

“What do new graduate paramedics find supportive in their first year of practice?”

Project summary and participant information

Thank you for considering being part of this research study. We appreciate your time.

The aim of this study is to investigate the support that is available to new graduate paramedics in their first year of practice.

You are eligible to participate in this study if:

1. You are a currently registered operational paramedic.
2. You have completed your first year of practice within the past six months, therefore holding twelve to eighteen months of experience full time at a state-based Ambulance Service.

If you meet these criteria, we will value your input.

Below you will find information about the project, including context of the project and what is involved if you chose to participate. At the bottom of the page are the contact details of the researchers if you meet the inclusion criteria and would like to participate.

1. Project title:

“What support do new graduates find supportive in their first year of practice?”

2. Project team

Principal Investigator: Dr Elaine Hart- elaine.hart@utas.edu.au

Associate Researcher: Assoc. Prof Dale Edwards- dale.edwards@utas.edu.au

Student Researcher: Tara McAndrew- taram1@utas.edu.au

Other contact details of research team are at the bottom of sheet.

3. Project summary

The principal aim of this study is to investigate what new graduates find supportive in their first year of practice. The transition to practice from university student to paramedic can be daunting for new graduate paramedics. Organisations that employ new graduate paramedics acknowledge that they are still considered novice clinicians, but little is known about what new graduates find supportive during the first year of practice. Our aim is to identify what new graduates found supportive during this time by interviewing people who have just completed this stage of employment. One on one interviews with a member of the research team will occur which will take approximately one hour. You will only be required to perform an interview if you chose to participate. This data will be analysed and themes of what new graduates found supportive will be identified.

4. What will I be asked to do? How long will it take?

You are being asked to participate in an interview. Participation is voluntary. The interview will take approximately one hour, and you will be invited to share information about your experiences of what you found supportive in your first year of practice.

Once you are selected to be included in the study, your identity will only be known to the three members of the research team. Your identity will be kept in a separate location to the interview data to protect your anonymity.

You will be asked to recall information about the support you received in your first year of practice. You can provide us with as little or as much detail as you like. The idea is for us to obtain information about as many experiences as we can so we can understand what new graduates find supportive in their first year of practice.

5. Background and context of the project

As a new graduate paramedic, you are expected to work in high stress environments where there is immense pressure on you to perform. This stress is compounded by the pressure of having to make complex clinical decisions. We want to know if new graduate paramedics feel prepared for these situations by the transition from theory to practice from university graduate to operational paramedic. The process of consolidating knowledge and skills that are gained at university to then perform in a dynamic workplace requires support. We would like to know what you found supportive and if this support was provided to you by the service that employed you.

6. What are the benefits of this project for the broader community? What are the benefits for me as a participant?

The main goal of this project is to enhance the process of transition from student to operational paramedic. This will be done by providing evidence of what new graduate paramedics found supportive in their first year of practice. We will seek to obtain information on what new graduates found supportive so that this could be included in formal training programs offered to paramedic students and to newly employed graduate paramedics. Our aim is to improve working conditions for new graduates so that they are happier at work and continue working as paramedics instead of leaving the profession early which is what some people are doing now. Improving the transition from student to paramedic could lead to a greater retention of paramedics past the first year and even improve working conditions for everyone.

7. Are there any risks to me if I participate in this study?

This project has a very low likelihood of causing harm or distress.

There is a risk that you may experience some frustration if the interview takes longer than you had expected it to take. If this happens you are free to simply exit the meeting at any time.

There is also a risk you may experience some psychological discomfort if the topics brought up trigger unpleasant memories for you. If you expect this may happen to a significant degree, you may consider not participating. For anyone who does participate and is triggered, information about relevant support services will be provided to you. We will email support details to you prior to your interview. These include contact details for employee assistance programs which can provide emotional and psychological support for employees of ambulance services, Lifeline and Beyond Blue, both services which can also provide online support for anyone suffering stress and discomfort.

8. What is extended consent?

When you agree to extended consent, it means that you agree that the data you provide can be used not only in this project but also in other projects that are closely related to or an extension of this project. The research team are considering expanding this project and would like to compare data obtained from other sources to this data.

9. How will the results of the study be published and disseminated? Will I get a copy of the results?

It is anticipated that the results of the study will be published and promoted in a variety of forums. It is likely that this data will produce at least one academic article and the results of the study may be presented at an academic conference.

As a participant you can register to receive any published results after you participate in the interview. If you do not register, the general results are likely to be published in 2023.

10. Can I be identified in participating? What happens to the information?

No, you will not be identifiable. You will be allocated a pseudonym during the selection phase. If you register interest for future information on publication your details will be recorded and held by the research team on a separate location to the data. This will not be linked to any of the responses you give during the interview. We will not know what information is yours. Naturally, we fully protect your privacy if you register for future information.

All data obtained during this study will remain confidential. That means your employer, managers and all your colleagues will not be informed of your participation in this study. All participants will remain anonymous to other staff and to each other.

