

SCOHPICA symposium

Working Conditions of Nurses in Switzerland: SCOHPICA Findings National Monitoring of Nursing Professions

Clémence Merçay

Online, 15 January 2026



National Monitoring of Nursing Professions

- Developed by the Obsan on behalf of the Federal Office of Public Health (FOPH) and the Swiss Conference of Cantonal Health Directors (CDS).
- Collects data to report on the situation of nursing staff in different areas of care in Switzerland.
- Tool for evaluating the measures taken to implement the nursing initiative
- Makes comprehensive data available to all interested parties
- Additional indicators / more detailed versions of existing indicators, will be gradually developed



Nationales Monitoring
Pflegepersonal



Versorgungsatlas



Schweizer Atlas der
Gesundheitsversorgung



MonAM

Schweizer Monitoring-System
Sucht und nichtübertragbare
Krankheiten



Ambulant vor
Stationär

AvS

Monitoring der Verlagerung
und der Kostenwirkung



Nationales Monitoring
Ärztinnen und Ärzte



Monitoring national du personnel soignant

🏠 • Indicateurs • Monitoring des soins

Le Monitoring national du personnel soignant rassemble des données afin de rendre compte de la situation du personnel soignant dans les différents domaines de soins en Suisse. En proposant une actualisation régulière des résultats, le Monitoring constitue un instrument important pour l'évaluation des mesures prises dans le cadre de la mise en œuvre de l'initiative sur les soins infirmiers (art. 117b Cst.). Les 27 indicateurs actuellement disponibles se rattachent d'ailleurs à quatre domaines d'observation déduits des objectifs poursuivis par l'initiative sur les soins infirmiers. De plus le Monitoring permet de mettre des données complètes à disposition de l'ensemble des acteurs intéressés, au moyen d'un outil convivial et accessible. Des indicateurs supplémentaires, ainsi que des approfondissements des indicateurs existants seront progressivement développés et intégrés au système d'indicateurs, en fonction de la qualité et de la disponibilité des données.

L'Observatoire suisse de la santé (Obsan) a développé le monitoring sur mandat de l'Office fédéral de la santé publique (OFSP) et de la Conférence suisse des directrices et directeurs cantonaux de la santé (CDS).

Explications concernant les graphiques interactifs

Recherche dans les indicateurs du Monitoring national du personnel soignant



Importance des soins infirmiers

Offres d'emploi

Dépenses pour le personnel soignant

Formation et déploiement du personnel

Diplômes

Personnes en formation

Formations continues

Publications sur le Monitoring des soins

Obsan Bulletin 01/2025 →

Obsan Bulletin 02/2024 →

Contact OFSP

Office fédéral de la santé publique (OFSP)
Division Services de santé et professions
Section Soins de base professions de la santé
CH-3003 Berne
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Contact CDS

Conférence des directrices et directeurs cantonaux de la santé (CDS)
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Contact Obsan

Observatoire suisse de la santé
Espace de l'Europe 10
CH-2010 Neuchâtel
Tél.: +41 (0)58 463 60 45
obsan@bfs.admin.ch
<https://www.obsan.admin.ch/fr/contact>

Informations complémentaires

OFSP - Initiative sur les soins infirmiers: mise en œuvre →

CDS - Initiative sur les soins infirmiers: mise en œuvre →

Définitions

Niveaux de formation et professions →

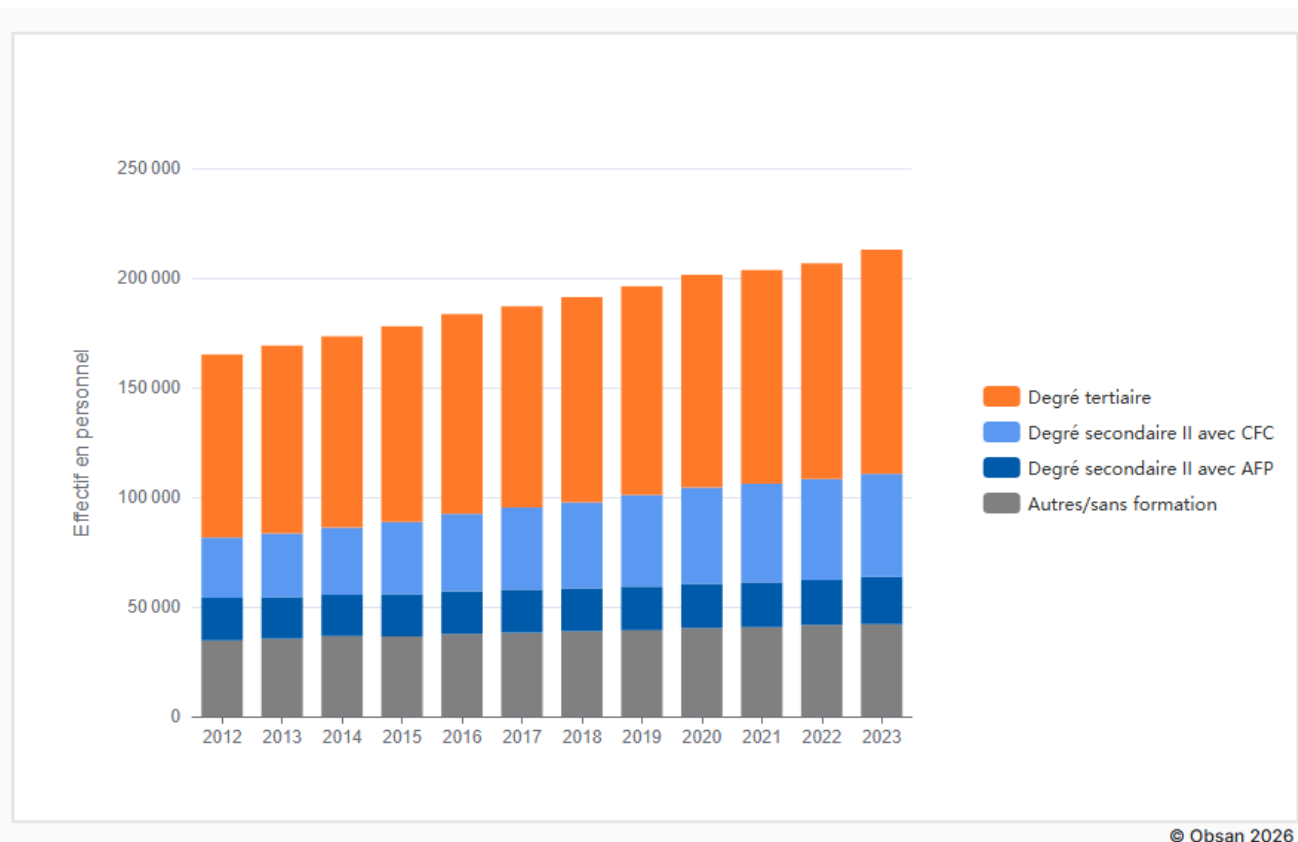
Effectif en personnel de soins et d'accompagnement

Nombre de personnes employées et d'EPT

Personnes employées

EPT

Total des domaines



Sources: OFS – Statistique administrative des hôpitaux (KS), Statistique des institutions médico-sociales (SOMED) et Statistique de l'aide et des soins à domicile (SPITEX) / analyse Obsan

EPT pour 1000 habitants, nombres d'EPT et de personnes employées

EPT pour 1000 habitants

8.8 31.4

EPT pour 1000 habitants

BS, TI, GE, JU, AR, BE, VD, GR, NE, LU, ZH, SH, TG, SG, VS, BL, AG, UR, SO, FR, ZG, GL, NW, SZ, OW, AI

0 10 20 30 35

EPT pour 1000 habitants

16.1

2012 2014 2016 2018 2020 2022

EPT **Personnes employées**

250 000

200 000

150 000

100 000

50 000

0

2012 2014 2016 2018 2020 2022

© Obsan 2023

Sources: OFS – Statistique administrative des hôpitaux (KS), Statistique des institutions médico-sociales (SOMED), Statistique de l'aide et des soins à domicile (SPITEX) et Statistique de la population et des ménages (STATPOP) / analyse Obsan

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Significance of nursing care

Job offers

Expenditures for nursing staff

Personnel training and deployment

Graduates

Number of people in training

Continuing education

Training trajectories

Preparation for the realities of work

Nursing staff count and density

Staff with foreign qualifications

Inflow and outflow of nursing staff

Nurse-to-patient ratio

Grade-Mix

Skill-mix

Quality of care

Quality of care in the perspective of patients

Quality of care in the perspective of nursing staff

Employment and working conditions

Employment status

Temporary work

Fixed-term employment

Job search

Turnover rate / Exit rate

Salary

Health of nursing staff

Absences due to illness/accident

Job satisfaction

Stress and burnout

Quality of the working environment

Training activity

- **Administrative data:** Students and degrees of higher education institutions, Statistics on certificates, Vocational education and training statistics

