

Workshop

ENFERMEIRO DO TRABALHO - PASSADO, PRESENTE e FUTURO

## DESAFIOS À FORMAÇÃO EM ENFERMAGEM NO TRABALHO



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COIMBRA – Secção Regional do Centro (10.04.2015)



ORDEM DOS ENFERMEIROS

*Pela Qualidade da Enfermagem...*



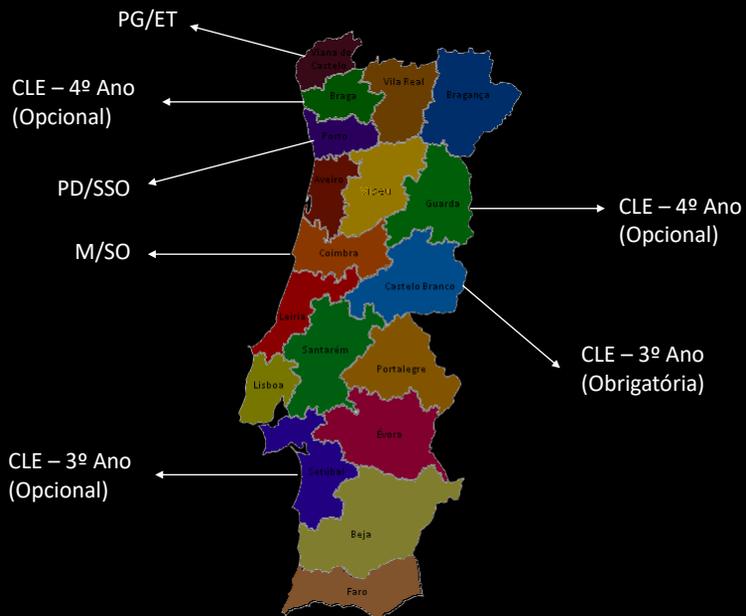
### PRESSUPOSTOS & DECLARAÇÃO DE CONFLITOS DE INTERESSE:

- Apreciação individual da problemática;
- Vinculando apenas o preletor;
- Olhar para o futuro num contexto global / Europeu;
- Membro do Conselho de Enfermagem da OE;
- Membro do Grupo de Trabalho para o Enfermeiro do Trabalho – OE;
- Docente na área da Enfermagem do Trabalho / Saúde Ocupacional;



### EIXOS ESTRUTURANTES DA APRESENTAÇÃO:

- Situação atual – Portugal & Europa;
- Consensos & Dissensos;
- Desafios futuros...



*Situação Portuguesa – Formação em Saúde Ocupacional – Pré/Pós-graduada (IESP)*



**Occupational Health Nursing  
Education, Practice and Profile  
in the EU countries.**

**Education Group, FOHNEU  
FINAL REPORT 2012**

**Table 1. Countries included in the report.**

<b>COUNTRY</b>	<b>2004</b>	<b>2012</b>
1. Belgium (BE)	√	√
2. Croatia (CR)	-	√
3. Cyprus (CY)	√	√
4. Denmark (DK)	√	√
5. Finland (FI)	√	√
6. France (FR)	√	√
7. Germany (GE)	√	√
8. Greece (GR)	√	√
9. Hungary (HU)	-	√
10. Ireland (IR)	√	√
11. Italy (IT)	√	-
12. Malta (MA)	-	√
13. Netherlands (NL)	√	√
14. Portugal (PT)	√	√
15. Romania (RO)	-	√
16. Slovenia (SLO)	-	√
17. Spain (SP)	√	√
18. Sweden (SWE)	√	√
19. Switzerland (SWI)	√	√
20. Turkey(TK)	-	√
21. United Kingdom (UK)	√	√



***B- Occupational Health Nursing Education and Training.***

Although occupational health is considered a specialised field it was thought appropriate to investigate how the subject is taught in the nursing curricula. As it was found out occupational health is included as a full course in in half of the countries and depending on the school in Belgium and the UK, which shows a positive development in the last seven years. It is incorporated in community/public health courses in France and Switzerland. In a few countries this course was added after 2004. Content and length of study in these courses varies and it is not possible to compare.

