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An overview of the international review evidence on factors that affect resilience in nurses and midwives

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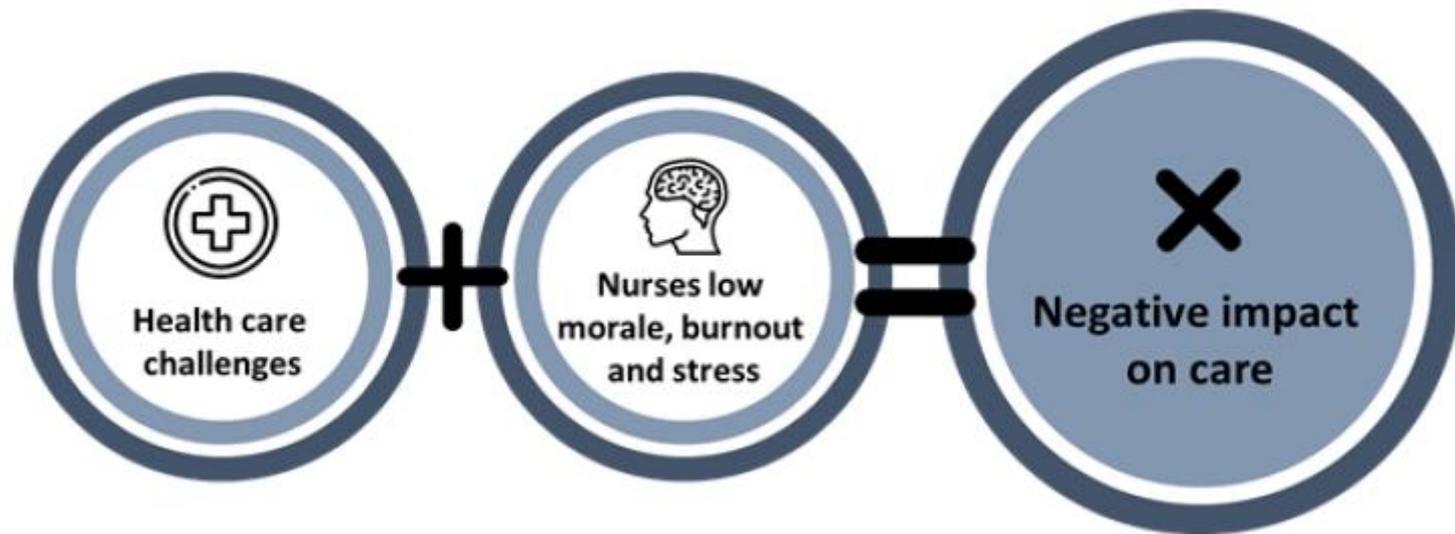
23rd May 2024

Introduction

- There are an estimated 29 million nurses and 2.2 million midwives worldwide
- The WHO predicts a shortage of 4.5 million nurses and 310,000 midwives by 2030
- Current and future shortages are adversely impacting global health systems

Introduction

- The shortage of nurses and midwives leads to increased workloads which places undue pressure on existing staff



Resilience

- Research suggests that resilience may serve as a mitigating factor to such workplace challenges or adversity
- By promoting resilience among nurses and midwives, healthcare organisations can potentially alleviate the negative impacts of workplace adversity, enhance nurses' and midwives' well-being, and improve patient care outcomes

Resilience

Wave of enquiry	Emphasis of investigation
Wave one	Outcomes and presence of individual characteristics/traits.
Wave two	Learnt protective mechanisms and processes.
Wave three	Assets of individuals and communities.
Wave four	Social-ecological enquiry: dynamic interaction of the assets of both the individual and their environment.
Wave five	Social justice enquiry aimed at reducing factors that contribute to adversity.

Box 1 What resilience is and isn't

RESILIENCE IS:

Developing self-awareness and self-care, acknowledging vulnerability of self and others

Recognising that it's OK not to be OK

Drawing organisational attention to dysfunctional systems and toxic situations

Recognising that midwifery is a challenging job, midwives need to feel supported and valued

Remaining compassionate and respectful to ourselves, those we care for and our colleagues

Supporting others; recognising the importance of reciprocity

Seeking support

Finding purpose and meaning in your work

RESILIENCE ISN'T:

Becoming hard, toughening up

Bouncing back to normal

Putting the onus on the individual to carry on and cope in dysfunctional systems and toxic situations

Being able to go it alone and cope with whatever work throws at you; a badge of honour

Putting on your emotional armour so that you are able to take the punches

Looking out for yourself, disregarding others

Not asking for help and support

Becoming disengaged and disillusioned (actually, this is burnout!)

