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## NURSING BASED PARAMEDICS' PERCEPTION ON THEIR FUTURE CAREER UNDER THE HEALTH, SAFETY, AND ENVIRONMENT: A PHENOMENOLOGICAL STUDY

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### ABSTRACT

A very common trend for nurses working in the industry in Indonesia is paramedics, where many nurses left the nursing profession and switch to health, safety, and environment (HSE). They perceived a better future career under the HSE. to explore the experience of nurses working as paramedics in industries in which they have a perception that the future of the Health, Safety and Environment (HSE) profession is better than nursing. The implication is to help provide insight into the prospects of nursing professionals scientifically and to straighten the better understanding about paramedic according to the existing laws. This study used a qualitative design with a descriptive phenomenological approach. The instrument used was a list of semi-structured interview with questions given to 13 participants by telephone or WhatsApp. The participants were Indonesian industrial nurses working as paramedics (10 nurses in Indonesia, 2 in Qatar, and 1 in Saudi Arabia). Data were collected through in-depth interviews and analyzed using thematic analysis techniques. The stages include marking keywords and ideas in the data, identifying keywords, finding themes that come from the data, compiling a coding system, and then analyzing it. Five themes were found, namely (1) perceived that the benefits at HSE were better than nursing, (2) working under HSE has a more dynamic future career plan, (3) satisfied with HSE, (4) better access to education, (5) HSE work locations were more challenging. Their perception on HSE was evidenced by 100% participants perceived better benefits, better future career plan, satisfied with their work, education access, and work location. Three out of 13 could continue their education with a dual focus, HSE and nursing were both engaged in. Paramedic is perceived more profitable than nursing, while the nursing profession can promise the same thing.

**Keywords:** industrial nursing; OHN; paramedic; phenomenology

### INTRODUCTION

The use of the term 'paramedic' for nurses working in the industry in Indonesia has been popular since the 1970s (Juanamasta et al., 2021) (Juanamasta et al., 2021). Long before nursing education developed, the term was used not only to represent nurses but also other health professions outside the medical profession (Hardy, Sanudin, et al., 2021). The use of the term is so attached until now, even though the Nursing Act has been issued and it is clearly stated that nurses have different career paths, functions, duties, and responsibilities from paramedics (Sekretariat Negara, 2018). Regulations related to employment in the industrial world have not changed the terms used, that to work in industry, health workers are only required to have a K3 training certificate, including the requirements for paramedic as health workers (Kemenkes RI, 2018). Besides, nurses' insight into the understanding of occupational health is still lacking considering that the Occupational Health Nursing (OHN) material is not yet popular (I. Tukayo et al., 2021). Furthermore, Indonesia does not yet have an education system, either schools of paramedic or OHN with formally organized pathways. As a result, many nurses call their profession a paramedic once they work in the industry (Hardy, Tukayo, et al., 2021). Though nurses and paramedics are not the same (Hardy, Sanudin, et al., 2021). Paramedics have their

education and licensing system with unique duties and functions that are different from nurses (US Department of Transportation NHTSA, 1998). In the United States, UK, Canada, and Australia, paramedics have separate levels of education from courses that last several months, up to bachelor to postgraduate level (Kotila et al., 2018).

Interestingly, nurses who work in the industry in Indonesia consider that they get various privileges or benefits that are better than nurses in general after attending occupational health and safety (K3) training before becoming paramedics (Putri et al., 2018). There is no special paramedic education in Indonesia (Hardy, Sanudin, et al., 2021). So far, the need for paramedics has been met by the nursing profession (Kemenkes RI, 2018). Starting from ambulance emergency or pre-hospital to industrial setting staff, both onshore and offshore. Nurses receive training in occupational safety and health and obtain K3 certificates before being placed as industrial nurses (Occupational Health Nurses), better known as paramedics in Indonesia (I. Tukayo et al., 2021). According to nursing law, the use of the term is inappropriate (Wirentanus, 2019).

