NMC Outcomes and Performance Criteria – Midwifery Stage Two

1) Communication - Stage Two

Midwifery competency (1MC) Domain: Effective midwifery practice

Communicates effectively with women and their families throughout the pre-conception, antenatal, intrapartum

Communication will include: -

- Listening to women, jointly identifying their feelings and anxieties about the pregnancies, the birth and the related changes to themselves and their lives.
- Enabling women to think through their feelings.
- Enabling women to make informed choices about their health and health care.
- Actively encouraging women to think about their own health and the health of their babies and families and how can this be improved
- Communicating with women throughout their pregnancy, labour and the period following birth.

Essential skills cluster (ESC)

- Be attentive and share information that is clear, accurate and meaningful at a level which women, their partner and family can understand (No: 1/1)
- Provide care that is delivered in a warm, sensitive and compassionate way (no: 1/7)

Performance and skills outcomes

A) 1MC - Establishes and maintains a rapport with women and their families throughout the pre-conception antenatal, intrapartum and postnatal stages

B) 1MC ESC 1/1 - Listens to women and their families talk about their experiences and expectations, confirms understanding and begins to provide appropriate answers to questions raised

C) 1MC - Uses appropriate verbal, non-verbal and written communication, sharing information with women.

D) ESC 1/1 1/7 - Uses strategies to enhance communication to remove barriers in order to make clear effective communication and can recognise the appropriateness of silence in certain situations

E) ESC 1/7 - Cares for women in a sensitive and compassionate way, maintaining a supportive relationship with women and their families and is able to initiate a conversation.
2) Diagnosis, monitoring & assessment – Stage Two

Midwifery competency (2MC) Domain: Effective midwifery practice

Diagnose pregnancy, assess and monitor women holistically throughout the pre-conception, antenatal, intrapartum and postnatal period through the use of a range of assessment methods and reach valid, reliable and comprehensive conclusions.

The different assessment methods will include:

- History Taking
- Observation
- Physical Examination
- Biophysical Tests
- Social, Cultural and Emotional Assessments

Essential skills cluster (ESC)

2) Initial consultation between the woman and the midwife:

- Accurately complete an initial consultation ensuring women are at the centre of care (no: 2/2)
- Be the first point of contact when seeking advice and/or information about being pregnant (no: 2/4)

Performance and skills outcomes

A) 2MC ESC 2/2 - With minimal supervision accurately completes an initial consultation, ensuring women are at the centre of care, recording the information in the appropriate document(s) and identifying any risks to maternal health

B) 2MC - Assesses and monitors women and fetus/baby holistically throughout the pre-conception, antenatal, intrapartum and postnatal period through the use of a range of assessment methods and reaches valid, reliable and comprehensive conclusions.

C) 2MC - Participates in the appropriate assessment method(s) to assess a woman’s social, cultural and emotional wellbeing, demonstrating an understanding of the significance of these findings.

D) 2/4 With supervision be the first point of contact when seeking advice and/or information about being pregnant
3) Programmes and evaluation of care – Stage Two

Midwifery competency (3MC) Domain: Effective midwifery practice

Determine and provide programmes of care and support for women

Programmes of care and support for women which:

- Are appropriate to the needs, contexts, culture and choices of the women, babies and their families
- Are made in partnership with women
- Are ethical
- Are based on best evidence and clinical judgement
- Involve other practitioners when this will improve health outcomes

This will include consideration of:

- Plans for birth
- Place of birth
- Plans for feeding their babies
- Needs for postnatal support
- Preparation for parenthood

Midwifery competency (14MC) Domain: Effective midwifery practice

Monitor and evaluate the effectiveness of programmes of care and modify them to improve the outcomes for women, babies and their families.

This will include: Consideration of the effectiveness of the above and making the necessary modifications to improve outcomes for women and their families.

Essential skills cluster (ESC)

1) Communication:

- Work in partnership with women in a manner that is diversity sensitive and is free from discrimination, harassment and exploitation (no: 1/6)

4) Initiation and continuance of breastfeeding

- Understand and share information that is clear, accurate and meaningful at a level which women, their partners and family can understand (no: 4/1) BFI relates to Baby Friendly Education Standards Learning Outcomes
Performance and skills outcomes

A) 3MC CPE 12,13 With minimal supervision develops programme(s) of support, recognising when modifications are needed and how best evidence care in partnership with women, including preparation for parenthood plans and place for birth, plans for feeding their babies, postnatal support can improve health outcomes.

