



Information Sheet

Project: Supporting On-Farm Labour During the Dry Times – Exploring the Dynamics of Farm Labour Attraction, Retention and development in the Greater Hume Region NSW.



PARTICIPANT INFORMATION STATEMENT

Researchers: Jessie Armstrong and Dr. Alison Southwell, Holbrook Landcare Network, Jen Bond, Charles Sturt University.

INVITATION

Thank you for your interest in joining this research project. This document aims to give you more details about the project, allowing you to decide whether you want to participate. Please read this information attentively, and feel free to ask any questions or seek clarification about the project and your involvement.

Participation is entirely voluntary. You are not obligated to take part if you do not wish to. Additionally, if you decide to participate, you can choose to stop at any point during the research.

The study is being conducted by Jessie Armstrong and Dr. Alison Southwell of Holbrook Landcare Network and Jen Bond, the School of Agricultural, Environmental and Veterinary Sciences Charles Sturt University. Charles Sturt University is an Australian University, TEQSA Provider Identification: PRV12018. Charles Sturt University CRICOS Provider: 00005F

What is the purpose of this study?

The purpose of this study is to;

- Identify the key determinants which influence an farm business's ability to attract, retain and foster the professional development of their employees,
- Identify the factors driving farm-based employment uptake and decline, and,
- Identify interpersonal and intrapersonal factors influencing employee decision-making to resign from farm-based roles.

Why have I been invited to participate in this study?

We are seeking Farm Business Owners/Managers (employers), and Farm employees (18 and over) to participate in this research.

To be eligible to participate in this study as a Farm Business Owner/Manager (Employer) you must meet the following criteria;

- a) Be a Farm Business Owner/Manager who has employed farm staff within the last five years.
- b) Have been involved directly with the recruitment of farm staff in the last five years.
- c) Be a livestock, crop or mixed farming enterprise.
- d) Be located in the Greater Hume Council Region/Upper Murray Region.

To be eligible to participate in this study as a Farm Employee you must meet the following criteria;

- a) Be employed or have been employed by a farm business in the Greater Hume Council Region/Upper Murray Region within the last five years.
- b) Work, or have worked in a livestock, crop or Mixed farming enterprise.

What does this study involve?

If you agree, you will be asked to participate in an interview with a researcher. The interview will take approximately 1.5 hours and can be conducted at a location convenient to you (e.g. your private residence) or at the Holbrook Landcare Network Office at a suitable time. Interviews will be audio recorded (if you consent) and the researcher may also take written notes during the interview.

Are there risks and benefits to me in taking part in this study?

The risk/cost of your participation is the potential inconvenience of volunteering your time to take part in this study. Any information shared within the study will be kept strictly confidential as outlined below. Your anonymity and reference to pooled interview data wherever possible will ensure there can be no risks to your employment or reputation as an employer. Your participation is unlikely to directly benefit you, however all key learnings will be shared in a final report which will be accessible to study participants and the public at the completion of the study.

How is this study being paid for?

The “Supporting On-Farm Labour During the Dry Times – Exploring the Dynamics of Farm Labour Attraction, Retention and development in the Greater Hume Region, NSW”, project is funded by the Southern NSW Drought Resilience Adoption and Innovation Hub, with In-Kind contributions from Holbrook Landcare Network and Charles Sturt University.

Will taking part in this study (or travelling to) cost me anything, and will I be paid?

Aside from your time, participating in this study will not cost you anything. You will not be reimbursed for your time but we will make every effort to conduct the interviews at a time which is most convenient for you.



What if I don't want to take part in this study?

Participation in this research is entirely your choice. Whether or not you decide to participate, is your decision and will not disadvantage you and will not affect your relationship with Holbrook Landcare Network or Charles Sturt University. Only those who give their informed consent will be included in the project.

What if I participate and want to withdraw later?

Participation is completely voluntary. Should you wish to withdraw your participation, or withdraw any unprocessed data you have supplied, you are free to do prior to data analysis (expected to be two weeks post interview).

How will my confidentiality be protected?

The information you provide during this study will be stored on the Holbrook Landcare Network server only accessible to the research team. Any reporting (written reports, journal articles, media, presentations), including any quotes, will not identify any individuals or unique circumstances that would enable identification.

Data will be stored in de-identified form for at least another five years on both Holbrook Landcare Network and Charles Sturt University Servers.

What will happen to the information that I give you?

Data from this study will be published through Holbrook Landcare Network and Southern NSW Drought Resilience Adaption and Innovation Hub channels including, newsletters, social media, websites and project report. Data from this study will also be presented to the public by the researchers at any events deemed appropriate.

Where applicable, deidentified data from this study may be published in papers for scientific journals and other scientific outputs. The data may be used in future research projects undertaken by the project researchers and/or other researchers outside of the original research team with the approval of Holbrook Landcare Network.

The only personal information that will be included in public reports will be age, gender, employment type, farm enterprise category.

Any identifiable information of any affiliated business/organisations such as the name of a consultant or recruitment agency, that you may disclose in the study will be generalised. For example if you state that you use [business name] Recruitment Agency, it will be generalised as just 'the recruitment agency' 'a recruitment agency'.

You may request to review the audio recording and transcript and provide edits within two weeks of the performed interview date.

The results of the study will be available in final report form on the Holbrook Landcare Network Website and will be distributed through the Holbrook Landcare Network Newsletter and Social Media.



What should I do if I want to discuss this study further before deciding?

If you would like further information, please contact Jessie Armstrong, 0498 683 152 or jessarmstrong@holbrooklandcare.org.au or Dr. Alison Southwell, Executive Officer Holbrook Landcare Network, ceo@holbrooklandcare.org.au.

Who should I contact if I have concerns about the conduct of this study?

Charles Sturt University's Human Research Ethics Committee has approved this project. If you have any complaints or reservations about the ethical conduct of this project, you may contact the Committee through the Research Integrity Unit via the following contact details:

The Presiding Officer
Human Research Ethics Committee
Research Integrity Unit
Locked Bag 588
Wagga Wagga NSW 2678
Phone: (02) 6933 4213
Email: ethics@csu.edu.au

Any issues you raise will be treated in confidence and investigated thoroughly, and you will be informed of the outcome.

Conclusion

Thank you for expressing your interest in participating in this study. Please keep this information sheet for your reference.