Table 2. Type of Institution that provides basic nursing education and awards the title "Nurse".

Country	Responsible organisation	University (length of course)		HE/College/ Polytechnic (length of course)		Secondary/ technical (length of course)	
		2004	2012	2004	2012	2004	2012
Belgium	MoE <sup>1</sup>	-	2/5 (MSc)	3	3	-	3
Croatia	MoE+H	-	2	-	3	-	5
Cyprus	MoE+H	-	4	3.25	-	-	-
Denmark	MoE	-	-	3.5	3.5	-	-
Finland	MoE	-	-	4	4	-	-
France	MoH <sup>2</sup>	-	-	3*	3*	-	-
Germany	MoH	-	-	-	3	3	3
Greece	MoE	4	4	4	4	2-3	2-3
Hungary	MoH	-	4	-	4	-	3
Ireland	PO	4	4	-	4	-	-
Italy (2004)	MoE	3+2	-	-	-	-	-
Malta	PO	-	3	-	-	-	-
Netherlands	MoH	-	-	4	4	-	-
Portugal	MoE	-	-	4	4	-	-
Romania	MoE	-	3	-	-	-	3



Table 3. Specialisation programmes in Occupational Health Nursing.

	Year OHN programme first established	Organization	Duration	Theory	Practice	ECTS Units
Belgium	1999	p/t diploma	40 weeks			
Denmark	1998	p/t diploma	6 months	140 hours	40	15
Finland	1948	p/t certificate FIOH certificate	9-12 months	100-300 hours	Mostly students work in OH, specialization	11-30
					is required within 2 years from starting working in an OHS	
France	1994	p/t diploma	15-16 months	646 hours		60
Germany	1979	f/t certificate	8 w	260 hours	20-30 hours	
Hungary	1953	p/t Certificate	10 months	210 hours	1196 hours	
Netherlands	1984	f/t diploma	2 years	3360 hours	2 days pw	120
Slovenia*	2012	diploma	3 years	4500 hours	1800 hours	180
Spain	1959	f/t degree	2 years	10/15 <sup>9</sup> 1	19 months	
Sweden	1970	p/t degree	2 years	280 hours	120 hours	60
		MSc	4 years	320 hours	varies	120
Switzerland	2000	p/t diploma	12 months	200 hours	200 hours	15
UK	1934	f/t Diploma	12 months	50%	50%	
		p/t Diploma	2 years			
		f/t degree	17 months	50%	50%	120
		p/t degree	4 years			level 5

\*planned to start this year.

Table 4: Subjects<sup>1</sup> that are included in the specialisation programme in 2012.

