Introduction Despite the global strides made in palliative and hospice care, organisational challenges continue to negatively impact the accessibility to care and adequacy of pain and symptom management for patients and their family members. Nurses play a fundamental role in advocating for and providing high-quality palliative and end of life care, however, there is limited understanding of their occupational wellbeing. The purpose of this presentation is to explore the occupational resources and demands in palliative nursing practice through the development and psychometric evaluation of the Palliative Care Nursing-Job Resources (PCN-JR) Scale and Palliative Care Nursing-Job Demands (PCN-JD) Scale.

Methods This study used a three-phase process of instrument development and psychometric evaluation within a province-wide cross-sectional design. Phase 1 involved a thematic analysis of qualitative data, palliative expert consultation, and a content validation index in the development of a 64-item PCN-JR Scale and 72-item PCN-JD Scale. Phase 2 consisted of a pilot survey of 55 nurses and use of item discrimination analysis to estimate internal consistency reliability and reduce the length of each scale. Exploratory factor analysis was used in Phase 3 to further test the modified scales in a province-wide survey of n=377 nurses who provide palliative and end of life care.

Result Exploratory factor analysis of the 32 items related to palliative job resources favoured an 8-factor structure, accounting for 61% of the variance, Cronbach’s alpha 0.90. The 36 items related to palliative job demands favoured an 8-factor structure, accounting for 61% of the variance, Cronbach’s alpha 0.93.

Discussion The Palliative Care Nursing-Job Resources (PCN-JR) Scale and Palliative Care Nursing-Job Demands (PCN-JD) Scale are valid and reliable, and have broad applicability to better understand the occupational wellbeing of palliative care nurses. Further research is necessary to further evaluate their psychometric properties from a national and international perspective.

Abstracts

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144 ALL EMPLOYEES RESILIENT THROUGH AGGRESSION AFTERCARE: THE DEVELOPMENT OF A DIGITAL PLATFORM SUPPORTING AGGRESSION AFTERCARE IN HEALTH CARE TEAMS

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Introduction Health care workers are often confronted with aggression, impairing their well-being at work. Aggression aftercare, adjusted to the personal needs of victims, may facilitate their recovery, return to and well-being at work.

Methods We used three methodologies to identify the most important needs for employees confronted with workplace aggression. First, fictive aggression incidents were reenacted in four organisations. After each scene, actors and audience discussed about impact and needs after encountering such incidents. Second, aggression experts (n=10) were interviewed about existing and ideal aggression procedures within their institutions. Third, a diary questionnaire (of two weeks) was administered to employees (n=11) that recently encountered workplace aggression.

Results Bringing together the input from the different methodologies by defining common and frequently re-occurring
themes, we identified the most central needs of aggression victims: the need for acknowledgement, the need for support by colleagues and supervisor and the need for openness about aggression. Based on these needs, we conceptualised a program to facilitate aggression aftermath in teams. More specifically, on a digital platform, aggression victims can report that they encountered aggression, what impact this has on them and which colleague should contact them to talk about it. After saving the incident on the platform, an e-mail cascade will be set in motion to notify different actors about their responsibilities in the process of providing aftercare. The ‘aftercare-colleague’ will be most central to the aftercare process, supporting the victim both emotionally and practically. Depending on the rated impact, the supervisor will also play a central role in the aftercare process.

**Conclusion** Because aggression victims can personalise their incident report (by choosing the incident’s impact and their preferred ‘aftercare-colleague’), the aftercare will be more adjusted to their needs, which may increase resilience after aggression. The program effectiveness will be tested within a health care setting.

**1468** VIOLENCE AGAINST INTERNS AT IBN ROCHD UNIVERSITY HOSPITAL OF CASABLANCA, MOROCCO

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**Introduction** Workplace violence in health care settings is a significant problem worldwide. The aim of this study is to identify the proportion of interns affected by all three types of violence, the study of its sources and consequences.

**Methods** This descriptive study was conducted between April and May 2017. We’ve tried to collect data from all the 100 interns that work in the university hospital of Casablanca, but only managed to get information from 60 of them. The study was done by the help of a questionnaire that included questions about sociodemographic characteristics, physical violence, verbal violence, sexual harassment and working conditions.

**Results** Participants were between 21 and 26 years of age. 67.8% were female. History of physical violence was found in 23.3% of the cases, the aggressor was either the patient or his family in 85.7% of the cases. We found that 88.3% of the interns experienced episodes of verbal abuse, at least once every three months in 34.6% of the cases. Sexual abuse was seen in 11.7% of the cases, where 71.5% of the victims were female. Of the participants, only 58.3% said that they were encouraged to report those types of incidents.

**Discussion** The most frequent type of violence amongst interns was verbal in nature. Previous studies showed the same results (that verbal abuse occurs more often than physical or sexual harassment). The study shows also that patients’ companions and patients themselves do the most violence, which confirms what other studies found. Sexual harassment rate was found to be 62.5% in women in a study in Turkey which confirms what we found.

**Conclusion** The results of the study suggest that violence is a major problem among interns and serious measures need to be taken immediately to avoid the growing number of these incidents.

**1477** STRESS AMONGST ELEMENTARY AND HIGH SCHOOL TEACHERS

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**Introduction** Teachers, as in other professions, are exposed to different types of problems within the field of occupational medicine. Generally, teachers heavily stressed show signs of psychological distress that usually shows as severe anxiety, low psychological comfort and low job satisfaction.

**Methods** The questionnaire was distributed within elementary, middle and high schools in the district of Hay Hassani, Casablanca. All subjects voluntarily accepted to be on the study. We’ve distributed 300 questionnaires but only gathered 140.

**Results** From 140 subjects, 58.06% were female, 26% worked in primary schools, 51% in middle schools and 47% in high schools. Almost half of them (48.38%) have been teaching for over 20 years. Of the participants, 31.14% never felled energetic, full of life or being eager to go through every new day. The auto evaluation of mental health found that 20.16% rated their mental health as being medium to poor. Burnout was felt by 36.51% of the respondents once or more than once per month and 26.63% say that they always have a heavy workload. Roughly half of the participants (44%) were not satisfied with their jobs.

**Conclusion** Professional stress affects the well being of teachers. The main prevention mechanism that can be used is self management which represents the process that teachers have the most control on.