

# Midwife Apprenticeship Degree Standard at Level 6

## Title of Occupation: Midwife (Degree)

**This occupation is found in** a range of healthcare settings offering different models of care. Most midwives are employed by the NHS while others work in the private sector, social enterprise or independently. A midwife may work in the community such as in a woman's home, community hubs, GP surgeries, clinics, midwife-led units and birth centres or in hospital maternity units. This means that they usually work shifts including evenings, weekends and nights and may be on-call to provide 24-hour care.

**The broad purpose of the occupation is to** be the first and main contact for a woman, her partner and family, recognised as a responsible and accountable professional, the midwife acts as an advocate for the woman, working in partnership with her and giving the necessary support, care and advice during pregnancy, labour and the postnatal period. Midwives are lead co-ordinators of care as well as the first point of contact for a woman, her baby and family. They offer support, care and advice and are responsible for facilitating births and providing care for the newborn. Midwives are experts in normal physiological birth and in supporting the woman through all birth outcomes. The personalised care they provide includes preventative measures, the detection of complications in mother and baby, the promotion of normal birth, the accessing of medical care or other appropriate assistance and the carrying out of emergency measures. The midwife has an important role in public health, offering health counselling and education, not only for the woman, but also within the family and the community. This work involves antenatal education and preparation for parenthood and may extend to a woman's health, sexual or reproductive health. A midwife provides full antenatal care for the woman, carrying out clinical examinations and screening. They offer antenatal and parenting classes to help the woman, her partner and family prepare for the birth of the baby and to care for it once it has been born. The midwife monitors and supports the woman, her partner and family during labour and the birthing process, helping the woman to birth her baby and assessing both the woman's and the baby's overall health and wellbeing. Midwives can identify complex pregnancies and know when to refer to others or seek appropriate support. They are able to offer guidance and support around issues such as stillbirth, miscarriage, termination, neonatal death or other complications. Following birth midwives offer support for infant feeding, recovery and may refer the woman to other services as required.

**In their daily work, an employee in this occupation interacts with** women and families from a range of backgrounds. Midwives need to have excellent communication skills to support the woman, her partner and family through the emotional, physical and psychological process of childbirth. Midwives are part of the wider health and social care multidisciplinary team, working in partnership with colleagues as required. A midwife must have excellent situational awareness and knowledge of other human factors.

**An employee in this occupation will be responsible for** caring for a number of women and may manage a caseload (continuity of carer). Midwives are responsible and accountable autonomous practitioners who provide woman and family centred integrated care. Midwives act as an advocate for the woman, enabling them and their families to make informed choices about the options and services available throughout pregnancy, labour and post-natal period. The midwife is responsible for the health of both the mother and baby and refers to others if there are medical, social or other complications. Midwives are regulated by the Nursing and Midwifery Council (NMC) and are responsible for their own practice and for keeping up to date with current knowledge and skills.

**Typical Job titles:** Midwife

**Proposed route:** Health and Science

**Typical duration:** 48 months

**Occupation level:** 6

**Entry requirements:** entry requirements to the apprenticeship are set locally by individual employers. Apprentices will also need to meet the entry requirements set by the university and the NMC.

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**Qualification requirements:** a level 6 degree in Midwifery or (where an apprentice already holds a level 6 degree) a level 7 masters degree in Midwifery. Where the apprentice is already an NMC registered Adult Nurse, a Level 6 or 7 qualification approved by the NMC.

Apprentices without level 2 English and maths will need to achieve this level prior to completing the end-point assessment. For those with an education, health and care plan or a legacy statement the apprenticeships English and maths minimum requirement is Entry Level 3 and British Sign Language qualification are an alternative to English qualifications for whom this is their primary language. Usually this will be an entry requirement to university programmes prior to starting the apprenticeship.

**Professional registration:** The NMC approves institutions that can provide midwife education and sets standards for programmes that lead to registration as a midwife in the UK. Only practitioners registered with the statutory regulator, the Nursing and Midwifery Council (NMC), can use the legally protected title of midwife.

