Relationship between Organizational Climate and Activities to Prevent the Use of Alcohol, Tobacco and Other Drugs among Professionals in Primary Health Care

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- Some research shows that Primary Health Care (PHC) professionals have some difficulties in incorporating BI and screening for tobacco, alcohol and others drugs in their **daily** routine, although **some improvements in practical and theoretical skills can be detected after training.**

- On the other hand studies show that the internal work environment, such as organizational climate (OC), can improve workers´ performance.

Study Aim
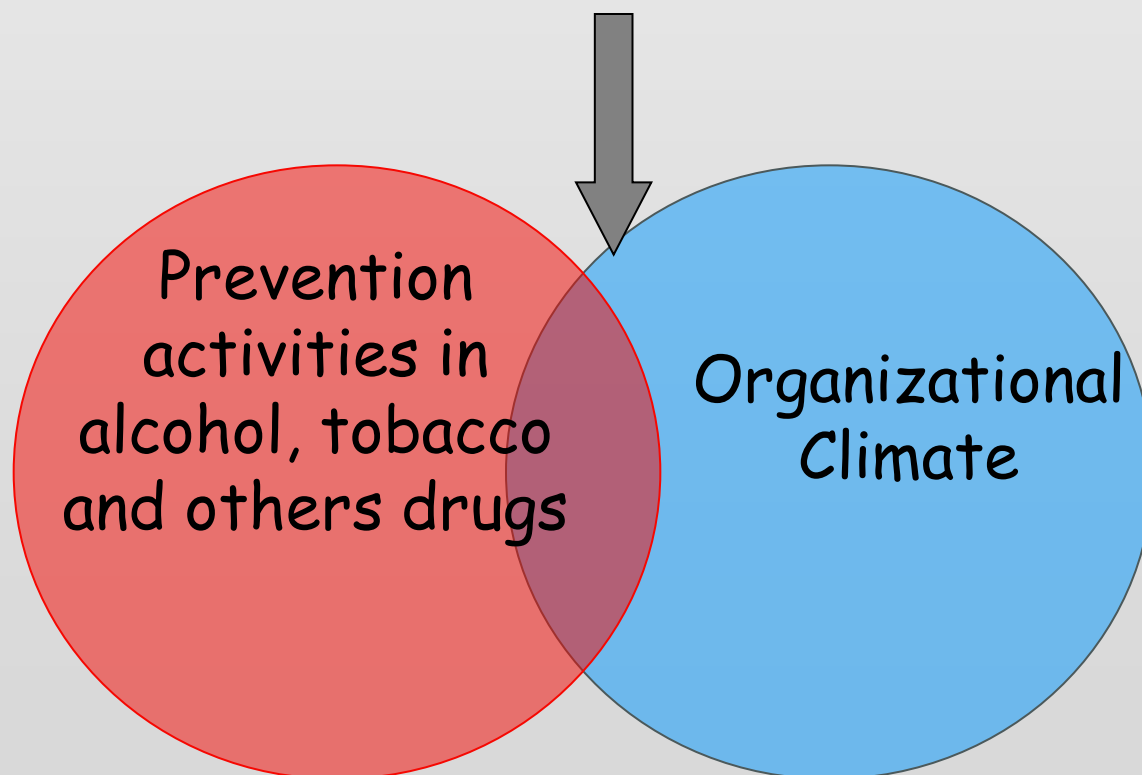
Methodology

<u>*Sample*</u>: **30** Brasilian PHC teams

149 professionals:

70.6% Community health agents,
6.6% nurses,
5.9% practical nurses ,
2.9% physicians,
1.5% social workers
12.5% other professionals.

- The teams underwent 8 hours of theoretical training **<u>(standardized for all professionals)</u>**

- 3 month follow-up

<u>Avaliation</u>

The professionals answered **structured questionnaires** to assess the association between organizational climate and preventive practices to drug use.

Likert scale (64 items):

1) Leadership (17 items);

2) Professional Development (11 items);

3) Team Spirit (9 items);

4) Relationship with the Community (8 items);

5) Safety at Work (7 items);

6) Strategy (7 items);

7) Reward (5 items).

Correction: The Higher the score, the better the perception of those factor.

Survey

- The teams answered a **survey** with questions about **frequency** of preventive approach and **scales** of **self-efficacy** and **confidence** to perform screening and brief interventions *(Likert scale:1= todas as vezes; 5= Não faz parte da minha função)*

- We also evaluated Prevention activities by **counting** the number of **ASSISTs** (Screening Instrument) and **BIs** (Brief Intervention) conducted within three months of follow up.

Analysis :

- Descriptive analysis

- Pearson correlation (with 95% confidence interval)

Tabela 12: Correlation of organizational climate and Prevention activities in alcohol, tobacco and others drugs (n = 30 teams)

OC Factors	Questions about drug use prevention activies							
	Practice 1	Practice 2	Practice 3	Practice 4	Assist's applied	IB's applied	CNF SBI	SE SBI
Leadership	0,307	**0,423***	**0,465****	0,346	0,286	0,333	0,345	**0,460***
Professional Development	**0,455***	**0,505***	**0,499****	**0,412***	**0,548****	**0,498****	0,339	0,294
Team Spirit	-0,004	**0,364***	0,308	0,326	0,182	0,111	0,031	0,244
Relationship with the Community	**0,461***	**0,616****	**0,417***	0,106	0,232	**0,376****	**0,452***	0,366
Strategy	**0,433***	**0,378***	0, 324	0,347	334	0,220	0,087	0,175
Reward	**0,454***	**0,467***	0,242	0, 088	332	0,286	**0,451***	0,209

* $p < 0,05$ **$p < 0,01$

- The teams that had better scores on the Scale of Organizational Climate, had also the best performances in drug screening, and Brief intervention.

- The **Higher** professionals perceived **leadership support**, **professional development**, **the relationship with community and-or remuneration** the better the performance in this activities

Discussion

These findings are particularly important in Brasil´s public health settings, where several factors negatively impact OC and possibly drug intervention, such as

- Turnover in the work,
- Low remuneration,
- Poor collaboration between providers

Thank you!

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