

INTERNATIONALLY EDUCATED MIDWIFERY BRIDGING PROGRAM



INSTRUCTIONS FOR WRITING YOUR IEMBP COMPETENCY STATEMENTS

The information provided in this document was accurate at the time of printing.

The Internationally Educated Midwifery Bridging Program reserves the right to change policies, schedules, and other aspects of the assessment process at any time.

Please note that while in this Handbook we have used generic feminine pronouns, the terms “midwife” and “midwives” are intended to include both male and female midwives.

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**Internationally Educated Midwifery Bridging Program
Website: midwifery.ubc.ca/iembp**

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Introduction

Throughout this document, you will notice the use of abbreviations, or acronyms (shortened forms of longer terms or names). A list of acronyms is included at the end of the guide (Appendix 2).

This document contains the information you will need in order to complete your competency statements. A copy of the *Framework of Professional Practice* is also included (Appendix 3).

What are Competency Statements?

Competency Statements are a series of thirteen (13) one-to-two page written narratives that describe your own personal midwifery skills and experience in relation to the *Canadian Competencies for Midwives*.

What are your Competency Statements Assessed Against?

Your competency statements are assessed against the *Framework of Professional Practice* which is based upon the *Canadian Competencies for Midwives*. Both are described below.

Canadian Competencies for Midwives

The *Canadian Competencies for Midwives* were developed for three reasons:

- to provide a base for the development of national assessment processes;
- to provide information to internationally-educated midwives about what Canadian midwives are expected to know and be able to do; and
- to have a common description of the majority of competencies required for registration as a midwife in Canada, that supports the recognition and mobility of midwives across the country.

The competencies outline the knowledge and skills expected of an entry-level midwife in Canada. Entry-level midwives are defined as those who have been assessed as eligible to start practicing in Canada, after they meet provincial/territorial requirements, in the full scope of practice and without supervision requirements on their registration.

The *Canadian Competencies for Midwives* are compatible with provincial/territorial competency statements but do not replace them. Since midwifery in Canada is regulated by province or territory, provincial/territorial competency documents take precedence over the *Canadian Competencies for Midwives* and are the ultimate source of information about what a midwife is expected to know and be able to do in any specific province or territory. There is a high degree of similarity in the entry-level competencies required by the various Canadian jurisdictions regulating midwifery. However, some additional competency requirements can be found in provincial and territorial documents.

All applicants should consult the current competency document for the province or territory to which they are applying. These documents provide a detailed description of the competencies required for midwifery practice by that provincial or territorial regulatory body. (Appendix 5)

What is the Framework of Professional Practice?

The *Multi-jurisdictional Midwifery Bridging Program (MMBP) Framework of Professional Practice (FPP)* was developed for the purposes of assessing the competencies of internationally-educated midwives who are applying to the bridging program. This framework incorporates the *Canadian Competencies for Midwives*. At the time of development, this framework encompassed the regulated professional midwifery practices in the provincial and territorial jurisdictions of British Columbia (BC), Alberta (AB), Saskatchewan (SK), Manitoba (MB), Nova Scotia (NS) and the Northwest Territories (NWT).

IEMBP applicants should use the *MMBP FPP* as the key reference tool for preparation of your written statements to prove your midwifery competency in relation to the Canadian model of practice. The *Framework of Professional Practice* divides midwifery practice into three primary roles (**Roles**). Each role is then sub-divided into key areas of responsibility (**Functions**). These are further sub-divided so as to provide detailed descriptions of actual activities carried out (**Activities**) with their indicators of good performance (Performance Indicators). In addition, a list of the knowledge and skills required in order to perform well (Foundational Knowledge and Skills) is listed for each Function. Given its level of detail, the *Framework* may seem overwhelming at first. It may be helpful to review the Glossary (Appendix 1) as a first step. The glossary provides a visual chart that shows how the different elements fit together as well as definitions of terms used in the *Framework of Professional Practice*.

In the box below, the three Roles are printed in bold. They are divided into the twelve Functions. When writing your statements you will be relating your own knowledge and skills to those listed under each of the twelve Functions in the *Framework of Professional Practice*.

Midwifery Bridging Program
Framework of Professional Practice
(A more detailed Framework is located in Appendix 3)

In the box below, the three Roles are printed in bold and divided into the twelve Functions.

- 1. Establish conditions for the provision of primary midwifery care, informed choice and continuity of care**
 - 1.1 Assure the availability of continuous primary care throughout the childbearing cycle, on a 24-hour on-call basis
 - 1.2 Organize care to provide time for the development of relationships and to provide informed choice
 - 1.3 Maintain complete and accurate health care records

- 2. Provide primary care, informed choice and continuity of care**
 - 2.1 Develop a relationship with the women in care
 - 2.2 Enable women and their families to play a full role in making informed choices
 - 2.3 Provide safe antenatal care
 - 2.4 Provide safe labour, birth and immediate¹ postpartum care
 - 2.5 Provide safe postpartum care
 - 2.6 Respond to increased risk

- 3. Establish and maintain current professional practice**
 - 3.1 Provide evidence-based care
 - 3.2 Plan, implement and facilitate personal and professional development
 - 3.3 Contribute to the effectiveness of the health care system

Writing your Competency Statements

Reflect

Over your life, you have accumulated a wealth of knowledge, skills, and experiences, some of which relate to the *Activities* a Canadian midwife performs. This learning has taken place through formal instruction or informally as part of the day-to-day process of living. You may have gained your midwifery-related learning through classroom instruction, working as a midwife or in similar roles, from books you have read, volunteer work you have done, and from workshops you have participated in. Reflect on your strengths, limitations, and past accomplishments to see how these relate to the knowledge, skills and experience required of a midwife in Canada.

¹ In this document the ,MBP uses the word “immediate” to refer to the hours immediately after the birth when the midwife is providing care until mother and newborn are stable.

Compare and Match

Review the entire *Framework of Professional Practice* (Appendix 3) in detail, examining the Roles, Functions, Activities, Performance Indicators and Foundational Knowledge and Skills more closely. Think about how your strengths in knowledge, skills, and experiences match those required of Canadian midwives, as outlined under each Function in the attached *Framework of Professional Practice*.

Write your Competency Statements

Be prepared to set aside adequate time to write, review and edit your competency statements. Remember to include time for typing and proofreading your final submissions.

In writing your competency statements, describe, in sentence or point form, the work you have carried out as a midwife and explain how this work relates to the *Functions* in the *Framework of Professional Practice*. Use the Activities, Performance Indicators and Foundational Knowledge and Skills that are associated with each Function as a guide. Also refer to the *Guiding Points* on the next page. Your competency statements are personal reports which should reflect the particular situation and the unique circumstances or contexts in which you worked.

Preparing your competency statements will give you a good opportunity to:

- Reflect on your practice as a midwife.
- Explain how you believe your work meets or exceeds the standards described for each Function in the *Canadian Competencies for Midwives*.
- Explain how you will deal with any gaps in your knowledge, skills, and/or experience if you do become registered in Canada.
- Explain or provide examples of how you have dealt with particular issues, problems or difficult situations.
- Describe what you have learned from your experiences.

You will be submitting a total of thirteen (13) statements:

- Twelve (12) statements that relate to the Twelve (12) Functions in the FPP in which you will:
 - Describe the work you have done related to each particular Function
 - **Provide at least one example of your work for each Function**
- One (1) Overview statement which:
 - Describes how all of the Functions fit together in your day-to-day practice. The overview statement should answer the questions: *How does the work you described in one Function relate to the work you did in the other Functions? What does your practice look like as a whole?* You will need to describe your knowledge, skills, and experience in relation to each of the twelve Functions in the *Framework of Professional Practice*.

Length of Statements

Brevity is essential. One to two pages are a good length for each of the twelve statements. The length of the Overview statement will vary with each applicant, but should also be as brief as possible. The assessors will be more concerned with the content of your competency statements than the quantity. Keep them brief and focused.

Competency Statements for each of the Twelve Functions

Prepare statements for each of the Functions in the *Framework of Professional Practice*. While each statement will be unique to you and your experience, there are certain standard elements that we ask that you include, as outlined next.

Format

Please use the *FPP Competency Statement Checklist Forms* (Appendix 4) to help guide you as you prepare your statements. When you submit your competency statements you will also need to **include the *Competency Statement Checklist Form* with your submissions.**

Description of how you performed the work

If you have done the work described in a particular Function, your statement should contain a description of how you performed that work. If you have not done the work in this Function, you should state this, and then include a description of how your previous experience and your current knowledge and skills will enable you to perform the work to the standards outlined in the *Framework of Professional Practice*.

Guiding Points

The following points are designed as a guide for your statements. Please refer to the *Framework of Professional Practice* for Activities, Performance Indicators and Foundational Knowledge and Skills associated with each Function.

