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02/09/2023
HREC Ref: HREC 2024/56/LR-PS

Understanding Management Competencies Development Required For Nurse Managers In New Zealand: A Multi-Methods Study

Information Sheet for participants Survey

Kia ora,

You are invited to participate in a research study on Understanding Management Competencies Development Required for Nurse Managers in New Zealand: A Multi-Methods Study. This study is being conducted by Mohammad Othman from the University of Canterbury | Te Whare Wānanga o Waitaha (UC). Other research team members include Dr. Isabel Jamieson (primary supervisor) and Dr. Jalal Mohammed (secondary supervisor). The study is being carried out as a requirement for a Doctor of Health Science degree.

What is the purpose of this research?

The purpose of this study is to better understand the management competencies of nurse managers in the New Zealand health system. We are interested in learning more about the research, which will identify areas of competencies that require further growth, demanding extra training, education, and support. The findings of this study will help guide policy training and development needs, as well as provide recommendations for nurse managers that will supplement strategic health workforce frameworks such as The Nursing Council's nurse managers competency framework and improve overall nursing workforce performance.

Why have you received this invitation?

You are invited to participate in this research because you are a registered nurse who holds a nurse manager role in the New Zealand healthcare sector and received an invitation to participate in this study.

Your participation is voluntary (your choice). If you decide not to participate, there are no consequences. Your decision will not affect your relationship with me, the University of Canterbury or any member of the research team or recruitment agents.

What is involved in participating?

If you choose to take part in this research, you will be asked to participate in filling in a questionnaire. We estimate that your participation will be approximately 25 minutes.

Are there any potential benefits from taking part in this research?

Participants may get an improved understanding of the management competencies development needs for nurse managers in New Zealand, allowing them to improve nursing management competencies by delivering evidence-based information. Understanding the need for further training, education, and organisational support for nurse managers in New Zealand, given the complicated responsibilities and obligations that they confront.

What will happen to the information you provide?

All data will be confidential and anonymous. We will not be able to identify you or link your identity with any results we publish. We will store all study data in password-protected files on the University of Canterbury computer network or lockable cabinets in lockable offices.

All data will be destroyed ten years after completion of the study/publication of study findings.

Mohammad Othman, I will be responsible for making sure that only members of the research team use your data for the purposes mentioned in this information sheet.

What type of questions will be asked in the survey?

The survey will contain demographic questions, questions about education and training, questions about challenges in the workplace, questions about organisational support, and questions about core management competencies and their behavioural items. Before submitting your answers, there will be a question to ask to provide your email address if you would like to be considered for future invitations to participate in the second phase of the study (focus group).

Will there be a second stage of the research?

Yes. There will be a second stage of the research. Focus groups will be conducted after the survey data is analysed. There will be a question at the end of the survey asking whether survey participants would be interested in taking part in a future focus group on the topic. Each Focus group depends on the management level and will discuss five areas:

- 1- Demographic, education, background, and experience.
- 2- Previous management professional development and its perceived usefulness and relevance.
- 3- Perceived the importance of core management competencies including evidence-informed decision making, operation, administration and resource management, knowledge of health care environment and organisation, interpersonal, communication qualities and relationship management, leading people, and organisations, and enabling and managing change.
- 4- Any competencies gaps from the survey.
- 5- Bicultural competencies for New Zealand context.

Anonymity and data removal for participants who do not provide contact information

Participants who do not provide contact information for focus group participation:

- 1- Anonymity: The responses provided by these participants will be kept anonymous. Without contact information, the responses cannot be linked to specific individuals.
- 2- Data Removal: These participants' data cannot be removed after submission. This is because there is no method to determine which responses belong to each participant. Once anonymised, the data cannot be traced back to its origin.

Data Removal for Participant Providing Contact Details

For participants who offer their contact information (email for focus group invitation):

- 1- Data Removal: It may be feasible to remove participants' data upon request because their responses can be linked to their identity via the provided email.
- 2- Time Limitation: Data removal will be possible either on or before **01/01/2025**.

Will the results of the study be published?

The results of this research will be published in the Doctoral thesis. This thesis will be available to the general public through the UC library. Results may be published in peer-reviewed, academic journals. Results will also be presented during conferences or seminars to wider professional and academic communities. You will not be identifiable in any publication.

Who can you contact if you have any questions or concerns?

If you have any questions about the research, please contact:

1. Mohmmad Othman, Mohmmad.othman@pg.canterbury.ac.nz
2. Dr. Isabel Jamieson (primary supervisor), Isabel.Jamieson@canterbury.ac.nz

This study has been reviewed and approved by the University of Canterbury Human Research Ethics Committee (HREC). If you have concerns or complaints about this research, please contact the Chair of the HREC at human-ethics@canterbury.ac.nz.

What happens next?

Please log in. Read the consent page if you agree, please start answering the questions.