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**A HEALTH AND SAFETY MANAGEMENT SYSTEM CARRIED ON BY NURSES
- An Innovative Approach in a Banking Organisation in Portugal -**

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OBJECTIVE: To develop a new integrated approach of health and safety by nurses in a big company in Lisbon

METHODOLOGY: On demand of the company's administration the Certificated Public Health / Occupational Health Nurses carried on a study based on their practice in place (ten years)

RESULT: On going

The new directives from the International Labour Office (ILO) mention the necessity of creating a System for Workplace Health and Safety Management which should involve partnerships, commitments, workers participation, continuous improvement, evaluation (audit,research), integration and revision of the management process.

This culture must be shared by employers and employees.

In Portugal, new orientations stimulate organizations to be able to cope continuously with Health and Safety challenges in work and to give efficient answers through dynamic management strategies.

The specificity of the Occupational Health Nurse's view results from the holistic perspectives inherent to her/his practice, studying the characteristics of the client, family, group and community, with a continuous, precise and global analysis of the relations of space and time in a systemic approach of reality.

Now emphasis of Occupational Health Nursing is on an autonomous decision, an independent performance, and an analysis and research capacity, on health promotion, on accident and disease prevention and on the workplace safety and health management.

In order to create added values with small financial investments this project previews the use of new technologies, which will give a new appliance to human and technical resources. A new way of looking and organizing the Health and Safety in the company is proposed with the commitment of all employees, leaders and employers.