### DUTIES

#### **D1 Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures**

##### **Skills**

- S1 Practise in accordance with legislation, standards and code of conduct to support the woman, her partner and family through the pregnancy, labour, birth and postnatal period
- S2 Act as an advocate for the woman
- S3 Consult with and refer to colleagues when care requires expertise beyond own competence or when the woman or baby's needs falls outside the scope of midwifery practice
- S4 Identify, respond to and report any unsafe practice
- S5 Take responsibility and accountability for own practice as a midwife, reviewing, developing and enhancing knowledge, skills and maintaining your fitness to practice
- S6 Manage and prioritise competing demands
- S7 Create and maintain a healthy and safe environment, preventing and controlling infection and promoting health and wellbeing

##### **Knowledge**

- K1 The national and professional standards, guidelines and current legislation that applies to midwives in the UK, local policies and procedures
- K2 The limits of your competence, experience and training
- K3 The importance of confidentiality and appropriate situations in which to disclose information
- K4 The importance of safeguarding, governance, ethical issues, a duty of care and a duty of candour
- K5 The importance of ongoing continuing professional development and being a reflective practitioner
- K6 The importance of building personal resilience within your professional life
- K7 Ways to promote a healthy, safe and secure environment

##### **Behaviours**

- B1 Treat people with dignity and respect
- B2 Be caring and compassionate
- B3 Have the courage to speak up and challenge
- B4 Be competent, reliable and committed
- B5 Display leadership qualities

##### **Performance Criteria**

## Midwife Apprenticeship Degree Standard at Level 6

P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife  
 P2 Delivers clear, concise and evidence-based information or advice to the woman, her partner and family  
 P3 Makes valid and reliable judgements  
 P4 Delivers appropriate, effective and consistent care to the woman  
 P5 Makes appropriate and timely referrals  
 P6 Delivers appropriate, effective and consistent care to the newborn  
 P7 Administers medication safely  
 P8 Maintains clear and accurate records  
 P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team

### **D2 Communicate clearly and effectively with women, their partner and families**

#### **Skills**

S8 Communicate in ways that are sensitive and appropriate, taking into account emotional, psychological, cognitive, language, social and other circumstances, checking you have been understood  
 S9 Use interpersonal skills to build rapport with the woman, her partner and family  
 S10 Facilitate informed decision making  
 S11 Handle issues or complaints in line with national and local process and procedure

#### **Knowledge**

K8 A range of communication methods and media, including verbal and non-verbal, written, electronic, listening skills, common barriers to communication, aides and services available to assist with communication  
 K9 Ways to enable the woman to think through their feelings, building trust by responding to their concerns  
 K10 The importance of acting in the best interest of the woman and her baby, maintaining their rights, understanding their preferences, gaining valid informed consent and assessing their capacity for decision making  
 K11 The processes and procedures for dealing with and managing complaints

#### **Behaviours**

B1 Treat people with dignity and respect  
 B2 Be caring and compassionate

#### **Performance Criteria**

P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife  
 P2 Delivers clear, concise and evidence-based information or advice to the woman, her partner and family

## Midwife Apprenticeship Degree Standard at Level 6

### **D3 Confirm pregnancy, assess and monitor women holistically using a range of assessment methods to reach valid, reliable and comprehensive conclusions**

#### **Skills**

S12 Undertake the initial consultation with the woman

S13 Use a range of techniques to assess the physical, social and psychological needs of the woman

S14 Give information surrounding options for screening and overall health and wellbeing

#### **Knowledge**

K12 Ways to confirm pregnancy including recognising the indicators of the stage of progression

K13 the information and techniques needed to diagnose a woman's needs such as: taking a history, observation, physical examination, biophysical tests and social, cultural or emotional assessments

K14 Anatomy and physiology relevant to midwifery including the physical, psychological, social, emotional, cultural and spiritual factors that may positively or adversely influence normal physiology

#### **Behaviours**

B1 Treat people with dignity and respect

B2 Be caring and compassionate

B4 Be competent, reliable and committed

#### **Performance Criteria**

P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife

P3 Makes valid and reliable judgements

## Midwife Apprenticeship Degree Standard at Level 6

### D4 Determine and provide programmes of care and support for women

#### Skills

S15 Work in partnership with woman to develop plans that are appropriate to the needs, contexts, culture and choices of the woman, her baby and family

S16 Enable and empower the woman to consider plans for pre-pregnancy, pregnancy care, birth, place of birth, plans for feeding babies, needs for postnatal support and preparation for parenthood

