

“Perception among Egyptian Physiotherapists on Job satisfaction –a Qualitative study”



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INTRODUCTION

Job satisfaction as stated by (Brief and Weiss 2001) as a pleasant emotional status 'resulting from the appraisal of one's job'. It is considered as a key factor affecting employer's work performance (Murphy et al, 2002). Job satisfaction has been shown to affect levels of staff retention and work productivity (Katherine et al 2006).

Research into job satisfaction has been conducted over the last three decades among health professionals. Including Australia, the United Kingdom (UK), Europe, Canada and the United States of America (USA), in an effort to improve the recruitment and retention of employees in the health sector (Akroyd, Wilson, Painter & Figuers, 1994; Speakman, Pleasant & Sutton, 1996; Tovey & Adams, 1999). Barnes and Crutchfield (1977) have conducted a study in US to compare the job satisfaction in 25 physiotherapists with 25 physio head of departments. The study used 16-factor scale to explore two main elements of satisfaction first one was "motivators" (e.g. the possibility of growth) and hygiene's (e.g. salary, job security). The study results have shown high level of satisfaction among both groups with regards salary, work responsibility and work and personal achievement. Policies and administrations of organization was the main factor that participants were not satisfied with. Work performance, stress, monotony, correlation with work colleagues, salary and responsibilities are different factors that found to affect job satisfaction (Werximont 1966).

Different factors have been described to affect job satisfaction , Intrinsic factors related to motivation such as Achievement and responsibility(Randolph ,D.S 2005).These factors were described by Goetz et al (2012) to main factors to generate positive job satisfaction

Extrinsic factors as salary , Job security and Interpersonal relationship with work colleagues(Randolph,D.S2005).

The relation between job satisfaction and work performance is not strongly proved by the available literature however there is a close relation between satisfaction and turnover and absenteeism, which could be justified using a path goal theory of motivation (Judge et al. 2001Wright 2006),Better work engagement is other factor that has been found to positively affect job satisfaction as it leads to better work performance by motivating the workers to work in an efficient way and provide the employee with sense of accomplishment (Roberts and Davenport 2002). Job insecurity is a common reason for job dissatisfaction for a staff to feel insecure in his job might affect his performance and make him always looking to move to more secured job (Reisel et al. 2010). Time in job is one more factor that has been found to improve satisfaction with the worker feel more loyal to the work place that has appreciated his abilities therefore he has spent long time of his career in and also has an understanding about the way the organization runs, it also reflects the career phase and shows that with experience demand for the person increases which is called as job mobility (Kalleberg and Loscocco 1983).

Stress is another factor that might affect job satisfaction; stress and mental strain might occur due to constraints in decision making and increasing job demands (Karasek 1979).

Many studies has illustrated that Satisfaction with one's profession promotes motivation at work, wise career decisions and productivity (Geiger et al 1998).On the contrary, dissatisfaction leads to high employee turnover, burn out and absenteeism (Gude ,M 2008).This turn out to be essential to evaluate various factors that measure satisfaction and dissatisfaction levels (Oyeyemi et al. 2012).

Literature review:

Physiotherapists are invaluable assets to hospitals and other institutions so therefore a proper job satisfaction is an important factor (Ogiwara and Araki 2006). Different studies have used questionnaire methodology to assess job satisfaction among health professionals (Speakman, Pleasant and Sutton 1996, Eker et al 2004, Ogiwara and Araki 2006, Birgit, Catharina and Ann 2010 and Oyeyemi et al 2012). Questionnaire considered as an appropriate method to explore level of satisfaction among wider number of participants as it has a wider outreach; however, it is less able to provide insight into the different factors that might affect job satisfaction (Ogiwara and Araki 2006)

There has been a few number of literature in this topic (Enberg et al. 2007), (Eker et al. 2004), (Speakman, Pleasant and Sutton 1996), (Ogiwara and Araki 2006), (Oyeyemi 2001), (Oyeyemi et al. 2012), (Birgit, Catharina and Ann 2010).