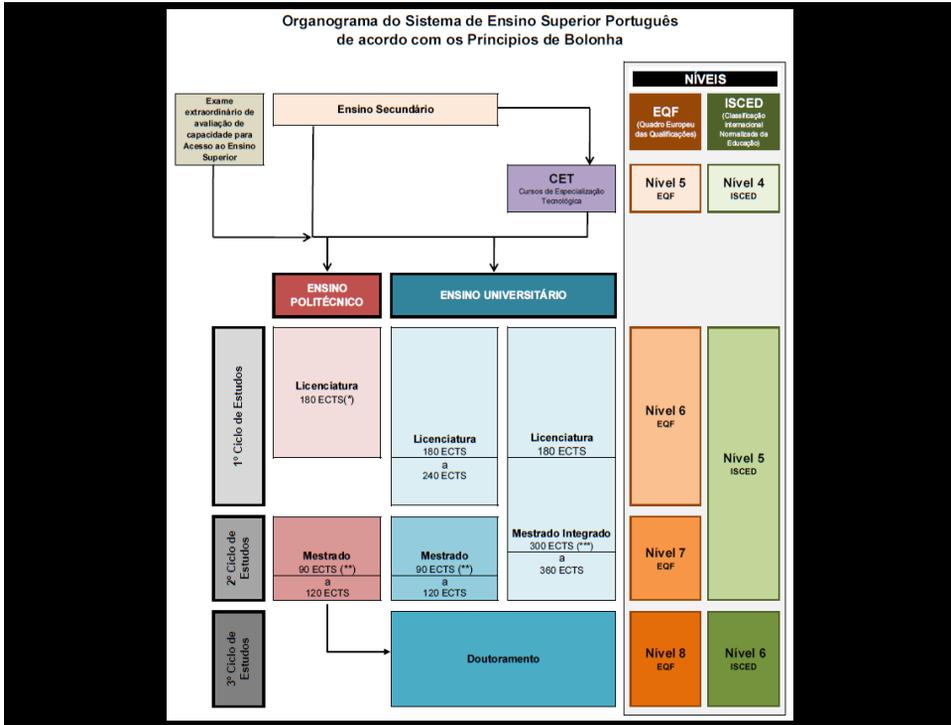
<input type="checkbox"/> Health promotion and health education	BE DK FI FR GE HU NL SLO SP SWE SWI UK		
<input type="checkbox"/> Prevention policies at the workplace	BE DK FI FR GE HU NL SLO SP SWE SWI UK		
<input type="checkbox"/> Environmental surveillance and health protection	BE DK FI FR GE HU NL SLO SP SWE SWI UK		
<input type="checkbox"/> Emergency care in the workplace	BE DK FI FR GE HU NL SLO SP SWE SWI UK		
<input type="checkbox"/> Health assessment and surveillance	BE DK FI FR HU NL SLO SP SWE SWI UK		
<input type="checkbox"/> Occupational Epidemiology	BE FI FR HU NL SLO SP SWE SWI UK		
<input type="checkbox"/> Organisation and Administration of OH Services	BE DK FI FR HU NL SLO SP SWE UK		
<input type="checkbox"/> Risk Assessment methodology	BE DK FI FR GE	<input type="checkbox"/> Health and safety legislation	DK FI GE HU SP UK
<input type="checkbox"/> Ergonomics	DK FI GE HU NI	<input type="checkbox"/> Research methods	DK NL SP UK
<input type="checkbox"/> Occupational psychology	DK FI GE NL SP	<input type="checkbox"/> Biological monitoring-biometric testing	FI BE GE NL SP
<input type="checkbox"/> Ethics & data protection	DK FI GE SP SW	<input type="checkbox"/> Occupational toxicology	FI GE HU NL SP
<input type="checkbox"/> Health and safety legislation	DK FI GE HU SP	<input type="checkbox"/> Attendance management and rehabilitation	SP SWE UK
		<input type="checkbox"/> OH diseases	DK FI GE
		<input type="checkbox"/> Counselling & communication skills	FI NL SP
		<input type="checkbox"/> Sociology	FI SP
		<input type="checkbox"/> Traffic and sports medicine	GE (only traffic) SLO
		<input type="checkbox"/> Assessment & management of Work Ability	FI SP
		<input type="checkbox"/> Management & marketing skills	FI
		<input type="checkbox"/> Case management	FI
		<input type="checkbox"/> Quality assessment	FI