S17 Enable and empower the woman to think about their own health and that of their baby, partner and family and how this can be improved

S18 Consider best available evidence and modify programmes of care to improve outcomes for the woman and her baby

S19 Contribute to enhancing the health and social wellbeing of individuals and their communities

S20 Contribute to audit in order to optimise the care of the woman, her baby and family as required

#### Knowledge

K15 The importance of practising in a way that respects, promotes and supports individuals' rights, interests, preferences, beliefs and culture

K16 How to use best evidence and clinical judgment to determine and provide programmes of care

K17 The importance of compassionate and woman-centred care

K18 The importance of respecting a woman's right to accept or refuse care and treatment

K19 How to critically appraise knowledge, research and practice to improve the quality of care you offer

K20 Midwifery care within the context of public health policies such as being aware of a range of programmes to improve sexual and reproductive health or reduce maternal and perinatal morbidity and mortality

K21 Ways to involve users and local communities in service development and improvement

K22 How to effectively analyse and share data that has been collected including the importance of seeking feedback from the woman, her partner and family

K23 Ways to identify and target care for groups with particular health and maternity needs

K24 Your role in relation to audit and multi-professional standard-setting

K25 Ways to support parents and babies with additional or complex needs

#### Behaviours

B1 Treat people with dignity and respect

B2 Be caring and compassionate

B4 Be competent, reliable and committed

#### Performance Criteria

P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife

P4 Delivers appropriate, effective and consistent care to the woman

## Midwife Apprenticeship Degree Standard at Level 6

### **D5 Provide seamless care and, where appropriate, interventions, in partnership with women, their partner, families and other care providers during the antenatal period**

#### **Skills**

S21 Act as lead carer in normal pregnancies supporting the woman

S22 Carry out physiological measurement, psychological assessment and screening tests and refer the woman as appropriate

S23 Contribute to providing support to the woman when her pregnancy is complex or if she has suffered pregnancy loss

#### **Knowledge**

K26 A range of advice and guidance such as the fetus and baby's development, lifestyle, holistic health and wellbeing, pregnancy, labour care, care of the newborn and mental wellbeing

K27 What to do when physiological and psychological assessments are outside of expected parameters

K28 A range of screening tests such as sickle cell disease, thalassaemia, infectious diseases or anomalies

K29 A range of services and support available for a woman experiencing pregnancy loss, bereavement or complex pregnancies including recognising the ways that culture, context and preferences may affect a woman's decisions

#### **Behaviours**

B1 Treat people with dignity and respect

B2 Be caring and compassionate

B4 Be competent, reliable and committed

#### **Performance Criteria**

P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife

P2 Delivers clear, concise and evidence-based information or advice to the woman, her partner and family

P4 Delivers appropriate, effective and consistent care to the woman

P5 Makes appropriate and timely referrals

P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team

### **D6 Refer women and babies in need of further care**

#### **Skills**

S24 Make critical decisions in partnership with the woman, her partner and family to support the appropriate referral of a woman or baby to other health professionals or agencies when required

S25 Discuss and negotiate with other professionals about further interventions as appropriate

#### **Knowledge**

K30 The importance of a timely referral and the risks of not doing so

K31 A range of services and other professionals that have skills and experience to support the woman in your care such as health, social, financial, psychological, safeguarding or legal

#### **Behaviours**

B1 Treat people with dignity and respect

B2 Be caring and compassionate

B3 Have the courage to speak up and challenge

B4 Be competent, reliable and committed

B5 Display leadership qualities

#### **Performance Criteria**

## Midwife Apprenticeship Degree Standard at Level 6

P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife  
 P3 Makes valid and reliable judgements  
 P5 Makes appropriate and timely referrals  
 P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team

### **D7 Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth**

#### **Skills**

S26 Use appropriate clinical and technical means to monitor the condition of the woman and the fetus to optimise birth outcomes  
 S27 Facilitate the comfort of the woman during labour and birth  
 S28 Promote trust with the mother and birthing partner to facilitate a positive birth experience  
 S29 Care for the woman and the baby once she has given birth including assessing for risk indicators