All the above studies have used questionnaires and the results showed that better job satisfaction was found due to reasons such as challenging job, interesting, and sufficient autonomy. Oyeyemi et al. (2012) showed in the study that experienced senior physiotherapists have a desire to emigrate abroad as they were not getting sufficient policies that could have helped them. A study done by Eker et al. (2004) showed that low income, interpersonal relationship and quality of leadership lead to less satisfaction at work. Schwertner et al. (1987) conducted a study to understand the perception of graduate students on job satisfaction before and after graduation and the result showed that there was a great number of job satisfaction among these.

The previous studies have used questionnaires and none of the studies looked into in depth understanding behind the reasons to factors correlating with job satisfaction.

Physiotherapists in US were found to be satisfied with their job (spokesman 1996), level of autonomy, salary, work responsibility and work and personal achievement were among the main factors that led to positive satisfaction. Lack of professional autonomy, working for longer hours and low salary were found to be contributing factors for job dissatisfaction (Harkson D 1982), these factors are common in most of the developing countries, like India (Kaur et al 2009) and Nigeria (Oyeyemi et al 2001) therefore physiotherapists in the developing countries tend to immigrate to developed countries looking for better salaries and more autonomy (Oyeyemi et al 2012).

Egypt is a country with vast number of population. Physiotherapy profession started back in 1960s and the faculty of physiotherapy at Cairo University was the first ever Physiotherapy school in the Middle East. By 2018 the average number of physiotherapy graduates in Egypt will be around 7000-8000 a year. Considerable number of Egyptian physiotherapists works overseas, with gulf countries and USA are a popular work destination since early 1980s. Egypt is a big country that has went through massive political event particularly over the last few years, these events had a negative impact on many aspects of the economy that include high rate of unemployment and increased cost of living. This economical factor could be one of the motives that led to increase the demand among Egyptian physiotherapists to search for overseas posts. Interestingly the economical situation in Gulf areas is not great either, USA license regulation has changed and it is not simple anymore for Egyptian physiotherapists, adding to that the visa restriction due to obvious TRUMP related reasons. In fact, Many Physiotherapists particularly those working in KSA is moving back to Egypt due to the Suadization procedures implemented by the Saudi Government (Aldosary and Rahman 2013).

Egyptian population is highly diverse, the level of illiteracy according to the UNESCO Education for All Global Monitoring Report of 2010, there are still nearly 759 million Non-literates in the world, 17 million of them living in Egypt. The public awareness of Physiotherapy is generally poor due to illiteracy and dominance of medical profession. This has changed recently due to the increased number of graduates and new regulations that made physiotherapy departments fully managed by physiotherapists and separated from the physical medicine and rehabilitation departments; however, these regulations are only implemented in few public hospitals. Self-referral system is not approved yet in Egypt and patients still need to be evaluated and "diagnosed" by a medical professional before they see Physiotherapists. The later factor is severely affecting the Physiotherapist autonomy and always creates a status of frustration and disappointment among physiotherapy professionals.

Little is known about job satisfaction among Egyptian physiotherapists. Good pay rate and job security were considered as factors that lead to positive satisfaction in developed countries. To date, no study exists related to Job satisfaction of Egyptian physiotherapists in Egypt. Physiotherapy is a growing profession that helps people's quality of life and hence has a direct impact on the society and economy. Understanding the topic of Job satisfaction among Egyptian physiotherapist can help the stakeholders to explore possible options to improve the satisfaction level and provide better work environment and standards for physiotherapists. This study aims to assess Job satisfaction among the Physiotherapists in Egypt, aiming to understand their level of satisfactions and factors affect job satisfaction in order to provide professional body and employers with data that

might influence their future strategies to improve level of job satisfaction among Egyptian physiotherapists.

Title of the study

“Perception among Egyptian Physiotherapists on Job satisfaction –a Qualitative study”

Aim:

- To understand the perception of Egyptian physiotherapist on job satisfaction

Objectives

- To understand the level of satisfaction of Egyptian Physiotherapists
- Explore the different factors that affect job satisfaction among Egyptian physiotherapists

Method:

The proposed study will be a qualitative study; focus group among smaller group of physiotherapists followed by semi structured interviews of Egyptian physiotherapists working in both private and public sectors in Egypt.

The data that is generated from the pilot study will be used to identify or modulate any further changes done, if any changes have to be done, then the data that has been obtained from the pilot study will not be used in the main study as “an essential feature of a pilot study is that the data are not used to test a hypothesis or included with data from the actual study when the results are reported” (Peat, Mellis and Williams 2002).