- Describe which aspects of the Function relate closely to your past experiences and which parts differ from your previous midwifery experience.
- Briefly describe the situation or context in which you performed the various aspects of the Function.
- Describe what you did for each Activity that you performed and give specific examples. If you have not performed an Activity, describe how your knowledge, skills, and experience will allow you to perform the Function should you be granted registration to practice in Canada.
- Describe how the evidence you are providing for the Function reflects your practice.
- Reflect on your past actions. How did you anticipate what needed to be done and make decisions? Is there anything you would do differently now? What challenges did you face? How did you overcome these challenges?
- How did you use the Foundational Knowledge and Skills when doing the Function?

You are not expected to respond to each of the guiding points above. They simply suggest the types of information that the assessors will be looking for as they review your statements. Remember – brevity is essential.

Overview Competency Statement

This statement should look at your midwifery practice as a whole. If you have any general comments to make about your practice of midwifery and/or about how your past practice has prepared you to practice in Canada, and more specifically in the province or territory to which you have applied, this is your chance to discuss them. Remember – brevity is essential. Other issues you could discuss are:

- Describe the general context of your practice.
- How did all of the Functions relate to one another in your practice?
- Identify any Functions or Activities that do not represent a significant part of your experiences.
- Did you practice these Functions in isolation or as part of the provision of continuity of care as defined in the Framework of Professional Practice and by the province or territory to which you have applied?
- What are your reflections on your practice as a whole?
- What are your strengths, in general?
- Do you anticipate any challenges regarding your practice of midwifery in Canada?

Appendices

Appendix 1: Glossary

Activities	Day-to-day practices of midwives as they fulfill each Function
Context	The background situation or setting; the environment; the set of inter-related conditions in which the midwife practiced
Foundational Knowledge and Skills	Knowledge and skills that provide a basis for, and contribute to, competent performance. They are needed in order to perform the Functions and Activities
Framework of Professional Practice (FPP)	A clear description of the performance expectations for an occupation - in this case, midwifery in the 5 jurisdictions participating in the ,MBP. The FPP describes the key purpose of the occupation of midwife, as well as the broad Roles, Functions and Activities a midwife carries out in order to fulfill that purpose. Performance Indicators and Foundational Knowledge and Skills have also been developed. Each of these is described in the figure after the Glossary below, following a visual description of the key elements of the <i>Framework</i> .
Functions	Areas of responsibility that midwives need to assume in order to fulfill the Roles
Information and Data	Both broad and specific information that midwives need to know or be able to find out about in order to practice competently
Competency Statements	Written statements that provide a detailed description of a midwife's knowledge, skills, and experience as described in the <i>Framework of Professional Practice</i> . Each statement is focused on one topic, in most cases a specific Function and must be written by the midwife submitting it.
Performance Indicators	Critical components of good professional practice which answer the question: How do we know when an activity has been performed to a particular standard?
Principles, Concepts, and Theories	Broad and/or fundamental ideas that midwives need to understand in order to practice competently
Regulatory Body	Midwifery licensing or regulatory authority in the jurisdiction to which you have applied
Roles	Broad statements of the key performance expectations of Canadian midwives
Skills	Practical and/or concrete actions that midwives need to have the ability to do in order to practice competently

Appendix 2: Acronyms for Longer Terms

<i>Acronym</i>	
AB	Alberta
BC	British Columbia
CMRC	Canadian Midwifery Regulators Consortium
CMRE	Canadian Midwifery Registration Examination
FPP	Framework of Professional Practice
MB	Manitoba
MMBP	Multi-jurisdictional Bridging Program
NU	Nunavut
NWT	Northwest Territories
NS	Nova Scotia
SK	Saskatchewan

Appendix 3: MMBP Framework of Professional Practice

A Framework of Professional Practice is a clear description of the performance expectations for an occupation - in this case, midwifery in Canada. It describes the Roles, Functions and Activities a midwife carries out in order to fulfill the purpose of the occupation. Performance Indicators and Foundational Knowledge and Skills are included to provide further details and background for expected performance.

The MMBP *Framework of Professional Practice (Framework)* is a detailed description of competent midwifery practice in Canada. It is based on the Canadian core competencies² with input from provincial/territorial regulators to ensure inclusiveness of jurisdictional differences. The *Framework* is the key reference tool to be used by MMBP applicants for their competency statements. In the box below, the three Roles are printed in bold and divided into the twelve Functions.

- 1. Establish conditions for the provision of primary midwifery care, informed choice and continuity of care**
 - 1.1 Assure the availability of continuous primary care throughout the childbearing cycle, on a 24-hour on-call basis
 - 1.2 Organize care to provide time for the development of relationships and to provide informed choice
 - 1.3 Maintain complete and accurate health care records

- 2. Provide primary care, informed choice and continuity of care**
 - 2.1 Develop a relationship with the women in care
 - 2.2 Enable women and their families to play a full role in making informed choices
 - 2.3 Provide safe antenatal care
 - 2.4 Provide safe labour, birth and immediate³ postpartum care
 - 2.5 Provide safe postpartum care
 - 2.6 Respond to increased risk

- 3. Establish and maintain current professional practice**
 - 3.1 Provide evidence-based care
 - 3.2 Plan, implement and facilitate personal and professional development
 - 3.3 Contribute to the effectiveness of the health care system

In the pages that follow, the complete *Framework* with all components is provided. You will be relating your own knowledge, skills and experience to the Activities listed under each of the twelve Functions. Use the Performance Indicators for each Activity and the Foundational Knowledge & Skills for each *Function* as a guide for comparing and matching your prior education and experience to the requirements for midwifery practice in Canada. (See pages 3-6 above for detailed instructions on writing the competency statements.)

Midwifery *Framework of Professional Practice:* Roles, Functions, Activities, Performance Indicators and Foundational Knowledge and Skills

A Framework of Professional Practice is a clear description of the performance expectations for an occupation - in this case, midwifery in the MMBP jurisdictions. It describes the Roles, Functions and Activities a midwife carries out in order to fulfill the purpose of the occupation. Performance Indicators and Foundational Knowledge and Skills are included to provide further details and background for expected performance.

The Framework divides midwifery into 3 main roles and 12 Functions. Each of the Functions will be the basis of one of your competency statements.

1. <i>Establish conditions for the provision of primary midwifery care, informed choice and continuity of care</i>	
1.1 <i>Assure the availability of continuous primary care throughout the childbearing cycle, on a 24-hour on-call basis</i>	
1.1.1 Create teams of midwives to provide 24-hour on-call services	<ul style="list-style-type: none"> a. The midwife assumes primary responsibility for care. b. The provision of continuity of care on a 24-hour on-call basis by a team of no more than four midwives for each individual client is ensured c. Clients are advised of 24-hour contact information for at least one of her midwives d. Cases of shared primary care with a physician are approved, where applicable, by the provincial/territorial body governing midwifery e. The client is informed of shared primary care with a physician, where applicable including 24-hour contact information
1.1.2 Develop and sustain a shared philosophy and consistent practices, guidelines and protocols within a team of midwives	<ul style="list-style-type: none"> a. A consistent and coordinated approach to clinical practice is established and maintained b. Work within a primary care team is within scope of practice and undertaken cooperatively c. Current knowledge and established policies, guidelines and protocols within the practice are used at all times by all team members d. Care provided is responsive to client diversity e. Practice conforms to the requirements of provincial/territorial Code of Ethics and Standards of Practice, Policies and Guidelines.
1.1.3 Ensure access both to out-of-hospital and in-hospital settings for births	<ul style="list-style-type: none"> a. Primary care is provided in a variety of settings including hospitals, homes, and birth centers where available b. Acquire and maintain hospital admitting and discharge privileges c. Appropriate equipment and supplies are accessible d. Safe transportation to hospital is organized e. Services of a second birth attendant are obtained as per provincial/territorial standards and guidelines.

