

# Student Midwives: Perceptions of Organisational Culture & Experiences Practice – The Learner & Future NHS Workforce.

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## Introduction

Organisational culture has developed into a 'buzz term' & attributed with a proportion of the blame in a number of reports across the NHS, highlighting poor outcomes & the need to improve the culture (DOH 2013, Kennedy 2001, The Kings Fund 2014). Poor outcomes for service user were linked to an insidious organisational culture. This may also have an impact on midwifery students, as 50-60% of the programme is spent in the practice setting (NMC 2006).

## Existing Evidence



Belonging  
Self-view  
Newcomer  
Adaptation  
Socialisation  
Dilemmas

(Monrouxe & Rees 2017, Houghton 2014)



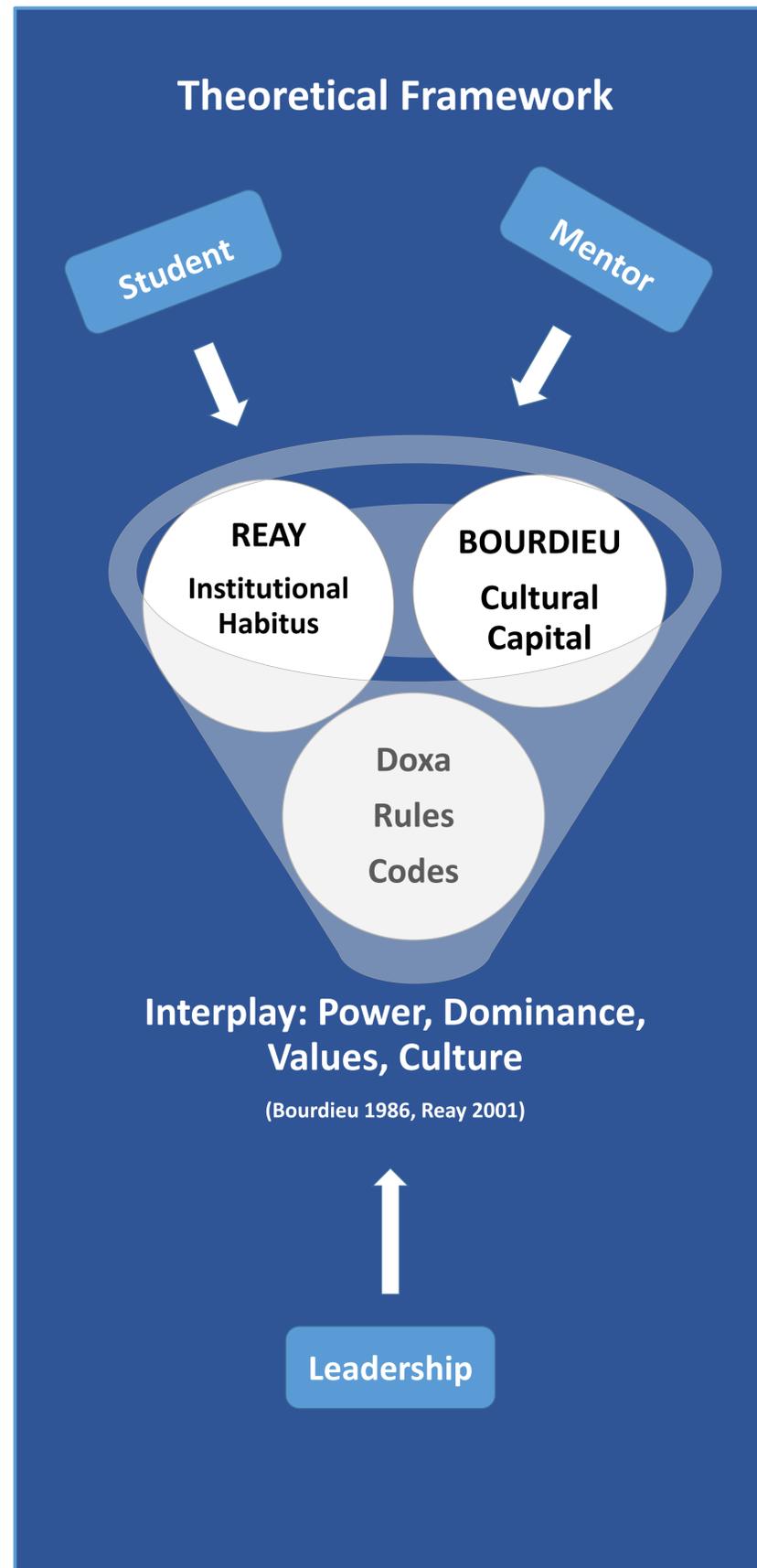
## Pilot Enquiry

The aim of the study is to explore the perceived impact, either positive or negative of organisational culture through the lens of student midwives.

Two participants will have an in-depth 1 to 1 interview to explore this phenomenon to develop themes considering:

- The effect on their experience as a learner in the clinical setting.
- The effect on how they see themselves as a future member of the NHS workforce.

Content analysis, including coding and categorisation will identify central messages, member checks will add to validation & triangulation (Corbin & Strauss 2008).



## Relevance

There are some powerful motives at play which may result in a student not speaking out & sharing a bad experience with their tutor, e.g. the power that mentors have when assessing students as safe (Kennedy 2001). Rafferty et al (2015) stated that we need to recognise the role that organisational culture has in influencing the experience of patients, service users and staff.

The desire to inform change in the NHS should include positive change for students. It is evidence that there is a need to work towards developing a culture that fosters learning, so that students in the practice setting are not disadvantaged in terms of being supported to reach their potential. Tackling poor organisational cultures has been raised as an issue for decades, and with the forthcoming changes to funding for healthcare students, with the removal of NHS bursaries, this is more important now than ever.



## Next Steps

Findings will inform a doctoral thesis which will adopt a synergistic approach of mixed methods to develop a broad and deep understanding of this complex issue around organisational culture (Doherty et al 2013). Following which, evidence will be used to develop a framework to inform best practice in supporting students & advise practice partners on steps to creating a positive learning culture.

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