

Conclusion This paper will speculate on the implications, for the role of the OHN, of the evolving model of occupational health; from health, environment and safety management, through sickness absence management and vocational rehabilitation, and more recently to the healthy workplace, which extends to a wider workplace health focus, including wellbeing and health risk management in and beyond the work setting.

1628b A NORTHERN INSIGHT – THE FUTURE OF OCCUPATIONAL HEALTH SERVICES AND THE ROLE OF OCCUPATIONAL HEALTH NURSING IN FINLAND

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Introduction The Global OH Service development started in 1950's when WHO and ILO formulated a definition of Occupational Health Services and described the fundamental points. The later agreed European Framework Directive doesn't provide obligations to arrange OH Services and the national legislations still defines the obligations despite the consensus.

Finland is a forerunner with separate legislation for OH Services since 1978 and later 2001, which obligates employers to arrange OH. The coverage of OH Services varies greatly in many countries, in Finland it is 92%. The current number of OHNs in Finland is 2000. Occupational Health2025 – A Strategic Guideline was recently published in Finland. The future challenges of OH services are supporting work ability and work disability prevention. There still is a great need for OH Services development despite progress, also in Finland.

Methods Literature Analysis, FAOHN Member Survey 2016

Results The first Finnish OH Act was set in 1978 obligating to arrange preventive OH services to all employees and many new OHNs were recruited to OH units. The OH Decree was set in 1990's to improve the quality of OH and the maintenance of work ability became a focus. The OH legislation was renewed in 2001 and OH Services were redefined to cooperation; starting by defining the OH needs based on risk assessment and work place survey and planning the actions. The recent Finnish OH research and follow-up data from Kela shows that OHNs have bigger role in OH cooperation than earlier. Most of the workplace surveys, health surveillances and action planning hours are done by the OH Nurses. The recently published strategic guideline, OH2025 contains three main Objectives

100% coverage of OH services, OH services for small enterprises and digital OH services. The FAOHN Survey 2016 for OHNs showed a large increase in OHNs' work demands; result and productivity demands.

Conclusion The OH paradigm is developed from curative to preventive. The role of OHNs is crucial producing cost-effective services for small enterprises. The future OH challenges in Finland are supporting workers work ability and work

disability prevention. The number of educated OHNs is decreasing in Finland and the resources are challenged.

1628c LEGISLATION OF OCCUPATIONAL HEALTH NURSES

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Introduction In Japan, there were over 30 000 suicides per year, from 1997 to 2011. Suicides by working adults accounted for 60% of the total. The main reason was depression. The Occupational Safety and Health Law was partially revised in December 2015, and workers' stress checks were implemented at workplaces with more than 50 workers. The stress check system is required not only for personal health support but also for group-based analysis to improve ease-of-work in the workplace environment. It imposes two roles on occupational health nursing professionals: individual support and workplace environment improvement.

Methods Occupational health nurses (1) interview all high stress workers for about 30 min and extract organisational problems, (2) combine group analysis of stress checks and the results of interviews and (3) communicate the workplaces' problems to management. In workplaces with several high stress people, OHNs advise management to hold workplace meetings in order to discuss how to create a comfortable workplace environment. These are meetings are conducted through the method of Participatory Action-Oriented Training. OHNs also educate managers in creating comfortable work environments.

Results Through the efforts of OHNs, workplace communication has improved and group stress levels have been alleviated. Also, productivity has improved and the number of worker suicides is gradually decreasing.

Conclusion Today, as 75% of our workers are in the service industry, a major health problem in occupational health is becoming mental health. Therefore, it is important for OHNs to grasp the stress levels of workers and assess stress factors in the workplace. It is occupational health nursing professionals that workers can honestly talk to about their feelings. Moreover, it is important to communicate the stress factors of the workplace to management, in order to improve the workplace environment.

To that end, occupational health nursing professionals need to collaborate to improve service quality, so the Japan Society for Occupational Health has created a system of in-service education based on the occupational health nursing career ladder. Occupational health nursing professionals constantly develop skills that can support health, individuals, groups and organisations.

Utilising stress check leads to comprehensive mental health measures, ultimately leading to a decrease in suicide. In the current Occupational Safety and Health Law, occupational health nursing professionals are positioned as hygiene managers, but since nursing has a large role in health management,

including mental health, occupational health nursing jobs are clearly defined in the law.

