



**FOO SIEW LI**  
**FACULTY OF MEDICINE, UM**

Dear Sir/ Mdm,

**ETHICS INITIAL APPROVAL: NMRR ID-22-00364-OE4 (IIR)**  
**RELATIONSHIPS BETWEEN QUALITY OF WORK-LIFE, BURNOUT AND PROFESSIONAL COMMITMENT AMONG NURSES**

This letter is made in reference to the above matter.

2. The Medical Research and Ethics Committee (MREC), Ministry of Health Malaysia (MOH) has provided ethical approval for this study. Please take note that all records and data are to be kept strictly **CONFIDENTIAL** and can only be used for the purpose of this study. All precautions are to be taken to maintain data confidentiality. Permission from the District Health Officer / Hospital Administrator / Hospital Director and all relevant heads of departments / units where the study will be carried out must be obtained prior to the study. You are required to follow and comply with their decision and all other relevant regulations.

3. The investigators and study sites involved in this study are:

**OSPITAL PULAU PINANG**

Foo Siew Li (Principal Investigator)  
Kavitha A/P Rasaiah  
Che Chong Chin

**HOSPITAL SEBERANG JAYA**

Foo Siew Li (Principal Investigator)  
Kavitha A/P Rasaiah  
Che Chong Chin

**HOSPITAL LAM WAH EE**

Foo Siew Li (Principal Investigator)  
Che Chong Chin  
Kavitha A/P Rasaiah

**PENANG ADVENTIST HOSPITAL (ADVENTIST HOSPITAL & CLINIC SERVICES (M)**

Foo Siew Li (Principal Investigator)  
Che Chong Chin  
Kavitha A/P Rasaiah

4. The following study documents have been received and reviewed with reference to the above study:

Documents received and reviewed with reference to the above study:

1. Study Protocol Version 2.2, dated 13-April-2022

2. Patient Information Sheet (PIS) & Informed Consent Form (ICF) (English) Version 2.2, dated 13-April-2022
3. Patient Information Sheet (PIS) & Informed Consent Form (ICF) (Malay) Version 2.2, dated 13-April-2022
4. Questionnaire Version 1.1, dated 13-April-2022
5. Investigator's documents: Declaration of Conflict of Interest (COI), IA-HOD-IA, and CV:
  - a) Foo Siew Li (Principal Investigator)
  - b) Che Chong Chin
  - c) Kavitha A/P Rasaiah

5. Please note that ethical approval is valid until **28-April-2023**. The following are to be reported upon receiving ethical approval. Required forms can be obtained from the National Medical Research Registry (NMRR) website:
- i. **Continuing Review Form** has to be submitted to MREC within 2 months (60 days) prior to the expiry of ethical approval.
  - ii. **Study Final Report** upon study completion to the MREC.
  - iii. Ethical approval is required in the case of **amendments/changes** to the **study documents/ study sites/ study team**. MREC reserves the right to withdraw ethical approval if changes to study documents are not completely declared.
6. This study involves the following methods:
- i. **Questionnaire**
7. Please take note that the reference number for this letter must be stated in all correspondence related to this study to facilitate the process.

Comments (if any): NIL

Project Sites:

**HOSPITAL PULAU PINANG**  
**HOSPITAL SEBERANG JAYA**  
**HOSPITAL LAM WAH EE**  
**PENANG ADVENTIST HOSPITAL (ADVENTIST HOSPITAL & CLINIC SERVICES (M))**

Decision by Medical Research & Ethics Committee:

- ( ☒ ) Approved  
( ☐ ) Disapproved

Date of Approval: 29-April-2022



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**DR HJH SALINA ABDUL AZIZ**  
Chairperson  
Medical Research & Ethics Committee  
Ministry of Health Malaysia  
MMC No: 27117