



South African Nursing Council

(Under the provisions of the Nursing Act, 2005)

e-mail: registrar@sanc.co.za
web: www.sanc.co.za

P.O. Box 1123, Pretoria, 0001
Republic of South Africa

Tel: 012 420 1000
Fax: 012 343 5400

602 Pretorius Street, Arcadia,
Pretoria, 0083

COMPETENCIES FOR MIDWIFE SPECIALIST

1. NATURE OF SPECIALISATION

A Midwife Specialist is a registered Professional Nurse and Midwife who has advanced expertise in Midwifery, hold an additional qualification in Midwifery and is registered as such with the South African Nursing Council. Midwife Specialists act as leaders, clinical specialists, consultants, managers, researchers, change agents, advocates and educators in Midwifery including Neonatal Care, and give direction at Local, National, Regional, and International Levels.

Midwifery is a specialized field with a focus on expanded roles and competencies to improve:

- Maternal health;
- Reproductive health (including genetic counselling); and
- Neonatal/child health.

Most of the principles/concepts mentioned in this domain are also applicable to a Basic Midwife.

The distinguishing factor is the high level of critical reflection, interrogation, planning management and engagement as well as the contribution in the initiation, establishment, performance and maintenance in all these aspects.

NB: Bearing the above in mind, it will be important that during determination of educational requirements (theory and practical, especially practical) that will inform the development of a qualification, the Scope of Practice/competencies of a Basic Midwife are kept in mind.

2. CONTEXT

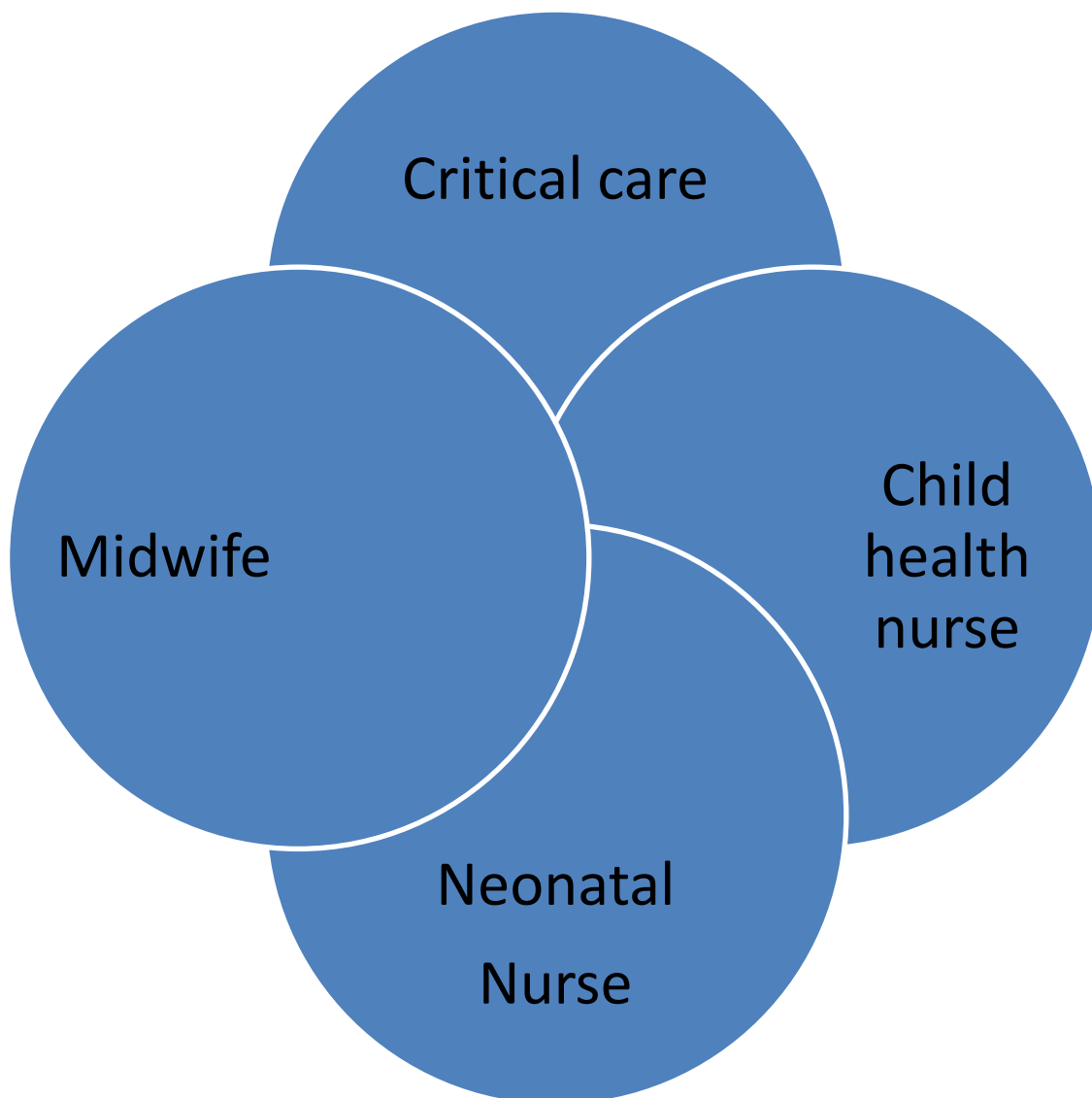
A Midwife Specialist operates where childbearing families are, including the home, community, primary health care setting, including but not limited to Community Health Centres Midwifery and Obstetrical Units, clinics and other health establishments. In addition to above, they work in policy development, research, education and in scholarships.

