

Evidence Brief: Maternity

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Produced by the Knowledge Management team Evidence Briefs offer an overview of the published reports, research, and evidence on a workforce-related topic.

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Key publications – the big picture

Independent Investigation into Maternity and Neonatal Services in England - Reflections and Initial Impressions - National Maternity and Neonatal Investigation

National Maternity and Neonatal Investigation, December 2025

When I was asked by the Secretary of State for Health and Social Care to chair a rapid investigation into maternity and neonatal services in England, I knew that it would be challenging. I could not understand why, having read the media reports over the years of the experiences of harmed and bereaved families, so little seemed to have changed and why families continued to go through such trauma and distress. I expected to hear experiences from families about where they had been let down by the care they had received in maternity and neonatal units across the country, but nothing prepared me for the scale of unacceptable care that women and families have received, and continue to receive, the tragic consequences for their babies, and the impact on their mental, physical and emotional wellbeing.

Black maternal health: government response to the Health and Social Care Committee

Department of Health and Social Care, 16 December 2025

The government's response to recommendations made by the House of Commons Health and Social Care Committee's inquiry into Black maternal health.

Maternity services - key findings from the Healthwatch network

Healthwatch, 15 December 2025

According to a recent poll Healthwatch England commissioned half of women who have used a maternity service want to give feedback to help improve services - but seven in 10 do not know how to. At least 33 local Healthwatch across England have

identified maternity services as a priority area for their communities over the last two years.

2025 Maternity survey: statistical release

CQC, December 2025

The quality and safety of maternity services is a key focus of national policy, focussing on positive, safe, and equitable experiences of pregnancy, childbirth, and the postnatal period. The Maternity survey gathers feedback from respondents about their experiences of the care provided before giving birth (antenatal care), during labour and delivery, and up to 8 weeks following birth (postnatal care).

Green Maternity Report 2025

Royal College of Obstetricians & Gynaecologists, September 2025

The Green Maternity Report combines case studies from the Green Maternity Challenge with lived experience insights and carbon modelling to identify eight initial priorities for sustainable maternity care and a clear set of evidence-based recommendations.

Saving Lives, Improving Mothers' Care

MBRRACE-UK, September 2025

Lessons learned to inform maternity care from the UK and Ireland Confidential Enquiries into Maternal Deaths and Morbidity 2021-23

An exploratory review of maternity and neonatal services

Health Services Safety Investigations Body, August 2025

This report is a summary of information HSSIB collected during an exploratory review of maternity and neonatal services in spring 2025. This exploratory review involved meetings with 17 stakeholders and a review of 35 safety concerns submitted to HSSIB and one report published in 2021 by the Healthcare

Safety Investigation Branch (HSIB), the precursor organisation to HSSIB. Although we consider this information to be limited in its breadth and depth compared to a full HSSIB investigation, the exploratory exercise did provide evidence to support the direction any future investigations might take.

Fit for the future: 10 Year Health Plan for England

Department of Health and Social Care, July 2025

- p. 13 "set up a national independent investigation into maternity and neonatal services. We will also establish a national maternity and neonatal taskforce, chaired by the Secretary of State for Health and Social Care, to inform a new national maternity and neonatal action plan, coproduced with bereaved families"
- p. 47 "Once the necessary legislation is in place, we will roll out the SPR in maternity care first."
- p. 88 "Developing these indicators for maternity care will be our earliest priority. Listening to women and families is critical to support safe, personalised and equitable maternity care."
- p. 93 "The new Maternity Outcomes Signal System (MOSS) will be in place across trusts from November. MOSS will use near-real time data to indicate higher than expected rates of stillbirth, neonatal death and brain injury, allowing more timely action to be taken when standards deteriorate. "

Nursing associates in maternity settings: position statement

NHS England, April 2025

Position statement regarding nursing associates working in maternity settings.

Disparities in maternity care disabled women in the United Kingdom

Missing Billion, March 2025

This landmark national report – published by the International Centre for Evidence in Disability, London School of Hygiene & Tropical Medicine and the Missing Billion Initiative – provides the first in-depth review of maternity care access, experiences, outcomes, and existing policy guidance for disabled women in the UK.

Ministerial Scottish Nursing and Midwifery Taskforce: report and recommended actions

Scottish Government, February 2025

The final report of the Scottish Ministerial led Nursing and Midwifery Taskforce which makes a number of recommended actions that aim to make Scotland the best place for nurses and midwives to work.

Black maternal mental health report UK

The Motherhood Group, 2025

This report centres the lived experiences of Black mothers and highlights systemic barriers to quality, affordable mental healthcare. The report was supported with the Maternal Mental Health Alliance (MMHA) and the Centre for Mental Health.

Taking time to talk: Advancing race equity in nursing and midwifery

Royal College of Nursing, 2024

This resource is aimed at supporting all nursing and midwifery staff across the UK to help individuals personally advance race equity for themselves, colleagues and the health system as a whole. It breaks down the case for further advancing race equity, provides some information on key topics at the heart of this issue and suggests key actions that everyone can take.

RCM CMW/LME Leadership Project: developing midwifery leadership pathways in practice and education

Royal College of Midwives, 2024

This project examined the development of clinical and academic leadership roles, namely the consultant midwife (CMW) and the Lead Midwife for Education 2 (LME). Although these roles work in different contexts, they have similar strategic responsibility and are required to lead midwifery within their respective settings across the professional pillars of practice and education.

Listening to maternity workforce: experiences and insights of maternity staff from ethnic minority groups, in relation to equality, diversity and inclusion

CQC, September 2024

This research looks at the experiences of midwives and obstetricians from ethnic minority groups of working in maternity services in England. It also explores their insights into the care of people from ethnic minority groups using maternity services.

Maternal Mental Health Services Progress Report

Maternal Mental Health Alliance, October 2024

The Maternal Mental Health Alliance has released new research into the current landscape of Maternal Mental Health Services (MMHS) in England. Based on survey responses from 41/46 MMHS, for the first time, this report offers a detailed look at how MMHS are being delivered at the local level. The report finds that there has been welcome progress with the establishment of these services in most areas of England, however it also highlights that many of these small services are struggling to cope with levels of demand.

Spotlight on Nursing and Midwifery

NMC Insights, 2024

Our annual insight spotlight aims to influence positive changes within the sector for the benefit of our professions and the public.

Registered Midwife Degree Apprenticeship evaluation report

Royal College of Midwives and NHS England, September 2023

This report sets out the findings of an evaluation of a workforce intervention that has not yet been extensively implemented across maternity services in the NHS. It describes how the Registered Midwife Degree Apprenticeship has the potential to increase the supply of labour in a sustainable way. It describes the benefits and costs that could be attributed to this way of educating registered midwives.

Independent report on the regulation of advanced practice in nursing and midwifery

Nuffield Trust, May 2023

Nurses and midwives are increasingly taking on more complex, autonomous and expert roles – commonly referred to as ‘advanced practice’. But the application of this title and role type varies hugely and this area of practice is not currently regulated in the same way as other professional groups. With expectations and scale of the advanced practice role evolving at pace, the Nursing & Midwifery Council committed to a comprehensive review of advanced nurse practice, commissioning the Nuffield Trust to provide an independent view on the risks and benefits of professionally regulating this area of care.

Decolonising midwifery

Royal College of Midwives, April 2023

The decolonising midwifery education toolkit has been developed for midwifery educators and other stakeholders involved in planning and delivering midwifery education. The aim of the toolkit is to empower midwifery educators to challenge the implicit and explicit legacies of colonial perspectives in all aspects of midwifery education when they are developing and improving their programmes.

Three year delivery plan for maternity and neonatal services

NHS England, March 2023

This plan sets out how the NHS will make maternity and neonatal care safer, more personalised, and more equitable for women, babies, and families.

Mapping existing policy interventions to tackle ethnic health inequalities in maternal and neonatal health in England: a systematic scoping review with stakeholder engagement

NHS Race & Health Observatory, December 2022

There are substantial ethnic inequalities in maternal and neonatal outcomes. For example, women from a Black ethnic group have a four times higher rate of maternal mortality when compared to their White counterparts in the United Kingdom (UK). These inequalities remain after accounting for socioeconomic differences across ethnic groups, suggesting the role of institutional racism in perpetuating these inequalities despite national policies in the UK to redress these inequalities.

Combatting racial discrimination against minority ethnic nurses, midwives and nursing associates

NHS England, November 2022

This resource is designed to support nurses, midwives and nursing associates, providing advice on the action you can take if you witness or experience racism. It also supports those in leadership roles to be inclusive leaders.

The Re:Birth Project

Royal College of Midwives, July 2022

The Re:Birth project aims to develop a new, shared, positive narrative around birth, bringing together the maternity community – midwives, obstetricians, service users, support workers, students, researchers and others – from across the UK.

Nursing Under Sustainable Pressure: Staffing for Safe and Effective Care

Royal College of Nursing, May 2022

In March 2022, we invited nursing and midwifery staff from across the UK to tell us about their experiences of the last time they were at work. This survey report provides valuable insight into the realities of staffing levels across the UK, and the impact on our members and the people they are caring for.

Final report of the Ockenden review

Department of Health and Social Care, March 2022

Findings, conclusions and essential actions from the independent review of maternity services at the Shrewsbury and Telford Hospital NHS Trust.

Mind the Gap: An Investigation into Maternity Training for Frontline Professionals Across the UK 2020/21

Baby Lifeline, November 2021

Mind the Gap 2021 explores what training looked like for the maternity services workforce during the COVID-19 pandemic, and how this relates to the factors that contribute to the avoidable harm and deaths of mothers, birthing people, and their babies.

Smokefree Skills: An assessment of maternity workforce training

Action on Smoking and Health (ASH), July 2017

This report has been produced by Action on Smoking and Health (ASH) in collaboration with the Smoking in Pregnancy Challenge Group. It seeks to identify the current barriers to full training of the maternity workforce to enable them to deliver NICE guidance on smoking in pregnancy and sets out recommendations for change.

Case Studies

Experiential learning skills support T level placements in maternity and neonatal care

NHS Employers, October 2025

Structured T Level placements in maternity care help students gain real experience, support staff, and inspire future healthcare careers.

Ways to Wellness: maternal mental health services

NHS Confederation, October 2024

Maternal mental health support for new and expectant mothers.

Case studies: Perinatal Pelvic Health Services

NHS England, February 2024

Collected Case Studies from Early Implementer and Fast Follower Systems.

How a local college partnership boosted T level success

NHS Employers, October 2023

University Hospital Southampton NHS Foundation Trust (UHS) collaborates with local colleges to provide tailor-made Level 3 qualification programmes.

Improving equity, diversity and inclusion in our maternity and neonatal workforce

Greater Manchester Integrated Care Partnership, March 2023

Caroline Finch, Programme Development Lead for the Maternity and Neonatal Safety Improvement Programme.

Developing aspirant ethnic minority nursing and midwifery leaders: NHS England and NHS Improvement Midlands

NHS Employers, August 2021

This pilot programme aims to provide holistic, bespoke clinical leadership support for aspiring ethnic minority nursing and midwifery leaders.

Improving staff engagement the Chesterfield way: Chesterfield Royal Hospital NHS Foundation Trust

NHS Employers, March 2021

Explore how Chesterfield Royal Hospital NHS Foundation Trust improved its NHS Staff Survey results through a programme of staff engagement.

Nursing apprenticeship pathway: Cambridge University Hospitals NHS Foundation Trust

NHS Employers, November 2020

Read how the trust has used apprenticeships to increase its nursing supply by more than 100 nurses per year and decreased agency spend.

The Star for workforce redesign

More resources and tools are available in the **Maternity** section of the Star

Statistics

[Maternity Services Dashboard](#)

Source: NHS England (NHS Digital)

The maternity services dashboard aims to bring together maternity information from a range of different sources. It supports the aim of the Maternity Transformation Programme in implementing the Better Births report.

You can find relevant statistics on the [Health and Care Statistics Landscape](#), under “**Health and Care**” and use the “**Child and maternal health**” filter

National Data Programme

Workforce, Training and Education staff can look at the [National Data Warehouse \(NDL\)](#) SharePoint site to find out more about datasets and Tableau products.

Published Peer Reviewed Research

Advanced practice and specialisms

[Advanced intrapartum midwifery practice: a scoping review](#)

Abstract only*

Midwifery 153, 2025

PROBLEM: There is no international consensus on advanced midwifery practice in intrapartum care., BACKGROUND: Evidence suggests that advanced practice midwives improve maternal and neonatal clinical outcomes, access to care, resource efficiency and staff satisfaction. However, specific literature on advanced midwifery skills in intrapartum care is

lacking., AIM: To map advanced midwifery skills in intrapartum care.

[Midwives' experiences of developing advanced clinical practice roles in complex pregnancy care](#) Abstract only*

British Journal of Midwifery 33(7), 2025

Background/Aims: Increasingly, service users choose pregnancy when living with pre-existing medical comorbidities. Advanced practice in midwifery is being developed to support these women's needs. The aim of this study was to explore how direct entry midwives develop and practice at an advanced level.

[Can an advanced practice nursing framework address workforce shortages? A case study of a regional health service](#) Full text

available with NHS OpenAthens account*

Contemporary Nurse 60(4), 2024

BACKGROUND: Across the globe, shortages of nurses and midwives in rural regions persist. Advanced practice nursing has been found to address workforce shortages through career progression aimed at retention. A regional health service sought to consult with staff about developing an advanced practice nursing framework., AIMS: This study aimed to explore the perspectives of nurses and midwives at a regional health service on (i) how their roles aligned with the modified Advanced Practice Role Delineation (APRD) tool and (ii) the potential for implementation of such a framework at their service.

[Advanced Midwifery Practice in Switzerland: Development and challenges](#)

European Journal of Midwifery 8, 2024

Midwifery is undergoing increasing complexity attributed to global epidemiological, socio-economic and technological shifts. Coupled with a shortage of workforce and the imperative for cost-effectiveness and high-quality care, there is an ongoing international discourse and establishment of new care models

and specialized roles, notably Advanced Midwifery Practice (AMP). While countries like the UK and Ireland have embraced AMP roles, Switzerland lags behind with only a few pioneering roles. The absence of regulatory frameworks for AMP within the Swiss legal and healthcare system, hinders the evolution of APM roles necessary to address contemporary needs in perinatal healthcare provision.

