I can
I know
I care
The Finnish Nurses Association (FNA) is a professional organisation for registered nurses. Our task is to develop nursing practice, provide professional support, and to promote the position of nurses as specialists. We make the value of nurses’ work visible. Our members number almost 50,000 nursing professionals.

**OUR GOAL**
To be a strong health policy advocate and partner

**WE ARE**
- The voice of nurses in public debate and discussion
- A recognised specialist in health care transformation
- An active networking participant in Finland and abroad

**Developing patient-centred nursing**

**WE FOCUS ON**
- Professional development that best serves patients
- Converting the latest research and evidence-based nursing practice into professional skills
- Forecasting future developments and foregrounding best practices

**Every nurse’s own association**

**WE PROVIDE**
- Joint activity, networking and community
- Professional support from training to employment
- Useful and top quality services for our members
Universal entitlement and access to social welfare and health care services are the defining characteristics of the Finnish welfare state.

The scope, accessibility and quality of health care services have been systematically developed over several decades. Preventive, equal primary health care and specialised medical services, as well as environmental health care, are essential features of the social welfare and health care system.

The health of people in Finland has improved this century. Life expectancy has progressively increased. Welfare and health inequalities between population groups, on the other hand, have remained unchanged or have even increased slightly.

Many diseases that have traditionally been common among Finns have declined, but new health problems have taken their place. Lifestyle-related diseases are on the increase. The numbers of obese adolescents has tripled in the last 30 years. Type 1 diabetes is more common in Finland than anywhere else in the world.

One of Finland’s most important goals in the coming years is to reform the structure and content of social welfare and health care services. In 2014, the government coalition parties and opposition parties agreed to carry out a comprehensive reform of social welfare and health care services.

The Finnish Nurses Association believes it is important that this reform preserves functioning, safe and good quality social and health services. The same goes for ensuring that social and health care work are attractive fields for employees. It is crucial to strengthen good management, well-being at work, professional know how and multidisciplinary work.

The Finnish population

- Finland’s population is nearly 5.5 million.
- The biggest change to the country’s demographic structure is ageing.
- The over-65-year-olds comprised 19.4 per cent of the population in 2013.
- Finnish women have an average of 1.8 children, which is above the European average 1.5.
- Life expectancy among Finns has increased by about 25 years in less than a century. Life expectancy is 78 years for men and 84 years for women.
- Health care spending in Finland amounted to EUR 17.5 billion in 2012. Health care expenditure in relation to GDP was 9.1 per cent.

Sources: Ministry of Social Affairs and Health, Health Care in Finland 2013/ National Institute for Health and Welfare, Statistics Finland.
Only people who have a Bachelor’s nursing degree and who are registered with the National Supervisory Authority for Welfare and Health can practice nursing.

The right to practice the profession is regulated by law.

Nurses today
Nursing is one of the most esteemed professions among Finns. Highly educated nursing professionals perform independent and responsible work based on nursing science. In Finland, nurses work independently in caring for patients, and in performing medical treatment according to physicians’ instructions as part of comprehensive patient care.

Key figures on nurses and nursing

Nurses of working age, public health nurses or midwife graduates: 81,500
The employment rate: 94.7% per cent, and unemployment rate: 1.3%

10.3 nurses for every thousand inhabitants

94 per cent women
The average age is 41.5 years
4 nurses for every physician

By 2030 half (49.7%) will have retired since 2010. The loss of personnel in terms of numbers is 20,547.

Nurses in the municipal sector earn on average 3,034 EUR a month.
There are 3,580 Finnish nurses working abroad.
There are 1,190 nurses of non-Finnish descent employed in Finland.