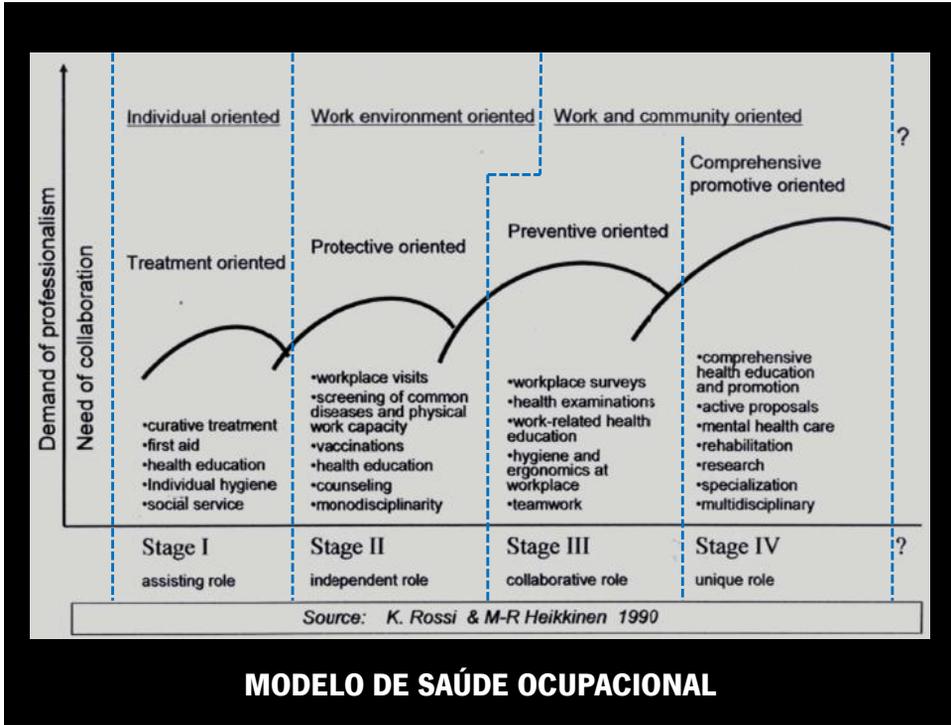
**Federation of Occupational  
Health Nurses within the  
European Union**



In conclusion, Occupational Health Nursing (OHN) practice is widespread in the EU, but specialist education in some countries is not yet developed to meet contemporary demands of OHN practice. There is however, a tendency towards University degree programmes at Master's level. In some countries these are multidisciplinary degrees.



1º Ciclo	2º Ciclo
Atribuição do grau aos estudantes que tenham atingido:	Atribuição do grau aos estudantes que tenham atingido:
<b>Conhecimento e capacidade de compreensão</b>	<b>Conhecimento e capacidade de compreensão</b>
Tenham demonstrado possuir conhecimentos e capacidade de compreensão a um nível que: <ul style="list-style-type: none"> <li>- Sustentando-se nos conhecimentos de nível secundários, os desenvolva e aprofunde</li> <li>- Corresponda e se apoie em livros de texto de avançado</li> <li>- Em alguns domínios da área de estudo, se situe ao nível dos conhecimentos de ponta na área científica respectiva</li> </ul>	Tenham demonstrado possuir conhecimentos e capacidade de compreensão a um nível que: <ul style="list-style-type: none"> <li>- Sustentando-se nos conhecimentos de nível de 1º ciclo, os desenvolva e aprofunde</li> <li>- Permita, e constitua a base de desenvolvimento e/ou aplicações originais, nomeadamente em contexto de investigação</li> </ul>
<b>Aplicação de conhecimentos e compreensão</b>	<b>Aplicação de conhecimentos e compreensão</b>
Saibam aplicar os conhecimentos e a capacidade de compreensão adquiridas, de forma a evidenciarem uma abordagem profissional ao trabalho desenvolvido na sua área vocacional	Saibam aplicar os conhecimentos e a capacidade de compreensão e resolução de problemas em situações novas e não familiares, em contextos alargados e multidisciplinares, ainda que relacionados com a sua área de estudo
<b>Realização de julgamento/tomada de decisões</b>	<b>Realização de julgamento/tomada de decisões</b>
Comprovem capacidade de resolução de problemas no âmbito da sua área de estudo, e de constituírem e fundamentarem a sua própria argumentação	Demonstrem a capacidade para integrar conhecimentos, lidar com questões complexas, desenvolver soluções ou emitir juízos em situações de informação limitada ou incompleta, incluindo reflexões sobre as implicações e responsabilidades éticas e sociais que resultem ou condicionem essas soluções e esses juízos



Model of Development of Occupational Health Nursing (Staun and Falok, 2014).