Can an advanced practice nursing framework address workforce shortages? A case study of a regional health service Full text available with NHS OpenAthens account*

Contemporary Nurse, 2024

Abstract: Background: Across the globe, shortages of nurses and midwives in rural regions persist. Advanced practice nursing has been found to address workforce shortages through career progression aimed at retention. A regional health service sought to consult with staff about developing an advanced practice nursing framework.

Factors influencing the implementation of advanced midwife practitioners in healthcare settings: a qualitative study MIDIRS

Abstract only*

Midwifery 66, November 2018

Objective: To explore factors influencing the implementation of advanced midwife practitioner roles. Design: Semi-structured individual face-to-face and focus group interviews were conducted.

Enhancing nurse satisfaction: an exploration of specialty nurse shortage in a region of NHS England Abstract only*

Nursing Management (Harrow) 25(1), 2018

Aim: This article offers nurse managers guidance on analysing, managing and addressing a potentially dissatisfied nursing workforce, focusing on three priority shortage specialties: emergency care, paediatrics and cardiology. The aim of the

study was to explore to what extent registered nurses and healthcare assistants, referred to collectively here as 'nursing staff', are satisfied with teamworking opportunities, continuing professional development (CPD) opportunities and workplace autonomy.

Variation in job titles within the nursing workforce Abstract only*
Journal of Clinical Nursing 26(23-24), December 2017

AIMS AND OBJECTIVES/BACKGROUND: The work of specialist nursing has been under scrutiny for many years in the UK due to a perception that it is not cost-effective. A common issue is the lack of consistency of job titles, which causes confusion to the public, employing organisations, colleagues and commissioners of services. Lack of consistency has implications for the wider perception of advanced specialist practice in the worldwide community and the workforce more generally. This study aims to understand the variation in job titles in the UK population.

Framework for advanced nursing, midwifery and allied health professional practice in Wales: the implementation process

Abstract only*

Journal of Nursing Management 24(1), January 2016

Aim: To discuss the implementation of the Welsh Government's Advanced Practice Framework into a Welsh University Health Board.

Barriers

Understanding the barriers UK midwives face in leading research: A critical discussion paper

Midwifery 153, 2025

PROBLEM: Midwives have a pivotal role in supporting excellence in care through research. However, in the UK, very few midwives lead research. It has been estimated that <0.1 %

of clinical midwives are employed in clinical academic careers, where they pursue a joint role working clinically and conducting research, and only 12 % of midwives working in academia hold a PhD.

"I often wonder if it was all worth it" - Exploring the experiences of financial hardship for Australian midwifery students Full text available with NHS OpenAthens account*

Women and Birth: Journal of the Australian College of Midwives 39(1), 2025

PROBLEM: The need to grow the Australian midwifery workforce is well established and increasing graduate numbers is essential. Midwifery students face several challenges during their studies, one of which is financial hardship., BACKGROUND: Mandatory midwifery practice experiences undertaken in the clinical environment are a pre-registration requirement for Australian midwifery students. Financial hardship associated with these requirements are wide ranging and cause significant challenges for students.

"At what cost? Exploring the financial circumstances of Victorian midwifery students: A population-based cross-sectional study"

Women and Birth: Journal of the Australian College of Midwives 38(6), 2025

BACKGROUND: The Australian midwifery workforce crisis is projected to worsen. One strategy is to increase numbers of midwifery graduates. With cost-of-living pressures, tertiary education may be unaffordable for many. We need to understand financial circumstances of students to target strategies to support and sustain the future midwifery workforce., AIM: To explore the financial circumstances of midwifery students in Victoria, Australia.

A global overview of midwives' working conditions: A rapid review of literature on positive practice environment

Women and Birth: Journal of the Australian College of Midwives 37(1), 2024

BACKGROUND: In the United Kingdom (UK), a critical shortage of midwives puts pressure on the already overworked midwives working in maternity services. Considering the challenges that midwives in the UK face, this rapid review was conducted to inform a larger-scale initiative to improve the working conditions of midwives in an acute NHS Trust in the Midlands area of the UK., OBJECTIVE: To describe midwives' perceptions and experiences of positive practice environments.

Financial hardship and Australian midwifery students: A scoping review and thematic analysis

Women and Birth: Journal of the Australian College of Midwives 37(5), 2024

PROBLEM: Despite the pressing need to grow the Australian midwifery workforce, the rising cost of living is making midwifery education programs unaffordable for many. Understanding of the financial hardships faced by Australian midwifery students is currently limited., BACKGROUND: Attrition from midwifery programs is high and rising. In Australia, this is further compounded by the financial pressures brought about by the cost-of-living crisis. Attending compulsory unremunerated clinical placements and being 'on call' for continuity of care experiences contributes to the financial challenges of midwifery students.

Midwifery workforce challenges in Victoria, Australia. A cross-sectional study of maternity managers

Women Birth 37(1), 2024

Background: In Australia, there is a lack of accurate data on midwifery workforce staffing and skill mix, which in turn hinders workforce policy and planning. Aim: To describe the current staffing levels of the midwifery workforce in Victoria, Australia,

explore workforce challenges and assess the impact of COVID-19 pandemic on staffing.

Barriers to Quality Midwifery Care: A Systematic Review and Meta-Synthesis of Qualitative Data Abstract only*

International Journal of Childbirth 3, September 2021

Skilled attendance at birth by well-educated and regulated midwives has been identified to reduce maternal and neonatal deaths, however, it has been established that midwives experience barriers that can affect their ability to provide quality care to women and neonates.

Conference abstract: A new career pathway for new graduate midwives: barriers or opportunities?

Women and Birth, October 2018

The purpose of this paper is to generate discussion by highlighting these barriers and opportunities for what could be a new career pathway for single registered midwives. This pathway could open up innovative career pathways and inject much needed youth into the community sector.

Maternity services for rural and remote Australia: barriers to operationalising national policy

Health Policy 121(11), November 2017

Introduction: In Australia, many small birthing units have closed in recent years, correlating with adverse outcomes including a rise in the number of babies born before arrival to hospital. Concurrently, a raft of national policy and planning documents promote continued provision of rural and remote maternity services, articulating a strategic intent for services to provide responsive, woman-centred care as close as possible to a woman's home. The aims of this paper are to contribute to an explanation of why this strategic intent is not realised, and to investigate the utility of an evidence based planning tool (the Toolkit) to assist with planning services to realise this intent.

Career planning and pathways

Midwifery as a career choice for school leavers: A scoping review of the international literature

Women and Birth 39(1), 2026

Problem Applications to study midwifery are declining despite the need to grow the workforce. With school leavers traditionally comprising a significant proportion of applicants, understanding how they view midwifery as a career choice is important. Background A steady pipeline of new graduates is essential for midwifery workforce growth. While mature students and registered nurses represent a significant portion of applicants, it is important to explore how school leavers view midwifery as a career. Aim To identify and synthesise what is known about midwifery as a career choice for school leavers.

An exploration of the career choices of nursing and midwifery students in a UK university: a survey Abstract only*

British Journal of Nursing 34(18), 2025

Background: There is a worldwide shortage of nurses, so an increase in the supply of graduating nurses is needed. Little is known about nursing students' career choices and the reasons why certain jobs, specialties and locations are chosen. Gaining a better understanding of these choices could help healthcare employers to plan the nursing workforce of the future.

Early career midwives' experiences of development opportunities and their relation to retention and job satisfaction: an interpretative phenomenological analysis study

BMC Pregnancy and Childbirth 25(1), 2025

BACKGROUND: Although continual professional development is required of all midwives, evidence suggests that a lack of opportunities to develop is contributing to midwives choosing to leave the profession. With a national shortage of midwives, it is imperative to explore factors relating to the retention and job

satisfaction of midwives. This study explored the development opportunity experiences of Band 6 midwives, who make up over half of the United Kingdom midwifery workforce.

The Australian nursing and midwifery academic workforce: A cross-sectional study

Nurse Education in Practice 81, 2024

AIM: To explore the demographics, employment characteristics, job satisfaction and career intentions of the Australian nursing and midwifery academic workforce., BACKGROUND: The academic workforce is crucial in preparing the next generation of nurses and midwives. Thus, understanding current satisfaction, challenges, opportunities and intentions is important for recruitment and succession planning.

How do new midwives' early workforce experiences influence their career plans? An integrative review of the literature

Full text available with NHS OpenAthens account*

Nurse Education in Practice 70, 2023

Abstract: AIM: To explore how the early workforce experiences of new midwives influence their career plans.

Exploring the SPHERE Nursing and Midwifery Clinician Researcher Career Pathway: A qualitative study

Collegian 30(6), 2023

Abstract: There is an urgent need to increase the research capability and capacity within the nursing and midwifery workforce, to underpin evidence-based care. To explore the perceptions of nursing service leaders and academics of the Sydney Partnership for Health, Education, Research and Enterprise (SPHERE) Nursing and Midwifery Clinician Researcher Career Pathway for acceptability and utility.

Culture

Reducing midwife burnout at organisational level - Midwives need time, space and a positive work-place culture

Abstract only*
Women and Birth: Journal of the Australian College of Midwives, February 2022

BACKGROUND: Maternity care organisations have a responsibility to ensure the health and welfare of their staff. Rates of burnout are high in midwifery compared to other professionals. Therefore, exploring how it can be reduced is imperative. AIM: To explore with midwives the contributors to burnout and how best to reduce burnout in a maternity hospital in Ireland.

Improving teamwork in maternity services: A rapid review of interventions

Full text available with NHS OpenAthens account*
Midwifery 108, May 2022
BACKGROUND: Teamwork is essential for providing safe, effective and women-centred maternity care and several high profile investigations have highlighted the adverse consequences of dysfunctional teamwork. Maternity teams may need support to identify the most relevant intervention(s) for improving teamwork. OBJECTIVE: To identify and describe current 'off-the-shelf' teamwork interventions freely or commercially available to support improvements to teamworking in UK maternity services and conduct a gap analysis to identify areas for future development.

How do power and hierarchy influence staff safety in maternity services?

Abstract only*
British Journal of Midwifery 29(8), August 2021

Background: There are considerable tensions for healthcare staff between their employee allegiance and contracts, patient safety, and their responsibilities to codes of conduct within professional

registration, and the NHS Constitution. Aims: The research aim was to identify how power and hierarchy influence staff safety in maternity services and this was achieved by reviewing research papers concerned with personal narratives of staff experiences and perspectives of employment in their profession.

Midwifery workplace culture in Australia: A national survey of midwives Abstract only*

Women and Birth 33(5), September 2020

PROBLEM The midwifery workforce in Australia is impacted by shortages and attrition. Workplace culture affects midwives' intentions to stay in the profession and their capacity to provide woman-centred care for mothers and infants.

Developing the Australian Midwifery Workplace Culture instrument Abstract only*

International Journal of Nursing Practice 26(1), November 2019

AIM To develop and psychometrically test the Australian Midwifery Workplace Culture instrument.

Education and training

Institutional forces that influence the precepting of midwifery students Abstract only*

Nursing Outlook 73(4), 2025

BACKGROUND: The lack of clinical preceptors, who play a key role in educating future healthcare providers, is often cited as a limitation to growing the midwifery and nursing workforce.

PURPOSE: To explore midwives' perspectives on barriers to precepting midwifery students in order to support growing the preceptor workforce. METHOD(S): In-depth qualitative interviews were conducted with 18 midwives from across New Jersey.

Analysis was guided by the tenets of thematic analysis and the Socioecological Model

Co-designing a resilience-based mentoring program for novice midwives: A participatory action research approach

Nurse Education in Practice 88, 2025

Aim: To co-design a resilience-based mentoring program for novice midwives in Western Australia, informed by the experiences of past midwifery graduates and the perspectives of midwives in senior roles. Background(s): Effective workforce planning and retention strategies are essential in preventing the continued loss of midwives and in attracting newly qualified midwives to healthcare organisations. Transitioning from student to registered midwife is a known period of vulnerability that requires structured, evidence-informed support.

Mapping perinatal bereavement care education and training for maternity staff

Irish Medical Journal 118(4), 2025

Aim: To establish, for the 19 maternity hospitals and units in the Republic of Ireland, the extent and nature of the provision of education and training opportunities for staff on perinatal bereavement care and implementation influences.

Midwives in academia: does restorative clinical supervision matter? Abstract only*

Practising Midwife 28(5), 2025

There is a significant gap in the Professional Midwifery Advocate (PMA) support available for clinical versus non-clinical midwifery staff. Providing a safe, open and positive culture in the workplace is of paramount importance in relation to staff wellbeing. This article discusses the development and implementation of a quality improvement (QI) project with the aim of evaluating Restorative Clinical Supervision (RCS) sessions lead by PMAs for academic midwifery staff and its impact on staff wellbeing. Assessment of uptake and receptivity will be monitored through questionnaires annually and staff attendance will be recorded.

The collapse of the maternity workforce in a low-birthrate, aging society: suggestions for training midwives and improving systems

Women's Health nursing 31(5), 2025

Low birth rates in Korea and other East Asian countries have been a longstanding issue. In 2023, the total fertility rate was 0.72 in Korea, 0.77 in Hong Kong, 0.87 in Taiwan, 0.97 in Singapore, and 1.26 in Japan [1]. The total fertility rate, defined as the average number of children a woman is expected to have during her lifetime, is rapidly declining in Asia [1]. In Korea, the rate fell from 1.21 in 2014 to 0.75 in 2024, a decrease of 0.46 over 10 years [2]. Due to the declining birth rate, the maternity workforce has significantly diminished in Korea. In 2024, 112 obstetrician-gynecologists were certified, but only 13 were certified in 2025 because of conflicts between physicians and the government.

Initial and continuing education needs for the professional development of midwifery preceptors Abstract only*

Midwifery 146, 2025

Midwifery education in Quebec, Canada, is delivered through a baccalaureate of midwifery. Its content consists of at least 50 % of practical supervised training, which is based on a one-on-one model. Each student is paired with an experienced midwife, called preceptor. Preceptors have been informally requesting some educational activities to improve their preceptorship. However, their professional development needs are not known, neither for their initial education nor their continuing education. In order to respond to their demand, a descriptive exploratory study was conducted with preceptors and preceptors-to-be. Data were collected during two focus groups of midwives.

