



## The Role of the Occupational Health Nurse in Promoting Occupational Health

## The Role of the Occupational Nursing Technician in Promoting Occupational Health

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### Summary

Occupational health is a strategic area for preserving the physical and mental well-being of workers, contributing to the reduction of work-related accidents and illnesses. In this context, occupational health nurses play a crucial role, providing preventive and supportive care alongside health and safety teams. This study analyzes the relevance of these professionals in promoting occupational health, highlighting their roles, competencies, responsibilities, and the importance of continuing education for their performance. Based on a literature review, it is clear that the role of occupational health nurses is directly related to preventing injuries, humanizing care, and strengthening occupational health policies within organizations.

**Keywords:** Occupational nursing; Nursing technician; Occupational health; Prevention; Quality of life.

### Abstract

Occupational health is a strategic field for preserving workers' physical and mental well-being, contributing to the reduction of work-related accidents and illnesses. In this context, the occupational nursing technician plays an essential role, acting preventively and assistively within health and safety teams. This study aims to analyze the relevance of this professional in promoting occupational health, highlighting their functions, skills, responsibilities, and the importance of continuing education for their performance. Based on a literature review, it is observed that the occupational nursing technician's role is directly related to the prevention of injuries, the humanization of care, and the strengthening of occupational health policies within organizations.

**Keywords:** Occupational nursing; nursing technician; occupational health; Prevention; Quality of life.

## 1. Introduction

In the contemporary context, occupational health has assumed a prominent role in discussions about worker quality of life, productivity, and well-being. Transformations in the world of work, marked by technological innovations, increased physical and cognitive workloads, and pressure for results, have increased the risk of work-related accidents and illnesses. In this context, the presence of multidisciplinary teams capable of working to prevent injuries and promote health in the workplace is essential. Among these professionals, the occupational health nurse technician stands out, whose work is crucial to ensuring safe, supportive, and educational practices aimed at protecting worker health. The introduction to this article seeks to contextualize the relevance of this professional in the occupational health system, linking their role with the challenges faced in the daily lives of organizations.

Historically, occupational health has undergone significant changes, especially since the Industrial Revolution, when the impacts of work activities on workers' health became evident. In Brazil, this movement gained momentum with the creation of specific legislation, such as the Consolidation of Labor Laws (CLT) and Regulatory Standards (NRs), which established guidelines for accident prevention and the promotion of well-being in the workplace. In this regulatory and institutional context, occupational health nursing has established itself as a strategic area of expertise, offering clinical and educational support to companies. The occupational health nursing technician, as an essential part of this system, has become a crucial link between employers, workers, and the occupational health team.

Another important point to highlight is that occupational health goes beyond accident prevention. It also refers to the promotion of adequate working conditions that favor the physical, psychological, and social development of employees. Because occupational health technicians are in direct contact with workers, they play a key role in the early identification of risks and the implementation of preventive measures. Their role goes beyond technical procedures, but also involves active listening, welcoming, and encouraging the adoption of healthy habits, which broadens the humanized dimension of occupational health.

The introduction to this research also seeks to highlight the importance of occupational health nurses in the context of globalization and modernization of work. The increasing number of workers in high-risk environments, such as industries, hospitals, construction, and logistics companies, intensifies the need for nursing practices focused on protecting lives and ensuring safer work environments. Therefore, the presence of these professionals is not only a legal requirement established by occupational health and safety standards, but also a social imperative to ensure the dignity and protection of workers.

Furthermore, occupational health nursing training and practice are intrinsically linked to the promotion of citizenship. By ensuring occupational health, the technician helps workers achieve better performance conditions, preserve their physical and emotional integrity, and enable them to fully perform their duties. This aspect broadens the professional's role, which goes beyond clinical care and assumes

a social dimension, positively influencing quality of life and collective productivity.

