



## **SELF ASSESSMENT TEMPLATE**

The Competencies for Entry to the Register of Midwives<sup>1</sup> provide detail of the skills, knowledge, and attitudes expected of a midwife to work within the Midwifery Scope of Practice. Where the Midwifery Scope of Practice provides the broad boundaries of midwifery practice, the competencies provide the detail of how a registered midwife is expected to practise and what she is expected to be capable of doing. By defining the minimum competence standards for registration as a midwife in New Zealand the Midwifery Council has established the minimum standard that all midwives are expected to maintain in their ongoing midwifery practice.

**The Competencies for Entry to the Register of Midwives are set out below together with a condensed version of the performance criteria to assist with your reflection. The full criteria can be accessed on our website [www.midwiferycouncil.org.nz](http://www.midwiferycouncil.org.nz).**

### **Instructions for completing this self assessment.**

For the purposes of your self assessment we ask that you describe briefly how your pre-registration qualifications and/or post-registration work experience, ongoing training and/or professional development has equipped you to meet the performance criteria for each competency. Please feel free to include or refer to any documentation which supports and/or provides evidence to support your responses. Please use additional paper if necessary.

### **Revised August 2009**

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<sup>1</sup> In May 2004 the Midwifery Council consulted on the Nursing Council of New Zealand's (1996) 'Competencies for Entry the Register of Midwives'. These four competencies were developed by the Nursing Council in consultation with the midwifery profession and were used to determine the level of competence required for graduates from New Zealand midwifery programmes since 1996. The Midwifery Council made minor modifications to the four competencies and formally adopted these as entry-level standards in July 2004. Further minor amendments were made in September 2007 in order to incorporate Turanga Kaupapa.

## Competency One

*“The midwife works in partnership with the woman/wahine throughout the maternity experience.”*

### **Explanation**

The word midwife has an inherent meaning of being “with woman”. The midwife acts as a professional companion to promote each woman’s right to empowerment to make informed choices about her pregnancy, birth experience, and early parenthood. The midwifery relationship enhances the health and well-being of the woman/wahine, the baby/tamaiti, and their family/whanau. The onus is on the midwife to create a functional partnership. The balance of ‘power’ within the partnership fluctuates but it is always understood that the woman/wahine has control over her own experience.

**Describe briefly how your pre-registration qualifications and/or post-registration work experience, ongoing training and/or professional development has equipped you to meet this competency, referring in particular to how you will:**

- promote and provide continuity of woman-centred midwifery care;
- acknowledge the woman’s culture;
- encourage the involvement of family;
- promote understanding that childbirth is a physiological process;
- facilitate informed decision-making;
- negotiate the midwifery partnership;
- maintain confidentiality and privacy;
- Formulate and document the care plan.

## Competency Two

***“The midwife applies comprehensive theoretical and scientific knowledge with the affective and technical skills needed to provide effective and safe midwifery care.”***

### ***Explanation***

The competent midwife integrates knowledge and understanding, personal, professional and clinical skills within a legal and ethical framework. The actions of the midwife are directed towards a safe and satisfying outcome. The midwife utilises midwifery skills that facilitate the physiological processes of childbirth and balances these with the judicious use of intervention when appropriate.

**Describe briefly how your pre-registration qualifications and/or post-registration work experience, ongoing training and/or professional development has equipped you to meet this competency, referring in particular to how you will:**

- work across the midwifery scope of practice which includes the provision of antenatal, intrapartum and postnatal care;
- interpret relevant investigative, diagnostic and screening tests;
- support and promote normal physiological birth;
- make timely midwifery interventions throughout labour and birth;
- identify factors in the woman or her baby which indicate the necessity for consultation and/or referral;
- recognise and respond to any indication of difficulty and any emergency situation;
- assess the health and well-being of the newborn;
- promote and support breastfeeding;
- assess the health and well-being of the woman and baby throughout the postnatal period;
- do the end-point assessment of the woman and her baby before referral into well woman and well child services;
- share decision making with the woman;
- provide accurate and timely documentation.

### Competency Three

*“The midwife promotes practices that enhance the health of the woman/wahine and her family/whanau and which encourage their participation in her health care.”*

#### **Explanation**

Midwifery is a primary health service in that it recognises childbirth as significant and normal life event. The midwife is therefore responsible for supporting this process through health promotion, education, and information sharing, across all settings.

**Describe briefly how your pre-registration qualifications and/or post-registration work experience, ongoing training and/or professional development has equipped you to meet this competency, referring in particular to how you: will**

- offer formal and informal learning opportunities to women and their families;
- apply your understanding of infertility, complicated pregnancy, unexpected outcomes, abortion, adoption, loss, and grief to the care of women and their families.

## Competency Four

*“The midwife upholds professional midwifery standards and uses professional judgment as a reflective and critical practitioner when providing midwifery care.”*

### **Explanation**

As a member of the midwifery profession the midwife has responsibilities to the profession. The midwife must have the skills to recognise when midwifery practice is safe and satisfactory to the woman/wahine and her family/whanau.

**Describe briefly how your pre-registration qualifications and/or post-registration work experience, ongoing training and/or professional development has equipped you to meet this competency, referring in particular to how you: will**

- demonstrate you accept personal accountability for your midwifery practice;
- recognise and address your strengths and limitations in skill, knowledge and experience;
- recognise the impact of policy on women, midwives and the maternity services provided in your own country;
- review your midwifery practice and reflect on and integrate feedback into your midwifery practice;
- avoid imposing your own values and beliefs on others;
- organise your time to allow participation in ongoing professional development;
- assist and support student midwives;
- work collegially and communicate effectively with other midwives and health professionals.