B) 3MC CPE 1&7 Is knowledgeable about ethical, cultural and social choices and makes the care of people the first concern, treating them as individuals and respects their dignity. Promoting health and wellbeing of those in their care, families and the wider community including practical and emotional support.

C) ESC 1/3 Works in partnership with women and is sensitive to age, culture, religion, spiritual beliefs, disability, gender, sexual orientation and respects people’s rights.

D) ESC 4/1 Contributes with minimal supervision to a variety of forums where information is shared in respect of the advantages and disadvantages of different feeding methods

E) 14MC Monitors and begins to evaluate the effectiveness of care provided and contributes to the modification of care plans to meet the changing needs of women and their babies
4) Provision of antenatal care and accountable record keeping – Stage Two

**Midwifery competency** (4MC) Domain: Effective midwifery practice

Provide seamless care and where appropriate interventions in partnership with women and other care providers during the antenatal period which:

- Are appropriate for women’s assessed needs, context and culture
- Promote their continuing health and well-being
- Are evidence based
- Are consistent with the management risk
- Draw upon the skills of others to optimise health outcomes and resource use

These include:

- Acting as lead carer in normal pregnancies
- Contributing to providing support to women when their pregnancies are in difficulty (such as women who will need operative or assisted birth)
- Providing care for women who have suffered pregnancy loss
- Discussion/negotiation with other professionals about further interventions which are appropriate for individual women, considering their wishes, context and culture
- Ensuring that current research findings and other evidence are incorporated into practice
- Team working in the best interests of individual women

**Midwifery competency** (13MC) Domain: Effective midwifery practice

Complete, store and retain records of practice which:

- Are accurate, legible and continuous
- Detail the reasoning behind any actions taken
- Contain the information necessary for the record’s purpose.

Records will include:

- Biographical details of women and babies
- Assessments made, outcomes of assessments and the action taken as a result
- The outcomes of the discussions with women and the advice offered
- Any drugs administered
- Action plans and commentary on their evaluation

**Essential skills cluster (ESC)**

2) Initial consultation between the woman and the midwife:

- Be confident in sharing information about common antenatal screening (no: 2/1)
December 2015

- Accurately complete an initial consultation ensuring women are at the centre of care (no: 2/2)
- Work collaboratively with other practitioners and external agencies (no: 2/3)

Performance and skills outcomes

A) 4MC Contributes with minimal supervision in the provision of evidence-based care in the antenatal period with midwives and other care providers in partnership with women.
B) 4MC Participates in managing risk and the support women require with more complex pregnancies or pregnancy loss. Identifies deviation from the norm, referring if appropriate to other professionals to optimise health outcome.
C) ESC 2/1 Actively participates in the main NHS-managed antenatal screening programmes that are offered to pregnant women.
D) ESC 2/1 Actively participates in sharing information with women about common antenatal screening tests and respect the decision of women who decline services or treatments
E) ESC 2/2 Assesses maternal and fetal wellbeing relevant to the stage of pregnancy, explaining the findings in a sensitive manner and encourages women to ask questions
F) ESC 2/2 Actively participates in explaining to women lifestyle considerations in relation to diet, smoking and drugs
G) ESC 2/3 Works alongside and engages with other practitioners who input into antenatal care
H) 13MC Demonstrates full compliance with professional records, confidentiality and security of verbal and written information and the storage of records in accordance with local polices and relevant legislation
I) 13MC ESC 3/10 Participates with minimal supervision in the recording of information that is accurate, legible and continuous which includes planning, implementation and evaluation of care, interventions and findings
5) Referral to access information, skills, advice, assistance, support and treatment - Stage Two

**Midwifery competency** (SMC) Domain: Effective midwifery practice

Refer women who would benefit from the skills and the knowledge of other individuals:

- To an individual who is likely to have the requisite skills and experience to assist
- At the earliest possible time
- Support accurate, legible and complete information, which contains the reasoning behind making the referral and describes the woman’s needs and preferences.

Referrals might relate to: - Women’s choices, Health issues, Social issues, Financial issues, Psychological issues, Child protection matters, The law

**Performance and skills outcomes**

A) 5MC Recognises health and social situations or issues, which may require the referral of women to other professional or agencies with specialist knowledge and skills.

