Reference Number: 24/0357

13/03/2025

Late Career nursing in Aotearoa NZ in 2025.

**INFORMATION SHEET FOR PARTICIPANTS**

Thank you for showing an interest in this project. Please read this information sheet carefully before deciding whether or not to participate. If you decide to participate, we thank you. If you decide not to take part there will be no disadvantage to you and we thank you for considering our request.

**What is the Aim of the Project?**

This research intends to present a contemporary profile of today’s late career nurses in New Zealand (NZ). It will compare the views of NZ nurses aged 50 and over in 2025, with the 2012 nurses. The overall aim is to elicit the needs of late career nurses today to inform future workforce planning.

**What Type of Participants are being sought?**

Potential participants are nurses aged 50 or over currently listed in the NZNO members’ database. In today’s context, the age of 50 may be considered young for a late-career nurse; however, for comparative purposes, the researchers have decided to use the same age criteria as in the initial survey. Sue Gasquoine (Nursing Policy Adviser/Researcher and member of the research team) has confirmed that there are approximately 11,000 nurses aged 50 or over in the NZNO database. All nurses in this age group will be eligible for inclusion. This includes both retired nurses and those still active in healthcare, ensuring capture of both current and retrospective views.

**What will Participants be Asked to Do?**

If you agree to participate in this project, you will be asked to complete a questionnaire using the Survey Monkey platform. The questionnaire covers several sections including:

1. Demographic information including qualifications, nursing experience, and current employment details such as settings, field, and shift patterns.
2. The experience of being a late career nurse
3. Financial planning
4. Information about your health and wellbeing
5. Intentions related to changing employment or retirement, including factors influencing retirement decisions.
6. Specific questions about your experiences as a late-career nurse.
7. For those recently retired, a section covering age, health, and factors contributing to retirement.

The survey questionnaire is expected to take approximately 10-15 minutes to complete.

You may decide not to take part in the project without any disadvantage to yourself

You can withdraw before you complete the survey.

The survey is anonymous so once you have submitted it, that data cannot be withdrawn.

**What Data or Information will be Collected and What Use will be Made of it?**

All data collected for this project will be password protected and stored securely and each participant will be given a unique identification number for anonymity. Only the research team will have access to the data. Data obtained as a result of the research will be retained for **at least 5 years** in secure storage. Any personal information held on the participants will be destroyed at the completion of the research even though the data derived from the research will, in most cases, be kept for much longer or possibly indefinitely.

The results may be presented at health and nursing conferences and forums, particularly those with an emphasis on the nursing workforce. A paper or papers will be submitted for publication in peer reviewed journals. The findings may be presented and discussed in various sectors and workplaces around Aotearoa where nurses are employed. The aim of these discussions will be to identify interventions which may in turn be used to provide workshops, the development of policies and strategies and training packages regarding late career development and support. Every attempt will be made to ensure that participants will not be identifiable.

You may withdraw from participation in the project without any disadvantage to yourself. Once data analysis has begun, your data cannot be withdrawn.

**What do you need to do to participate?**

Please read this Information Statement and be sure you understand its contents before you consent to participate. If there is anything you do not understand, or you have questions, please contact one of the research team.

If you would like to participate, please complete the survey online via this link: <https://www.surveymonkey.com/r/28P9WGQ>

or QR code:

A qr code with a black background

Description automatically generated

**What if Participants have any Questions?**

If you have any questions about our project, either now or in the future, please feel free to contact either:

Dr Lorraine Ritchie

Department of Nursing

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This study has been approved by the Department stated above. However, if you have any concerns about the ethical conduct of the research you may contact the University of Otago Human Ethics Committee Te Pae Matatika Tangata, Ōtākou Whakaihu Waka through the Human Ethics Committee Administrator (ph +643 479 8256 or email humanethics@otago.ac.nz). Any issues you raise will be treated in confidence and investigated and you will be informed of the outcome.