Providing emotional care for early pregnancy loss: Development and evaluation of a new training module for healthcare providers

Abstract only*

Midwifery 140, 2025

BACKGROUND: Miscarriage is a common life event that frequently causes significant grief and distress. The emotional impact of miscarriage has been shown to be strongly influenced by patients' and partners' experiences interacting with healthcare providers during the miscarriage diagnosis and treatment: positive experiences are associated with reduced perinatal grief, whereas negative interactions can aggravate the traumatic impact of the loss. Unfortunately, healthcare providers frequently report feeling ill-equipped and unprepared to provide adequate emotional care for miscarriage. As such, there is an urgent need for effective training material to support healthcare providers in this important care.

The Reported Evidence of Nursing and Midwifery Mentorship Programmes Internationally: A Scoping Meta-Review Providing a Comprehensive Overview of Mentorship Programmes

Journal of Advanced Nursing, 2025

AIM: To synthesise and critically analyse existing reviews of evidence on mentorship in nursing and midwifery, providing a comprehensive overview of current knowledge., DESIGN: A scoping meta-review.

Needs of novice midwives in the management of obstetric emergencies: a qualitative study

BMC Health Services Research 25(1), 2025

BACKGROUND: Maintaining the health of mothers and neonates depends on the provision of high-quality, timely emergency care by competent health professionals. Obstetric emergencies are among the most challenging moments in a midwife's professional career, especially for novice midwives. Therefore, it is crucial to address the specific needs of novice

midwives to ensure they are equipped to effectively and promptly manage such emergencies. The present study was conducted to explore the needs of midwives in the management of obstetric emergencies.

[A scoping review on continuing professional development programs for midwives: optimising management of obstetric emergencies and complications](#)

BMC Medical Education 25(1), 2025

BACKGROUND: Midwives play a pivotal role in ensuring safe childbirth, particularly in the management of obstetric emergencies and complications (EmONC). Continuous Professional Development (CPD) programs are essential to keep midwives updated with the latest skills and knowledge, ensuring high-quality maternal care., AIM: The study aimed to map and synthesize evidence on continuing professional development for midwives optimising management of obstetric emergencies and complications to reveal evidence to address the knowledge gap and implementation of policy.

[Immersive insights: A qualitative systematic review and thematic synthesis of views, experiences, health and wellbeing of students and educators using virtual reality in nursing and midwifery education](#)

Full text available with NHS OpenAthens account*

Nurse Education Today 150, 2025

Background and objectives: As healthcare evolves with technology, the demand for a more skilled nursing and midwifery workforce has increased, making traditional learning alone insufficient. This has driven the adoption of virtual reality (VR) based simulation learning. While VR's effectiveness has been reviewed, student and educator experiences and well-being remain underexplored. This review examined the perspectives of nursing and midwifery students and educators using immersive VR, and its impact on health and well-being.

[The future midwifery workforce: A survey of the education experiences of midwifery students in Australia](#) Abstract only*

Nurse Education in Practice 84, 2025

AIM: To understand students' views on and experiences of their pre-registration midwifery education in Australia, including continuity of care experiences and clinical practice placements and their preferences for future employment., BACKGROUND: Increasing the number of midwifery student enrolments and improving student experience are suggested solutions to shortages in the Australian midwifery workforce., DESIGN: An anonymous online survey.

[Learning disability awareness training for undergraduate midwifery students: Multi-method evaluation of a co-produced and co-delivered educational intervention in England](#)

Full text available with NHS OpenAthens account*

Nurse Education Today 140, 2024

Midwives lack the confidence and competence to identify and support people with learning disabilities, putting this population at risk of inequitable maternity care. To co-produce, co-deliver and evaluate maternity focused learning disability awareness training for student midwives, in collaboration with experts-by-experience (people with learning disabilities).

[The lived experience of midwives' transitioning from a clinical role into teaching in higher education in one jurisdiction of Australia: A pilot study](#)

Nurse Education in Practice 79, 2024

AIM: The aim of this pilot study was to explore clinician's experience of transitioning from midwifery clinical practice into university in an academic teaching role within one jurisdiction in Australia. BACKGROUND: There is a dire shortage of midwifery academics globally. In Australia the shortage is symbiotic with the persistent deficit in the midwifery clinical workforce, which is the predominant recruitment pool for universities. The midwifery

workforce cannot be replenished without sufficient academics to provide education.

[A Professional Development Program in Management of Midwifery Emergencies for Midwifery Graduates](#) Full text available with NHS OpenAthens account*

Iranian Journal of Nursing and Midwifery Research 29(5), 2024
Background: Midwifery emergencies can be managed by providing effective and quality care through a skilled workforce. Improving the quality of midwifery care requires the professional development of midwives, especially those who are novice, to maintain their capabilities and enhance their performance. This study was designed to develop a professional development program in the management of midwifery emergencies for midwifery graduates.

[Academic education of midwives in Germany \(part 1\): Requirements for bachelor of science programmes in midwifery education. Position paper of the Midwifery Science Committee \(AHW\) in the DACH Association for Medical Education \(GMA\)](#)
Abstract only*

GMS Journal for Medical Education 41(3), 2024
The current situation in Germany is characterised by significant differences between the two types of higher education institutions offering bachelor's degree programmes in midwifery at both universities of applied sciences and universities. These differences are noticeable in admission procedures, resource allocation, content focus and competence assessment at the respective institutions, which in turn result in heterogeneous study experiences. This article highlights the challenges currently facing bachelor degree programmes and the academic qualification of midwives, and identifies future requirements for the development of degree programmes in theory and practice as well as theory-practice transfer, and assessment formats.

[A qualitative descriptive training needs analysis of midwives perceived continuous professional development in providing intranatal respectful maternal care](#) Full text available with NHS OpenAthens account*

Nurse Education Today 136, 2024

Background: The Vietnam midwifery report acknowledges that while health services are available in Vietnam, there is growing need to increase levels of respectful maternal care provided to women in labour. Objective(s): In conjunction with newborns Vietnam charity, our objective was to assess the perceived continuous professional development needs of midwives working in Vietnam to inform development of a

[An international exploration of blended learning use in pre-registration nursing and midwifery education](#)

Nurse Education in Practice 66, 2023

Aim: To explore international experiences of using blended learning in preparing nursing and midwifery students for initial professional registration to inform future education policy. n intranatal respectful maternal care education resource.

[Embedding continuity of care into a midwifery curriculum in the Republic of Ireland: A historical context](#)

European Journal of Midwifery 6, 2022

AMaternity services in Ireland have historically been predominantly hospital-based and obstetric-led. Although evidence suggests midwifery-led care is safe and effective, its presence in Ireland continues to be limited in practice. An increase in the available models of maternity care for women has been recommended by the Department of Health in Ireland to promote a woman-centered approach.

An organisational approach to building research capacity among nurses, midwives and allied health professionals (NMAHPs) in clinical practice

International Practice Development Journal 12(2), 2022

Background: As nurses, midwives and allied health professionals deliver the majority of direct patient care, they are well placed to lead research and generate evidence to inform practice. Aims: To consider how best to implement the findings of The Whitehouse Report, to reflect on the development of a nursing, midwifery and allied health professions research and evaluation service at a UK NHS foundation trust, and to understand the mechanisms that contribute to change.

Talking testing: Impact of a training intervention on midwives' antenatal HIV, hepatitis B and hepatitis C screening practice

Abstract only*

Women and Birth 34(5), September 2021

Midwives play a critical role in ensuring that HIV, hepatitis B and hepatitis C screening occurs during early pregnancy, in accordance with national consensus guidelines and policies. Limited opportunities exist for midwives to gain the knowledge, skills and confidence required to initiate testing discussions at the first antenatal visit. To design, deliver and evaluate a workforce education intervention to build midwives' capacity to initiate testing for HIV and viral hepatitis.

Early career midwives' perception of their teamwork skills following a specifically designed, whole-of-degree educational strategy utilising groupwork assessments

Abstract only*

Midwifery 99, August 2021

OBJECTIVE The aim of this study was to investigate whether a specifically designed whole-of degree strategy utilising groupwork assessments was effective in facilitating the development of early career midwives' teamwork skills.

Development and evaluation of TEARDROP - a perinatal bereavement care training programme for healthcare professionals

Midwifery 98, July 2021

Appropriate perinatal bereavement care can benefit bereaved parents and reduce further distress. Poor training can impact healthcare professionals (HCPs) at a personal and professional-level. HCPs have reported poor preparation to care for bereaved parents. High-quality perinatal bereavement care training is essential. This study describes the TEARDROP workshop for perinatal bereavement care training, an evaluation of its pilot and first workshop, and the teaching methods applied.

Termination of pregnancy: Staff knowledge and training

Sexual and Reproductive Healthcare 28, June 2021

OBJECTIVES In January 2019, Termination of Pregnancy (TOP) services were introduced in Ireland allowing the termination of pregnancies < 12 weeks. This study aimed to investigate staff knowledge and training on early TOP and views regarding challenges to successful integration of the service within a large maternity hospital.

Maternity connect: Evaluation of an education program for rural midwives and nurses

Full text available with NHS OpenAthens account*

Sexual & Reproductive Healthcare 26, December 2020

BACKGROUND Rural and regional health services often find it difficult to maintain their maternity service and skills of their maternity workforce and enable women to give birth close to home. The Maternity Connect Program is a professional development initiative aimed at supporting and upskilling rural and regional maternity workforces to meet their maternity population care needs. AIM To evaluate the Maternity Connect Program from the perspectives and experiences of participating midwives/nurses and health services.

Reflections on an educational intervention to encourage midwives to work in a continuity of care model - exploration and potential solutions

Midwifery 88, September 2020

OBJECTIVE To explore barriers and facilitators for midwives working in a midwifery continuity of carer model, and to assess if an educational intervention could help address some of these barriers, designed to help achieve NHS England's target of majority of women receiving midwifery continuity of carer by March 2021.

An Academic Midwifery Fellowship: Addressing a Need for Junior Faculty Development and Interprofessional Education

Abstract only*

Journal of Midwifery & Women's Health, May 2020

The University of Colorado College of Nursing crafted a midwifery fellowship to address a local need to recruit junior faculty into a large practice caring primarily for an underserved, at-risk population. Additional goals for the fellowship included promoting retention and development of interprofessional education teams.

Midwifery pre-registration education and mid-career workforce participation and experiences Abstract only*

Women and Birth 32(2), July 2018

Background: Midwives in Australia are educated through a range of routes providing flexible ways to become a midwife. Little is known about whether the route to registration impacts on mid-career experiences, in particular, whether the pathway (post-nursing pathway compared with 'direct-entry') makes any difference. **Aim:** The aim of this study was to explore the midwifery workforce experiences and participation in graduates six to seven years after completing either a post-nursing Graduate Diploma in Midwifery (GradDip) or an undergraduate

degree, the Bachelor of Midwifery (BMid), from one university in New South Wales, Australia.

Conference Abstract: What effect does the relationship between midwifery student-teacher have on learning outcomes in the clinical setting? Abstract all available

Women and Birth, October 2018

Aim: To explore the midwifery student/teacher relationship and its effect on learning outcomes in the clinical setting. **Method:** Using qualitative research and Charmaz constructivist grounded theoretical approach, 6 midwifery students were interviewed. A symbolic interactionist and grounded theoretical approach allowed the researcher to delve into the relationship between the midwife and the midwifery student through the eyes of the student and their perceptions of the importance of this relationship throughout the interviews.

A discussion paper: do national maternity policy reviews take account of the education and training of the future midwifery workforce? An example from England

Midwifery, July 2018

The development and provision of maternity services globally are continuing to receive much attention in order to improve care and safety for women and babies. In the UK national reviews of the maternity services have taken place, with local services taking forward specific pilot projects to support the implementation of policy recommendations. This paper argues that, in order to meet the requirements of change in maternity services, there also needs to be a prompt review of the education of student midwives in order to be confident that the workforce of the future is equipped to implement these changes successfully.

Growth of nurse prescribing competence: facilitators and barriers during education

Journal of Clinical Nursing 26(19-20), October 2017

Aims and objectives: To describe facilitators and barriers in relation to the growth of nurse prescribing competence from the perspective of the nurses studying in a prescribing programme. Background: The number of nurses enrolled in a nurse prescribing programme is rapidly increasing in Finland. However, few studies on nurse prescribing education are available and therefore research is needed, particularly from the point of view of nurses studying in the programme.

Exploring global recognition of quality and midwifery education: vision or fiction? Abstract only*

Women and Birth 30(3), June 2017

Background: Midwifery education is the foundation for preparing competent midwives to provide a high standard of safe, evidence-based care for women and their newborns. Global competencies and standards for midwifery education have been defined as benchmarks for establishing quality midwifery education and practice worldwide. However, wide variations in type and nature of midwifery education programs exist. Aim: To explore and discuss the opportunities and challenges of a global quality assurance process as a strategy to promote quality midwifery education.

Equality, Diversity and Inclusion

Men as Midwifery Professionals: A Scoping Review Full text available with NHS OpenAthens account*

Birth (Berkeley, Calif.) 52(3), 2025

BACKGROUND/INTRODUCTION: Midwives provide skilled, primary, reproductive, and sexual health care to women, adolescent girls, and infants throughout the perinatal period, promoting health and safeguarding against obstetric

emergencies and maternal and infant mortality. In many cultures, midwifery has been a predominantly female profession.

However, in emerging research, the proportion of male midwives is growing to augment shortages of female midwives, prompting a need for further research that explores the contributions of male midwives in maternal and child health. The objective of this scoping review was to synthesize key findings from the literature regarding the growing, global workforce of male midwives.

"This Should Be the Answer!": The Evolution of Relational Dynamic Capabilities in the Co-Production of Maternity Care Services to Vulnerable Women Abstract only*

Qualitative Health Research, 2025

Established models of maternity care delivery in high-income countries have increasingly proved inadequate to address the highly idiosyncratic and heterogeneous needs of vulnerable pregnant women, such as ethnic minorities, migrants, and asylum seekers, who still disproportionately suffer from high maternal morbidity and mortality. Intersectionality theory has been salient to represent vulnerable women's lived, subjective experience of inequity in healthcare access; however, it has proved less effective in informing organizational and systemic change able to redress the intersectional disadvantage affecting vulnerable populations.

Experiences of the female nursing higher education workforce: a systematic integrative review Abstract only*

British Journal of Nursing 34(6), 2025

Background: Although nursing and midwifery are female-dominated professions, both in clinical practice and in higher education, men are disproportionately represented in leadership and senior positions. The objectives of this review are to explore the lived experiences of the female nursing and midwifery higher education workforce to better understand barriers to progression.

