

Information Letter: Understanding Determinants of Nurses' Intentions to Remain Employed in Canadian Hospitals



PRINCIPAL INVESTIGATOR

Dr. Ann Tourangeau RN PhD
Associate Professor
Lawrence S. Bloomberg
Faculty of Nursing
University of Toronto
130 - 155 College Street
Toronto, Ontario M5T 1P8
Phone: 416-978-6919
Fax: 416-978-8222
ann.tourangeau@utoronto.ca

CO-INVESTIGATORS

Dr. Greta Cummings RN PhD
Assistant Professor
Faculty of Nursing
University of Alberta
5th Floor
Clinical Sciences Building,
Edmonton, Alberta T6G 2G3
Phone: 780-492-8703
Fax : 780-492-6186
gretac@ualberta.ca

Lisa Cranley RN MN
Doctoral Candidate
Lawrence S. Bloomberg
Faculty of Nursing
University of Toronto
130 - 155 College Street
Toronto, Ontario M5T 1P8
Phone: 416-946-3928
Fax: 416-978-8222
lisa.cranley@utoronto.ca

Dear Colleague,

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 study information. This letter describes the purpose, procedures, risks, and benefits associated with this study. It 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. Your completion and return of the survey in the enclosed stamped and addressed envelope indicates your consent to participate in this study. All research is voluntary.

What is the purpose of the research?

In this study, we focus on the growing problem of an inadequate supply of RNs working in Canadian acute care hospitals. Our assumption is that retention of nurses in the health care workforce is a desirable goal to alleviate the problem of an inadequate supply of acute care hospital nurses over the upcoming years. Our premise is that developing and implementing appropriate strategies that strengthen nurses' intentions to remain employed is essential to promote an adequate supply of RNs. We also suggest that strategies that best promote nurse retention will be different for nurses in different generations. The study is being conducted by a team of nurse researchers from the University of Toronto and the University of Alberta and is funded by the Canadian Institutes of Health Research.

You are invited to participate in this study by completing the enclosed survey because you work as a RN in a medical, surgical or critical care area in an Ontario or Alberta acute care hospital. The overall purposes of this research are twofold: 1) to develop, test, and refine theory about determinants of Canadian nurses' intentions to remain employed in acute care hospital positions, and 2) to identify strategies appropriate for different generations of nurses in the workforce that will encourage them to remain employed.

This study has three phases. The first phase has been completed and involved focus group discussions with RNs working in Ontario and Alberta acute care hospitals regarding what work-related, life circumstances, and external factors encourage them to remain employed in their hospital positions and discourage them from leaving. Based on these focus group findings and published literature, we developed a tentative theory of determinants of nurses' intentions to remain employed in their hospitals. For this second phase of the study, a survey has been developed to test this proposed theory.

The survey is being mailed to a sample of RNs working in medical, surgical, or critical care areas in Ontario and Alberta acute care hospitals. Responses from the survey will be used to test and refine the developed theory about determinants of nurses' intentions to remain employed in hospitals.

In the third phase of the study, hospital nurses and health care decision makers will be invited to participate in focus groups to discuss findings from phases 1 and 2, to validate and interpret findings, and to identify key strategies that should be implemented to strengthen nurses' intentions to remain employed in hospitals.

What does participation in this survey involve?

If you agree to participate in this study, you are asked to complete the enclosed survey. This will take approximately 30 - 35 minutes to complete. The survey asks you to rate work-related factors, life situations, and internal/external conditions that influence your intention to remain employed in your current hospital job. All information will be kept confidential and your name will be kept anonymous, as only a study number will be used

to identify you. Even 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. Mailing and receiving returned surveys has been contracted outside the research group to the Population Research Laboratory at the University of Alberta. It is they who have mailed this letter and survey to you and created your unique study number. This study number is important for them to keep track of who has returned either a completed or blank survey. If 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 land mail. This way, you will not be sent an additional follow up survey. If you do wish to participate, please place the completed survey into the addressed and stamped return envelope and place it in the land mail.

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 questions. Should you experience distress or discomfort while completing the survey, you may skip any particular item or stop filling out the survey altogether and 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 may receive no direct benefits from participating in this study, although you may find the survey an opportunity to reflect upon your practice. It is our hope that the information you provide will assist in understanding the factors that encourage and/or discourage you to remain employed in your hospital. Study findings will contribute to the development and refinement of theory that will lead to the creation of appropriate strategies to strengthen nurses' intentions to remain employed.

If you wish, a copy of the summary of study findings can be provided for you. Or you can track study activities and general findings at the following website: <http://www.atourangeau.nursing.utoronto.ca/>.

How will confidentiality be maintained?

All aspects of the study, including results, will be strictly confidential and only the investigators and research staff will have access to information collected about your perceptions. No names or identifying information will be used in any presentation or report that may be published. Participants will be identified with a study number and only group data will be reported. All information will be securely locked in the research office of the principal investigator, Dr. Ann Tourangeau, at the Lawrence S. Bloomberg 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 completing the survey?

The cost to you will be the time to complete the survey, which will be approximately 30 - 35 minutes.

Who do I contact if I have a question about the study?

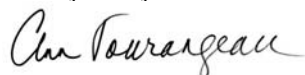
If you have any questions or concerns about the study, you can contact the principal investigator, Dr. Ann Tourangeau, at 416-978-7706 or by using the toll free number 1-866-408-8772, or by email at tourangeau.retentionstudy@utoronto.ca.

If you have any questions or concerns about your rights as a research participant in this study, please contact Jill Parsons, Health Sciences Research Ethics Officer, Ethics Review Office, University of Toronto at 416-946-5806 or by email jc.parsons@utoronto.ca OR Charmaine Kabatoff, Senior Coordinator, Health Research Ethics Board, University of Alberta at 780-492-0302.

CONSENT

I understand that by returning a completed survey, I have consented to being included in the above described 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. Please keep this letter for your own information.

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



Ann Tourangeau RN PhD
Principal Investigator

DISCLAIMER

The College of Nurses of Ontario and the College & Association of Registered Nurses of Alberta's involvement in this research is limited to the provision of a mailing list. The Colleges do not endorse or participate in this research in any manner.