

Project title: **How do accountants in rural and regional New South Wales perceive “fairness in the workplace”?**

Researcher: **Ms Charmayne Highfield** (Student number 11173513)

Email: chighfield@csu.edu.au

Postal: GPO Box 2565, Sydney NSW 2001

Principal Associate Professor Jayne Bisman

supervisor: Email: jbisman@csu.edu.au

Tel: +61 2 6338 4101

My name is Charmayne Highfield, and I am a student at Charles Sturt University working towards a Doctor of Philosophy (PhD). I would like to invite you to participate in my research project, which explores how fairness in the workplace (organisational justice) is perceived by accounting professionals in public accounting firms.

As an accounting professional with public practice experience in rural and/or regional New South Wales, I would be grateful if you would share your experiences and opinions of fairness in the workplace during a personal telephone interview. You may also wish to share your thoughts and feelings about an instance you believe demonstrates fairness or unfairness in the workplace. Although the common interpretation of organisational justice is skewed towards unfairness, I am equally interested in learning about experiences of preferential treatment that you may have received or witnessed others receiving.

The interview format will be a personal conversation over the telephone. This format will allow you to shape the pace and direction of the discussion, as well as determine the quantity and depth of information you share. As such, the interview will not be based on a list of pre-determined questions but will evolve and develop during our conversation to capture fully your perspective and opinion regarding fairness in the workplace in accounting firms in rural and regional New South Wales.

With your consent, I would like to digitally record (audio component only) the interview for subsequent transcription and analysis. You will have an opportunity to verify the transcribed interview record while the research is in draft format, and to request changes and/or amendments.

Any information or personal details gathered in the course of this study about you or the parties you mention during our discussion will be held in the strictest confidence and neither your name nor any other identifying information will be used or published in any form whatsoever. You are also free to withdraw your participation in this study at any time and, if you do, you will not be subjected to any penalty or discriminatory treatment.

It is a requirement of Charles Sturt University that I obtain your prior written informed consent before conducting the interview. If you would like to participate, please kindly sign the attached Consent Letter and return it to me at your earliest convenience.

Your participation in this research project may qualify for credit towards your professional development and training commitment as a **CPD/CPE activity**. As such, I have included a document to assist you in recording your participation.

A primary objective of my research is *to promote organisational justice awareness in the workplace and, in doing so, add to the knowledge base* by examining how well current theoretical understandings of organisational justice represent the lived experiences of accounting professionals working in rural and regional New South Wales. While not providing a prescription for change, my study aims to assist principals and managers to make positive changes in the way they manage their staff, and to highlight the importance of fairness in the workplace for accounting professionals. Although organisational justice research suggests that perceptions of fairness are influenced by distributive decisions, procedural practices, and personal interactions, currently very few studies have explored these issues in the public accounting context, and even fewer studies have specifically focused on those issues that are of most importance to accounting professionals in rural and regional Australian locales.

Please contact me via email at chighfield@csu.edu.au if you have any questions or would like further information. You can also visit my website www.fairnesszone.com. Please also feel free to pass on a copy of this information sheet to anyone else who may be interested in participating.

The Executive Officer
Human Research Ethics Committee
Office of Academic Governance
Charles Sturt University
Panorama Avenue
Bathurst NSW 2795 Australia
Tel: +61 2 6338 4628 Email: ethics@csu.edu.au

Thanking you in advance for your participation.

Kind regards,



Ms Charmayne Highfield

BBus GradCertUnivTeach&Learn
MCom FCPA PNA

Encl: Consent form and CPE/CPD Log