**Aggression and violence against health care workers in Pakistan**

Dear Sir/Madam,

We are undertaking a study on the prevalence and associated factors for violence faced by the healthcare professionals at the workplace (i.e. in our medical institutes).

Kindly fill in the accompanied questionnaire. The participation is entirely voluntary. Answering the questions also means giving informed consent about taking part in this survey.

***Do not write your name.***

Thank you for you kind cooperation.

Research team

**Age:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ years **Gender:** Male Female

**Profession:** Nurse Physician (If physician then please tick HO/PGR/ RMO/Registrar/ Consultant)

**Department:** A&E Medicine & Allied Surgery & Allied

**Institute: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Years of work experience:** < 5 years 6 to 10 years 11 to 15 years >15 years

**Have you ever been exposed to any violent incident at your workplace in the last 12 months?** Yes No (Proceed further if you have answered in Yes)

**What type of violent act you faced? (Tick as many as applicable)**

* **Physical abuse**

(Defined as forceful, hostile or aggressive behavior which may or may not cause harm)

* **Verbal abuse**

(Defined as any annoying or unpleasant act (words, attitudes, actions) that creates a hostile work environment.)

* **Threats**

(refers to the menace of causing harm)

* **Harassment**

**(**defined as behaviour characterized by insistent requests, messages, phone calls or other unsolicited contact that may cause annoyance, worry or fear.)

* **Both verbal & physical abuse**

**Where this violent event did took place?** Emergency dept OPD Ward

**At what time this violent event took place?** Day Evening Night

**Who was the source of violence?** Patient Patients relatives/friends Coworkers Others

**What was the reason for violence? (Select as many as relevant)**

Excessive waiting time

Shortage of staff

Unmet patient's demands

Overcrowding

Staff workload

Patient's health condition

Negative impact of health care professionals created by media

Lack of space and privacy

Poor organization of work

Lack of security at workplace

Irritating staff attitude

Inexperienced care-givers

**Have you reported this violent event?** Yes No

**If yes, to whom the violent event was reported?**

Direct supervisor Colleagues Relatives Hospital management Police

**If not reported, please identify the reason/reasons for not reporting:**

Fear of consequence

No previous action against

such events

Felt it as a part of job

Lack of evidence

The perpetrator apologized

**Did you felt high levels of stress due to experienced violence & aggression?** Yes No

**What was the effect of violent event upon you? (Multiple responses possible)**

Fear

Anger/rage

Distress

Anxiety/ self doubt/ insecurity

Humiliation

Guilt

Feeling of disappointment

Helplessness/sadness

Depression

You are more careful and tenser

Physical impairment: (pain, visible injury)

Intention to quit place of work

Intention to change behavior

Desire for revenge

No reaction

**How would you rate training by your institution to deal with violent events at workplace?**

Low Intermediate Good

**How would you rate the level of support at your workplace?**

Low Intermediate Good

**Suggestions for restricting future incidents of violence:**

Adequate security measures

Environmental upgrade (lighting, privacy, cleanliness)

Policy making by the hospital management against violence

Restricted access to public

Special clothing/equipment

Training program for the prevention and management of hospital violence

Change of time tables and job shifts

Educating patient and patients family

***Thank you for your time.***