

Information Letter / Consent to Participate in a Research Study (Phase 2: The Nurse Survey)
UNDERSTANDING DETERMINANTS OF HOME CARE NURSE RETENTION IN ONTARIO



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You are invited to take part in a research study. Before agreeing to participate in this study, it is important that you read and understand the following explanation of the proposed study procedures. The following information describes the purpose, procedures, risks, and benefits associated with participating in this study. This letter also describes your right to refuse to participate or withdraw from the study at any time. In order to decide whether you wish to participate in this study, you should understand enough about its risks and benefits to be able to make an informed decision. This is known as the informed consent process. Please ensure all your questions have been answered to your satisfaction before participating in the survey. All research is voluntary.

What is the purpose of this research?

Quality home care is dependent on an adequate supply of nurses. Yet little is known about factors influencing home care nurse retention or about effective strategies to promote home care nurse retention. Furthermore, there is almost no knowledge about home care nurse work environments and home care nurse responses to their work environments. In this research, we begin to fill in these knowledge gaps. This research lays the foundation to plan and implement practical strategies to ensure that Ontario retains an adequate number of competent, knowledgeable, and experienced home care nurses. This study is being conducted by a team of researchers led by Dr. Ann Tourangeau from the University of Toronto and is funded by the Ontario Ministry of Health and Long-Term Care.

You are invited to participate in this study by completing the enclosed survey because you work as a home care nurse in an Ontario home care agency. The overall purpose of this research is twofold: 1.) to develop, test, and refine theory about the determinants of Ontario home care nurse intention to remain employed in Ontario home care agencies, and 2.) to identify generation-specific strategies that will encourage home care nurses to remain employed in their home care positions.

This study has three phases. The first phase has been completed and involved focus group discussions with home care nurses regarding what work-related factors, life, and other circumstances encourage or discourage them to remain employed in their home care jobs. Based on phase 1 focus group findings and previous research literature, we developed a tentative theory of the determinants of home care nurse intention to remain employed.

You are being asked to participate in the second phase of the study. This phase involves a home care nurse survey that was developed based on the tentative theory developed from phase 1. This survey has been mailed to a large sample of home care nurses working in Ontario home care agencies. Responses from this survey will be used to test and refine the developed theory about the determinants of home care nurse intention to remain employed in home care.

In phase 3, the third and final phase of the study, home care nurses, home care decision and policy makers, and professional nurse leaders will be invited to participate in knowledge exchange focus groups. Findings from phases 1 and 2 will be presented and discussed to validate and interpret results, and to discuss key strategies that should be implemented to strengthen home care nurse intention to remain employed in home care.

What does participation in Phase 2 of this study involve?

If you agree to participate in this study phase, you are asked to complete and return the enclosed survey. We estimate that this will take approximately 30 minutes. The survey asks you to identify which work-related factors and life situations may influence your intention to remain employed in your current home care job. All survey information will be kept confidential and anonymous. Only a study number will be used to identify you. The researchers will not know who you are as your name will not appear on the survey. Only your unique study number appears on your survey and is embedded on your return envelope (for mailing and re-mailing purposes ONLY). This study number is important for us to keep track of who has returned either a completed or blank survey. If you do not work for a home care agency in Ontario or you do not wish to participate in the survey, we encourage you to place the uncompleted survey into the stamped and addressed return envelope and place it in the mail. This way, you will not be sent an additional follow-up survey.

What are the risks?

There are no known risks involved in participating in this study. However, there is minimal risk that emotional distress or discomfort may be created by some survey questions. Should you experience distress or discomfort while completing this survey, you can suspend or end your participation in the study without providing a reason. Participation in this study is entirely voluntary. Your decision to participate, or not to participate, or to later withdraw participation may be done without explanation and without any consequences to your employment.

What are the benefits?

You have received a gift certificate valued at \$10 as an expression of our appreciation for considering participating in this study. You may receive no other direct benefits from being in this study, although you may find that completing this survey provides an opportunity to reflect upon your employment. The information you provide will assist in understanding the factors that encourage and / or discourage home care nurses to remain employed in their current home care positions. This information will contribute to the development of appropriate strategies to strengthen home care nurse intention to remain employed. If you wish, a copy of the summary of study findings can be provided for you by contacting the study Research Manager at (416) 978-7706 or by email at tourangeau.research@utoronto.ca.

How will confidentiality be maintained?

All aspects of the study participants will be strictly confidential and only the investigators and research staff will have access to information collected about you and your perceptions. No names or identifying information will be used in any presentation or report that may be published. Your completed survey will be included in the survey database with a study number only. All information will be securely locked in the research office of the principal investigator, Dr. Ann Tourangeau, at the Faculty of Nursing, University of Toronto for a period of seven years. Electronic data files will be stored in a password protected computerized database.

What is the cost of participating in this study?

The cost to you will be the time to complete this survey, which will take approximately 30 minutes.

Will I be reimbursed for participating in this study?

Each participant will be offered a gift certificate valued at \$10 as an expression of our appreciation for considering participating in this study.

Who do I contact if I have questions about the study?

If you have any questions or concerns about the study, you can contact the principal investigator, Dr. Ann Tourangeau, in Toronto at (416) 978-7706 or by email at tourangeau.research@utoronto.ca.

If you have any concerns or questions about your rights as a research participant in this study, please contact the Office of Research Ethics, University of Toronto at (416) 946- 3273 or by email at ethics.review@utoronto.ca.

Consent

I understand that by returning a completed survey, I have consented to being included in the above mentioned study and any questions I have were addressed to my satisfaction. I understand that my participation is voluntary and that I may withdraw at any time without affecting my employment. I understand that I will not benefit from my involvement in the study and that a copy of this form has been given to me. I voluntarily consent to participate in this study.

Thank you very much for considering to participate in this study.



Ann Tourangeau RN PhD
Principal Investigator

DISCLAIMER

The College of Nurses of Ontario's involvement in this research is limited to the provision of a mailing list. The College does not endorse or participate in this research in any manner.