#### **Knowledge**

K32 Evidence based ways to facilitate all types of labour and childbirth and care for the fetus and newborn during a labour and birth  
 K33 Ways to recognise and respond appropriately to a woman who is anxious, in pain or distress  
 K34 The importance of an active labour, ways to respect a woman's choices and maintain a safe and calm environment  
 K35 Way to check signs of normal and deteriorating physical or mental health including risk indicators

#### **Behaviours**

B1 Treat people with dignity and respect  
 B2 Be caring and compassionate  
 B4 Be competent, reliable and committed  
 B5 Display leadership qualities

#### **Performance Criteria**

P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife  
 P4 Delivers appropriate, effective and consistent care to the woman  
 P6 Delivers appropriate, effective and consistent care to the newborn

### **D8 Prepare for and manage emergencies**

#### **Skills**

S30 Undertake appropriate emergency procedures to meet the health needs of the woman, fetus or baby  
 S31 Raise concerns immediately in the event of an emergency  
 S32 Prepare for and manage risks

#### **Knowledge**

K36 Signs and symptoms that indicate a potential emergency  
 K37 Ways to recognise that an emergency needs further support or additional assistance  
 K38 A range of emergency procedures including management until further assistance is available  
 K39 Risk assessment and management processes including the importance of ensuring your own safety as well as that of those in your care

## Midwife Apprenticeship Degree Standard at Level 6

### Behaviours

- B1 Treat people with dignity and respect
- B2 Be caring and compassionate
- B4 Be competent, reliable and committed
- B5 Display leadership qualities

### Performance Criteria

- P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife
- P3 Makes valid and reliable judgements
- P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team

## D9 Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions

### Skills

- S33 Care for a woman in the postnatal period, facilitating her to manage her physical and psychological wellbeing and transition to motherhood
- S34 Care for a woman who is recovering following birth including post-operative care for those who have caesarean or assisted births
- S35 Support and advise the woman on parenting, relationship building, feeding and caring for her baby
- S36 Facilitate discussions about resuming intercourse and future reproductive choices
- S37 Care for a woman, her partner and family who are bereaved following pregnancy loss or death of a baby

### Knowledge

- K40 Physiology of the postnatal period
- K41 A range of signs and symptoms relating to a woman's health, physical, mental and emotional wellbeing following birth
- K42 A range of support and advice on feeding methods and caring for babies
- K43 A range of issues that may affect a woman when considering resuming sexual intercourse following the birth of a baby and how to manage them, taking into account the woman's rights, preferences, beliefs and culture
- K44 Ways to manage the different stages of bereavement or grief, ways to care for a woman whose baby has been removed due to safeguarding intervention or who relinquish their baby for adoption and a range of services or support groups available

### Behaviours

- B1 Treat people with dignity and respect
- B2 Be caring and compassionate
- B4 Be competent, reliable and committed

### Performance Criteria

- P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife
- P4 Delivers appropriate, effective and consistent care to the woman
- P5 Makes appropriate and timely referrals

## Midwife Apprenticeship Degree Standard at Level 6

### D10 Examine and care for babies

#### Skills

- S38 Examine and care for babies immediately following birth, confirming vital signs and carrying out an assessment and physical examination
- S39 Screen babies and refer as required
- S40 Undertake continuing assessments and care for babies
- S41 Escalate and report safeguarding issues as required

#### Knowledge

- K45 The physical and behavioural assessments that need to be carried out on a newborn baby
- K46 A range of screening methods and how to recognise and refer when results are outside of normal parameters
- K47 Common congenital disorders and abnormalities
- K48 Ways to care for preterm babies and babies requiring monitoring and invasive procedures
- K49 Safeguarding babies and children as identified as suffering or likely to suffer harm, abuse or neglect including how to report and act upon your concerns

#### Behaviours

- B1 Treat people with dignity and respect
- B2 Be caring and compassionate
- B3 Have the courage to speak up and challenge
- B4 Be competent, reliable and committed

#### Performance Criteria

- P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife
- P3 Makes valid and reliable judgements
- P6 Delivers appropriate, effective and consistent care to the newborn

### D11 Advise on, supply and administer a range of permitted medications safely

#### Skills

- S42 Administer and manage medication and pain relief to the woman and baby safely, calculating accurately and in line with legislation and the limits of your competence and role

#### Knowledge

- K50 The principles of the safe management of medicines in midwifery including medications that are under midwives exemption or prescribed
- K51 A range of methods to administer medication, including oral, intravenous, intramuscular, topical and inhalation

