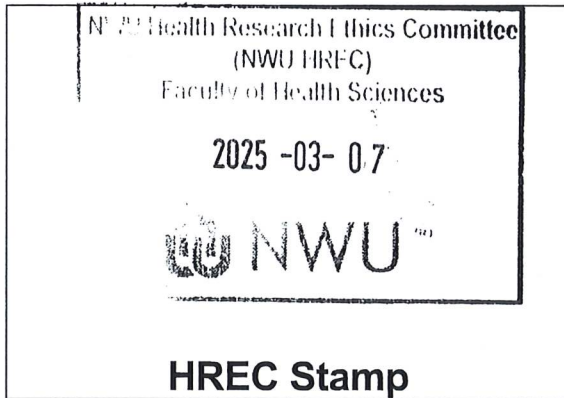




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INFORMED CONSENT DOCUMENTATION

TITLE OF THE RESEARCH STUDY: An investigation of career choice and change among health professionals in South Africa: implications for health professions education.

ETHICS REFERENCE NUMBERS: NWU-00042-24-A1

PRINCIPAL INVESTIGATOR: JAMES AVOKA ASAMANI

POST GRADUATE STUDENT: MODUPE BUSISIWE MAKWARELA (43939724)

ADDRESS: BENDOR GABLES, GHIORDES STREET, POLOKWANE 0699

CONTACT NUMBER: +27738952082/+27158802132

You are being invited to take part in a **research study** that forms part of a Doctoral study. Please take some time to read the information presented here, which will explain the details of this study. Please feel free to contact the researcher any questions about any part of this study that you do not fully understand. It is very important that you are fully satisfied that you clearly understand what this research is about and how you might be involved. Also, your participation is **entirely voluntary** and you are free to say no to participate. If you say no, this will not affect you negatively in any way whatsoever. You are also free to withdraw from the study at any point, even if you do agree to take part now.

This study has been approved by the **Health Research Ethics Committee of the Faculty of Health Sciences of the North-West University (NWU-00042-24-A1)** and will be conducted according to the ethical guidelines and principles applicable to this study. It might be necessary for the research ethics committee members or other relevant people to inspect the research records.

What is this research study all about?

- *We plan to investigate the nature of career choice and career change decisions among health professional students and qualified health professionals. We would like to understand how these decisions were made as well as what factors informed them. This investigation will happen using both semi-structured interviews (qualitative) or questionnaires (quantitative). The information obtained in this study will help us identify and suggest ways to mitigate any gaps in health professions training in South Africa.*
- *This study will be conducted among health professional students in University of Limpopo, University of the Witwatersrand, Nelson Mandela University and University of KwazuluNatal. It will also be conducted among qualified health professionals across South Africa. The study will be done by experienced health researchers trained in health professions education and planning, with extensive experience in collecting and analysing health workforce data.*

Why have you been invited to participate?

- *You have been invited to be part of this research because you are either a fulltime registered student studying to become a health professional in one of these four institutions or you are a qualified health professional in South Africa and have been working for more than one (1) year in Medicine, Pharmacy, Psychology, Nursing or Dietetics/Nutrition.*

What will be expected of you?

- *If you agree to participate, you will be expected to be available to answer a few questions in a one-on-one virtual interview (qualitative study) or to fill a one-time electronic questionnaire (quantitative study). Both studies contain questions about your career choice decision and any career change intentions/decisions you may be considering or have already taken. Demographic and background information such as age, race, sex, study/work duration as well as professional information will also be included among the questions. Completing the questionnaire may take you 20 to 25 minutes. Your responses to the questionnaire will be collected electronically but if you do not have enough time now you can answer it at your earliest convenience.*
- *You reserve the sole right to withdraw from the study or withhold your consent at any point in time and I assure you that your exercise of this right has no punitive consequence whatsoever.*

Will you gain anything from taking part in this research?

- *There will be no direct gains for you in the study.*
- *The indirect gains of the study are that the findings may be used for improved health professions training, planning that leads to professional support for health professionals in the future which could improve job satisfaction and longevity in professional practice.*

Are there risks involved in you taking part in this research and what will be done to prevent them?

