Workforce to profession: an exploration of New Zealand Midwifery's professionalising strategies from 1986 to 2005

Ву

Sally Pairman

A Professional Doctorate submitted in partial fulfilment of the requirements for the degree of

**Doctor of Midwifery** 

University of Technology Sydney

July 2005

Certificate of authorship/originality

I certify that the work in this thesis has not previously been submitted for a degree nor has

it been submitted as part of requirements for a degree except as fully acknowledged within

the text.

I also certify that the thesis has been written by me except where made explicit that a

portfolio piece has been co-authored. Any help I have received in my research work and the

preparation of the thesis itself has been acknowledged. In addition, I certify that all

information sources and literature used are indicated in the thesis.

Signature of candidate

Production Note:

Signature removed prior to publication.

## Acknowledgements

This professional doctorate has been a long process and owes its completion to many people who have encouraged and helped me along the way. However, there are some who cannot go unmentioned.

My dear friend Karen Guilliland without whom none of this would ever have happened, because I cannot imagine what my life in midwifery (or outside!) would have been without you – words can't express ...

To my fellow midwifery doctoral students - Nicky, Pat, Sally, Chris and Karen. The doctoral schools would not have been the same without you. Thank you for the inspiration and the midwifery talk, and the gossip.

To Jill White, supervisor extraordinaire, who went above and beyond the call of duty in helping me to finish. Thank you for the inspiration, the wisdom, and the fabulous way you can express ideas.

To my dear Sally Tracy – what would I do without you? The meals, the walks, the phone calls, the database searches, the constant encouragement and shared sleepless nights. I can never thank you enough, but let's promise never to do it again!

To my friends Glenys and Joc for all your help running messages, helping with the kids, checking my grammar. My grateful thanks.

To the Otago Polytechnic for giving me leave to clear my head and finally finish this work and for the research grant that helped with the costs. Thank you.

And finally, to Michael, Oscar and Felix who have put up with my distraction, my absence from your lives, the constant "wait till after...". Well I am finished and I am incredibly grateful for your love and support. You give my life meaning.