MODEL OF DEVELOPMENT OCCUPATIONAL HEALTH NURSING	
5 ↑	<p><b>GENERALIST ROLE</b></p> <ul style="list-style-type: none"> <li>• The principles and practice of occupational health and safety</li> <li>• The principles and practice of health assessment</li> <li>• The principles and practice of health promotion</li> <li>• The principles and practice of health education</li> <li>• The principles and practice of health surveillance</li> <li>• The principles and practice of health research</li> </ul>
4 ↑	<p><b>ADVANCE ROLE</b></p> <ul style="list-style-type: none"> <li>• The principles of data collection and analysis</li> <li>• Research and dissemination of results</li> <li>• The principles and practice of planning, implementation, monitoring, and evaluation of workplace health promotion</li> <li>• The principles and practice of quality control and assurance, auditing</li> <li>• The principles of writing proposals to secure cost-effectiveness</li> <li>• The application of theoretical knowledge to Evidence Based Practice</li> </ul>
3 ↑	<p><b>COLLABORATIVE ROLE</b></p> <ul style="list-style-type: none"> <li>• The concepts of wellness</li> <li>• The principles and practice of industrial hygiene and accident prevention</li> <li>• The causes, symptoms and prevention of occupational diseases and injuries</li> <li>• The principles and practice of ergonomics and toxicology</li> <li>• The principles and practice of job analyses</li> <li>• The principles and practice of health assessment and health screening/surveillance</li> <li>• The health education methodology, including domains of human behavior</li> <li>• The principles of health needs assessment for different working populations, including vulnerable groups</li> <li>• The principles and practice of community development and participation</li> </ul>
2 ↑	<p><b>SPECIALIST ROLE</b></p> <ul style="list-style-type: none"> <li>• The principles and practice of occupational health and safety</li> <li>• Basic economics, sociology and industrial relations</li> <li>• The industrial systems and unions</li> <li>• The codes and laws regulating worker health, social security and compensation</li> <li>• The laws regulating nursing practice</li> <li>• The principles and practice of standardization</li> <li>• The principles and practice of social services</li> <li>• The co-operation with agencies both within the organization and in the community</li> </ul>
1	<p><b>BASIC ROLE</b></p> <ul style="list-style-type: none"> <li>• The history of occupational health and occupational diseases</li> <li>• The history of occupational health nursing</li> <li>• The principles and practice of occupational health nursing</li> <li>• The dynamics of communication</li> <li>• The principles and practice of problem solving</li> <li>• The psychology of motivation and human behaviour</li> <li>• Group dynamics</li> <li>• Workplace risk assessment</li> <li>• Accident prevention</li> </ul>

ADMISSION CRITERIA: REGISTERED GENERAL NURSE

**ORDEM DOS ENFERMEIROS****Regulamento n.º 100/2015****Regulamento de Reconhecimento de Áreas  
de Competências Acrescidas**

Artigo 1.º

**Âmbito**

O presente Regulamento estabelece os princípios, a estrutura e o processo de reconhecimento das áreas de competências acrescidas a serem reconhecidas ao enfermeiro especialista.

*Diário da República, 2.ª série — N.º 48 — 10 de março de 2015*

5947

**PARTE E**
**DGS** desde  
1899  
Direção-Geral da Saúde

**ORIENTAÇÃO** |  
da Direção-Geral da Saúde

Francisco  
Henrique  
Moura George

Digitally signed by Francisco  
Henrique Moura George  
DN: c=PT, o=Ministério da Saúde,  
ou=Direção-Geral da Saúde,  
cn=Francisco Henrique Moura  
George  
Date: 2014.06.03 10:08:34 +0100