Revisiting Resilience

Billie Hunter – Professor of Midwifery and Director, WHO Collaborating Centre for Midwifery Development, School of Healthcare Sciences, Cardiff University, Cardiff, Wales

Lucie Warren – Professional Head: Midwifery, School of Healthcare Sciences, Cardiff University, Cardiff, Wales

The Practising Midwife Volume 25 Issue 05 May 2022, Pages 08-13 / <https://www.all4maternity.com/revisiting-resilience/>

International review evidence in nursing and midwifery

- Searches conducted Cinahl, PsycINFO and Medline
- 2014 to 2024
- Doctoral thesis

Benbow J. 2022. Exploring resilience in contemporary nursing roles in Wales: a mixed methods study.

<https://orca.cardiff.ac.uk/id/eprint/150378/>

International review evidence in nursing and midwifery

- Majority of research comes from USA, Australia, China
- Specific groups of nurses
 - Mental health
 - Oncology and palliative care
 - Emergency and critical care
 - Acute care
 - Care home

International review evidence in nursing and midwifery

- Emotional impact of working within certain settings
- Risk factors and protective factors
- Interventions for enhancing resilience

International review evidence in nursing and midwifery

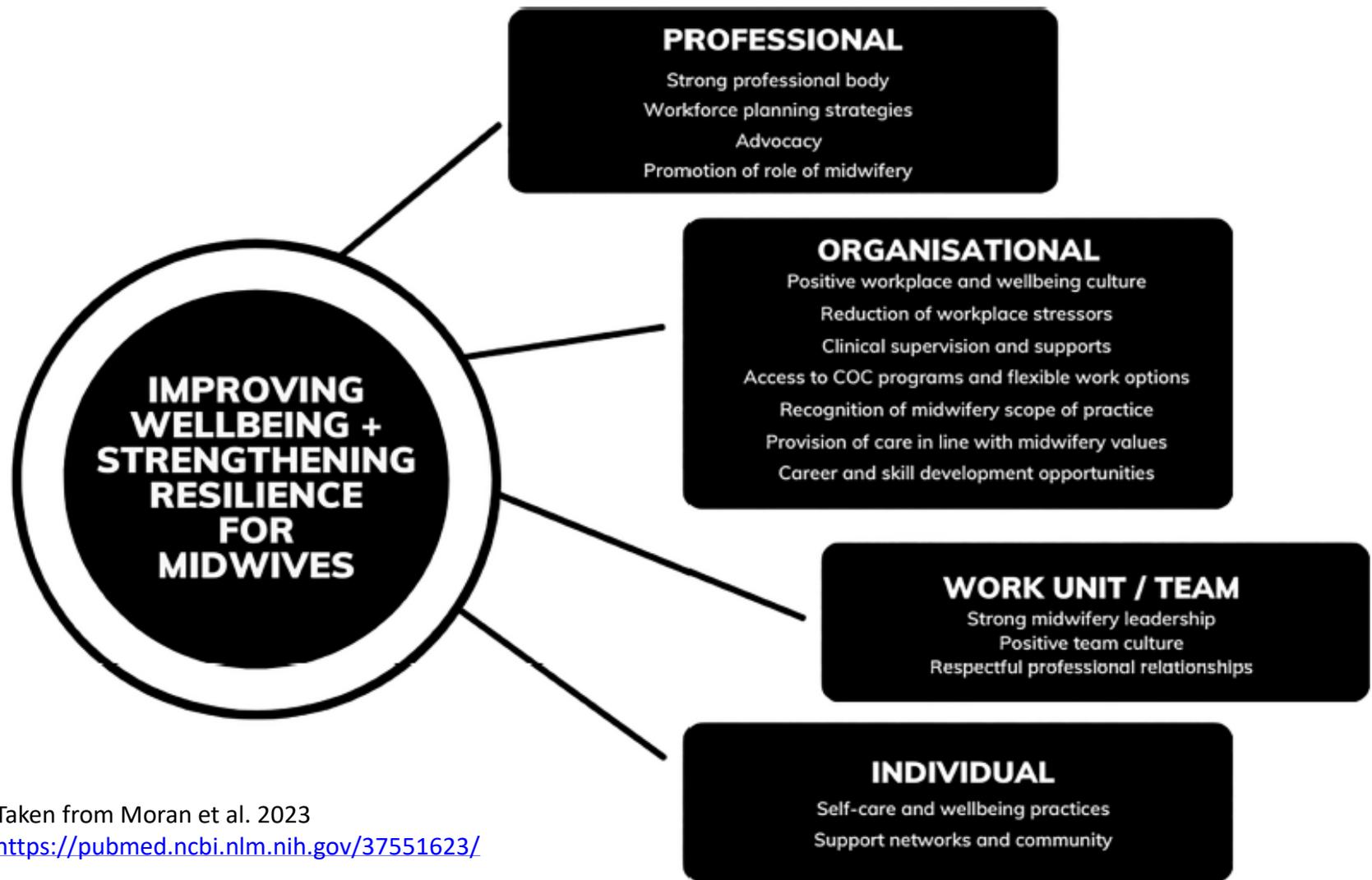
- Many studies draw on outdated concepts of resilience
- Definitions of resilience often focus on individual traits like self-efficacy and internal motivation
- Terms such as recovery, personal strength, and 'bounce-backability' are commonly used to describe resilient nurses
- Measures used to assess resilience are inconsistent with theoretical underpinnings