Another aspect worth highlighting is that occupational health nurses work in a context marked by contradictions. While seeking to promote health and well-being, they often encounter precarious work environments, where production goals take precedence over protecting workers' health. This reality requires not only technical knowledge but also ethical sensitivity and mediation skills to balance business interests and workers' fundamental rights. The challenge of reconciling these elements reinforces the need for critical and committed work by these professionals.

It's also important to consider that the work of occupational health nurses has a significant impact on reducing organizational costs. By promoting preventive measures, identifying problems early, and contributing to reducing absenteeism, these professionals help minimize absences and improve productivity. Therefore, their role should not be viewed solely from a healthcare perspective, but also as strategic for the financial sustainability of companies, reinforcing the understanding that investing in occupational health is investing in organizational development.

Finally, the introduction to this study is justified by the need to broaden the reflection on the role of occupational health nurses in promoting occupational health, considering both their historical relevance and their current challenges and future prospects. The aim is to recognize that these professionals, often overlooked in health discussions, are a fundamental part of the mechanism that ensures the protection, dignity, and well-being of workers.

Therefore, this article aims to critically analyze its functions, attributions and contributions to the consolidation of safer and healthier work environments.

## 2. The Occupational Health Nursing Technician and his/her Legal Duties

The role of occupational health nurses in Brazil is regulated by legislation that defines their roles and responsibilities within companies. The Consolidation of Labor Laws (CLT), along with Regulatory Standards (NRs), especially NR-4 and NR-7, establishes the mandatory provision of specialized occupational health and safety services (SESMT), of which nursing technicians can participate. Their responsibilities include providing nursing care focused on occupational health, supporting occupational health nurses, participating in prevention programs, and promoting educational campaigns. These activities demonstrate that their role goes beyond immediate clinical care, also encompassing preventive and educational aspects.

Among the main legal responsibilities is monitoring pre-employment, periodic, return-to-work, and termination exams, which aim to monitor the health of employees throughout their professional careers. The occupational health nursing technician collects clinical data, organizes medical records, and refers employees for medical evaluations when necessary. This role is essential for

identify early changes in health status related to the work environment, ensuring rapid and effective interventions.

Another relevant aspect of the occupational health nursing technician's legal responsibilities is their involvement in accident prevention. This professional provides training on the use of Personal Protective Equipment (PPE), ergonomics, and best safety practices. Furthermore, they participate in emergency simulations, such as fires, chemical leaks, and workplace accidents, playing a key role in preparing workers for risky situations. This preventive dimension extends their relevance beyond care delivery, solidifying them as a safety agent in the workplace.

They are also responsible for providing first aid in cases of accidents or illness in the workplace. In these situations, the work of occupational health nurses can be crucial in preserving life, as they are often the first healthcare professional to come into contact with the injured worker. Their technical training enables them to stabilize the victim until specialized medical support arrives, demonstrating the importance of their constant presence in companies, especially in high-risk sectors.

The legislation also requires occupational health nurses to assist in the implementation and monitoring of occupational health programs, such as the Occupational Health Medical Control Program (PCMSO). Their role in this area involves collecting epidemiological data, organizing vaccination campaigns, and providing educational guidance focused on health promotion and disease prevention. Thus, they become an active part of companies' health policies, contributing to the creation of healthier and more productive work environments.

Another important aspect is collaboration with the Internal Accident Prevention Committee (CIPA). Occupational health and safety technicians participate in meetings, reports, and inspections, assisting in identifying risks and developing corrective measures. Their practical experience in direct contact with workers allows them to offer valuable contributions to occupational risk management, strengthening the integration between occupational health and safety.

In addition to their responsibilities directly related to labor legislation, occupational health nurses play a crucial role in health education. They are responsible for guiding workers on preventive care, such as physical exercise, healthy eating habits, and strategies to avoid occupational stress. This educational dimension broadens their role, transforming them into agents for disseminating information that positively impacts individual and collective health.