NÚMERO: 009/2014

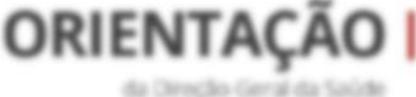
DATA: 03/06/2014

ASSUNTO:	Autorização para o exercício de Enfermagem do Trabalho
PALAVRAS-CHAVE:	Enfermagem do Trabalho
PARA:	Serviços do Ministério da Saúde e Empresas
CONTACTOS:	Coordenador do Programa Nacional de Saúde Ocupacional ou <i>Chief Nursing Officer</i>

### 3. Enfermeiro do Trabalho habilitado

3.2. Os enfermeiros requerentes a admitir neste registo devem cumprir pelo menos um dos seguintes critérios:

- a) Enfermeiro Especialista detentor do Curso de Especialização em Enfermagem de Saúde Pública com a vertente de Saúde Ocupacional, com exercício em serviços de Saúde Ocupacional, em entidades públicas ou privadas, por um tempo igual ou superior a um ano.
- b) Enfermeiro Especialista detentor do Curso de Estudos Superiores Especializados em Enfermagem na Comunidade com a vertente de Saúde Ocupacional, com exercício em serviços de Saúde Ocupacional, em entidades públicas ou privadas, por um tempo igual ou superior a um ano.
- c) Enfermeiro Especialista detentor do Curso de Pós-Licenciatura de Especialização em Enfermagem de Saúde Comunitária, com exercício em serviços de Saúde Ocupacional, em entidades públicas ou privadas, por um tempo igual ou superior a 2 anos.
- d) Enfermeiro detentor do Curso de Mestrado em Saúde Pública ou Saúde Ocupacional, com exercício em serviços de Saúde Ocupacional, em entidades públicas ou privadas, por um tempo igual ou superior a 2 anos.

- A formação no âmbito da ET será da responsabilidade das IES;
- Propõe-se no curto prazo uma concertação de conteúdos curriculares/formativos mínimos entre as IES e a OE.

<b>NOME:</b>	
<b>DATA:</b>	
<b>ASSUNTO:</b>	
<b>PLANO DE CURSOS:</b>	Enfermagem do Trabalho
<b>PAÍS:</b>	Serviços do Ministério da Saúde e Empresas
<b>CONTACTOS:</b>	Coordenador do Programa Nacional de Saúde Ocupacional ou Chief Nursing Officer



WHO Regional Office for Europe  
Copenhagen

➔

The Role of the  
Occupational Health  
Nurse in Workplace  
Health Management

⬇

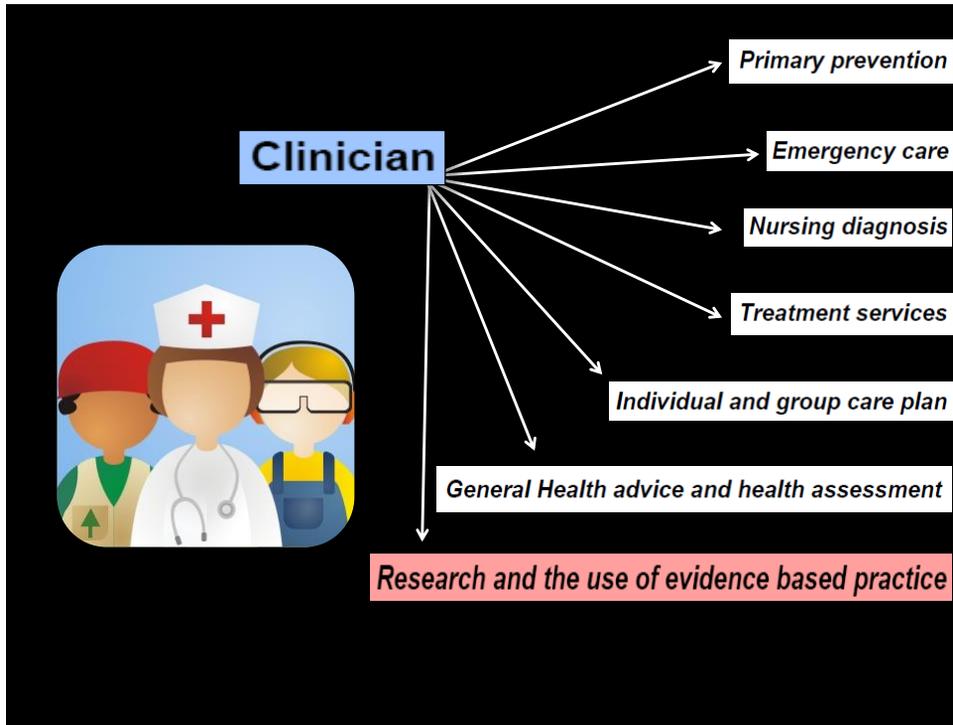
Occupational health nurses, as the largest single group of health care professionals involved in delivering health care at the workplace, have responded to these new challenges. They have raised the standards of their professional education and training, modernized and expanded their role at the workplace, and in many situations have emerged as the central key figure involved in delivering high quality occupational health services to the working populations of Europe. Occupational health nurses, working independently or as part of a larger multiprofessional team, are at the frontline in helping to protect and promote the health of working populations.