B) 5MC Supports accurate, legible and complete information, which contains the reasoning behind making the referral and describes the woman’s needs and preferences.
6) Intrapartum care and management of the neonate at birth – Stage Two

**Midwifery competency** (6MC) Domain: Effective midwifery practice

Care for, monitor and support women during labour and monitor the condition of the fetus and support spontaneous births.

This will include:

- Communicating with women throughout and supporting them through the experience
- Ensuring that the care is sensitive to individual women’s culture and preferences
- Using appropriate clinical and technical means to monitor the condition of mother and fetus, providing appropriate pain management
- Providing appropriate care to women once they have given birth

**Midwifery competency** (8MC) Domain: Effective midwifery practice

Examine and care for babies immediately following birth

This will include: Confirming their vital signs and taking the appropriate action and full assessment and physical examination

**Essential skills cluster (ESC)**

3) Normal labour and birth-keep accurate records (no 3/10)

- Work in partnership with women to facilitate a birth environment that supports their needs (no: 3/1)
- Be attentive to the comfort needs of women before, during and after birth (no: 3/2)
- Determine the onset of labour (no: 3/3)
- Determine the wellbeing of women and their unborn baby (no: 3/4)
- Measure, assess and facilitate the progress of normal labour (no: 3/5)
- Support women and their partners in the birth of their baby (no: 3/6)
- Facilitate the mother and baby to remain together (no: 3/7)

4) Understand and share information that is clear, accurate and meaningful at a level which women, their partners and family can understand (no:4/1)

**Performance and skills outcomes**

A) ESC 3/3 Participates in the clinical assessment, observation and history taking to determine the onset of labour, offering appropriate support

B) 6MC ESC 3/4 Initiates monitoring of fetal and maternal wellbeing during the intrapartum period which includes, assessment of liquor volume and colour, intermittent auscultation of
the fetal heart using a pinnard stethoscope, monitoring of maternal vital signs such as; maternal pulse and blood pressure

C) 6MC Participates in the safe administration of a wide range of non pharmacological analgesic techniques

D) ESC 3/1 Provides intrapartum care appropriate to the needs, context, social factors, culture and choices of women, babies and families, with minimal direction.

E) ESC 3/1 Incorporates birth plans or written instructions that identify the wishes of women in any care provided

F) ESC 3/1 Works in partnership with women to facilitate a birth environment that supports their needs such as privacy, silence and acknowledges the roles and relationships in families, dependent upon religious and cultural beliefs, preferences and experiences.

G) ESC 3/1 Adapts the physical environment to meet the needs of women, such as lighting, furniture, temperature

H) ESC 3/2 Addresses the comfort needs of women are met, such as:

- Bladder care
- Appropriate hydration
- Nutritional intake
- Hygiene requirements
- Prevention of infection
- Assessment of skin integrity

I) ESC 3/2 Works with women to determine their coping strategies in order to support their preferences for pain management such as; mobilising, different positions, use of water, silence

J) ESC 3/5 Participates in assessing, measuring and facilitating the progress of labour in a sensitive manner using:

- Observation, such as; behaviour
- Abdominal examination
- Vaginal examination where appropriate

K) ESC 3/5 Supports women to use a variety of birthing aids, such as birthing balls

L) ESC 3/6 Recognises the importance of offering appropriate choices related to the birth phase

M) ESC 3/5 Sensitively inform women of their progress. Recognises the latent and active phase of birth

N) ESC 3/5 Is confident in preparing any necessary equipment and monitoring of maternal and fetal wellbeing

O) ESC 3/7 Provides care immediately after birth, including initiation of skin to skin, assessing wellbeing of the baby, support feeding and delay any unnecessary separation, avoiding early routine procedures such as weighing

P) 8MC Undertakes the physical examination of the newborn at birth and its adaptation to extra uterine life

Q) 8MC Participates in assessing the vital signs of the newborn at birth and its adaptation to extra uterine life
December 2015

R) 8MC Implements policies on identification and security of babies
S) 8MC Administers Vitamin K to babies with informed consent
T) 8MC Promotes skin to skin contact between mother and baby soon after birth and the importance of baby holding as a means to facilitate breast feeding.
7) Emergency procedures – Stage Two

**Midwifery competency** (7MC) Domain: Effective midwifery practice

Undertake appropriate emergency procedures to meet the health needs of women and babies

Emergency procedures will include: Manual removal of the placenta, Manual examination of the uterus, Managing post-partum haemorrhage, Resuscitation of mother/or baby