Foundational Knowledge and Skills for Function 1.1:

Principles, Concepts and Theories - Midwives need to understand:

- Midwifery practice management

Skills - Midwives need to have the ability to:

- Write, maintain and revise practice policies, guidelines and protocols
- Build teams and engage in partnerships
- Communicate

Information and data - Midwives need to know or find out about:

- Provincial/territorial regulations and processes governing midwifery
- Legal aspects of midwifery practice including duties and responsibilities of the midwife
- Provincial/territorial Code of Ethics and ethical frameworks guiding midwifery practice
- Provincial/territorial documents⁴ outlining
 - Model of Midwifery Practice
 - Policies on
 - Continuity of Care
 - Supportive Care
 - Shared Primary Care, where applicable
- The roles and responsibilities of other health care providers

1. Establish conditions for the provision of primary midwifery care, informed choice and continuity of care (continued)	
1.2 Organize care to provide time for the development of relationships and to provide informed choice	
1.2.1 Establish conditions for the development of a relationship	<ul style="list-style-type: none"> a. Sufficient time is allowed at initial contact and during visits to determine client's culture, values, motivation and expectations b. Sufficient time is allowed at initial contact and during visits to determine client's preferred communication style c. Service provided by midwife is described accurately and comprehensively at initial contact d. Client's understanding of services is checked for accuracy and completeness e. Arrangements are made for client to meet other midwife/midwives and where applicable, physicians involved in her care
1.2.2 Plan workload to ensure time for discussion of choices is available to clients	<ul style="list-style-type: none"> a. Caseload enables the midwife to spend quality time with the client b. Caseload is organized to allow sufficient time at each meeting to provide information, address questions and concerns, and determine client's needs and choices c. Appointments are planned so that each client regularly receives quality time with the midwife/midwives known to her

Foundational Knowledge and Skills for Function 1.2:

Principles, Concepts and Theories - Midwives need to understand:

- Basic principles of effective communication
- The range and impact of individual communication styles
- The diverse influence of personal values, beliefs and cultures on communication
- Principles of informed choice
- Principles of negotiation
- Principles of collaboration
- Dynamics of interpersonal relationships
- Principles of relationship development
- Concepts of time and stress management
- Principles of planning

Skills - Midwives need to have the ability to:

- Demonstrate active listening skills
- Provide information in ways that ensure client understanding
- Interpret and explain jargon and technical words and concepts
- Recognize, respect and respond to different communication styles and abilities
- Use verbal, non-verbal and written communication methods
- Recognize own communication style and preferences
- Balance competing priorities
- Demonstrate flexibility and patience when working with others
- Manage time

Information and data - Midwives need to know or find out about:

- The nature and availability of community services, supports and resources
- The socio-economic and cultural characteristics of the community

1. Establish conditions for the provision of primary midwifery care, informed choice and continuity of care (continued)

1.3 Maintain complete and accurate health care records

<p>1.3.1 Set-up systems and procedures</p>	<p>a. Procedures and systems for storing and disposing of records are established b. Procedures and systems for collecting and sharing records are established c. Procedures and systems protect the confidentiality of information d. Procedures enable clients to gain access to their records</p>
<p>1.3.2 Maintain records</p>	<p>a. Records are legible and signed and dated b. Records are accurate, comprehensive and updated as events occur c. Records are reviewed and updated at each professional contact with the client d. Screening and diagnostic test results, treatments, consultations, decisions, professional actions, informed choice discussions, errors, are documented e. All information that may be received or supplied by consultants and institutions is documented f. Record keeping is consistent with provincial/territorial, local health authorities and hospital standards</p>

Foundational Knowledge and Skills for Function 1.3:

Information and data - Midwives need to know or find out about:

- Legal aspects of midwifery practice including privacy and freedom of information and recording and reporting requirements
- Provincial/territorial documents outlining
 - Standards of Practice as they relate to Function 1.3
 - Standards, Guidelines and or Policies on Records and Record Keeping
- Records as required by provincial/territorial regulations
- Hospital record keeping policies

2. Provide primary care, informed choice and continuity of care	
2.1 Develop a relationship with the women in care	
2.1.1 Value and respect women in care	<ul style="list-style-type: none"> a. Client's value system is determined, respected and valued b. The midwife's language and behaviour respect and respond to cultural differences c. Open and interactive communication between client and midwife is facilitated d. Adequate time is given for visits in order to build a relationship with the client e. Information is provided in a non-authoritarian and cooperative manner f. All relevant information is shared with the client in a timely manner
2.1.2 Recognize individual and shared responsibilities	<ul style="list-style-type: none"> a. Client's right to and responsibility for informed choice is upheld throughout childbearing experience b. Client's role as primary decision maker in her care is supported at all times c. Information and time are given for discussions d. Dialogue is initiated and client involved in decision-making e. The midwife advocates for the client and her newborn
2.1.3 Foster open and positive communications	<ul style="list-style-type: none"> a. Clients are listened to attentively b. Clients are given sufficient time and are encouraged to ask questions and express their needs c. Midwife makes every effort to put client at ease d. Midwife takes all reasonable steps to encourage client to seek advice from her

Foundational Knowledge and Skills for Function 2.1:

Principles, Concepts and Theories - Midwives need to understand:

- Cultural influences and the impact of life experiences on childbearing and child rearing
- Basic principles of effective communication
- The range and impact of individual communication styles
- The diverse influence of personal values, beliefs and cultures on communication
- Principles of negotiation
- Principles of collaboration
- Dynamics of interpersonal relationships
- Principles of relationship development

Skills - Midwives need to have the ability to:

- Communicate
- Counsel
- Manage time

Information and data - Midwives need to know or find out about:

- Provincial/territorial documents outlining
- Philosophy of Care
- Model of Midwifery Practice
- Standards, Policies and/or Guidelines on Informed Choice

2. Provide primary care, informed choice and continuity of care (continued)	
2.2 Enable women and their families to play a full role in making informed choices	
2.2.1 Provide information, based on current available evidence, to enable women and their families to make choices	<ul style="list-style-type: none"> a. Primary care giver is identified to the client and her family b. Adequate time is provided to the client and her family for discussions with the midwife c. Information is provided in a manner that facilitates informed decision-making d. Members of the client's family are involved according to her wishes e. Objective information is provided about care alternatives, birth settings, natural birth, infant feeding and risks and benefits of and alternatives to obstetrical treatments and interventions f. The scope, standards of practice and limitations of midwifery care are shared with clients
2.2.2 Ensure that women can gain access to their records	<ul style="list-style-type: none"> a. Policies and procedures are established that enable a client to gain access to her records b. Clients are advised of the fact that their records are available for review c. Information is provided promptly d. Information provided is comprehensive and meets the needs of the client e. Support is provided to help the client understand the records
2.2.3 Provide health counseling and education for women and their families	<ul style="list-style-type: none"> a. Responsive, holistic advice, based on the best current evidence available, is provided to the client and her family during the course of care b. The client's and family's educational and counseling needs, as they relate to childbearing, parenthood, family planning, sexuality and informed choice are identified and responded to c. The client and family are provided with information and advice, and referrals to other care providers are made as required and in consultation with the client d. Counseling and education is provided in an objective, supportive, non-directive, non-authoritarian manner.
2.2.4 Support women in their decision-making	<ul style="list-style-type: none"> a. Midwife makes time available for discussion of options b. Clients are encouraged to actively participate in care and to make choices about the services they receive c. A plan for midwifery care is discussed with the client d. Client's choices and right to decline treatments or procedures are respected e. Ethical standards are observed at all times f. If the client asks the midwife to practice outside of her scope or Standards of Practice, the midwife follows the process set out by the provincial/territorial regulations and/or guidelines g. Midwife advocates to other health care providers with regard to the client's choices

Foundational Knowledge and Skills for Function 2.2:

Principles, Concepts and Theories - Midwives need to understand:

- Principles and processes of informed decision-making
- Principles of adult education, communication and counseling, and of mentoring
- Theoretical approaches to prenatal and parenting education
- Principles of risk analysis
- Principles of evidence-based practice
- Family theory
- Grief and loss theory
- Physiological and psychosocial aspects of human sexuality and fertility
- Cultural influences and the impact of life experiences on childbearing and child rearing

Skills - Midwives need to have the ability to:

- Communicate
- Counsel
- Educate adults

- Information on conception
- Available community resources
- Human sexuality during the childbearing cycle
- Infertility and its implications for midwifery care
- Resources for unexpected pregnancies
- Information pertaining to different birth settings, including issues relating to safety
- Information on the benefits of natural birth
- Information and resources on the benefits and practice of breastfeeding
- Information and resources on contraception and family planning
- Provincial/territorial documents outlining
 - The Code of Ethics and ethical frameworks
 - Standards of Practice
 - Philosophy of Care
 - Model of Midwifery Practice
 - Indications for Planned Place of Birth including Statement on Home Birth where applicable
 - Standards, Policies and/or Guidelines on Informed Choice

