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## Participant Information Sheet (Senior Nurse Leaders)

<b>Title</b>	Capability, capacity, and culture change: Building confidence and competence in nurses to prevent, recognise, and respond to clinically deteriorating patients in mental health units
<b>Short Title</b>	The CUBIC Study
<b>Coordinating Principal Investigator</b>	AP Bronwyn Everett
<b>Investigators</b>	[insert investigators]
<b>Location</b>	[insert sites]

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### **Part 1: What does my participation involve?**

#### **1 Introduction**

You are invited to take part in this research project, The CUBIC Study. This is because you are a Senior Nurse Leader working in a mental health unit in SWSLHD. The research project aims to support nurses to enhance and develop knowledge, skills, tools and strategies to positively transform culture in inpatient Mental Health Units in South Western Sydney Local Health District (SWSLHD). Supporting nurses to develop effective workplace cultures will (i) ensure the delivery of compassionate, safe, patient centred care through early recognition of and response to clinical deterioration; and (ii) build on the work undertaken as part of the Productive Mental Health ward by increasing the amount of time nursing staff spend engaging with patients.

This Participant Information Sheet tells you about what participation will involve. Please read this information carefully. Ask questions about anything you don't understand or want to know more about. Participation in this research is voluntary and you are in no way obliged to participate. If you choose to participate, you can withdraw at any time, prior to data analysis, without giving any reason and without any consequences.

If you decide you want to take part in the research project, you will be asked to sign the consent section. By signing it you are telling us that you:

- Understand what you have read
- Consent to take part in the research project

You will be given a copy of this Participant Information and Consent Form to keep.

#### **2 What is the purpose of this research?**

Early recognition of and response to clinical deterioration not only reduces adverse outcomes, but the number of interventions required to stabilise patients who do deteriorate. Although much effort has been directed toward developing tools, resources and competency-based training programs to improve recognition of and response to deteriorating patients in acute inpatient settings, there is an absence of not only research, but resources or training to support nurses to recognise and respond to clinically-deteriorating patients in acute mental health settings. Evidence also suggests lack of organisational supports and poor leadership may contribute to poor team culture, distress and burnout and reduced commitment to professional standards which in turn contributes to failure to prevent, recognise and respond to clinical deterioration.

The aim of this study is to evaluate the effectiveness of a positive workplace culture program designed to develop effective workplace cultures and nursing leadership within adult inpatient mental health units. This culture change intervention aims to (i) ensure the delivery of compassionate, safe, patient-centred care through the early recognition of, and response to, clinical deterioration and (ii) build on the work undertaken as part of the Productive Mental Health ward by increasing the amount of time nursing staff spend engaging with patients.

### **3 What does participation in this research involve?**

A paper-and-pencil survey: If you agree to be involved in this research project we will ask you to complete a survey before and after completing the workplace culture workshops. We will ask questions relating to (a) your demographic and work profile; (b) organisational culture assessment; (c) safety culture and (d) knowledge, skills and attitudes related to recognising and responding to clinically-deteriorating patients. The survey will take approximately 30 minutes to complete.

A focus group: You may also choose to take part in a focus group session before and/or after the workplace culture workshops. The focus group will explore your perceptions and experiences of your workplace culture and nursing leadership. We would also like to hear about your experiences with recognition of, and response to, clinically-deteriorating patients. The focus groups should take no more than one hour. The de-identified transcripts of the focus groups will be available for you to review if you wish.

There are no costs associated with participating in this research project, nor will you be paid. Refreshments will be provided during the focus groups.

### **4 Do I have to take part in this research project?**

Participation in this study is entirely voluntary. If you do not wish to take part, you do not have to. If you decide to take part and later change your mind, you are free to withdraw from the project at any stage without giving any reason and without any consequences. If you do decide to take part, you will be given this Participant Information and Consent Form to sign and you will be given a copy to keep.

### **5 What are the possible benefits of taking part?**

We cannot guarantee or promise that you will receive any benefits from this research, however possible benefits may include a better understanding of approaches for managing self, enhancing workplace resilience, and building effective coping strategies for dealing with complexity, challenge and change. Possible benefits for mental health services include a positive team and workplace culture which will promote the delivery of compassionate, safe, patient centred care.

## **Part 2: How is the research project being conducted?**

### **6 What will happen to information about me?**

All participants are assured of confidentiality in relation to data collected for the research and in any reports published following the completion of the research project. Any identifying information will be removed by the chief investigator prior to the data being analysed. All of the research data and associated materials will be kept by the Coordinating Principal Investigator in a locked cupboard in a locked research office. In any research reports the data will be presented using pseudonyms and no individual names will appear. All data will be retained for five years as per the National Health and Medical Research Council (NHMRC) Guidelines and then destroyed. It is anticipated that reports of this research will be published in peer reviewed journals and presented at conferences. Participants will be provided with details of such reports by the researchers on request.

## **7 Who is organising and funding the research?**

This research is being conducted by the Centre for Applied Nursing Research, a joint collaboration between South Western Sydney Local Health District and Western Sydney University. The research project is being funded by the Nursing and Midwifery Office, NSW Health.

## **8 Who has reviewed the research project?**

All research in Australia involving humans is reviewed by an independent group of people called a Human Research Ethics Committee (HREC). The ethical aspects of this research project have been approved by the HREC of South Western Sydney Local Health District. This project will be carried out according to the *National Statement on Ethical Conduct in Human Research (2007)*. This statement has been developed to protect the interests of people who agree to participate in human research studies.

## **9 Further information and who to contact**

When you have read this information, someone will be available to discuss it with you further and answer any questions you may have. If you would like to know more at any stage, please feel free to contact: **[insert Principal Investigator name]** on phone: **[insert phone]** or email: **[insert email]**. This information sheet is for you to keep.

## **10 Reviewing HREC approving this research and HREC Executive Officer details**

This study has been approved by the South Western Sydney Local Health District Human Research Ethics Committee. Any person with concerns or complaints about the conduct of this study should contact the Ethics and Research Governance Office, Locked Bag 7279, Liverpool BC, NSW, 1871 on phone: (02) 8738 8304; fax: (02) 8738 8310; email [research.support@sswahs.nsw.gov.au](mailto:research.support@sswahs.nsw.gov.au); website: <http://www.sswahs.nsw.gov.au/swslhd/ethics/default.html> and quote **[insert HREC number]**.

**Thank you for taking the time to consider this study.  
If you wish to take part in it, please sign the attached consent form.  
This information sheet is for you to keep.**