



Participant Information Statement

Title: What do women want? – A qualitative study into the career goals of Australian female paramedics

Researchers:

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Invitation

You are invited to participate in a research study that will explore the career goals, aspirations and perceptions of female paramedics in Australia.

The Chief Researcher of this study is Eliana Stafford-Gaffney; a Bachelor of Paramedicine (Honours) student in the school of Nursing, Paramedicine and Healthcare Sciences at Charles Sturt University. This study is being supervised by Dr Jessica Biles and Alisha McFarlane from the School of Nursing, Paramedicine and Healthcare Sciences at Charles Sturt University.

The following information will provide you with a good understanding of the project. If you wish to participate in this study, it is important for you to read the information carefully to understand the purpose of the research and what participating will involve for you. Please contact the researchers if you have any questions.

What is the purpose of this study?

The purpose of this study is to address the knowledge gap surrounding the career influences and perceived limitations of female paramedics in Australia regarding professional development and career advancement. It will contribute to the understanding of female paramedic career influences which may be useful to employers. This research project will also explore the impact of gender disparities within the paramedic discipline and begin to address the cause of this

disproportion by investigating assumptions regarding what women want in their paramedic careers and exploring underlying factors impacting professional advancement for women.

Why have I been invited to participate in this study?

You have been invited to participate because you are a female paramedic in Australia who has been working as a paramedic for 5-10 years.

What does this study involve?

If you agree to participate in this study, you will be asked to participate in a 30–60-minute interview via Microsoft Teams™. The chief researcher will ask you a range of pre-planned questions and prompts during the interview. These questions will be focused on your career as a paramedic, your career goals and aspirations and any perceptions or limitations you experience. You do not need to answer all questions and if at any time you feel uncomfortable during the interview, please let the interviewer know. Please refrain from saying names or other identifiable information during the interview regarding other people.

The interview will be recorded and transcribed using the Microsoft Teams™ platform and will be deidentified before analysis. Visual data will be deleted and only the audio and transcription will be kept for data analysis. Responses provided in the interview may be directly or indirectly quoted in the data publication. The interview process will be run by the Chief Researcher, Eliana Stafford-Gaffney, who you will be in contact with regarding organising and conducting the interview.

Are there risks and benefits to me taking part in this study?

The purpose of this research is to explore the career goals, aspirations and limitations of female paramedics in Australia. Whilst there is no guarantee that you will directly benefit from participating in this study, the results of this research project will enable further insight into the career influences of female paramedics and will contribute to the body of knowledge surrounding female career advancement. This will identify perceptions surrounding career goals and planning which will support building parity in specialised areas/roles.

The risks associated with this study include feelings of distress arising from speaking about your experiences and career goals and aspirations during the interview process. The questions are not designed to cause distress and the interview can be stopped at any time. If the interviewee notices any signs of distress, the interview process may be paused and resumed at a later date or terminated. You have no obligation to answer any questions you do not wish to answer. You will be provided with a post-interview debrief statement. This statement includes support services should you need further support after the interview.

How is this study being funded?

This study is for an Honours project and there is no associated cost. There is therefore no funding from external organisations.

Will taking part in this study cost me anything and will I be paid?

Participating in this study will not incur any fees. You will not be paid for participating in this study.



What if I don't want to take part in this study?

Participation in this study is voluntary. Deciding to participate in this study is your choice. Only those who give their informed consent will participate in this study.

What if I participate and want to withdraw later?

Yes, participation in this study is voluntary and you can withdraw from this study up to two weeks after your interview, for any reason and without explanation. Two weeks after the interview analysis will have begun and all information will be de-identified. Therefore, it is not possible to withdraw your interview responses after this time.

How will my confidentiality be protected?

Only the researchers of this project have access to your personal details, and this will be stored securely and not shared with anyone outside the research team listed. To further protect your confidentiality, the visual recording of the interview will be deleted. The audio and transcription will be kept for data analysis. After this, pseudonyms will be used and the transcription will be de-identified, meaning that all data with identifiable information will be redacted. You are under no obligation to disclose any potentially identifiable data. If any information is disclosed that you wish to be removed from the interview transcript, please inform the researcher.

What will happen to the information that I give you?

The information you disclose will be de-identified and then analysed for the Chief Researcher's Honours thesis. The information may be directly or indirectly quoted and the research project may be presented at various conferences. The project may be published and cited by other researchers. The de-identified transcript of the interview will be emailed to you and you will have the opportunity to review and amend your transcript up to 2-weeks after the interview. . You may also withdraw your participation up to this 2-week point. Participants are encouraged not to disclose names or stations during the interview. If sensitive information is revealed, the researches will have an obligation to report this information.

What should I do if I want to discuss this study further before deciding?

If you have any questions or would like more information, please contact the Chief Investigator Eliana Stafford-Gaffney via email at estafford-gaffney@csu.edu.au. Alternatively, you may contact the Supervisors for this project via email, Dr Jessica Biles at jbiles@csu.edu.au, or Alisha McFarlane at ahensby@csu.edu.au.

Who should I contact if I have concerns about the conduct of this study?

If you have any reservations about the ethical conduct of this project, you may contact the Committee through the Ethics and Compliance unit. Any issues or concerns will be treated confidentially and investigated fully, and you will be informed of the outcome of any such investigation. You may contact the Ethics and Compliance unit via the following contact details:

The Governance Officer

Human Research Ethics Committee

Ethics and Compliance Unit

Locked Bag 588



Wagga Wagga NSW 2678

Te: (02) 6933 4213

Email: ethics@csu.edu.au

HREC Approval Protocol Number: H23528

Who can I contact if I need support services?

If you feel the need for emotional support, please contact one of the below support services.

Lifeline – crisis only support service.

- 13 11 14 (24/7)
- <https://www.lifeline.org.au>

Beyond Blue

- 1300 224 636 (24/7)
- <https://www.beyondblue.org.au/>

Headspace – available for those aged 12-25 only.

- 1800 650 890 (9am – 1am AEST / 7 days a week)
- <https://headspace.org.au>

The Black Dog Institute

- <https://blackdoginstitute.com.au>

Headstart – for Sydney based participants only.

- <https://headstart.org.au>

Head to Health

- 1800 595 212
- <https://www.headtohealth.gov.au>

QLife – for LGBTI individuals (open 3pm to midnight every day).

- 1800 184 527
- qlife.org.au

If urgent support is needed, please call 000 or the Mental Health Line (1800 011 511)

Conclusion

Thank you for reading the above information and considering this invitation. Please email the Chief Researcher or Supervisors if you have any questions.