Risk factors and adversity

- Organisational and systematic factors
- Workplace culture
- The inherent nature of working in a particular setting

Protective factors and resilience

- Personal protective factors and resilience strategies
- External protective factors
 - Individual level
 - Work unit or team level
 - Organisational level
 - Professional level



Taken from Moran et al. 2023
<https://pubmed.ncbi.nlm.nih.gov/37551623/>

FIGURE 2 Social ecological strategies and resources to improve well-being and strengthen resilience for midwives.

Interventions for enhancing resilience

- Educational approaches
- Psychological interventions



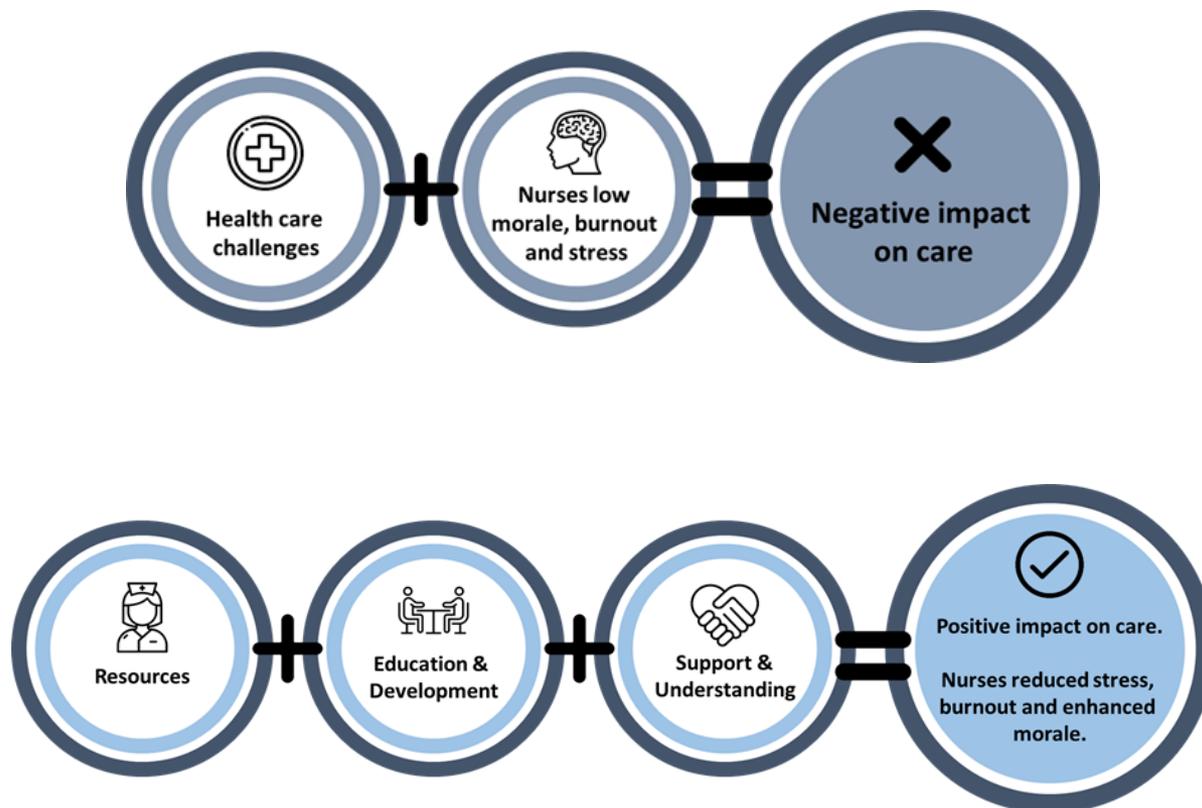
Interventions for enhancing resilience

- Support mechanisms
- Team resilience
- Work-based programmes

Summary

- Resilience is more than individual in nature
- To develop effective interventions promoting nurse resilience, understanding the impact of external factors on their well-being and retention is essential
- Positive workplace factors can help resilience: resources, education, and support are key, which are underpinned by strong supportive relationships

Resilience: from problems to enablers



Thank you for listening

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