commonly the OHS manager in your country

Member States	2005
Belgium	OH Physicians
Denmark	Different Professions
Finland	OH Physician/OHN
France	OH Physician
Germany	N/I
Greece	OH Physician
Hungary	N/I
Ireland	N/I
the Netherlands	OH Physician
Portugal	OH Physician
Romania	N/I
Spain	N/I
Sweden	Different Professions
UK	OH Nurse

Member States	2009
Belgium	N/I
Denmark	Different Professions
Finland	OH Physician
France	OH Physician
Germany	OH Physician
Greece	OH Physician
Hungary	OH Physician
Ireland	OH Nurse
the Netherlands	OH Physician
Portugal	OH Physician
Romania	N/I
Spain	N/I
Sweden	Different Professions
UK	OH Nurse

Have there been changes in OH/OH nursing the past 2-3 years

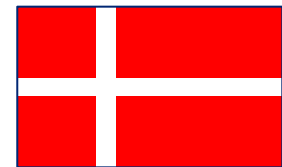
Member states	Answer	Changes	Impact
Belgium	N/I		
Denmark	Yes	January 2009 no longer the mandatory requirement for OH Services established in 1978. Risk of losing in-depth knowledge. Focus on QA systems eg. OSHAS 18001	Increased focus on Health Promotion, Sickness Absence Increasing demand for OHN skills
Finland	Yes	Private sector -Increase in multi-professional teams in OH units	Positive influence on OHN status Increase in multi-professional teams
France	Yes	FUTURE changes in negotiation/preparation of new OH reform due to imminent decrease in numbers of OH Physicians	Evolution of OHN role with increased responsibilities .Radical changes in OH practice (periodical check-up/ Fit to work Certificate
Germany	No		
Greece	No	-	-
Hungary	No		
Ireland	No		
The Netherlands	Yes	Focus moved from prevention to managing and counselling sickness absence. Privatization of OH Services have lead to massive loss of OHN positions	Mandatory requirement for OH Physician services. OH Nurses leaving the field
Portugal	No		
Romania	N/I		
Spain	No		
Sweden	Yes	Government proposals for: New Education System, New Government proposal for OH work tasks. Proposal for University OH Research Institute. Introduction of new OH Groups as "Health Promoters & Health Preservers"	Major changes if Government proposals are adopted
UK		Major rapport on Health, work & Well-being. Government welfare reform. Emphasis on reducing absence attributed to or effecting work. Increased priority of rehabilitation	More opportunities for OHN development & higher profile. Identified need to review the educational needs of the OHN & the development of the role of OH Technicians

Main challenges in the future: Belgium



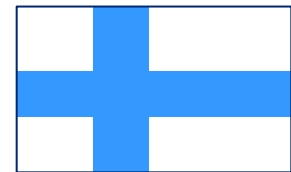
Main challenges in the future: Denmark

- Continued focus on OHN education at national level
- Continued focus at EU Level (HOHNEU project)
- Promoting the skills and competencies of OH nurses at national and EU level



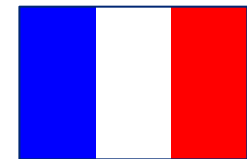
Main challenges in the future: Finland

- Recruit and educate more young OHNurses as the average age of present OHNurses is relatively high
- Improve the salaries of OH nurses



Main challenges in the future: France

- Recognition of OHN role and competences
- Political partnership
- Recognised specialist education



Main challenges in the future: Germany

- Increased OHN education
- Increased responsibility
- Some increase in salary has not increased profile & social status



Main challenges in the future: Greece

- Track all OH nurses in workplaces & embody them to the group and its goals
- legal and practical recognition of the OHN role in OH services
- Promote OHN education and training



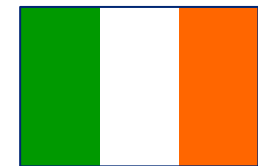
Main challenges in the future: Hungary

- Activation of members
- Increasing & maintaining members
- Modify the basic rule of minimum standards
- Organise an Annual OHN Congress



Main challenges in the future: Ireland

- Promotion of increased awareness in prevention of work related illness
- Implementation of HSA Workplace Health & Well-being Strategy
- Involvement in national focus on all aspects of workplace hazards



Main challenges in the future: Netherlands

- Activation of members.
- Increasing & maintaining members
- Development of the role & status of the OHN
- Political awareness & partnership



Main Challenges in the Future: PORTUGAL

- Changes in the OHN Board
- More OHN representation & political partnerships



Main challenges in the future: Spain



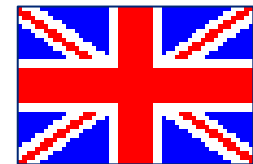
Main challenges in the future: Sweden

- New education system will not be financed by the employer
- Promotion of OHNurses
- Increase OH Nurse education
- OHN will be trained as Instructors for multidisciplinary students
- New work tasks to target the workforce in connection with the increase in retirement age



Main challenges in the future: United Kingdom

- Need for more qualified competent OH Nurses
- Review of standards for practice and competence with the Statutory Body
- Working with other stakeholders to improve the level of OH care to employees whilst ensuring the role of the OHN is not compromised



Thank you for your attention
www.fohneu.org

