

**AH&MRC HUMAN RESEARCH ETHICS COMMITTEE
MODEL PARTICIPANT INFORMATION SHEET**

PROJECT TITLE: Workplace cultural safety: the lived experience of First Nation prevocational medical practitioners.

HREC REFERENCE NUMBER:

CHIEF INVESTIGATOR: Dr Jessica Biles and Dr Vennassa Wong

ASSOCIATE INVESTIGATORS: Cameron Martin and Chloe Campbell

INSTITUTION RESPONSIBLE FOR THE RESEARCH: Charles Sturt University

PROJECT SPONSOR/ FUNDER: N/A

Introduction

The focus of this research project will be to investigate and analyse the workplace cultural experiences of early career medical practitioners (PGY1- PGY3). We currently have no indicators on what is considered a culturally safe workplace for disciplines beyond nursing, so the focus of this project will be to determine experiences of workplace cultural safety from the perspective of First Nations prevocational medical practitioners working in New South Wales.

To study aims to investigate and analyse what constitutes a culturally safe workplace from the perspective of First Nations prevocational medical practitioners through the following research questions:

1. What are the experiences of prevocational First Nations medical practitioners?
2. How do the experiences of First Nations prevocational medical practitioners influence perceptions of workplace cultural safety?

The COVID- 19 pandemic has highlighted the key role that Aboriginal health professionals have played in keeping their communities safe (for example, Far Western New South Wales COVID outbreaks). We know that clinicians are under more stress than ever, and we also know that during “normal times” systems are not necessarily a safe place for First Nations patients and staff (Usher et al., 2005; Lai et al., 2018). We urgently need to improve long standing policies and practices to attract and retain First Nations clinicians, this is made even more important during a global pandemic. However, before such measures can be improved, we need to firstly understand what a culturally safe workplace entails from the perspective of First Nations Prevocational medical practitioners.

The study is being conducted by a team of researchers from Charles Sturt University

As a junior medical officer and/or intern with 1-3 years postgraduate experience, your experiences and perspectives will help inform what constitutes cultural safety. Before you decide whether you wish to participate in this study, it is important for you to understand why the research is being done and what it will involve. Please take the time to read the following information carefully and discuss it with others if you wish.

'What is the purpose of this study?'

The interview questions will explore workplace experiences that enable insight into workplace cultural safety from the perspective of a First Nations medical practitioner.

'Why have I been invited to participate in this project?'

You have self-identified as a junior medical officer and/or intern with 1-3 years postgraduate experience. Your experiences and perspectives will help inform what constitutes cultural safety.

'What does this study involve?'

An online semi structured yarn. Participation in the study is voluntary and confidential and involves a single online yarn. You will be required to indicate your consent (If you do not consent to this we will not be able to proceed to the yarn questions).

'What will happen to the answers I give to the yarn questions?'

During the yarns, you may share information that could potentially indirectly identify you, therefore researchers will first go through the transcription of your yarn responses and remove or alter any parts of your responses that may identify you. You will have the option to also review your transcribed yarn. At the end of the yarn, we will ask you if you would like a copy of the transcribed yarn. If you elect to receive a copy, we will provide this to you after transcription. You will have 14 days to review the transcript and confirm participation or elect to withdraw from the yarn component of the study. The whole research team will then examine the responses. The researchers will look at trends in answers across participants to see if there are common themes.

'How will the results of the yarns be used?'

The results will be used in research and conference papers and will be presented nationwide and potentially globally. Your personal information will be de-identified and will not be shown with the results as your participation in this study will remain confidential.

'Will I benefit from the study?'

This study aims to describe and interpret the lived experiences of First Nations early career medical practitioners. It seeks to understand what constitutes safety from the perspective of First Nations medical practitioners. Findings will support local priorities and State strategy such as improving Aboriginal health and strengthening First Nations workforce, as well as local health district accreditation and national healthcare governance, however, it may not directly benefit you.

'Will taking part in this study cost me anything, and will I be paid?'

Participation in this study will not cost you anything, nor will you be paid.

'What if I don't want to take part in this study?'

Participation in this study is entirely your choice. Only those people who give their informed consent will be able to complete the yarns. Whether or not you decide to participate, is your decision and will not disadvantage you. If you decide not to participate in the yarn, it will not affect the treatment you

receive now or in the future. Whatever your decision, it will not affect your relationship with the staff you interact with.

'What if I participate and want to withdraw later?'

If you wish to withdraw from the yarn once it has started, you can do so at any time without having to give a reason. We will ask you whether you consent to your responses being retained for the study or if you would like those withdrawn from the study altogether.

If you decide to withdraw, it will not affect the treatment you receive then or in the future. Whatever your decision, it will not affect your relationship with the staff you interact with.

'How will my confidentiality be protected?'

The information will be kept secure. Computer files relating to the research will be kept on password protected computers and servers that can only be accessed by the previously listed personnel. The information will be stored for a period of 5 years after the completion of the project to allow for the completion of any research papers or conference presentations. The information will remain the property of Charles Sturt University (CSU) and thus if the chief or co-investigator/researchers cease to be engaged with CSU then the information will be transferred to relevant personnel within the organisation to continue the research. If the chief or co-investigator/researchers cease to be engaged with CSU, they will not be able to access or use the information after their cessation of service with CSU.

Any identifiable information that is collected about you in connection with this study will remain confidential and will be disclosed only with your permission, or except as required by law.

If matters, such as racism are disclosed in the yarns, we will not provide you any legal advice but will direct you to support services in the event that you may like to pursue the matter further.

Your details, yarn recording, and transcription will be held securely in a password protected folder in a secure location at Charles Sturt University for five years. After this time all information that has been collected will be destroyed.

'Who should I contact if I have concerns about the conduct of this study?'

This study has been approved by the Charles Sturt University Ethics Committee (HREC: xxxxx)

This study has been approved by the AH&MRC (XXXX), Any person with concerns or complaints about the conduct of this study should contact the principal researcher, the Chairperson or CEO of the local Aboriginal Community Controlled Health Service; or the Chairperson of the AH&MRC Ethics Committee as follows:

Dr Jessica Biles
Chief Investigator
P.O Box 789

Albury NSW 2640

Ph: 0414431619 | Email: jbiles@csu.edu.au

The Chairperson
AH&MRC Ethics Committee
Harvey Street Little Bay
NSW 2036 Australia
Email: ethics@ahmrc.org.au
Telephone: (02) 9212 4777

Both are nominated to receive complaints from research participants. You should contact them on numbers listed above and quote [insert HREC reference number].

Charles Sturt University's Human Research Ethics Committee has approved this project. If you have any complaints or reservations about the ethical conduct of this project, you may contact the HREC Secretary on (02) 6933 4213 or ethics@csu.edu.au. Any issues you raise will be treated in confidence and investigated fully, and you will be informed of the outcome.

'What should I do if I feel like I need extra support or someone to talk to?'

The researchers acknowledge that there is a potential risk of psychological distress involved in discussing your experiences. Should this occur during the yarn, you will be asked if you would like the interaction to be terminated. You will not be expected to proceed with the yarn at this time and rescheduling can be considered should you wish for this to occur. You are advised to talk over your participation individually with peers or a professional body, and should you experience any distress due to your participation in this project, for crisis support and suicide counselling you could contact 13YARN, Lifeline on 13 11 14 or Beyond Blue: 1300 22 4636. If you have any questions about the research project, please speak to one of the members of the Research Team.

Thank you for taking the time to consider this study.

This information sheet is for you to keep.