

Supplementary Material

SUPPLEMENT 1: Search Concepts and terms for Breastfeeding, Employment, Enablers, Barriers and the Military

Breastfeeding Terms
Breast Breastfe* Lactati* "Nursing Mother" Pump* "Breast Milk" Express*

Employment Terms
Work* Employ* Occupation* Job Profession* "Return to Work" "Maternity Leave"

Enabler Terms	Barrier Terms
Enabl* Facilitat* "Support* factor*" Policy Break* Time Room "Private Space" Facility Stor* Fridge Freezer Pump* Equipment "Power Supply" "Cold storage"	Policy Barrier Block* Challeng*

Military Terms

Military
Army
Armed
Force*
Navy
Naval
"Air Force"
Defence*
Guard
Soldier
Sailor
Aircraft

*SUPPLEMENT 2: Search Concepts and terms for Policies and Guidance***Policy and Guidance Terms**

Policy
Guid*
Recommendation*
Instruction
Memorandum
Publication
Directive
Manual
Handbook
Order

SUPPLEMENT 3: Search Strategy by Database

No	CINAHL DATABASE SEARCH	Hits
1	Breastfeeding terms Breast AND (Breastfe* OR Lactati* OR "Nursing Mother" OR Pump* OR "Breast Milk" OR Express*)	18,892
2	Employment terms Work* OR Employ* OR Occupation* OR Job OR Profession* OR "Return to work" OR "Maternity Leave"	805,430
3	1 AND 2	2,820
4	3 AND Enabler terms Enabl* OR Facilitat* OR "Support* factor*" OR Policy OF Break* OR Time OR Room OR "Private Space" OR Stor* OR Fridge OR Freezer OR Pump* OR Equipment OR "Power Supply" OR "Cold storage"	1,287
5	3 AND Barrier terms Policy OR Barrier OR Block* OR Challeng*	656
6	4 OR 5	1,441
7	6 limited to UK	154
8	7 limited to Human	154
9	8 limited to articles published since 2006	109
	TOTAL (non-military)	109
10	Military terms Military OR Army OR Armed OR Force* OR Navy OR Naval OR "Air Force" OR Defence* OR Guard OR Soldier OR Sailor OR Aircrew	79,246
11	3 AND 10	38
12	6 AND 10	1
13	12 limited to Human*	1
	TOTAL (military)	1
	TOTAL (military and non-military)	110

*Military studies not limited to UK due to lack of data from British Armed Forces, or since 2006 due to limited data from all Armed Forces

No	PubMed DATABASE SEARCH	Hits
1	Breastfeeding terms Breast AND (Breastfe* OR Lactati* OR "Nursing Mother" OR Pump* OR "Breast Milk" OR Express*)	107,869
2	Employment terms Work* OR Employ* OR Occupation* OR Job OR Profession* OR "Return to work" OR "Maternity Leave"	2,196,146
3	1 AND 2	9,032
4	3 AND Enabler terms Enabl* OR Facilitat* OR "Support* factor*" OR Policy OF Break* OR Time OR Room OR "Private Space" OR Stor* OR Fridge OR Freezer OR Pump* OR Equipment OR "Power Supply" OR "Cold storage"	1,357
5	3 AND Barrier terms Policy OR Barrier OR Block* OR Challeng*	1,340
6	4 OR 5	3,901
7	6 limited to UK	378
8	7 limited to Human	326
9	8 limited to articles published since 2006	28
	TOTAL (non-military)	28
10	Military terms Military OR Army OR Armed OR Force* OR Navy OR Naval OR "Air Force" OR Defence* OR Guard OR Soldier OR Sailor OR Aircrew	621,392
11	3 AND 10	218
12	6 AND 10	7
13	12 limited to Human*	7
	TOTAL (military)	7
	TOTAL (military and non-military)	35

*Military studies not limited to UK due to lack of data from British Armed Forces, or since 2006 due to limited data from all Armed Forces