**Essential skills cluster** (ESC)

3) Normal labour and birth

• Identify and safely manage appropriate emergency procedures (no: 3/8)

7 Stage Two Performance and skills outcomes

A) 7MC ESC 3/8 Recognises and demonstrates confidence in the procedure(s) relevant to local policy and specific clinical environment for summoning assistance in an emergency

B) 7MC Identifies where emergency equipment can be accessed

C) 7MC Demonstrates basic life support or simulation using Resuscitation Council Gold standards for adults, pregnant women and babies or relevant local policy

D) ESC 3/8 Participates and contributes to ‘skills and drills’ procedures related to adult and neonatal resuscitation
8) Postnatal care - Stage Two

**Midwifery competency (9MC) Domain: Effective midwifery practice**

Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions which:

- Are appropriate to the woman’s assessed needs, context and culture
- Promote their continuing health and wellbeing
- Are evidence based
- Are consistent with the management of risk
- Are undertaken by the midwife because she is the person best placed to do them and is competent to act
- Draw on the skills of others to optimise health outcomes and resource use

These will include:

- Providing support and advice to women as they start to feed and care for the baby
- Providing any particular support which is needed to women who have disabilities
- Post-operative care for women who have had caesarean and operative births providing pain relief to women
- Team working in the best interests of women and their babies
- Facilitating discussion about future reproductive choices
- Providing care for women who have suffered pregnancy loss, stillbirth or neonatal death

**Essential skills cluster (ESC)**

4) Initiation and continuance of breastfeeding

- Understand and share information that is clear, accurate and meaningful at a level which women, their partners and family can understand (no: 4/1) BFI relates to Baby Friendly Education Standards Learning Outcomes
- Respect social cultural factors that may influence the decision to breastfeed (no: 4/2)
- Effectively support women to breastfeed (no: 4/3)

**Performance and skills outcomes**

A) 9MC Undertakes assessment and monitoring of women in a range of settings during the postnatal period to promote health and wellbeing

B) 9MC ESC 4/2 Recognises ethical, cultural and social choices when developing the programme of postnatal care for women and their families and is sensitive to the issues of diversity when sharing information with women and respect their rights in relation to infant feeding.

C) 9MC Participates in the provision of post-operative care, recognising deviation from normal
D) 9MC Engages in discussion with women regarding contraceptive choices
E) 9MC Provides care and support to women as they start to feed and care for their baby
F) ESC 4/1 Participates in communicating sensitively the importance of breastfeeding, in terms of health outcomes (BFI) and contributes to a variety of forums where information is shared.
G) ESC 4/2 Recognises own thoughts and feelings about infant feeding in order to facilitate information sharing to be ethical and non-judgemental
H) ESC 4/3 Explains the importance of baby-led feeding in relation to the establishment and maintenance of breastfeeding (BFI)
I) ESC 4/3Recognises effective positioning, attachment, suckling and milk transfer during breastfeeding
J) ESC 4/3 Assists in teaching mothers the necessary skills to enable them to effectively position and attach their baby for breastfeeding (BFI)
K) ESC 4/3 Explains to women the importance of their baby rooming-in with them and baby holding in the postnatal period as a means to facilitate breastfeeding (BFI)
L) ESC 4/3 Recognises common complications of breastfeeding, how these arise and demonstrate how women may be helped to avoid them (BFI)
M) ESC 4/3 Teaches women how to hand express their breast milk and how to store, freeze and warm it with consideration to aspects of infection control (BFI)
9) Neonates with special needs – Stage Two

Midwifery competency (10MC) Domain: Effective midwifery practice

Examine and care for babies with specific health or social needs and refer to other professionals or agencies as appropriate

This will include: Child protection, Congenital disorders, Birth defects, Low birth weight, Pathological conditions (such as babies with vertical transmission of HIV, drug-affected babies)

Essential skills cluster (ESC)

4) Initiation and continuance of breastfeeding

- Support women to breastfeed in challenging circumstances (no: 4/6)

Performance and skills outcomes

A) 10MC Examine and cares for babies with specific health or social needs and refers to other professionals or agencies as appropriate, explaining actions to parents

B) ESC 4/6 Supports women who are separated from their babies (on admission to a special care baby unit, women receiving high dependency care in a separate environment) to initiate and maintain their lactation and feed their babies optimally (BFI)

C) ESC 4/6 Feeds expressed breast milk to a baby using a cup/ or syringe as appropriate (BFI)
10) Postnatal health & transition to motherhood – Stage Two