© World Health Organization – 2001

The occupational health nurse may fulfil several, often inter related and complimentary, roles in workplace health management, including:



- Clinician
- Specialist
- Manager
- Co-ordinator
- Adviser
- Researcher
- Health educator
- Counsellor



**Federation of Occupational Health Nurses within the European Union**



**THE EDUCATION OF AN OCCUPATIONAL HEALTH NURSE**

**THE PROGRAMME CONTENT**

- MODULE 1 - THE BASIC ROLE OF AN OCCUPATIONAL HEALTH NURSE
- MODULE 2 - INDEPENDENT/ SPECIALIST ROLE OF AN OCCUPATIONAL HEALTH NURSE
- MODULE 3 - COLLABORATIVE ROLE OF AN OCCUPATIONAL HEALTH NURSE
- MODULE 4 - UNIQUE ROLE OF AN OCCUPATIONAL HEALTH NURSE
- MODULE 5 - LEADERSHIP ROLE OF AN OCCUPATIONAL HEALTH NURSE

**THE EDUCATION OF AN OCCUPATIONAL HEALTH NURSE**

The core curriculum can be used to develop a specialisation programme or a Master degree, depending on the organisation of nursing education in the individual country.



## CONCLUSIONS

This curriculum has been prepared for countries within the European Union. It is an outline of the educational and training needs of an Occupational Health Nurse. With emphasis on flexibility, the curriculum is intended as a basic framework document to be interpreted and adapted at National level.

### Appendix 2

#### PCN [now EFN]

Comité Permanent des Infirmier(e)s de l'UE  
Standing Committee of Nurses of the EU

#### ENNO [now ESNO]

European Network of Nurses Organizations

## Recommendations for a European Framework for Specialist Nursing Education

### Specialist Nursing Education

Specialist nursing education is a formally recognised post-basic program for nurses previously recognised as registered nurses within EU regulation ( Directive 77/452/EEC), with a minimum of one year of nursing experience , that:

- Takes place in an institute of higher education (University or equivalent) while assuring adequate access to practice and /or clinical resources for the clinical practice;

### Length of the Program

This will vary with the content of basic nursing education but may be equivalent to at least one year, with a minimum of 720 theoretical hours and a minimum of 50% of the total duration dedicated to clinical and/or practice training.

### Qualification/Graduation

Upon qualifying, the nurse will be provided with a certificate, diploma, or degree appropriate to the education designating him/her as a specialist nurse.

*Workshop*

ENFERMEIRO DO TRABALHO - PASSADO, PRESENTE e FUTURO

## **DESAFIOS À FORMAÇÃO EM ENFERMAGEM NO TRABALHO**



**OBRIGADO PELA VOSSA ATENÇÃO!**

Rui Pereira ([ruipereira@ese.uminho.pt](mailto:ruipereira@ese.uminho.pt))



**ORDEM DOS ENFERMEIROS**

*Pela Qualidade da Enfermagem...*