## **Table of Contents**

Overview of Thesis	Introduction	1
Part One: Theoretical Framework         17           Chapter One: Midwifery and professionalism         18           Introduction         18           Background to professionalisation and professionalism         22           Definitions         22           Theoretical perspectives of profession and professionalisation         24           'Traditional' approaches         24           The 'power' approach         25           The 'system of professions'         25           Gender and professionalisation         32           Critiques of profession         33           Deprofessionalisation, proletarianisation and 'new professionalism'         44           Conclusion         45           Chapter Two: New Zealand midwifery's professional project         47           Introduction         47           Early professional structures         48           Midwifery as a workforce         51           Workforce to profession         52           Motivations         52           Defining professionalism         54           Establishing a professional organisation         55           Achieving autonomy and claiming partnership         55           Conclusion         55           Part Two: Midwifery Partner	Overview of Thesis	2
Chapter One: Midwifery and professionalism         18           Introduction         18           Background to professionalism         22           Professions, professionalisation and professionalism         22           Definitions         22           Theoretical perspectives of profession and professionalisation         24           'Traditional' approaches         24           The 'power' approach         25           The 'system of professions'         25           Gender and professionalisation         32           Critiques of profession         33           Deprofessionalisation, proletarianisation and 'new professionalism'         44           Conclusion         45           Chapter Two: New Zealand midwifery's professional project         47           Introduction         47           Early professional structures         48           Midwifery as a workforce         51           Workforce to professional         52           Motivations         52           Defining professionalism         54           Establishing a professional organisation         55           Achieving autonomy and claiming partnership         56           Part Two: Midwifery Partnership         62           Integra	The positioning of self within the doctorate	5
Chapter One: Midwifery and professionalism         18           Introduction         18           Background to professionalism         22           Professions, professionalisation and professionalism         22           Definitions         22           Theoretical perspectives of profession and professionalisation         24           'Traditional' approaches         24           The 'power' approach         25           The 'system of professions'         25           Gender and professionalisation         32           Critiques of profession         33           Deprofessionalisation, proletarianisation and 'new professionalism'         44           Conclusion         45           Chapter Two: New Zealand midwifery's professional project         47           Introduction         47           Early professional structures         48           Midwifery as a workforce         51           Workforce to professional         52           Motivations         52           Defining professionalism         54           Establishing a professional organisation         55           Achieving autonomy and claiming partnership         56           Part Two: Midwifery Partnership         62           Integra	Part One: Theoretical Framework	17
Introduction		
Background to professionalism         18           Professions, professionalisation and professionalism         22           Definitions         22           Theoretical perspectives of profession and professionalisation         24           'Traditional' approaches         24           The 'power' approach         25           The 'system of professions'         29           Gender and professionalisation         32           Critiques of profession         35           Deprofessionalisation, proletarianisation and 'new professionalism'         41           Conclusion         45           Chapter Two: New Zealand midwifery's professional project         47           Introduction         47           Early professional structures         48           Midwifery as a workforce         51           Workforce to profession         52           Motivations         52           Defining professionalism         54           Establishing a professional organisation         55           Achieving autonomy and claiming partnership         56           Part Two: Midwifery Partnership         62           Partnership relationship with women         62           Why partnership?         64           Critique of	* *	
Professions, professionalisation and professionalism         22           Definitions         22           Theoretical perspectives of profession and professionalisation         24           'Traditional' approaches         24           The 'power' approach         25           The 'system of professions'         25           Gender and professionalisation         32           Critiques of profession         35           Deprofessionalisation, proletarianisation and 'new professionalism'         44           Conclusion         45           Chapter Two: New Zealand midwifery's professional project         47           Introduction         47           Early professional structures         48           Midwifery as a workforce         51           Workforce to profession         52           Motivations         52           Defining professionalism         54           Establishing a professional organisation         55           Achieving autonomy and claiming partnership         57           Conclusion         55           Part Two: Midwifery Partnership         62           Integrating partnership         62           Integrating partnership         64           Critique of partnership		
Definitions         22           Theoretical perspectives of profession and professionalisation         24           'Traditional' approaches         24           The 'power' approach         25           The 'system of professions'         25           Gender and professionalisation         32           Critiques of profession         35           Deprofessionalisation, proletarianisation and 'new professionalism'         41           Conclusion         45           Chapter Two: New Zealand midwifery's professional project         47           Introduction         47           Early professional structures         48           Midwifery as a workforce         51           Workforce to profession         52           Motivations         52           Defining professionalism         54           Establishing a professional organisation         55           Achieving autonomy and claiming partnership         55           Part Two: Midwifery Partnership         62           Partnership relationship with women         62           Why partnership?         62           Integrating partnership         64           Critique of partnership         65           International perspectives of partnership		
Theoretical perspectives of profession and professionalisation         24           'Traditional' approaches         24           The 'power' approach         25           The 'system of professions'         25           Gender and professionalisation         32           Critiques of profession         35           Deprofessionalisation, proletarianisation and 'new professionalism'         41           Conclusion         45           Chapter Two: New Zealand midwifery's professional project         47           Introduction         47           Early professional structures         48           Midwifery as a workforce         51           Workforce to profession         52           Motivations         52           Defining professionalism         54           Establishing a professional organisation         55           Achieving autonomy and claiming partnership         55           Conclusion         55           Part Two: Midwifery Partnership         62           Integrating partnership         62           Integrating partnership         64           Critique of partnership         65           International perspectives of partnership         65           International perspectives of partn		
"Traditional" approaches       24         The 'power' approach       25         The 'system of professions'       25         Gender and professionalisation       32         Critiques of profession       36         Deprofessionalisation, proletarianisation and 'new professionalism'       41         Conclusion       45         Chapter Two: New Zealand midwifery's professional project       47         Introduction       47         Early professional structures       48         Midwifery as a workforce       51         Workforce to profession       52         Motivations       52         Defining professionalism       54         Establishing a professional organisation       55         Achieving autonomy and claiming partnership       55         Conclusion       55         Part Two: Midwifery Partnership       62         Partnership relationship with women       62         Why partnership?       62         Integrating partnership       64         Critique of partnership       65         International perspectives of partnership       65         International perspectives of partnership       65         International perspectives of partnership Portfolio		
The 'power' approach		
The 'system of professions'         25           Gender and professionalisation         32           Critiques of profession         35           Deprofessionalisation, proletarianisation and 'new professionalism'         41           Conclusion         45           Chapter Two: New Zealand midwifery's professional project         47           Introduction         47           Early professional structures         48           Midwifery as a workforce         51           Workforce to profession         52           Motivations         52           Defining professionalism         54           Establishing a professional organisation         55           Achieving autonomy and claiming partnership         57           Conclusion         55           Part Two: Midwifery Partnership         62           Partnership relationship with women         62           Why partnership?         62           Integrating partnership         64           Critique of partnership         65           International perspectives of partnership         65           Linking the portfolio         75           Liocating the work         75           Part Three: Midwifery Leadership         126 <td></td> <td></td>		
Gender and professionalisation		
Critiques of profession		
Deprofessionalisation, proletarianisation and 'new professionalism'		
Conclusion         45           Chapter Two: New Zealand midwifery's professional project         47           Introduction         47           Early professional structures         48           Midwifery as a workforce         51           Workforce to profession         52           Motivations         52           Defining professionalism         54           Establishing a professional organisation         55           Achieving autonomy and claiming partnership         57           Conclusion         55           Part Two: Midwifery Partnership         62           Partnership relationship with women         62           Why partnership?         62           Integrating partnership         64           Critique of partnership         65           International perspectives of partnership         65           Linking the portfolio         75           Part Two: Midwifery Partnership Portfolio         75           List of portfolio pieces         75           Locating the work         75           Part Three: Midwifery Leadership         126	* *	
Chapter Two: New Zealand midwifery's professional project       47         Introduction       47         Early professional structures       48         Midwifery as a workforce       51         Workforce to profession       52         Motivations       52         Defining professionalism       54         Establishing a professional organisation       55         Achieving autonomy and claiming partnership       57         Conclusion       59         Part Two: Midwifery Partnership       62         Partnership relationship with women       62         Why partnership       62         Integrating partnership       64         Critique of partnership       65         International perspectives of partnership       65         Linking the portfolio       75         Part Two: Midwifery Partnership Portfolio       75         List of portfolio pieces       75         Locating the work       75         Part Three: Midwifery Leadership       126		
Introduction       47         Early professional structures       48         Midwifery as a workforce       51         Workforce to profession       52         Motivations       52         Defining professionalism       54         Establishing a professional organisation       55         Achieving autonomy and claiming partnership       57         Conclusion       59         Part Two: Midwifery Partnership       62         Part nership relationship with women       62         Why partnership?       62         Integrating partnership       65         Critique of partnership       65         International perspectives of partnership       65         Linking the portfolio       73         Part Two: Midwifery Partnership Portfolio       75         List of portfolio pieces       75         Locating the work       75         Part Three: Midwifery Leadership       126	Conclusion	45
Introduction       47         Early professional structures       48         Midwifery as a workforce       51         Workforce to profession       52         Motivations       52         Defining professionalism       54         Establishing a professional organisation       55         Achieving autonomy and claiming partnership       57         Conclusion       59         Part Two: Midwifery Partnership       62         Part nership relationship with women       62         Why partnership?       62         Integrating partnership       65         Critique of partnership       65         International perspectives of partnership       65         Linking the portfolio       73         Part Two: Midwifery Partnership Portfolio       75         List of portfolio pieces       75         Locating the work       75         Part Three: Midwifery Leadership       126	Chapter Two: New Zealand midwifery's professional project	47
Early professional structures       48         Midwifery as a workforce       51         Workforce to profession       52         Motivations       52         Defining professionalism       54         Establishing a professional organisation       55         Achieving autonomy and claiming partnership       57         Conclusion       59         Part Two: Midwifery Partnership       62         Partnership relationship with women       62         Why partnership?       62         Integrating partnership       64         Critique of partnership       65         International perspectives of partnership       65         Linking the portfolio       73         Part Two: Midwifery Partnership Portfolio       75         List of portfolio pieces       75         Locating the work       75         Part Three: Midwifery Leadership       126	Introduction	47
Midwifery as a workforce       51         Workforce to profession       52         Motivations       52         Defining professionalism       54         Establishing a professional organisation       55         Achieving autonomy and claiming partnership       57         Conclusion       59         Part Two: Midwifery Partnership       62         Partnership relationship with women       62         Why partnership?       62         Integrating partnership       64         Critique of partnership       65         International perspectives of partnership       65         Linking the portfolio       73         Part Two: Midwifery Partnership Portfolio       75         List of portfolio pieces       75         Locating the work       75         Part Three: Midwifery Leadership       126		
Workforce to profession		
Motivations52Defining professionalism54Establishing a professional organisation55Achieving autonomy and claiming partnership57Conclusion59Part Two: Midwifery Partnership62Partnership relationship with women62Why partnership?62Integrating partnership64Critique of partnership65International perspectives of partnership65Linking the portfolio73Part Two: Midwifery Partnership Portfolio75List of portfolio pieces75Locating the work75Part Three: Midwifery Leadership126		
Defining professionalism 54 Establishing a professional organisation 55 Achieving autonomy and claiming partnership 57 Conclusion 59  Part Two: Midwifery Partnership 62 Partnership relationship with women 62 Why partnership? 62 Integrating partnership 64 Critique of partnership 65 International perspectives of partnership 65 International perspectives of partnership 65 Linking the portfolio 75  Part Two: Midwifery Partnership Portfolio 75 List of portfolio pieces 75 Locating the work 75  Part Three: Midwifery Leadership 126		
Establishing a professional organisation		
Achieving autonomy and claiming partnership 57 Conclusion 59  Part Two: Midwifery Partnership 62  Partnership relationship with women 62  Why partnership? 62  Integrating partnership 64  Critique of partnership 65  International perspectives of partnership 65  Linking the portfolio 73  Part Two: Midwifery Partnership Portfolio 75  List of portfolio pieces 75  Locating the work 75  Part Three: Midwifery Leadership 126		
Conclusion		
Partnership relationship with women 62 Why partnership? 62 Integrating partnership 64 Critique of partnership 65 International perspectives of partnership 65 Linking the portfolio 73  Part Two: Midwifery Partnership Portfolio 75 List of portfolio pieces 75 Locating the work 75  Part Three: Midwifery Leadership 126		
Partnership relationship with women 62 Why partnership? 62 Integrating partnership 64 Critique of partnership 65 International perspectives of partnership 65 Linking the portfolio 73  Part Two: Midwifery Partnership Portfolio 75 List of portfolio pieces 75 Locating the work 75  Part Three: Midwifery Leadership 126	D ATT - M'I 'C - D A I'	66
Why partnership?		
Integrating partnership 64 Critique of partnership 65 International perspectives of partnership 65 Linking the portfolio 73  Part Two: Midwifery Partnership Portfolio 75 List of portfolio pieces 75 Locating the work 75  Part Three: Midwifery Leadership 126		
Critique of partnership	• • • • • • • • • • • • • • • • • • • •	
International perspectives of partnership		
Linking the portfolio		
Part Two: Midwifery Partnership Portfolio		
List of portfolio pieces	Linking the portfolio	
List of portfolio pieces	Part Two: Midwifery Partnership Portfolio	75
Locating the work	List of portfolio pieces	75
	Part Three: Midwifery Leadership	126
Leadership infolion the professional organisation	Leadership through the professional organisation	

