



UNIVERSITY of
TASMANIA

Centre for Rural Health

**Recruitment and Employment of Recent Nursing and Allied Health Graduates
across Tasmania: Opportunities, Barriers and Pathways (HREC Approval
Number H0017219**

You are invited to participate in a study investigating health graduate employability in Tasmania. The study is being conducted by a team of researchers from the Centre for Rural Health at the University of Tasmania including Associate Professor Tony Barnett, Dr Merylin Cross, Dr Lyndsay Quarmby, Dr Belinda Jessup, Amanda Cooper and Fiona Proudfoot.

What is the purpose of this study?

This study explores the opportunities, barriers and pathways for recent nursing and allied health graduates to gaining employment in Tasmania. We will be talking to employers, recent graduates and final year health students to gain their perspective on this issue.

Why have I been invited to participate?

You have been invited to participate in this study as you have recently completed (in the last three years) a health-related course and are currently employed as either a nurse or allied health professional in Tasmania. You have been identified as being a recent graduate following contact with a range of health employers across Tasmania.

Your participation in this study is entirely voluntary and completion of the survey will imply that you have consented to participate. Should you decide not to participate, this will not in any way affect your relationship with your current or future employers, or the University of Tasmania.

What will I be asked to do?

You will be asked to complete a short on-line survey which will ask questions about your education, your current position and the pathway you took to gaining employment after completing your course. It will also ask questions about your satisfaction with work and life. This survey is available online at <http://surveys.utas.edu.au/index.php/337655?lang=en> and should take no more than 15 minutes to complete.

If you are happy to discuss your pathway to employment in more detail with research staff, you can also participate in a follow-up interview. This interview will be over the phone at a time convenient to you and is expected to take approximately 30 minutes.

The interview will be audiotaped so as to allow for accurate transcription. You will have the opportunity to review and correct your transcript if necessary. Should you wish to participate in an interview, you can leave your contact details at the end of the online survey and project staff will contact you to arrange a mutually convenient time.

Are there any possible benefits from participation in this study?

Although there are no direct benefits from participating in this study, the information gained from your involvement will go a way toward informing policy makers, health services and the university sector on important issues currently facing health graduates.

Are there any possible risks from participation in this study?

There are no foreseeable risks to participating in this study.

What if I change my mind during or after the study?

You are free to withdraw from this study at any stage without explanation. It will not be possible to withdraw any survey data you may have provided given that surveys will be completed anonymously. However, any interview data can be removed if requested and securely destroyed.

What will happen to the information when this study is over?

The data will be kept on a secure password protected server at the Centre for Rural Health, with access restricted to project staff. All data will be kept for a period of 5 years after the first publication of results after which time it will be securely destroyed.

All data gathered as part of this study will be treated in a confidential manner. Your involvement in this study will not be declared to any other person.

How will the results of the study be published?

The results of this study will be published in scholarly journals, reports and presented at conferences. A summary of results will be made available to participants via the Centre for Rural Health website approximately 6 months after the completion of the study (December, 2018). No individual participants will be identifiable in the publication of results.

What if I have questions about this study?

If you have further questions about this study, please feel free to contact project staff:

Associate Professor Tony Barnett, Centre for Rural Health,
tony.barnett@utas.edu.au, 6324 4011

Dr Merylin Cross, Centre for Rural Health, merylin.cross@utas.edu.au, 6324 4032

Dr Lyndsay Quarmby, Centre for Rural Health, lyndsay.quarmby@utas.edu.au, 6324 4006

Dr Belinda Jessup, Centre for Rural Health, belinda.jessup@utas.edu.au, 6324 4010

This study has been approved by the Tasmanian Health and Medical Human Research Ethics Committee. If you have concerns or complaints about the conduct



of this study, please contact the Executive Officer of the HREC (Tasmania) Network on +61 3 6226 6254 or email human.ethics@utas.edu.au. The Executive Officer is the person nominated to receive complaints from research participants. Please quote ethics reference number H0017219.

This information sheet is for you to keep. If you would like to participate in this study, please click on the following link to complete the [online survey](#)