**Participant Information Sheet/Consent Form (Mentee)**

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| **Title** | *From Medical Students to Junior Doctors – Mentor supported transition through the “Resident Ready Network”.* |
| **Short Title** | *The “Resident Ready Network”.* |
| **Protocol Number** | *1* |
| **Project Sponsor** | *PAH* |
| **Principal Researcher** | *Dr Michael Devlin* |
| **Location** | *PAH* |

**Introduction**

You have been invited to take part in this research project because you are a fourth year medical student enrolled in the Metro South Division of Medicine at UQ.

This information sheet tells you about the research project. Please read this information carefully, and ask questions about anything you would like to know more about. You will be given a copy of this information sheet to keep. ***Your participation is voluntary; this means you can choose whether or not to participate.*** Choosing to take part or not will in no way impact on your medical education, your placement or ongoing training. You can also withdraw from the study at any time.

The Metro South Human Research Ethics Committee has approved this study, and this research is being conducted through UQ and Metro South. No commercial benefits will be received from this study. There are no costs associated with participating, nor will you receive any financial reward for participating. Participation and behaviour during your involvement in this project will be governed by University and Queensland Health Codes of Conduct, and will include a strict adherence to policies regarding patient specific information. Specifically the RRN is a platform to enable new relationships and is in no way to be used to discuss, document or share patient information.

**What is this study about?**

The aim of this study is to provide support to medical students to help them transition from university into the work environment, as this is recognised to be a stressful time of growth as a professional.

**This study is an open-label randomised trialof two different types of support**: 1) the ‘Resident Ready Network’ (RNN), or 2) support as usual. *Group 1* will be paired with a junior doctor at the PAH hospital. G*roup 2* will act as the control group, and these individuals will continue to access support as each individual requires, through current networks, for example UQ student support, family or friends, or unstructured supports through the hospital.

**This is a *randomised* trial**. This means that, if you choose to participate, you will be randomlyallocated to group 1 or group 2. This is done so that the results from each program can be compared with each other. It is important to note that allocation to groups is random(like flipping a coin), and neither the researchers nor the staff involved with your care will have a say in which group you are allocated to. If you are allocated to group 1: the RRN, you will be linked with a mentor. Mentor pairs will be linked through an online platform called ‘Chronus’, which is embedded and run through UQ student services. Mentees will be asked to self-select a mentor through an online mentor profile, and pairs will be introduced at a launch evening in July 2019. You will be linked with your mentor for a period of 12-months, and we encourage you to meet at least three-times in the year. Mentoring pairs will be provided with an outline of mentoring, some supporting literature around mentoring approaches and ways to facilitate good outcomes through mentoring and they will have access to support through UQ, the RRN, Queensland Health and the Chronus digital mentoring platform. Conversation ideas and mentoring’s goals will be available to the mentoring pairs, however your mentoring experience will be a largely naturalistic mentoring program. The RRN will be semi-structured, in that ultimately the mentor and mentee can organise when, where, and how often you will meet, and what you will discuss. Mentees are free to interact as much or as little as they want.

**Both groups involve participating in a research component and this means completing a few questionnaires, initially and again 12 months later.**

**All participants will be asked to complete a number of questionnaires before the program begins, and at the end of the program (after 12 months).** The questionnaires will include: a) a demographics questionnaire, which will ask questions relating to gender, age, and career interests; and additionally a short perceived stress questionnaire, and perceived social support questionnaire. The information about yourself and your situation will help with the mentor/mentee matching: A better match should result in better outcomes. We will ask you to recomplete the stress and social support questionnaires after the full mentor program has finished (1 year), to help us look for any changes. **Also after the mentor program, we will invite you to complete a satisfaction survey and participate in a focus group discussion** (which will be audiotaped for later analysis) about your experiences with the program, to help up understand things that you did or didn’t like.

**How will my identity and information be kept confidential?**

All the information we use will be looked after as required by the National Statement on Ethical Conduct in Human Research and legislation. Your information will be stored securely on a password protected drive on Metro South servers, and not shared with anyone outside the research team. We will ensure your privacy and confidentiality are protected by allocating you a code, and then using that code to label information that you provide.

**What will happen to the information I provide?**

Information gathered from the questionnaires will be used to help match mentors and mentees, and also to see how people respond to the program. We will look for a change in assessment scores between the start and finish of the program, and we will compare the results from both groups (the one receiving mentoring, and the control group). Feedback that participants provide about the program will be used to determine if these programs are acceptable. The results of this project will be published and/or presented in a variety of forums and will be represented in a way that no-one in the study can be identified. We will not share any information which could lead to you being identified. **Everything recorded in this study is confidential.**

At conclusion of the study, the information about you will be de-identified using a code, and kept for 5 years consistent with the National Health and Medical Research guidelines. In accordance with Australian and Queensland privacy laws, you have the right to request access to the information collected and stored by the research team about you. You also have the right to request that any information with which you disagree be corrected. Please contact the researcher named at the end of this document for this purpose.