In general, Indonesian nurses have a perception that working in the industry gets better remuneration than nurse clinicians in public health centers, clinics, or hospitals (Uddin, 2019). Many nurses change their professions to become safety officers or for senior HSE positions such as HSE managers because of this perception (Sulistiyadi et al., 2021). Many studies have been conducted on paramedics and nurses, both related to clinical practice, training, or management (Kumari & Kaur, 2021; Nukpezah et al., 2021). What distinguishes them with this research is the phenomenon where nurses who are recruited to become paramedics under the HSE umbrella who work in the industry feel better than the nursing profession. At the same time nursing profession has also dozens of specializations provides remuneration that is no less attractive with high salaries (Atherton et al., 2018). Therefore, this phenomenon is interesting to study.

This research is a qualitative study with a phenomenological approach and a descriptive design that explored the meaning of various experiences, events, and status of Indonesian nurses who work and/or have worked in industries as paramedics at home country and abroad. The purpose of this study was to find out deeper understanding about their perception of the paramedic profession under the HSE department, why it was considered better than nursing. The implications of the results of this study were expected to help straighten out an inappropriate perspective on the nursing profession and place the paramedic profession following its portion, duties, and functions as a separate and different profession. In the future, it is hoped that paramedic education programs will be held as is the case in developed countries. Likewise in the nursing profession in industries, which in Indonesia does not yet exist.

## METHOD

This research is descriptive qualitative research with a phenomenological perspective. The study of phenomenology is a viewpoint that focuses on individual experiences and interpretations of the world (Acob, PhD & Martiningsih, 2018). Phenomenology is also defined as a method of searching for psychological meanings that shape symptoms through investigation and analysis of examples of symptoms experienced by participants (Casafont et al., 2021). The focus of this research is to understand and describe the physical and psychological dynamics of the life experiences of nurses working in industries with professional status as paramedics. The stages used in this research were The Interpretative Phenomenological Analysis (IPA) which includes reading, and re-reading, initial noting, developing emergent themes, searching for connections across emergent themes, moving the

next cases, and looking for patterns across cases. Those steps aim to reveal in detail how participants interpret their personal and their occupation. The criteria were: registered nurses, nurses currently working in industries, assigned as paramedics, and individuals who are willing to be research subjects.

Collecting data in this study using semi-structured interviews. The things that were conveyed to the research subjects before the interview process was carried out were: the goals and interests of the researcher, confidentiality, research procedures, and preparation to start the interview. The data were analyzed by thematic analysis techniques (TAT). The TAT steps include studying the data, marking keywords and ideas in the data, studying keywords, finding themes that come from the data, compiling a coding system, and then analyzing it. The questions were directed to benefits, future career plans, job satisfaction, educational background, and job location. The themes that were explored were benefits, future career plans, job satisfaction, education, and work location.

## RESULTS

Thirteen participants in this study experienced different occupational health experiences during the work process. The results of the five themes discussed are as follows

### Theme 1: different perceptions of benefits

In general, the chief goal of working for the participants is to get financial benefits. As stated by San the following:

*Several times I tried to find and have worked in hospitals and health centers. We were underpaid. Moreover, I am already married. Once I was only paid Rp 500 thousand per month which was far from sufficient. Very different from working in a industry..... (San).*

A similar opinion was expressed by Fir who had worked in a hospital and had three years of working experience abroad.

*I chose to work in the industry because my friends think that working in the industry gets a decent reward. The workload is more or less the same. All facilities are provided, meals and board are also free. Even though we work 7x24 hours, by the end of the day we can take a month off, stay with family for a long time (Fir).*

Some are looking for work in the industry because they already know the benefits from the start, even since they were in college.

*Since college time, I have received a lot of information about working in the industry that is more profitable than working in a hospital or clinic. Especially if we work abroad. My dream was to work abroad from the start after graduation (Sl).*

### Theme 2: Future Uncertainty

Most nurses have plans to continue their education. Those who work in the industry feel that they are financially able to shoulder their continuing education needs, which makes them feel that there is a certain future.