Exploring Motherhood in Midwifery Education: A Phenomenological Study of Australian Students Abstract only*

Women and Birth 38, 2025

Background: There are no formal guidelines for returning to study after maternity leave, and midwifery students decide independently when to resume their university and clinical placements, with some returning just days or weeks after giving birth. Despite the strong influence of social capital on new mothers' ability to complete their midwifery degrees, midwifery programs still face high attrition rates. Our study examined the lived experience, motivations and factors that influenced midwifery students' decisions to return to their studies post-birth.

Systemic and organizational barriers and facilitators to the advancement of ethnic minority women nurses in healthcare leadership: A meta-synthesis Abstract only*

International Journal of Nursing Studies 166, 2025

OBJECTIVE: This meta-synthesis explored system and organizational-level barriers and facilitators for women in nursing from ethnically minoritized backgrounds that impact their advancement in healthcare leadership. This topic is important because nursing accounts for a significant proportion of the global health workforce, and women represent the majority of the nursing profession, yet, women nurses are underrepresented in healthcare leadership. This disparity is further compounded for women nurses from ethnically minoritized backgrounds, including migrants.

Predictors of cultural competence among healthcare professional in maternity department: A systematic review Abstract only*

Midwifery 142, 2025

Background: In recent years, the number of foreign women seeking perinatal care from health services has increased. These women come from diverse cultural and social backgrounds, highlighting the importance of properly training

healthcare professionals to respond effectively to their needs. Cultural Competence refers to the set of skills, knowledge, and awareness that providers must possess to deliver care to patients from different cultures.

Development of a Quality Assurance Assessment Tool to meet accreditation standards for midwifery education: A Delphi study

Women and Birth: Journal of the Australian College of Midwives 37(5), 2024

BACKGROUND: Ensuring the quality of midwifery education is critical for producing a qualified and competent midwifery workforce for sexual, reproductive, maternal, and newborn care services. While global standards advocate for quality enhancement and accreditation systems, challenges persist, particularly in low-income countries like Bangladesh.

Midwifery for All: Bridging the Gap for Migrant Women's Continuity of Care Abstract only*

Women and Birth 37, 2024

Background: The benefits of Midwifery Group Caseload Practice (MGCP) are well known. Worldwide issues of systemic racism and structural barriers in maternity care are increasingly recognised as needing urgent action. Migrant women make up nearly 40% of births in New South Wales (NSW), Australia. Little research has investigated timing of migration and maternity care/outcomes. The aim of this study is to investigate MGCP for migrant women.

Neurodivergence among healthcare professionals and implications for midwifery: A literature review

New Zealand College of Midwives Journal 2024(60), 2024

Background: Societal awareness of neurodivergence is increasing and diagnostic pathways are becoming more accurate; more people are therefore pursuing assessments, often later in life. Health professionals, including midwives, may

also be traversing this journey of self-discovery. Overseas estimates suggest that neurominorities may account for as much as 20% of the general population; this is a significant minority group. The healthcare professions require empathy and social skills, and neurodivergent (ND) people may be seen as unsuitable due to deficits in diagnostic, cognitive and communication skills.

The gender debate: is midwifery education 'women's work'?

Abstract only*

British Journal of Midwifery 32(4), 2024

This series of six articles is inspired by themes arising from the Royal College of Midwives State of Midwifery Education report. The series explores the current landscape and challenges in educating the future midwifery workforce, particularly those that pertain to the higher education workforce. This second article highlights some of the inequalities experienced by the majority female midwifery education workforce and their impact, exploring how these inequalities are symptomatic of many of the inequalities women experience more generally within patriarchal structures.

It's ok to be different: Supporting black and minority ethnic nurses and midwives in their professional development in the UK

Full text available with NHS OpenAthens account*

Nurse Education in Practice 66, 2023

BACKGROUND: A significant proportion of the United Kingdom's (UK's) healthcare workforce comprises people from Black and Minority Ethnic (BME) backgrounds. Evidence shows that this population is under-represented at senior management levels. A collaborative leadership development initiative for BME nurses and midwives, by involving their line managers and mentors, was designed and implemented in a Scottish Health Board. AIM: This paper affirms the importance of a collaborative initiative that is targeted to support BME nurses and midwives for leadership

development and career progression, and the promotion of an inclusive organisational culture to improve team work, and service standards.

Taking up the challenge of trans and non-binary inclusion in midwifery education: Reflections from educators in Aotearoa and Ontario Canada

Midwifery 118, 2023

Perinatal services are being challenged to acknowledge that not all pregnant and birthing people are women and to ensure the design and delivery of services that are inclusive of, and deliver equitable outcomes for, trans, non-binary, and other gender diverse people. This is posing unique challenges for midwifery with its women-centred philosophy and professional frameworks. This paper presents the critical reflections of midwifery educators located in two midwifery programmes in Aotearoa¹ and Ontario Canada, who are engaged in taking up the challenge of trans and non-binary inclusion in their local contexts.

Developing anti-racist practice to support black and other racially minoritised nurses and midwives within the NHS: a rapid qualitative evidence synthesis

2022

This report, commissioned by the NHS Confederation and led by the Tackling Inequalities and Discrimination Experiences in health Services (TIDES) team at King's College London, reviewed existing research on how anti-racist practices can be developed and what works in the context of healthcare workforce settings. The findings informed the development of the new NHS England resource: 'Combatting racial discrimination against minority ethnic nurses, midwives and nursing associates', published 3 November 2022.

Multiple stakeholder perspectives of factors influencing differential outcomes for ethnic minority students on health and social care placements: a qualitative exploration

BMC Medical Education 22(17), January 2022

Despite considerable efforts there continues to be a degree awarding gap within the United Kingdom (UK) between the proportion of White British students receiving higher classifications, compared to ethnic minority UK-domiciled students. Practice placement elements constitute approximately 50% of most health and social care programmes, yet surprisingly little research exists related to the factors which may contribute to ethnic minority student placement outcomes or experiences. This study bridges this evidence gap by exploring factors influencing differential placement outcomes of ethnic minority students from the perspectives of key stakeholders.

Racial and Ethnic Diversity in the Nursing Workforce: A Focus on Maternity Care

Policy, Politics & Nursing Practice 22(3), August 2021

Racial and ethnic inequities in health are a national crisis requiring engagement across a range of factors, including the health care workforce. Racial inequities in maternal and infant health are an increasing focus of attention in the wake of rising rates of maternal morbidity and mortality in the United States. Efforts to achieve racial equity in childbirth should include attention to the nurses who provide care before and during pregnancy, at childbirth, and postpartum.

Racial and Ethnic Diversity of Family Physicians Delivering Maternity Care Abstract only*

Journal of Racial and Ethnic Health Disparities 9(4), May 2021

BACKGROUND Maternal and birth outcomes represent some of the most profound racial and ethnic disparities in health in the USA, and are, in part, attributed to a lack of diversity in the maternity care workforce. Family physicians are an often-

overlooked part of the maternity care workforce, yet frequently provide care to underserved populations. This study aims to characterize the family physician workforce providing obstetric care in terms of race/ethnicity.

Longitudinal Follow Up of Early Career Midwives: Insights Related to Racism Show the Need for Increased Commitment to Cultural Safety in Aboriginal Maternity Care Full text available

with NHS OpenAthens account*

International Journal of Environmental Research and Public Health 9(4), January 2021

Racism in health care undermines equitable service delivery, contributes to poorer health outcomes and has a detrimental effect on the Aboriginal workforce. In maternity care settings, Aboriginal women's perceptions of discrimination are widespread, with the importance of cultural practices surrounding childbirth often not recognised. Efforts to build midwives' cultural capabilities and address health disparities have seen Aboriginal content included in training programs but little is known about its application to clinical practice. This study reinterviewed midwives who had previously completed university midwifery training that aimed to increase understanding of Aboriginal people and cultural safety in health care.

Race-ethnic and gender differences in representation within the English National Health Service: a quantitative analysis

BMJ Open 10, February 2020

OBJECTIVES To evaluate race-ethnic and gender disparities in National Health Service (NHS) England employment in position, prestige and pay.

Diversifying the midwifery workforce: inclusivity, culturally sensitive bridging, and innovation Abstract only*

Journal of Midwifery and Women's Health 61(6), November 2016

Midwifery educators and regulators in Canada have begun to address diversity, equity, and inclusion in admission processes and program curricula. Populations served by midwives value internationally educated midwives from their countries of origin.

The impact of racism and midwifery's lack of racial diversity: a literature review Abstract only*

Journal of Midwifery and Women's Health 61(6), December 2016

INTRODUCTION The United States is increasingly racially diverse. Racial disparities in maternal-child health persist. Despite national calls for workforce diversification, more than 90% of certified nurse-midwives are white. This systematic review examines how racism and midwifery's lack of racial diversity impact both midwives and their patients.

Creating a more diverse midwifery workforce in the United States: a Historical Reflection Abstract only*

Journal of Midwifery and Women's Health 61(5), September 2016

INTRODUCTION As nurse-midwifery practice expanded beyond areas surrounding early nurse-midwifery education programs, leaders in the profession wanted to establish a strong diverse, inclusive professional organization, a necessary step in creating a diverse workforce (defined here as open to nurse-midwives of all colors, ethnicities, and national origins) that would maintain standards, provide continuing education, and facilitate communication among nurse-midwives. This research presents historical context and organizational factors supporting and limiting development of a workforce reflective of communities served by nurse-midwives.

Genomics

Competencies of the UK nursing and midwifery workforce to mainstream genomics in the National Health Service: the ongoing gap between perceived importance and confidence in genomics

Frontiers in Genetics 14, 2023

The United Kingdom is recognised worldwide as a leader in genomics. The use of genomic technologies in the National Health Service (NHS) is expected to deliver faster and more accurate diagnoses, supporting personalized treatments to improve patient outcomes. The ambition of embedding genomic medicine in the diagnostic pathway requires involvement of the front-line clinical workforce, known as 'mainstreaming'. Nurses and midwives are the largest professionally qualified workforce in the National Health Service thus, it is anticipated that they will play key roles in mainstreaming. This study investigated the level of competence/confidence of practicing nurses and midwives to support mainstreaming and their perception of the importance of genomics in delivery of patient care.

Genomic Literacy of Registered Nurses and Midwives in Australia: a cross-sectional survey

Journal of Nursing Scholarship 51(1), 2019

Purpose: Registered nurses and midwives require a degree of genomic literacy if they are to adequately communicate with other healthcare professionals and provide optimal care to patients, their families, and the community. Several studies have been conducted internationally to assess the genomic literacy of nurses; however, the genomic literacy of Australian registered nurses and midwives has not been investigated. The aim of this study was to measure the genomic literacy of Australian registered nurses and midwives through assessing participants' understandings of genomic concepts most critical to nursing and

midwifery practice, as well as their perceived knowledge and attitude towards genomics in nursing and midwifery practice.

Health, wellbeing and burnout

Evaluating the Integration of Professional Nurse and Midwifery Advocacy Roles Within a Large Healthcare Organization: Assessing Service Utilization and Benefits-A Cross-Sectional Survey

Journal of Nursing Management, 2025

Aims: To assess nursing and midwifery staff's awareness, use, and perceived benefits of the professional advocate (PA) role in clinical practice., Background: Nursing and midwifery staff face growing challenges, including heavy workloads, burnout, and staff shortages. In response to rising attrition and dissatisfaction, the professional nurse advocate and professional midwifery advocate roles were introduced to provide professional support, improve working conditions, and enhance staff well-being. However, there is limited evidence on their effectiveness, particularly regarding staff retention and well-being.

Lack of autonomy and professional recognition as major factors for burnout in midwives: A systematic mixed-method review

Full text available with NHS OpenAthens account*

Journal of Advanced Nursing 81(2), 2025

AIM: The aim of this study was to review the existing evidence on burnout levels in midwives and the main related factors., DESIGN: Mixed studies systematic review., DATA SOURCES: PubMed, Scopus and Web of Science were sourced from 2018 and 2023., REVIEW METHODS: Inclusion criteria: quantitative cross-sectional or qualitative articles published in English within the last 5 years.

What is the state of play? A nursing and midwifery workplace satisfaction survey across five local health districts

Abstract only* Contemporary Nurse 61(1), 2025

BACKGROUND: The COVID-19 pandemic and recovery period have exacerbated workforce challenges for nurses and midwives. The increasingly complex nature of healthcare, combined with rising workloads and staff attrition highlights the need for initiatives that improve workplace satisfaction and retention. In response, mentoring programs aimed at enhancing job satisfaction and retention are being increasingly implemented., AIMS: This study sought to measure the workplace satisfaction of nurses and midwives across five New South Wales local health districts, utilising data captured from a wider study investigating the implementation of the Deadly Aboriginal and Torres Strait Islander Nursing and Midwifery Mentoring program.

Coping strategies and interventions to prevent and alleviate work-related burnout in midwives: A rapid scoping review of quantitative and qualitative research

Women and Birth: Journal of the Australian College of Midwives 38(6), 2025

PROBLEM: Work-related burnout in healthcare is a public health crisis. It is particularly prevalent in midwives, due to high workloads, staff shortages, and the emotional demands of providing care for birthing women. Burnout affects midwives' wellbeing and ability to provide high-quality care, exacerbating workforce challenges., BACKGROUND: Coping strategies and interventions to prevent and alleviate work-related burnout in midwives have been described in the literature., AIM: Identify and describe the evidence on coping strategies and interventions to prevent and alleviate work-related burnout in midwives.

Work related indicators of midwives' job satisfaction and the modifying effect of sense of coherence. A national cross-sectional study in Sweden

Midwifery 142, 2025

BACKGROUND: The global shortage of midwives highlights the importance of understanding the factors that contribute to job satisfaction to improve retention in the profession., AIM: To identify the indicating work related factors of job satisfaction in Swedish midwives and analyse the potential modifying effect of Sense of Coherence (SOC).

Determinants of Long Working Hours Among Obstetrics and Gynecology Nurses and Midwives in Japan: A National Cross-Sectional Study

Full text available with NHS OpenAthens account*

Healthcare (Basel, Switzerland) 13(12), 2025

Background/Objectives: Nursing staff face mentally and physically demanding work environments in the obstetrics and gynecology departments in hospitals. This study elucidated the working hours of midwives and nurses in these departments and the background factors influencing them.