Midwifery competency (11MC) Domain: Effective midwifery practice

Care for and monitor women during the puerperium, offering the necessary evidence-based advice and support regarding the baby and self-care

These will include:

- Providing advice and support on feeding babies and teaching women about the importance of nutrition in child development
- Providing advice and support on hygiene, safety, protection, security and child development
- Enabling women to address issues about their own, their babies’ and their families health and social well being
- Monitoring and supporting women who have postnatal depression or other mental illnesses
- Advice on bladder control
- Advising women on recuperation
- Supporting women to care for ill/pre-term babies or those with disabilities

Essential skills cluster (ESC)

4) Initiation and continuance of breastfeeding

- Recognise appropriate infant growth and development, including where referral for further advice/action is required (no: 4/4)
- Work in collaboratively with other practitioners and external agencies (no: 4/5)
- Support women to breastfeed in challenging circumstances (no: 4/6)

Performance and skills outcomes

A) 11MC Discusses the principles of infant feeding and nutrition in child development to parents
B) 11MC ESC 4/4 Examines the newborn infant to assess appropriate growth and development and identifies appropriate screening tests to ensure health and normal progress. If appropriate, with minimal supervision performs a physical examination(s) with parental consent. Informing women of the findings in a manner that is understood.
C) 11MC Provides evidence based advice and support to promote health and social wellbeing for women, their babies’ and families
D) 11MC Recognises the need to monitor and support women who have postnatal depression or mental health illnesses
E) ESC 4/5 Provides information about National and Local agencies and networks available to support women in the continuation of breastfeeding such as; NCT, La Leche League and Lactation Consultant breastfeeding co-ordinators
F) ESC 4/6 Recognises the limited situations in which exclusive breastfeeding is not possible, participates in supporting women to partially breastfeed or artificially feed (BFI) and is sensitive to the needs of women and their partners
11) Safe and accountable drug administration – Stage Two

**Midwifery competency** (12MC) Domain: Effective midwifery practice

Select, acquire and administer safely, a range of permitted drugs consistent with legislation, applying knowledge and skills to the situation which pertains at the time

Methods of administration will include: Oral, Intravenous, Intramuscular, Topical, Inhalation

**Essential Skills Clusters (ESC)**

5) Medicines Management:

- Within the parameters of normal childbirth, ensure safe and effective practice through comprehensive knowledge of medicinal products, their actions, risks and benefits including the ability to recognise and respond safely to adverse drug reactions and adverse drug events (no: 5/1)
- Correctly and safely undertake medicinal products calculations (no: 5/2)
- In the course of their professional midwifery practice, supply and administer medicinal products safely in a timely manner, including controlled drugs (no: 5/3)
- Keep and maintain accurate records, which includes when working within a multi-disciplinary framework and as part of a team (5/4)
- Work within the legal and ethical framework that underpins safe and effective medicinal products management as well as in conjunction with national guidelines and local policies (no: 5/5)
- Work in partnership with women to share information in assisting them to make informed choices about medical products related to herself, her unborn child or her baby (no: 5/6)
- Work in partnership with women to share information about alternative approaches to using medication, where appropriate (no: 5/7)
- Order, receive, store, transport and dispose of medicinal product safely and in accordance with relevant legislation, in midwifery settings including controlled drugs (no: 5/8)

Use and evaluate up-to-date information on medicinal products management and work within national and local policies and guidelines using appropriate reference (no: 5/9)

**Performance and skills outcomes**

A) 12MC ESC 5/1 5/3 5/8 Participates in the safe administration (by prescribed routes), storage, handling, transportation and disposal of medication/drugs in accordance with local and professional gold standards and monitors effects.
B) 12MC ESC 5/4 Contributes to the completion of records that are accurate, legible and continuous pertaining to drug administration and demonstrates understanding of the importance of this with regard to national and local policy guidelines.

