

**Introduction and Purpose of Study (email invitation):**

Subject Line: **Examining internal & external Influences leading to healthcare worker Turnover in ICUs: EXIT-ICU Study (provincial and national surveys)**

Dear Colleague,

**Invitation to participate:** You are invited to participate in a survey on reasons why people have chosen to leave or continue working in the ICU since the COVID-19 pandemic. You have been invited because you have been identified as a current or recent ICU employee.

**Purpose of the study:** The primary aim of this research is to understand what factors have led healthcare workers to leave or consider leaving their positions in ICU since the COVID-19 pandemic. The study is being conducted by researchers at the University of Alberta (led by Dr. Vincent Lau).

**Participation:** If you wish to participate in this study, please complete the anonymous survey via the link below. The survey should take you approximately 15-20 minutes to complete. You will be required to sign an informed consent document prior to beginning the survey.

**Participation is entirely voluntary. Whether you chose to participate or not will have no impact on your current or future employment.** Should you choose to withdraw midway through the electronic survey simply close the link and no responses will be included.

**Benefits/Risks:** There are no anticipated personal benefits to participating in this study. Your responses to this survey may benefit future ICU patients and healthcare workers. The potential risks to participating in this study are minimal, and consist of possible emotional distress from recalling prior workplace experiences.

**Compensation:** There is no compensation for this study.

You may contact Dr. Vincent Lau at [vince.lau@ualberta.ca](mailto:vince.lau@ualberta.ca) if you have any questions about this study.

We greatly appreciate your time and consideration of our request and hope you will consider supporting our efforts to improve the ICU workplace. **We would like to thank you very much for your participation and your opinions.**

**Link to Survey:** <https://redcap.link/EXITICU>

Kind regards,

Vincent Lau MD MSc FRCPC

The Health Research Ethics Board (HREB) at the University of Alberta in Edmonton has reviewed this study (study number: **Pro00127136**). If you have questions about your rights as a participant, you may contact the HREB at [reoffice@ualberta.ca](mailto:reoffice@ualberta.ca). This office has no affiliation with the study team.

**REB #: Pro00127136**

PI: Dr. Vincent Lau

Title: **Examining internal & external Influences leading to healthcare worker Turnover in ICUs: EXIT-ICU Study (provincial and national surveys)**

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