

## **Work Demands and Well-being in Veterinary Surgeons**

### **Participant Information Sheet**

This Participant Information Sheet should be read in conjunction with [The University privacy notice](#)

You are being invited to take part in a research study on work demands and well-being in veterinary surgeons working in the UK. Before you decide whether to take part, it is important for you to understand why the research is being conducted and what it will involve. Please take time to read the following information carefully and discuss it with others, if you wish. Please ask if there is anything that is not clear or if you would like more information. Take time to decide whether or not you wish to take part. Thank you for taking the time to read this.

#### **Who will conduct the research?**

Dr Elinor O'Connor (Principal Researcher), Dr Sheena Johnson and Dr David Hughes  
Alliance Manchester Business School, University of Manchester, Booth St East, Manchester M13 9SS

#### **What is the purpose of the research?**

The aims of the study are to investigate work-related demands and well-being experienced by veterinary surgeons practising in the UK, and the role of personality style on the relationship between work demands and well-being.

#### **Why have I been chosen?**

The research team is seeking veterinarians currently working in the UK to participate in the study. The total number of participants in the study is not pre-determined and will depend on how many choose to take part.

#### **What would I be asked to do if I took part?**

The study involves two phases. In the first phase, you will be asked to complete an online questionnaire that includes questions about the demands you experience in your work, your well-being, and your personality style. The survey takes about 15 minutes to complete. At the end of the questionnaire, you will be asked if you would be willing to participate in the second, follow-up phase of the study, which will involve completing an online questionnaire in three months' time. The follow-up questionnaire will include questions about well-being and will take about 5-10 minutes to complete.

If you would be willing to participate in the second phase of the study, you will be asked to provide your email address at the end of the first-phase questionnaire. However, if you would prefer to participate only in the first phase of the study, you can choose to do so.

#### **What will happen to my personal information?**

In order to undertake the research project, we will need to collect the following personal information/data about you:

- Your gender;
- Your age;
- How many years you have been qualified as a veterinary surgeon;
- Your field of practice (e.g. clinical, small animal practice);
- Your job role (e.g. employee, practice partner, locum);
- How many years you have been in your current role;
- Whether you are working part-time or full-time;
- Whether you undertake out-of-hours work in your current role;
- Whether you work on-call in your current role;
- If you would be willing to participate in the second phase of the study, you will be asked to provide your email address.

Only the research team will have access to this information.

We are collecting and storing this personal information in accordance with the General Data Protection Regulation (GDPR) and Data Protection Act 2018 which legislate to protect your personal information. The legal basis upon which we are using your personal information is “public interest task” and “for research purposes” if sensitive information is collected. For more information about the way we process your personal information and comply with data protection law please see our [Privacy Notice for Research Participants](#).

The University of Manchester, as Data Controller for this project, takes responsibility for the protection of the personal information that this study is collecting about you. In order to comply with the legal obligations to protect your personal data, the University has safeguards in place such as policies and procedures. All researchers are appropriately trained and your data will be looked after in the following way:

The research team will have access to your personal identifiable information, that is data which could identify you, but they will anonymise it as soon as practical when the study objectives allow. Anonymised data will be retained for 5 years in a folder to which only the research team has access on the University of Manchester’s server.

You have a number of rights under data protection law regarding your personal information. For example you can request a copy of the information we hold about you. This is known as a Subject Access Request. If you would like to know more about your different rights, please consult our [privacy notice for research](#) and if you wish to contact us about your data protection rights, please email [dataprotection@manchester.ac.uk](mailto:dataprotection@manchester.ac.uk) or write to The Information Governance Office, Christie Building, University of Manchester, Oxford Road, M13 9PL. at the University and we will guide you through the process of exercising your rights.

You also have a right to complain to the [Information Commissioner’s Office](#), Tel 0303 123 1113

### **Will my participation in the study be confidential?**

Your participation in the study will be kept confidential to the study team and those with access to your personal information as listed above. Individuals from the University and regulatory authorities may need to review the study information as part of the routine management of research at the University of Manchester or in the event of an incident.

