

## **Participant Information Sheet**

### **The title of the research project**

Surgeons' retirement planning and factors influencing when Urologists leave full-time occupation

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

There is a growing crisis in medical employment in the UK, with increasing numbers of surgeons taking early retirement. At present there is little evidence of factors influencing when surgeons retire from clinical practice. Manoeuvres that could help improve retention of the senior members of the profession could help fill the gaps in the clinical workforce. Continued employment beyond 60 would, undoubtedly, necessitate a shift from high intensity/low volume inpatient type of work to planned high volume/low intensity outpatient work; this change in practice has been applied on a random, individual, basis across some Trusts. It would be good to provide evidence for this change as a sensible paradigm to support retention of surgeons between 60 years and State Pension Age (SPA), without inducing 'burnout'.

This research is intended to establish a baseline of factors important in individual choice about when to retire, to give insight into the older surgeons' ability to cope with both technical, and non-technical, adversity in clinical practice and what may be done to encourage them to stay in post till SPA.

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

You are a medical practitioner within the speciality of urology in the UK or Ireland, and a member of the British Association of Urological Surgeons (BAUS). This survey is being sent to practising urological surgeons of all grades, ranging from trainee to retired consultants who are members of BAUS (up to 1500 surgeons).

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

It is up to you to decide whether or not to take part. Deciding to take part or not will not impact upon you. You can stop participating in the survey at any time and without giving a reason, simply by closing the browser page. If you withdraw from the study, we will not collect any further information from or about you. However, due to the anonymous nature of the survey, once you have completed the survey and submitted your responses, it will not be possible to retrieve your data. As such, we will keep information which we have already collected from you, if this has on-going relevance or value to the study.

### **How long will the questionnaire/online survey take to complete?**

Completion of the survey is not time-limited but should take between 5-10 minutes.

## **What are the advantages and possible disadvantages or risks of taking part?**

Whilst there are no immediate benefits for those people participating in the project, it is hoped that this work will benefit workforce planning and the development of a structure for consultants approaching retirement. Whilst we do not foresee any risks or disadvantages to you, there are a few items in the survey concerning health status (e.g. How is your health?). These do not require you to share any information on potential health problems, other than selecting options on rating scales (e.g. physical constraints, mental health issues). For these questions, you have the option not to respond if you wish.

## **What type of information will be sought from me and why is the collection of this information relevant for achieving the research project's objectives?**

Occupational (such as employment grade and working hours) and demographic (i.e. ethnicity, gender, age, marital status) data will be collected. Further, factors influencing retirement (if applicable), as well as current health status will be sought. This data is being collected so that the researcher team can determine factors influencing retirement age and working pattern preference. All data will be anonymous, and you will not be identifiable.

## **Use of my information**

Participation in this study is on the basis of consent: you do not have to complete the survey, and you can change your mind at any point before submitting the survey responses. We will use your data on the basis that it is necessary for the conduct of research, which is an activity in the public interest. We put safeguards in place to ensure that your responses are kept secure and only used as necessary for this research study and associated activities such as a research audit. Once you have submitted your survey response it will not be possible for us to remove it from the study analysis because you will not be identifiable.

The anonymous information collected may be used to support other research projects in the future and access to it in this form will not be restricted. It will not be possible for you to be identified from this data. Anonymised data will be added to BU's Online Research Data Repository (a central location where data is stored) and which will be publicly available.

## **Contact for further information**

If you have any questions or would like further information, please contact Mr Steve Payne: [stevepayne.urol@btinternet.com](mailto:stevepayne.urol@btinternet.com)

### *In case of complaints*

Any concerns about the study should be directed to Dr Kevin Thomas ([kthomas@bournemouth.ac.uk](mailto:kthomas@bournemouth.ac.uk)). If your concerns have not been answered by Dr Thomas, you should contact Professor Tiantian Zhang at Bournemouth University by email to [researchgovernance@bournemouth.ac.uk](mailto:researchgovernance@bournemouth.ac.uk).

## **Consent to Participate**

I confirm that I have read and understood the information provided and I agree to take part in the study.