No	EMBASE DATABASE SEARCH	Hits
1	Breastfeeding terms Breast AND (Breastfe* OR Lactati* OR "Nursing Mother" OR Pump* OR "Breast Milk" OR Express*)	187,542
2	Employment terms Work* OR Employ* OR Occupation* OR Job OR Profession* OR "Return to work" OR "Maternity Leave"	2,775,280
3	1 AND 2	14,858
4	3 AND Enabler terms Enabl* OR Facilitat* OR "Support* factor*" OR Policy OF Break* OR Time OR Room OR "Private Space" OR Stor* OR Fridge OR Freezer OR Pump* OR Equipment OR "Power Supply" OR "Cold storage"	4,924
5	3 AND Barrier terms Policy OR Barrier OR Block* OR Challeng*	2,307
6	4 OR 5	6,063
7	6 limited to UK	298
8	7 limited to Human	241
9	8 limited to articles published since 2006	226
	TOTAL (non-military)	226
10	Military terms Military OR Army OR Armed OR Force* OR Navy OR Naval OR "Air Force" OR Defence* OR Guard OR Soldier OR Sailor OR Aircrew	608,269
11	3 AND 10	251
12	6 AND 10	43
13	12 limited to Human*	43
	TOTAL (military)	43
	TOTAL (military and non-military)	269

*Military studies not limited to UK due to lack of data from British Armed Forces, or since 2006 due to limited data from all Armed Forces

No	PRO-QUEST MILITARY COLLECTION DATABASE SEARCH	Hits
1	Military terms Military OR Army OR Armed OR Force* OR Navy OR Naval OR "Air Force" OR Defence* OR Guard OR Soldier OR Sailor OR Aircrew	19,400
2	Breastfeeding terms Breast AND (Breastfe* OR Lactati* OR "Nursing Mother" OR Pump* OR "Breast Milk" OR Express*)	5,840
3	Employment terms Work* OR Employ* OR Occupation* OR Job OR Profession* OR "Return to work" OR "Maternity Leave"	15,500
4	1, 2 AND 3	20
	TOTAL (military)	20

* Access is through the Ministry of Defence and therefore access is only for military articles. Searching in this database is more limited than in other databases.

SUPPLEMENT 4: Websites used to search for guidance and policies on breastfeeding in the workplace

UK Guidance

www.gov.uk
sub-search from UK Government website led to:
www.nhs.uk
www.acas.org.uk

HICs' Armed Forces' Policy and Guidance

DII
www.mod.uk
www.army.mod.uk
www.royalnavy.mod.uk
www.raf.mod.uk
www.defence.gov.au
www.airforce.gov.au
www.navy.gov.au
www.army.gov.au
www.defense.gov
www.army.mil
www.airforce.com
www.navy.mil
www.forces.gc.ca
www.navy-marine.forces.gc.ca
www.army-armee.forces.gc.ca
www.rcaf-arc.forces.gc.ca
www.defence.govt.nz
www.nzdf.mil.nz
www.army.mil.nz
www.navy.mi.nz
www.airforce.mil.nz
www.military.ie

SUPPLEMENT 5: Critical Appraisal Scoring Exercise

CASP Systematic Review	
Study	Croft AMJ⁴⁹
Did the review address a clearly focussed issue?	1.0
Did the authors look for the appropriate sort of papers?	0.5
Do you think the important, relevant studies were included?	1.0
Did the review's authors do enough to assess the quality of the included studies?	0.0
If the results of the review have been combined, was it reasonable to do so?	1.0
What is the overall result of the review?	1.0
How precise are the results?	0.0
Can the results be applied to the local population?	1.0
Were all important outcomes considered?	0.5
Are the benefits worth the harms and costs?	1.0
TOTAL	7.0
Total on 0-1 scale	0.7