Personal deployment and working conditions

- **Administrative data:** Statistics on hospitals, Statistic on nursing homes, Statistic on home care services
- **Enterprise survey:** Swiss Earnings Structure Survey (ESS), Work Volume Statistics
- **General population survey data:** Swiss Labour Force Survey, Structural Survey

Experience of the health workforce

- **Health workforce survey:** Swiss Cohort of Healthcare Professionals and Informal Caregivers (SCOHPICA)

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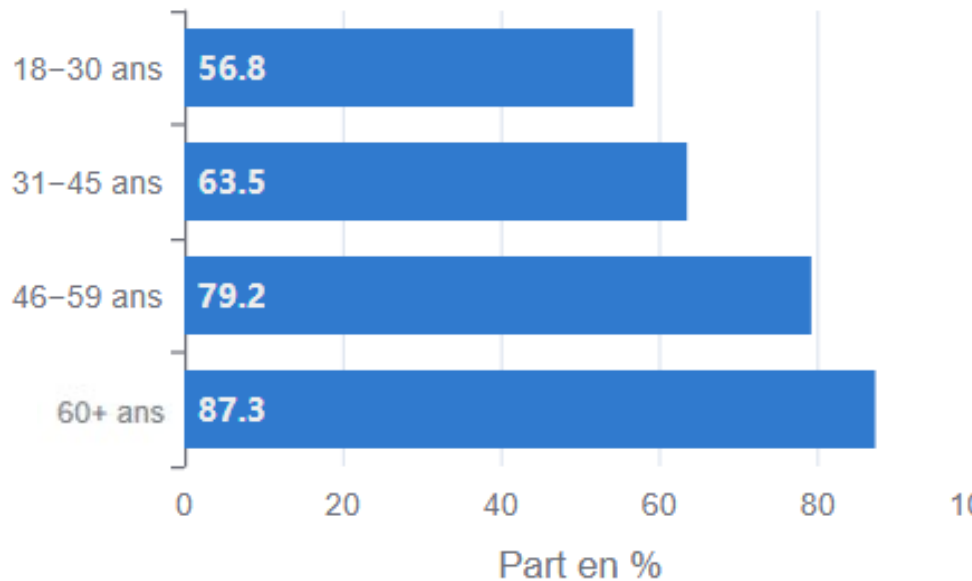
Absences due to illness/accident

Job satisfaction

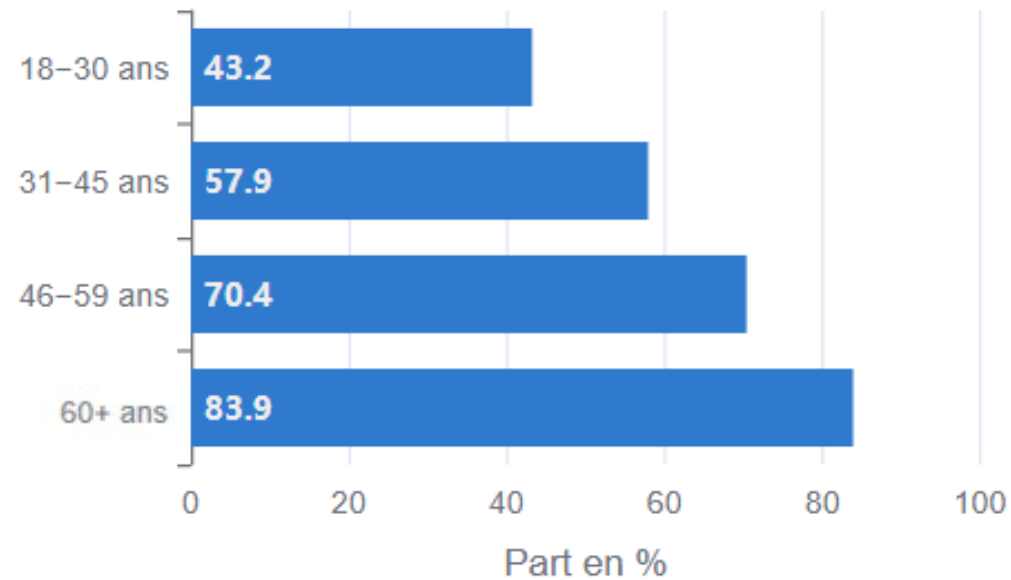
Stress and burnout

Quality of the working environment

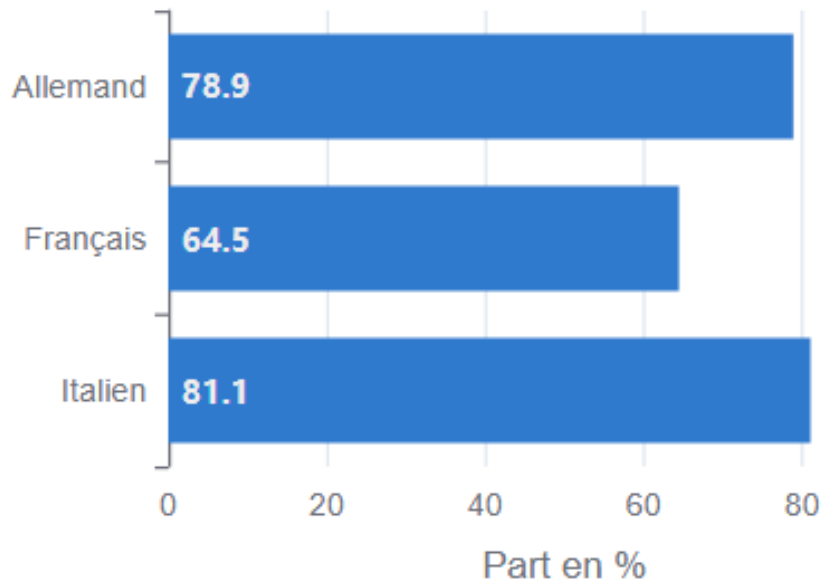
My education prepared me well for my professional activity
(caregivers, rather agree or totally agree)



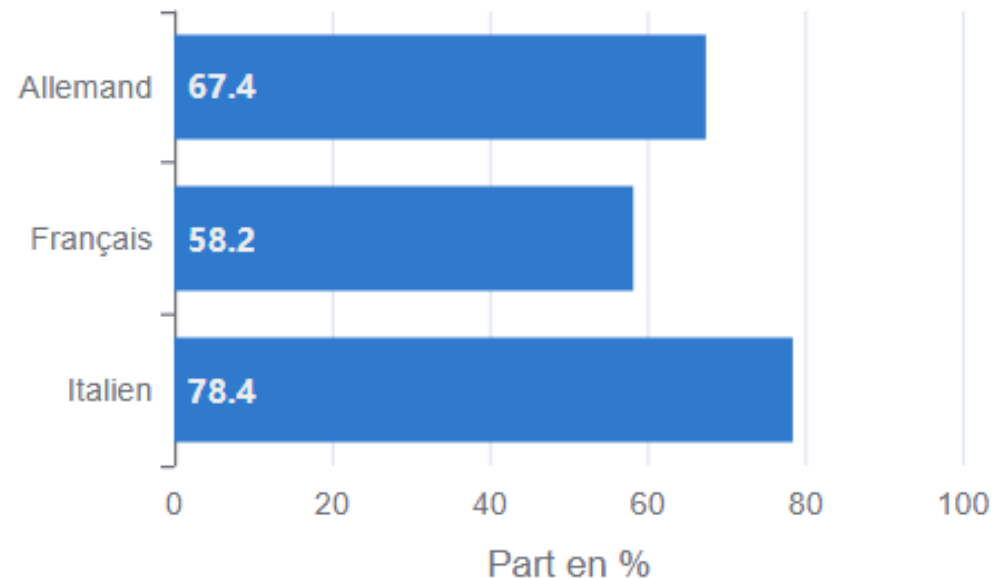
In my work, I use the full extent of my practice (caregivers, rather agree or totally agree)



