

# Nurses in advanced roles in Finnish health care services - the views of the shop stewards

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# Disclosure presenter



✓	<b>No (potential) conflict of interests</b>	
✗	<b>1. Relations that could be relevant for the meeting</b>	—
✗	<b>2. Sponsorship or research funds</b>	—
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# FINLAND



**Population:** 5.5 million

**Area:** 338,440 km<sup>2</sup>, fifth-largest country in Western Europe

**Capital:** Helsinki - 1.4 million inhabitants in metropolitan area

**Health care services:** 311 municipalities, 20 hospital districts



# REGISTERED NURSES

- Approximately **80 000 RNs** employed.
- 210 ECTS credits in Universities of Applied Sciences.
- **14.6 RNs** per 1000 population > second highest in Europe.
- 3.2 physicians per 1000 population > below the EU average.
- No re-registration during the career.



# ADVANCED PRACTICE NURSING

- Systematic APN role (CNS and NP) development from the beginning of 2000's.
- Limited right to prescribe medication (post-graduate 45 ECTS). Approximately 350 RNs working in primary health care.
- No legislative or regulatory mechanisms for APN practice.
- No protected titles.
- RNs working in a CNS roles = approximately 90.
- RNs working in a NP roles = no information.



Total of 5,2 million patient visit in the physician appointments and **5 million** patient visits in the **RN's** and **public health nurses** appointments in the primary health care services.

(National institute for Health and Welfare 2018).



# SURVEY STUDY

- **Members of Tehy:** 160 000 health and social care professionals.
- Survey send by email to 236 shop stewards working in public sector.
- Both in primary and specialty health care.
- Total of 42 replied, response rate 18%.
- Questions concerning mainly Nurse Practitioner (NP) roles.



# MAIN RESULTS

- Primary health care > patient get appointment time quickly.
- RNs working in NP roles are performing many duties that have traditionally been done by physicians.
- Usually possible to consult physician.
- Possible to give a RN certificate to patient concerning incapacity for work (3-5 days).
- Patients are satisfied with the NP care.





# MAIN RESULTS

- The RNs additional training varied a lot.
- Titles and job descriptions had a wide variation.
- The salaries had only risen moderately.
- The impacts on the costs of care of RNs working in NP roles instead of physician to deliver primary care were not calculated in the organizations.



# CONCLUSIONS

- Legislation concerning advanced practice nursing practice must be further developed.
- Education needs to be nationally defined and harmonized.
- The titles needs to be standardised and protected.
- Variation with job descriptions needs to be reduced.
- The salary must correspond to the job requirement.



## Publication:

Flinkman M. (2018) Itsenaiset hoitajavastaanotot sosiaali- ja terveydenhuollon julkisissa organisaatioissa. Tehyn julkaisusarja B, selvityksiä 2/2018.



*Thank you for  
your attention!*

