



Determinants of Workplace Violence against Doctors in Public and Private Settings: An Analytical Cross-Sectional Study

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INTRODUCTION

- Workplace violence (WPV) among medical workers, especially doctors, is one of the most alarming trends in the global healthcare system.
- Declared a major public health problem in the Forty-Ninth World Health Assembly in 1996. (1)

OBJECTIVES

- To find prevalence of WPV among doctors
- To see the psychosocial effects of WPV on physicians
- To find the factors contributing to WPV
- To study the effect of different socio-demographic variables on the type of violence faced by the doctors

RATIONALE

Not many of the previously done studies(2,3) focused on WPV solely against doctors. Since doctors are frontline workers of healthcare system, we intended to highlight the prevalence and impact of WPV against them.

METHODS

- **Study Design:** Analytical cross-sectional study
- **Duration:** 10 months, March 2022 to December 2022
- **Study Setting:** Online Google forms disseminated through social media platforms
- **Study Population:** Doctors of public and private hospitals in Lahore, Peshawar, Islamabad, and Gujranwala.
- **Sample Size:** Estimated size: **243**, Calculated using Raosoft.com (4) 5.5% margin of error, 95% CI
- **Sampling Technique:** Snowball sampling
- **Questionnaire used:** Developed by Kumari et al. (5)

Inclusion Criteria

- Any medically certified doctor who came in direct interaction with the patients during last 12 months prior to study

Exclusion Criteria

- Doctors not having direct interaction with patients (e.g. doctors working in basic health sciences and teaching departments)
- Doctors working in military health care institutions.

- **Data Collection:** 2 months (Oct- Nov, 2022)

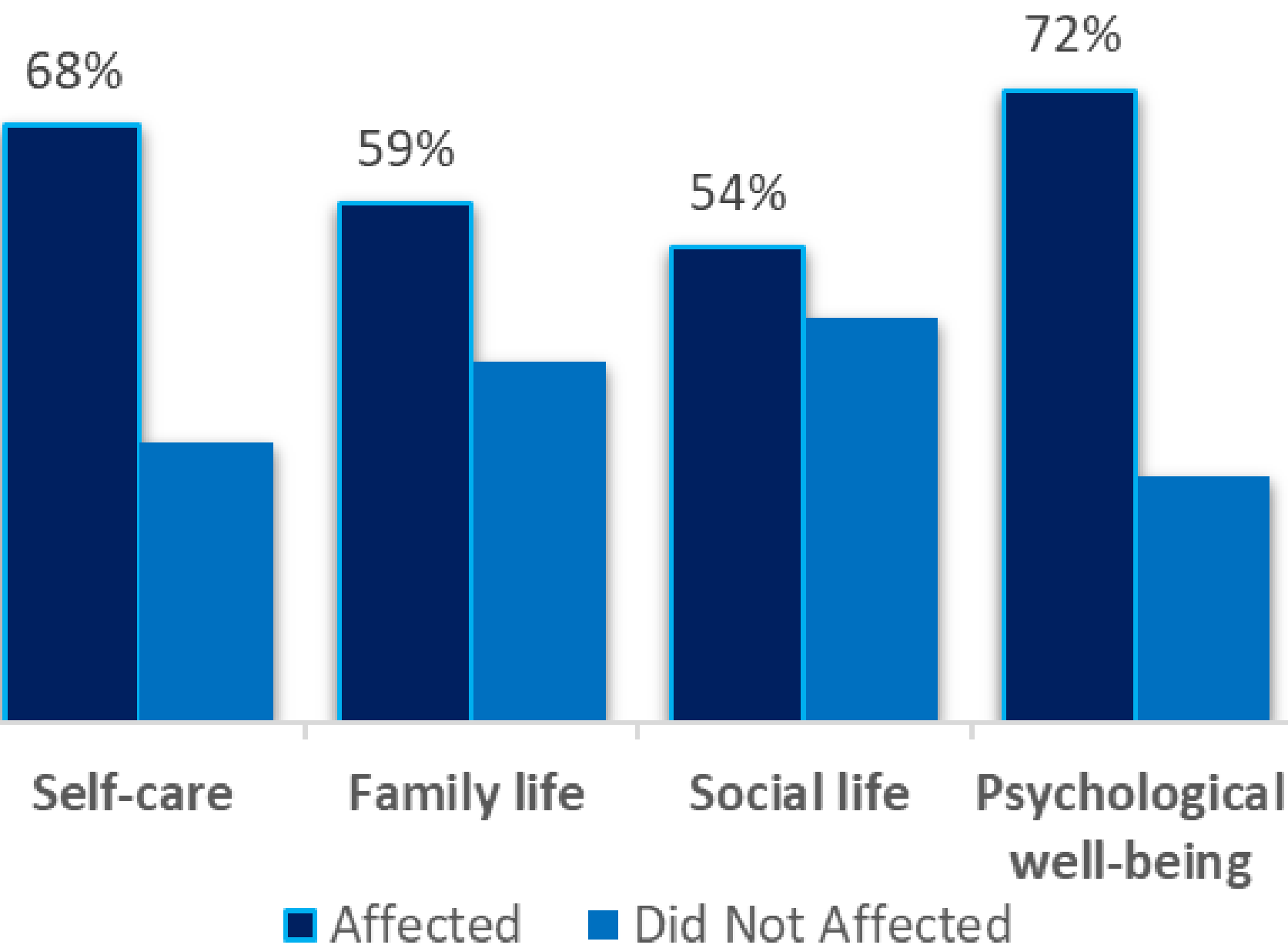
- **Analysis:** MS Excel 2016, SPSS version 25

