

APPENDIX 3

RESEARCH PARTICIPANT INFORMATION SHEET AND CONSENT FORM

PARTICIPANT INFORMATION SHEET

Research Title

DOES OWNERSHIP MATTER? CASE STUDIES OF HEALTHCARE EMPLOYEE OWNERSHIP AND THE IMPLICATIONS FOR ALTERNATIVE ORGANISATIONS

Introduction to the research and your Invitation

You are being invited to take part in a research study. Before you decide whether or not to take part, it is important for you to understand why the research is being done and what it will involve. Please take time to read the following information carefully.

What is the purpose of the study?

This area of research is important. Changes in health care organisations have a significant impact on patients, staff and other stakeholders. Creating better opportunities for staff to engage and control in their own day-to-day work (as well as wider strategic issues) has been hailed by many as ‘the solution’ to lots of problems within the NHS. These include poor morale and dissatisfaction, ill thought through decisions at all levels and - for some - ultimately underachievement and weak performance.

Although there are some existing studies in this area, it is vital that there is new research that understands how employee engagement works in practice on the ground for staff. What works locally here? What could be improved? There is clearly a challenge to better engage clinicians - and non-clinical staff - in their local services.

Around the country now, there are many different types of organisations providing healthcare including, NHS Trusts, NHS Foundation Trusts, social enterprises, mutuals and employee owned and also private bodies. This research wishes to focus on the evidence of how they work in practice and is being conducted by one person (Aaron Gain); He is completing his PhD at the University of Sussex.

Why have I been invited to participate?

As a member of staff, you have the opportunity to take part in the study.

Do I have to take part?

It is up to you to decide whether or not to take part. If you do decide to take part you will be given this information sheet to keep and be asked to sign a consent form or reply to my email address (A.Gain@sussex.ac.uk). If you decide to take part you are still free to withdraw at any time and without giving a reason.

What will happen to me if I take part?

Fundamental to the research is the need to investigate the everyday experiences of all staff in the organisation. There are two opportunities to participate: one to one interview with the researcher and a group discussion. If you wish to participate this should take no more than 60-90 minutes each, over the 9 months period of the research.

A choice is available: you may wish to participate in just the interviews, the discussion group or both. The researcher will be sure to enable a wide selection of participants and within the group discussions and there will be no direct line management or supervisory relationship within the same group. If interviews are chosen, you will be asked questions by me so I can understand your perception of how the organisation works.

I am not being paid nor do I hold any position in [INSERT ORGANISATION]. I am also not accountable to management or an external body (such as the Department of Health) for the work. If you wish to discuss the research objectives and the use of data with my supervisor(s), then this can be arranged (if you do not wish to discuss these issues directly with me).

What are the possible disadvantages and risks of taking part?

The major cost is your time.

What are the possible benefits of taking part?

This is an important area of research that could influence how healthcare is organised in the future. We all have a desire to improve how they operate but we can only do this if we research their impact systematically.

The research should also be a vehicle for organisational and perhaps personal learning. This research could be an instrument in gaining different insights about how things work now, and how it should and can work in the future.

Will my information in this study be kept anonymous?

Yes. Your information will be anonymised and views not known to others. I will encrypt the names of participants. Information will be collected electronically and kept on the researchers' own storage systems and not shared on any public or other organisational storage sites. Information will not be used for any other purpose than research. Furthermore, if you would prefer the interview can be conducted outside the premises of the organization. In terms of the group session, confidentiality during the meeting cannot be guaranteed for information which is disclosed. Finally, it is important to note that in any final report the anonymity of the organization will also be maintained.

What should I do if I want to take part?

Please sign the consent form and return to me.

What will happen to the results of the research study?

The results of the research will form part of a PhD and elements published. You can of course obtain a copy of the thesis. And I will be sharing with participants draft findings for feedback.

Who is organising and funding the research?

I am conducting the research as a post-graduate student at University of Sussex. There is no other organisation that is funding the research.

Who has approved this study?

The study has been approved by the University of Sussex ethical review process.

Contact for Further Information

I can be contacted on A.Gain@sussex.ac.uk & 07736 118 683. If you have concerns about the way the study is being conducted you should contact my Supervisor: Dr Catherine Will, C.Will@sussex.ac.uk. Lastly, thank you taking time to read the information sheet.

CONSENT FORM FOR RESEARCH PARTICIPANTS

Project Title - Does Ownership matter? case studies of healthcare employee ownership and the implications for alternative organisations

Researcher – Aaron Gain, PhD Candidate, the University of Sussex

I agree to take part in the above project. I have had the project explained to me and I have read and understood the Information Sheet, which I may keep for records. I understand that agreeing to take part means that I am willing to be interviewed by the researcher and / or participate in a Group Discussion. Can you please indicate below.

One to one Interview	
Group Discussion	

I understand that any information I provide is anonymous, and that no information that I disclose will lead to the identification of any individual in the reports on the project, either by the researcher or by any other party.

In terms of the group session, I understand that confidentiality cannot be guaranteed for information which I might disclose.

I understand that my participation is voluntary, that I can choose not to participate in part or all of the project, and that I can withdraw at any stage of the project without being penalised or disadvantaged in any way.

I consent to the processing of my personal information for the purposes of this research study.

I understand that such information will be treated as strictly confidential and handled in accordance with the Data Protection Act 1998.

Name: _____

Signature _____

Date: _____