2. Provide primary care, informed choice and continuity of care (continued)	
2.3 Provide safe antenatal care	
2.3.1 Provide information	<ul style="list-style-type: none"> a. Care and advice to the client is holistic, responsive and evidence based b. Information is provided at the relevant time c. Information is provided in a way that is easily understood by the client and enables the client to make an informed decision d. Choices are identified and presented to the client e. Information and resources regarding self-care, normal pregnancy progress, signs and symptoms of common antenatal complications, and fetal growth are provided to the client and her family f. Client is made aware of how to contact a midwife 24 hours/day
2.3.2 Monitor and evaluate woman's wellness	<ul style="list-style-type: none"> a. Comprehensive health history is obtained b. A complete physical examination is conducted c. Pregnancy is confirmed d. Risk factors and abnormal conditions are identified e. Client's well-being is regularly monitored and assessed f. General nutritional status is assessed g. Signs and symptoms of abnormal conditions are recognized and assessed h. Antenatal complications are managed i. Conditions requiring referral or consultation are identified j. Consultations or referrals take place in a timely manner k. All relevant information is provided to the consultant, when applicable l. Plan for midwifery care is discussed with the client and modified in consideration of on-going assessment, as required
2.3.3 Monitor and evaluate fetal wellness	<ul style="list-style-type: none"> a. Fetal well-being is assessed b. Fetal growth and development is monitored c. Signs of abnormal conditions are recognized and assessed d. Maternal signs and symptoms that can have an impact on fetal well-being are recognized and assessed
2.3.4 In monitoring and evaluating wellness, undertake tests	<ul style="list-style-type: none"> a. Tests are conducted or ordered in a timely fashion b. Tests are pertinent to the need c. Outcomes of tests are interpreted for the client in order to support her ongoing decision-making d. Outcomes of tests are shared and acted on as relevant e. Tests are conducted in the recommended manner and with due regard to the comfort and dignity of the client f. Specimens are obtained and examined to determine the presence of sexually transmitted diseases, vaginal infections and cytological changes g. Samples and tests are ordered, performed, collected and/or interpreted as required h. Samples ordered/collected and screenings or tests ordered/performed/interpreted are limited to and in accordance with provincial/territorial regulations
2.3.5 Provide or recommend therapies	<ul style="list-style-type: none"> a. Appropriate treatment is recommended and initiated with client consent b. Drugs and substances prescribed or administered are limited to and in accordance with those in provincial/territorial regulations. c. Discomforts associated with pregnancy are managed d. Appropriate counseling is provided or recommended e. Complementary therapies are recommended and used as appropriate f. Appropriate action is taken when risk factors are identified g. Basic life support and other emergency measures are used when necessary

Foundational Knowledge and Skills for Function 2.3:

Principles, Concepts and Theories - Midwives need to understand:

- Principles of holistic care (addressing the physical, emotional, social and spiritual needs of the client)
- Principles of evidence-based practice
- Importance and implications of regular antenatal care
- The role of socio-economic and cultural experiences on antenatal care
- Family theory
- The importance and functions of pre-pregnancy counseling

- Perform venipuncture and finger puncture
- Assess and manage antenatal complications
- Examine specimens microscopically
- Order, perform and interpret results of screening and diagnostic tests in accordance with provincial/territorial regulations and standards
- Obtain necessary specimens to determine the presence of sexually transmitted diseases, vaginal infections and cytological changes
- Prescribe and administer drugs in accordance with provincial/territorial regulations and standards
- Respond to adverse drug reactions including anaphylactic shock
- Use technology appropriately

Information and data - Midwives need to know or find out about:

- General anatomy and physiology
- Anatomy and physiology of the reproductive system and normal changes of pregnancy
- Causes, recognition, treatment and management of abnormalities and variations of normal that may occur during pregnancy
- Anatomy and physiology of fetal development
- Signs of abnormal conditions in the fetus
- Physical, emotional and social changes associated with pregnancy
- Physical, emotional and social factors likely to influence pregnancy outcomes
- Selected aspects of genetics, embryology and fetal development
- Nutritional requirements during pre-conception and pregnancy
- The physiology and management of common discomforts during pregnancy
- Available community resources/supports and a range of program options
- Health benefits of breastfeeding
- Environmental, occupational, genetic, biological and pharmacological hazards to the woman and the fetus
- Uses and interactions of any drugs and substances that may be used during pregnancy
- Appropriate equipment needed for provision of care
- Complementary therapies that may be used during pregnancy
- Sexually transmitted diseases, vaginal infections and their impact on pregnancy
- Effects of drugs on the fetus
- Provincial/territorial regulations governing prescribing of medications, devices and ordering of laboratory and diagnostic tests
- Provincial/territorial documents outlining
 - Model of Midwifery Practice
 - Standards of Practice
 - Standards, Policies and/or Guidelines on Continuity of Care

2. Provide primary care, informed choice and continuity of care (continued)	
2.4 Provide safe labour, birth and immediate postpartum care	
2.4.1 Provide information and support	<ul style="list-style-type: none"> a. Client is kept informed b. Client's choices are respected c. Care and advice to the client is holistic, responsive and evidence based d. Information is provided at the relevant time e. Information is provided in a way that is easily understood by the client and enables the client to make an informed decision f. Choices are identified and presented to the client g. Emotional and physical support is provided
2.4.2 Prepare for a safe birth	<ul style="list-style-type: none"> a. All equipment and supplies are available, clean (or sterile as required), functional and in-date b. A safe environment for birth is promoted c. Second midwife or qualified second attendant meets the requirements as specified in the provincial/territorial document on Second Birth Attendants, where applicable d. Client is informed of Second Birth Attendant and consent is obtained where applicable e. Plans are modified based on assessments f. Risks are identified and appropriate action taken g. Conditions warranting a transfer to hospital or to physician are recognized, appropriate agencies are notified and action taken h. Consultations and referrals happen in a timely manner i. All relevant information is provided to the physician j. Midwife is up-to-date in certification for Neonatal Resuscitation (NRP), Cardiopulmonary Resuscitation (CPR) and Emergency Skills according to provincial/territorial regulations and standards
2.4.3 Provide care in all settings	<ul style="list-style-type: none"> a. Care is provided throughout course of labour b. Care responds to diversity of culture and values c. Care is provided in hospitals and homes or elsewhere as needed, according to the woman's choice and/or provincial/territorial regulations
2.4.4 Monitor fetal and maternal well-being in labour	<ul style="list-style-type: none"> a. Well-being of fetus is regularly assessed b. Well-being of client is regularly assessed c. Signs and symptoms of abnormal conditions are assessed, recognized and responded to d. Fetal distress is identified and responded to in a timely manner
2.4.5 Monitor and manage labour	<ul style="list-style-type: none"> a. Onset of labour is identified and progress of labour is assessed regularly b. Factors which could impede labour progress are identified c. Abnormal labour patterns and their probable causes are identified d. Technology is used when appropriate e. Appropriate modalities are selected and applied within scope of practice, as necessary f. The need for relief of pain is identified and choices for suitable intervention are offered in a timely manner g. Basic life support and other emergency measures are used when necessary
2.4.6 Conduct birth and provide immediate postpartum care for mother and newborn	<ul style="list-style-type: none"> a. Second midwife or qualified second attendant assists with the birth according to provincial/territorial standards, guidelines and/or policies b. Spontaneous vaginal birth of baby and placenta is managed c. Perineum is protected, lacerations are minimized d. Perineal lacerations are sutured when indicated according to provincial/territorial scope of practice and guidelines e. Maternal and newborn well-being is regularly assessed and any complications are promptly managed f. Basic life support and other emergency measures are used when necessary g. Immediate newborn assessment and care is performed h. The newborn is kept warm and stable i. Initiation of breastfeeding is encouraged and assisted

Foundational Knowledge and Skills for Function 2.4:

Principles, Concepts and Theories - Midwives need to understand:

- Principles of natural childbirth
- Principles of labour management and assessment
- Holistic approaches to facilitate labour and birth
- Principles of evidence-based practice
- The role of socio-economic and cultural experiences on labour and birth

Skills - Midwives need to understand:

- Perform an amniotomy
- Catheterize bladder
- Use aseptic techniques
- Administer comfort measures
- Administer intravenous fluids, medications and inhalants
- Protect perineum, avoid episiotomy and minimize lacerations
- Perform an episiotomy
- Repair lacerations or episiotomy
- Perform obstetrical interventions appropriate to the midwife's scope of practice to assist labour
- Recognize maternal and newborn complications and initiate emergency measures as required
- Perform Neonatal Resuscitation (NRP) according to provincial/territorial regulations and standards
- Provide care and management during the 3rd stage of labour
- Collect cord blood
- Perform newborn examination
- Prevent and treat hemorrhage
- Recognize and respond to signs of maternal shock
- Use technology appropriately

Information and data - Midwives need to know or find out about:

- General anatomy and physiology
- Anatomy and physiology of the reproductive system
- Fetal and maternal anatomy as relevant to assessing fetal position and the progress of labour
- Normal and abnormal fetal heart patterns relevant to assessing fetal well-being in labour
- Mechanism of labour, relevant to assessing normal progress and abnormalities
- Comfort and support measures during labour and birth
- Pharmacologic and technologic approaches to facilitate labour and birth
- Significance of ruptured membranes and methods of reducing risk of infection
- Prevention, assessment and management of exhaustion and dehydration during labour
- Prevention and indications for repair of lacerations or episiotomy
- Other indicators of maternal and fetal well-being
- Requirements for a safe birthing environment
- Drugs and complementary therapies that may be used during the intrapartum period according to provincial/territorial regulations, standards and guidelines
- Continuing Competency Requirements for Neonatal Resuscitation (NRP), Cardiopulmonary Resuscitation (CPR) and Emergency Skills according to provincial/territorial regulations, standards and guidelines
- Provincial/territorial documents outlining
 - Required equipment and supplies for an Out of Hospital Birth setting
 - Standards of Practice related to Function 2.4
 - Philosophy of Care
 - Model of Midwifery Practice
 - Indications for Discussion, Consultation and Transfer of Care
 - Indications for Planned Place of Birth
 - Guidelines on Fetal Health Surveillance in Labour
 - Guidelines on Disinfection and Sterilization

2. Provide primary care, informed choice and continuity of care (continued)	
2.5 Provide safe postpartum care	
2.5.1 Provide information	<ul style="list-style-type: none"> a. Care and advice to the client is holistic and responsive and evidence based b. Information is provided at the relevant time c. Information is provided in a way that is easily understood by the client and enables the client to make an informed decision d. Information is provided on the health benefits of breast feeding e. Client is made aware of how to contact a midwife 24 hours/day f. Choices are identified and presented to the client g. Information and resources regarding self-care, normal postpartum progress, signs and symptoms of common postpartum complications, immunizations, newborn growth, development, behaviour, nutrition, feeding and care are provided to the client and her family
2.5.2 Monitor and evaluate woman's wellness	<ul style="list-style-type: none"> a. Client's well-being is regularly monitored and assessed b. General nutritional status is assessed c. Involution of uterus and healing of perineum are monitored d. Postpartum complications are managed e. Signs and symptoms of abnormal conditions are recognized and assessed f. Conditions requiring referral or consultation are identified g. Consultations or referrals take place in a timely manner h. All relevant information is provided to client and consultant
2.5.3 Monitor and evaluate newborn's wellness	<ul style="list-style-type: none"> a. The condition of the newborn is regularly assessed. b. A physical examination of the newborn is done at each assessment c. Warmth and comfort are maintained during assessments d. Infant weight gain is monitored e. Infant development is monitored f. Sleep patterns are monitored and action taken as necessary g. Medications are administered to the newborn as necessary and in accordance with provincial/territorial regulations h. Signs and symptoms of abnormal conditions are recognized and assessed i. Appropriate referrals are made as necessary
2.5.4 In monitoring and evaluating wellness, undertake tests	<ul style="list-style-type: none"> a. Samples ordered/collected and screenings or tests ordered/performed/ interpreted are limited to and in accordance with provincial/territorial regulations and standards b. Samples and tests are ordered, performed, collected and/or interpreted as required c. Drugs and substances prescribed or administered are limited to and in accordance with provincial/territorial regulations and standards. d. Tests are conducted or ordered in a timely fashion e. Tests are pertinent to the need f. Outcomes of tests are interpreted for the client in order to support ongoing decision-making g. Outcomes of tests are recorded, shared inter-professionally as appropriate and acted on as relevant h. Tests are conducted in the recommended manner and with due regard to the comfort and dignity of the client
2.5.5 Educate and assist the woman and family with infant feeding	<ul style="list-style-type: none"> a. Client is helped to establish and maintain successful infant feeding method b. Common problems associated with breast feeding are identified and addressed c. Assistive devices and complementary therapies for breast feeding are used to support breast feeding when relevant d. Supplementation with expressed breast milk or infant formula initiated if appropriate e. Special, unusual or abnormal maternal or infant situations are identified and appropriate plan of action initiated
2.5.6 Assist the woman and family to consider and select a method of family planning	<ul style="list-style-type: none"> a. Education and counseling are provided regarding family planning b. The client and her family are counseled regarding the choice and use of contraceptive methods and referred when necessary c. Diaphragms and cervical caps are fitted, when chosen and within provincial /territorial regulations, standards and scope of practice d. Hormonal contraceptives are prescribed, when chosen and within provincial/territorial regulations, standards and scope of practice e. Intrauterine devices and/or systems are inserted, when chosen and within provincial/territorial regulations, standards and scope of practice.

Foundational Knowledge and Skills for Function 2.5:

Principles, Concepts and Theories - Midwives need to understand:

- The role of emotional, psychosocial, and cultural influences on the postpartum period and early parenting
- The role of emotional, social, cultural and psychological aspects on breastfeeding
- The influence of environmental, occupational, biological and pharmacological factors on breastfeeding
- Family theory

- Counsel and provide support
- Demonstrate ability to assess proper latch and suck
- Perform a complete newborn physical exam
- Assess newborn and gestational age
- Assess infant growth, development and feeding
- Assess nutritional status of mother and newborn
- Prescribe and administer drugs
- Respond to adverse drug reactions including anaphylactic shock
- Order and collect samples; order, perform and interpret diagnostic tests and screenings in accordance with provincial/territorial regulations and standards
- Use technology appropriately
- Recognize and respond to newborn complications and abnormalities
- Assess and respond to postpartum depression

Information and data - Midwives need to know or find out about:

- General anatomy and physiology
- Anatomy and physiology of the reproductive system
- Anatomy and physiology of the newborn
- Growth and development of the newborn
- Signs and symptoms of abnormal conditions in the newborn
- Anatomy and physiology of lactation
- Information on issues of circumcision
- Available information and resources for postpartum depression
- Prophylactic medications commonly given to the newborn and their risks and benefits
- Postpartum discomforts and their management
- The normal breastfeeding process and necessary conditions and factors for its success
- Stimulation and suppression of lactation
- Breastfeeding positions
- Information about common breastfeeding problems
- Available community resources/supports and a range of program options
- Methods of infant feeding and their risks and benefits
- Nutritional requirements of the woman during the postpartum period
- Nutritional needs of the newborn and properties of breast milk and breast milk substitutes
- Methods of birth control and family planning and their risks and benefits
- Effects of drugs on the newborn
- Safety needs of the newborn
- Provincial/territorial documents outlining
 - Standards of Practice
 - Model of Midwifery Practice
 - Prescribing of Medications & Devices
 - Ordering Laboratory & Diagnostic Tests
 - Standards, guidelines and/or policies on Continuity of Care
 - Required equipment and supplies for an Out of Hospital Birth setting
- Types, schedules and background information on immunizations

2. Provide primary care, informed choice and continuity of care (continued)	
2.6 Respond to increased risk	
2.6.1 Consult with other health professionals	<ul style="list-style-type: none"> a. Professional relationships are established and maintained with other care professionals b. Professional, technical and administrative resources are used when they serve the needs of the client c. Community resources and groups are used when they serve the interest of the client d. Records and information are shared with the client's physician and other health care professionals, with the consent of the client e. Physician consultation is initiated as necessary
2.6.2 Refer to a physician or other health professional when appropriate	<ul style="list-style-type: none"> a. Care is referred to another appropriate practitioner when the care required exceeds the midwife's scope of practice or her ability to practice safely is impaired in any way b. Midwife/midwives provide access to appropriate specialist care for client c. Transfer of primary care to a physician is initiated where appropriate and in accordance with provincial/territorial standards and guidelines for consultation and transfer of care d. Transfer of care is clearly documented
2.6.3 Respond to emergencies	<ul style="list-style-type: none"> a. Emergency situations are anticipated and recognized b. Emergency situations are responded to promptly c. Emergency equipment and supplies are accessible and used as necessary d. Basic life support and other emergency measures are used where necessary e. Consultation and referral are carried out in a timely manner
2.6.4 Provide supportive care to the woman or newborn should transfer of care be required	<ul style="list-style-type: none"> a. When primary care has been transferred to a physician, the midwife continues to provide support and advice unless otherwise requested by the client b. Care provided responds to client diversity c. Practice conforms with the requirements of provincial/territorial Code of Ethics and Standards of Practice d. The roles and responsibilities of the physician are respected

Foundational Knowledge and Skills for Function 2.6:

Principles, Concepts and Theories - Midwives need to understand:

- Human anatomy and physiology
- Human development
- Concepts pertaining to pregnancy, labour (mechanism and management including emergency management), birth, postpartum
- The process of teambuilding and engaging in partnerships

Skills - Midwives need to have the ability to:

- Assess and differentially diagnose - normal vs. abnormal
- Solve problems - recognize situations requiring intervention vs. support
- Perform Cardiopulmonary Resuscitation (CPR)
- Perform Neonatal Resuscitation (NRP) according to provincial/territorial regulations and standards
- Manage obstetric and newborn emergencies