A number of steps will be taken to maintain confidentiality. The study data will be stored in a password-protected folder on the University of Manchester's Research Data Storage server. Participants who choose to take part in the second, follow-up phase of the study will be assigned ID numbers known only to the research team and these will be used to link phase one and two data. All findings reported in papers and presentations will be presented in a way that does not identify individual participants.

There may be other very rare circumstances that may lead to disclosure, for example:

- Where there is a professional obligation to report misconduct, we may need to inform your professional body;
- Reporting current/future illegal activities to the authorities.

### **What happens if I do not want to take part or if I change my mind?**

It is up to you to decide whether or not to take part. If you do decide to take part, you are asked to download this information sheet to keep and you will be asked to complete a consent question at the start of the phase one and follow-up questionnaires. If you decide to take part, you are still free to withdraw at any time without giving a reason and without detriment to yourself. However, it will not be possible to remove your data from the project once it has been anonymised and forms part of the dataset as we will not be able to identify your specific data. This does not affect your data protection rights.

### **Will my data be used for future research?**

When you agree to take part in a research study, the information about you may be provided to researchers running other research studies in this organisation. The future research should not be incompatible with this research project and will concern work-related well-being. These organisations may be universities, NHS organisations or companies involved in health and care research in this country or abroad. Your information will only be used by organisations and researchers to conduct research in accordance with the [UK Policy Framework for Health and Social Care Research](#).

This information will not identify you and will not be combined with other information in a way that could identify you. The information will only be used for the purpose of health and care research, and cannot be used to contact you regarding any other matter or to affect your care. It will not be used to make decisions about future services available to you.

### **Will I be paid for participating in the research?**

Participants will not receive payment for taking part in the study.

### **What is the duration of the research?**

The first-phase questionnaire takes about 15 minutes to complete. If you would be willing to participate in the second phase of the study, you will be asked to provide your email address and to complete a follow-up questionnaire three months after completing the first-phase questionnaire. The follow-up questionnaire will take about 5-10 minutes to complete.

### **Where will the research be conducted?**

As the study is being conducted online, you can participate at any location convenient to you.

### **Will the outcomes of the research be published?**

It is anticipated that study findings will be published in academic journals and practitioner publications, and presented at psychology and veterinary conferences.

### **Who has reviewed the research project?**

The project has been reviewed by the University of Manchester Proportionate Research Ethics Committee.

### **What if I want to make a complaint?**

#### **Minor complaints**

If you have a minor complaint, you should contact the Principal Researcher in the first instance:

DR ELINOR O'CONNOR  
EMAIL: [ELINOR.OCONNOR@MANCHESTER.AC.UK](mailto:ELINOR.OCONNOR@MANCHESTER.AC.UK)  
TELEPHONE: 0161 3068782

#### **Formal Complaints**

If you wish to make a formal complaint or if you are not satisfied with the response you have gained from the researchers in the first instance, then please contact

The Research Governance and Integrity Manager, Research Office, Christie Building, University of Manchester, Oxford Road, Manchester, M13 9PL, by emailing: [research.complaints@manchester.ac.uk](mailto:research.complaints@manchester.ac.uk) or by telephoning 0161 275 2674.

### **What Do I Do Now?**

If you have any queries about the study, please contact the principal researcher:

DR ELINOR O'CONNOR  
EMAIL: [ELINOR.OCONNOR@MANCHESTER.AC.UK](mailto:ELINOR.OCONNOR@MANCHESTER.AC.UK)  
TELEPHONE: 0161 3068782

**If you would like to participate in the study, you can access the questionnaire at this link: [http://mbs.az1.qualtrics.com/jfe/form/SV\\_eaCE5a8zaRMeHK5](http://mbs.az1.qualtrics.com/jfe/form/SV_eaCE5a8zaRMeHK5)**

**This project has been approved by the University of Manchester's Research Ethics Committee  
[2018-5144-7892]**