3. CONTINUUM OF CARE

Midwife Specialists are recognized as responsible and accountable professionals who work in partnership with women, especially the high risk and the Multidisciplinary Team to give the necessary support, care and advice to high risk but not excluding low risk pregnancy labour and the postpartum period. They conduct births (including complicated births) on the Specialist Midwife's own responsibility and also provide care for the newborn.

This care includes assessment/screening and streaming preventative measures, management and rendering of care, the promotion of normal birth, the detection of complications in mother and child, the referral and accessing of higher medical care or other appropriate assistance and the carrying out of emergency measures.

4. OVERLAP OF COMPETENCIES WITH OTHER NURSING SPECIALIZATIONS



DOMAIN 1: PROFESSIONAL, ETHICAL AND LEGAL PRACTICE	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
1.1 Professional Practice	1.1.1 Advocates for the Midwifery Philosophy and Model of Care [International Confederation for Midwives (ICM)] in all aspects of care, education, research and policy making
	1.1.2 Acts as a role model to the rest of the professional community in the use of this model
	1.1.3 Fosters and strengthens certain personal traits, abilities and competencies that put him/her at an exceptional level of performance and development as a role model in Midwifery e.g. passion, commitment, accountability, innovation, creativity, assertiveness, empathy, leadership and management competencies
	1.1.4 Supports and encourages team members in promoting excellence in Midwifery
	1.1.5 Demonstrates ability to analyze factors influencing Maternal, Neonatal, Child and Women's Health (MNCWH)
	1.1.6 Engages in policy development at a Local, National, Regional, and International levels to position Midwifery in the health care system at all levels
	1.1.7 Conducts auditing of appropriate documentation and level of care
1.2 Ethical Practice	1.2.1 Advocates implementation of Code of Ethics for Midwives, including all aspects like confidentiality, autonomy and accountability
	1.2.2 Utilizes Bio-ethical decision-making models in Midwifery
	1.2.3 Advocates for and maintains and strengthen Human Rights e.g. safe motherhood as a Human Right, respectful birth, informed consent, choice of birthplace and continuity of care in Midwifery
	1.2.4 Evaluates and reinforces Basic Midwifery Ethical Practice
	1.2.5 Actively participate in projects such as advocacy campaigns to enhance women, newborn and childbearing family's health
	1.2.6 Reinforces principles of appropriate documentation
	1.2.7 Enforces implementation of National Core Standards
1.3 Legal Practice	1.3.1 Acts as a role model of professional conduct within legal framework despite moral/religious convictions
	1.3.2 Acts as a quality assurer of principle of appropriate documentation
	1.3.3 Reinforces the integration of National and International Regulations, Standards, protocols, guidelines and policies into Midwifery Practice
	1.3.4 Applies all legislations relevant to health and the Practice of Midwifery

