



# Stakeholder Perspectives on the Work Experiences of Midwives

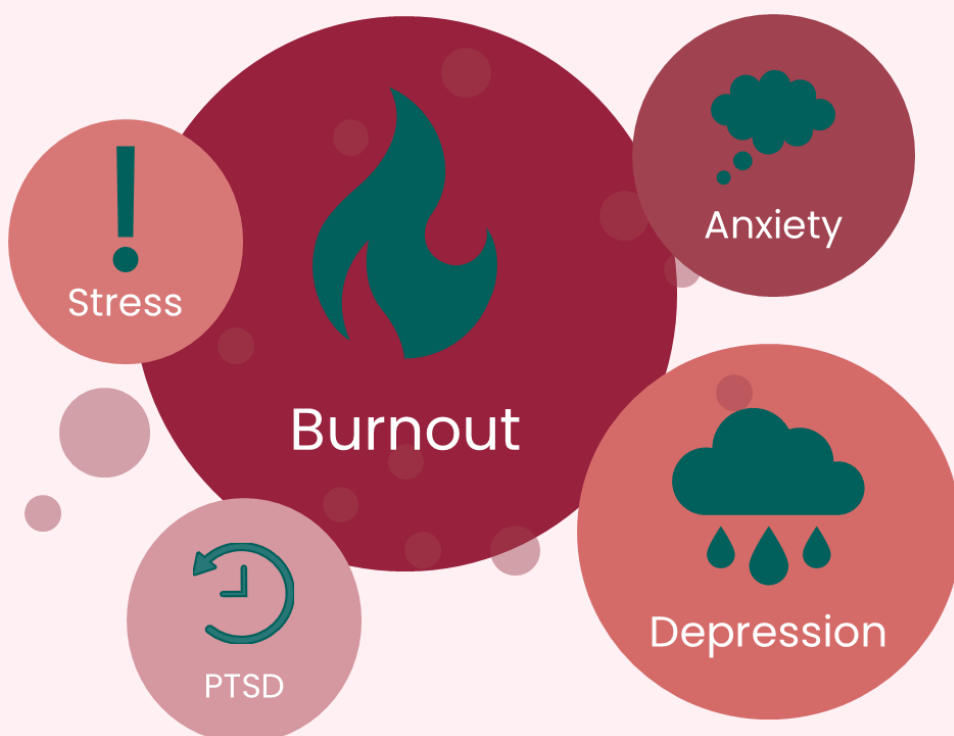
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As a part of the Healthy Professional Worker Partnership, 19 midwifery stakeholders were interviewed.



## Mental Health

Most Common Mental Health Concerns:



## Factors Causing Mental Health Concerns



### Work-Related Factors

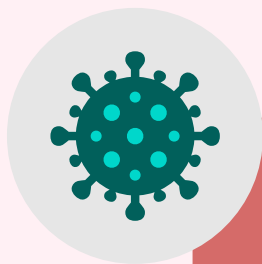
related to context and content of work

- Heavy workloads & responsibilities
- Complex clients
- Critical incidents
- Compassion fatigue
- Intraprofessional & interprofessional dynamics
- Professional integration
- Model of care
- Colonialism & discrimination



### Personal & Familial Factors

- Blurry lines between personal & professional
- Age & career stage
- Family dynamics & caregiving responsibilities
- Rural/urban divide



### Impact of COVID-19

- Fear of the unknown
- PPE & new procedures
- Concerns for their own health & the health of their families



Exacerbating the stress that midwives typically experience in their personal and professional lives



The Healthy Professional Worker Partnership (HPW) is a CIHR & SSHRC funded initiative that examines mental health, leaves of absence and return to work from a comparative and intersectional gender lens. Please visit <https://bit.ly/3j8k4QH> for details to cite this document.



# Leaves of Absence (LOA)



Reasons for taking a LOA include mental health issues and lack of work accommodations & flexibility.

## Barriers

Stigma & disclosure



Reducing stigma

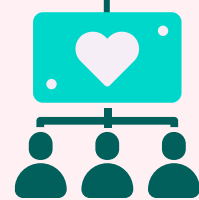
Guilt



Urban area with well-resourced team

Difficulty finding coverage

Financial viability



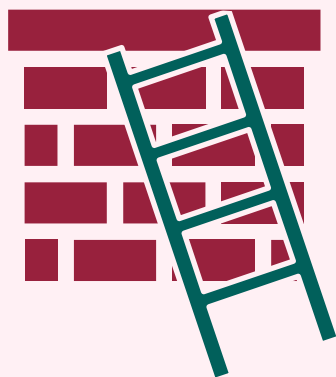
Employment model that facilitates LOA

## Enablers



## Return to Work

Work environment does not address underlying causes of MH concerns

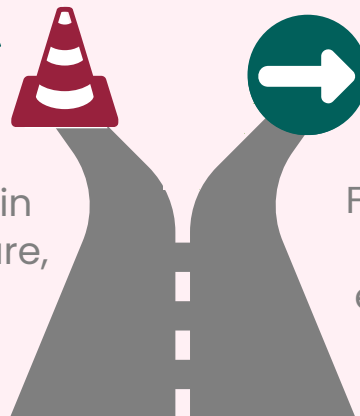


Gradual increases in caseload & responsibility

### Enablers



Lack of flexibility in the models of care, employment & remuneration

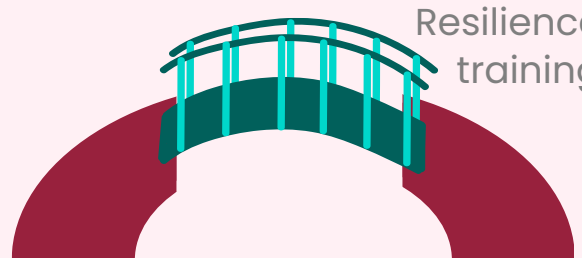


Flexible models of care, employment & remuneration

### Barriers



Lack of support at home and/or at work



Resilience training



## Recommended Interventions

Reactive and Preventative Measures:



Counselling services with expertise



Increased resources & support from government



Training opportunities for midwives & managers



Increased flexibility in models of care, employment & remuneration