After the changes if any has been done, semi structured interviews will be taken.

Individual interviews will help understand the personal issue on that topic.

Part 1: Pilot study

First part of the study will start off with a pilot study.

The importance of using a pilot study are (Teijlingen and Hundley 2001)

- The use of pilot study mainly is to understand the proposed study.
- It can give a warning about where the main research could fail and whether the protocol used was correct.
- Focus groups are done in pilot studies to get an in depth understanding of the proposed study.
- Pilot studies also help in identifying the potential practical problems in following research procedure.
- A beneficial factor in this study is that it helps in recognizing whether the sampling frame and technique are effective
- It also helps in assessing whether the research protocol is realistic and workable.

Focus group:

Is where participants meet with the interviewer and talk about the particular topic the facilitator of the group does not direct them allowing the group to explore the topic themselves (Clifford et al. 2010)

Sample:

The sample in this group will be Egyptian physiotherapists who are attending a CPD course in Cairo; the study author is the course tutor. The inclusion and exclusion criteria for recruitment are listed below:

Inclusion criteria:

- At least one year experience.
- Have worked in hospital /clinical setting/private clinics/private practice in Egypt.

Exclusion criteria:

- Unwillingness to participate
- Less than 1-year experience.

Recruitment:

The sample is recruited using convenience sampling (Connelly 2008). An invitation will be sent by email to the participants of the Orthopaedic Manual Therapy Program (OMTC) running in Cairo between 24-29 April 2018. Those interested will be asked to contact primary researcher through email. The volunteers will be screened on the basis of inclusion and exclusion criteria and will be provided with the consent form and information sheets. On return of the signed consent form, the focus group will take place at the program venue in Cairo.

Sample size:

The number of people in the study is determined by the data collected. 5-6 participants are the target for the focus group. As the number of subjects in a clinical trial should always be large enough to provide a reliable answer to the questions addressed and is usually determined by the primary objective of the trial since this is a pilot study (Julious 2005)

Data Collection:

The pilot study will be conducted using a pre-determined topic guide and the focus group will be recorded using a digital voice recorder.

Data Storage:

The data will be stored in the principal researcher's laptop and protected with a password and secondary data will be stored at a different location that is accessible to the primary researcher only.

After the pilot study been done and the proper correction are made, the main data is collected through semi structured interviews.

Part 2 Semi Structured interviews:

A semi structured interview is a verbal interchange where the interviewer attempts to elicit information from another person by asking predetermined questions. It helps to unfold and explore various issues that the participants felt were important to them (Clifford et al. 2010). Semi-structured interviews will be used to overcome the poor response to interviews, it also fit the purpose for this study as we aim to explore attitude, values and beliefs of the participants. Interviews help the researcher to ensure comparability by ensuring all answers are responded to and unlike focus group it guarantee that answers given are not influenced by other opinions. (Barriball and While 1994). Focus group has a unique advantage over interviews which is the group dynamic where the discussion between participants can raise new points that further enrich the data, however , in this occasion the researcher has preferred interviews to make sure that participants opinions and views are not influenced by others who may dominate the discussion.

Sample:

The sample is Egyptian physiotherapists who are currently working in Egypt and the recruitment will be done on the basis of the inclusion and exclusion criteria listed below:

Inclusion Criteria

- Physiotherapists must have at least 1 year experience
- Must be working in a clinical setting, private hospital, government hospital, own clinic or home care practice.

Exclusion Criteria

- Must not be doing internship or training
- Must not have less than 1 year job experience
- Lecturers, researchers
- Unwillingness to participate

Recruitment:

The sample for the study will be recruited using the snow ball sampling. An invitation will be given through social networking sites and the primary participants will be requested to send a word of information around regarding the study and also provide information of potential participants.

The volunteers then will be screened according to the inclusion and exclusion criteria and those matching will be sent the consent and information sheets. On return of the signed consent form a date and time which is convenient will be set up for the interview via face to face meeting or video calling.

Sample size:

Convenience sampling will be used till data saturation is reached.

Data collection:

The data is collected through the new pre-determined questions that have been made through the pilot group and it will be recorded using a voice recorder.

