
PARTICIPANT INFORMATION SHEET

ORGANISATIONAL LEADERSHIP INVESTMENT ACROSS AOTEAROA NEW ZEALAND; EXPLORING THE EXPERIENCES OF MIDWIFERY LEADERS

RESEARCHER INTRODUCTION

Lead Researcher: Rachel Jury; Midwife and Massey University, School of Management and Marketing, Master of Health Service Management candidate.

Contact email: 20006487@massey.ac.nz

This project has been evaluated by peer review and judged to be low risk. Following review by a Massey University Ethics Advisor and Chair of the Ethics Chairs' Committee, the project has been approved. The researcher(s) named above are responsible for the ethical conduct of this research.

If you have any concerns about the ethical conduct of this research that you want to raise with someone other than the researcher(s), please contact Massey University Human Ethics by email: humanethics@massey.ac.nz.

Research Supervisor: Inga Hunter

Contact email: I.Hunter@massey.ac.nz

Study Site: Massey University, Manawatu Campus, Palmerston North

Ethics Application ID: 4000032286

INVITATION TO PARTICIPATE IN THIS RESEARCH STUDY

You are invited to take part in a research study exploring the professional pathways of midwives transitioning from clinical practice into leadership roles. This research is part of a Master of Health Service Management degree at Massey University.

Please read this information carefully before deciding whether to take part.

If you agree to take part in this study, your consent is implied by completing the survey.

WHAT IS THE PURPOSE OF THIS RESEARCH

In Aotearoa New Zealand, midwives are clinical experts, yet the transition into formal leadership is often poorly defined. Many midwives enter management without structured preparation or mentorship.

Informed by my own experience of this transition, this research explores the leadership development experiences of midwifery leaders across Aotearoa New Zealand using an anonymous online survey. The study aims to understand how midwives transition into

leadership roles and the types of organisational support provided by employers such as Te Whatu Ora and private healthcare facilities. By investigating these pathways, the research seeks to identify what helps or hinders professional growth in this sector.

RESEARCH QUESTIONS

1. What are the common pathways and developmental experiences of midwifery leaders in Aotearoa.
2. How do midwifery leaders perceive the role of their organisation in supporting or hindering their transition to leadership.
3. What specific organisational factors contribute to a leaders sense of readiness and long-term effectiveness.

WHAT YOUR PARTICIPATION WILL INVOLVE

If you choose to take part, you will complete an **anonymous online survey via Qualtrics**.

Date: The survey will be available to complete between Monday 20th July and Sunday 16th August

Time: Approximately 20 minutes.

Format: A mix of rating scales and open-ended questions.

Eligibility: Midwives currently in formal leadership/management roles, This includes those in traditional midwifery management roles and midwives who have transitioned into broader health service management within the New Zealand health system (note: leadership positions are defined as those outlined in the Midwifery Career Pathway e.g. Midwife Manager, midwife advisor, ADOM, Chief Midwife, Service Manager).

Recruitment: Participants will be recruited through several professional bodies to ensure a broad national reach. This includes:

- **Professional Organisations:** Formal invitations will be sent to members of the New Zealand Nurses Organisation (NZNO), and the New Zealand College of Midwives (NZCOM) via their established communication platforms for research recruitment.
- **Professional Networking:** Potential participants will be identified via LinkedIn based on their listed leadership roles and contacted using publicly available contact details.
- **Social Media:** Invitations will be shared in closed, professional-moderated Facebook groups for New Zealand Midwives, subject to administrator approval.
- **Snowball Sampling:** Initial participants will be invited to forward the study information to eligible peers within their professional networks.

Consent: Completion and return of the survey implies consent.

IS THERE COMPENSATION OR KOHA FOR YOUR TIME?

As this master's research project is self-funded, I am unable to offer any **financial compensation or koha** for participating.

I am acutely aware as a midwife and leader, your time is a limited and precious resource. Please know your participation is a significant and voluntary contribution to the midwifery profession in Aotearoa New Zealand. By sharing your journey, you are helping to build the evidence base needed to advocate for better leadership development, mentorship, and support for both current and the next generation of midwifery leaders.

HOW YOUR PRIVACY WILL BE PROTECTED

As our professional community is small, I have implemented a 'Reporting Firewall' to protect your identity and voice.

Technical Anonymity: Qualtrics is configured to strip all metadata (like IP addresses) upon submission. Responses cannot be traced back to an individual.

1. **Role & Region Masking:** Participants will be asked to provide their specific job titles and health districts within the survey. This is a **methodological necessity** for two reasons:
 - a. **Inclusion verification:** To confirm that participants meet the inclusion criteria (e.g., they are a midwife in a formal leadership/management role, they work within Aotearoa New Zealand).
 - b. **Nuanced analysis:** To enable a comparative analysis of leadership support structures across different organisations.
 - c. Anonymity:
 - i. **Suppression of identifiers:** While specific position titles and health districts are necessary for internal analysis, this information will be strictly suppressed in the published report.
 - ii. **Generalisation of roles/districts:** The methodology section of the report will list the types of positions titles accepted as part of the inclusion criteria and define New Zealand health regions/district. While the results section will not provide any analysis on results according to the participants role or locale, as this is felt to closely to be re identifiable data.
 - iii. **Qualtrics:** The Qualtrics platform enables configuration that collected data can be anonymous even to the survey creator. All anonymity features will be utilised within the platform.
2. **Anonymisation and deductive identification:** Any specific mention of locations, hospitals or DHBs/organisations within the qualitative text will be redacted or generalised to prevent "deductive identification."
3. **Confidentiality & Anonymity:** extra precautions will be taken to prevent 'deductive identification'. In the final report and any subsequent publications, specific facility names will be redacted or generalised (e.g., a large urban tertiary hospital or a regional private facility). Any unique identifying details provided in open-ended responses that could link an experience to a specific individual or workplace will be de-identified during the thematic analysis process.

WHAT WILL HAPPEN TO YOUR SURVEY RESPONSES

Data as Taonga: I acknowledge your shared experiences as *taonga*. I act as a temporary guardian of this information, ensuring it is used ethically to benefit the profession.

Storage: All data is stored on a password-protected Massey University OneDrive account.

Retention: In accordance with Massey University policy, raw data will be securely held for **five years** and then permanently deleted. Access to this data remains solely with the main researcher.

Publication: The results will be published as a Master's Thesis in the Massey University Library. Findings may also be presented at conferences or published in journals (e.g., *NZCOM Journal*).

Summary of Findings: You can opt to receive a summary of the results at the end of the survey. Your email address for this will be stored separately from your survey answers to maintain anonymity.

YOUR RIGHTS

Participation is voluntary, your consent is implied when you begin the survey. You are under no obligation to accept this invitation. If you decide to participate, you have the right to:

- Ask questions about the study at any time before beginning the questionnaire.
- Decline to answer any particular question.
- Exit the survey at any time before clicking "Submit." However, once your survey is submitted, it cannot be withdrawn because the data is anonymised and I will have no way of identifying which response is yours.
- While unintentional we acknowledge that any reflection on personal experiences may cause emotional/psychological distress. This survey is designed to be strength based and ask about your professional experiences. Should you find any of the survey questions make you feel uncomfortable, EAP services are available to you, free of charge. Please contact them through your work place designated EAP provider.