C) ESC 5/2 Competent in calculating common dosages of medicinal products used in normal midwifery practice

D) ESC 5/3 Utilise and safely disposes of equipment needed to prepare/administer medication (e.g. needles, syringes, gloves)

E) ESC 5/5 Demonstrate understanding of the legal and ethical frameworks relating to safe administration of medicinal products in practice

F) ESC 5/4 Under minimal supervision is able to take a medicine history

G) ESC 5/6 Involves women in administration and/or self-administration of medicinal products

H) ESC 5/7 Recognises a range of commonly recognised approaches to support women throughout the childbirth continuum such as; alternative/complementary therapies, lifestyle advice, relaxation and distraction

I) ESC 5/9 Accesses and discusses commonly used evidence based sources of information relating to the safe and effective management of medicinal products such as: Pharmacy, British National Formulary and National/local policies
12) Public health – Stage Two

Midwifery competency (15MC) Domain: Effective midwifery practice

Contribute to enhancing the health and social wellbeing of individuals and their communities.

This will include:

- Planning and offering midwifery care within the context of public health policies
- Contributing midwifery expertise and information to local health strategies
- Identifying and targeting care for groups with particular health and maternity needs and maintaining communication with appropriate agencies
- Involving users and local communities in service development and improvement
- Informing practice with best evidence shown to prevent and reduce maternal and perinatal morbidity and mortality
- Utilising a range of effective, appropriate and sensitive programmes to improve sexual and reproductive health.

Performance and skills outcomes

A) 15MC Provides evidence based midwifery care within the context of international, national and local public health policies and strategies
B) 15MC Identifies groups with particular health and maternity needs that may pose challenges to their health
C) 15MC Discusses effective public health programmes to improve sexual and reproductive health
D) 15MC Identifies users and local communities involved in service development and improvement of health
13) Professional accountability – Stage Two

**Midwifery competency** (16MC) Domain: Professional and Ethical Practice

Practice in accordance with [The Code: Professional standards of practice and behaviour for nurses and midwives](https://www.nmc.org.uk) (NMC 2015), within the limitations of the individual’s own competence, knowledge and sphere of professional practice, consistent with the legislation relating to midwifery practice. This will include:

- Using professional standards of practice to self-assess performance
- Consulting with the most appropriate professional colleagues when care requires expertise beyond the midwife’s current competence
- Consulting other health care professionals when the woman’s and baby’s needs fall outside the scope of midwifery practice
- Identifying unsafe practice and responding appropriately

**Performance and skills outcomes**

A) 16MC Recognises the role of the NMC and other legislation acts relating to midwifery practice and can identify NMC professional publications relating to midwifery and professional practice

B) 16MC Confidently identifies situations which are outside the sphere of practice and consults with the most appropriate health care professionals.

C) CPE 11 Contributes to managing risk and identifies procedures for reporting to colleagues when the environment of care is putting people at risk

D) CPE 6 16 17 19 20 Demonstrates a personal and professional commitment, is open and honest, acts with integrity and upholds the reputation of the profession, maintains clear professional boundaries and remains impartial. Adheres to Laws of the Country
14) Accountability to individual – Stage Two

Midwifery competency (17MC) Domain: Professional and Ethical Practice

Practice in a way, which respects, promotes and supports individuals’ rights, interests, preferences, beliefs and cultures.

This will include:
- Offering culturally-sensitive family advice
- Ensuring that women’s labour is consistent with their religious and cultural beliefs and preferences
- Acknowledgement of the roles and relationships in families, dependent upon religious and cultural beliefs, preferences and experiences

Essential skills cluster (ESC)

1) Communication:
- Enable women to make choices about their care by informing women of the choices available to them and providing them with evidence-based information about the benefits and risks of options so that women can make fully informed decisions (no: 1/3).
- Ensure that consent will be sought from the woman prior to care being given and that the rights of women are respected (no: 1/4).
- Treat women with dignity and respect them as individuals (no: 1/5)

Performance and skills outcomes

A) 17MC Engages in a woman-centred approach, in a manner that respects others and demonstrates understanding of the influence(s) of a person’s preferences, beliefs and culture on the provision of midwifery care
B) 17MC ESC 1/5 Ensures and maintains privacy when undertaking midwifery care and identifies factors which maintain the dignity of women
C) 17MC Recognises the roles and relationships in families, dependent upon religious and cultural beliefs, preferences and experiences
D) 17MC ESC 1/4 Recognises and applies the principles of consent, ensuring that the meaning of consent is understood by the woman, in accordance with The Code: Professional standards of practice and behaviour for nurses and midwives (NMC 2015)
E) ESC 1/3 Shares evidence-based information with women in order for them to make an informed decision about their care
15) Accountability to society – Stage Two

**Midwifery competency** (18MC) Domain: Professional and Ethical Practice

Practice in accordance with relevant legislation.