Data storage:

The data will be stored in the principal researcher's laptop and protected with a password and secondary data will be stored at a different location that is accessible to the primary researcher only.

Data analysis:

The principal investigator will analyze the data using thematic analysis. Thematic analysis was selected as it helps to frame themes from data that is taken from interview transcript and it helps in identifying the important ideas within the data called themes (Braun and Clarke 2006)

Different phases of thematic analysis:

- Phase1: familiarizing with the data
 - Transcription of verbal data
- Phase2: generating initial codes
- Phase3: searching for themes
- Phase4: reviewing themes. by 2 reviewers
- Phase5: defining and naming themes
- Phase6: producing the reports

Peer review will be done, and the researcher will review the article independently and the disagreement will be exposed and solved appropriately (Greenhalgh 2010)

Limitations:

Prospective limitations are:

- Since the principal researcher can have a bias in the study, this could be prevented by peer review.

Ethical considerations:

- The participants will be get clear explanation about the interview and any questions been asked will be answered
- Consent form will be given and those who have given consent only will be taken for the interview
- The non-respondents and the participants will be given equal respect
- Participants are allowed to withdraw anytime
- Participants are allowed to participate voluntary and no force will be used
- All data will be kept anonymous and safely with the primary researcher and will not be shared with others
- All interviews and focus group will be conducted with the convenience of the participants

Risks:

Required steps will be taken for preventing potential risks, they can be

- In case of pilot study, the participants will be asked to gather in the course venue (Primephysio venue) and details of the place will be mutually consented and set up and those that do not know the directions will be given proper assistance.

Timeline:

Focus group	27 April 2018
Agree interview questions	10 May 2018
Data collection, validation and analysis	12-30 June 2018
Write up	1-15 July 2018

Funding:

The primary researcher will be taking the responsibility of funding the study. The main funding will be in case of traveling, use of telephone and internet, paper and print bills, and battery for the video recorder.

Dissemination:

The findings of the study will be probably submitted as an article in a peer reviewed journal for publication and presented in the next OMTA congress in 15-16 February 2019.

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APPENDICES

APPENDIX 1

Study title

“Perception among Egyptian Physiotherapists on Job satisfaction –a Qualitative study”

The pre-determined questions that will be used in the study are given below:

Topic guide:

1. From your point of view what is job satisfaction?
2. Why did you choose physiotherapy as a profession?
3. How many hours do you work?
4. What are the kinds of work you do at your work place?
5. Are you currently doing any house visits?
If yes: what do u feel about house visits?
6. What are the reasons for you to stick to the job?
7. Have any reasons made you to rethink your career path?
8. How did you get your job?
9. What do you think can be added to make your job better?
10. Have you done bachelors or masters?
11. Do you think you will move to other profession? And why?
12. If given an option to migrate, will you take it and why?
13. How do u feel about decision making at your work place?

14. Have you thought about moving up the ladder to a higher position in your job?
15. What do you think are the perks of being in your position at work?
16. Is patient satisfaction associated with job satisfaction if so why?
17. How secured do you feel at your work place?
18. Do you think your work provides you security and insures your future?
19. If you're working under supervisors how is that affecting you?
20. Do you feel obliged to do any kind of work for the sake of doing it or because you love to do it?
21. Do you think experience counts for a better job satisfaction and better pay?
22. Do you think your income is satisfactory enough for your expenses? If no Why?
23. Do you think you are stressed with your work?
If yes how?
If no why?
24. What are the difficulties you face in your job on day to day basis?
25. What are the positive things that you feel you're getting from this profession?
26. The perception that you had about physiotherapy as a profession was it justified when you started working?
27. What are the factors that motivate you to work?
28. How do u feel about the recognition and respect you have received through your job?
29. How are the interaction between patients and you?
30. How is the interaction between other people around you in your work place?
31. How do you feel about success in your career?
Lastly is there anything you want to add?

Participant Information Sheet (PILOT STUDY)

Study title

“Perception among Egyptian Physiotherapists on Job satisfaction –a Qualitative study”

Invitation paragraph

You are being invited to participate in a research project. Participation is completely voluntary and the information given here will help you understand the project better and decide.

Please ensure that you go through all the details given below before taking a decision.

Questions are welcome, so please feel free to ask us if you have any doubts or if you wish to have some more information. You can take your time and discuss it with others if you wish to.