*Honestly, I feel more suited to work in the industry. I think, for me so far, working as a nurse in a hospital is not the right place, because it doesn't match my passion. This mismatch of passions makes my future is less certain. Therefore, choosing to work in the industry is more solid for my future career (Akh).*

Feeling the uncertainty of the future as experienced by Akh is one of the main considerations why other nurses also choose to work in the industry. This opinion is supported by Fir's, Nov's, and Ko's experience:

*Although for some time had worked in the hospital, the dream to pursue the industry never faded. I worked abroad first because there were no job opportunities in the industry at*



*that time. After returning to Indonesia I was able to take occupational health and safety training and thanx God I got the opportunity (Fir).*

*Since I was in college, I have been very interested in pursuing industrial health. After graduating from undergraduate, I continued to postgraduate with the hope of a brighter future. In hospitals, clinics, or public health, there are already many nurses working. I want to be a different nurse (Nov).*

*When I first heard about paramedics, I was compelled to pursue it. After graduating I immediately looked for where there was an opportunity. I knew that paramedics are more challenging and promising. Moreover, this career is faster bridge to be able to go abroad. I didn't need much encouragement from a third party to enter the paramedic profession even though I had to be away from my family at that time.... (Ko)*

### **Theme 3: Feeling Dissatisfied at Work**

Job satisfaction for most is the main focus and priority. For others, they prioritize financial gain. However the average agrees that job satisfaction has a close relationship between workload and wages earned.

*Insights about paramedics I got them while attending an HSE training in Java. From the start, I didn't feel right when I worked in a hospital or public clinic. The world of paramedics gave me more job satisfaction. I prefer to deal with the world of industries rather than caring for patients in a hospital (Arz).*

Other paramedics felt the same way, that working in the industry even though paramedics are legally different from nurses, they did not have any problem because they got job satisfaction.

*For me, it doesn't matter what the status is as long as the work can be done and within the nursing context where nurses can do it. My intention was unanimous to pursue this profession as part of my job satisfaction. My family also allowed me to do it. So,..... no problem as long as I like it (Riz)*

Indeed, not all nurses have the same perspective regarding job satisfaction that may be subjective as stated by San below.

*As long as the work I do is within the boundaries of nursing where we as professionals are protected and have authority, I'm fine. Working in a hospital or industry is no problem (San).*

*I understand not all nurses like working in industrial settings specially females, because it is physically challenging particularly in rural areas or offshore.....(Arz).*

### **Theme 4: Limited Scope of Education**

Many nurses know that OHN education is not yet available in Indonesia. Therefore, paramedics feel that their careers are hampered when they focus on working in the industry but cannot continue their education to a higher level.

*I took the HSE education because it was more practical, short, and uncomplicated. The space for movement is also clearly focused only on the industry. I feel benefited by working while studying in the same field (Akh).*

*I have been in the industry for more than 15 years. I have completed my undergraduate and postgraduate occupational health education program. If I work in a hospital, it might be difficult for me to study like as an HSE professional, because apart from salary, I think HSE's prospects are more promising. The industry is very wide and needs us. Nurses who pursue HSE are very lucky (As).*

However, some paramedics always hold their nursing profession. So they sticks with two professions and the same level of education as Ko admitted:

*I am currently taking a postgraduate nursing program after completing postgraduate occupational health. I took this step because I did not want to leave the nursing*

*profession on one side. On the other hand, I have been in the HSE profession for quite a long time. In my opinion, there is nothing wrong with pursuing two fields of specialization at the same time (Ko).*

### Theme 5: A Work Location that is Perceived as less Challenging

The psychological burden of respondents who have worked in hospitals might be a psychologically traumatic that makes them want to change jobs outside the hospital. They feel that the working model in the hospital is less dynamic.

*I worked at a hospital for quite a long time. My move to occupational health was nothing more than wanting to try new challenges. In terms of income, it's more or less the same, because I also got it from other sources on the side. Yet, I want to work in a different and more challenging location (Yul).*

*I'm an adventurous type. HSE fits the character of my work very well. Moving from one place to another was my dream. I've been working offshore for more than 10 years, I'm used to this kind of situation. Precisely if too long in onshore makes me bored (As). Changing workplaces in the industrial world for me is a very valuable experience that only HSE has. This is different from a job that is purely a hospital clinician. This attraction makes me feel at home in the industrial health care because the location is much more challenging. Although I know this is not easy because not all of our families agree on that aspect (Zak).*

As, Sob and Zak mean that the lifeline they have to accept now is their choice. They also analyzed their current career path as a consequence of having chosen industrial nursing services to be away from their families and unable to go home at any time as they wished.