This will include:

- Practising within the contemporary legal framework of midwifery
- Demonstrating knowledge of legislation relating to human rights, equal opportunities and access to patient records
- Demonstrating knowledge of legislation relating to health and social policy relevant to midwifery practice
- Demonstrating knowledge of contemporary ethical issues and their impact upon midwifery practice
- Managing the complexities arising from ethical and legal dilemmas

**Performance and skills outcomes**

A) 18MC Identifies legislation relating to health and social policy relevant to midwifery practice, for example Data Protection Act (1998), Freedom of Information (2000), Births & Deaths Registration Acts and Civil Liabilities Act (1976)

B) 18MC Recognises ethical issues/dilemmas faced by women and midwives and discusses the role of the midwife in managing these and the impact they may have on midwifery care
16) Confidentiality – Stage Two

Midwifery competency (19MC) Domain: Professional and Ethical Practice

Maintain confidentiality of information.

This will include:

- Ensuring the confidentiality and security of written and verbal information acquired in a professional capacity
- Disclosing information about individuals and organisations only to those who have a right and need to know it once proof of identify and the right to disclosure has been obtained.

Essential skills cluster (ESC) 1) Communication: Protect and treat as confidential all information relating to themselves and their care.

Conduct, performance and ethics (CPE) 3) Respect people’s confidentiality

Performance and skills outcomes

A) 19MC CPE3 Upholds the confidentiality and security of written and verbal information acquired in a professional capacity. Respects confidentiality.

B) 19MC ESC ½ Protects and treats client information as confidential except where sharing of information is required for the purposes of safeguarding and/or public protection and understands the implications of a breach of confidentiality

C) 19MC Complies with NMC guidelines for records and record keeping in relation to confidentiality in accordance with The Code: Professional standards of practice and behaviour for nurses and midwives (NMC 2015)

D) ESC 1/2 Understands the principles of data protection and applies the principles of confidentiality
17) Managing self and others – Stage Two

**Midwifery competency** (21MC) Domain: Professional and Ethical Practice

Manage and prioritise competing demands.

This will include: Deciding who is best placed and able to provide particular interventions to women, babies and their families & alerting managers to difficulties and issues in service birth.

**Conduct, performance and ethics** (CPE) – 10) Delegate effectively, 18) Deal with problems

**Performance and skills outcomes**

- **A)** 21MC CPE 10 Discusses ways in which the midwife utilises strategies to deal with and prioritise competing demands and the standards for delegating tasks effectively
- **B)** 21MC Demonstrates an awareness of personal strengths and limitations, being able to take appropriate action if required and balance the competing demands of the development of both midwifery skills and academic knowledge
- **C)** CPE 18 Identifies procedures for managing with complaints including internal and external investigations
18) Health and safety – Stage Two

**Midwifery competency** (22MC) Domain: Professional and Ethical Practice

Support the creation and maintenance of environments that promote the health, safety and wellbeing of women, babies and others

This will include: preventing and controlling infection & promoting health, safety and security in the environment in which the practitioner is working, whether it be at a woman’s home, in the community, a clinic, or hospital

**Performance and skills outcomes**

A) 22MC Creates and maintains environments that promote the health, safety and wellbeing of women, babies and others
B) 22MC Implements policies and guidelines that ensure the safety, wellbeing and promotion of health
C) 22MC Engages in the prevention and control of infection including the safe disposal of domestic/clinical waste and storage of equipment
D) 22MC Demonstrates safe moving and handling procedures, identifying potential risks to others
19) Life long learning – Stage Two

**Midwifery competency** (24MC) Domain: Developing the individual midwife and others

Review, develop and enhance the midwife’s own knowledge, skills and fitness to practice.

This will include:

- Making effective use of the framework for the statutory supervision of midwives
- Meeting NMC’s continuing professional development and practice standards
- Reflecting on the midwife’s own practice and making the necessary changes as a result
- Attending conferences, presentations and other learning events

**Conduct, performance and ethics** (CPE) - 14) Keep skills and knowledge up to date

**Performance and skills outcomes**

A) 24MC CPE 14 Identifies personal learning outcomes and demonstrates motivation to develop up to date skills and knowledge. Seeks information and opportunities to attend learning events, and asks questions, to meet NMC professional and practice standards.