- *There are no anticipated risk of physical harm associated with this study. The semi-structured interview or questionnaire requires a recall of why you chose to pursue a health professions qualification and your personal experience of the profession so far and if you may be having any career change intention/decision. If you experience significant discomfort with this, you may terminate your participation and/or be offered free psychological support and counselling.*

How will we protect your confidentiality and who will see your findings?

- *Anonymity of your responses will be protected by ensuring that your consent form will not be in any way linked to your responses gathered through audio recorded interviews or the questionnaire (which will be electronically collected). Your privacy will be respected by you being interviewed by the researcher alone, no mention of your name during the recording, and by allowing you to complete the electronic questionnaire by yourself. Your results will be aggregated with others and without personal identifying information. The data will be kept confidential by protecting the electronic dataset with a password and processing it in line with the data protection law. Your consent form will be kept securely in a locked cabinet which will be securely disposed after 7 years in line with the data protection law of South Africa. Only the researcher and her supervisors will be able to look at your findings.*

What will happen with the findings or samples?

- *The findings of this study will only be used for this study and any publication(s) arising from it will be reported in aggregate or summary statistics and not individual responses.*

How will you know about the results of this research?

- *We will give you the results of this research when the study is completed through emailing your institution or representative association.*
- *You will be informed of any new relevant findings by publications.*

Will you be paid to take part in this study and are there any costs for you?

This study is self-funded by the researcher. No external funding is received for this study. You will not be paid to take part in the study; however each response qualifies the participant an entry into a draw to win one of three R1000 vouchers. The data connection cost for your participation will be for your own expense. There will be no travel expenses for the purpose of your participation so you do not need to be refunded for traveling. There will thus be no additional costs involved for you if you do take part in this study except your time and data which will be approximately 20 to 25 minutes.

Is there anything else that you should know or do?

- You can contact **Modupe Busisiwe Makwarela** using **+27738952082** (email: **busisiwemakwarela@gmail.com**) if you have any further questions or have any problems.
- You can also contact the Health Research Ethics Committee via Mrs Carolien van Zyl at 018 299 1206 or carolien.vanzyl@nwu.ac.za if you have any concerns that

were not answered about the research or if you have complaints about the research.

- You will receive a copy of this information and consent form for your own purposes.

Declaration by participant

By signing below, I agree to take part in the research study titled: **An investigation of career choice and change among health professionals in South Africa: implications for health professions education.**

I declare that:

- I have read this information/it was explained to me by a trusted person in a language with which I am fluent and comfortable.
- The research was clearly explained to me.
- I have had a chance to ask questions to both the person getting the consent from me, as well as the researcher and all my questions have been answered.
- I understand that taking part in this study is **voluntary** and I have not been pressurised to take part.
- I may choose to leave the study at any time and will not be handled in a negative way if I do so.
- I may be asked to leave the study before it has finished, if the researcher feels it is in the best interest, or if I do not follow the study plan, as agreed to.

Signed at (*place*) on (*date*) 20....

.....
Signature of participant

.....
Signature of witness

Declaration by person obtaining consent

I (*name*) declare that:

- I clearly and in detail explained the information in this document to
.....
- I did/did not use an interpreter.

- I encouraged him/her to ask questions and took adequate time to answer them.
- I am satisfied that he/she adequately understands all aspects of the research, as discussed above
- I gave him/her time to discuss it with others if he/she wished to do so.

Signed at (*place*) on (*date*) 20....

.....
Signature of person obtaining consent

Declaration by researcher

I (*name*) declare that:

- I explained the information in this document to
- I did/did not use an interpreter
- I encouraged him/her to ask questions and took adequate time to answer them or I was available should he/she want to ask any further questions.
- I am satisfied that he/she adequately understands all aspects of the research, as described above.
- I am satisfied that he/she had time to discuss it with others if he/she wished to do so.

Signed at (*place*) on (*date*) 20....

Signature of researcher

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 25 April 2018
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