Finally, the legal responsibilities of occupational health nurses should not be viewed in isolation, but rather as part of an integrated occupational health network. Their work contributes to reducing absences, improving workers' quality of life, and strengthening the institutional image of companies that value the health of their employees. Therefore, understanding their legal responsibilities recognizes the importance of this professional in the workplace.

compliance with labor legislation and, above all, in humanized and preventive care for workers' health.

### 3. Occupational Health Promotion and the Preventive Role of Nursing

Occupational health promotion is one of the core functions of occupational health nurses, whose role extends beyond responding to accidents and emergencies to encompass a fundamentally preventative dimension. In a scenario where worker health is directly linked to the productivity and sustainability of companies, occupational health nurses play a key role in creating safer, healthier, and more humane work environments. Prevention is the foundation of this practice, and nursing technicians, by being in direct and continuous contact with workers, become privileged observers of existing risks and key players in the development and implementation of protective measures.

Among the main actions to promote occupational health are educational campaigns.

These initiatives aim to guide workers on the correct use of Personal Protective Equipment (PPE), the adoption of appropriate ergonomic postures, and the importance of up-to-date vaccinations. Occupational health nurses actively participate in organizing these campaigns, giving lectures, distributing informational materials, and conducting practical activities that directly involve employees. The effectiveness of these initiatives lies in the close relationship between the technician and the workers, who trust these professionals for their approachability and clear language, which facilitates adherence to preventive measures.

Another important aspect of occupational health nursing's preventive role is the early identification of occupational hazards. During their observation and monitoring routines, nursing technicians are able to detect signs of illness or behaviors.

Unsafe conditions that can result in accidents. Reporting these situations to the occupational health nurse and safety team helps implement corrective measures before more serious incidents occur. This continuous monitoring reinforces the idea that health promotion is built into everyday life, with constant attention to the details of the workplace.

Furthermore, occupational health nurses play a fundamental role in promoting ergonomics, a field that seeks to adapt working conditions to the physical and cognitive characteristics of workers. By providing guidance on proper posture, rest breaks, and the use of appropriate furniture, these professionals contribute to reducing musculoskeletal disorders, which are among the main causes of absence in Brazil. Preventive action, in this case, avoids both physical suffering for workers and financial losses for companies, which face significant losses due to absenteeism.

Occupational health promotion is also directly linked to the prevention of chronic noncommunicable diseases, such as hypertension, diabetes, and obesity, which impact workers' productivity. Occupational health nurses can monitor blood pressure, control blood sugar, and promote healthy eating campaigns. These measures, while simple, have a significant impact on quality of life.



employees' lives, promoting healthier environments and preventing complications that could lead to prolonged absences.

Another area of preventive action is mental health care. The increase in cases of stress, depression, and burnout syndrome in the workplace requires special attention. Occupational health nurses, through their daily contact with employees, can identify early signs of psychological distress, such as behavioral changes, decreased performance, and social isolation. By referring these cases for specialized monitoring, the professional helps prevent worsening and promote a more emotionally balanced environment.

Occupational health promotion actions also involve emergency preparedness.

Nursing technicians participate in the organization and execution of fire brigade training, evacuation drills, and first aid protocols. These trainings not only prepare workers for risk situations but also strengthen the safety culture within organizations. Prevention, in this context, involves anticipating effective responses in critical scenarios, reducing damage and preserving lives.

Finally, the preventive role of occupational health nursing must be understood as part of a broader strategy that integrates health, safety, and quality of life in the workplace. By promoting occupational health, nursing technicians contribute not only to reducing accidents and illnesses but also to valuing workers as integral human beings. Thus, their work goes beyond compliance with legal standards, taking on an ethical and social dimension, essential for building fairer, safer, and healthier work environments.