B) 24MC Demonstrates knowledge of the aspects of care and is able to explore theory and practice

C) 24MC Recognises the framework for midwifery supervision
20) Multi-professional working and Inter-agency collaboration – Stage Two

Midwifery competency (25MC) Domain: Developing the individual midwife and others

Demonstrate effective working across professional boundaries and develop professional networks

This will include: effective collaboration and communication, sharing skills, multi-professional standard setting and audit

20MC) Domain: Professional and Ethical Practice

Work collaboratively with other practitioners and agencies in ways which:

- Value their contribution to health and care
- Enable them to participate effectively in the care of women, babies and their families
- Acknowledge the nature of their work and the content in which it is placed

Practitioners and agencies will include those who work in:

- Health care
- Social care
- Social security, benefits and housing
- Advice and guidance and counselling
- Child protection
- The Law

Essential Skills Cluster (ESC)

1) Communication: Be confident in their own role within a multi-disciplinary/multi-agency team (no: 1/8)
2) Normal labour and Birth – Works collaboratively with other practitioners (no: 3/9)

Conduct, performance and ethics (CPE)

8) Share information with colleagues
9) Work effectively as part of a team

Performance and skills outcomes

A) 25MC 20MC ESC 1/8 3/9 Participates in effective working across professional boundaries and developing professional networks by supporting others and understanding their roles and responsibilities within the team and interacting appropriately.
B) 25MC CPE 8&9 Participates in communication and shares information to maintain the safety of care.
C) ESC 1/8 Demonstrates significant confidence in their own role within a multi-disciplinary/multi-agency team, including reflecting on own practice and discussing issues with other members of the team to enhance learning.
D) 20MC Works collaboratively to ensure effective care for women, babies and their families
E) 20MC Identifies and discusses who may be best placed to provide aspects of maternity care
21) Evaluation of practice, evidence based practice and professional and policy awareness – Stage Two

Midwifery competency (23MC) Domain: Professional and Ethical Practice

Contribute to the development and evaluation of guidelines and policies and make recommendations for change in the interests of women, babies and their families

Evaluating policies will include:

- Consideration of best available evidence
- Providing feedback to managers on service policies
- Representing the midwife’s own considered views and experience within the context of broader health and social care policies in the interests of women, babies and their families

Midwifery competency (26MC) Domain: Achieving quality care through evaluation and research

Apply relevant knowledge to midwife’s own practice in structured ways which are capable of evaluation

This will include:

- Critical appraisal of knowledge and research evidence
- Critical appraisal of the midwife’s own practice
- Gaining feedback from women and their families and appropriately
- Applying this to practice
- Disseminating critically-appraised good practice

Midwifery competency (27MC) Domain: Achieving quality care through evaluation and research

Inform and develop the midwife’s own practice and the practice of others through using the best available evidence and reflecting on practice

This will include:

- Keeping up-to-date
- Applying evidence to practice
- Alerting others to new evidence for them to apply to their own practice

Performance and skills outcomes

A) 23MC 26MC Discusses and begins to evaluate a range of relevant knowledge and evidence in the context of effective health and social care practice including policies and guidelines for aspects of antenatal, intrapartum and postnatal care.
B) 27MC Explores methods to keep up to date with and develop midwifery practice and recognises the practice of others by relating to the best available evidence and reflection on practice.

C) 26MC Seeks appropriate feedback from mentor, women and their families and uses it to inform personal development

D) 26MC Reflects on midwifery practice identifying strengths and weaknesses and developing action plans for future learning
22) Information Technology Skills – Stage Two

Midwifery competency (28MC) Domain: Achieving quality care through evaluation and research

Manage and develop care utilising the most appropriate information technology (IT) systems.

This will include:

- Recording practice in consistent formats on IT systems for wider scale analysis
- Using analysis of data from IT systems to apply to practice
- Evaluating practice from data analysis

Performance and skills outcomes

A) Enters data onto healthcare computer systems and retrieves information pertaining to women to inform the provision of care

B) 28MC Identifies how data analysis from IT healthcare systems can be utilised to enhance and evaluate midwifery practice, providing contemporary examples
23) Audit – Stage Two

Midwifery competency (29MC) Domain: Achieving quality care through evaluation and research

Contribute to the audit of practice to review and optimise the care of women, babies and their families

This will include:

- Auditing the individual’s own practice
- Contributing to the audit of team practice

Performance and skills outcomes

A) 29MC Recognises the value of audit to enhance and optimise the care of women, babies and their families
B) 29MC Engages in the auditing and review of midwifery standard setting in midwifery practice