

## 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*

<b>Military Terms</b>
Military
Army
Armed
Force*
Navy
Naval
“Air Force”
Defence*
Guard
Soldier
Sailor
Aircrew

*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	<b>Breastfeeding terms</b> Breast AND (Breastfe* OR Lactati* OR "Nursing Mother" OR Pump* OR "Breast Milk" OR Express*)	18,892
2	<b>Employment terms</b> 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 <b>Enabler terms</b> 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 <b>Barrier terms</b> 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	<b>Military terms</b> 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	<b>Breastfeeding terms</b> Breast AND (Breastfe* OR Lactati* OR "Nursing Mother" OR Pump* OR "Breast Milk" OR Express*)	107,869
2	<b>Employment terms</b> 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 <b>Enabler terms</b> 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 <b>Barrier terms</b> 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	<b>Military terms</b> 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	<b>Breastfeeding terms</b> Breast AND (Breastfe* OR Lactati* OR "Nursing Mother" OR Pump* OR "Breast Milk" OR Express*)	187,542
2	<b>Employment terms</b> 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 <b>Enabler terms</b> 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 <b>Barrier terms</b> 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	<b>Military terms</b> 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	<b>Military terms</b> 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	<b>Breastfeeding terms</b> Breast AND (Breastfe* OR Lactati* OR "Nursing Mother" OR Pump* OR "Breast Milk" OR Express*)	5,840
3	<b>Employment terms</b> 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*

<b>CASP Systematic Review</b>	
Study	<b>Croft AMJ<sup>49</sup></b>
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
<b>TOTAL</b>	<b>7.0</b>
<b>Total on 0-1 scale</b>	<b>0.7</b>

<b>CASP Cohort Study</b>			
	<b>Skafida V<sup>64</sup></b>	<b>Zilawala A<sup>66</sup></b>	<b>Hawkins SS<sup>62</sup></b>
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
<b>TOTAL</b>	<b>10.0</b>	<b>8.5</b>	<b>10.5</b>
<b>Total on 0-1 scale</b>	<b>0.8</b>	<b>0.7</b>	<b>0.9</b>

STROBE Cross-Sectional Quantitative Study Checklist							
Study	Martin SE <sup>71</sup>	Harlow BA <sup>70</sup>	Uriell Z <sup>75</sup>	Bales K <sup>67</sup>	Kosmala-Anderson J <sup>63</sup>	Stewart K <sup>74</sup>	Wallace LM <sup>65</sup>
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
<b>TOTAL</b>	<b>17.0</b>	<b>19.0</b>	<b>19.0</b>	<b>15.5</b>	<b>13.5</b>	<b>19.5</b>	<b>14.5</b>
<b>Total on 0-1 scale</b>	<b>0.8</b>	<b>0.9</b>	<b>0.9</b>	<b>0.7</b>	<b>0.6</b>	<b>0.9</b>	<b>0.7</b>

CASP Qualitative Study					
Study	Bristow MK <sup>69</sup>	Sleutel MR <sup>74</sup>	Stevens KV <sup>73</sup>	Bell MR <sup>68</sup>	Gatrel CJ <sup>61</sup>
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
<b>TOTAL</b>	<b>8.0</b>	<b>4.0</b>	<b>6.5</b>	<b>5.5</b>	<b>8.0</b>
<b>Total on 0-1 scale</b>	<b>0.8</b>	<b>0.4</b>	<b>0.7</b>	<b>0.6</b>	<b>0.8</b>