From stress to support: an ethnographic journey of a staff-led wellbeing intervention in maternity services

BMC Health Services Research 25(1), 2025

BACKGROUND: Addressing occupational distress in maternal services is imperative to ensuring staff retention and patient safety. Interventions to promote wellbeing among healthcare staff are urgently needed. However, little is known about the implementation of such interventions in hospital maternity services. This study aimed to explore the workplace demands and stressors experienced by healthcare staff in hospital maternity services and identify how these demands and stressors affect engagement in workplace wellbeing activities.

The relationship between compassion fatigue and psychological resilience among Chinese midwives: a cross-sectional study

BMC Nursing 24(1), 2025

BACKGROUND: Midwives are at high risk of compassion fatigue (CF) due to the demanding nature of their workplaces. They also face greater occupational risks and prolonged mental stress in their daily work. Psychological resilience serves as a protection factor in fostering positive psychological outcomes. However, systematic research on CF and psychological resilience among midwives remains limited. This study aimed to investigate the prevalence and influencing factors of CF among midwives in eastern and western China and examine the correlation between psychological resilience and CF. It provides a basis for midwifery managers to develop relevant interventions aimed at enhancing midwifery services and ensuring the stable, healthy development of the midwifery workforce.

Causes of moral distress among midwives: A scoping review

Full text available with NHS OpenAthens account*

Nursing Ethics 32(5), 2025

Numerous studies have evidenced moral distress among midwives; however, to date no research synthesis on causes of moral distress among midwives has been conducted. A scoping review was carried out to identify, comprehensively map, and categorize possible causes of moral distress among midwives, and to identify knowledge gaps.

The psychological impact of working as a midwife in Australia: Findings from a scoping review

Abstract only*

Midwifery 145, 2025

BACKGROUND: Burnout, stress, trauma and other psychological health issues are major drivers of attrition, absenteeism, and reduced workplace engagement for midwives. Given the central roles midwives play in providing quality maternity care, it is important to monitor the mental and

emotional health of midwives and to understand factors that are associated with a higher or lower incidence of problems. The aim of this review was to report on empirical literature pertaining to the psychological impact of midwifery work for midwives working in Australia.

Understanding the use of peer support by midwives in clinical practice: A scoping review

Midwifery 153, 2025

PROBLEM: Midwifery work is both challenging and rewarding. Midwifery is emotionally demanding, and peer support is thought to help midwives process distressing experiences such as traumatic births, perinatal loss, or professional conflict. Whilst there is evidence of preceptorship, mentoring, and clinical supervision in midwifery, the ways in which midwives give and receive peer support are not well understood., AIM: To examine the evidence regarding the use of peer support by midwives and to map the evidence, focusing on knowledge gaps, to inform further research on how to best support midwives.

Enhancing maternity healthcare workers' wellbeing using insider participatory action research

BMC Health Services Research 25(188), 2025

Background: Good healthcare worker (HCW) wellbeing positively impacts service user outcomes, yet the United Kingdom (UK) National Health Service (NHS) is suffering workforce burnout and retention issues. While urgently needing evidence-based wellbeing strategies, participatory interventions using positive psychology have been under-investigated. We aimed to develop a caring, collegial NHS labour ward environment wherein HCWs created paths to enhancing individual and collective workplace wellbeing.

A cross-sectional survey of the mental health of midwives in Ontario, Canada: Burnout, depression, anxiety, stress, and associated factors

Women and Birth: Journal of the Australian College of Midwives 37(4), 2024

PROBLEM: Burnout and the psychological co-morbidities stress, anxiety and depression have a significant impact on healthcare providers, including midwives. These conditions impact the quality of care provided to women, and midwives' ability to remain in the profession., BACKGROUND: There is growing concern regarding the retention of maternity care providers in Canada, particularly midwives. Nationally, 33% of Canadian midwives are seriously considering leaving practice; impacts of the profession on work-life-balance and mental health being commonly cited reasons. Burnout has been shown to contribute to workplace attrition, but little is known concerning burnout among Canadian midwives.

The wellbeing shelf: A mixed methods study exploring the impact of a resilience web resource for first year nursing and midwifery students

Full text available with NHS OpenAthens account*
Nurse Education Today 140, 2024

BACKGROUND: Nurturing a resilient nursing and midwifery workforce is vital for the National Health Service's sustainability. Higher Education Institutions (HEIs) must support students, given the challenges and attrition rates. Nursing and midwifery education uniquely balances tuition and placements, posing challenges, especially for first-year students, who face stressors including lack of familiarity, knowledge gaps, and emotional exposure., OBJECTIVES: This study aimed to introduce and evaluate a co-designed web-based intervention called 'The Wellbeing Shelf' to enhance resilience among first-year nursing and midwifery students.

The importance of recovery and staffing on midwives' emotional wellbeing: A UK national survey

Midwifery 132, 2024

Background: There is currently a gap in the evidence on how working practices, such as the ability to take rest breaks, finish on time or intershift recovery influence outcomes. Aim(s): The aim of this study was to explore the association of individual characteristics, work-related factors and working practices on emotional wellbeing outcomes of UK midwives.

A survey examining the relationship between burnout, professional empowerment, and personality traits of midwives of an inner London NHS Trust

European Journal of Midwifery 8, 2024

INTRODUCTION: Besides the well-known negative effects on physical and psychological well-being, burnout has been associated with high attrition and absenteeism in the midwifery profession. This study explores whether burnout in midwifery can be explained by the midwives' type of personality and the sense of empowerment they experience at work. Moreover, the study identifies areas of improvement in relation to these topics and elements that can be conducive to strengthening the midwifery workforce.,

Midwives' occupational wellbeing and its determinants. A cross-sectional study among newly qualified and experienced Dutch midwives

Midwifery 125, 2023

OBJECTIVE: Internationally, about 40 percent of midwives report symptoms of burnout, with young and inexperienced midwives being most vulnerable. There is a lack of recent research on burnout among Dutch midwives. The aim of this study was to examine the occupational wellbeing and its determinants of newly qualified and inexperienced midwives in the Netherlands.

The majority of practicing Dutch midwives are aged under 40, which could lead to premature turnover.

What is known about midwives' well-being and resilience? An integrative review of the international literature

Birth (Berkeley, Calif.) 50(4), 2023

BACKGROUND: Internationally, the midwifery workforce is facing a professional crisis due to numerous organizational and individual factors that have led to midwives leaving the profession. These factors include high levels of workplace stress, systemic barriers to providing woman and person-centered care, trauma, and burnout.

Burnout of the US midwifery workforce and the role of practice environment

Health Services Research 57(2), 2022

Objectives: To determine the prevalence of burnout among the midwifery workforce and the association between fixed personal and practice characteristics and modifiable organizational factors, specifically practice environment, to burnout among midwives in the United States. Data Source: Primary data collection was conducted via an online survey of the complete national roster of certified nurse-midwives and certified midwives over 3 weeks in April 2017.

'The WOW factors': comparing workforce organization and well-being for doctors, nurses, midwives and paramedics in England

British Medical Bulletin 141(1), March 2022

BACKGROUND: High rates of poor mental health in healthcare staff threatens the quality and sustainability of healthcare delivery. Multi-factorial causes include the nature and structure of work. We conducted a critical review of UK NHS (England) data pertaining to: doctors, nurses, midwives and paramedics.

Negotiating the new normal: flexible working

British Journal of Midwifery 29(10), October 2021

The author reflects on the update by the British National Health Service (NHS) of its Terms and Conditions of Service for its workers, particularly the approval of flexible working arrangements. Topics include the support by the Royal College of Midwives on the move, how flexible working will allow workers to balance their work and personal activities, and the aim of the NHS in the move like addressing staff shortages.

Support and resources to promote and sustain health among nurses and midwives in the workplace: A qualitative study

Nordic Journal of Nursing Research 41(3), September 2021

Registered nurses and midwives are in short supply and have among the highest rates of sick leave in the global workforce. The aim of this study was therefore to explore and gain a deeper understanding of how nurses and midwives experience their everyday work, with a view toward promoting and sustaining their work-related health.

Depression, anxiety and stress in Swedish midwives: A cross-sectional survey

European Journal of Midwifery 4, 2020

INTRODUCTION Midwives are exposed to emotional strain, which could affect their overall health. Lack of emotional well-being could be a reason for workforce attrition. The aim of the study was to investigate the prevalence of depressive symptoms, anxiety and stress among Swedish midwives in relation to background variables.

A survey of burnout and intentions to leave the profession among Western Canadian midwives Abstract only*

Women and Birth 32(4), October 2018

AIM We set out to understand how burnout and occupational stress are experienced by midwives in Western Canada, and

whether burnout is linked to intentions to leave the profession and other factors.

What nurses and midwives want: findings from the national survey on workplace climate and wellbeing Abstract only*

International Journal of Nursing Practice 24(3), June 2018

Aim: A discussion of the findings from a nationwide study of workplace and well-being issues of Australian nurses and midwives. Background: Current discourse only provides a fragmented understanding of a multifaceted nature of working conditions and well-being, necessitating a more holistic investigation to identify critical workplace issues within these professions.

Lifestyle and health behaviours of nurses and midwives: the “fit for the future” study

International Journal of Environmental Research and Public Health 15(5), May 2018

Nurses and midwives (nurses) are the principle role models and health educators for the wider population. This study sought to identify the health-related behaviors of the nursing workforce of New South Wales (NSW), Australia, compared to contemporary recommendations for healthy living and to the Australian general population, matched by gender and age.

The emotional and professional wellbeing of Australian midwives: a comparison between those providing continuity of midwifery care and those not providing continuity Abstract only*

Women and Birth 31(1), February 2018

Background: Continuity of midwifery care contributes to significant positive outcomes for women and babies. There is a perception that providing continuity of care may negatively impact on the wellbeing and professional lives of midwives.

Aim: To compare the emotional and professional wellbeing as well as satisfaction with time off and work-life balance of

midwives providing continuity of care with midwives not providing continuity.

Methods for alleviating stress and increasing resilience in the midwifery community: a scoping review of the literature Abstract only*

Journal of Midwifery and Women's Health 62(6), November 2017
Introduction: Work-related stress and exposure to traumatic birth have deleterious impacts on midwifery practice, the midwife's physiologic well-being, and the midwifery workforce. This is a global phenomenon, and the specific sources of this stress vary dependent on practice setting. This scoping review aims to determine which, if any, modalities help to reduce stress and increase resilience among a population of midwives.

Prevalence of burnout, depression, anxiety and stress in Australian midwives: a cross-sectional survey

BMC Pregnancy and childbirth, January 2017

Background: The health and wellbeing of midwives are important considerations for workforce retention and quality care. The occurrence and relationships among mental health conditions such as burnout and depression have received little attention. We investigated the prevalence of burnout, depression, anxiety and stress in Australian midwives.

Scope of practice

Validating midwifery professionals' scope of practice and competency: A multi-country study comparing national data to international standards

PloS One 18(5), 2023

BACKGROUND: There is a global shortage of midwives, whose services are essential to meet the healthcare needs of pregnant women and newborns. Evidence suggests that if enough midwives, trained and regulated to global standards, were

deployed worldwide, maternal, and perinatal mortality would decline significantly. Health workforce planning estimates the number of midwives needed to achieve population coverage of midwifery interventions. However, to provide a valid measure of midwifery care coverage, an indicator must consider not only the raw number of midwives, but also their scope and competency. The tasks midwives are authorized to deliver and their competency to perform essential skills and behaviors provide crucial information for understanding the availability of safe, high-quality midwifery services. Without reliable estimates for an adequate midwifery workforce, progress toward ending preventable maternal and perinatal mortality will continue to be uneven. The International Labor Organization (ILO) and the International Confederation of Midwives (ICM) suggest standards for midwifery scope of practice and competencies. This paper compares national midwifery regulations, scope, and competencies in three countries to the ILO and ICM standards to validate measures of midwife density. We also assess midwives' self-reported skills/behaviors from the ICM competencies and their acquisition.

Staff perceptions and experiences

Factors associated with midwives' job satisfaction and experience of work: a cross-sectional survey of midwives in a tertiary maternity hospital in Melbourne, Australia Abstract only*
Women and Birth: Journal of the Australian College of Midwives 35(2), 2022

BACKGROUND: Significant factors affecting the Australian maternity care context include an ageing, predominantly part-time midwifery workforce, increasingly medicalised maternity care, and women with more complex health/social needs. This results in challenges for the maternity care system. There is a lack of understanding of midwives' experiences and job

satisfaction in this context., AIM: To explore factors affecting Australian midwives' job satisfaction and experience of work.

The lived experience of being an undergraduate midwifery student in the neonatal unit Abstract only*

Nurse Education in Practice 59, February 2022

The objective of this study is to examine the experience of undergraduate student midwives in the neonatal unit.

BACKGROUND: Clinical experience is an essential component of education for the development of competent midwives. Literature has highlighted the pivotal effects of precepting and how it contributes to student experience. Although there is a plethora of research examining undergraduate student midwives' experience, to our knowledge this is the first study exploring their experience in the neonatal unit.

Valuing nurse and midwifery unit managers' voices: a qualitative approach

BMC Nursing 20(160), September 2021

Background: Nurse and Midwifery Unit Managers (NMUMs) play pivotal roles in quality patient care, nurse and midwife satisfaction and retention. NMUMs are expected to be both leaders and managers simultaneously, which may create role tension. This study aimed to explore the understanding and experience of NMUMs regarding their role; to explore what barriers and facilitators NMUMs identified to achieving the goals of their clinical area; and to explore NMUMs' career plans.

Implementing Schwartz Rounds in an Irish maternity hospital

Abstract only*

Irish Journal of Medical Science 190(1), February 2021

BACKGROUND Working in maternity hospital is usually a rewarding experience for staff. However, it can also be stressful and emotionally difficult work. Schwartz Rounds are a multidisciplinary forum which provides staff with an opportunity to

reflect on the emotional impact of their work and support each other. AIMS This paper will discuss the implementation of Schwartz Rounds in a maternity hospital and gives details of a pilot study to evaluate the initiative.

