



27 October 2011

Ms Charmayne Highfield  
69 Lorong 40 Geyland  
#06-45 The Waterina  
SINGAPORE 398087

Dear Ms Highfield,

The CSU Human Research Ethics Committee (HREC) operates in accordance with the National Health and Medical Research Council's *National Statement on Ethical Conduct in Research Involving Humans*.

The HREC has reviewed your report requesting an extension for your research project "*How do accountants in rural and regional Australia perceive "fairness in the workplace"?*", protocol number 2009/152 and I am pleased to advise that this request for an extension meets the requirements of the *National Statement*; and an extension for this research is granted for a twelve month period from 24/10/2011.

Please note the following conditions of approval:

- all Consent Forms and Information Sheets are to be printed on Charles Sturt University letterhead. Students should liaise with their Supervisor to arrange to have these documents printed;
- you must notify the Committee immediately in writing should your research differ in any way from that proposed. Forms are available at [www.csu.edu.au/research/forms/ehrc\\_annrep.doc](http://www.csu.edu.au/research/forms/ehrc_annrep.doc);
- you must notify the Committee immediately if any serious and or unexpected adverse events or outcomes occur associated with your research, that might affect the participants and therefore ethical acceptability of the project. An Adverse Incident form is available from the website: as above;
- amendments to the research design must be reviewed and approved by the Human Research Ethics Committee before commencement. Forms are available at the website above;
- if an extension of the approval period is required, a request must be submitted to the Human Research Ethics Committee. Forms are available at the website above;
- you are required to complete a Progress Report form, which can be downloaded as above, by 24/10/2012 if your research has not been completed by that date;

- you are required to submit a final report, the form is available from the website above.

You are reminded that an approval letter from the CSU HREC constitutes **ethical approval only**.

If your research involves the use of radiation, biological materials or chemicals separate approval is required from the appropriate University Committee.

Please don't hesitate to contact the Executive Officer: telephone (02) 6338 4628 or email [ethics@csu.edu.au](mailto:ethics@csu.edu.au) if you have any enquiries about this matter.

Yours sincerely,



**Julie Hicks**  
**Executive Officer**  
**Human Research Ethics Committee**  
**Direct Telephone: (02) 6338 4628**  
**Email: [ethics@csu.edu.au](mailto:ethics@csu.edu.au)**

Cc: Associate Professor Jayne Bisman Dr Branks Krivokapic-Skoko



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14 October 2009

Ms Charmayne Highfield

Dear Ms Highfield,

The Human Research Ethics Committee has approved your proposal "*I feel good! How are organisational justice issues perceived by professional staff in small public accounting firms in rural and regional New South Wales?*" for a twelve month period from 14/10/2009.

The protocol number issued with respect to this project is **2009/152**. Please be sure to quote this number when responding to any request made by the Committee.

Please note that the Committee requires that all consent forms and information sheets are to be printed on Charles Sturt University letterhead. Students should liaise with their Supervisor to arrange to have these documents printed.

You must notify the Committee immediately should your research differ in any way from that proposed.

You are also required to complete a Progress Report form, which can be downloaded from [www.csu.edu.au/research/forms/ehrc\\_annrep.doc](http://www.csu.edu.au/research/forms/ehrc_annrep.doc), and return it on completion of your research project or by 14/10/2010 if your research has not been completed by that date.

The Committee wishes you well in your research and please do not hesitate to contact the Executive Officer on telephone (02) 6338 4628 or email [ethics@csu.edu.au](mailto:ethics@csu.edu.au) if you have any enquiries.

Yours sincerely

**Julie Hicks**  
**Executive Officer**  
**Human Research Ethics Committee**

Cc: Associate Professor Jayne Bisman Dr Branks Krivokapic-Skoko