



Participant Information Sheet and Consent Form

Title of Project: Exploring psychological safety with staff employed in the new 'ARRS' funded roles in GP primary care services

Name of Researcher: Karen Key

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Introduction

I am currently undertaking my Management Research Challenge as part of my MBA studies (Master of Business Administration). In this module, I am required to complete a research-based project that draws on my learning from the academic programme and demonstrates my practical skills and understanding of the investigation process as applied to management and business. The research challenge requires me to identify and investigate a significant problem, issue or opportunity and present actionable recommendations.

I have chosen to explore the concept of psychological safety in the workplace with staff funded through the additional roles investment scheme (ARRS) investment, as part of the Primary care network direct enhanced service (PCN DES), employed in GP primary care services to work in newly formed multidisciplinary teams (MDTs). The project has been reviewed by the appropriate Research Ethics Committee (Henley Business School) and has been given a favourable ethical opinion for conduct.

Purpose of the Research

This research primarily explores *“to what extent do individuals employed in the new ‘ARRS’ funded roles in GP primary care services feel psychologically safe in the workplace?”*

Data collected through the survey will also provide an opportunity to consider the specific factors that influence and shape the experience of psychological safety, for staff employed in GP services which will provide an opportunity to consider how the results of this research compare with the wider body of knowledge, associated with this topic. Hopefully this will be of interest to you and your colleagues. If you have any questions about this topic or the concepts raised, feel free to contact me on the email below.

Description of the Process

Participants will be asked to complete an online survey via Office 365 Forms. The survey will begin with some initial questions related to your role, some brief team

information, and non-identifiable demographic data (age and gender). This is followed by a list of statements which you are required to agree or disagree with, using a scale that ranges from 'strongly disagree' to 'strongly agree'.

Duration

This study should take between 5 - 10 minutes in total. Please ensure that you have enough time set aside to complete the form before you begin.

Confidentiality

Details provided in this survey will be treated with respect and preserving the anonymity of the respondent. Participants will not be required to provide any direct identifying information (name, date of birth, address, etc.) so the risk of being able to attribute data to a particular individual is low. As such, the researcher, or anyone associated with this project, will not know the identity of the participants.

The demographic data provided in the form will be used to assess and describe the population characteristics. The data is being collected via Forms on Office 365. The data collected and any associated documents relating to this research will also be using Office based products (Word, Excel etc.). Microsoft is used across many industries and is widely recognised as secure, encrypted technology. These applications have inbuilt safeguards which will protect the information from unauthorised access, use, disclosure, modification, loss and theft. In addition, all devices used to access this data are password protected.

Sharing the Results

If you are interested in finding out the results of this study and any conclusions that are drawn, you can be kept informed. The final project report is due to be submitted by September 2023. It is expected that the evaluation and conclusions from this survey will be published at The Training Hub website by October 2023.

Voluntary Participation

This is a reconfirmation that participation is voluntary. If you do not wish to take part in this study, please do not click the link below

If you do choose to proceed this will imply that that you have consented to the process and are willing to complete the survey.

<https://forms.office.com/e/wGSw6YXG0A>

Who to Contact

For further information relating to this study or the project overall, please contact the lead researcher, Mrs Karen Key karenkey@nhs.net