Information and data - Midwives need to know or find out about:

- Maternal and newborn complications and variations from normal
- The role and responsibilities of other health care providers
- Current research evidence relevant to maternity care
- Provincial/territorial documents outlining
 - Indications for Discussion, Consultation and Transfer of Care
 - Indications for Planned Place of Birth
 - Model of Midwifery Practice

3. Establish and maintain current professional practice	
3.1 Provide evidence-based care	
3.1.1 Monitor current research evidence	<ul style="list-style-type: none"> a. Current research related to maternity care is regularly reviewed as are other related health resources b. Major research findings are critically appraised for relevance and importance to current practice c. Major research findings are evaluated in terms of current legislative and organizational standards
3.1.2 Apply current research evidence	<ul style="list-style-type: none"> a. Research findings are discussed with other care team members b. Practice is modified to reflect current research findings c. Current research findings are communicated to the client to support informed choice

Foundational Knowledge and Skills for Function 3.1:

Principles, Concepts and Theories - Midwives need to understand:

- Principles and critical concepts of research evaluation
- Theory of evidence-based practice

Skills - Midwives need to have the ability to:

- Critically appraise research
- Self-evaluate
- Communicate
- Study in a self-directed manner

3. Establish and maintain current professional practice (continued)		
3.2 Plan, implement and facilitate personal and professional development		
3.2.1	Identify learning needs and create learning plans	<ul style="list-style-type: none"> a. Practice is reflected on and learning needs are identified b. Clients are involved in evaluating midwifery practice c. Developments in midwifery practice are monitored and learning implications identified d. Realistic learning goals are set
3.2.2	Identify and pursue learning opportunities	<ul style="list-style-type: none"> a. Informal opportunities to learn from others are recognized and used b. Opportunities for learning through consulting and observing others are sought and used c. Current knowledge of academic and professional research pertinent to midwifery is maintained d. Learning sources such as books and journals are identified and used e. Courses and seminars that meet learning needs are identified and attended f. Peer case reviews are attended according to provincial/territorial standards and/or guidelines g. Competency in Cardiopulmonary Resuscitation (CPR), Neonatal Resuscitation (NRP) and Emergency Skills is maintained as per provincial/territorial requirements h. Provincial/territorial Continuing Competence requirements are met
3.2.3	Apply learning and monitor the effectiveness of learning	<ul style="list-style-type: none"> a. The outcomes of the evaluation of midwifery practice are integrated into future practice b. Learning outcomes are applied in clinical practice c. Impact of learning is reflected on and influences further learning d. Further learning implications are identified e. Learning plans are periodically revised
3.2.4	Contribute to the professional development of others	<ul style="list-style-type: none"> a. Regular peer case review is participated in b. Feedback is provided to colleagues c. Other professional committees are participated in d. Knowledge is shared with colleagues and students e. Colleague midwives are assisted to reflect on performance f. Colleague midwives are mentored and/or coached g. Student learning is supported and evaluated
3.2.5	Maintain personal health and well-being	<ul style="list-style-type: none"> a. Strategies for personal health and well-being are incorporated into daily living b. Measures are taken to manage time and stress demands of midwifery practice c. Assistance and support is sought from colleagues and professional bodies, as appropriate

Foundational Knowledge and Skills for Function 3.2:

Principles, Concepts and Theories - Midwives need to understand:

- Principles of evidence-based practice
- Principles of adult education, communication and counseling
- The role of midwives as preceptors for learners

Skills - Midwives need to have the ability to:

- Mentor
- Self-evaluate
- Critically appraise research

Information and data - Midwives need to know or find out about:

- All current policies of the provincial/territorial regulatory body and Standards of Practice relevant to Function 3.2

3. Establish and maintain current professional practice (continued)	
3.3 Contribute to the effectiveness of the health care system	
3.3.1 Evaluate midwifery practice	<ul style="list-style-type: none"> Standards of practice are identified Practice is reflected on and evaluated against standards Opportunities to enhance midwifery practice are identified
3.3.2 Promote the profession of midwifery within the healthcare system	<ul style="list-style-type: none"> The professional standards for the practice of midwifery are met at all times The midwife holds herself accountable to clients, the profession and the public for safe, competent and ethical care Clients are informed of the provincial/territorial inquiry and discipline procedures established under law and bylaws of the provincial/territorial governing body Interactions with other health caregivers are conducted in a manner that is respectful of their roles and expertise and fosters cooperation The midwifery perspective is provided in the search for solutions to challenges within the healthcare system The provincial/territorial governing body's and institutional policies for reporting and reviewing practice including mortality and morbidity are met Quality management programs established by the provincial/territorial governing body, the local hospital in which privileges are maintained and midwifery practice are participated in
3.3.3 Promote and participate in research pertaining to midwifery and maternity care outcomes	<ul style="list-style-type: none"> Research findings are interpreted and applied to practice of midwifery Areas for research are identified Research is undertaken and contributed to in an ethical fashion, in accordance with provincial/territorial Code of Ethics and pertinent bylaws where applicable Multi-disciplinary research that furthers the improvement of maternity care services is supported
3.3.4 Contribute to the enhancement of health care in the community	<ul style="list-style-type: none"> Education, health promotion and counseling relating to childbearing, transition to parenthood and family planning are provided for the community, when possible Counseling and education is provided in an objective, supportive, non-directive and non-authoritarian manner. The competence and scope of practice of professional midwives is represented accurately Opportunities to inform others about midwifery are recognized and used in a way that fosters understanding and support for the profession Outreach services are provided when possible Improvement in health care services for women and children is supported

Foundational Knowledge and Skills for Function 3.3:

Principles, Concepts and Theories - Midwives need to understand:

- Current issues in midwifery and maternal/child health at local, provincial, national and international levels
- Social and economic influences on childbearing and child rearing
- The politics of health care as it relates to women's health
- The history, philosophy and nature of the midwifery profession
- Principles of adult education, communication and counseling
- Cultural influences on childbearing and child rearing
- The impact of life experiences on childbearing and child rearing
- Frameworks and methods for assessing evidence for practice
- The role of midwives as preceptors for learners
- Principles of evaluation

Information and data - Midwives need to know or find out about:

- The structure and processes of the Canadian health care system
- Key historical developments in Canadian health care as they relate to midwifery
- Relevant health policies in the provincial, national and international context
- The process of policy analysis and development

Appendix 4: FPP Competency Statement Checklist Form

Use this Checklist form to prepare your statements.

1. Establish conditions for the provision of primary midwifery care, informed choice and continuity of care

1.1 Assure the availability of continuous primary care throughout the childbearing cycle, on a 24-hour on-call basis	Yes , in my midwifery practice, I have done some or all of the work, described in this Function.					No , I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
1.1.1 Create teams of midwives to provide 24-hour on-call services						
1.1.2 Develop and sustain a shared philosophy and consistent practices and protocols within a team of midwives						
1.1.3 Ensure access both to out-of-hospital and in-hospital settings for births						

Foundational Knowledge and Skills for Function 1.1:

Principles, Concepts and Theories - Midwives need to understand:

- Midwifery practice management

Skills - Midwives need to have the ability to:

- Write, maintain and revise practice protocols
- Build teams and engage in partnerships
- Communicate

Information and data - Midwives need to know or find out about:

- Provincial/territorial regulations and processes governing midwifery
- Legal aspects of midwifery practice including duties and responsibilities of the midwife
- Provincial/territorial *Code of Ethics* and ethical frameworks guiding midwifery practice
- Provincial/territorial documents outlining
 - Model of Midwifery Practice
 - Policies on
 - Continuity of Care
 - Supportive Care
 - Shared Primary Care, where applicable
- The roles and responsibilities of other health care providers

1.2 Organize care to provide time for the development of relationships and to provide informed choice	Yes , in my midwifery practice, I have done some or all of the work, described in this Function.					No , I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
1.2.1 Establish conditions for the development of a relationship						
1.2.2 Plan workload to ensure time for discussion of choices is available to clients						

Foundational Knowledge and Skills for Function 1.2:

Principles, Concepts and Theories - Midwives need to understand:

- Basic principles of effective communication
- The range and impact of individual communication styles
- The diverse influence of personal values, beliefs and cultures on communication
- Principles of informed choice
- Principles of negotiation
- Principles of collaboration
- Dynamics of interpersonal relationships
- Principles of relationship development
- Concepts of time and stress management
- Principles of planning

Skills - Midwives need to have the ability to:

- Demonstrate active listening skills
- Provide information in ways that ensure client understanding
- Interpret and explain jargon and technical words and concepts
- Recognize, respect and respond to different communication styles and abilities
- Use verbal, non-verbal and written communication methods
- Recognize own communication style and preferences
- Balance competing priorities
- Demonstrate flexibility and patience when working with others
- Manage time

Information and data - Midwives need to know or find out about:

- The nature and availability of community services, supports and resources
- The socio-economic and cultural characteristics of the community

1.3 Maintain complete and accurate health care records	Yes , in my midwifery practice, I have done some or all of the work, described in this Function.					No , I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
1.3.1 Set-up systems and procedures						
1.3.2 Maintain records						

Foundational Knowledge and Skills for Function 1.3:

Information and data - Midwives need to know or find out about:

- Legal aspects of midwifery practice including privacy and freedom of information and recording and reporting requirements
- Provincial/territorial documents outlining
 - Standards of Practice as they relate to Function 1.3
 - Standards, Guidelines and/or Policies on Records and Record Keeping
- Records as required by provincial/territorial regulations
- Hospital record keeping policies

2. Provide primary care, informed choice and continuity of care

2.1 Develop a relationship with the women in care	Yes, in my midwifery practice, I have done some or all of the work, described in this Function.					No, I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
2.1.1 Value and respect women in care						
2.1.2 Recognize individual and shared responsibilities						
2.1.3 Foster open and positive communications						

Foundational Knowledge and Skills for Function 2.1:

Principles, Concepts and Theories - Midwives need to understand:

- Cultural influences and the impact of life experiences on childbearing and child rearing
- Basic principles of effective communication
- The range and impact of individual communication styles
- The diverse influence of personal values, beliefs and cultures on communication
- Principles of negotiation
- Principles of collaboration
- Dynamics of interpersonal relationships
- Principles of relationship development

Skills - Midwives need to have the ability to:

- Communicate
- Counsel
- Manage time

Information and data - Midwives need to know or find out about:

- Provincial/territorial documents outlining
- Philosophy of Care
- Model of Midwifery Practice
- Standards, Policies and/or Guidelines on Informed Choice

2.2 Enable women and their families to play a full role in making informed choices	Yes , in my midwifery practice, I have done some or all of the work, described in this Function.					No , I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
2.2.1 Provide information, based on current available evidence, to enable women and their families to make choices						
2.2.2 Ensure that women can gain access to their records						
2.2.3 Provide health counseling and education for women and their families						
2.2.4 Support women in their decision-making						

Foundational Knowledge and Skills for Function 2.2:

- Principles, Concepts and Theories - Midwives need to understand:
- Principles and processes of informed decision-making
- Principles of adult education, communication and counseling, and of mentoring
- Theoretical approaches to prenatal and parenting education
- Principles of risk analysis
- Principles of evidence-based practice
- Family theory
- Grief and loss theory
- Physiological and psychosocial aspects of human sexuality and fertility
- Cultural influences and the impact of life experiences on childbearing and child rearing

Skills - Midwives need to have the ability to:

- Communicate
- Counsel
- Educate adults
- Apply research to practice

Information and data - Midwives need to know or find out about:

- General anatomy and physiology and that of the reproductive system
- Physical, emotional and social changes associated with pregnancy
- Physical, emotional and social factors likely to influence pregnancy outcomes
- Legal aspects of midwifery practice including informed consent and informed choice
- The importance and functions of pre-pregnancy counseling
- Information on conception
- Available community resources
- Human sexuality during the childbearing cycle
- Infertility and its implications for midwifery care
- Resources for unexpected pregnancies
- Information pertaining to different birth settings, including issues relating to safety
- Information on the benefits of natural birth
- Information and resources on the benefits and practice of breastfeeding
- Information and resources on contraception and family planning
- Provincial/territorial documents outlining
- The Code of Ethics and ethical frameworks
- Standards of Practice
- Philosophy of Care
- Model of Midwifery Practice
- Indications for Planned Place of Birth including Statement on Home Birth where applicable

2.3 Provide safe antenatal care	Yes , in my midwifery practice, I have done some or all of the work, described in this Function.					No , I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
2.3.1 Provide information						
2.3.2 Monitor and evaluate woman's wellness						
2.3.3 Monitor and evaluate fetal wellness						
2.3.4 In monitoring and evaluating wellness, undertake tests						
2.3.5 Provide or recommend therapies						

Foundational Knowledge and Skills for Function 2.3:

Principles, Concepts and Theories - Midwives need to understand:

- Principles of holistic care (addressing the physical, emotional, social and spiritual needs of the client)
- Principles of evidence-based practice
- Importance and implications of regular antenatal care
- The role of socio-economic and cultural experiences on antenatal care
- Family theory
- The importance and functions of pre-pregnancy counseling

Skills - Midwives need to have the ability to:

- Diagnose pregnancy, establish due date, assess gestational age and assess the progress of pregnancy
- Assess and monitor fetal growth and development
- Assess and monitor maternal well-being
- Perform a physical exam on an adult woman including performing complete pelvic exam
- Counsel and support
- Assess nutritional status
- Perform venipuncture and finger puncture
- Assess and manage antenatal complications
- Examine specimens microscopically
- Order, perform and interpret results of screening and diagnostic tests in accordance with provincial/territorial regulations and standards
- Obtain necessary specimens to determine the presence of sexually transmitted diseases, vaginal infections and cytological changes
- Prescribe and administer drugs in accordance with provincial/territorial regulations and standards
- Respond to adverse drug reactions including anaphylactic shock
- Use technology appropriately

Information and data - Midwives need to know or find out about:

- General anatomy and physiology
- Anatomy and physiology of the reproductive system and normal changes of pregnancy
- Causes, recognition, treatment and management of abnormalities and variations of normal that may occur during pregnancy

- Environmental, occupational, genetic, biological and pharmacological hazards to the woman and the fetus
- Uses and interactions of any drugs and substances that may be used during pregnancy
- Appropriate equipment needed for provision of care
- Complementary therapies that may be used during pregnancy
- Sexually transmitted diseases, vaginal infections and their impact on pregnancy
- Effects of drugs on the fetus
- Provincial/territorial regulations governing prescribing of medications, devices and ordering of laboratory and diagnostic tests
- Provincial/territorial documents outlining
- Model of Midwifery Practice
- Standards of Practice
- Standards, Policies and/or Guidelines on Continuity of Care

2.4 Provide safe labour, birth and immediate postpartum care	Yes , in my midwifery practice, I have done some or all of the work, described in this Function.					No , I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
2.4.1 Provide information and support						
2.4.2 Prepare for a safe birth						
2.4.3 Provide care in all settings						
2.4.4 Monitor fetal and maternal well-being in labour						
2.4.5 Monitor and manage labour						
2.4.6 Conduct birth and provide early postpartum care for mother and newborn						

Foundational Knowledge and Skills for Function 2.4:

Principles, Concepts and Theories - Midwives need to understand:

- Principles of natural childbirth
- Principles of labour management and assessment
- Holistic approaches to facilitate labour and birth
- Principles of evidence-based practice
- The role of socio-economic and cultural experiences on labour and birth

Skills - Midwives need to have the ability to:

- Assess maternal health and well-being - physical, emotional and social
- Assess progress of labour
- Assess fetal heart patterns
- Assess fetal position and presentation
- Assess contractions
- Perform vaginal examination to assess progress in labour and identify abnormal conditions, if they exist
- Assess membrane status and amniotic fluid
- Perform an amniotomy
- Catheterize bladder
- Use aseptic techniques
- Administer comfort measures
- Administer intravenous fluids, medications and inhalants
- Protect perineum, avoid episiotomy and minimize lacerations
- Perform an episiotomy
- Repair lacerations or episiotomy
- Perform obstetrical interventions used to assist labour
- Recognize maternal and newborn complications and initiate emergency measures as required
- Perform Neonatal Resuscitation (NRP) according to provincial/territorial regulations and standards
- Provide care and management during the 3rd stage of labour
- Collect cord blood
- Perform newborn examination
- Prevent and treat hemorrhage

- Pharmacologic and technologic approaches to facilitate labour and birth
- Significance of ruptured membranes and methods of reducing risk of infection
- Prevention, assessment and management of exhaustion and dehydration during labour
- Prevention and indications for repair of lacerations or episiotomy
- Other indicators of maternal and fetal well-being
- Requirements for a safe birthing environment
- Drugs and complementary therapies that may be used during the intrapartum period according to provincial/territorial regulations, standards and guidelines
- Continuing Competency Requirements for Neonatal Resuscitation (NRP), Cardiopulmonary Resuscitation (CPR) and Emergency Skills according to provincial/territorial regulations, standards and guidelines
- Provincial/territorial documents outlining
 - Required equipment and supplies for an Out of Hospital Birth setting
 - Standards of Practice related to Function 2.4
 - Philosophy of Care
 - Model of Midwifery Practice
 - Indications for Discussion, Consultation and Transfer of Care
 - Indications for Planned Place of Birth
 - Guidelines on Fetal Health Surveillance in Labour
 - Guidelines on Disinfection and Sterilization
 - Statement on Home Birth, where applicable
 - Standards, guidelines and/or policies for Second Birth Attendants

