

# Information Leaflet



## Hospital Doctor Retention and Motivation Project (HDRM)



*Project PI and Data Controller*

Dr Niamh Humphries

Reader in Health Systems Research

Royal College of Physicians of Ireland

Tel: +353 87 9816953

Email: [niamhhumphries@rcpi.ie](mailto:niamhhumphries@rcpi.ie)

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### Introduction

You are being invited to participate in the Hospital Doctor Retention and Motivation (HDRM) Project. Before you decide whether or not to take part, please read this document carefully and ensure that you understand the risks and benefits of participation. Please ask a member of the HDRM research team if you have questions regarding this project. Your participation is entirely voluntary.

### What is this research about?

The HDRM research study is about hospital doctor retention. Ireland has a high rate of doctor emigration and is struggling to retain the doctors that it trains. This poses a challenge to the Irish health system, particularly during the COVID-19 pandemic. However, little is known about the everyday experience of working as a hospital doctor during COVID-19, why some emigrant doctors returned to work in Ireland during the pandemic and how others have had their migration plans altered by COVID-19. This study will consider the everyday experience of working as a hospital doctor in Ireland. This study will generate data to help Irish policy makers better understand how hospital doctors are coping with work during COVID-19 and it is envisaged that this information will inform medical workforce planning and policy.

### Who is funding this project?

This study is one component of a wider research project - the Hospital Doctor Retention and Motivation (HDRM) project which is funded by the Irish Health Research Board (EIA-2017-022).

### Why was I invited to participate?

You have been invited to participate in this research project because you are a hospital doctor working in the Irish health system during the COVID pandemic.

### What will I be asked to do?

Should you agree to participate, you will be requested to take part in an interview lasting approximately 30-60 mins. The interview will be conducted via video call or telephone at a time that suits you. We anticipate that we will interview approx. 50 hospital doctors.

## **Data Protection**

We intend to protect your anonymity and the confidentiality of your responses to the fullest possible extent. Your name and contact details (required to arrange the interview), will be kept in a separate, password-protected computer file from any data that you supply. At the end of the project (2025), the data will be destroyed or archived (if you have consented to that). The interview will be audio-recorded, fully transcribed and all identifying information about you will be removed from the transcript (e.g. your name, the hospital where you work, etc.). At this point, we will offer you the opportunity to review the transcribed interview and to amend or correct it. Once the transcription is finalised, the audio recording will be destroyed. Only members of the HDRM research team will have access to these transcripts. In outputs from the project (journal papers, conference presentation) you will be identified as: Respondent number X. The data will be held until 2025 before being destroyed or archived for future uses.

## **Archiving/Consent for future uses**

If you consent to the archiving of your data beyond 2025 (see consent form) your de-identified interview transcript will be archived with a digital repository for possible future research related to the current study without further consent being required but only if the research is approved by a Research Ethics Committee. If you do not consent to data archiving, your data will be destroyed in Jan 2025.

## **What are the possible benefits?**

This project has been designed to better understand the everyday work experiences of hospital doctors during COVID-19 and to understand how migration plans have been altered as a result of COVID-19. We intend to use this information to inform policy and practice around doctor retention in the Irish health system. We hope that this will inform better policies on doctor retention and medical workforce planning.

## **What are the possible risks?**

Other than the demand on your time, there are no identified risks associated with the project.

## **Do I have to take part?**

No. Participation is completely voluntary. You are able to withdraw at any time. If you chose to opt out of the research study, any data already collected from or about you will not be used in the research.

## **Will I hear about the results of this project?**

Yes. The project results will be communicated regularly via the HDRM website ([www.rcpi.ie/hdrm](http://www.rcpi.ie/hdrm)) and social media (@hdrm\_project; @humphries\_niamh) as well as via academic publications and opinion pieces in the media. Alternatively, updates will be offered to participants on request.

## **Where can I get further information?**

If you would like more information about the project, please contact the Project PI and Data Controller, Dr. Niamh Humphries at [niamhumphries@rcpi.ie](mailto:niamhumphries@rcpi.ie).