### Theme Conclusion

The following table is the conclusion after extracting the data from semi-structured interview. The data were analyzed by thematic analysis techniques (TAT). The TAT steps include studying the data, marking keywords and ideas in the data, studying keywords, finding themes that come from the data, compiling a coding system, and then analyzing it. The data were the results of interview, the keywords (benefits, future career, job satisfaction, education and work location), themes written sequentially, a coding system (names, benefits, future career, job satisfaction, education, and work location), and analysis (Table 1).

Table 1.

Components of the HSE profession perceived by paramedics better than nursing														
No	Participant	Benefits		Future Career Plan		Job Satisfaction		Education			Work Location			
		Yes	No	HSE	Nursing	Yes	No	D3	S1	S2	J	K	P	O
1	San	v	-	v	-	v	-	-	v	-	v	-	-	-
2	Akh	v	-	v	v	v	-	-	-	v	-	-	-	v
3	Fir	v	-	v	-	v	-	v	-	-	-	v	-	-
4	Isk	v	-	v	-	v	-	-	v	-	-	v	-	-
5	Nov	v	-	v	-	v	-	v	-	-	v	-	-	-
6	Riz	v	-	v	-	v	-	-	v	-	-	-	v	-
7	Arz	v	-	v	-	v	-	-	v	-	-	-	v	-
8	Zak	v	-	v	-	v	-	v	-	-	-	v	-	-
9	Yul	v	-	v	-	v	-	-	v	-	-	v	-	-
10	Sl	v	-	v	-	v	-	-	v	-	-	v	-	-
11	As	v	-	v	-	v	-	-	-	v	-	-	-	v
12	Ko	v	-	v	v	v	-	-	-	v	-	-	v	-
13	Sob	v	-	v	v	v	-	-	-	v	-	-	-	v
	Total	13	0	13	3	13	0	3	6	4	2	5	3	3

Notes: Location: J (Java/Sumatera), K (Kalimantan/Sulawesi/NTB), P (Papua), O (Overseas).

The table above shows a summary of paramedics' perceptions with a nursing education background who feel that their current paramedic profession (industry) is better than traditional clinical nursing (hospital or clinics). Financially 100% feel the benefits are better in the industry, more promising future career (100%), satisfied with the work they are doing (100%), basic education varies from Diploma III, undergraduate to postgraduate and the workplace are more in remote areas in Kalimantan (38.5%), Papua (23.1%) and abroad (23.1%).

## DISCUSSION

This research was conducted by interviewing thirteen participants. We found that each participant had different physical and psychological dynamics in living their professional lives as paramedics. But in general, they had the same perception regarding benefits, future career, education, job satisfaction, and work location.

### Perception of benefits

All participants (100%) agreed that working in the industry has more financial benefits than hospitals, clinics, or public health centers. The duties, functions, and responsibilities of industrial paramedics in Indonesia are more or less the same as the roles and responsibilities of OHN (I. J. H. Tukayo & Hardy, 2020). The average paramedic works 24 hours x 7 a week. Meanwhile, normal nurses work 8-10 hours every day and 5-6 days per week (Souza et al., 2021). Paramedics are paid overtime, receive a location allowance and a risk allowance (Chinedu Uwabuike, 2021). The difference in the calculation that makes their benefits more than nurses in hospital is understandable. However, in details they may not be well understood by the majority of nurses. The high paramedic salary is just a perception because of their long working hours (Hernandez, 2017). If it is calculated hourly, it could be that their income is less than normal hospital nurses.

### Perception of future career

All participants (100%) agree that they had the same perception regarding their future careers in the industry. By joining HSE professionals they assume to have brighter future. Indeed, professional HSE is much needed in the mining, onshore and offshore industries (Moyce & Schenker, 2018). Those who have a medical background are in great demand as stated by As, Ko, and Sob where they can work abroad easier. Many researchers describe the breadth of job opportunities for nurses abroad in the Occupational Health sector (McCullagh, 2012; Nissinen et al., 2020). At the same time, nurses' careers are similarly demanded. Nurses with various specializations are needed everywhere (Pertiwi et al., 2018). Nursing specialization skills are very promising with handsome wages (Philip et al., 2018). In the USA the position of specialist nurses is included in the most desirable category with high income with clear career future (Leo-Felix M. Jurado; Maron Garzo Saria, 2018). This proves that it is not only paramedic (nurses in the industrial sector) who have a better future career. Other nurses in clinical settings as long as they have specializations supported by higher education have the same opportunities (Lea & Schumann, 2020).