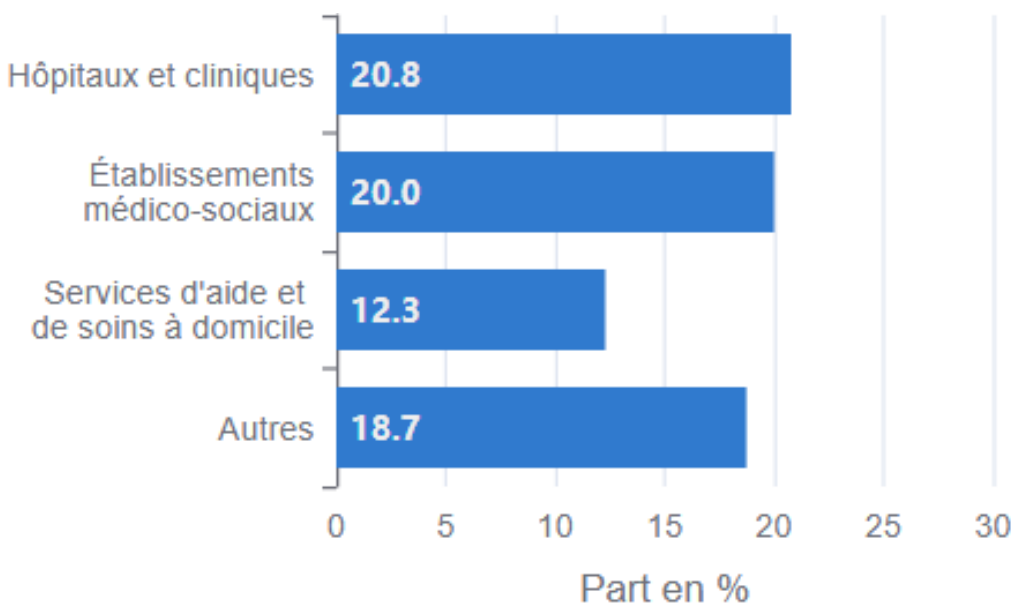
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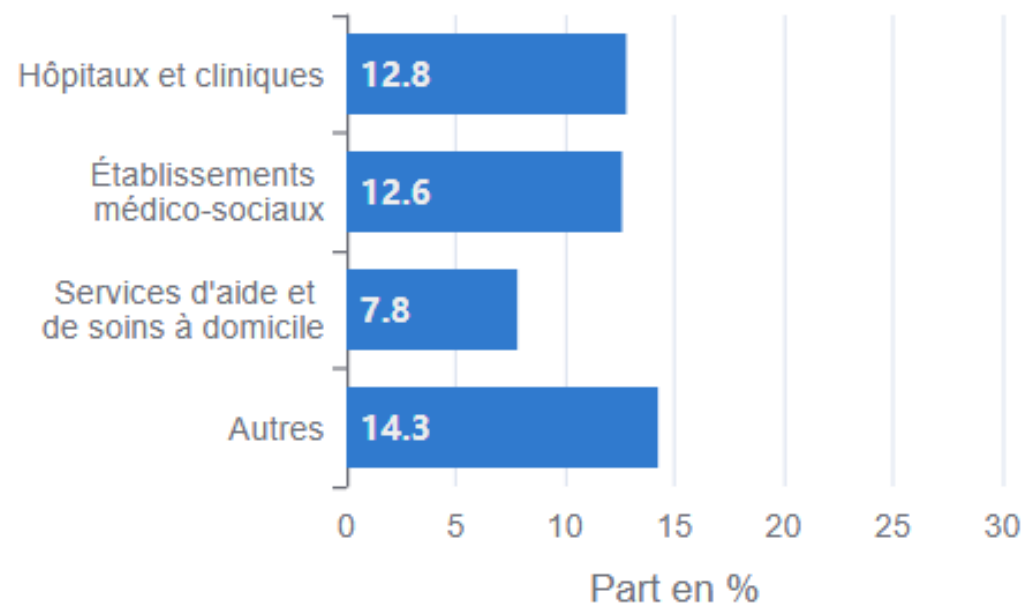
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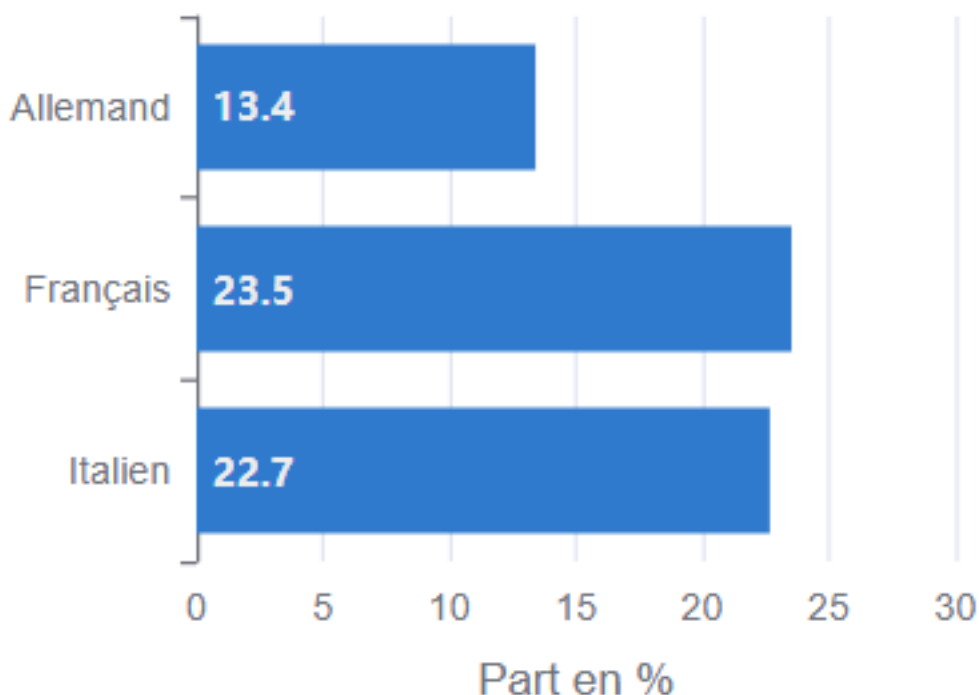
Caregivers reporting “a lot” or “a great deal” of stress



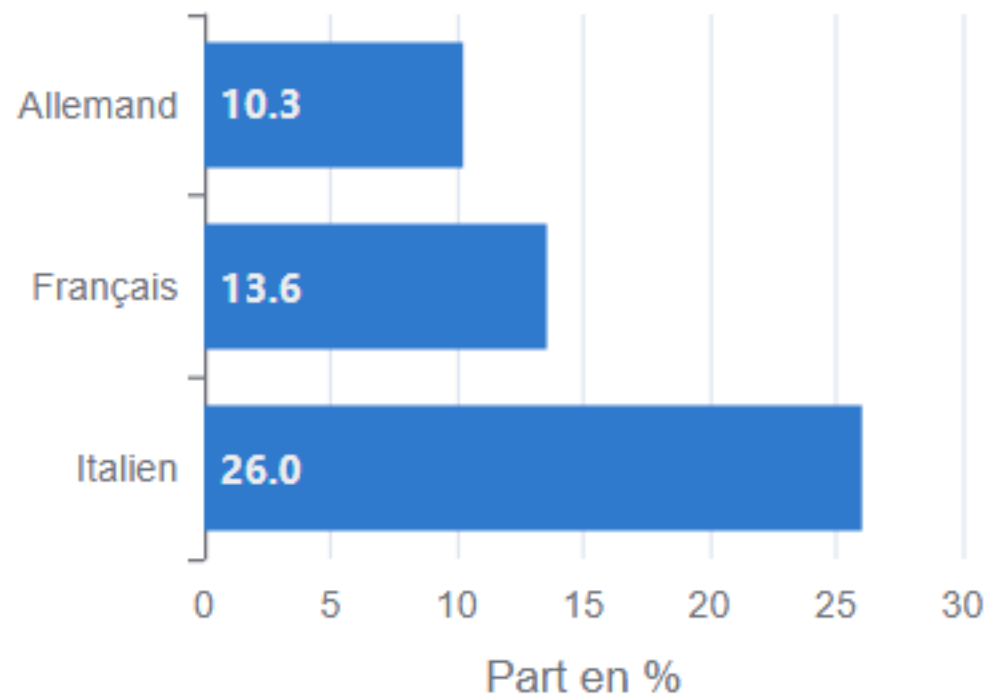
Caregivers whose symptoms of exhaustion do not disappear or who are completely exhausted



Caregivers reporting “a lot” or “a great deal” of stress



Caregivers whose symptoms of exhaustion do not disappear or who are completely exhausted



Quality of the work environment

- Meaning of work (overall score **83**/100)
- Team cohesion (overall score **75**/100)
- Work-life balance (overall score **54**/100)
- Influence on the pace of work (overall score **52**/100)
- Influence on work (overall score **48**/100)

Quality of care

- **65%** of caregivers surveyed rated quality as “good” or “excellent”

Overall job satisfaction

- **70%** of caregivers surveyed are “satisfied” or “very satisfied”

Purpose and added value

- SCOHPICA indicators are essentials for capturing the experience of caregivers

Analytical contribution

- Utility for monitoring trends over time
- Enable detailed analysis, highlights the categories at risk
- Complementary to the SCOHPICA dashboard (comparison with other professions)

Methodological considerations

- Open, voluntary data collection is always subject to self-selection, coverage and representativeness biases
- Maintaining participation over time is essential for continuity