- **IRB Approval:** KEMU, Lahore

RESULTS

- Total Responses: **255**
- **58%** were **male** respondents and **70.6%** belonged to **20-29** age group
- **40%** of the respondents were from **Medicine** and **Surgery** departments
- **34.1%** were **house officers**
- **69.3%** had experience of **1-5 Years**
- **79.2%** were working in **Public/ Govt. hospitals**

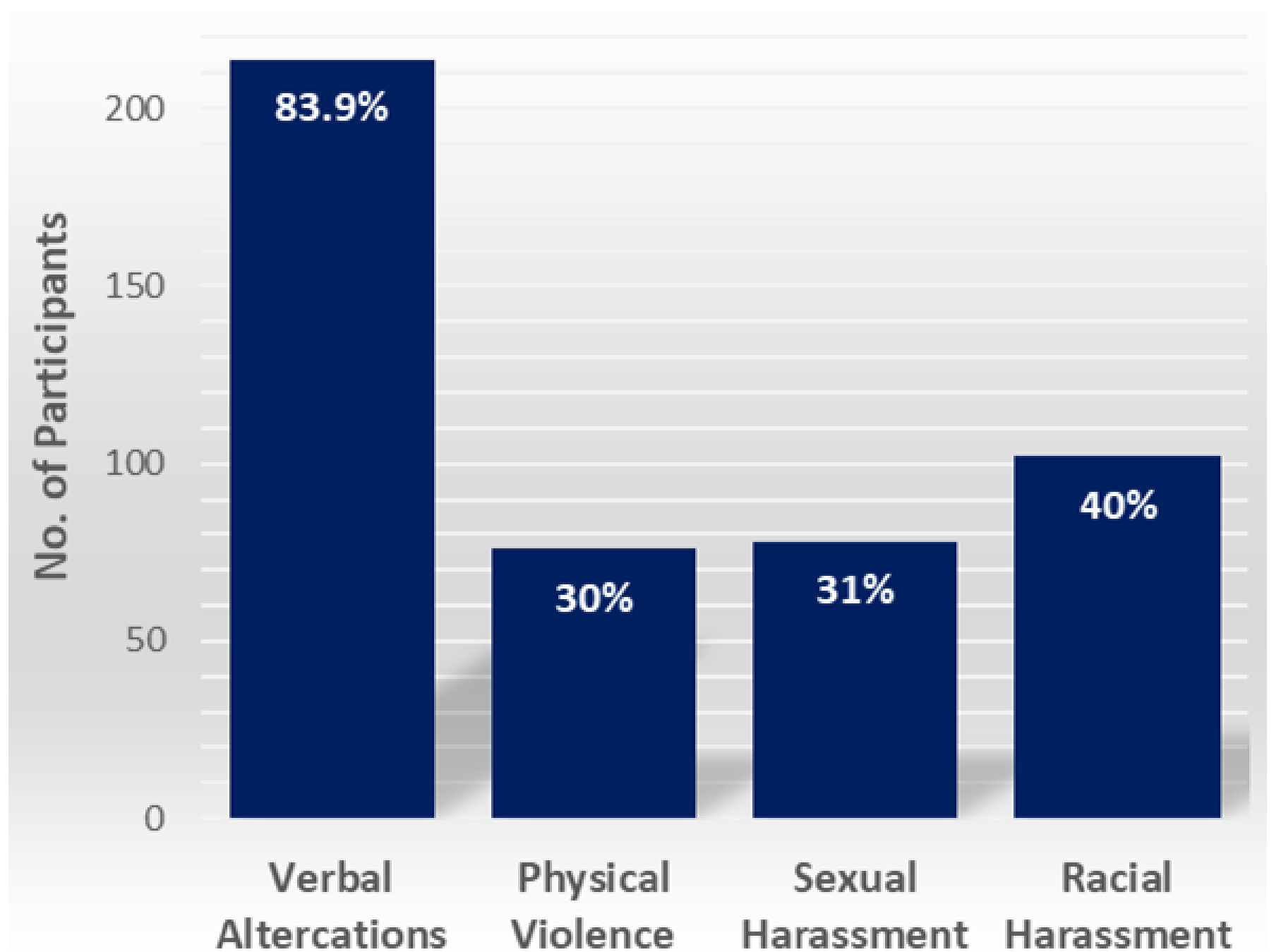
IMPACT OF VIOLENCE ON LIFE



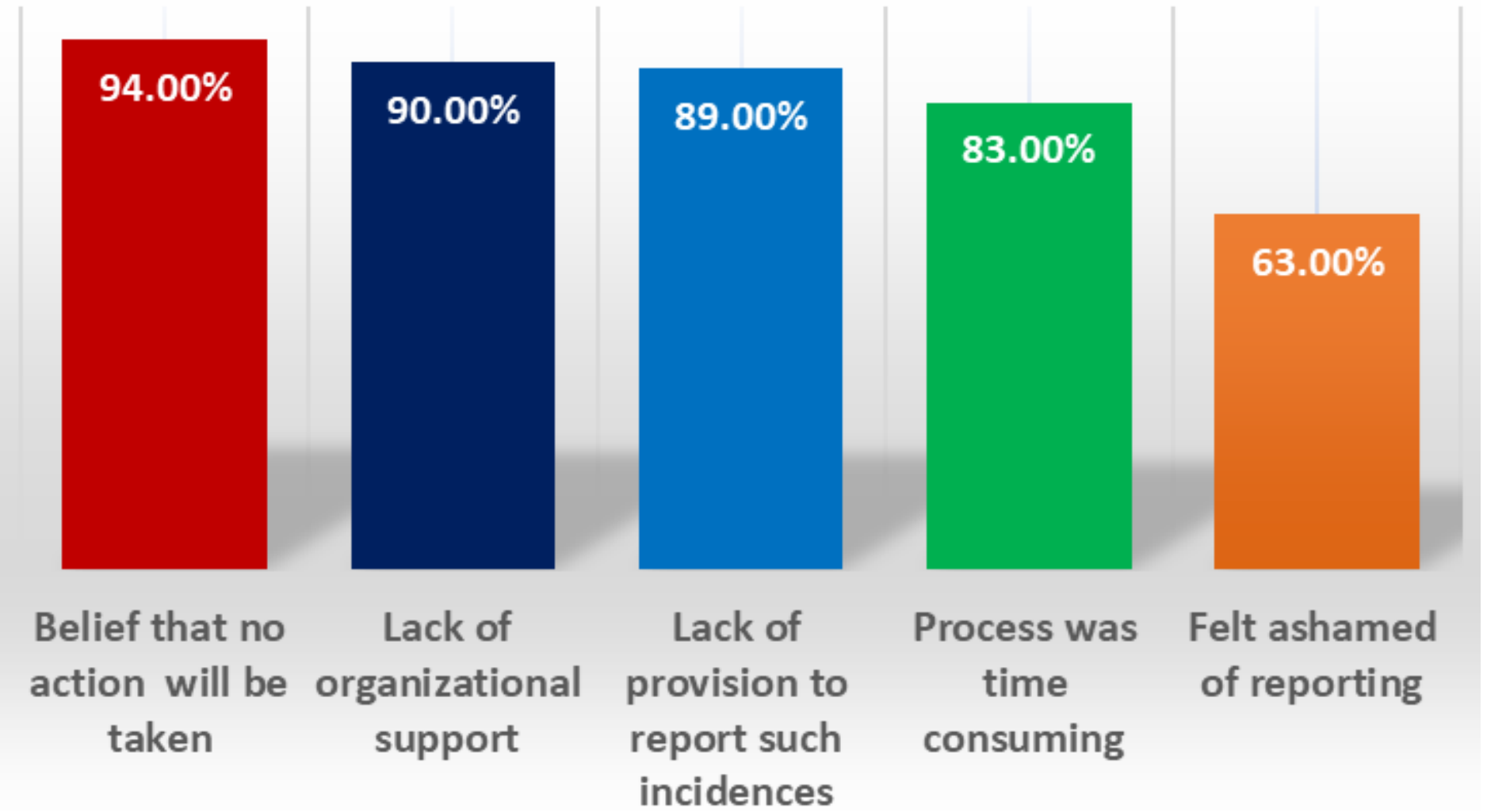
RISK FACTORS LEADING TO WPV

- Overcrowding
- Inadequate security arrangements
- Inappropriate knowledge of patients
- Lack of organizational support
- Lack of resources & facilities
- Lack of harsh punishment for offenders

FREQUENCY OF VARIOUS FORMS OF WPV



FACTORS LEADING TO UNDER-REPORTING OF WPV



USEFUL MITIGATION STRATEGIES

- Improving healthcare facilities
- Unbiased media reporting
- Regular training of healthcare workers regarding soft skills
- Strong legislature measures
- Controlling no. of attendants visiting hospitals

DATA ANALYSIS

- Chi square test
- p-value: <0.05
- Physical violence: Associated with males (p-value: 0.003)
- Verbal violence: Associated with medical officers (p-value: 0.003) and doctors with work experience of 1-5 years (p-value: 0.01).
- Sexual and racial harassment: Associated with the doctors in the age group 20-29 (p-value: 0.04 and 0.01, respectively).



LIMITATIONS

- Sampling technique
- Selection bias
- Recall and reporting bias

CONCLUSION

Since workplace violence has great impact on doctors, improvement of healthcare facilities, strong legislative and security measures are required to mitigate the violence inflicted upon doctors.

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