Participant information sheet

Purpose

Occupational burnout is known to affect many NHS staff, adversely impacting their job satisfaction, job performance, relationships at work, general health and wellbeing. The COVID-19 pandemic has led to a major increase in stressful conditions and pressures that exacerbate occupational burnout. This trial will provide NHS workers with easy access to interventions designed to reduce occupational burnout and improve their wellbeing.

Interventions

NHS workers will participate in six video-based group workshops delivered via Microsoft Teams, and they will have access to a dedicated App which includes online resources such as videos, worksheets and self-help tools. There are two interventions developed by our team to improve NHS staff wellbeing and reduce occupational burnout. One intervention has a well-established evidence base; the second intervention is novel and has no prior empirical support, but it is well informed by the latest science and evidence bases in the fields of psychology and occupational health. Both interventions will be delivered online, as described above. Participants will be randomly allocated to one of these interventions, so that we can compare their effectiveness.

Do I have to take part?

Participation is voluntary. If you decide to take part after reading this information sheet, please complete and sign the electronic consent form by clicking on the web-blink provided at the end of this information sheet. You can withdraw from the study at any time without any negative consequences, and you do not have to give a reason. If you wish to withdraw from the research, please use the contact details at the end of this form.

What will happen if I take part? What do I have to do?

You will be asked via email to complete a brief electronic questionnaire in relation to their occupational and personal wellbeing, at the start of the study and at three further time-points (3 weeks, 6 weeks, and 6 months later). This will include basic demographics (age, gender, ethnicity) and self-reported sickness days. After you complete the initial questionnaire, you will receive instructions via email to access your allocated intervention, at a fixed day and time each week (for 1 hour), via Microsoft Teams, for a total of six weeks. If you wish to complete the workshops during your working hours, agreement from your line management will be necessary. However, if you feel you are not able to approach your line manager about your attendance, we have provided flexibility in times and days that the sessions are run (there will be four sessions a week, you only need to attend one), so the session could be attended outside of your working hours.The video sessions will be conducted in a way that participants' identity is anonymous (e.g., no need to show your video or to reveal your full name to other participants). After the end of each of these video sessions, you will practice the skills you have learned using a dedicated App, and you will login into it via the trial website www.uplifttrial.com.

Potentially you will work with someone who has been randomized to a different intervention groups. We ask that you do not share or discuss materials from the interventions with people in different groups. This is to strengthen to the design of the study and allow a clearer result, and therefore we can be sure that any effects that occur from the trial are due to the individual interventions. This will be explained in more detail during the first session.

What are the advantages to taking part?

You will learn how to recognise key signs of occupational burnout. You will have the opportunity to acquire multiple coping skills to improve your wellbeing and to reduce the risk of burnout. You will have access to an App that will guide you to practice these skills. This is likely to lead to reductions in occupational burnout and improvements in wellbeing. However, we cannot guarantee a reduction, the reason for the study is to test the interventions ability to reduce burnout and improve wellbeing.

What are the disadvantages to taking part?
We appreciate that participants are giving up time to complete this study, and this may be seen as a burden. However, we do not expect that taking part in the study would have any disadvantages or risks, given that the tasks and materials are all designed to help NHS staff to cope with stress. Nevertheless, if you feel uncomfortable or upset by any aspects of your participation in this study, you can contact the research team who can offer support and advice. The research team can also link participants in with locally available emotional support services if necessary.

Will information collected in the study be kept confidential?
All the information collected from participants will be entirely anonymised. To complete the consent questionnaire we will ask for your work email address. This is to ensure we are able to contact you throughout the study period (e.g., sending email reminders). Once you have completed the consent form we will email you a unique participant pseudonym, which cannot personally identify any of the study participants. A pseudonym is a name/code that can be used to identify you without using any personal identifiable data. You will then use this pseudonym to identify yourself throughout the rest of the study (i.e., to log in to the UpLift App, as your identifier when you complete the rest of the measures throughout the study), so that your data is completely anonymous when using the UpLift App. Anonymous means that you cannot be identified. The Research team will keep a record of your email address and associated pseudonym, so if you forget you can contact us to confirm your code. Your work email address will be used to invite you to the online sessions as it is required for RDaSH IT to set up breakout groups, they will not be able to access any other information about your participation in the trial. Your email address will then be deleted when the study has completed.