Thank you for your Interest

**And thank you to the Scohpica team
for the excellent collaboration**

Working Conditions of Nurses in Switzerland: SCOHPICA Findings

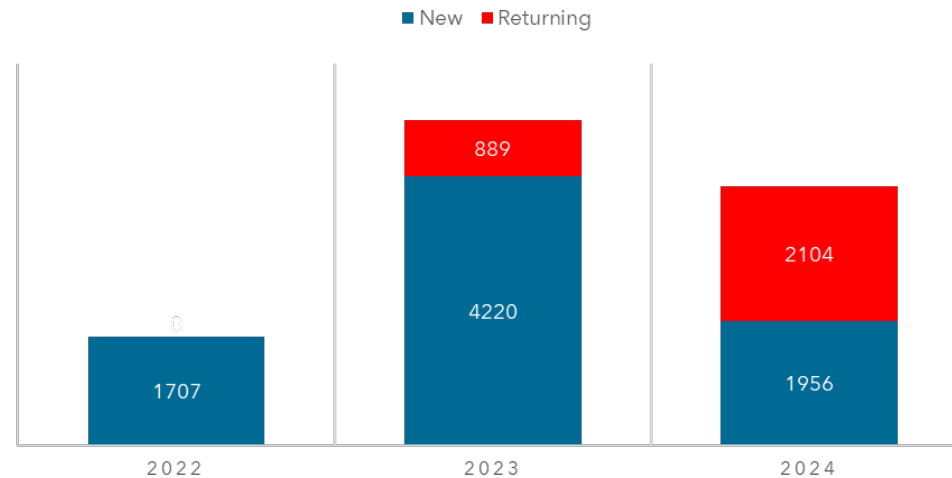
Ingrid Gilles, PhD, for the SCOHPICA team

Colloques SCOHPICA – 15 January 2026

Reminder



SCOHPICA-HP Participants



Reminder

Global objective of SCOHPICA-HP

To describe and understand, over time, how **working conditions and professional trajectories** facilitate or prevent healthcare professionals (HPs) from embodying their role, and thus from **staying in their profession**

Working conditions → the characteristics of the job and the work environment in which work is performed, including work organization, work demands, physical and psychosocial environment, social relationships at work, and employment conditions

→ impact employees well-being

(OCDE 2014, Eurofound 2012, WHO 2010)

Online baseline questionnaire

Outcomes

- Intention to leave the position / profession / health sector, within next 5 years
- Intention to stay in the position / profession / health sector, within the next few months
- Well-being

Professional situation

- Profession and work context
- Current situation (type of activity and rate, employment status, etc.)
- Specialization and training
- Changes of employers/sectors, interruptions due to illness/occupational injury

Socio-demographic characteristics

- Gender
- Age
- Nationality
- Marital/partnership status
- Income
- ...

Determinants (dimensions)

... next slides ...

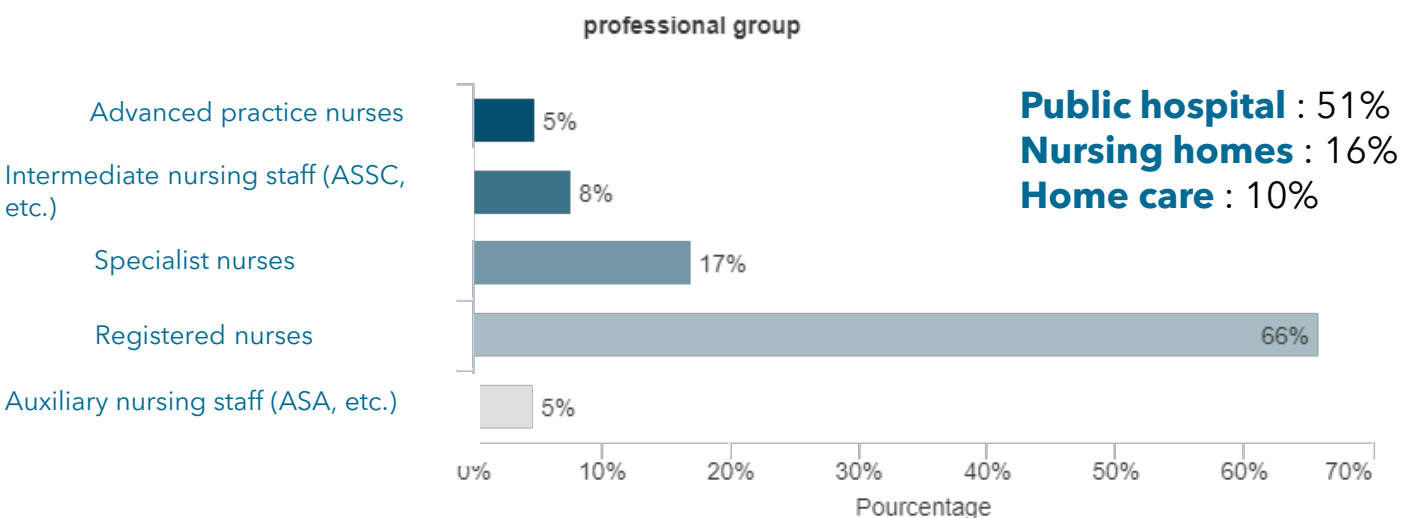
Reminder

Determinants

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| | Moral resilience (only in 2022) | 9 | | Rushton moral resilience scale (adapted from Heinze, 2021) |
| | Intolerance to uncertainty (only in 2022) | 6 | | IUS (adapted from Carleton, 2007) |

Sample description

Nurses and nursing assistants who completed the baseline survey between 2022 and 2024 → N = 3'083

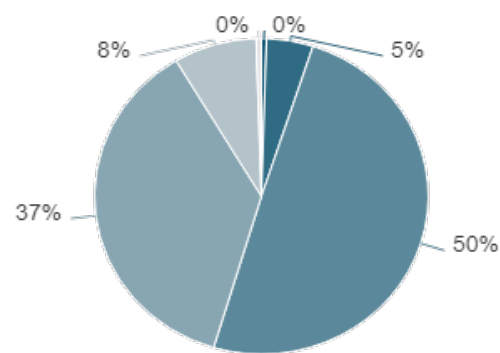


Language
FR
GE
IT

56%
 39%
 4%

● Jusqu'à 2'000 CHF
 ● Entre 2'001 et 4'000 CHF
 ● Entre 4'001 et 6'000 CHF
 ● Entre 6'001 et 8'000 CHF
 ● Entre 8'001 et 10'000 CHF
 ● Plus de 10'000 CHF

salary distribution for participant with a working rate > 80%



♀ 84%

👶 57%

Mean age = 42.2 y.

Professional longevity = 15 y.

3 employer changes & 2 sector changes until now
18% ≥ 1 work interruption (≈4 y.)

