



## **Exploring factors influencing the stable senior medical workforce at Dunstan Hospital**

### **INFORMATION SHEET FOR PARTICIPANTS**

Thank you for showing an interest in this project. Please read this information sheet carefully before deciding whether to participate. If you decide to participate, we thank you. If you decide not to take part, there will be no disadvantage to you, and we thank you for considering our request.

#### **What is the Aim of the Project?**

This research aims to explore doctor's recruitment and retention experiences and perceptions of why Dunstan Hospital has an apparently stable senior medical workforce. Findings from this project will assist in sustaining workforce consistency and may help identify transferable factors in the recruitment and retention of the rural hospital workforce across Aotearoa New Zealand (NZ).

#### **What Types of Participants are being sought?**

We are seeking participants who fall into one of the following categories:

- a) Fellows of the Division of Rural Hospital Medicine currently working at Dunstan Hospital
- b) Fellows of the Division of Rural Hospital Medicine currently working in a NZ rural hospital other than Dunstan Hospital

Interested FDRHMNZ can contact the researchers directly via email ([lynne.clay@otago.ac.nz](mailto:lynne.clay@otago.ac.nz)).

#### **What will Participants be asked to do?**

Should you agree to take part in this project, you will be asked to participate in an interview with one of the researchers. Participants can choose to be interviewed individually or in small groups of 2-3 participants from the same hospital. The interview will be conducted over videoconference, at a time of your choosing for approximately 30-60 minutes, to discuss your perceptions of Dunstan Hospital and its recruitment and retention of senior medical staff.

The interview involves an open-questioning technique. The general line of questioning covers three broad areas: your experience/knowledge of Dunstan Hospital; what factors do you perceive influence recruitment of medical staff at Dunstan Hospital; and what factors do you perceive influence retention of medical staff at Dunstan Hospital. The precise nature of the questions have not been determined in advance but will depend on the way in which the interview develops. Consequently, although the Department of General Practice and Rural Health is aware of the general areas to be explored in the interview, the Committee has not been able to review the precise questions to be used. In the event that the line of questioning does develop in such a way that you feel hesitant or uncomfortable you are reminded of your right to decline to answer any particular question(s).

All participants will be asked to complete a short online survey of known factors influencing rural health professional recruitment and retention. Questions will include your age, gender, ethnicity, rural/urban upbringing, relationship status, no. of children, age of children, FTE/hours worked per week, medical school, point in career you felt committed to being a rural doctor, rural hospital training status, years of rural hospital practice, current rural hospital(s) position and time in position, whether you have ever worked at Dunstan Hospital as a trainee/SMO/locum, and your future work plans.

Please be aware that you may decide not to take part in the project without any disadvantage to yourself.

### **What Data or Information will be collected and what use will be made of it?**

With participant permission, interviews will be recorded, and notes will be taken by the interviewer during and immediately after the interview. Recordings, notes, and personal information collected from the online survey will be kept on a password protected University of Otago computer by members of the research team and destroyed at the completion of the study. No other identifying information will be collected and only named researchers will have access to the raw data.

To ensure your anonymity, we will ask you to choose a pseudonym for researchers to use during analysis and reporting and any identifying information will be removed. Direct quotes may be used to illustrate and support research findings in the reports and publications arising from this research. However, every effort will be made to ensure no material that could personally identify you will be used in any reports or publications.

The results of the project will belong to Central Otago Health Services Limited and may be published in a peer reviewed journal with every attempt made to preserve your anonymity.

We will inform you of the results of the study.

### **Can Participants change their mind and withdraw from the project?**

You may withdraw from the project, before its completion and without any disadvantage to yourself.

### **What if Participants have any Questions?**

If you have any questions about our project, either now or in the future, please feel free to contact either:

<b>Principal Investigator</b>	<b>Co-Investigator</b>
Dr Lynne Clay Department of General Practice and Rural Health Email: <a href="mailto:lynne.clay@otago.ac.nz">lynne.clay@otago.ac.nz</a>	Associate Professor Katharina Blattner Department of General Practice and Rural Health Email: <a href="mailto:katharina.blattner@otago.ac.nz">katharina.blattner@otago.ac.nz</a>

This study has been approved by the Department stated above. However, if you have any concerns about the ethical conduct of the research you may contact the University of Otago Human Ethics Committee through the Human Ethics Committee Administrator (ph +643 479 8256 or email [humanethics@otago.ac.nz](mailto:humanethics@otago.ac.nz)). Any issues you raise will be treated in confidence and investigated and you will be informed of the outcome.