Thank you for reading this.

What is the purpose of the study?

The purpose of this study is to understand the job Satisfaction level among physiotherapists in Egypt. By understanding this, It will help the health organisations, professional body and employers to understand factors that might improve job satisfaction among physiotherapist and also enlighten students who are considering physiotherapy as a career choice.

Why have I been invited?

As the research need Egyptian physiotherapist with experience who are currently working in Egypt.

Do I have to take part?

Participation in the project is voluntary and there is no compulsion whatsoever. If you do wish to take part you will be given a consent form along with this information sheet and it is mandatory for you to sign the consent form before we can proceed with the research. You are still free to withdraw from the study at any point in time without giving a reason. A decision to withdraw at any time, or a decision not to take part, will not affect the standard of care you receive.

What will happen to me if I take part?

Once the consent form is signed the primary researcher will contact you for further details about time and place of meeting which will be set up with mutual consideration.

The discussion will be for 45 minutes to 1 hour and will be recorder using a voice recorder. You will be asked to talk about your back ground and your views about the satisfaction you received at work through various questions. The discussion will be directed by the primary researcher and the answers you will be given will not be judging your efficacy as a physiotherapist

Beyond the discussion no commitments are required from you.

What do I have to do?

All you have to do is make yourself available at the mutually convenient time that has been pre-arranged. Then, be prepared to discuss your ideas and thoughts, within the group discussion, as guided by the researcher. Also, in case you think of anyone else who might be eligible for this research, you are more than welcome to invite them. They can come from different background, culture and levels of experience,

What are the possible disadvantages and risks of taking part?

There are no disadvantages or risks to taking part in this research.

What are the possible benefits of taking part?

The study offers no individual benefits. But the results from the study will, hopefully fuel future research

What if there is a problem or I want to complain?

If you have any queries or questions please contact:

Mahmoud Saad (Principal researcher)

Will my taking part in this study be kept confidential?

All information that is collected about you during the course of the research will be kept strictly confidential.

The group discussion will be recorded and then written up word for word. The researcher will check that the recording and the written transcript are the same. She will then erase the recording. The transcript will be kept on a password-protected computer. Direct quotations from the discussion may be used when writing up the research however these quotes will be anonymous.

Identifying details will be taken out of any final report and any publication so people reading these will not be able to identify you. The written transcripts will have all links to you removed at the end of the study and will then be kept for as long as they might be useful in future research.

The documents relating to the administration of this research, such as the consent form you sign to take part, will be kept in a folder called a site file or project file. This is locked away securely. The folder might be checked by people in authority who want to make sure that researchers are following the correct procedures. These people will not pass on your details to anyone else. The documents will be destroyed three years after the end of the study.

What will happen to the results of the research study?

It is anticipated that the results of the study will be published in peer reviewed journals as well as being presented at relevant conferences. You are entitled to receive a summary of the results if you wish. At no time will any participants be identified in any report/publication.

Who is organising and funding the research?

The study is organised by the lead researcher who is an associate senior lecturer physiotherapy at Sheffield Hallam University and chairman of the Orthopaedic Manual Therapy Academy OMTA Egypt. The study will be conducted by via OMTA research group.

It is self-funded by the lead researcher. Participants will not receive any financial rewards.

Who has reviewed the study?

All research based at OMTA research group is looked at by a group of people called OMTA research ethical committee. This Committee is run by OMTA research group, but its members are not connected to the research they examine.

Contact for Further Information

In case of any queries, you are free to contact the lead researcher. Contact details are given below:

Dr Mahmoud Saad

Phone number: 0044 07737988355 email: msaad@hotmail.co.uk

Participant Information Sheet (INTERVIEWS)

Study title

“Perception among Egyptian Physiotherapists on Job satisfaction –a Qualitative study”

Invitation paragraph

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Questions are welcome, so please feel free to ask us if you have any doubts or if you wish to have some more information. You can take your time and discuss it with others if you wish to.

Thank you for reading this.

What is the purpose of the study?

. The purpose of this study is to understand the job Satisfaction level among physiotherapists in Egypt. By understanding this ,it will help the students who are considering physiotherapy as a career and also institutions in encouraging student to take physiotherapy as a career choice .it will also help health sectors to understand where it can improve in making physiotherapy a better job.