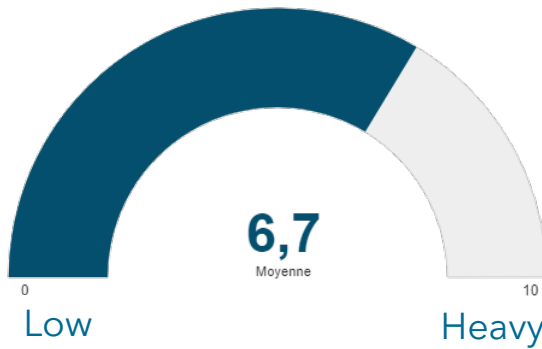
Trained in Switzerland = 59%

Night / day shifts = 43%

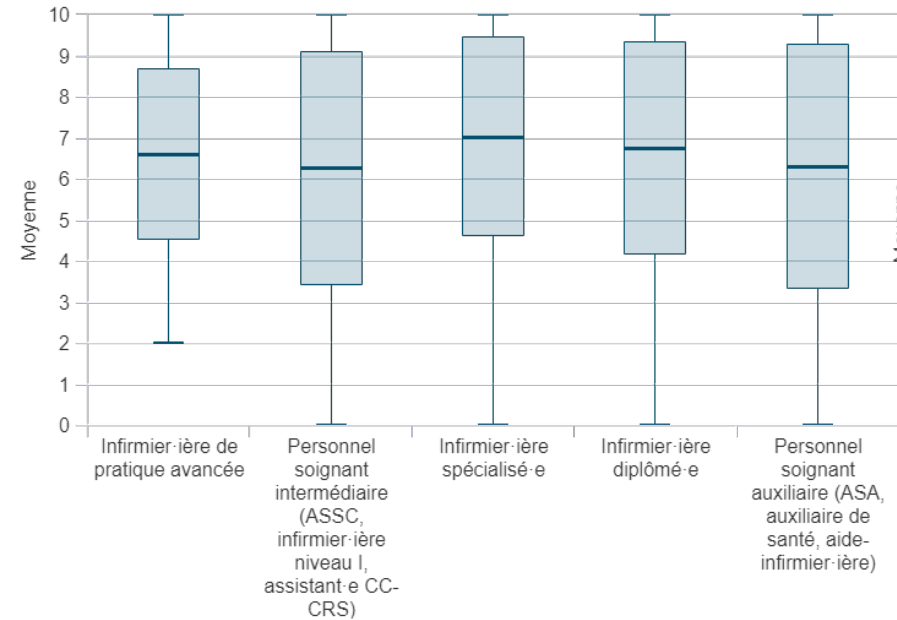
Management resp. = 24%

Results: workload and organisation

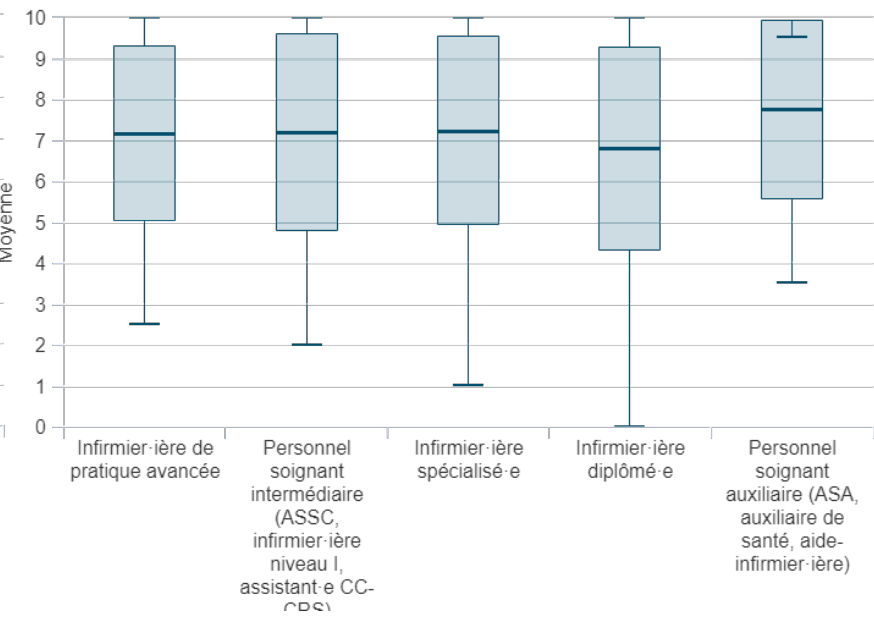
Mean perceived workload



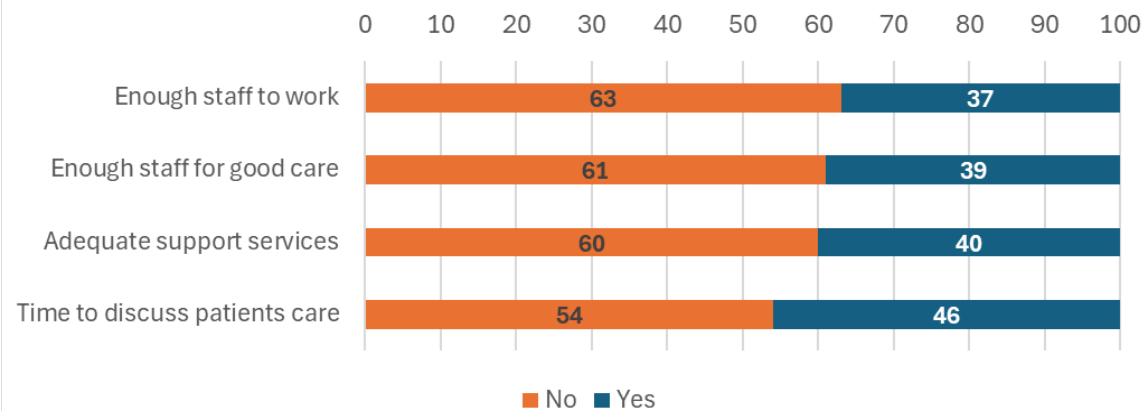
Mean Workload per professional group



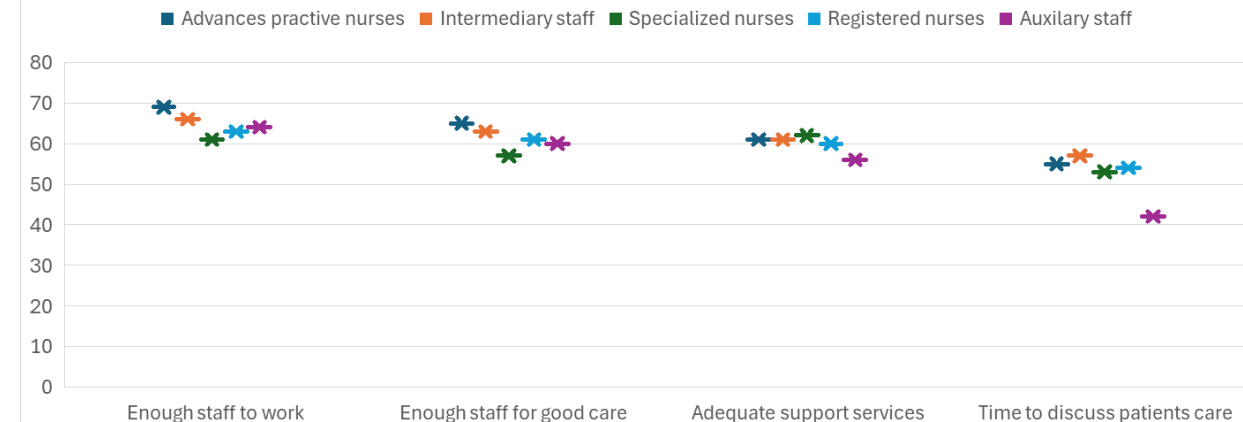
Mean Workload for managers per professional group