#### Behaviours

- B1 Treat people with dignity and respect
- B2 Be caring and compassionate
- B3 Have the courage to speak up and challenge
- B4 Be competent, reliable and committed

#### Performance Criteria

- P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife
- P7 Administers medication safely

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### D12 Complete, store and retain records

#### Skills

S43 Complete, store and retain accurate and contemporaneous records, in line with legislation and best practice

#### Knowledge

K52 The importance of completing written and electronic records accurately and in a timely manner, protecting data and maintaining confidentiality, and adhering to legal and local requirements for recording, storage and retention

#### Behaviours

B3 Have the courage to speak up and challenge

B4 Be competent, reliable and committed

#### Performance Criteria

P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife

P8 Maintains clear and accurate records

### D13 Work as part of the wider health and social care team

#### Skills

S44 Act as a role model for the profession to colleagues, enabling them to reflect on and develop their practice

S45 Delegate tasks and duties appropriately

S46 Work across professional boundaries, developing professional networks

S47 Supervise or monitor the work of other members of the team

#### Knowledge

K53 Ways to inform and develop the practice of self and others using best available evidence and reflection techniques

K54 How to provide honest, accurate and constructive feedback, respecting the view of others and behaving professionally at all times

K55 The importance of only delegating tasks and duties that are within the other person's scope of competence and that they fully understand what they are required to do

K56 Understand the roles and remit of the multi-disciplinary team, the wider healthcare team and other agencies, identifying who is best placed and able to provide particular interventions to the woman and baby

K57 How to raise and report concerns with service delivery including working across team or organisational boundaries

#### Behaviours

B1 Treat people with dignity and respect

B3 Have the courage to speak up and challenge

B4 Be competent, reliable and committed

B5 Display leadership qualities

#### Performance Criteria

P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife

P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team

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## APPENDIX: LISTS OF DUTIES, SKILLS, KNOWLEDGE, BEHAVIOURS AND PERFORMANCE CRITERIA

### DUTIES

- D1 Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
- D2 Communicate clearly and effectively with women, their partner and families
- D3 Confirm pregnancy, assess and monitor women holistically using a range of assessment methods to reach valid, reliable and comprehensive conclusions
- D4 Determine and provide programmes of care and support for women
- D5 Provide seamless care and, where appropriate, interventions, in partnership with women, their partner, families and other care providers during the antenatal period
- D6 Refer women and babies in need of further care
- D7 Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth
- D8 Prepare for and manage emergencies
- D9 Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions
- D10 Examine and care for babies
- D11 Advise on, supply and administer a range of permitted medications safely
- D12 Complete, store and retain records
- D13 Work as part of the wider health and social care team

### SKILLS

- S1 Practise in accordance with legislation, standards and code of conduct to support the woman, her partner and family through the pregnancy, labour, birth and postnatal period
- S2 Act as an advocate for the woman
- S3 Consult with and refer to colleagues when care requires expertise beyond own competence or when the woman or baby's needs falls outside the scope of midwifery practice
- S4 Identify, respond to and report any unsafe practice
- S5 Take responsibility and accountability for own practice as a midwife, reviewing, developing and enhancing knowledge, skills and maintaining your fitness to practice
- S6 Manage and prioritise competing demands
- S7 Create and maintain a healthy and safe environment, preventing and controlling infection and promoting health and wellbeing
- S8 Communicate in ways that are sensitive and appropriate, taking into account emotional, psychological, cognitive, language, social and other circumstances, checking you have been understood
- S9 Use interpersonal skills to build rapport with the woman, her partner and family
- S10 Facilitate informed decision making
- S11 Handle issues or complaints in line with national and local process and procedure
- S12 Undertake the initial consultation with the woman
- S13 Use a range of techniques to assess the physical, social and psychological needs of the woman
- S14 Give information surrounding options for screening and overall health and wellbeing
- S15 Work in partnership with woman to develop plans that are appropriate to the needs, contexts, culture and choices of the woman, her baby and family
- S16 Enable and empower the woman to consider plans for pre-pregnancy, pregnancy care, birth, place of birth, plans for feeding babies, needs for postnatal support and preparation for parenthood
- S17 Enable and empower the woman to think about their own health and that of their baby, partner and family and how this can be improved

