



December 25, 2019

Exempt Research Certificate

Dear Applicant,

The Health Research Governance Department at the Ministry of Public health (MoPH) has reviewed the research project entitled "*Effectiveness of internal communication in improving employee's performance: the case of ministry of public health*". The Principal Investigator, Ms. Jawaher Ahmed Al-Jassim, confirmed that there will be no collection of identifiable information. Upon review, the research has been categorized as **exempt research under category (2)**: Research involving the use of educational tests (cognitive, diagnostic, aptitude, achievement), survey procedures, interview procedures or observation of public behavior, unless: (i) information obtained is recorded in such a manner that human subjects can be identified; and (ii) any disclosure of the human subjects' responses outside the research could reasonably place the subjects at risk of criminal or civil liability or be damaging to the subjects' financial standing, employability, or reputation.

However, please note that in accordance with MoPH policy, the regulations state that "research involving...interview procedures...{is exempt from this policy} unless (1) information obtained is recorded in such a matter that human subject can be identified directly or through identifiers linked to the subject **and** (2) disclosure of the human subject responses outside the research could reasonably place the subjects at risk of criminal or civil liability, or be damaging to the subjects' financial standing, employability, or reputation". Under conditions mentioned in (1) and (2), the proposal must be reviewed by an Institutional Review Board Committee.

If we can be of further assistance, please contact us at 974-4407-0363 or via email at IRB@moph.gov.qa

Sincerely,


Nordin Fallouch

on behalf of

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