2.5 Provide safe postpartum care	Yes, in my midwifery practice, I have done some or all of the work, described in this Function.					No, I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
2.5.1 Provide information						
2.5.2 Monitor and evaluate woman's wellness						
2.5.3 Monitor and evaluate newborn's wellness						
2.5.4 In monitoring and evaluating wellness, undertake tests						
2.5.5 Educate and assist the woman and family with infant feeding						
2.5.6 Assist the woman and family to consider and select a method of family planning						

Foundational Knowledge and Skills for Function 2.5:

Principles, Concepts and Theories - Midwives need to understand:

- The role of emotional, psychosocial, and cultural influences on the postpartum period and early parenting
- The role of emotional, social, cultural and psychological aspects on breastfeeding
- The influence of environmental, occupational, biological and pharmacological factors on breastfeeding
- Family theory
- Grief and loss theory
- Concepts of the beneficial effects of breastfeeding
- The importance and functions of postpartum counseling

Skills - Midwives need to have the ability to:

- Perform venipuncture and finger puncture
- Examine specimens microscopically
- Assess and manage maternal postpartum complications
- Assess and manage breastfeeding problems
- Counsel and provide support
- Demonstrate ability to assess proper latch and suck
- Perform a complete newborn physical exam
- Assess newborn and gestational age
- Assess infant growth, development and feeding
- Assess nutritional status of mother and newborn
- Prescribe and administer drugs
- Respond to adverse drug reactions including anaphylactic shock
- Order and collect samples; order, perform and interpret diagnostic tests and screenings in accordance with provincial/territorial regulations and standards
- Use technology appropriately

- Anatomy and physiology of lactation
- Information on issues of circumcision
- Available information and resources for postpartum depression
- Prophylactic medications commonly given to the newborn and their risks and benefits
- Postpartum discomforts and their management
- The normal breastfeeding process and necessary conditions and factors for its success
- Stimulation and suppression of lactation
- Breastfeeding positions
- Information about common breastfeeding problems
- Available community resources/supports and a range of program options
- Methods of infant feeding and their risks and benefits
- Nutritional requirements of the woman during the postpartum period
- Nutritional needs of the newborn and properties of breast milk and breast milk substitutes
- Methods of birth control and family planning and their risks and benefits
- Effects of drugs on the newborn
- Safety needs of the newborn
- Provincial/territorial documents outlining
 - Standards of Practice
 - Model of Midwifery Practice
 - Prescribing of Medications & Devices
 - Ordering Laboratory & Diagnostic Tests
 - Standards, guidelines and/or policies on Continuity of Care
 - Required equipment and supplies for an Out of Hospital Birth setting
- Types, schedules and background information on immunizations

2.6 Respond to increased risk	Yes , in my midwifery practice, I have done some or all of the work, described in this Function.					No , I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
2.6.1 Consult with other health professionals						
2.6.2 Refer to a physician or other health professional when appropriate						
2.6.3 Respond to emergencies						
2.6.4 Provide supportive care to the woman or newborn should transfer of care be required						

Foundational Knowledge and Skills for Function 2.6:

Principles, Concepts and Theories - Midwives need to understand:

- Human anatomy and physiology
- Human development
- Concepts pertaining to pregnancy, labour (mechanism and management including emergency management), birth, postpartum
- The process of teambuilding and engaging in partnerships

Skills - Midwives need to have the ability to:

- Assess and differentially diagnose - normal vs. abnormal
- Solve problems - recognize situations requiring intervention vs. support
- Perform Cardiopulmonary Resuscitation (CPR)
- Perform Neonatal Resuscitation (NRP) according to provincial/territorial regulations and standards
- Manage obstetric and newborn emergencies

Information and data - Midwives need to know or find out about:

- Maternal and newborn complications and variations from normal
- The role and responsibilities of other health care providers
- Current research evidence relevant to maternity care
- Provincial/territorial documents outlining
 - Indications for Discussion, Consultation and Transfer of Care
 - Indications for Planned Place of Birth
 - Model of Midwifery Practice
 - Philosophy of Care
 - Code of Ethics
 - Standards of Practice relevant to Function 2.6
 - Standards, guidelines and/or policies on Continuity of Care
 - Standards, guidelines and/or policies on Supportive Care
 - Core Competencies

3. Establish and maintain current professional practice

3.1 Provide evidence-based care	Yes , in my midwifery practice, I have done some or all of the work, described in this Function.					No , I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
3.1.1 Monitor current research evidence						
3.1.2 Apply current research evidence						

Foundational Knowledge and Skills for Function 3.1:

Principles, Concepts and Theories - Midwives need to understand:

- Principles and critical concepts of research evaluation
- Theory of evidence-based practice

Skills - Midwives need to have the ability to:

- Critically appraise research
- Self-evaluate
- Communicate
- Study in a self-directed manner

3.2 Plan, implement and facilitate personal and professional development	Yes , in my midwifery practice, I have done some or all of the work, described in this Function.					No , I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
3.2.1 Identify learning needs and create learning plans						
3.2.2 Identify & pursue learning opportunities						
3.2.3 Apply learning and monitor the effectiveness of learning						
3.2.4 Contribute to the professional development of others						
3.2.5 Maintain personal health and well-being						

Foundational Knowledge and Skills for Function 3.2:

- Principles, Concepts and Theories - Midwives need to understand:
- Principles of evidence-based practice
- Principles of adult education, communication and counseling
- The role of midwives as preceptors for learners

Skills - Midwives need to have the ability to:

- Mentor
- Self-evaluate
- Critically appraise research

Information and data - Midwives need to know or find out about:

- All current policies of the provincial/territorial regulatory body and Standards of Practice relevant to Function 3.2

3.3 Contribute to the effectiveness of the health care system	Yes , in my midwifery practice, I have done some or all of the work, described in this Function.					No , I have not done any of the work described in this Function.
	I always did this Activity	I often did this Activity	I sometimes did this Activity	I did this Activity a few times	I have only done this Activity once	
3.3.1 Evaluate midwifery practice						
3.3.2 Promote the profession of midwifery within the healthcare system						
3.3.3 Promote and participate in research pertaining to midwifery and maternity care outcomes						
3.3.4 Contribute to the enhancement of health care in the community						

Foundational Knowledge and Skills for Function 3.3:

Principles, Concepts and Theories - Midwives need to understand:

- Current issues in midwifery and maternal/child health at local, provincial, national and international levels
- Social and economic influences on childbearing and child rearing
- The politics of health care as it relates to women’s health
- The history, philosophy and nature of the midwifery profession
- Principles of adult education, communication and counseling
- Cultural influences on childbearing and child rearing
- The impact of life experiences on childbearing and child rearing
- Frameworks and methods for assessing evidence for practice
- The role of midwives as preceptors for learners
- Principles of evaluation

Information and data – Midwives need to know or find out about

- The structure and processes of the Canadian health care system
- Key historical developments in Canadian health care as they relate to midwifery
Relevant health policies in the provincial, national and international context
- The process of policy analysis and development
- The structure and function of professional midwifery organizations
- Regulations and processes governing midwifery in the province/territory of choice
- Legal aspects of midwifery practice including but not limited to, duties and responsibilities of the midwife, privacy and freedom of information, informed consent and informed choice and recording and reporting
- Provincial/territorial Code of Ethics and ethical frameworks
- Provincial/territorial Standards of Practice relevant to Function 3.3
- Available community resources

Appendix 5: Provincial/Territorial Contact Information

The following chart provides links to the midwifery regulatory bodies in Canada where you can access provincial/territorial information. Please check with the specific jurisdiction to receive an update on documents listed as “under development” or “no equivalent”.

<i>Updated to January 2012</i>							
Jurisdiction	British Columbia	Alberta	Saskatchewan	Manitoba	Ontario	Quebec	Northwest Territories
Name of regulator	College of Midwives of British Columbia www.cmbc.bc.ca	Alberta Health Disciplines Committee Email: heather.cameron@gov.ab.ca	Saskatchewan College of Midwives www.saskmidwives.ca	College of Midwives of Manitoba www.midwives.mb.ca	College of Midwives of Ontario www.cmo.on.ca	L'Ordre des Sage-femmes du Québec www.osfq.org	No equivalent Health Professions Regulation and Licensing Authority www.hpra.gov.nt.ca