1628d THROUGH THE LOOKING GLASS: THE FUTURE ROLE OF OCCUPATIONAL HEALTH NURSING

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Introduction Health care delivery is under pressure throughout the world and as such is experiencing many challenges related to demands to deliver affordable, accessible and appropriate health care to the world's population. Occupational health nurses (OHN) have an important role to play in the delivery of universal health coverage. It is important for OHNs to be flexible and dynamic enough to embrace the evolution of health care delivery and be part of it otherwise it runs the risk of becoming redundant.

Methods A review of the literature was conducted following a search of bibliographic databases including Cinhal Plus, Medline, Academic search complete, ERIC and MasterFILE Premier. Only English language literature published between 2007 and 2017 was searched, using search terms such as, but not limited to, future of nursing, role of occupational health nursing, future role of OHN, global health, sustainable development goals, universal health coverage and occupational health nursing education.

Results The future of OHN is dependent on the health system of the country in which the OH services are being delivered but it should be embedded in a model of universal health coverage and part of the overall health delivery system. OHNs will need to ensure that it is part of the current and emerging trends in global health in order to remain relevant and effective.

Conclusion OHNs will be the interface between the health system and working populations in improving health and quality of life. OHNs are important in delivering health services to a hard to reach population of adult workers who do not have time to attend to their health needs and particularly preventative health strategies such as immunisation. OHNs will be pivotal in the early detection of emerging diseases related to globalisation and climate change, which need inter-professional collaboration and teamwork across multiple sectors for joint action.

90 SUPPORTING PREPAREDNESS FOR WORK LIFE AMONG THE UNEMPLOYED – FOCUS ON HEALTH CARE AND NETWORK COMMUNITIES

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Introduction This study is part of the *Occupational Health Counselling* project carried out in Kuopio in 2008–2010, the participants of which were 16–24 year-old young people who were not covered by OHS, and 25–54 year-old people participating in labour force training. The aim of the study was to evaluate the implementation of the customer process in health care for the unemployed and authorities' collaboration networks.

Methods The study comprised four sub-studies. The first and second sub-study consisted of interviewing authorities' personnel in Kuopio and in the control municipalities. A network questionnaire was sent out at the same time. The third sub-study examined the lifestyle and health issues of the unemployed young people according to length of unemployment. In the fourth sub-study, we interviewed the young participants of the project and performed a customer feedback survey.

Result Tensions and differing opinions exist within health care services regarding the special needs of this group. The co-operation between health services and labour administration is not sufficiently solid to support the work ability of the unemployed. The research indicated that young men were at a higher risk of prolonged unemployment than women. The study also showed possible associations between prolonged unemployment and both drug use and a low or moderate score on the Work ability index.

Discussion Co-operation within health care services needs to be improved, and roles made clearer. Some of the operating concepts of OHS offer a good model as regards the needs of this customer group. OHS resources should especially focus on unemployed people who report feeling that their health or work ability has diminished. Young people in particular feel that they benefit from health promotion and health appointments with a professional.

979 THE FEDERATION OF OCCUPATIONAL HEALTH NURSES WITHIN THE EU (FOHNEU) CELEBRATES THE 25TH ANNIVERSARY

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Introduction Professional organisations and associations of occupational nursing can play a key role in the development of the speciality. The Federation of Occupational Health Nurses within the European Union (FOHNEU) was established on March 21 st 1993 in Windsor, United Kingdom. The Federation was founded by seven countries: Belgium, Denmark, France, Germany, Greece, the Netherlands, and the United Kingdom. The aim was to represent the voice of Occupational Health Nursing within the EU in order to promote the Health, Safety and Well-Being of the European Workforce. FOHNEU is open to all OH nursing organisations in the EU. In 2002 the FOHNEU Executive Board decided to establish a Twinning Project. The objective was to approach fellow Occupational Health Nurses in the Accession Countries.

Methods In 2017, a cross-sectional survey was conducted asking country representatives of FOHNEU to complete a questionnaire exploring the characteristics and activities of their associations in FOHNEU. The archives and memories of the Federation were also explored.

Results The network and good collaboration with partner organisations is key to a continuous development and successful achievement of goals. It can be stated that FOHNEU has played a vital role in the development of occupational health nursing education over the past 25 years. The 1 st edition of the FOHNEU Core Curriculum was launched in 1996, followed by revised editions in 2002 and 2014. FOHNEU also contributed to the WHO document on 'The Role of the Occupational Health Nurse in Workplace Health Management' in 2001. The 1 st FOHNEU International Congress took place