**Risks and Benefits**

The transition from university into the workforce can be a stressful time. This program is not an alternative support network, and does not require you to change any coping and support mechanisms you have in place. This program is designed to complement peoples every day supports. Should you be randomised to the mentoring group (RRN), the mentorship experience may provide you with some additional social support. We wouldn’t anticipate any risk of physical harm but would recognise the risk of potential inconvenience and/or discomfort and would undertake all measures to support users throughout the RRN. The RRN will seek to mitigate potential stressors by engaging early with all participants and providing education on mentoring techniques, referral pathways and effective time management skills. You can also choose to engage with the RRN as much or as little as you would like, and you can withdraw if you don’t like it. The control group will continue on with life as per usual. All individuals may continue to access their own social supports, and any additional mental health, wellbeing and psychological supports as required. All participants can also contact UQ student support and employee support and counselling through Queensland Health. Thus, no participants will receive less support or assistance than is currently available to all students.

The questionnaires completed as part of the research component will ask about you and your situation, including perceived stress. Should you not want to answer specific questions you can skip these. Having to answer questionnaires may be a slight inconvenience, however the questionnaires have been designed to be short and concise, and are important to inform the research team of the impact of the program, and whether it is useful or not. Your Health service employers will not have access to these survey results.

One safety mechanism engrained in this research project is to rely on a mental health protocol for participants returning a very high stress score on the initial stress surveys. Students returning very high stress scores will be automatically referred to the UQ student support office, through which support and crisis services will be offered. The identities of these participants will not be known to the investigators of the project, and any ongoing support and referral will be decided on by the student participant and their support officer at Medical Student Support ([med.mss@uq.edu.au](mailto:med.mss@uq.edu.au)), and this will remain separate to the RRN and to the Health service in with the new doctor is employed.

You may enjoy participating in the RRN, it may provide you with an additional support mechanism. Even if you are randomised to the ‘control’ or no-mentor group you will be invited to participate in both RRN Launch Event and also our end of study (12 month anniversary) BBQ and networking event. This is a great opportunity to catch up with class mates and share experiences. Information about it will be delivered via email from the information you supply to Chronus. By participating in research, you may feel satisfaction in knowing that you are contributing to the development of a program, which may improve the transition into the workforce for future medical students. A summary of the overall study results will be available at completion of the study, and can be mailed out to you at your request.

**Do I have to take part?**

Participation in any research project is voluntary. If you do not wish to take part, you do not have to. If you decide to take part and later change your mind, you are free to withdraw from the project at any time. If you do decide to take part, you will be given a Consent Form to sign and a copy of this Information Sheet to keep.

**Complaints and Compensation**

If you suffer any distress resulting from this research project, you should contact the UQ Medical Student Support Services or study team as soon as possible and you will be assisted with arranging appropriate treatment. You can be assisted through the RRN, UQ support services and Queensland Health.

**Who has reviewed this research project?**

All research in Australia involving humans is reviewed by an independent group of people called a Human Research Ethics Committee (HREC). The ethical aspects of this research project have been approved by the HREC of metro south. This project will be carried out according to the National Statement on Ethical Conduct in Human Research (2007). This statement has been developed to protect the interests of people who agree to participate in human research studies.

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| Reviewing HRECs | **Metro South Health Human Research Ethics (HREC) Office** | **University of Queensland Research Ethics** |
| Telephone | *(07) 3443 8049* | +61 7 3365 3924 |
| Email | MSH-Ethics@health.qld.gov.au | [humanethics@research.uq.edu.au](mailto:humanethics@research.uq.edu.au). |

If you would like further information or you have any complaints or concerns, please contact the Ethics Committee officers directly, the Principal Researcher or UQ Medical Student Support Services

**Dr Michael Devlin UQ Medical Student Support Services**

T: +61 7 3182 6739 T: +61 7 3365 1704

e:   Michael.devlin@uq.edu.au **A/Hours** T: 1300 851 998

**Participant Consent Form (Mentee)**

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The investigators of this study conform to the principles governing the ethical conduct of research, and will protect the safety, interests and wellbeing of participants at all times. This form contains an outline of procedures involved.

1. I have read and understand the information sheet for this study and I am aware of the risks involved.
2. I acknowledge that participation in this study involves completing a few questionnaires
3. I also acknowledge that I will be randomised to one of two groups, either 1) the Resident Ready Network, where I will be enrolled in a mentoring program, or 2) the control group, where I will continue as normal.
4. I am aware that I can withdraw from the study at any time without it affecting my education or workplace, and without prejudice form the researchers or participating organisations.
5. I understand that the data I provide will be treated as confidential and will not be available in an identifiable manner.
6. I have been given the opportunity to discuss the study contents with one of the research staff prior to starting the study, and all questions I have asked have been satisfactorily answered.

**Name**:

**Signed:** **Date:**

**Declaration by Researcher:**

I have given a verbal explanation of the research project, its procedures and risks and I believe that the participant has understood that explanation.

**Name of researcher**:

**Signed:** **Date:**

**Participant Withdrawal Form (Mentee)**

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I wish to withdraw from participation in the above research project and understand that such withdrawal will not change my relationship with the University of Queensland, Princess Alexandra Hospital and the Metro South Hospital and Health Service District.

**Name**:

**Signed:** **Date:**

**Declaration by Researcher:**

I have given a verbal explanation of the research project, its procedures and risks and I believe that the participant has understood that explanation.

**Name of researcher**:

**Signed:** **Date:**