Why have I been invited?

As the research need Egyptian physiotherapist with experience who are currently working in Egypt.

Attempts are being made to ensure that the selected participants for the study come from a wider range of Egyptian physiotherapists belonging to different cultures and regions and having various levels of experience to allow maximum representation in the study

Do I have to take part?

As mentioned before, participation in the project is voluntary and there is no compulsion whatsoever. If you do wish to take part you will be given a consent

form along with this information sheet and it is mandatory for you to sign the consent form before we can proceed with the research. You are still free to withdraw from the study at any point in time without giving a reason. A decision to withdraw at any time, or a decision not to take part, will not affect the standard of care you receive.

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Once the consent form is signed the primary researcher will contact you for further details about time and place of meeting which will be set up with mutual consideration.

The discussion will be for 45 minutes to 1 hour and will be recorded using a voice recorder. You will be asked to talk about your background and your views about the satisfaction you received at work through various questions. The discussion will be directed by the primary researcher and the answers you will be given will not be judging your efficacy as a physiotherapist

Beyond the discussion no commitments are required from you.

What do I have to do?

All you have to do is make yourself available at the mutually convenient time that has been pre-arranged. Then, be prepared to discuss your ideas and thoughts, within the interview, as guided by the researcher. At a later point in time, you will be asked to go through the transcripts of your respective interviews and validate your interview. Also, in case you think of anyone else who might be eligible for this research, you are more than welcome to invite them. They can come from different background, culture and levels of experience.

What are the possible disadvantages and risks of taking part?

There are no disadvantages or risks to taking part in this research.

What are the possible benefits of taking part?

The study offers no individual benefits. But the results from the study will, hopefully fuel future research

What if there is a problem or I want to complain?

If you have any queries or questions please contact:

Mahmoud Saad (The primary researcher)

Will my taking part in this study be kept confidential?

All information that is collected about you during the course of the research will be kept strictly confidential.

The interview will be recorded and then written up word for word. The researcher will check that the recording and the written transcript are the same. She will then erase the recording. The transcript will be kept on a password-protected computer. Direct quotations from the discussion may be used when writing up the research however these quotes will be anonymous.

Identifying details will be taken out of any final report and any publication so people reading these will not be able to identify you. The written transcripts will have all links to you removed at the end of the study and will then be kept for as long as they might be useful in future research.

The documents relating to the administration of this research, such as the consent form you sign to take part, will be kept in a folder called a site file or project file. This is locked away securely. The folder might be checked by people in authority who want to make sure that researchers are following the correct procedures. These people will not pass on your details to anyone else. The documents will be destroyed three years after the end of the study.

What will happen to the results of the research study?

It is anticipated that the results of the study will be published in peer reviewed journals as well as being presented at relevant conferences. You are entitled to receive a summary of the results if you wish. At no time will any participants be identified in any report/publication.

Who is organising and funding the research?

The study is organised by the lead researcher who is an associate senior lecturer physiotherapy at Sheffield Hallam University and chairman of the Orthopaedic Manual Therapy Academy OMTA Egypt. The study will be conducted by via OMTA research group.

It is self-funded by the lead researcher. Participants will not receive any financial rewards.

Who has reviewed the study?

All research based at OMTA research group is looked at by a group of people called OMTA research ethical committee. This Committee is run by OMTA research group, but its members are not connected to the research they examine.

Contact for Further Information

In case of any queries, you are free to contact the lead researcher. Contact details are given below:

Dr Mahmoud Saad

Phone number: 0044 07737988355

Email: msaad@hotmail.co.uk



OMTA Research Group

Participant consent form

Study title:	“Perception among Egyptian Physiotherapists on Job satisfaction –a Qualitative study”
Chief investigator	Mahmoud Saad
Telephone number	

Participant name	
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	Please read the following statements and put your initials in the box to show that you have read and understood them and that you agree with them	Please initial each box
1	I confirm that I have read and understood the information sheet dated date for the above study. I have had the opportunity to consider the information, ask questions and have had these answered satisfactorily.	<input type="text"/>
2	I understand that my involvement in this study is voluntary and that I am free to withdraw at any time, without give any reason.	<input type="text"/>
3	I understand that relevant sections of data collected during the study may be looked at by responsible individuals from the Sponsor and the Research Ethics Committee.	<input type="text"/>
4	I agree to take part in this study	<input type="text"/>

To be filled in by the participant

I agree to take part in the above study

Your name

Date

Signature

To be filled in by the person obtaining consent

I confirm that I have explained the nature, purposes and possible effects of this research study to the person whose name is printed above.

