

**Department of
Veterans Affairs**

Memorandum

Date: OCT 26 2007
From: Under Secretary for Health (10)
Subj: 2008 Aggressive Behavior Prevention Survey
To: VHA Employees

1. Welcome to the 2008 Aggressive Behavior Prevention Survey. Organizational Health of the employees of the Veterans Health Administration is of utmost importance. Without a healthy workforce we are unable to provide the care our veterans deserve.
2. This survey is part of an ongoing effort to evaluate workplace intervention programs, to assess employees' satisfaction, and to eliminate barriers to employees' effectiveness, as we become an employer of choice for our employees.
3. The 2001 VHA All Employee Survey, with its questions on assaults and verbal abuse, showed that VHA employees experience twice the rate of assault and verbal abuse seen in the U.S. Postal Service. That recognition led to five years of Network Director Performance Monitors on violence prevention, including a national stand-down, development of a national cadre of trainers at the facility level, implementation of Patient Record Flagging software in CPRS, establishment of a Disruptive Behavior Committee at each facility, and, most recently, roll-out of a Civility, Respect, and Engagement of the Workforce project. The 2008 Workplace Aggressive Behavior Survey is an effort to measure the effects of these interventions in reducing violence in our facilities. In parallel, VISN teams are evaluating how facilities have implemented the Monitors
4. Completing the survey is completely voluntary, although your help in responding to the survey is very important. By voicing your opinion you can influence your work destiny and assist all of us in making changes where needed.
5. The instructions on this website will tell you how to complete the survey. Completed surveys will be transmitted directly to the data base in Oklahoma City, for tabulation. No personal information ("individually identifiable information") is collected. All information that you provide about your job and your responses will be treated confidentially. Results will be summarized and reported to facilities and VISNs. The data will never be reported for any grouping when the number of employees who responded is less than 10. This is to protect your anonymity.
6. Thank you for your contribution to this important effort.



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