Adequate ressources

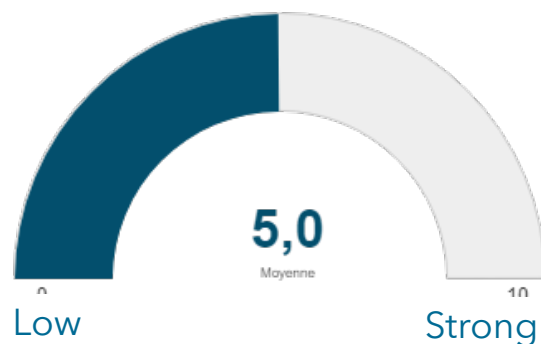


Unsatisfied participants concerning resources across professional groups

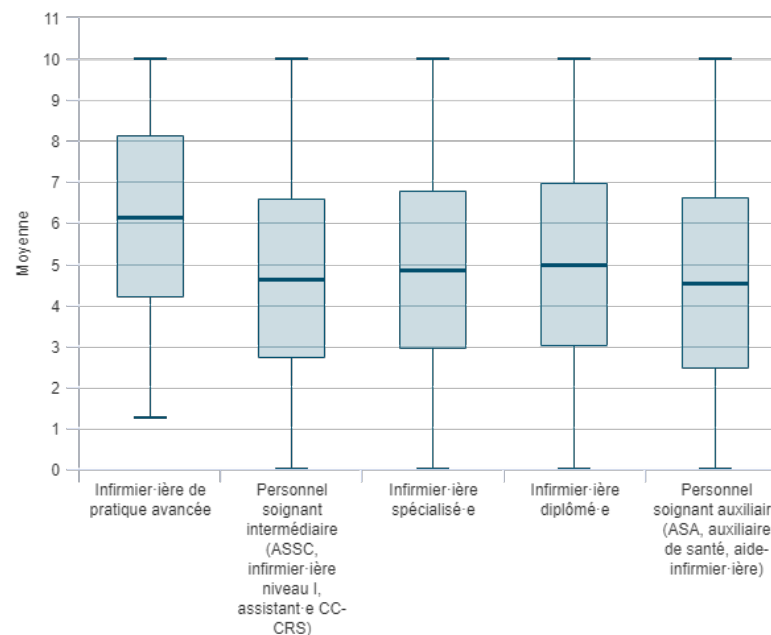


Results: workload and organisation

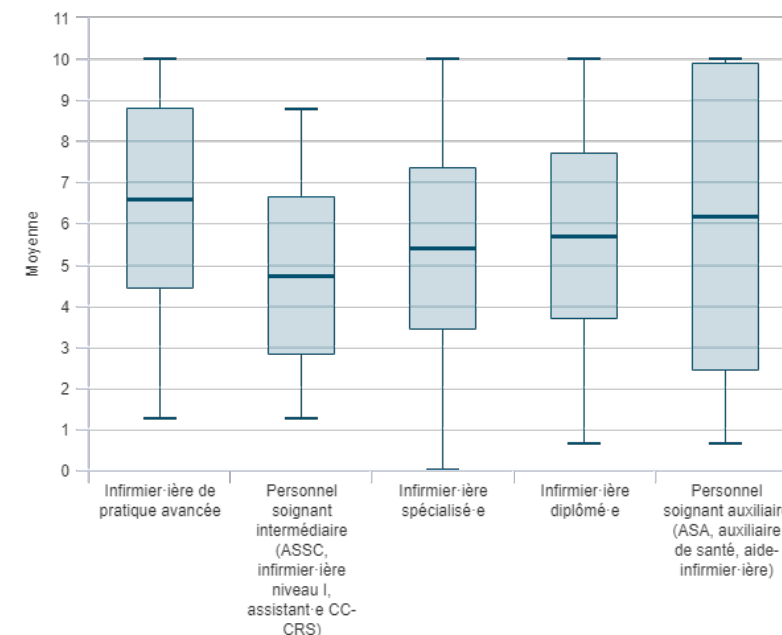
Perceived control over working time



Control over time as a fonction of professional groups



Control over time for managers as a fonction of professional groups

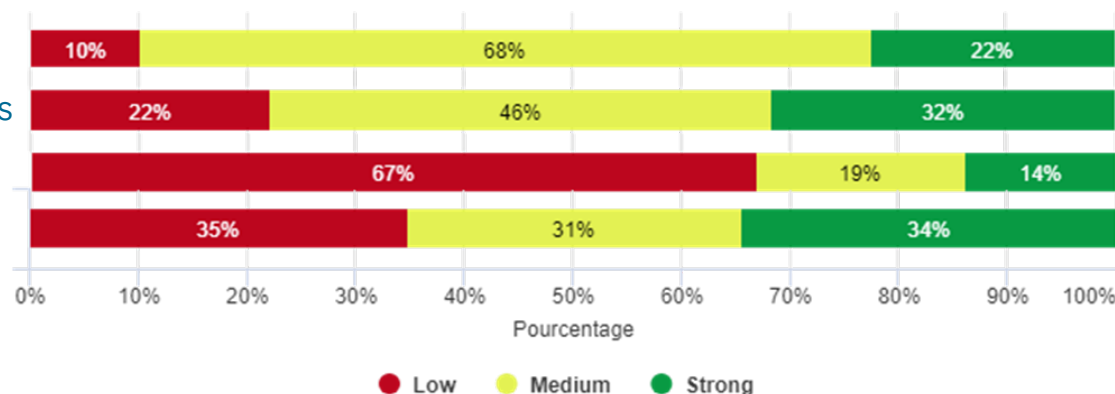


Holidays

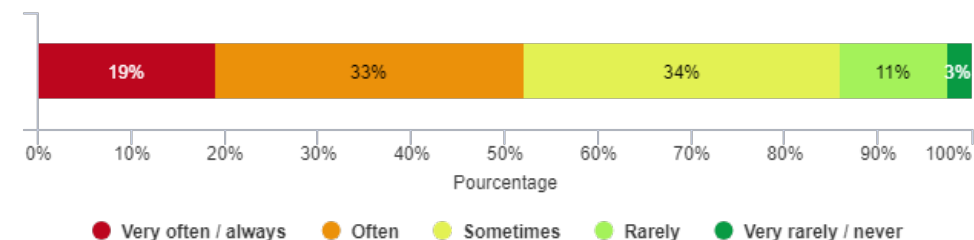
Discuss with colleagues

Manage private issues

Brakes

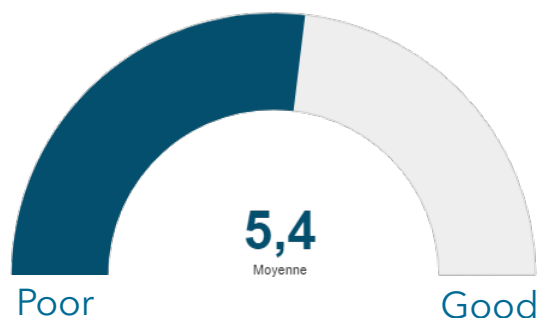


Work overtime

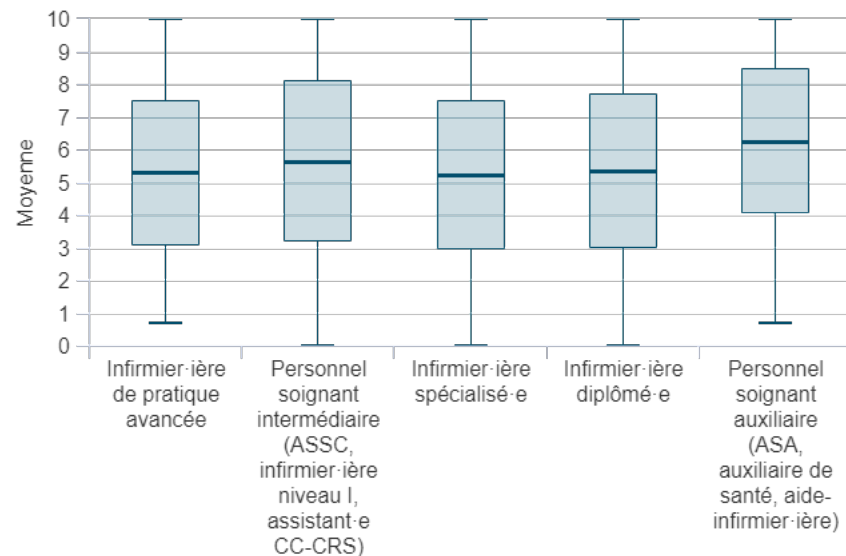


Results: work-life balance

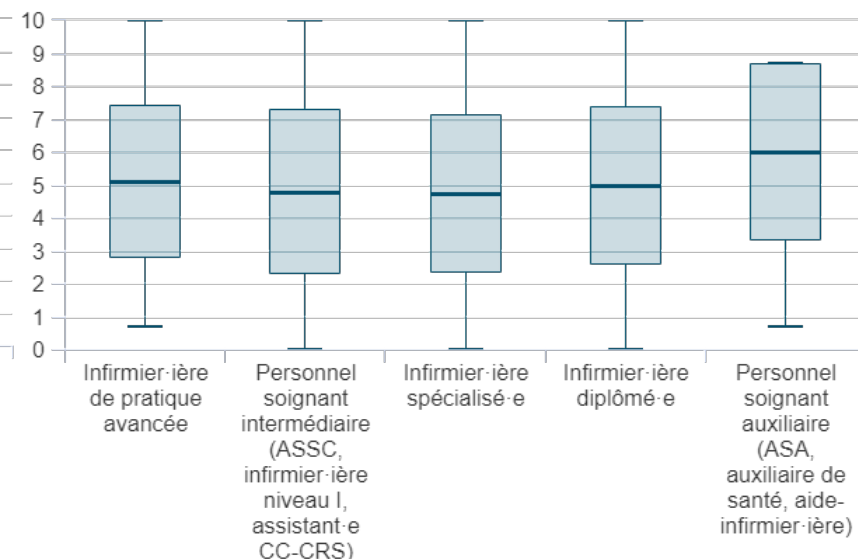
Worklife balance mean score



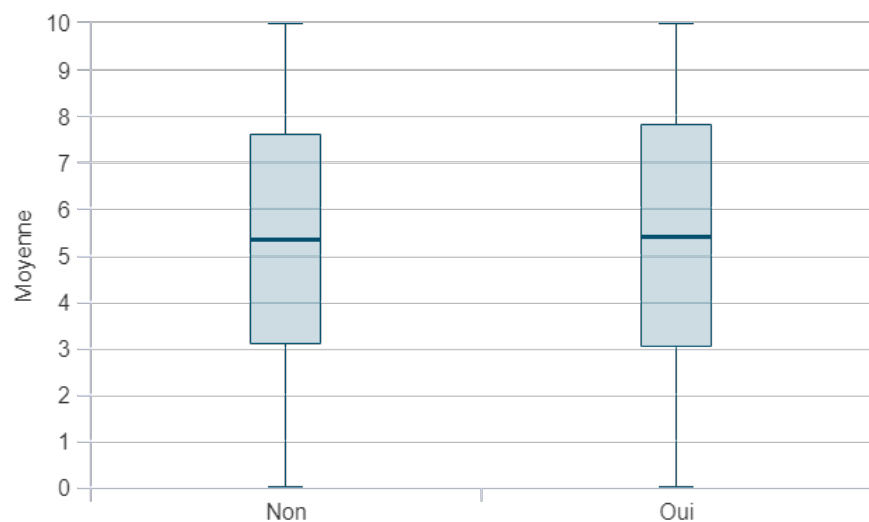
Worklife balance mean across professional groups



