

Outcomes of survey of Polish Nurses Association regarding nurses' employment contracts (highlighting self-employment of nurses)

Questionnaire was sent to members of EFN (n=29, 100%). We received answers from 15 members. Response: 51,72%.

Country	What kind of employment contracts nurses have in your country?			Do nurses have civil contracts (self-employment)	How many hours do nurses work per week in your country?	Is it regulated?	How many nurses work in your country on civil contracts (self-employment)?	How many hours of breaks between shifts are nurses obliged to take?	Which organization do you represent?
	full time	Part time	other						
Czech Republic	X	X	-	Only when nurses have home care agency. It is not common in hospitals	Full time-40h; Part time-20h	Yes, it is regulated by Czech law	Few %	12h	Czech Nurses Association
Slovenia	X	-	-	No	40h (Monday to Friday)	Yes. Working overtime depends on individuals and trade unions. It works	0,01%	10h	Nurses and Midwives Association of Slovenia
Luxemburg	X	X	-	Yes, but only if they are work on their own	There are 2 types of contracts: 1)hospital contracts(EHL): 37,5 or 38h/ week; 2)Care for elderly or home caring (SAS) -40h/week	Yes and it works	Less then 0,1% in the system	Do not know exactly: 10-12h	National Association of Nurses of Luxemburg

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Hungary	X	X	X	There are: (1)public employment – the most secure, regulated by public employment code; (2)employment – less rights, regulated by labour code; (3)self-employment, obligations are regulated in the contract; (4)civil contracts – employers own a private company, civil code applies. Nurses are do not satisfied with the system of civil contracts – work overtime. It hasn't influence the quality of nursing or hasn't been researched.	40h/week, they can be obliged to work 8h overtime, and they can decide about 12h of self-imposed overtime. It makes 60h/week. It doesn't depend on the type of contract.	The employer is the one who regulates it based on current legislation	6%	Lack of answer. Nurses shifts: min. 8h or max 12h/day.	The Hungarian Nursing Association

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Ireland	X	X	X	There are nursing agencies that hire nurses for hospitals. Nurses pay a fee to the agency that provides them with work. Nurses decide when and for how long they work. Agency cover for nurses maternity, sick leave etc.	37,5%. Nurses may wish to work extra hours as overtime if required.	There is national agreement between Government, Unions and Employers. It does work.	Less than 5%	In accordance with Working Time Act	Irish Nurses and Midwives Organization
Greece	X - mainly	X - very few	-	There are not self-employed nurses	8h/day for 5 days/week	Yes, by the employer and Ministry of Health (in public and private health care system)	0	2 days	Hellenic Nurses Association
Anonymous	X	X	-	Not clear	36-40h	Yes, it is regulated by relevant legislation	Very few	Answer is not clear. Question was misunderstood	-
Bulgaria	X (usually in hospitals)	X (usually in outpatient clinics)	-	No	40h (and overtime - that is extra paid)	Yes. It is controlled by trade unions and Trade Agency	0	Minimum 8h	Bulgarian Nurses Association

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Nederland	X	X	X	Yes. Self-employed nurses usually work in outpatient clinics. In hospital settings self-employed nurses have to pay for their education.	36h (and extra hours if they want)	Yes, there is an agreement between Unions and employers.	Couple of hundred.	Answer is not clear. Question was misunderstood	
Anonymous	X	X – if nurses wish e.g. when they have small kids	-	No	Full time – 38,25h/week. In primary health care – 40h/week.	Yes – collective agreement. It does work.	0	11h	
Norway	X	X (these are often involuntary but employer can offer only part-	Temporary contracts	No	Day-time workers: 37,5hrs/wk, rota workers max. 35,5hrs/wk and a minimum of 33,6hrs/wk, depending on the scope of night/weekend	Yes, it is regulated within national collective agreement.	0	11h, but it may be reduced to 8h if there is agreement between employer and employee.	Norwegian Nurses Organization

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		time)			work hours – the more of these irregular hours, the shorter the overall working time. It does depend on the employment contract.				
Germany	X	X	-	Yes, but very small number. Self-employed nurses mainly work as educators, counselors, authors, nurse managers.	Between 38,5h and 42h	Yes, by Union.	Less than 1%	11h	DBfK
UK	X	X	X – agency	Only midwives (around 120) who practice outside the NHS	37,5h/week – full time nurses.	Yes – Working Time Regulation	Around 120 midwives	Answer is not clear. Question was misunderstood	Royal College of Nursing
Denmark	X	X	-	No	37h/week but nurses can negotiate for up till 45h/week.	Yes, it is agreement between unions and employers	Few	11h	Danish Nurses' Organization.
Spain	X	-	-	No	35 hours per week public sector	Yes, The Government with Unions (labour annual agreement)	-	At least 14 h	Spanish General

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					40 hours private sector				Council of Nursing