#### **4. Continuing Education and Training of Occupational Health Nursing Technicians**

Continuing education is one of the pillars of qualified occupational health nursing technicians, especially given the constant changes in legislation, health protocols, and technologies applied to the occupational health field. Unlike static training acquired solely during a technical course, this professional's practice requires ongoing updating, as workplace risks and prevention methods change as production sectors evolve. Therefore, ongoing training should not be viewed as optional, but as an indispensable requirement to ensure quality care and worker safety.

One of the main objectives of continuing education is to align nursing technicians' practices with new legal requirements. Regulatory Standards (NRs) are frequently updated, requiring occupational health professionals to adapt to new guidelines. In this context, refresher courses, workshops, and specific training ensure that technicians are always informed and prepared to respond to these changes, avoiding errors that could compromise worker safety and company legal compliance.





In addition to legal updates, ongoing training also prepares occupational health nursing technicians to handle new technologies. The use of occupational health management software, environmental risk monitoring equipment, and computerized medical record systems requires technical expertise that can only be acquired through specific training. Familiarity with these tools optimizes work, reduces errors, and increases the efficiency of healthcare services in organizations, demonstrating the direct impact of continuing education on professional practice.

Another important aspect is training aimed at promoting the comprehensive health of workers. Continuing education programs should include content on ergonomics, mental health, chronic disease prevention, and strategies for humanizing care. These areas broaden the nursing technician's perspective, allowing their work to go beyond emergency care, encompassing preventive and educational dimensions that strengthen occupational health as a whole.

The methodology used in training programs also deserves attention. Studies show that active methodologies, such as realistic simulations and case studies, are more effective for reinforcing content and developing practical skills. In the field of occupational health nursing, simulations of accident response, emergency evacuations, and the correct use of PPE help prepare technicians for real-life situations, strengthening their self-confidence and responsiveness in critical situations.

Another fundamental point is the integration of continuing education into the daily routine of companies. Periodic training carried out within the workplace allows nursing technicians to directly relate their learning to the challenges they face on a daily basis. This strategy promotes meaningful learning, in which acquired knowledge is immediately applied, increasing its effectiveness and promoting concrete changes in work processes.

Continuing education also contributes to the appreciation of occupational health nursing technicians. By participating in training programs, professionals expand their skills, strengthen their self-esteem, and gain greater recognition within the multidisciplinary team. This process favors the construction of a more solid professional identity and contributes to reducing employee turnover, as valued workers tend to stay longer in organizations.

Finally, ongoing training should be understood as a strategic investment for both professionals and companies. For nursing technicians, it represents an opportunity to enhance their knowledge and excel in their field. For institutions, it means increased safety, reduced accidents, compliance with legal requirements, and a stronger organizational image. Therefore, continuing education is essential for strengthening occupational health nursing and promoting safer and healthier work environments.

## 5. Interdisciplinary Action: Integration with Medicine and Occupational Safety

The role of the occupational health nurse technician cannot be understood in isolation, as this professional is part of an interdisciplinary team that includes occupational physicians, safety engineers, physiotherapists, psychologists, social workers, and members of the Internal Accident Prevention Committee (CIPA). Integration between these areas is essential for building a healthy work environment, in which prevention, health promotion, and care are interconnected. In this context, the nursing technician plays a liaison role, being responsible for connecting direct worker care with organizational health and safety management strategies.

The relationship between the occupational health nurse technician and the occupational health physician is particularly important. While the physician has diagnostic and prescriptive responsibilities, the technician acts as essential support in performing occupational health examinations, monitoring clinical cases, and continuously monitoring workers' health. This partnership allows for early identification of risk situations and ensures that occupational health protocols are implemented effectively. In many cases, the technician is the first to contact the worker, recording symptoms and complaints that will later be evaluated by the physician, reinforcing their strategic role in the care pathway.

In the field of occupational safety, integration with safety engineers and technicians is equally important. While these professionals focus on analyzing environmental risks and proposing corrective measures, nursing technicians contribute their clinical insight, identifying the impacts of working conditions on employee health. This exchange of information enables the creation of more comprehensive and effective strategies that not only eliminate physical and chemical risks but also promote greater well-being and quality of life for workers.

