



Job satisfaction and intent to stay in neonatal nursing in England and Wales

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Name of Principal Investigator: Dr Kathy Chant (k.chant@ucl.ac.uk / 020 3108 6031)

Name of Co-Investigators: Dr Katie Gallagher, Prof Jos Latour, Lisa Viola, Dr Nicola Booth, Kelly Crofts

Name of researcher: Yoko Nishimura

Staff Information Sheet

Invitation paragraph

You have been invited to take part in a study. Before you decide whether to take part it is important for you to understand why the study is being done and what it will involve. Please take time to read the following information carefully and discuss it with others if you wish to. Ask us if there is anything that is not clear or if you would like more information. Take time to decide whether you wish to take part or not.

Background

Nursing retention is particularly significant in neonatal care where the provision of safe and effective care is already challenged by a lack of qualified specialist neonatal nurses. Recommendations from the British Association of Perinatal Medicine suggest a nurse: patient ratio of between 1:1 and 1:4, depending on the severity of illness of the baby, however 64% of neonatal units regularly struggle to meet these requirements. Workforce data highlights a high proportion of nurses nearing retirement age and a reduced number of nurses entering neonatal nursing. It is therefore important to have clear understanding of the current mood in the neonatal nursing workforce.

The purpose of this study is to explore job satisfaction, burnout and intent to stay in neonatal nursing. The study has been organised by University College London and funded by The General Nursing Council for England and Wales Trust.

What does the study involve?

You will be invited to complete a survey about your attitudes and experiences towards your current role, including job satisfaction, burnout, and your intent to stay in neonatal nursing. Part of the survey involves sharing your opinions towards strategies previously used in nursing to improve staff retention. The survey should take no longer than 15 minutes to complete. Participation will remain anonymous as no identifying information will be collected.

Why have you been chosen?

As a nurse working on the neonatal unit, we are interested in your experiences and attitudes towards your current nursing role. You are therefore invited to participate in the study. Your responses to the survey will contribute towards finding ways to improve retention in neonatal nursing.

Do you have to take part?

No. It is up to you to decide whether or not to take part. If you decide to take part, you are free to withdraw at any time and without giving a reason by simply closing the webpage. No responses will be recorded until you press the submit button. Not participating will not affect your role on the neonatal unit in any way. There are minimal risks to participating as the survey is relatively short, online, and easy to complete.

What do I have to do?

If you are interested in taking part in the survey, please follow the link to the consent form below. When you have completed the consent form, you will be able to continue onto the survey.

What if something goes wrong?

If you have a concern about any aspect of this study, you should ask to speak to the researchers who will do their best to answer your questions, contact details are at the end of the document. If you remain unhappy and wish to complain formally, you can do this via the hospital's Patient Advisory Liaison Service (PALS).

Site: University College London Hospitals NHS Foundation Trust
Address: Ground Floor Atrium, University College Hospital, 235 Euston Road, London NW1 2BU
Tel: 020 3447 3042
Email: uclh.pals@nhs.net

When contacting them, please quote the study number at the footer of this information sheet.

Will my taking part in this study be kept confidential?

Participants are ensured of anonymity throughout the study. No identifying information about you will be collected, aside from the consent form which will be stored separately from study data. You can stop being part of the study at any time prior to submitting your survey, without giving a reason and it will not impact upon your role in the neonatal unit. As no identifiable data will be collected about you during the study, you will be unable to withdraw any data which has been entered into the study after you have submitted; all data will be retained and used in the study. All information which is collected during the research will be kept on a password protected database. All information will be confidentially archived by University College London for 10 years before it is destroyed in line with UCL data destruction policy.

What will happen to the results of the research study?

The results will contribute to identifying ways in which to improve neonatal nursing retention. They will contribute towards publication in academic journals and conference presentations, and will be shared on relevant social media pages (e.g University College London). If you wish to see a copy of the results, please contact Dr Kathy Chant with the details provided below.

Who has reviewed the study?

The study has been reviewed and approved by the Health Research Authority (ID: 23/HRA/4690).

Local Data Protection Privacy Notice

The controller for this project will be University College London (UCL). The UCL Data Protection Officer provides oversight of UCL activities involving the processing of personal data, and can be contacted at data-protection@ucl.ac.uk. This 'local' privacy notice sets out the information that applies to this particular study. Further information on how UCL uses participant information can be found in our 'general' privacy notice:

For participants in health and care research studies, please see additional information from the researcher (available at: <https://www.ucl.ac.uk/legal-services/privacy/participants-health-and-care-research-privacy-notice>). The information that is required to be provided to participants under data protection legislation (GDPR and DPA 2018) is provided across both the 'local' and 'general' privacy notices.

The categories of personal data used will be as follows:

- Neonatal nurses: gender, ethnicity, neonatal unit / region of employment, length of time since qualification, length of time working in neonatal care, highest qualification, number of working hours per week, banding level, responsibilities in current role

The lawful basis that will be used to process your personal data are: 'Public task' for personal data and 'Research purposes' for special category data. Your personal data will be processed so long as it is required for the research project. We will pseudonymise the personal data you provide and will endeavour to minimise the processing of personal data wherever possible. Personal data will be stored separately to study data to ensure anonymity throughout this study.

If you are concerned about how your personal data is being processed, or if you would like to contact us about your rights, please contact UCL in the first instance at data-protection@ucl.ac.uk.

How will we use information about you?

We will not need to use any information about you for this research project. You can stop being part of the study at any time, without giving a reason, but we will keep the anonymous data which you have already provided as we will be unable to identify which survey was yours after submission. You can find out more about how we use your information by sending an email to k.chant@ucl.ac.uk or the Sponsor Data Protection Officer (data-protection@ucl.ac.uk).

What do I do now

If you are interested in taking part in the study, please follow the relevant links in the email or from the poster to access the survey. Should you require any further information, either prior to your participation or following your participation, please contact Dr Kathy Chant on the details above.

Chief Investigator: Dr Kathy Chant, Post-doctoral Research Fellow

Address: EGA Institute for Women's Health | University College London | Rockefeller Building | London WC1E 6DE
Email: k.chant@ucl.ac.uk / 020 3108 6031

Thank you for reading this information sheet and for considering taking part in this study.