CASP Cohort Study			
	Skafida V⁶⁴	Zilawala A⁶⁶	Hawkins SS⁶²
Study			
Did the study address a clearly focused issue?	1.0	1.0	0.5
Was the cohort recruited in an acceptable way?	1.0	1.0	1.0
Was the exposure accurately measured to minimise bias?	0.5	0.5	1.0
Was the outcome accurately measured to minimise bias?	1.0	0.5	0.5
Have the authors identified all important confounding factors? Have they taken account of the confounding factors in the design/analysis?	1.0	1.0	1.0
Was the follow up of subjects complete enough? Was the follow up of subjects long enough?	1.0	1.0	1.0
What are the results of this study?	1.0	1.0	1.0
How precise are the results?	0.5	0.5	0.5
Do you believe the results?	0.5	0.5	1.0
Can the results be applied to the local population?	0.5	0.5	1.0
Do the results of this study fit with other available evidence?	1.0	0.5	1.0
What are the implications of this study for practice?	1.0	0.5	1.0
TOTAL	10.0	8.5	10.5
Total on 0-1 scale	0.8	0.7	0.9

STROBE Cross-Sectional Quantitative Study Checklist							
Study	Martin SE ⁷¹	Harlow BA ⁷⁰	Uriell Z ⁷⁵	Bales K ⁶⁷	Kosmala-Anderson J ⁶³	Stewart K ⁷⁴	Wallace LM ⁶⁵
Title and Abstract	1.0	0.5	1.0	0.5	1.0	1.0	1.0
Background and Rationale	1.0	1.0	1.0	0.5	1.0	1.0	1.0
Objectives	0.5	0.5	0.5	1.0	0.5	1.0	1.0
Study Design	1.0	1.0	1.0	1.0	0.0	1.0	1.0
Setting	1.0	1.0	1.0	1.0	0.5	1.0	1.0
Participants	1.0	1.0	1.0	1.0	1.0	1.0	0.5
Variables	1.0	1.0	1.0	0.0	0.5	1.0	0.5
Data Sources	1.0	1.0	1.0	0.5	0.5	0.5	0.5
Bias	0.5	0.5	1.0	1.0	0.0	1.0	0.5
Study Size	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Quantitative Variables	1.0	1.0	1.0	0.5	0.5	1.0	0.5
Statistical methods	1.0	1.0	1.0	0.0	0.5	1.0	0.0
Participants	1.0	1.0	0.5	1.0	0.5	1.0	1.0
Descriptive data	0.5	1.0	1.0	0.0	0.5	0.5	0.5
Outcome Data	1.0	1.0	1.0	1.0	1.0	1.0	0.5
Other Analyses	0.5	1.0	1.0	0.5	0.5	0.5	0.5
Key Results	0.5	1.0	1.0	1.0	1.0	1.0	1.0
Limitations	0.0	1.0	1.0	1.0	1.0	1.0	1.0
Interpretation	1.0	1.0	1.0	1.0	1.0	1.0	0.5
Generalisability	0.5	0.5	1.0	1.0	1.0	1.0	0.5
Funding	1.0	1.0	0.0	1.0	0.0	1.0	0.5
TOTAL	17.0	19.0	19.0	15.5	13.5	19.5	14.5
Total on 0-1 scale	0.8	0.9	0.9	0.7	0.6	0.9	0.7

CASP Qualitative Study					
Study	Bristow MK ⁶⁹	Sleutel MR ⁷⁴	Stevens KV ⁷³	Bell MR ⁶⁸	Gatrel CJ ⁶¹
Was there a clear statement of the aims of the research?	1.0	0.5	1.0	1.0	0.5
Is a qualitative methodology appropriate?	1.0	1.0	1.0	0.5	1.0
Was the research design appropriate to address the aims of the research?	0.5	0.5	0.5	1.0	1.0
Was the recruitment strategy appropriate to the aims of the research?	0.5	0.0	0.5	0.5	0.5
Was the data collected in a way that addressed the research issue?	1.0	0.5	1.0	1.0	1.0
Has the relationship between researcher and participants been adequately considered?	1.0	0.0	0.0	0.5	0.5
Have ethical issues been taken into consideration?	1.0	0.0	0.0	0.0	1.0
Was the data analysis sufficiently rigorous?	1.0	0.5	0.5	0.0	1.0
Is there a clear statement of findings?	0.5	0.5	1.0	0.5	0.5
How valuable is the research?	0.5	0.5	1.0	0.5	1.0
TOTAL	8.0	4.0	6.5	5.5	8.0
Total on 0-1 scale	0.8	0.4	0.7	0.6	0.8