PHCC  
\( n = 174 \)

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Random selection (draw)

PHCC  
\( n = 40 \)

PHCC  
Declined to participate  
\( n = 1 \)

PHCC  
Agreed to participate  
\( n = 39 \)

Nurses at the PHCC receiving questionnaire  
\( n = 277 \)

Answered questionnaires  
\( n = 192 \) (69.3%)

Drop out  
\( n = 83 \)

Not returned questionnaires  
\( n = 19 \)

Returned questionnaires  
\( n = 64 \)

Without reasons for not answering  
\( n = 16 \)

With reasons for not answering  
\( n = 48 \)