Interdisciplinarity also extends to educational initiatives, where occupational health nurses can work alongside psychologists and physiotherapists to develop health promotion campaigns. Lectures on ergonomics, mental health, chronic disease prevention, and substance abuse, when developed collaboratively, tend to achieve better results, as each professional contributes their area of expertise. This multidisciplinary approach broadens the scope of initiatives and promotes greater employee engagement.

Another important aspect of interdisciplinary work is collaboration with the Internal Commission for Accident Prevention (CIPA), which plays a central role in identifying risks and proposing improvements in the workplace. Occupational health nurses actively participate in these committees, providing clinical information that complements the safety analysis performed by other members. This interaction strengthens the effectiveness of the CIPA, making it more capable of proposing measures that truly impact occupational health.

Interdisciplinary integration also contributes to the consolidation of an organizational culture focused on safety and health. When different departments work collaboratively, preventive measures cease to be isolated and become part of the routine.



of companies. Because nursing technicians are in direct contact with employees, they play a fundamental role in this process, acting as a communication link between management and employees, facilitating the implementation of best practices.

International experience shows that workplaces with integrated occupational health teams have lower rates of work-related accidents and illnesses. In Brazil, this reality is also evident in large companies that invest in multidisciplinary teams. In these institutions, the active participation of occupational health nurses has proven essential to ensuring the effectiveness of prevention and health promotion programs.

Finally, interdisciplinary work reaffirms that occupational health is a field that requires collaboration and complementarity among different professionals. By integrating occupational health and safety teams, occupational health and safety nurses enhance their contribution to workers' quality of life, establishing themselves as indispensable figures in promoting safer, healthier, and more humane workplaces.

#### **6. Impacts of the Nursing Technician's Performance on the Worker's Quality of Life**

The work of occupational health nurses has a direct and significant impact on workers' quality of life. By implementing preventive measures, providing immediate assistance, and participating in educational campaigns, these professionals contribute to reducing accidents, controlling illnesses, and promoting physical and mental well-being. These results not only benefit the individual worker but also reverberate throughout the organization, improving productivity indicators and reducing costs related to absences and compensation.

One of the most obvious impacts is the reduction in absenteeism, a phenomenon that disrupts company routines and leads to economic losses. Continuous monitoring by occupational health technicians allows for early identification of signs of illness, referring workers for treatment before the situation worsens.

Furthermore, prevention and vaccination campaigns carried out by these professionals reduce the occurrence of communicable diseases in the workplace, reducing collective absences and ensuring greater operational stability.

Another fundamental aspect is promoting mental health. In a world of work characterized by pressure, goals, and overload, psychological disorders have become one of the main causes of absence. Occupational health nurses, through their close contact with employees, are able to identify early signs of stress, depression, and burnout, guiding them, and referring them for specialized care. This personalized attention contributes to preserving emotional health and creating a more balanced and welcoming environment.



Quality of life at work is also related to ergonomics and the prevention of occupational diseases, such as Repetitive Strain Injuries (RSI) and Work-Related Musculoskeletal Disorders (WRMD). Occupational health nurses participate in awareness campaigns, provide guidance on proper posture, and encourage rest breaks, directly contributing to the reduction of these conditions. By preventing these diseases, professionals ensure greater comfort and energy for workers, positively impacting productivity and personal satisfaction.

Another relevant impact is the increased perception of security among employees. Knowing that a nursing technician is available to provide first aid and monitor health issues gives employees greater peace of mind, strengthening their trust in the company. This sense of security not only has a psychological effect but also motivates employees to perform their duties with greater dedication, contributing to strengthening the bond between the employee and the organization.