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- S18 Consider best available evidence and modify programmes of care to improve outcomes for the woman and her baby
- S19 Contribute to enhancing the health and social wellbeing of individuals and their communities
- S20 Contribute to audit in order to optimise the care of the woman, her baby and family as required
- S21 Act as lead carer in normal pregnancies supporting the woman
- S22 Carry out physiological measurement, psychological assessment and screening tests and refer the woman as appropriate
- S23 Contribute to providing support to the woman when her pregnancy is complex or if she has suffered pregnancy loss
- S24 Make critical decisions in partnership with the woman, her partner and family to support the appropriate referral of a woman or baby to other health professionals or agencies when required
- S25 Discuss and negotiate with other professionals about further interventions as appropriate
- S26 Use appropriate clinical and technical means to monitor the condition of the woman and the fetus to optimise birth outcomes
- S27 Facilitate the comfort of the woman during labour and birth
- S28 Promote trust with the mother and birthing partner to facilitate a positive birth experience
- S29 Care for the woman and the baby once she has given birth including assessing for risk indicators
- S30 Undertake appropriate emergency procedures to meet the health needs of the woman, fetus or baby
- S31 Raise concerns immediately in the event of an emergency
- S32 Prepare for and manage risks
- S33 Care for a woman in the postnatal period, facilitating her to manage her physical and psychological wellbeing and transition to motherhood
- S34 Care for a woman who is recovering following birth including post-operative care for those who have caesarean or assisted births
- S35 Support and advise the woman on parenting, relationship building, feeding and caring for her baby
- S36 Facilitate discussions about resuming intercourse and future reproductive choices
- S37 Care for a woman, her partner and family who are bereaved following pregnancy loss or death of a baby
- S38 Examine and care for babies immediately following birth, confirming vital signs and carrying out an assessment and physical examination
- S39 Screen babies and refer as required
- S40 Undertake continuing assessments and care for babies
- S41 Escalate and report safeguarding issues as required
- S42 Administer and manage medication and pain relief to the woman and baby safely, calculating accurately and in line with legislation and the limits of your competence and role
- S43 Complete, store and retain accurate and contemporaneous records, in line with legislation and best practice
- S44 Act as a role model for the profession to colleagues, enabling them to reflect on and develop their practice
- S45 Delegate tasks and duties appropriately
- S46 Work across professional boundaries, developing professional networks
- S47 Supervise or monitor the work of other members of the team

### KNOWLEDGE

- K1 The national and professional standards, guidelines and current legislation that applies to midwives in the UK, local policies and procedures
- K2 The limits of your competence, experience and training
- K3 The importance of confidentiality and appropriate situations in which to disclose information
- K4 The importance of safeguarding, governance, ethical issues, a duty of care and a duty of candour
- K5 The importance of ongoing continuing professional development and being a reflective practitioner
- K6 The importance of building personal resilience within your professional life
- K7 Ways to promote a healthy, safe and secure environment
- K8 A range of communication methods and media, including verbal and non-verbal, written, electronic, listening skills, common barriers to communication, aides and services available to assist with communication