Worklife balance mean fro managers across professional groups

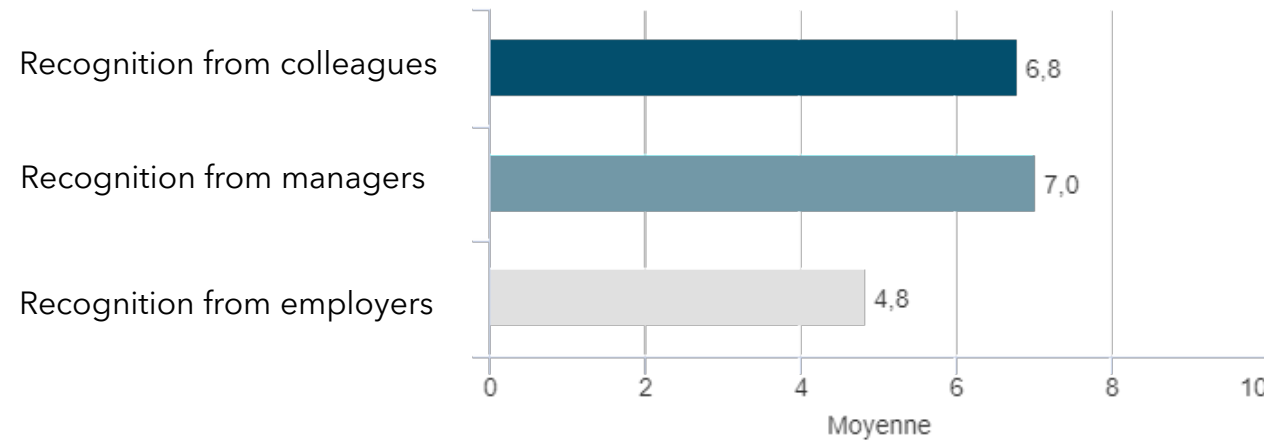


Worklife balance as a function of having children or not

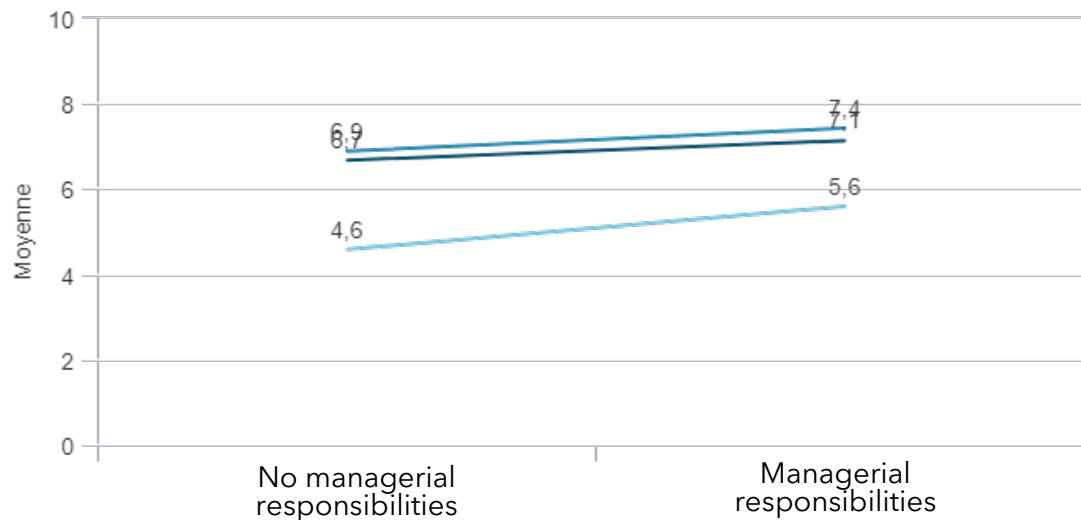


Results: recognition

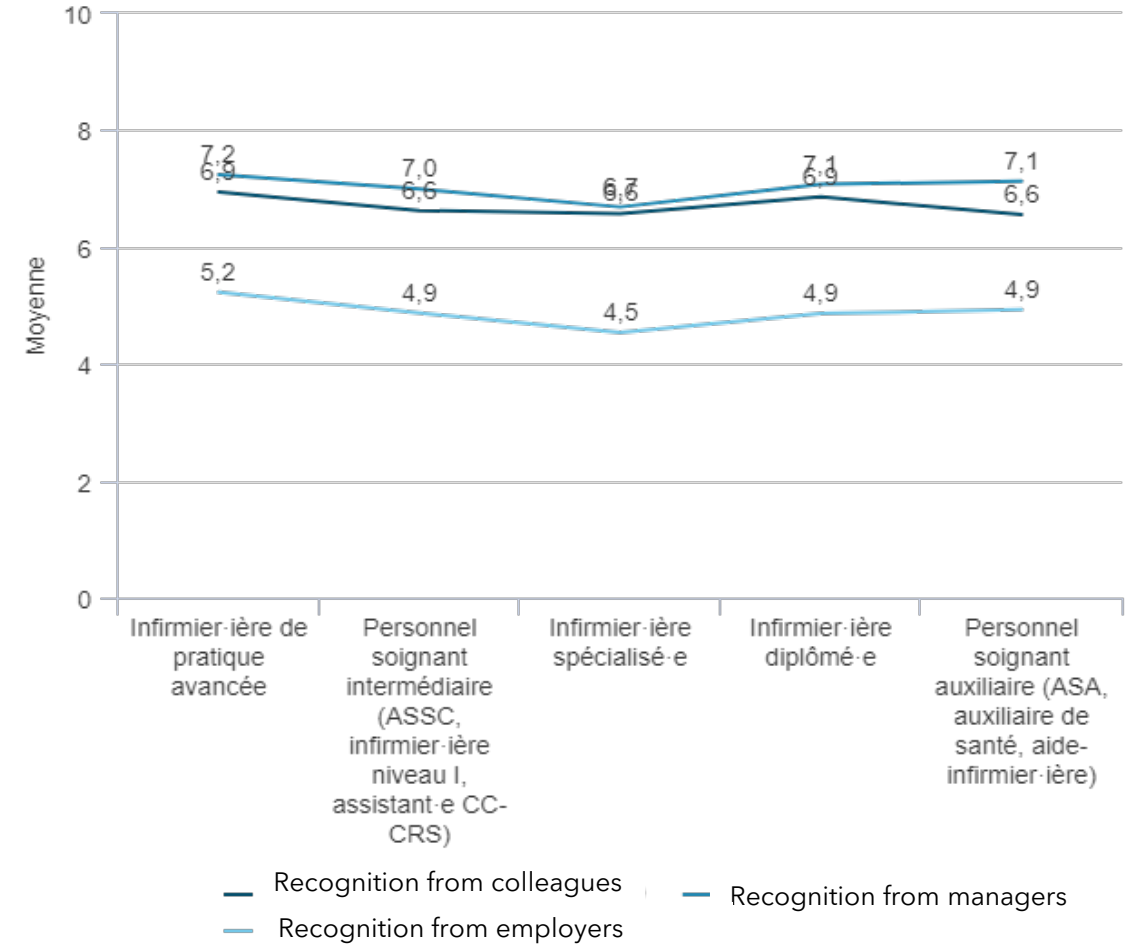
Different types of recognition (means)