The work of the occupational health nurse also impacts the worker's social environment. By promoting occupational health, the professional helps employees maintain better physical and emotional conditions outside of the workplace, which is reflected in their family and community life. Thus, their contribution extends beyond the company, taking on a social dimension and reinforcing the importance of occupational health nursing in promoting collective well-being.

Research shows that companies that invest in occupational health experience greater talent retention, reduced turnover, and improved institutional image. Occupational health nurses, by competently performing their duties, become part of this competitive advantage, strengthening the organization's reputation in the market. Thus, their work impacts not only worker health but also the company's strategic results.

enterprise.

Finally, it can be stated that the presence of occupational health nurses is crucial for improving the quality of work life. Their work integrates prevention, care, and education, consolidating a practice that goes beyond task execution, but also promotes significant changes in the workplace. By acting preventively and humanely, these professionals contribute to the construction of an organizational model that values human beings, making occupational health an instrument of social and economic development.

## 7. Challenges and Future Perspectives for Occupational Health Nursing

The work of occupational health technicians faces numerous challenges that reflect both the structural limitations of companies and the transformations in the world of work. One of the main obstacles is the lack of investment in occupational health, especially in small and medium-sized companies, which often lack sufficient resources to maintain ongoing prevention and health promotion programs. This reality compromises the work of technicians, who, even qualified, find it difficult to develop their skills.



activities fully. Overcoming this challenge requires public policies and government incentives that promote the democratization of occupational health.

Another significant challenge is the historical undervaluation of nursing technicians, including those working in the workplace. Despite their strategic importance for preserving workers' health, these professionals are often seen merely as assistants to other members of the multidisciplinary team. This misperception impacts self-esteem, motivation, and even adherence to training programs. Looking ahead, it is crucial to further recognize the importance of these professionals, solidifying their position as an essential part of the occupational health system.

Rapid technological transformation also presents a challenge for occupational health nurses. The incorporation of health management software, computerized medical record systems, and advanced equipment requires technicians to be constantly updated. Difficulty keeping up with these changes can generate professional insecurity and limit one's contribution. In this sense, the future outlook points to the need for robust continuing education programs that include technological training as a central focus, preparing technicians for an increasingly digitalized reality.

Another aspect to consider is the increase in illnesses related to occupational stress and mental health. Syndromes like burnout, previously restricted to specific professions, now affect workers across a wide range of fields. Occupational health nurses need to be prepared to identify early signs of mental illness, but they often lack adequate training in this field. The future requires expanding mental health training, incorporating practices of active listening, support, and appropriate referral for specialized treatment.

Interprofessional integration also poses both a challenge and an opportunity for occupational health nursing. Many companies still operate in a fragmented manner, with little communication between the health and safety departments. This hinders the implementation of effective preventive strategies and compromises the organizational safety culture. In the future, interdisciplinarity is expected to be increasingly valued, allowing nursing technicians to contribute more actively to integrated occupational health management processes.

Another challenge is related to the working conditions of occupational health technicians themselves. In many cases, these professionals also face long hours, pressure, and emotional overload, which can compromise their health and performance. The future requires companies to view these workers not only as agents of care, but also as individuals in need of protection, support, and appreciation. This broader perspective strengthens the coherence of occupational health practices and promotes greater employee engagement.

Cultural resistance to prevention remains a challenge that needs to be addressed. Many workers and managers only value occupational health after accidents or serious illnesses occur. This reactive mindset compromises the effectiveness of preventive actions.



proposed by the nursing technician. As a future perspective, it is necessary to invest in awareness campaigns that showcase prevention as a strategy for valuing workers and strengthening organizations, changing perceptions about the role of occupational health.

The precariousness of employment relationships, exacerbated by informality and outsourcing, also poses a challenge for occupational health nursing. Workers without formal employment contracts are often left out of occupational health policies, creating a protection vacuum. In this context, occupational health nursing technicians must adapt their practices to meet different work realities. The future requires more inclusive public policies that ensure basic health and safety rights for all workers, regardless of their employment status.