The organisational socialisation of new graduate nurses and midwives within three months of their entrance into the health workforce

Australian Nursing and Midwifery Federation, March 2021

Objective: To investigate if the current onboarding process influences the organisational socialisation of new graduate nurses and midwives into the workforce. Background: Positive organisational socialisation experience for new graduate nurses and midwives during their entry into the healthcare environment is an important contributor when building an organisation's ability to increase workforce capacity. However, few studies have investigated the onboarding processes to promote their organisational socialisation.

Conference abstract: What factors contribute to midwives' work satisfaction – and do years post-registration make a difference?

Findings from the 'EXPerT' study Abstract all available

Women and Birth 31(Supplement 1), October 2018

Aim: Measure the rate of professional role satisfaction in midwives, and explore explanatory factors. Conclusion and implications for practice: It is critical to monitor and respond to the views and experiences of midwives in the workplace to promote a stable, high quality workforce that provides care to mothers and babies and ensures midwives have longevity and resilience within the profession.

Factors associated with midwives' job satisfaction and experience of work: a cross-sectional survey of midwives in a tertiary maternity hospital in Melbourne, Australia

Journal of Clinical Nursing 28(3-4), August 2018

BACKGROUND Significant factors affecting the Australian maternity care context include an ageing, predominantly part-time midwifery workforce, increasingly medicalised maternity care, and women with more complex health/social needs. This results in challenges for the maternity care system. There is a lack of understanding of midwives' experiences and job satisfaction in this context.

[The perceptions of key stakeholders of the roles of specialist and advanced nursing and midwifery practitioners](#) Abstract only*
Journal of Advanced Nursing, December 2017

Aim: To explore the perceptions of key stakeholders of the roles of specialist and advanced nursing and midwifery practitioners.
Background: There is evidence that the contribution of these roles to patient care is poorly understood.

[Student midwives' perceptions on the organisation of maternity care and alternative maternity care models in the Netherlands – a qualitative study](#)

BMC Pregnancy and Childbirth 17, January 2017

BACKGROUND A major change in the organisation of maternity care in the Netherlands is under consideration, going from an echelon system where midwives provide primary care in the community and refer to obstetricians for secondary and tertiary care, to a more integrated maternity care system involving midwives and obstetricians at all care levels. Student midwives are the future maternity care providers and they may be entering into a changing maternity care system, so inclusion of their views in the discussion is relevant. This study aimed to explore student midwives' perceptions on the current organisation of maternity care and alternative maternity care models, including integrated care.

[Midwifery empowerment: national surveys of midwives from Australia, New Zealand and Sweden](#) Abstract only*

Midwifery 40, September 2016

Background: the predicted midwifery workforce shortages in several countries have serious implications for the care of women during pregnancy, birth and post partum. There are a number of factors known to contribute to midwifery shortages and work attrition. However, midwives assessment of their own professional identity and role (sense of empowerment) are perhaps among the most important. There are few international workforce comparisons. **Aim:** to compare midwives' sense of empowerment across Australia, New Zealand and Sweden using the Perceptions of Empowerment in Midwifery Scale-R (PEMS-Revised).

Upskilling and workforce development

[Upskilling midwives to support healthy lifestyle during preconception and pregnancy](#) (see page 54)

Australian Nursing & Midwifery Journal 27(2), January 2021

The article outlines several short professional development modules for undergraduate midwifery students at Monash University in Australia.

[Conference abstract: A toolkit to enable new graduate midwives to work in midwifery continuity of care models](#) Abstract all available

Women and Birth, October 2018

Background: Women have limited access to midwifery continuity of care models, in Australia. One of the reasons is the difficulty managers' experience recruiting midwives to work in the models. New graduate midwives are prepared and feel supported to work in continuity of care models, yet they rarely have the opportunity. Traditionally, new graduate midwives have had to complete a transition to professional practice year or have several years'

experience before being employed in a continuity of care model. Aim: The aim of this research project was to provide a toolkit of the essential elements that enable new graduate midwives to work in midwifery continuity of care.

Conference Abstract: Developing a midwifery career framework

Abstract all available

Women and Birth, October 2018

Introduction: The Midwifery Career Framework project is an Auckland District Health Board (ADHB) project led by the Women's Health leadership team.

Strengthening the Healthy Start Workforce: a mixed-methods study to understand the roles of community health workers in Healthy Start and inform the development of a standardised training program

Maternal and Child Health Journal 21(Suppl 1), 2017

This study examined how HS community health workers (CHW), as critical members of the workforce, serve families and communities in order to inform the development of a CHW training program to advance program goals.

Leadership

Evaluating a midwifery leadership programme: a process evaluation study

Women and Birth: Journal of the Australian College of Midwives 38(1), 2025

BACKGROUND: Despite global support for midwifery leadership investment, there is a notable lack of scientific evaluations of leadership programmes worldwide for midwives. The Government of India's Midwifery Initiative launched the Midwifery Leadership Programme to enhance the leadership capacity of state-level midwifery leaders., AIM: To evaluate the Midwifery

Leadership Programme in India using implementation science as a framework.

Evaluation of a cross cultural peer-support program to develop midwifery leadership: A multimethod study Full text available with NHS OpenAthens account*

Midwifery 148, 2025

PROBLEM: Across the globe there is a need to increase the number of midwives and invest in developing the capacity of midwives. BACKGROUND: There is evidence that the promotion of midwifery leadership can lead to an improvement in maternal and newborn health. The Papua New Guinea (PNG) Midwifery Buddy Program develops a partnership between Australian and PNG midwives with the goal of building leadership confidence and skills in participants.

Clinicians' attitudes towards a co-leadership structure for maternity emergency teams: An interview study Full text available with NHS OpenAthens account*

Journal of Interprofessional Care 39(4), 2025

Shared leadership improves team performance in many domains and is present in some interprofessional healthcare teams. Despite the dominant paradigm of a singular obstetrician leader in maternity emergencies, co-leadership, a specific form of shared leadership, has been identified as a potentially beneficial to clinical care. This qualitative interview study addresses the gaps in knowledge regarding clinician attitudes toward co-leadership and how a co-leadership structure might be implemented within a maternity care setting.

Midwifery leadership in maternity emergencies: a video analysis

Full text available with NHS OpenAthens account*

Journal of Interprofessional Care 39(4), 2025

Maternity emergencies require effective leadership due to their time-critical high stakes nature, and like many emergency teams

are recommended to have a singular leader. Midwives possess many of the skills required for leadership, but the extent to which they contribute to leadership in emergencies is unknown. In this video analysis study of 16 interprofessional teams responding to a simulated post-partum hemorrhage, a functional view of leadership was applied to determine midwifery contribution to leadership.

Nurses' and midwives' perception of the leadership skills and attributes required of future leaders Abstract only*

British Journal of Nursing (Mark Allen Publishing) 33(20), 2024

AIM: Identify the skills and knowledge future nurse and midwife leaders might require in the next 6 years.

Design/methodology/approach: An online questionnaire elicited health professionals' perspectives on the future requirements for nurse and midwife leaders. Qualitative data were generated in response on health care and the likely leadership skills for the future. Data were extracted and analysed using qualitative content analysis.

Needs Assessment for the Development of a Leadership Course for Midwives: a Qualitative Study

Acta Medica Philippina 58(12), 2024

Background and Objective: Midwives play a vital role in the attainment of Sustainable Development Goals related to the health and well-being of mothers and newborns. Strengthening the leadership and management capacities of midwives is pivotal to the fulfillment of their mandate beyond assisting in birth and delivery. The study explores the perspectives of midwives about professional education and practice, which are aimed to serve as bases for developing a leadership course for midwives to enhance their roles in public health.

Assessing the success of a research leadership programme for senior nurses and midwives: A mixed methods programme evaluation

Nursing Open 11(7), 2024

AIMS: In 2018 the National Institute of Health and Care Research, United Kingdom, launched a 3-year Senior Nurse and Midwife Research Leader Programme to support nurse and midwifery research leaders to develop research capacity and capability within NHS organisations. We report the results of a service evaluation of the programme strengths, areas for improvement and achievement of programme aims., DESIGN: Partially mixed, concurrent mixed methods programme evaluation, including: (a) meeting evaluation (survey), (b) annual evaluation (survey) and (c) qualitative stakeholder interviews.

Barriers to advancing women nurses in healthcare leadership: a systematic review and meta-synthesis Full text available with

NHS OPenAthens account*

EClinicalMedicine 67, 2024

Background: Women comprise the majority of the nursing profession, yet nurses are underrepresented in healthcare leadership. We aimed to explore barriers for women nurses to advance in healthcare leadership to inform organisational interventions for career advancement.

Learning from Covid-19

Effects of the COVID-19 pandemic on working conditions of maternity staff - a scoping review

BMC Pregnancy and Childbirth 25(1), 2025

BACKGROUND: The COVID-19 pandemic significantly disrupted healthcare systems, with a pronounced impact on maternity care. Midwives and obstetricians faced numerous structural, organizational, and subjective challenges in maintaining high-quality care under unprecedented conditions. This review

examines the multifaceted effects of the COVID-19 pandemic on maternity staff and the challenges encountered during this period.

Adapting to change: an analysis of midwives' job satisfaction in the post-pandemic workplace

BMC Health Services Research 25(1), 2025

BACKGROUND: Midwifery faces global workforce shortages exacerbated by the pandemic. Understanding job satisfaction drivers is vital for creating supportive work environments. This study explored the multifaceted nature of job satisfaction of midwives in the post-COVID era in order to understand the elements that contribute and the ones that don't to midwives' sense of fulfilment and engagement at work., METHODS: Employing a quantitative descriptive methodology, a nationwide cross-sectional online survey was conducted among 169 actively practicing female midwives in Slovenia using the McCloskey-Mueller Satisfaction Scale. The survey focused on various dimensions of job satisfaction.

Evaluating a midwifery student employment model in Aotearoa New Zealand: A national cross-sectional survey of students and midwives

Women and Birth : Journal of the Australian College of Midwives 39(1), 2025

PROBLEM: The Maternity Care Assistant (MCA) role was introduced during the COVID-19 pandemic to provide midwifery workforce support in Aotearoa-New Zealand, but its broader impact remains unclear., BACKGROUND: The MCA role offers casual paid employment to Bachelor of Midwifery students. While designed to support the workforce, its impact has not been formally evaluated, particularly for Maori and Pacific students.

'I might have cried in the changing room, but I still went to work'. Maternity staff balancing roles, responsibilities, and emotions of work and home during COVID-19: An appreciative inquiry

Women and Birth 37(1), 2024

Problem: Knowing how to help staff thrive and remain in practice in maternity services. Background(s): A chronic shortage of staff in maternity services in the United Kingdom and high levels of stress and burnout in midwifery and medical staff. Purpose(s): To understand how to support and enhance the wellbeing of staff in a small UK maternity service.

New ways of working

Exploring Midwives' Experiences Within Canada's First Alongside Midwifery Unit: Impacts and Implications for Midwifery Practice

Full text available with NHS OpenAthens account*

Journal of Midwifery and Women's Health 70(3), 2025

Introduction: Although midwifery-led units in hospitals are associated with positive outcomes, little is known about the experiences of the midwives who work within this model. Despite the increase in midwifery-led units globally, the first unit of this kind opened its doors in Canada in 2018. The Alongside Midwifery Unit (AMU) is staffed by a hospitalist midwife (a novel role in this country) and community midwives, working in a caseload model, who attend their clients' labor and birth on the unit. The AMU is a low-risk birthing unit located adjacent to the obstetric unit, offering midwifery-led care, in a homelike setting. Our aim was to explore and describe the experiences of midwives working in this model of care on the AMU.

Barriers and facilitators for implementation of continuity of midwife care: A review of reviews

Abstract only*

Women and Birth: Journal of the Australian College of Midwives 38(2), 2025

BACKGROUND: Continuity of Midwife Care (CoMC) significantly

improves maternal and neonatal outcomes, including reducing mortality. However, global implementation remains limited, hindered by various barriers and facilitators across healthcare settings. This review of reviews synthesizes existing evidence on barriers and facilitators to CoMC implementation using the Consolidated Framework for Implementation Research (CFIR) as an analytical tool.

Midwifery group practice workforce in Australia: A cross-sectional survey of midwives and managers

Women and Birth: Journal of the Australian College of Midwives 37(1), 2024

BACKGROUND: Despite robust evidence on the benefits of midwifery group practice (MGP), there remains difficulties with implementing and sustaining the model. However, contemporary data on the MGP workforce and how each model has been operationalised are limited. This constrains an understanding of the factors that help or hinder implementation and sustainability of MGP., AIM: To describe the characteristics of Australian MGPs and the factors that help or hinder sustainability.,

Patients and the Public

Imprinting Maternity Service Open Days in South Western Sydney Local Health District Abstract only*

Women and Birth 38, 2025

Introduction: South Western Sydney Local Health District (SWSLHD) maternity services identified a need for increased engagement and accessible pregnancy-related information for women and families. To address this, a district-wide initiative was launched in 2024 to introduce Maternity Service Open Days, marking the first steps toward a more connected and informed maternity journey. Aim(s): The primary aim of Maternity Service Open Days is to provide women and families with opportunities

to interact with maternity services, understand different models of care, and access essential pregnancy-related information.

Exploring Midwives' and Nurse-Midwives' Professional Identity and How Midwifery May Be Best Represented in the Public Realm: A Global Convergent Parallel Mixed-Methods Study Full text available with NHS OpenAthens account*

Journal of Advanced Nursing 81(6), 2025

AIMS: With respect to midwives and nurse-midwife populations (1) measure and (2) explore professional identity and (3) explore how the midwifery profession may be best represented in the public realm., DESIGN: Convergent Parallel Mixed-Methods Design., METHODS: A web-based survey was used to collect data from 860 midwives and nurse-midwives from 102 countries between February and July 2022. Qualitative data were analysed inductively via reflexive thematic analysis. Statistical analysis was performed using SPSS.

Recurring red flags: a retrospective study of MBRRACE-UK Perinatal Mortality Surveillance (2015–21) to identify maternity services most consistently reporting higher-than-average deaths

Journal of Public Health 47(3), 2025

Background: This study aimed to identify hospital trusts in England most consistently reporting higher-than-average rates of extended perinatal mortality (EPM), including stillbirths and neonatal deaths.