The nursing degree in Finland
- Bachelor’s degree
- 3.5 years study, 210 ECTS credits
- Based on EU directives, requirements are the same in different European countries
- Training provided at 25 universities of applied sciences
- In 2011, degrees were awarded to 3,601 students

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Strong opinion leader in health policy

Finnish nurses are highly educated nursing professionals who have a good grasp of what is best for patients. The Finnish Nurses Association ensures that their experiences and viewpoints influence decision-making related to nursing. As an association, we have an active influence in society, and contribute expertise and partnership in developing social and health care, education, scientific research, and labour policy.
We challenge those in authority to social debate.

We closely follow forthcoming legislative initiatives, provide opinions on them to government ministers, and participate as experts in public hearings. We take positions on and participate in programmes that affect nurses’ training or working life.

The Finnish Nurses Association is actively involved in social debate and in preparing legislation.

Nurses actively influence decision-making

Nurses want improvements

Issues related to wellbeing at work in the area of health care are of critical importance for Finland. Research shows that nearly half of nurses in Finland are considering changing jobs. Young nurses in particular are dissatisfied with their working environments, management and their capacity to influence their own work. By 2020 some 23 per cent of nursing positions will be vacant due to the rate of retirement. The FNA is working to try to improve the attractiveness of employment in our sector.

Future skills needs

Personnel are in a key position concerning the production and development of quality health care services. The increasing mobility of both health care personnel and patients presents a challenge in terms of skills. The FNA influences the development of nursing training by national and international bodies. Our aim is to ensure that general nursing training is as consistent and of the highest quality as possible and able to meet future skills requirements.

“We challenge those in authority to social debate.”
Advance practice nursing

The Finnish Nurses Association aims to improve the utilisation of nurses’ expertise.

The increase in advanced practice nursing (APN) is improving patients’ access to treatment, the cost effectiveness and quality of treatment, and easing the effects of the shortage of nurses of doctors. It also opens up new career paths in clinical work and thereby increases the appeal of doing nursing.

The APN issue has become a hot topic internationally. It has been a major issue for discussion at regional, European and global conferences of nursing organisations – the Nordic Nursing Federation, European Federation of Nurses Associations, and the International Council of Nurses. In Finland, a preparatory group of experts has started examining APN.

The Finnish Nurses Association aims to improve the utilisation of nurses’ expertise.

The FNA actively advocated for nurses to be entitled to prescribe medicines, allowed since 2012. The aim has been to reduce patient queues at health centres and give doctors time for more demanding work with patients. The reform has offered nurses the possibility for professional development and expanded working practice.

There are about 120 specially trained nurses in Finland who write prescriptions, mainly working at health centres. The competence is recorded by the National Supervisory Authority for Welfare and Health. Experience in this area is still limited, but international studies show that patients who are treated by nurses are satisfied with the treatment they receive, and that the treatment is of high quality and safe.

“Nurses’ right to issue prescriptions brings health benefits”

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“The new task allocation improves patients’ access to treatment.”

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International relations – an everyday issue

International work constitutes an important part of FNA activities. We are actively involved in a variety of Nordic, wider European and global networks. We carry out international work in close cooperation with other Finnish health care actors.

Our international partners
- International Council of Nurses ICN
- European Federation of Nurses Associations EFN
- Nordic Nurse Federation NNF
- The European Association for Psychiatric Nurses Horatio
- International Organisation for Migration IOM
- The European Forum of National Nursing and Midwifery Associations EFNNMA
- The Association for Common European Nursing Diagnoses, Interventions and Outcomes ACENDIO
- European Nursing Students Association ENSA
- Nordic Nursing Students Contact Forum NSSK

“International work is mutual sharing, giving and receiving best practices.”

Finnish nurses have received many international awards. Here Päivi Muma is awarded the Florence Nightingale Medal by the International Committee of the Red Cross, in 2012.

SAMI SUOMINEN

AN ACTIVE NETWORKING PARTICIPANT IN FINLAND AND ABROAD

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SAMI SUOMINEN

14
15

Finnish nurses at the 25th Congress of the ICN in Melbourne.

