

ABN 15 211 513 464

Professor Mary Chiarella

Room A5.16
Sydney Nursing School MO2A
The University of Sydney
NSW 2006 AUSTRALIA
Telephone: +61 2 9351 0904
Facsimile: +61 2 9036 0000
Email: mary.chiarella@sydney.edu.au
Web: <http://www.sydney.edu.au/>

Evaluation of Australian Generation X nurses' intent to remain in nursing

PARTICIPANT INFORMATION STATEMENT

(1) What is this study about?

You are invited to take part in a research study about current Generation X nurses' intent to remain in nursing and their future career plans. A number of multigenerational evaluations of the nursing workforce have been performed internationally. However, as far as we know, this is the first to study Australian generation X nurses exclusively.

This survey forms part of a PhD project designed to evaluate the work intentions of Generation X nurses who will transition into retirement by 2025. The project aims to provide valuable information to assist workforce planners to formulate a response to address the gaps left by retiring nurses who belong to the current generation of Baby Boomers. Participation in this survey is voluntary and will add significantly to the current body of knowledge on employed Australian Generation X nurses.

You have been invited to participate in this study because you are currently employed and belong to Generation X (born between 1965-1980). This Participant Information Statement tells you about the research study. Knowing what is involved will help you decide if you want to take part in the research. Please read this sheet carefully and ask questions about anything that you do not understand or want to know more about.

Participation in this research study is voluntary.

By giving your consent to take part in this study you are telling us that you:

- ✓ Understand what you have read.
- ✓ Agree to take part in the research study as outlined below.
- ✓ Agree to the use of your personal information as described.

You will be given a copy of this Participant Information Statement to keep.

(2) Who is conducting this study?

The study is being carried out by the following researchers:
Professor Mary Chiarella, Sydney Nursing School University of Sydney (Supervisor)

Professor Donna Waters, Dean of Sydney Nursing School, University of Sydney (Supervisor).

Sybele Christopher, Lecturer, Sydney Nursing School, University of Sydney; PhD Candidate

Sybele Christopher is conducting this study as part of her degree of Doctor of Philosophy at The University of Sydney. This is taking place under the supervision of Professor Mary Chiarella and Professor Donna Waters.

(3) What will the study involve for me?

The study requires the completion of an electronic survey of xx questions. Completion of the online survey will take approximately 40 minutes. The survey includes a series of closed ended and one open ended question.

There are two parts to the survey: the first collects demographic details on you and the second collects information on your perception of job satisfaction, work environment, commitment to your organisation, empowerment and your intention to stay in nursing. All closed ended questions simply require you to choose an answer from a list of options and select the number that corresponds to your choice. Please rest assured your responses will remain anonymous and you will not be personally identifiable. We appreciate that some responses may not be easily recalled and, in such cases, we ask that you provide us with your best guess. There is one open ended question which encourages you to provide a verbal response in relation to your future career plans in nursing.

The survey will also invite you to further participate in focused groups at a later date. If you are interested you are asked to provide contact details on the third page of the survey.

If you consent to participate, your responses will be kept confidential. The information provided will be used solely for the purpose of this research project and only deidentified aggregated results will be reported. No persons other than my supervisors and I will have access to the detailed information you provide individually. Your participation is voluntary and you are free to withdraw consent at any time. Upon completion of the research, all questionnaires will be securely stored.

(4) How much of my time will the study take?

Completion of the survey will take no more than 40 minutes.

(5) Who can take part in the study?

The population of interest for this study are registered nurses born between 1965-1980 who are currently working in clinical practice in Australia.

(6) Do I have to be in the study? Can I withdraw from the study once I've started?

Being in this study is completely voluntary and you do not have to take part. Your decision whether to participate will not affect your current or future relationship with the researchers or anyone else at the University of Sydney.

If you decide to take part in the study and then change your mind later, you are free to withdraw at any time. You can do this by not completing the survey and you can withdraw your responses at any time before you have submitted the survey.

Submitting your completed questionnaire is an indication of your consent to participate in the study. You can withdraw your responses any time before you have submitted the questionnaire.

Once you have submitted the survey, your responses can only be withdrawn if you have provided your contact details. If your survey is anonymous, once you have submitted it, your responses cannot be withdrawn because they are anonymous and therefore we will not be able to tell which one is yours.

(7) Are there any risks or costs associated with being in the study?

Aside from giving up your time, we do not expect that there will be any risks or costs associated with taking part in this study.

(8) Are there any benefits associated with being in the study?

We cannot guarantee or promise that you will receive any direct benefits from being in the study. An Australian perspective of Generation X nurses' intent to stay in nursing has not yet been evaluated, to our knowledge. Your participation in this study will allow for factors influencing job satisfaction and work environment characteristics to be analysed and documented. Such information will add to the body of knowledge of Generation X nurses in Australia and internationally.

(9) What will happen to information about me that is collected during the study?

We intend to protect your anonymity and the confidentiality of your responses to the fullest possible extent. The demographic information questions included in the survey relate to gender, qualifications, area of nursing speciality and your clinical setting. All surveys are coded so that we can match your responses across the survey. We will store the survey results using the identification codes only and we will not be able to link these codes to any particular individual or to any specific work group.

Please also be assured that no one from your workplace will ever be allowed access to your completed surveys. Access to the survey data will be limited to the research team; no third parties will have access. Your information will be stored securely and your identity/information will be kept strictly confidential, except as required by law. It is intended that de-identified data and study findings will be documented in a PhD thesis and will be published in peer-reviewed journals and shared at conferences but you will not be individually identifiable in these publications.

By providing your consent, you are agreeing to us collecting personal information about you for the purposes of this research study. Your information will only be used for the purposes outlined in this Participant Information Statement, unless you consent otherwise.

The data collected may form the basis of further study in this area. We will keep the information we collect for this study, and we may use it in future projects. By providing your consent you are allowing us to use your information in future projects. We don't know at this stage what these other projects will involve. We will seek ethical approval before using the information in these future projects.

(10) Can I tell other people about the study?

Yes, you are welcome to tell other people about the study.

(11) What if I would like further information about the study?

When you have read this information, Sybele Christopher will be available to discuss it with you further and answer any questions you may have. If you would like to know more at any stage during the study, please feel free to contact Sybele.

Email: sybele.christopher@sydney.edu.au

Office: +61 2 911 4188

Mobile: 0418 243 998

(12) Will I be told the results of the study?

You have a right to receive feedback about the overall results of this study. You can tell us that you wish to receive feedback by emailing Sybele Christopher. This feedback will be in the form of published article(s). You will receive this feedback after the study is finished.

(13) What if I have a complaint or any concerns about the study?

Research involving humans in Australia is reviewed by an independent group of people called a Human Research Ethics Committee (HREC). The ethical aspects of this study have been approved by the HREC of the University of Sydney [Protocol number 2015/005]. As part of this process, we have agreed to carry out the study according to the *National Statement on Ethical Conduct in Human Research (2007)*. This statement has been developed to protect people who agree to take part in research studies.

If you are concerned about the way this study is being conducted or you wish to make a complaint to someone independent from the study, please contact the university using the details outlined below. Please quote the study title and protocol number.

The Manager, Ethics Administration, University of Sydney:

- **Telephone:** +61 2 8627 8176
- **Email:** ro.humanethics@sydney.edu.au
- **Fax:** +61 2 8627 8177 (Facsimile)

This information sheet is for you to keep