



Hellenic Nurses Association (HNA)



Greek Nursing Workforce – Problems & Perspectives

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NHS - Workers / Category in Public Health sector

Categories	Number	Male %	Female %
Medical staff	22.472	58,1	41,9
Nursing staff	43.248	16,7	83,3
Paramedical staff	10.990	22,3	77,7
Administrative staff	10.696	30,1	69,9
Auxiliary staff	20.830	63,95	36,05
Other	128	62,7	37,3
Total	108.358		

Ages of workers (including nursing staff) in Greek Hospitals							
Age (years)	< 17	18-24	25-34	36-44	45-54	55-64	>65
Number	100	1.942	21.831	36.627	27.608	9.436	568

Ministry of Health – Database 2005

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NHS – Workers / Educational level in Public Health sector

Categories	University level		Technological Institute level		Assistants level		Lower level (bearers etc)	
	Number	%	Number	%	Number	%	Number	%
Medical staff	22.472	100,00	0	0	0	0	0	0
Nursing staff	581	1,34	18.110	41,87	18.205	42,09	6.352	14,69
Paramedical staff	1.906	17,34	4.815	43,81	4.264	38,80	5	0,05
Administrative staff	1.954	18,25	1.552	14,51	7.155	66,91	35	0,33
Auxiliary staff	471	2,26	691	3,32	9.620	46,18	10.048	48,24
Other	33	27,59	14	10,34	52	43,10	23	18,97
Total	27.417		25.182		39.296		16.463	

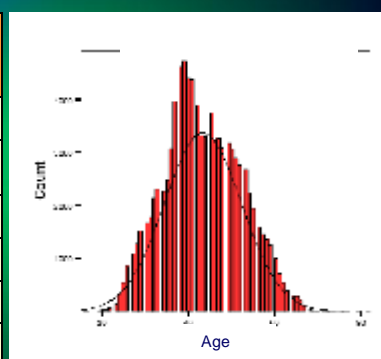
Ministry of Health – Database 2005

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Age of health workers in Public Health sector

Category	Average Age (years)
Medical staff	50
Nursing staff	40
Paramedical staff	41
Administrative staff	44
Auxiliary staff	46
Other	41



Ministry of Health – Database 2005

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Problems in Nursing Shortage

- Because of the Economic crisis
- Because of nurses' aging and retirement
- Because of nurses withdrawal from the profession
- Because of the old average age of the working personnel
- Because of nurses' burnout
- Because of the working conditions

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Problems in Nursing Education

- The two levels of nurses (university and technological education) create problems in everyday practice and thus their unification in one level education, the university one, is necessary.
- The improvement of quality in nursing education is demanded, so that it would provide not only sufficiency of knowledge and skills but also the formation of a positive attitude towards the profession.
- There is demanded the enactment of a frame of securing the quality of education by means of evaluation.

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Problems in Nursing Policy

- Nurses' little participation in decision making
- Political influences on Nursing Policy
- Problematic co-operation among the nursing groups and agencies
- Problematic interdisciplinary co-operation

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The solution of these problems will result in:

- The security of better working conditions
- The security of better salaries
- The nurses' protection from occupational hazards
- The best central organisation of the nursing profession
- The foundation of the position of Chief Nurse officer in the Ministry of Health
- The Nursing Career Development
- The Nurses Professional Development

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