DOMAIN 2: CLINICAL PRACTICE: CARE PROVISION AND MANAGEMENT (Reflective practice, clinical judgment, decision-making and deliberate practice)	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
2.1 Health Promotion and Prevention	2.1.1 Provides and critically reflects on plans specialized high quality, culturally sensitive Health Education and services to all in the community in order to promote healthy family life, planned pregnancies, infertility and positive parenting on local, national, regional and international levels
	2.1.2 Actively participates in projects and advocacy campaigns
2.2 Assessment	2.2.1 Assesses, analyzes, and interprets community health needs relevant to Maternal, Neonatal, Child and Women's Health (MNCWH)
	2.2.2 Assesses and screens streams of health care user of Reproductive Health Services, Preconception Care, Antenatal Care, Intrapartum Care, Postnatal Care and the Care of the Neonate to maximize the health during these periods
	2.2.3 Conducts community profile and establishes community diagnosis
	2.2.4 Detects high risks factors and/ or complications of pregnancy, labour and puerperium
	2.2.5 Diagnoses problems and facilitates improvement of outcomes
	2.2.6 Diagnoses high risk factors and health problems of the neonate
2.3 Planning	2.3.1 Plans appropriate programmes to address care for Maternal, Neonatal, Child and Women's Health (MNCWH) population
	2.3.2 Plans high quality Midwifery Care for health care users (especially those at high risk) of Reproductive Health Services, Preconception Care, Antenatal Care, Intrapartum Care, Postnatal Care and the Care of the Neonate to maximize the health during these periods including of high risks factors and or complications, diagnosis of problems and improving outcomes
2.4 Implementation	2.4.1 Facilitates efficient integrated implementation of appropriate packages of care to ensure good outcomes in MNCWH e.g. Basic Antenatal Care (BANC), PMTCT, Basic intrapartum care, Essential Steps in Managing Obstetrical Emergencies (ESMOE), Kangaroo Mother Care (KMC), Neonatal Care and Integrated Management of Childhood Illnesses (IMCI)

DOMAIN 2: CLINICAL PRACTICE: CARE PROVISION AND MANAGEMENT (Reflective practice, clinical judgment, decision-making and deliberate practice)	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
	<p>2.4.2 Implements high quality, Midwifery Care for healthcare users (especially those at high risk) of Reproductive Health Services, Preconception Care, Antenatal Care, Intra-partum Care, Postnatal Care and the Care of the Neonate to maximize the health during these periods including of high risks factors and or complications</p> <p>2.4.3 Appropriate referral if needed, diagnosis of problems and improving outcomes</p> <p>2.4.4 Acts as a consultant to the staff, students, Multidisciplinary Team and the community at large</p> <p>2.4.5 Conducts, plan, strengthen and scaling up of essential obstetric and neonatal emergencies e.g. ESMOE</p> <p>2.4.6 Manages complications during pregnancy, intra-partum period and purperium</p>
2.5 Evaluation	<p>2.5.1 Develops and reinforces good clinical governance and accountability standards in Midwifery</p> <p>2.5.2 Conducts high quality evaluation of Midwifery Care of health care users (especially those at high risk) of Reproductive Health Services, Preconception Care, Antenatal Care, Intrapartum Care, Postnatal Care and the Care of the Neonate to maximize the health during these periods including of high risks factors and or complications, diagnosis of problems and improving outcomes</p> <p>2.5.3 Evaluates the appropriateness and effectiveness of assessment, diagnostic, interventions and treatment methods</p> <p>2.5.4 Evaluates the appropriateness and effectiveness of midwifery services</p>
2.6 Therapeutic Communication and Relationships	<p>2.6.1 Establishes and maintains conducive working partnerships between Midwives, childbearing families and the Multidisciplinary Team, including health care workers, Traditional Birth Attendants (TBAs) NGO'S developmental partners and support groups</p> <p>2.6.2 Establishes, advocates for and utilizes the referral criteria and framework for implementation</p> <p>2.6.3 Demonstrates competence in promoting wellness in Midwifery Discipline and conflict and stress solution</p> <p>2.6.4 Strengthens effective communication in all formats and at all levels, e.g. using SBAR strategies</p>

