MUSC Employee Pumping Taskforce
Dr. Pamela Murphy & Ashley Salvo
# DHHS – Business Case for Breastfeeding

<table>
<thead>
<tr>
<th></th>
<th>MUHA</th>
<th>MUSC- P</th>
<th>MUSC University</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td># Childbearing age female employees</td>
<td>3,571</td>
<td>442</td>
<td>N/A</td>
<td>4,013</td>
</tr>
<tr>
<td>% full time female emp.</td>
<td>81.56%</td>
<td>94%</td>
<td>N/A</td>
<td>87.8% avg</td>
</tr>
<tr>
<td># male employees age 16-44</td>
<td>795</td>
<td>47</td>
<td>N/A</td>
<td>842</td>
</tr>
<tr>
<td>Existing policies for FMLA?*</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>FMLA &amp; Short term disability available</td>
</tr>
<tr>
<td>Existing breastfeeding support policy?</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>No existing breastfeeding support policies</td>
</tr>
</tbody>
</table>

*Not maternity specific*
Why Mother Friendly?
The Business Case for Breastfeeding

Increased productivity among employees with young children
Reduced turnover
  › 86-92% of breastfeeding employees return to work when supported, compared to national average of 59%
  › Lower recruitment and training costs
  › Recruitment incentive
Lower absenteeism due to sick child
Higher morale
Enhanced loyalty
Improved positive image in the community
Lower and fewer health-insurance claims
SC Breastfeeding Coalition
Mother Friendly Designation

Designation Criteria
› Support
› Time
› Education
› Place

Mother-Friendly Designated hospitals in SC
› Bon Secours St. Francis
› Roper St. Francis
› Roper Mt. Pleasant Hospital
› Summerville Medical Center
› Trident Medical Center
› Tidelands Health
› Georgetown
› Colleton
› Palmetto Health Baptist
› Greenville Memorial
› Greer Memorial
› Piedmont Medical Center
<table>
<thead>
<tr>
<th></th>
<th>South Carolina</th>
<th>National</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average mPINC score</td>
<td>78</td>
<td>75</td>
<td>+3%</td>
</tr>
<tr>
<td>Ever Breastfed</td>
<td>73.4</td>
<td>79.2</td>
<td>-5.8%</td>
</tr>
<tr>
<td>Exclusive breastfeeding at 3m</td>
<td>32.0</td>
<td>40.7</td>
<td>-8.7%</td>
</tr>
<tr>
<td>Breastfeeding at 6m</td>
<td>37.4</td>
<td>49.4</td>
<td>-12%</td>
</tr>
<tr>
<td>Exclusive breastfeeding at 6 mo</td>
<td>13.4</td>
<td>18.8</td>
<td>-5.4%</td>
</tr>
<tr>
<td>Breastfeeding at 12m</td>
<td>14.0</td>
<td>26.7</td>
<td>-12.7%</td>
</tr>
</tbody>
</table>

Source: CDC (2014)
Employee Pumping Taskforce

Representatives:
- Currently nursing mothers
- Faculty
- Lactation
- Administration
- HR:
  - University
  - MUSC Physicians
  - MUHA
- Facilities
- Security
- Space Management
RedCap Survey Results

182 Survey Responses
Survey Results

Employer
- MUHA 48%
- MUSC 48%
- UMA 3%

Type of Employee
- Staff 40%
- Nurse 34%
- Student 5%
- Fellow or Postdoc 8%
- Faculty 10%
- Resident 3%
Survey Results

Where do you pump?

- Designated Pump Room
- Improvised (Private)
- Improvised (Public)
- Personal Office
- Other
- Restroom
- Did not pump at work
- Closet

N
Survey Results

Where do you work? (Main Campus)

- University...
- Courtenay Drive
- Children's Hospital
- Ashley Avenue
- Rutledge
- Hollings/Walton
- DD & BE
- Bee/Cannon
- Offiste
- Library
- Thurmond
- Harborview Tower
- PGI & College of Nursing

N
Survey Results: Wait Time

How often do you have to wait?

- Always: 10
- Frequently: 70
- Occasionally: 50
- Never: 40
- Not Applicable: 20

How long do you have to wait?

- <5 mins: 5
- 5-10 mins: 60
- >10 mins: 100

Changing What’s Possible | MUSCHealth.org
Survey Results

Did lack of convenient pump room affect length of breastfeeding?

- Yes: 57%
- No: 25%
- N/A or don't know yet: 18%
Survey Results

Overarching themes
- Inconvenient
- Don’t feel secure in pump room
- Frequent schedule/location changes
- Rooms not clean
- Inappropriate use of rooms
- “Baby Friendly” but not mother friendly
- Thank you for addressing issue

Other Comments or Suggestions
- Option to purchase equipment if forgotten
- Dissemination of education information
- Productivity:
Current Pump Spaces

ART – 2nd floor

Main – 1st Floor

135 Cannon. Not currently a designated MUSC pump space
Recommendations: Addressing Overarching Survey Themes

Inconvenience & Frequent Schedule Changes

› Additional pumping spaces for employees in designated high-utilization areas
  › 83% of survey respondents said they would pump in a shared space (large room with dividers)
› Designate pumping space at 135 Cannon for employee use
› Mix of locked (badge-access) rooms with hospital grade pumps & semi-private (non-badge access) rooms – use personal pump
Recommendations:
Addressing Overarching Survey Themes

Productivity Concerns
› Install Phones & Computers in all badge-accessed rooms

Don’t feel secure in rooms
› Replace all locks on current pump rooms to include a deadbolt that says “Occupied/Vacant” on the door
› Add chain lock for additional security?

Rooms not clean or comfortable/inappropriate use
› Insulate the current room on 1SW in Main Hospital for noise reduction and temperature control
Additional Recommendations

Policies & Procedures:
› Implement newly drafted HR policies for MUHA, MUSC University & MUSC-P

Information Sharing:
› Update intranet information on MUSC’s current breastfeeding policies & available spaces
› Consolidate all pumping information into one place on the intranet

HR:
› FTE responsible for handing all employee maternity & pumping related paperwork and questions
   › Reports to new Chief People Officer

Room Responsibility designation
› Rounding, restocking, etc.
› Each room to have policies, instructions for use of pump and contact person
› Contact person to report issues to
   › EVS
   › Security
   › Facilities