**Title/Project Name**

**Background** [Suggested 200 Words]

*Provide a brief overview of the existing literature related to the research topic. It should summarise key findings from previous studies, highlighting significant advancements and identifying unresolved questions or gaps. Discuss how these gaps create a need for further investigation. Clearly articulate the specific gap your research aims to fill, explaining why addressing this gap is crucial for advancing knowledge in the field.*

**Methodology** [Suggested 200 Words]

*Detail the approach to be taken to investigate the research question. Describe the study design, such as experimental, observational, or qualitative. Outline the participant or subject selection criteria, including how they will be recruited and any relevant characteristics. Specify the materials or tools to be used, such as questionnaires, tests, or software. Explain the procedures that will be followed during the research, including any interventions, measurements, or data collection methods. Include any relevant information on data analysis methods and how they align with the research objectives.*

**Outcomes** [Suggested 200 Words]

*Describe the anticipated results of the research and their potential implications. Highlight the key findings you expect to emerge and how they will contribute to the field. Explain how the results will be presented, whether through academic journals, conferences, reports, or other formats. Discuss any plans for disseminating findings to relevant stakeholders, such as practitioners, policymakers, or the general public, and how you will ensure the research has practical relevance and impact.*

**Research Team** [Suggested 150 Words]

*Introduce the individuals involved in the project, emphasising their expertise and roles. Provide a brief overview of lead researchers qualifications and experience related to the project. Highlight any other members specific contributions to the research. Highlight any relevant academic backgrounds, previous research experience, or specialised skills that enhance the team’s ability to conduct the study successfully.*

**EXAMPLE**

**2020 COVID-19 Nursing and Midwifery Workforce survey to assess burnout and stress in relation to the COVID-19 pandemic**

**Background**

As of May 13, 2020, Australia's health, maternity, and aged care services have managed COVID-19 relatively well, with 6,972 confirmed cases and 98 deaths. Case numbers are stable or decreasing nationwide, but containment measures remain in place, with some areas still facing isolated outbreaks and potential future spikes. The pandemic has added significant stress to nurses, midwives, and personal care workers (PCWs), exacerbating existing burnout and affecting their physical and mental wellbeing, job performance, and concerns for their families. Increased absenteeism, sickness, and stress leave are anticipated, straining health and aged care systems. This strain impacts patient and client care quality and overall service performance.

This research aims to identify and assess what impact the Australian outbreak of COVID-19 has had on the nursing, midwifery and personal care worker (PCW) workforces among members of state and territory branches of the Australian Nursing and Midwifery Federation (ANMF).

**Methodology**

The study is a cross sectional survey design. Participants will be asked to complete an online survey. The survey will identify and assess what effects the Australian outbreak of COVID-19 has had on the nursing/midwifery/PCW workforces in participating states and territories. The objectives of the survey are to;

1. assess indices of occupational wellbeing including; stress, anxiety, and burnout in nurses, midwives, and PCWs working in different contexts (i.e. hospitals, nursing homes, the community, primary healthcare) across participating states and territories;
2. determine contributory (upstream) or performance (downstream) factors that are impact occupational wellbeing; and,
3. identify opportunities to improve Australia’s workforce preparedness for significant health crises such as COVID-19 in the future, and how union branches/the ANMF can lead or support here.

Australian nurses, midwives and personal care workers over the age of 18 years are invited to take part. The survey will include questions about participants' demographics, employment and qualifications; work environment and welbeing; job demands, resources and strain; organisational changes arising from COVID-19 and their impacts; and concerns in relation to COVID-19. The survey is comprised primarily of validated tools that have been widely used internationally in studies of nurse outcomes, work environment and organizational climate. The survey also includes items to address local context issues, specifically to identify and measure the impacts of COVID-19. The survey is voluntary and will take approximately 20-30 minutes to complete.

**Outcomes**

Dissemination will occur via a range of mediums including, peer-reviewed publications, conference presentations, and reports to the ANMF Federal Office and State/Territory Branches.

This survey will provide ANMF branches with an understanding of how current/ongoing and potential crisis situations affect nurses, midwives, and PCWs working in an already high burnout environment. Gleaning an understanding of what factors are important to nurses, midwives and PCWs and what contributes to additional stress/burnout will assist in preparatory planning and consideration for similar future events resulting in patient surges and system-wide responses. The survey will also help branches and the ANMF to identify how to best support and advocate for members during and following the COVID-19 outbreak. It is anticipated that the survey will be influential in policy development.

**Research Team**

The Rosemary Bryant AO Research Centre (RBRC) is a multidisciplinary research centre, situated with the University of South Australia, that aims to empower nurses and midwives and improve care. The RBRC has expertise in workforce research, health systems research, implementation science, health service evaluation, and policy. Because of this experience, the RBRC is uniquely situated and qualified to conduct this survey in a way that is translatable to practice.

This study will be led by Mr Greg Sharplin, the Research Strategy Manager at the RBRC. Greg has a Masters in Science (Epidemiology) from the London School of Hygiene and Tropical Medicine and a Masters in Psychology (Organisational and Human Factors) from the University of Adelaide, as well as Bachelor of Health Science (Honours) and Bachelor of Science. All members of the research team have relevant expertise in nursing workforce research and vast experience in large-scale survey development and delivery. Dr Micah Peters has vast experience in evidence synthesis and nursing, midwifery, and care policy development which will benefit the translation of survey results into practical implications.