Integrating partnership: congruence of philosophy, structure and process	128
Practising partnership within the College	
Structure	
Process	131
Articulating a vision	
Enhancing professionalism	
College leaders: politicising midwifery	
Funding for autonomy	
Contesting jurisdiction	
International influence	
Discussion	
Linking the portfolio	
Part Three: Midwifery Leadership Portfolio	156
List of portfolio pieces	
Locating the work	
Part Four: Midwifery Education	246
Education for autonomy	
Historical overview of midwifery education from 1979 to 2005	
The Carpenter Report 1971	
Advanced Diploma of Nursing Midwifery Option	
Divergent views on midwifery education	
Domiciliary midwifery as a focus for control by nursing and obstetrics	
1983 Amendment to the Nurses Act 1977 and 1986 Obstetric Regulations	
Midwives uniting	
Working party on Midwifery, Bridging and Related Courses	
Lopdell House Workshop	
The Diploma of Midwifery at Otago Polytechnic	
Philosophical issues	
The Evaluation of Midwifery Education	
Towards direct entry midwifery education	
Otago Polytechnic Independent Midwifery Service	
Developing a National Midwifery Education Framework	
Otago Polytechnic Bachelor of Midwifery Programme	
Promoting autonomy, partnership and women centred care	
Separate identity	
Philosophy	
Learning and teaching strategies	
Promoting collaboration	
Enhancing professionalism	
Midwifery education as a professionalising strategy	
Challenges for the future	
Linking the portfolio	
Emany the portions	
Part Four: Midwifery Education Portfolio	303
List of portfolio pieces	