Everyone should have their own midwife: Women's and staff experiences during the implementation of two midwifery continuity of care models in regional Australia Abstract only*

Women and Birth : Journal of the Australian College of Midwives 37(6), 2024

PROBLEM: Midwifery Continuity of Care (MCoC) remains inaccessible for most Australian women; this is especially true in rural and regional areas., BACKGROUND: Strong evidence

demonstrates MCoC models improve experiences for women and their babies and are also shown to improve midwifery workforce wellbeing. However, implementation and upscale remains limited., AIM: To explore the views and experiences of implementing MCoC for both staff and women, understanding their experiences, concerns and solutions in a regional context.

Prescribing

The regulation and practice of midwifery prescribing around the world: A scoping review of regulations and literature Full text available with NHS OpenAthens account*

Sexual & Reproductive Healthcare: Official Journal of the Swedish Association of Midwives 44, 2025

BACKGROUND: The authority to prescribe medications has been extended to midwives in many countries. Understanding how midwifery prescribing is used, whether it is effective, and how it is regulated can inform the development of midwifery prescribing., AIM: To describe regulatory standards for midwifery prescribing in high-income English-speaking countries and identify insights from research regarding midwife prescribing.,

Retention and attrition

Exploring the midwifery workplace environment in Aotearoa New Zealand over the three years 2019-2021

New Zealand College of Midwives Journal 2025(61), 2025

Background: A global and national shortage of midwives has made retaining the current workforce in Aotearoa New Zealand increasingly important. Understanding the contemporary workplace environment is essential for retention.

Retention patterns of the public sector nursing and midwifery workforce in regional and rural settings of southern Queensland, Australia: a 12-year retrospective analysis

BMC Nursing 24(1), 2025

BACKGROUND: The aims of this study were to investigate: (a) Specific time points of exit and time spent working in location of the public sector nursing and midwifery workforce in regional, rural, and remote southern Queensland; and (b) the influence of selected demographic, geographic, and employment variables on the risk of leaving a location.

Understanding midwifery workforce retention: An Australian cross-sectional study

Women and Birth 38(6), 2025

Problem: Retention is a known challenge in international and Australian midwifery workforce. Background(s): Identification of drivers of workforce retention is essential to enable strategic planning for service delivery, consistent with workforce trends. Limited contemporary, midwifery-specific workforce data within Western Australia (WA) exists.

Work and health-related determinants of midwives' intention to leave: Nationwide cross-sectional and prospective cohort studies in Sweden

Midwifery 142, 2025

BACKGROUND: Midwives are essential for achieving the Sustainable Development Goal on sexual and reproductive health. However, midwifery shortage challenge healthcare organisations globally. The aim was to analyse cross-sectional and prospective associations between independent variables: 'possibilities of development'; 'quality of work'; 'role conflict'; 'recognition'; 'self-rated health' and 'burnout' and dependent variables: 'intention to leave current position' and 'intention to quit midwifery'.

The answer is staffing: midwives' opinions of their profession

British Journal of Midwifery 33(12), 2025: Background/Aims: The UK midwifery profession is significantly shortstaffed. In the last decade, the midwifery profession saw only a 7% increase in staffing levels compared to a 34% increase in the NHS workforce as a whole. This qualitative study explored why midwives leave the sector and what motivates them to remain.

Burnout, job satisfaction, and intention to leave among midwives in Western Switzerland: The role of caseload and hospital-based practice models

Women and Birth: Journal of the Australian College of Midwives 38(5), 2025

BACKGROUND: Burnout and job dissatisfaction among midwives compromise healthcare quality and workforce retention. Practice models, such as hospital-based versus caseload models, may influence midwives' well-being and warrant further exploration., AIM: To examine the association between midwifery practice models (caseload vs. hospital) and burnout, job satisfaction, and the intention to leave the profession among midwives in Western Switzerland.

Midwives' perceptions of the support they provide to new graduates and the role of the health service in Australia: A survey of midwives

Women and Birth: Journal of the Australian College of Midwives 38(3), 2025

PROBLEM: Evidence suggests new midwifery graduates are leaving the profession prematurely during the initial graduate years due to workplace stress., BACKGROUND: Graduate midwives are essential to provide a future midwifery workforce. Support for new graduates in the initial years of practice is essential in retaining them in the midwifery profession., AIM: The aim of this study was to explore midwives' perspectives of the support they provide new graduates within existing midwifery

graduate programs, and their experiences and perceptions of the health service processes to support midwifery graduates.,

Understanding the risk factors for student attrition across pre-registration nursing and midwifery programmes in a United Kingdom university: A sequential explanatory mixed methods study

Nurse Education Today 145, 2025

BACKGROUND: The World Health Organization estimates a global shortage of 4.5 million nurses and 0.31 million midwives by 2030, which presents a significant problem for workforce planning. Despite aspirational United Kingdom (UK) government policy targets and ongoing efforts, the number of nursing and midwifery vacancies continues to increase. One contributing factor is student nurse and midwife attrition. AIM: To identify risk factors that contribute to nursing and midwifery students interrupting or withdrawing from pre-registration programmes. DESIGN: Sequential explanatory mixed-methods design.

The Decision to Leave the Midwifery Workforce in the United States: A Qualitative Investigation

Journal of Advanced Nursing, 2025

AIM: To explore the experiences of and reasons for midwives leaving practice., DESIGN: A qualitative approach applying a social constructivism interpretative framework.

Individual and environmental factors that influence longevity of newcomers to nursing and midwifery: A scoping review Abstract only*

JBI Evidence Synthesis 22(5), 2024

Objective: The objective of this review was to identify the literature and map the individual and environmental factors that influence registered nurses' and midwives' decision to stay or leave their professions within the first 3 years of practice. Introduction: Nursing and midwifery workforce sustainability is an

international concern. One aspect is the retention of new registered nurses and midwives in their first years of practice. Several factors are thought to influence the decisions of new registered nurses and midwives to leave or stay in their professions. This review sought to identify and map those factors to enable further research for workforce sustainability development strategies.

[Supporting older nurses and midwives in the Australian healthcare workplace-A qualitative descriptive study](#) Full text available with NHS OpenAthens account*

Journal of Advanced Nursing 80(5), 2024

AIM: To explore support strategies for older nurses and midwives in Australian healthcare workplaces., DESIGN: A qualitative descriptive study., METHOD: Participants were 50 older nurses and midwives and 20 healthcare managers recruited from a broad range of Australian healthcare settings. Data were collected using semi-structured interviews from November 2018 to April 2021. The interviews were recorded, transcribed and thematically analysed.

[Understanding attrition of early career midwives in Australia](#)

Women and Birth : Journal of the Australian College of Midwives 37(4), 2024

PROBLEM: There is a lack of understanding of the experiences of early career midwives which lead to workforce attrition., BACKGROUND: In the Australian midwifery setting, workforce attrition in conjunction with the ageing profile of the workforce is of increasing concern. Midwives in the earliest stages of their career are most vulnerable to career attrition, however limited research specifically engages with this cohort., AIM: To understand the professional and social circumstances that led early career midwives to leave clinical practice, how their midwifery background influenced career trajectories, and what would compel them to return to clinical practice.

[Novel solutions to the midwifery retention crisis in England: an organisational case study of midwives' intentions to leave the profession and the role of retention midwives](#)

Midwifery 138, 20204

PROBLEM/BACKGROUND: Midwifery retention is a global issue, but less is known regarding what motivates midwives' intention to stay or leave within individual organisations. In 2021, NHS England funded maternity organisations to employ retention midwives. To date, the impact of these roles has not been evaluated. AIM: To explore the views of midwives regarding their intentions to leave or stay within one English organisation and to provide insights into the perceived impact of the role of retention midwives.

[Midwifery-led solutions to the workforce retention crisis](#) Abstract only*

Women and Birth 37, 2024

Background: Although it is difficult to quantify with precision the midwifery shortage in Australia, there are clear problems facing Australian health services, such as retention and work environments, with known indicators. The identification of the drivers for improving known indicators is essential to enable strategic planning for service delivery consistent with workforce trends. There is limited contemporary, midwifery-specific workforce data within Western Australia (WA). This study aimed to explore midwives' perspectives of indicators contributing to retention, and views on their working environment.

[Wellbeing, support and intention to leave: a survey of nurses, midwives and healthcare support workers in Wales](#) Abstract only*

British Journal of Healthcare Management 30(5), 2024

Background/Aims: Low morale and burnout is a widely acknowledged problem among healthcare professionals, with implications for staffing levels and quality of care. This study

aimed to provide insight into the wellbeing of nurses, midwives and healthcare support workers, and propose strategies to support a resilient workforce and organisational development.

Trends and determinants of clinical staff retention in the English NHS: a double retrospective cohort study

BMJ Open 14(4), 2024

OBJECTIVES: To investigate how demographic, contractual and organisational factors are related to the retention of hospital workers in the English NHS. The study will specifically examine the trends in age-retention profiles., DESIGN: A double retrospective cross-cohort study using administrative data on senior and specialty doctors, nurses and midwives who were included in the 2009 and 2014 payrolls of all English NHS hospital Trusts.

Getting midwives back to hospitals: A discrete choice experiment

Abstract only*

International Journal of Nursing Studies 157, 2024

BACKGROUND: There is a severe global shortage of midwives, and the situation worsens when qualified professionals leave their jobs because of inadequate working conditions. Hospitals have increasing difficulties in filling vacancies for midwives. In the case of Germany, midwives tend to give up birth assistance after an average of seven years working in delivery rooms, which are usually led by physicians., OBJECTIVE: We aim to provide concrete recommendations on encouraging qualified professionals to work in maternity wards by examining the job preferences of midwives who currently do not provide such services.

Evaluating the roles of workload and practice climate in workforce retention across the midwifery career lifespan: A latent profile analysis of early-, mid-, and late-career US midwives

Abstract only*

Women and Birth: Journal of the Australian College of Midwives 37(6), 2024: PROBLEM: Retention of midwives across the career lifespan is essential to address workforce shortages., BACKGROUND: While workplace factors are demonstrated to affect job satisfaction and turnover intention, there is little research investigating how workplace factors affect midwives at different career stages., AIM: To examine the effects of workload and practice climate on job satisfaction and turnover intention at different career stages.

Should I stay or should I go? Nursing and midwifery academics' intention to stay in or leave academia: A scoping review

Full text available with NHS OpenAthens account*

Nurse Education Today 142, 2024

BACKGROUND: There is a chronic lack of appropriately qualified nurses and midwives being attracted into and remaining in the academic workforce. Reasons for this are not well understood but have been linked to stressful work environments related to balancing multiple roles in sometimes unsupportive environments, resulting in overload and demoralisation., AIM: To illuminate factors associated with nursing and midwifery academics' intention to remain in academia and factors associated with intention to leave.

Return on Investment

[A Scoping Review Mapping Economic Evaluations of Midwifery Service Provision and the Midwifery Workforce](#) Full text available with NHS OpenAthens account*

Applied Health Economics and Health Policy 23(5), 2025

Background: Midwives are essential in achieving universal health coverage targets and the health targets of the Sustainable Development Goals, yet a significant global shortfall exists in the midwifery workforce. Economic evaluations of midwifery are scarce but can assist in supporting evidence-informed decision-making for sustainable and equitable health care for women and girls. Objective(s): This review aimed to systematically identify, map and report on available literature regarding economic evaluations conducted on midwifery service provision and the midwifery workforce in all settings.

Scope of practice

[Midwives' and registered nurses' role and scope of practice in acute early pregnancy care services: a scoping review](#) Full text available with NHS OpenAthens account*

JBIC Evidence Synthesis 22(10), 2024

OBJECTIVE: The objective of this scoping review was to investigate and describe what is reported on the role and scope of practice of midwives and registered nurses providing care for women with pregnancy complications prior to 20 weeks' gestation in acute clinical settings in Australia.

Staff perceptions and experiences

[What models of midwifery care do midwives want to work in and why?](#) Abstract only*

Women and Birth 38, 2025

Background and rationale: As part of a larger quality project

related to service redesign, midwives in a regional Queensland maternity service were asked which model of midwifery care they preferred to work in and why. Method(s): An anonymous, cross-sectional, online survey using REDCap was made available to midwives employed between 19 May 2024 to 03 Jul 2024.

[Maternity staff views on implementing a national perinatal mortality review tool: understanding barriers and facilitators](#) Full text available with NHS OpenAthens account*

Journal of Perinatal Medicine 53(4), 2025

OBJECTIVES: Perinatal death reviews investigate the causes of perinatal mortality, identify potentially avoidable factors, and may help prevent further deaths. This study aimed to identify barriers and facilitators to the implementation of a standardised perinatal mortality review tool in Irish maternity units by engaging with healthcare professionals about their opinions on the existing system and implementing a standardised system.

Support Workers

[Midwives experience of working with maternity assistants: A qualitative study](#)

Women and Birth 38(2), 2025

Introduction: The midwifery workforce is essential for delivering safe, high-quality maternity care, however, global staffing shortages pose significant challenges. To address these issues, incorporating midwifery assistants, including undergraduate midwifery students into the model of care has been proposed as a strategy to support midwives and maintain effective service delivery.

[Tensions and Opportunities in Nurse, Midwife, and Peer Worker Collaborations in Healthcare Delivery: A Scoping Review and Narrative Synthesis](#)

Journal of Advanced Nursing, 2025

AIM: To explore the published literature on nurse/midwife and peer worker collaborations in healthcare services. DESIGN: Scoping review and narrative synthesis. METHOD(S): The framework proposed by Levac et al. was used. PubMed, CINAHL, MEDLINE, Scopus, and Embase databases were systematically searched, and results uploaded to Covidence for screening against inclusion criteria. A critical narrative synthesis of included studies was conducted, guided by Popay et al.

Maternity support workers' experiences of workplace trauma and post-traumatic stress symptoms

Midwifery 136, 2024

BACKGROUND: Maternity support workers (MSWs) are now a key part of the maternity workforce. They work in environments with potential exposure to traumatic events, but little is known about their rates of exposure or psychological responses., OBJECTIVES: We aimed to identify the proportion of MSWs reporting exposure to a traumatic work event and consequential rates of post-traumatic stress disorder (PTSD).

Technology

How to Implement Digital Clinical Consultations in UK Maternity Care: the ARM@DA Realist Review

Health and Social Care Delivery Research 13(22), 2025

Background: Digital transformation is a key component within the National Health Service Maternity Transformation Programme. The COVID-19 pandemic led to an acceleration of digital innovation, in particular, the use of digital clinical consultations (telephone/video consultations). The ways in which digital clinical consultations can be optimised and utilised alongside the traditional maternity care pathway remains unclear, however, with particular concerns about the potential for digital care to exacerbate inequalities.