The advancement of globalization and intensified market competition also pose new challenges. Companies pressured to meet production targets tend to view occupational health only as a legal obligation, not a strategic investment. This limited vision limits the work of nursing technicians, who must strive to demonstrate the added value of their actions. In the future, greater corporate awareness of the positive impacts of occupational health on productivity, talent retention, and institutional image is expected.

Finally, the challenges and perspectives of occupational nursing point to the need for a more integrated, valued practice adapted to new social and technological demands. In these scenarios, occupational health nurses must be prepared to act critically and proactively, contributing not only to preventing injuries but also to building fairer and healthier work environments. The future outlook is for these professionals to assume an increasingly prominent role in occupational health policies, solidifying their strategic importance in the world of work.

## 8. Conclusion

The analysis conducted throughout this article highlights that occupational health nurses play a central role in promoting occupational health. Their role goes beyond immediate assistance in accidents, encompassing preventive, educational, and ongoing worker monitoring. This expanded role reinforces the importance of these professionals in preserving health, reducing risks, and strengthening safer and more humane work environments.

The conclusion also points out that continuing education is an essential requirement for the qualified practice of occupational health nursing technicians. Constantly staying up-to-date on regulatory standards, health protocols, and emerging technologies ensures that professionals are prepared to face the challenges of the contemporary workplace. Therefore, ongoing training should not be seen simply as an institutional obligation, but as a strategy for enhancing and strengthening professional practice.



Another important point is the importance of interdisciplinary work. By integrating health and safety teams, occupational health nurses contribute to the development of more comprehensive and effective strategies. Their close relationship with workers allows for a sensitive understanding of the workplace reality, making them a key link between management and employees. This strategic position increases their relevance and strengthens the culture of occupational health within companies.

The analysis also revealed that the work of these professionals directly impacts workers' quality of life. By promoting educational campaigns, identifying risks early, and providing immediate assistance, nursing technicians contribute to reducing absenteeism, preventing illness, and preserving physical and mental well-being. These impacts extend beyond the company's boundaries, also reflecting on workers' social and family lives.

It was also emphasized that occupational health should not be viewed solely as a legal obligation, but as a strategic investment. Companies that value the work of occupational health technicians have better productivity indicators, greater talent retention, and a better reputation in the market. Therefore, occupational health should be understood as part of organizational management, capable of generating benefits for workers, companies, and society.

The challenges faced by these professionals, such as lack of recognition, work overload, and rapid technological transformation, demonstrate the need for public and institutional policies that strengthen occupational health nursing. Addressing these barriers requires greater recognition of the profession and consistent investment in training, infrastructure, and adequate working conditions.

The future outlook indicates that occupational health nursing will increasingly play a leading role in protecting workers' health. The increased use of digital technologies, the increased importance of mental health, and the integration of preventive practices into the daily routine of companies point to a scenario in which nursing technicians will play an even more strategic and indispensable role.

Another important aspect is the need to foster an organizational culture focused on prevention. The cultural resistance that still exists in many companies must be overcome through awareness campaigns and the appreciation of workers as central players in the production process. In this sense, occupational health technicians can act as agents of change, positively influencing the entrepreneurial and collaborative mindset.

Occupational health nursing also needs to adapt to the changes brought about by globalization and the precariousness of employment relationships. Caring for outsourced, temporary, and informal workers requires new strategies and greater flexibility in professional practice.

The future points to the need for inclusive policies that extend health protection to all workers, without distinction.

Finally, it is concluded that the occupational health nurse technician is a fundamental part of the consolidation of safer, healthier, and more productive work environments. Their role

Preventive, educational, and humane care contributes to building a more just society, in which workers' health is recognized as a fundamental right. Investing in these professionals is investing in the future of work, strengthening not only occupational health but also the dignity and citizenship of millions of workers.

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