Our presence in Europe

Finnish nurses acquired a representative vantage point at European level, when the vice president of the Finnish Nurses Association, Marianne Sipilä, was elected president of the EFN. The EFN works to promote the situation of nurses and nursing. Now, one of its concerns is that European countries in dire economic straits are taking short-sighted decisions on social and health care.
Developing nursing

One of our tasks is to boost nurses’ professional development to benefit patients. We ensure that the latest research and evidence-based nursing are incorporated into nurses’ proficiency. We are active in developing nurses’ basic and continuing education nationwide, and the Finnish Nurses Association foregrounds best practices and highlights future trends that concern the profession.
Constant need for knowledge

The Finnish Nurses Association seeks to ensure that there is a high level of knowledge and further training specifically to meet the needs of nurses. We provide our members with professional support from training to employment.

The latest information sources on nursing
- Professional publications
- Information services

Career services
- Grants for skills development
- Clinical Practice Nursing Certification
- Nursing Informatics Certification
- Online portfolio to present skills

Continuing education
- National nursing congress – the largest Finnish networking and training event
- Wide range of courses on topical issues
- Trips for members to national and international conferences

Key annual training event

The annual National nursing congress is the FNA’s most important training event. The event has a long tradition, going back to the 1930s. About 5,000 nursing professionals take part in this each year.
The aim is to ensure that patients have equal possibilities to receive good treatment and care, regardless cost effectively, regardless of where they live. The Nursing Research Foundation, which belongs to the Finnish Nurses Association, deals with evidence-based nursing development and consolidation within the Finnish health care system. The Foundation coordinates, and publishes online, the best possible national evidence-based recommendations and takes part in preparing publications of evidence-based research. The Foundation also acts as a host organisation for the Finnish Joanna Briggs Institute (JBI) and WHO/Europe collaborating centres.

Developing evidence-based nursing

The purpose of evidence-based nursing is to develop nursing and procedures through the best possible verification.

The Finnish Nurses Association publishes Sairaanhoitaja (Nurse) magazine and the Hoitotyön vuosikirja (Nursing yearbook). Also, the training and publishing company Fioca Ltd, which is owned by the FNA, publishes Premissi magazine, which is aimed at health care managers, the scientific magazine Tuttikka Hoitotyö (Nursing Research), as well as a number of topical publications for nursing professionals.

Publications for nursing professionals have an important role in developing and sustaining skills and expertise.
An association for all nurses

We bring nurses together to boost professional skills and expertise, nursing and wellbeing in the workplace. We offer joint activity, networking, and community, plus professional support from training to working life.
We provide our members with professional advocacy, and offer a variety of membership services for both professional development and recreation. Financial advocacy on behalf of our members is provided, for instance, by the Union of Health and Social Care Professionals, of which we are the largest member organisation.

Professional pride

The Finnish Nurses Association belongs to all its members. The membership comprises a wide range of nursing occupations, from clinical nurses to teachers, researchers and management.

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Working closely with our members

The FNA has 36 regional associations through which each member belongs to the Association. These regional associations operate nationwide, providing members with a variety of services in terms of both professional development and recreation. Our members are the heart of the Association, and active regional work is the precondition for the FNA’s collective activity.

International Nurses Day is celebrated around the world every 12 May.
Every nurse’s Association

Influencing health policy

Improving nursing

Member recognition pin

International actor

Since 1925

Nearly 50 000 members

The Finnish Nurses Association was founded in Helsinki on 25 January 1925. The establishment of the Association received its final ultimate with the holding of the congress of the International Council of Nurses in Helsinki, in July the same year. Before this, the Swedish-language Society of Nursing in Finland, which was established in 1898, supervised nurses’ interests in Finland. Members of the Association may wear its silver member recognition pin as a sign of their specialist profession.
For better health care and patient-centered nursing

Our mission is to develop nursing practice, provide professional support and promote the position of nurses as specialists. We make nursing work visible. Our members number nearly 50,000. We include nurses, public health nurses, midwives, and paramedics.

We work for the benefit of every nurse

www.nurses.fi