

# Occupational Health Nurses

LEADERS ADVANCING  
HEALTH AND SAFETY FOR  
THE WELLBEING OF  
CANADIAN WORKPLACES



## Definition of an OHN

“Occupational Health Nurse” (OHN) means a Registered Nurse who has graduated with a Certificate or Diploma from a recognized Occupational Health Nursing program and/or who has achieved the level of COHN(C) with the Canadian Nurses Association.

## → Scope of Practice

Occupational Health Nursing encompasses the promotion, maintenance and restoration of health and the prevention of illness and injury.

- Health examinations/surveillance (pre-hire and periodic)
- Identifying health hazards and risk management
- Assessing health and safety trends and implementing preventative programming
- Health education and promotion programs
- Counselling interventions and programs
- Managing workplace injuries/illness
- Managing the Occupational Health information system
- Policy development
- Implementing cost-containment strategies
- Disability management
- Program planning, administration, and evaluation
- Occupational health stewardship and governance

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[HTTPS://COHNA-ACIIST.CA/](https://cohna-aciist.ca/)



## → Why Employ an OHN

In business, every dollar and every minute counts. Occupational Health Nurses will demonstrate a return on investment with the following:

- Reduces costs related to sick leave, absence management, and short/long term disability
- Reduces Worker's Compensation premiums through prevention and early and safe return to work programming
- Improved retention, engagement, productivity, morale, and overall wellbeing through health promotion programming
- Customized, effective health and safety programs in response to observed trends.
- Legislative compliance related to health and safety
- Enhanced corporate culture

## → Employer Testimonial

At Hydro, Occupational Health and Safety Nurses (OHNs) not only administer programs such as Early and Safe Return to Work and Attendance Support, but also work closely with our employees, operational managers and supervisors, and our People Services Department to support an overall safe, healthy and productive work environment. We rely on the knowledge, experience, and expertise of our OHNs on a daily basis to operate our business. Keeping people safe and healthy is as important as keeping the lights on.

~Newfoundland Labrador Hydro



## → OHN Designations

**COHN** – Registered Nurse who has successfully completed a diploma/certificate in Occupational Health Nursing.

**COHN(C)** – A Registered Nurse who has successfully passed the Canadian Nurses' Association specialty exam in Occupational Health.

## → Provincial OHN Groups

Alberta Occupational Health Nurse's Association  
<https://www.aohna.org/>

Occupational Health Nurses of Manitoba  
<https://www.mohnig.org/>

New Brunswick Occupational Health Nurses Group  
<http://www.nbohng-riistnb.ca/>

Association of Occupational Health Nurses of Newfoundland and Labrador  
<https://cohna-aciist.ca/nl/about-us/>

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