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- K9 Ways to enable the woman to think through their feelings, building trust by responding to their concerns
- K10 The importance of acting in the best interest of the woman and her baby, maintaining their rights, understanding their preferences, gaining valid informed consent and assessing their capacity for decision making
- K11 The processes and procedures for dealing with and managing complaints
- K12 Ways to confirm pregnancy including recognising the indicators of the stage of progression
- K13 the information and techniques needed to diagnose a woman's needs such as: taking a history, observation, physical examination, biophysical tests and social, cultural or emotional assessments
- K14 Anatomy and physiology relevant to midwifery including the physical, psychological, social, emotional, cultural and spiritual factors that may positively or adversely influence normal physiology
- K15 The importance of practising in a way that respects, promotes and supports individuals' rights, interests, preferences, beliefs and culture
- K16 How to use best evidence and clinical judgment to determine and provide programmes of care
- K17 The importance of compassionate and woman-centred care
- K18 The importance of respecting a woman's right to accept or refuse care and treatment
- K19 How to critically appraise knowledge, research and practice to improve the quality of care you offer
- K20 Midwifery care within the context of public health policies such as being aware of a range of programmes to improve sexual and reproductive health or reduce maternal and perinatal morbidity and mortality
- K21 Ways to involve users and local communities in service development and improvement
- K22 How to effectively analyse and share data that has been collected including the importance of seeking feedback from the woman, her partner and family
- K23 Ways to identify and target care for groups with particular health and maternity needs
- K24 Your role in relation to audit and multi-professional standard-setting
- K25 Ways to support parents and babies with additional or complex needs
- K26 A range of advice and guidance such as the fetus and baby's development, lifestyle, holistic health and wellbeing, pregnancy, labour care, care of the newborn and mental wellbeing
- K27 What to do when physiological and psychological assessments are outside of expected parameters
- K28 A range of screening tests such as sickle cell disease, thalassaemia, infectious diseases or anomalies
- K29 A range of services and support available for a woman experiencing pregnancy loss, bereavement or complex pregnancies including recognising the ways that culture, context and preferences may affect a woman's decisions
- K30 The importance of a timely referral and the risks of not doing so
- K31 A range of services and other professionals that have skills and experience to support the woman in your care such as health, social, financial, psychological, safeguarding or legal
- K32 Evidence based ways to facilitate all types of labour and childbirth and care for the fetus and newborn during a labour and birth
- K33 Ways to recognise and respond appropriately to a woman who is anxious, in pain or distress
- K34 The importance of an active labour, ways to respect a woman's choices and maintain a safe and calm environment
- K35 Way to check signs of normal and deteriorating physical or mental health including risk indicators
- K36 Signs and symptoms that indicate a potential emergency
- K37 Ways to recognise that an emergency needs further support or additional assistance
- K38 A range of emergency procedures including management until further assistance is available
- K39 Risk assessment and management processes including the importance of ensuring your own safety as well as that of those in your care
- K40 Physiology of the postnatal period
- K41 A range of signs and symptoms relating to a woman's health, physical, mental and emotional wellbeing following birth
- K42 A range of support and advice on feeding methods and caring for babies
- K43 A range of issues that may affect a woman when considering resuming sexual intercourse following the birth of a baby and how to manage them, taking into account the woman's rights, preferences, beliefs and culture
- K44 Ways to manage the different stages of bereavement or grief, ways to care for a woman whose baby has been removed due to safeguarding intervention or who relinquish their baby for adoption and a range of services or support groups available
- K45 The physical and behavioural assessments that need to be carried out on a newborn baby

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- K46 A range of screening methods and how to recognise and refer when results are outside of normal parameters
- K47 Common congenital disorders and abnormalities
- K48 Ways to care for preterm babies and babies requiring monitoring and invasive procedures
- K49 Safeguarding babies and children as identified as suffering or likely to suffer harm, abuse or neglect including how to report and act upon your concerns
- K50 The principles of the safe management of medicines in midwifery including medications that are under midwives exemption or prescribed
- K51 A range of methods to administer medication, including oral, intravenous, intramuscular, topical and inhalation
- K52 The importance of completing written and electronic records accurately and in a timely manner, protecting data and maintaining confidentiality, and adhering to legal and local requirements for recording, storage and retention
- K53 Ways to inform and develop the practice of self and others using best available evidence and reflection techniques
- K54 How to provide honest, accurate and constructive feedback, respecting the view of others and behaving professionally at all times
- K55 The importance of only delegating tasks and duties that are within the other person's scope of competence and that they fully understand what they are required to do
- K56 Understand the roles and remit of the multi-disciplinary team, the wider healthcare team and other agencies, identifying who is best placed and able to provide particular interventions to the woman and baby
- K57 How to raise and report concerns with service delivery including working across team or organisational boundaries

### BEHAVIOURS

- B1 Treat people with dignity and respect
- B2 Be caring and compassionate
- B3 Have the courage to speak up and challenge
- B4 Be competent, reliable and committed
- B5 Display leadership qualities

### PERFORMANCE CRITERIA

- P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife
- P2 Delivers clear, concise and evidence-based information or advice to the woman, her partner and family
- P3 Makes valid and reliable judgements
- P4 Delivers appropriate, effective and consistent care to the woman
- P5 Makes appropriate and timely referrals
- P6 Delivers appropriate, effective and consistent care to the newborn
- P7 Administers medication safely
- P8 Maintains clear and accurate records
- P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team