All study data will be securely stored on the researcher's institution password protected database, the University of Tasmania premises, for five years from the publication of the study. As previously mentioned, results of this study may be used in future projects related to the provision of support to paramedics which means that it will be stored whilst it is still being used and kept for five years after the completion of the research.

11. Can I withdraw from the study?

You are free to withdraw from the study at any time prior to data analysis which will be four weeks after the interview date. It is important to remember that all responses are anonymous to both you and the organisation you work for so there is no risk to your employment should you choose to participate. The aim is to identify experiences you found useful to provide us with information on what new graduates find supportive in practice. If you chose to withdraw after your interview has commenced, your responses will be destroyed and will be removed from the study.

12. Can I tell other people about the study?

Yes. You can tell anyone you want about this study. Feel free to tell colleagues, and to circulate via social media if you wish.

13. Will I be reimbursed for my time participating in this project?

You will not be remunerated for your time participating in this project. The people and organisations assisting in recruiting participants for this project will not be reimbursed for their time either. The research team see this project as being hugely beneficial to the profession and hope that you do too.

14. What if I require further information?

If you have any questions about the study before deciding whether you wish to participate, please contact a member of the research team:

Chief Investigator- Dr Elaine Hart- elaine.hart@utas.edu.au

Student researcher- Tara McAndrew- taram1@utas.edu.au

15. Can I be reported for any information I provide during this project?

In the event the information you provide involves negligence or misconduct, as members of the research team are professionals registered with AHPRA we are obliged to report anything that could pose risk of harm to the public or other professionals. We believe this risk to be minimal due to the nature of the project and the focus being on the positive experience of support.

16. What if I have a complaint?

This study has been approved by the human research ethics committee at the University of Tasmania. The approval number is [approval no. TBA].

This study has been approved by the University of Tasmania Human Research Ethics Committee. If you have concerns or complaints about the conduct of this study, you can contact the Executive Officer of the HREC (Tasmania) Network on (03) 6226 6254 or email human.ethics@utas.edu.au. The Executive Officer is the person nominated to receive complaints from research participants. You will need to quote H00xxxxx.

To be considered for this study, please confirm that you meet the inclusion criteria, and that you have understood the above information:

- I confirm that I am a currently registered practicing paramedic who has completed one year of full-time work for a state-based ambulance service within the last six months, and that I understand the information in the participant information sheet.

Expression of interest: Personal and demographic information

Thank you for choosing to participate in this study. We appreciate your time.

This information is to assist us in selecting a wide variety of participants. By selecting a range of participants from different backgrounds we can achieve greater understanding of the experiences of new graduate paramedics.

1. How old are you? Chose the correct bracket.
 - 21-30
 - 31-40
 - 41-50
 - 51-60
2. What is your gender?
 - Woman
 - Man
 - I identify as _____ (please specify)
 - Prefer not to say
3. Which Australian state or territory do you live and work in?
 - NSW
 - Vic
 - Qld
 - SA
 - NT
 - WA
 - Tas
 - ACT

Consent Form

Title: What do new graduate paramedics find supportive in their first year of practice?

Principal Investigator: Dr Elaine Hart Tasmanian School of Medicine
College of Health and Medicine
Ph: +61 3 6226 4211
Email: Elaine.Hart@utas.edu.au

I, give my extended consent to participate in the project named above on the following basis:

I have had explained to me the aims of this research project, how it will be conducted and my role in it.

I understand:

- That my involvement in this research will include participation in an interview which will take approximately one hour. I have been informed of the purposes of the study and given the opportunity to ask questions.
- That participation involves the risk(s) identified in the information sheet and, if relevant, how these risks may be mitigated.
- Should any information outlining risk of harm to the public be revealed they are mandatorily reportable to the governing body AHPRA. Please note that members of the research team are registered health professionals and bound by the regulating body AHPRA.
- There is no obligation to take part in this study.
- I am free to withdraw at any time, without prejudice, prior to the data being analysed.
- I have been given the opportunity to ask questions and answered to my satisfaction.
- All study data will be securely stored on the researcher's institution, the University of Tasmania premises, for at least five years from the publication of the study results and may be used in future projects related to the current project.
- The results of the study will be published in a way that I cannot be identified as a participant. Any information which might potentially identify me will not be used in published material.
- I agree to participate in this study as outlined to me.

| | |
|------------------|--|
| Name | |
| Signature | |
| Date | |

Statement by researcher

I have explained the project and the implications of participation in it to this volunteer and I believe that extended consent has been informed and that he/she understands the implications of participation in this project.

If the researcher has not had an opportunity to talk to participants prior to them participating, the following must be ticked.

The participant has received the Information Sheet where my details have been provided and participants have had the opportunity to contact me prior to consenting to participate in this project.

| | |
|------------------|--|
| Name | |
| Signature | |
| Date | |