



Retention of Nursing Staff in an Acute Care Setting: A Northwestern Ontario Perspective

Dear Potential Participant:

You are being asked to consider taking part in a research study. Taking part in this study is voluntary. Before you decide whether or not you would like to take part in this study, please read this letter carefully to understand what is involved. Your employment status will not be affected if you decide not to participate.

You are being asked to participate in this study because you are a current employed, or previously employed nurse, at the Thunder Bay Regional Health Sciences Centre.

PURPOSE

The purpose of this study is to explore the experiences of those nurses working at the TBRHSC, including the reasons for leaving the organization and/or the nursing profession (or intention to do so), with the aim of developing better retention strategies.

WHAT INFORMATION WILL BE COLLECTED?

You will be asked a series of open and closed ended questions related to employee satisfaction and motivation to remain employed. You will also be asked for your baseline demographic information. The answers to these questions will help us understand your experiences working at the TBRHSC and your reasons for, and intention to, leave the organization and/or the nursing profession, and further, will examine strategies to retain current staff.

WHAT IS REQUESTED OF ME AS A PARTICIPANT?

If you agree to participate in the study, you will follow the link below to a survey in Survey Monkey. This survey will take approximately 10 minutes to complete.

WHAT ARE MY RIGHTS AS A PARTICIPANT?

You are under no obligation to participate and your decision to participate will not affect your employment status.

WHAT ARE THE RISKS AND BENEFITS?

There are no anticipated risks of participating in this research study. In completing the survey, your response and feedback is completely anonymous and submitted electronically without identifying



information to promote confidentiality. If the study identifies any motivations to remain employed at the TBRHSC future nurses may benefit. Specifically, it may give the researchers the ability to provide recommendations for a organizational framework to utilize to retain current and future staff.

All participants names will be entered into a draw once the survey is closed for the change to win a \$50 gift card. There will be 10 draws of \$50 completed.

HOW WILL MY CONFIDENTIALITY BE MAINTAINED?

The data is collected electronically via Survey Monkey, which stores responses anonymously as per the companies privacy policy. Please note that the online survey tool used in the study, (Survey Monkey), is hosted by a server located in the USA. The US Patriot Act permits U.S. law enforcement officials, for the purpose of anti-terrorism investigation, to seek a court order that allows access to the personal records of any person without the person's knowledge. In view of this we cannot absolutely guarantee the full confidentiality and anonymity of your data. With your consent to participate in this study, you acknowledge this.

WHAT WILL MY DATA BE USED FOR:

Description of the anticipated uses of data and information about if there is intention to commercialize the research findings, or if not. Include who will have access to the data.

WHERE WILL MY DATA BE STORED?

Research data will be maintained in electronic format, in a private shared folder, on a password protected hard drive in the primary research investigator's office at the TBRHSC. The data will be kept for a minimum of 7 years after publication of the research, after which time it will be destroyed

HOW CAN I RECEIVE A COPY OF THE RESEARCH RESULTS?

The intent of this research study is to publish the study findings in an academic journal. Once the article is published, it will be circulated to all nurses working at the TBRHSC.

In addition, the results will be disseminated to the senior management team in a presentation format. The researchers also plan to present the study findings at an associated academic conference.

WHAT IF I WANT TO WITHDRAW FROM THE STUDY?



Due to the anonymous completion of the survey via Survey Monkey, data cannot be withdrawn once completed.

RESEARCHER CONTACT INFORMATION:

*Andrea Raynak, RN, MPH(N) (Principal Investigator)
(807) 684-7050
andrea.raynak@tbh.net*

RESEARCH ETHICS BOARD REVIEW AND APPROVAL:

This research study has been reviewed and approved by the Lakehead University Research Ethics Board. If you have any questions related to the ethics of the research and would like to speak to someone outside of the research team, please contact Sue Wright at the Research Ethics Board at 807-343-8010 ext. 8283 or research@lakeheadu.ca.