Title: Nurse Attrition – why nurses leave nursing. A study of the reasons why nurses leave nursing and what could be done to prevent it.

Researchers: Dr Jill Clendon, Dr Léonie Walker

We would like to invite you to take part in a study examining factors contributing to nurses choosing to leave the nursing profession and what interventions may help reduce this attrition.

Why is this study important?

International research shows nurses leave the nursing profession for a variety of reasons including family responsibilities, other career opportunities and dissatisfaction with their workplace and role.\(^1\) However, there has been little research into why nurses leave nursing in New Zealand and with looming workforce shortages, it is important to understand why nurses in New Zealand may leave nursing and what we can do to support them to stay in the profession.

The Process

You are invited to complete this survey that will involve answering a range of questions about why you left nursing and what would have helped you stay (if anything). The survey will take approximately 10 minutes to complete. The survey is completely anonymous although we will ask you to leave your contact details if you would like to take part in a further face to face or phone interview. If you do choose to leave your contact details, this information will be separated from your survey answers immediately in order to maintain confidentiality.

It is planned that the study will be completed by December 2017.

Participation

Your participation is completely voluntary. If you decide not to take part this will not influence your health care or future employment opportunities in any way.

You have the right to withdraw from the study at any time up until data analysis has begun (March 1\(^{st}\) 2017).

You will be sent a copy of the report before publication if you so choose.

---

Confidentiality

The information you provide will be accessible only by the two co-researchers involved in the study (Léonie Walker and Jill Clendon). The information you provide will not be disclosed to any other person.

Storage of Information

Information and material produced during the course of this research will be stored securely at the New Zealand Nurses Organisation National Office in Wellington. Data obtained during the course of this research will be kept for five years and then destroyed.

Other Information

Please consider the facts in this information sheet carefully. If you decide that you would like to take part in the survey, please continue to the next page.

If you have any queries or concerns regarding your rights as a participant in this study you may wish to contact a Health and Disability Advocate, phone: 0800 555 050, or myself at the number/address given below.

This study has received ethical approval from the Victoria University of Wellington Human Ethics Committee. Approval: 0… If you have any questions regarding the ethical aspects of the study, you should in the first instance contact the Project Lead, Dr Jill Clendon | Adjunct Professor, Graduate School of Nursing, Midwifery and Health, Victoria University, Wellington jillc@nzno.org.nz (03) 5463941.

Concerns regarding the conduct of the research should be notified to: Dr Kathy Holloway, Director of the Graduate School of Nursing, Midwifery and Health, Victoria University kathryn.holloway@vuw.ac.nz (04) 463 6160 and/or the Victoria University Human Ethics Committee Convener: Associate Professor Susan Corbett. Email susan.corbett@vuw.ac.nz (04) 463 5480.

Information gained during the course of this study will be collated by the researchers on completion of the process the (anonymised) results published in peer reviewed journals and presented in NZNO forums such as Kai Tiaki Nursing New Zealand and the NZNO web site.

Please feel free to contact the researchers if you have any questions about this study. Thank you for taking the time to read this document.

Jill Clendon RN PhD

Adjunct Professor Graduate School of Nursing, Midwifery and Health Victoria University

Nursing policy adviser/researcher New Zealand Nurses Organisation

Ph. (03) 5463941 Email: jillc@nzno.org.nz