Locating the work	303
Part Five: Midwifery Regulation	349
Self-regulation within midwifery professional frameworks	
Background to self-regulation	
The Health Practitioners Competence Assurance Act 2003	353
Midwifery and Nursing as separate professions	
The Midwifery Council of New Zealand	355
Midwifery Scope of Practice and Competencies for Entry to the Register of Mi	
	356
Other policy development	357
Relationship between New Zealand College of Midwives and Midwifery Coun	cil 357
Recertification Programme	358
Discussion	359
Linking the portfolio	360
Part Five: Midwifery Regulation Portfolio	361
List of portfolio pieces	
Locating the work	
Part Six: Conclusion	422
New Zealand midwifery's professional project	
Seeking occupational closure	426
Strengthening occupational closure	
Back to the beginning	
References	435
A many Page	447
Appendices	
Appendix One: statement re. co-authorship	
Appendix Two: Structure of the New Zealand College of Midwives	
Appendix Three: Role and Functions of NZCOM	
Footnotes	151

## **Abstract**

Over the last twenty years New Zealand midwives have worked to reclaim their professional autonomy and scope of practice in order to promote a women-centred and midwife-led maternity service. In order to achieve these aims New Zealand midwifery engaged in several key professionalising strategies that have proved successful in developing midwifery as a recognised profession with a social mandate to provide autonomous midwifery care to women throughout pregnancy, labour, birth and the postnatal period. These strategies were integrated but can be defined separately as: partnership relationships with women; leadership through the professional organisation; education for midwifery autonomy, and self-regulation within midwifery professional frameworks.

Through an exploration of key midwifery professionalising strategies this doctorate identifies the unique characteristics and development of midwifery in New Zealand and critically reflects on the success and ongoing challenges of its integrated professionalising strategies.