### Perception of education

From the results of this study (Table 1), only 3 out of 13 participants still had a diploma of nursing education. The rest 6 participants had undergraduate education and 4 postgraduates. The four postgraduate nurses started their careers with diplomas level and then continued their higher education. This step is proof that by working as paramedics they could continue their studies to a higher level. The problem is, in developed countries such as the USA, Australia,



UK, Canada, and even Thailand, it has been a long time since have implemented OHN education which we do not yet have it (McPhaul, 2021). Therefore we need socialization considering the importance of professional quality which is supported by the willingness of legal formal education. If we want the advancement of occupational nursing, efforts to establish OHN education must be prioritized. If not, this is one of the root causes of why many nurses who work in the industry then leave and move to HSE, to become paramedics because they feel that they do not have an OHN specialist education level within the nursing profession. The perception of participants in this study was correct, although in the perspective of general nursing there are already 8 specialization departments available in Indonesia which are relatively minimal compared to those in developed countries (Hardy, Hadi, et al., 2021).

### **Perception of job satisfaction**

All participants in this study stated that they were satisfied with their work as paramedics with their roles, functions, and duties. According to research, several factors that influence job satisfaction include benefits, workload, location, co-workers, supervisors, work facilities, environment, and training related to professional development programs (Čulibrk et al., 2018; Manoppo et al., 2021). Of those factors, the most influential are workload and benefits (Aristovnik et al., 2020; Gao et al., 2020). Those two things were used as benchmarks as perceptions of job satisfaction in this study. It seems that no matter how heavy the workload of paramedics, because they get the appropriate reward, they were satisfied with it. On the other hand, general nurses will also get the same satisfaction if there is a match between workload and rewards regardless of location and size of workplace management (Purwandari et al., 2021).

### **Perception of work location**

There are five work locations involved in this study, namely in Java (including Sumatra), Kalimantan (including Sulawesi, Nusa Tenggara, Maluku), Papua, and abroad (Qatar). Paramedics worked in the mining, oil, and gas industry. They agreed with the notion that working in the mining industry from a location perspective is more challenging than hospitals which are generally located in urban areas that are easily accessible using transportation. Meanwhile, in industrial locations, such as oil and gas offshore, it is not easy to reach by helicopter or ship. That perception is correct. Only from a nursing perspective as a whole, the cases faced by nurses in the ICU, nephrology, emergency, operating theater, pediatrics, mental health are no less complicated and challenging. Thus, challenging work locations and workplaces can be relatively subjective.

### **Study Limitations**

The limitation of this research is that it does not involve participants from different countries with a wider scope to avoid elements of bias or subjectivity. This study did not examine deeper the types of further education (postgraduate) they took, as well as the benefits for their rank or career in the workplace. This study did not examine job satisfaction or more specific work challenges either, for example, related to specific location, work facilities, types of cases handled, or work accidents. Many studies have described paramedics in general such as duties and responsibilities, education, and work differences with nurses (Eaton et al., 2020; PETER F. O' MEARA, 2017). It is those gaps that distinguish this research from previous studies. Nonetheless this research contributes new ideas for the nursing profession to avoid misperceptions of nurses who pursue the paramedic profession.

### **2 CONCLUSION**

The purpose of this study was to find out more deeper understanding of nurses' perception of the paramedic profession under the HSE department, why it was considered better than nursing.



This qualitative research with descriptive design resulted in five themes that were found, namely participants had a perception that the benefits at HSE were better, their future career plan was more dynamic, they were dissatisfied with their nursing jobs, in education they felt they could focus, and felt that the HSE work location was better. challenging. Their perception was proven by 100% feeling that the benefits were higher, their career was brighter, they could continue their education, and they were satisfied with the challenges of working in a dynamic location. Still, as a qualitative study, the results may be biased and subjective because it did not involve a wider range of participants with more varied workplaces in different countries. Therefore, this study can be developed in further research, both related to careers and types of further education levels taken by paramedics. We recommend that there is a need for more research regarding the paramedic career in the industrial sector and the types of further education they take from several different countries.

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