Name of investigator

Date

Signature

Appendix 5

Checklist for Research proposals. This is the checklist that the Orthopaedic Manual Therapy research group Review Group (OMTA RG) reviewers will use to review the project. It is recommended that you use this to help it pass the review process.

	YES	NO	N/A
THE PROPOSED PROJECT AFFORDS THE RESEARCHER THE OPPORTUNITY TO DEMONSTRATE, ON FINAL SUBMISSION OF THEIR DISSERTATION:			
The ability to plan and execute a logical and well thought out project			
A high level of skill in the design, execution and analysis of the chosen project area			
Critical evaluation of relevant literature and research process			
An appropriately broad and in-depth knowledge of the theory, research evidence and practice in the area under investigation			
Consideration of the key issues relevant to the subject with an adequate range of sources underpinning the review, analysis and discussion			
The project's relevance to contemporary professional practice			
A high standard of academic and professional presentation			
GENERAL			
The aims of the project are clearly stated			
The project is original in concept with evidence to support the project's originality in the literature review			
The project is useful and relevant to clinical practice, policy making or workforce planning			
The project is feasible in the time available			
Service users have been involved in the development of the proposal where possible			
A completed project safety plan is included with the proposal			
A completed registration form is included			
METHOD/DESIGN/ANALYSIS			
The design is appropriate for the identified aims			
The sampling strategy chosen is appropriate for the identified aims			
A power calculation has been undertaken if appropriate			
Methods to be used to identify, approach and recruit participants have been included			
Trustworthiness and rigour of data collection are considered			
Measurement issues are addressed in relation to clinically appropriate measuring tools			
The validity and reliability of the outcomes measures chosen have been			

considered (this includes questionnaires to be used)			
An appropriate plan of analysis is included with reflection on the implications of the sample size			
The project attempts to look at individual data as well as aggregated data			
There is a logical and feasible research time plan with clearly delineated milestones			
Itemised costings are included			
Issues concerning racial and cultural diversity have been considered			
Participant information and consent forms have been included			
Have issues around controlling bias been considered?			
Has statistical opinion has been included if appropriate?			
Have indemnity issues been considered (FIN 12 included if appropriate)?			
Have funding arrangements been made clear (ENT 1 enclosed if appropriate)?			
Have methods for the dissemination of results been considered?			
Have intellectual property arrangements been considered (if appropriate)?			
CHECKLIST FOR ETHICAL APPROVAL - ALL PROJECTS			
SAFETY ISSUES - refer to the project safety plan as well as the protocol			
Is there any potential for physical or psychological harm or distress to project participants? If 'yes':			
a) Are adequate mechanisms in place to minimise the risk and to tackle any harm or distress that occurs?			
b) Is the potential risk of harm balanced by potential benefit to participants?			
Is there any potential for physical or psychological harm or distress to the researcher(s)?			
If 'yes' are adequate mechanisms in place to minimise the risk and to tackle any harm or distress that occurs?			
Are any of the participants likely to belong to a so-called vulnerable group - for example children, people with mental health problems or with learning disability, people in a dependent relationship to the researcher(s)?			
Have any potential conflicts between researcher and job role been considered and minimised?			
Is there a named Project Safety Supervisor?			
RIGHTS ISSUES			
Are issues of confidentiality, privacy and data protection adequately covered in relation to:			
a) The recruitment of participants?			
b) The protection of the privacy of participants?			
c) The protection and storage of confidential information generated by the study?			

Will informed consent be obtained from the participants?			
Is there a satisfactory:			
a) Participant information sheet?			
b) Participant consent form? [Note: a consent form is not required for questionnaire studies]			

Does the research involve the removal of any human tissue from participants? Human tissue is, in effect, any sample taken from the human body apart from nails and hair.			
Does this proposal adequately address any issues of ethnic diversity or other diversity issues?			
Do you believe this proposal needs specialist ethics review?			