Recognition for managers and non managers



Recognition as a function of professional groups



Results: Some comparisons

Regions



— Léman — Mittelland — Northwest — Zurich — Eastern — Central — Tessin

Care domain



— SOMATIC CARE — MENTAL HEALTH — LONG-TERM CARE — HOME CARE

Results: Some comparisons

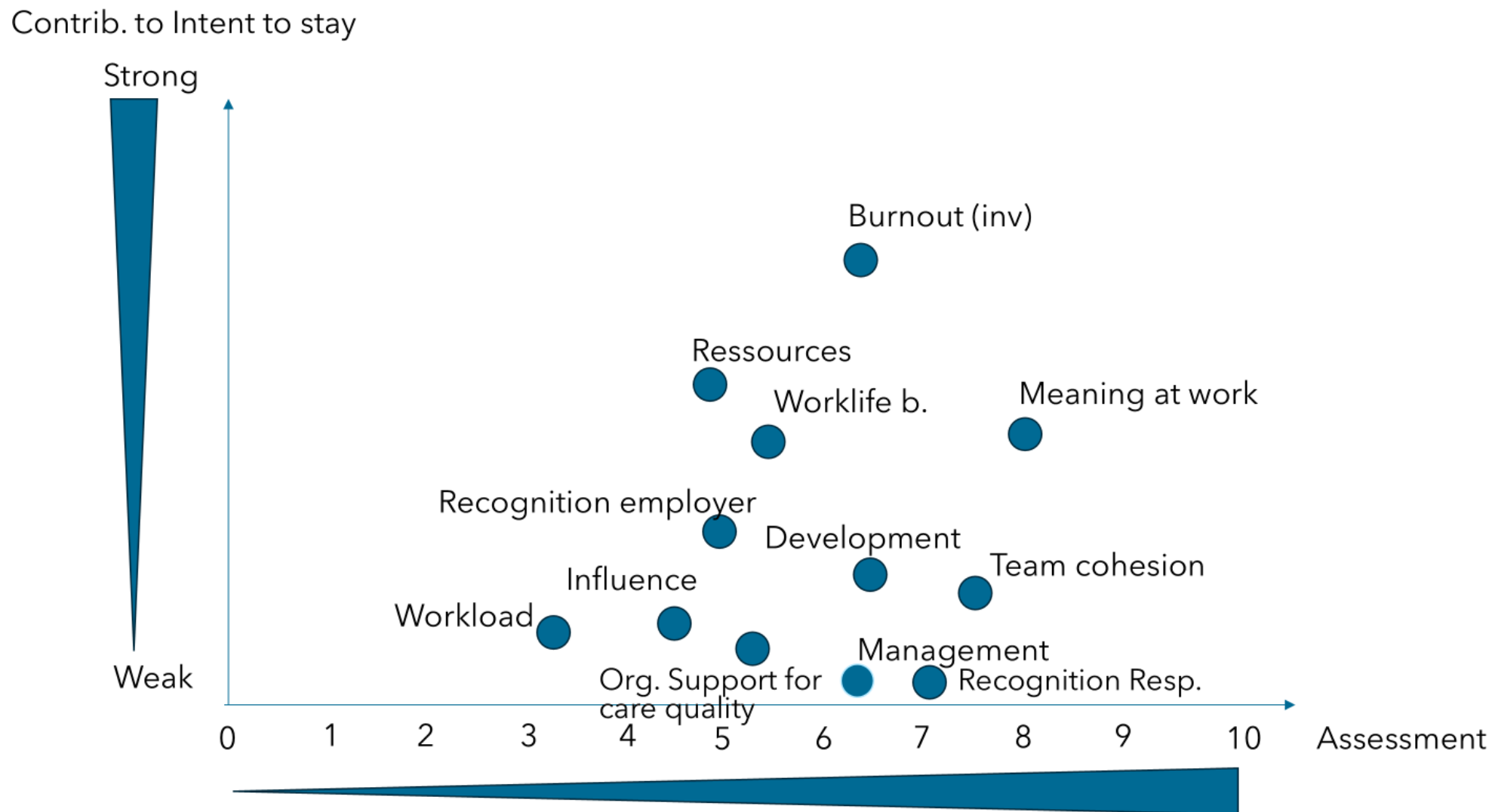
Age



Longevity



Results: The levers





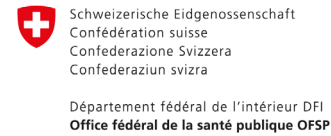
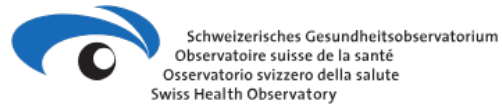
2025 recruitment and 3rd follow-up survey are still ongoing!

participate on:
www.scohpica.ch

aa

For past participants:
use the link in the email that you will soon receive from us

They support us



Current SNF partners



Centre universitaire de médecine
et santé publique • Lausanne



Unia



Thank you for your attention

Dimensions (determinants) - 1

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Dimensions (determinants) - 2

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|--|-----------|---|---|
| Perceived quality of care (from 2023 on) | 14 | Assessment of whether work organization promotes quality of care + overall quality assessment Evaluation of non-compliance with procedures in terms of management / transmission of information and errors | NWI_R (adapted from Aiken, 2002 ; adapted from Shanafelt, 2002) |
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unisanté



La Source.
Institut et Haute
Ecole de la Santé



Centre hospitalier
universitaire vaudois

SCOHPICA's team

Unil

UNIL | Université de Lausanne

Hes·so

Haute Ecole Spécialisée
de Suisse occidentale
University of Applied Sciences
Western Switzerland



**Prof. Isabelle Peytremann
Bridevaux**
Principal investigator



**Prof. Annie Oulevey
Bachmann**
Co-investigator



Dre Ingrid Gilles
Co-investigator



Dr Jonathan Jubin
Head of the Healthcare
professionals cohort (HC)



Valérie Rezzonico
Researcher (HC)



Sara Geiser
Researcher (HC)



Figen Hatice Ulucan
Researcher (HC)



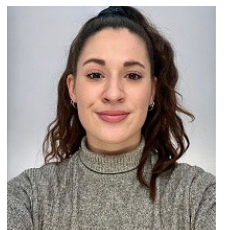
Dr Emeric Offenstein
Head of the Informal
Caregivers cohort (IC)



Tiffany Martin
Researcher (IC)



Lucie Escasain
Researcher (IC)



Jessica Hess
Researcher (IC)



Dr Emilie Antille
Data manager



Léonard Roth
Statistician

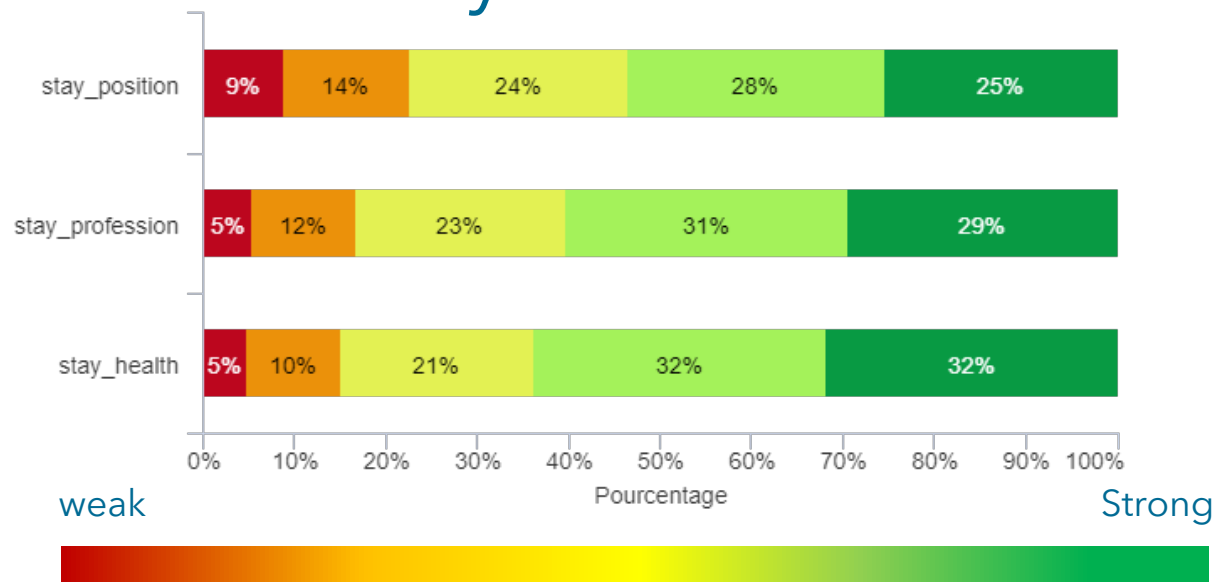


Maura Soupper
Administrative assistant

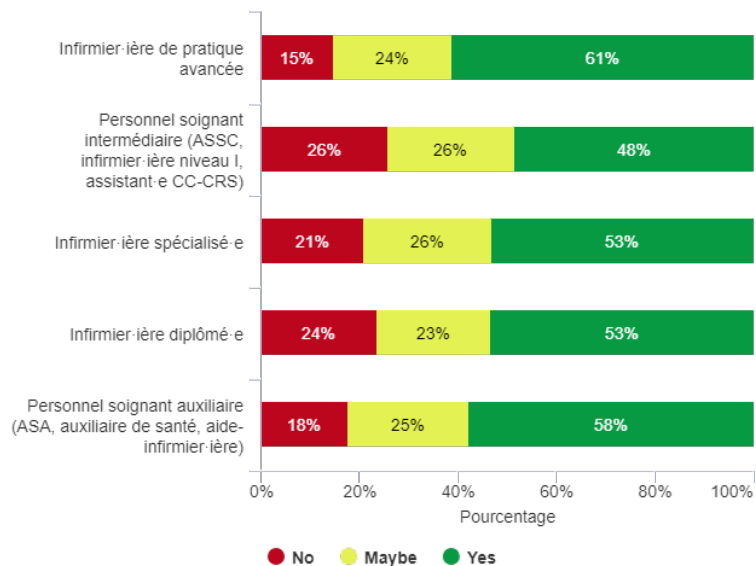


Yasumi Katanishi
Project admin. coordinator

Results: Intent to stay



Profession / stay_position



Profession / stay_profession