Information will be kept strictly confidential and will only be accessible to members of the research team at the University of Sheffield. This gives participants the assurance that no sensitive information (e.g., how they feel about their job) will be available to their employers or team manager. In certain circumstances (e.g., disclosure of suicidal thoughts, or risk to self and/or others) confidentiality will have to be broken, but we will do all we can to discuss this with you before disclosing the information to the appropriate authorities.
The final study dataset will be stored in a secure University network drive, only accessible to members of the research team, which is located behind The University of Sheffield Firewall. This will ensure the security and adequate storage of research data, consistent with NHS and academic codes of information governance and data protection. All analyses will be carried out at a University site, and data will be held in a restricted-access drive. The study dataset will be archived at the University for possible use in the future.

What will happen to the results of this study?
After the conclusion of data analysis, we plan to disseminate findings about this study using a variety of forms of communication, including:

- Scientific journal publications
- Newsletter in lay terminology
- NHS Trust communications newsletter and email
- NHS Trust conferences, strategic meetings
- Mental health conferences in the UK and abroad

Project organisation and funding
This study is led by cooperation between Rotherham Doncaster and South Humber NHS Foundation Trust, the University of Sheffield, and MindLife UK. The study has been jointly funded by industry and NHS funding sources.

Monetary incentives for participation
Participants will be eligible to be included in two prize draws for Amazon shopping vouchers. The first prize draw (£100 Amazon voucher) will take place at the end of the 6-week intervention phase. To be eligible for inclusion in this prize draw, you should have attended at least four intervention sessions and have completed all three online surveys up to that point. The second prize draw (£200 Amazon voucher) will take place at the end of the 6-month follow-up phase. To be eligible for inclusion in the second prize draw, you should have attended at least four intervention sessions and have completed all four online surveys up to that point. In accordance with the University of Sheffield's policy for the ethical use of incentives in research, the prize winners will receive their electronic voucher code via email and they will be asked to return a signed receipt via email, which includes their name and

work address, which is essential for auditing purposes and for legal reasons. The prize winners names and email addresses will be stored in a secure University network drive, only accessible to members of the research team. This will ensure the security and adequate storage of research data, consistent with NHS and academic codes of information governance and data protection. The contact details will be held at the University for 12 months after the conclusion of the study, this is for audit purposes.

Does the study have ethical approval?
This study has received ethical approval by The Review Ethics Committee was: East Midlands - Leicester South Research Ethics Committee and was approved by the NHS Health Research Authority.

What if something goes wrong and I wish to complain about the research?
If you wish to discuss the study or make a complaint you can contact the grounded research team, or you may contact the Chief Investigator directly. Alternatively, if you want to talk with someone independent about the research, you can contact PALs telephone on 0800 015 and email: rdash.pals@nhs.net.

Legal statement under the General Data Protection Regulation (GDPR). How will we use information about you?
RDaSH will need to use information from you for this research project. This information will include your name and email. The research team will use this information strictly for the purpose of contacting you via email during the study period. The information that is collected as part of your participation in the study will be fully anonymised, and linked to a participant ID number instead of your name or email. RDaSH will keep all information about you safe and secure in a password protected network drive, which is only accessible to a restricted number of research team members who are in charge of data collection. Once the team has finished the study, we will keep fully anonymous data so we can work out the results. We will write our reports in a way that nobody will know that you took part in the study. The anonymous data you provide will possibly be used in future studies too, and by other authorised researchers.

What are your choices about how your information is used?
- You can stop being part of the study at any time, without giving a reason, but we will keep information about you that we already have.
- We need to manage your records in specific ways for the research to be reliable. This means that we won't be able to let you see or change the data we hold about you.
- The anonymised dataset from this study will possibly be used in future studies too, and by other authorised researchers. It will not be possible for researchers using the dataset to identify you and any future research will have appropriate approvals in place.

Where can you find out more about how your information is used?
You can find out more about how we use your information
- by asking one of the research team
- by sending an email to rdash.groundedresearch@nhs.net
- by sending an email to the RDaSH Trust Data Protection Officer at rdash.dpo@nhs.net
- by going to the RDaSH Information Governance webpage at IG Compliance
- by going to the HRA website; www.hra.nhs.uk/information-about-patients/

Contact details for enquiries
Phone: 01302798456
Email: rdash.groundedresearch@nhs.net
Chief investigator: Dr Jaime Delgadillo (jaime.delgadillo@nhs.net)
Grounded Research Team, Almond Tree Court, Tickhill Road Hospital, Balby, Doncaster, DN4 8QP

Website: www.uplifttrial.com

To participate please complete the electronic consent form using the following link:
[*web-link*]
Thank you for taking time to consider participating in this study.