Women's experiences of remote video calls with a labour ward midwife during early labour

Women and Birth 37(4), 2024

Background: In an increasingly strained maternity care system with a shortage of midwives and great demands for service, pregnant women in their early labour are at risk of receiving insufficient support. Women make calls and visit the labour ward on multiple occasions before being admitted. A video call with a labour ward midwife during early labour is an unknown practice but could support pregnant women and their partners during this uncertain period. Aim(s): The study aimed to describe women's experiences of remote video calls with a labour ward midwife during early labour.

Workforce planning and staffing

Self-sufficiency in the healthcare workforce: a system dynamics model of the domestic and foreign educated nursing and midwifery workforce in Ireland

Human Resources for Health 23(1), 2025

BACKGROUND: World Health Organization (WHO) projections point to an increasing global demand for nurses and midwives, leading to shortages in many countries, particularly in less developed regions. Ireland, the context for this study, currently relies heavily on foreign educated nurses and midwives to meet its demand, with Government policy moving towards a domestic recruitment model. This paper estimates the recruitment requirement and associated nursing and midwifery student intake over time under different reform scenarios. It also highlights policy considerations for countries, like Ireland, aiming to comply with the WHO Code of Conduct on the International Recruitment of Health Personnel.

Planning for the future of the Australian midwifery workforce: the Midwifery Futures workforce model

Full text available with NHS OpenAthens account*

Australian Health Review: A Publication of the Australian Hospital Association 49, 2025

Objective Quality maternity service provision relies on having a robust midwifery workforce. Although previous models suggested future growth of the workforce, this is at odds with recent reports of staffing shortfalls and difficulties in recruitment. We developed an updated model to provide long-term projections of supply and demand for the Australian midwifery workforce.

A snapshot of Australian midwifery: A workforce survey

Women and Birth: Journal of the Australian College of Midwives 38(4), 2025

BACKGROUND: Midwives are the largest professional group in Australian maternity services. Understanding the current midwifery workforce and the issues midwives face is important for workforce planning., AIM: Provide detailed understandings of the current Australian midwifery workforce, including potential attrition rates.

Nursing and midwifery workforce expansion as a strategic lever to reduce maternal mortality: Global evidence and policy implications from an ecological study

Full text available with NHS OpenAthens account*

AIMS Public Health 12(2), 2025

Background: This global cross-sectional study analyzed data from 266 "countries" and territories to evaluate the relationship between the nursing and midwifery workforce size (NMWS) and maternal mortality ratios (MMR). Drawing from five major United Nations and World Bank databases, the study offers robust and generalizable insights across diverse health systems and economic settings.

Evidence on the use of Birthrate Plus to guide safe staffing in maternity services - A systematic scoping review

Women and Birth 37(2), 2024

Background: Birthrate Plus is a widely used tool that informs decisions about the number of midwifery staff needed to provide safe and high quality care in maternity services. Evidence about the effectiveness, validity, reliability, and feasibility of tools such as this is needed. Objective(s): To identify, describe and analyse the available evidence supporting the use of Birthrate Plus.

The association between midwifery staffing and reported harmful incidents: a cross-sectional analysis of routinely collected data

BMC Health Services Research 24(391), 2024

BACKGROUND: Independent inquiries have identified that appropriate staffing in maternity units is key to enabling quality care and minimising harm, but optimal staffing levels can be difficult to achieve when there is a shortage of midwives. The services provided and how they are staffed (total staffing, skill-mix and deployment) have been changing, and the effects of workforce changes on care quality and outcomes have not been assessed. This study aims to explore the association between daily midwifery staffing levels and the rate of reported harmful incidents affecting mothers and babies.

Midwifery workforce challenges in Victoria, Australia. A cross-sectional study of maternity managers

Women and Birth: Journal of the Australian College of Midwives 37(1), 2024

BACKGROUND: In Australia, there is a lack of accurate data on midwifery workforce staffing and skill mix, which in turn hinders workforce policy and planning., AIM: To describe the current staffing levels of the midwifery workforce in Victoria, Australia, explore workforce challenges and assess the impact of COVID-19 pandemic on staffing.

Inpatient midwifery staffing levels and postpartum readmissions: a retrospective multicentre longitudinal study

BMJ Open 14(4), 2024

BACKGROUND: Preventing readmission to hospital after giving birth is a key priority, as rates have been rising along with associated costs. There are many contributing factors to readmission, and some are thought to be preventable. Nurse and midwife understaffing has been linked to deficits in care quality. This study explores the relationship between staffing levels and readmission rates in maternity settings.

Managing uncertainty in forecasting health workforce demand using the Robust Workforce Planning Framework: the example of midwives in Belgium

Human Resources for Health 21(1), 2023

BACKGROUND: In Belgium, the Planning Commission for Medical Supply is responsible for monitoring human resources for health (HRH) and ultimately proposing workforce quotas. It is supported by the Planning Unit for the Supply of the Health Professions. This Unit quantifies and forecasts the workforce in the healthcare professions on the basis of a stock and flow model, based on trends observed in the past. In 2019, the Planning Unit asked the KCE (Belgian Health Care Knowledge Centre) to develop additional forecasting scenarios for the midwifery workforce, to complement the standard historical trend approach. The aim of this paper is to present the development of such forecasting scenarios.

A retrospective observational study of labour ward work Intensity: The challenge of maternity staffing Abstract only*

European Journal of Obstetrics & Gynaecology and Reproductive Biology 286, July 2023

Background: The UK and Ireland are facing significant challenges in the recruitment and retention of [midwifery](#) staff. Deficiencies in staffing, training and leadership have been cited

as contributory factors to substandard care in both regional and global independent maternity safety reports. Locally, workforce planning is critical to maintaining 'one to one' care for all women in labor and to meet the peaks of daily [birthing](#) suite activity.

The association between midwifery staffing levels and the experiences of mothers on postnatal wards: Cross sectional analysis of routine data Full text available with NHS OpenAthens account*

Women and Birth 35(6), 2022

Background: Women have consistently reported lower satisfaction with postnatal care compared with antenatal and labour care. The aim of this research was to examine whether women's experience of inpatient postnatal care in England is associated with variation in midwifery staffing levels.

It's Time to Act: Strategies to Strengthen the Nursing and Midwifery Workforce Full text available with NHS OpenAthens account*

Nursing Economics 40(1), Jan/ Feb 2022

At the 74th World Health Assembly in May 2021, member states of the World Health Organization (WHO) passed a new, comprehensive resolution to address this issue. WHO also released an accompanying report, Global Strategic Directions for Nursing and Midwifery 2021-2025 (SDNM) (WHO, 2021a), which details what must be done over the next 5 years to ensure an educated, professional, abundant, well-trained workforce. The SDNM is unique because, instead of issuing a laundry list of goals, it includes valuable, evidencebased guidance to help us achieve them. We applaud the WHO for providing this monitoring and accountability framework.

The association between midwifery staffing levels and the experiences of mothers on postnatal wards: Cross sectional analysis of routine data

Women and Birth: Journal of the Australian College of Midwives 35(6), February 2022

BACKGROUND: Women have consistently reported lower satisfaction with postnatal care compared with antenatal and labour care. The aim of this research was to examine whether women's experience of inpatient postnatal care in England is associated with variation in midwifery staffing levels.

Midwifery and nurse staffing of inpatient maternity services - A systematic scoping review of associations with outcomes and quality of care Abstract only*

Midwifery 103, December 2021

OBJECTIVE: To undertake a scoping literature review of studies examining the quantitative association between staffing levels and outcomes for mothers, neonates, and staff. The purpose was to understand the strength of the available evidence, the direction of effects, and to highlight gaps for future research.

Nursing Workforce Mobility in a Changing Global Landscape

Nursing Leadership 34(4), December 2021

The sustainability of a country's health human resources depends on the supply and mobility of its healthcare workers. Globally, nursing occupies the largest health professional labour group (59%), with a growth of 4.7 million nurses seen from 2013 to 2018, amounting to a nursing workforce of 27.9 million worldwide (WHO 2020a). Despite this increase, it is estimated that the world will need an additional nine million nurses and midwives by 2030 (WHO 2020b). Given these projections, enhanced nurse mobility can be anticipated and expected.

What is the relationship between midwifery staffing and outcomes? Abstract only*

Nursing Times, August 2021

This article describes a systematic scoping review to explore evidence on the association between inpatient midwifery staffing levels, skill mix and outcomes for mothers and babies. Researchers at the University of Southampton aimed to understand the amount and strength of the available evidence, as well as the direction of relationships established, and highlight gaps for future research.

Nature and scope of certified nurse-midwifery practice: a workforce study Abstract only*

Journal of Clinical Nursing 27(21-22), November 2018

Aims and objectives: To describe the nature and scope of nurse-midwifery practice in Texas and to determine legislative priorities and practice barriers. Background: Across the globe, midwives are the largest group of maternity care providers despite little known about midwifery practice. With a looming shortage of midwives, there is a pressing need to understand midwives' work environment and scope of practice.

A comparative workforce study of midwives practicing in the state of Texas

Journal of Midwifery and Women's Health 63(6), November 2018

The purpose of this study was to determine the differences in practice by Certified Nurse Midwives (CNMs) and Licensed Midwives (LMs), the latter of whom are generally certified professional midwives.

A comparison of nursing education and workforce planning initiatives in the United States and England

Policy, politics and nursing practice 18(4), November 2017

Health care systems in England and the United States are under similar pressures to provide higher quality, more efficient care in

the face of aging populations, increasing care complexity, and rising costs. In 2010 and 2011, major strategic reports were published in the two countries with recommendations for how to strengthen their respective nursing workforces to address these challenges.

The efficient use of the maternity workforce and the implications for safety and quality in maternity care: a population-based, cross-sectional study

Health Services and Delivery Research 2(38), October 2014

Background: The performance of maternity services is seen as a touchstone of whether or not we are delivering high-quality NHS care. Staffing has been identified in numerous reports as being a critical component of safe, effective, user-centred care. There is little evidence regarding the impact of maternity workforce staffing and skill mix on the safety, quality and cost of maternity care in the UK.

Competency Frameworks

Nursing and midwifery genomics framework in England

NHS England, August 2025

This framework provides a current status overview of genomics in nursing and midwifery practice. It details the actions required over the next 3 years to develop a genomically competent nursing and midwifery workforce, irrespective of role or area of practice; this will run concurrently with the 5-year [Genomics strategy](#) (published 2022).

Developing a career and education framework for advanced clinical practice in midwifery

European Journal of Midwifery 8, 2024

INTRODUCTION: This study outlines the nature of Advanced Clinical Practice in Midwifery (ACPiM), reporting on a

stakeholder analysis as part of a national project to develop a career framework for advanced practice in midwifery on behalf of the National Health Service (NHS) in England.

Maternity support worker competency, education and career development framework

NHS England, May 2024

This framework provides the blueprint for the development of support worker roles across maternity services. It was originally created in 2019 in response to the Government recognising that professionalising the role of support workers is vital to delivering safe and personalised care. This refreshed framework ensures that this essential group of staff working within our maternity services can continue to develop by having the right knowledge, skills, education and training to work alongside midwives and others within the multidisciplinary team to provide effective and seamless care.

Professional development planning as a midwife

NHS England Workforce, training and education

Starting your career is the perfect time to think about your long-term professional development and the type of midwife you want to become.

Essential Competencies for Midwifery Practice

International Confederation of Midwives, updated September 2024

The ICM Essential Competencies for Midwifery Practice (2019) outline the minimum set of knowledge, skills and professional behaviours required by an individual to use the designation of midwife as defined by ICM when entering midwifery practice.

Advanced Clinical Practice in Midwifery: Capability Framework

NHS England Workforce, Training and Education, November 2022

The [NHS England \(formally Health Education England\) Maternity Workforce Strategy \(2019\)](#) highlighted the complexity and number of services provided in maternity care. To support population health needs there is recognition of the requirement for new roles and possibly new levels of practice within midwifery to support ways of working within the transformation of maternity services. An Advanced Clinical Practice in Midwifery Capabilities Framework has been produced to enable the development of these role in midwifery.

[Capability frameworks for maternity and newborn services \(Victoria, Australia\)](#)

Victoria Department of Health, 2022

- Victoria's network of services means that, for most women and families, maternity and newborn care is provided close to home.
- A tiered system with agreed levels of care for public maternity and newborn services means that women and families can have confidence in the consistency and quality of care they receive.
- Capability frameworks support and guide how planned maternity and newborn care is provided.

[Core Competency Framework](#)

NHS England, December 2020 (updated February 2021)

A framework to address known variation in training and competency assessment and ensure that training to address significant areas of harm are included as minimum core requirements for every maternity and neonatal service.

[Welcome to the Perinatal Mental Health Competency Framework](#)

eLearning for Healthcare

Health Education England (HEE) commissioned the Tavistock & Portman NHS Foundation Trust to develop a competency framework for all those who work with people in the perinatal

period, their families and loved ones. In training and education terms, we consider that the perinatal period starts when someone is considering having or trying for a baby, up until the baby reaches their first birthday.

[See the original version of the framework](#). Please note that this is for reference only and is in the process of being updated.

[Standards for midwives](#)

Nursing and Midwifery Council

- [Standards of proficient for midwives](#)
- [Standards framework for nursing and midwifery education](#)
- [Standards for student supervision and assessment](#)
- [Standards for pre-registration midwifery programmes](#)
- [Standards relating to return to practice](#)

[A Competence Framework and Evidence-Based Practice Guidance for the Physiotherapist Working in the Neonatal Intensive Care and Special Care Unit in the UK](#)

Chartered Society of Physiotherapists., July 2019

This competence-based framework was developed as part of the Association of Paediatric Chartered Physiotherapists (APCP) competence project by a working party from the APCP Neonatal Group. The essential competences were developed by a panel of specialist neonatal and paediatric physiotherapists from clinical, research, and academic settings whose goal was to establish the basis by which to prepare the paediatric physiotherapy workforce to deliver safe, quality, standardised, competent, family-focused care to neonates within the Neonatal Intensive Care, High Dependency and Special Care setting (referred to as Neonatal Unit NNU throughout the document unless otherwise specified) and in follow-up in the Community following discharge.