DOMAIN 3: PERSONAL AND QUALITY OF CARE	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
3.1 Quality Improvement	3.1.1 Reviews, analyzes, evaluates existing and if need be develops quality improvement theories/models, approaches, process and tools
	3.1.2 Analyzes, evaluates, and facilitates quality data information systems supporting maternal and perinatal morbidity and mortality vise PPIP, DHIS NCCEMD
	3.1.3 Develops and implements standards for quality assurance for MNCWH
	3.1.4 Prepares, facilitates and conducts Perinatal morbidity and mortality review meetings according to standards, including appropriate dissemination of recommendations and information
	3.1.5 Utilizes information/statistics and legislation and litigation of malpractice to improve Maternal and Neonatal Health
	3.1.6 Plans and conducts Monitoring and Evaluation for quality assurance
	3.1.7 Takes responsibility for up scaling and maintenance of competencies of students, novice staff members and staff's in general's competence
3.2 Continuing Education	3.2.1 Plans and implements in-service training of maternity staff according to identified health needs
	3.2.2 Develops, and reinforces an orientation/mentoring programmes for all new staff and students, including ESMOE simulation exercises
	3.2.3 Plans, attends, and participates in continuing professional development meetings, workshops, seminars and conferences to keep up to date with new developments in MNCWH
	3.2.4 Uses principles of adult learning and teaching in empowering students, staff, and team members in updates evidence based practice
	3.2.5 Facilitates professional development and competence for staff members, students and other team members, conducts of ESMOE simulation exercises

DOMAIN 4: MANAGEMENT AND LEADERSHIP	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
	4.1 Demonstrates understanding of national strategic health priorities oral and international organizations and agencies in relation to MNCWH e.g. MDG's

DOMAIN 4: MANAGEMENT AND LEADERSHIP	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
	4.2 Reviews, develops, implements appropriate theories/ models of management, leadership and team effectiveness in Midwifery
	4.3 Demonstrates competence in the management role e.g. human and material resources planning
	4.4 Demonstrates effective planning, organizing and analysis of integration of relevant legislation, litigation and regulations concerning Midwifery Practice in all settings e.g. private practice, MOU and Rural Health Care Units
	4.5 Analyzes critically reflects, interrogates demonstrate understanding and implement conflict and stress management theories/models
	4.6 Analyzes critically reflects, interrogates demonstrate understanding and implement appropriate policies, guidelines, protocols, standards for MNCWH
	4.7 Acts as a consultant in emergency care and quality improvement with advocacy and negotiation skills
	4.8 Strengthens good governance and accountability in Midwifery

DOMAIN 5: RESEARCH	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
	5.1 Demonstrates an understanding and application of terminology, techniques and be able to participate and implement a research project
	5.2 Implements evidenced based information and care principals within Midwifery
	5.3 Uses relevant health statistics, understanding of the importance of changes in statistics and social changes, according to changes of health care needs

March 2014 ED. FIN

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