

Participant Information Sheet

Keeping them: Factors that contribute to the long term retention of the allied health workforce in rural and remote areas.

Invitation

You are being asked to volunteer in a research study titled, *Keeping them: Factors that contribute to the long term retention of the allied health workforce in rural and remote areas*.

The aim of this study is to investigate the personal and work-related factors that contribute to the long term retention of an allied health workforce in the rural and remote areas of Tasmania (ASGC-RA 3, 4 & 5). These factors will then be evaluated according to their relative importance with respect to the long-term retention allied health staff.

This research is being conducted by the University of Tasmania's Centre for Rural Health (CRH).

The research team is being led by the Director of the CRH, Associate Professor Tony Barnett. Other team members include Dr Lyndsay Quarmby and Dr Winifred van der Ploeg.

What is the aim of this study?

The study aims to identify and better understand factors that keep people working in rural and remote areas of Tasmania.

Why have I been invited to join the study?

You have been asked to join the study because you are an allied health worker who regularly works in rural and/or remote areas of Tasmania (not Hobart or Launceston) and have been doing so for 5 or more years.

For the purpose of this study an allied health worker is someone who has received some training and a formal qualification to provide direct care services to a client or patient. The term "allied health" excludes: medically qualified practitioners, nurses and midwives.

What will I be asked to do?

You will be asked to fill out a survey (either online or on paper) that asks some questions to do with you and your work. You will only need to tick a box for most answers. It should take no more than 5-10 minutes. If you would like a hard copy of the survey to complete, please let us know and we will post this out to you. Please complete the survey only once.

You will also be invited to participate in an interview at a later date. This will give you the opportunity to talk in more detail about what has kept you in your job over the years.

Are there any possible benefits from joining this study?

Whilst you may find the questions interesting, you will not otherwise gain any personal benefit from participating in this study. More broadly, your contribution will help build an understanding of factors that contribute to the long term retention of an allied health workforce in the rural and remote areas of Tasmania.

Are there any risks from joining in this study?

Whilst overall, the risks from joining this study are deemed low, the interview questions may cause an emotional response, especially those related to sensitive topics such as workplace stress. In the unlikely event this occurs the researcher will cease the interview without prejudice and can contact a support person on your behalf and provide options for further support including your local GP, Lifeline (Ph: 13 11 14) and Beyond Blue (Ph: 1300 22 4636) should this be required.

What if I change my mind during or after the study?

As a volunteer in this study you can withdraw at any time. You do not need to say why you are withdrawing and it will not affect your employment. If you wish, the data you have supplied can also be withdrawn up to four weeks from the date it was collected.

If you would like to change what you said during the interview, please let us know. Changes can be made up to 4 weeks from the time of the interview. You may request an audio file of the interview to be sent to you.

What will happen to the information when this study is over?

All information you give to this study will be kept private and be completely de-identified so that no one will know who you are. The information will be safely secured for five years at the CRH, as per legal requirements. The only exception to this principle of confidentiality is if documents are required by law. I have been advised as to what data is being collected, what the purpose is, and what will be done with the data upon completion of the research.

How will the results of the study be published?

Results from this study will be made into a report. You can ask for a copy of the report. The results may also be printed in academic journals and presented at meetings.

What if I have questions about this study?

If you have any questions about this study you can contact the Chief Investigator, Tony Barnett at tony.barnett@utas.edu.au or on 6324 4011

This study has been approved by the Tasmanian Health and Medical Human Research Ethics Committee. If you have concerns or complaints about the conduct of this study should contact the Executive Officer of the HREC (Tasmania) Network on (03) 6226 7479 or email human.ethics@utas.edu.au. The Executive Officer is the person nominated to receive complaints from research participants. You will need to quote the HREC Ethics Approval Number: H0014483.

Now what?

This Information Sheet is yours to keep. Proceeding with the online survey will indicate your consent to participate in the research. If completing a paper version you will need to read and sign a consent form.

Thank you for your time.