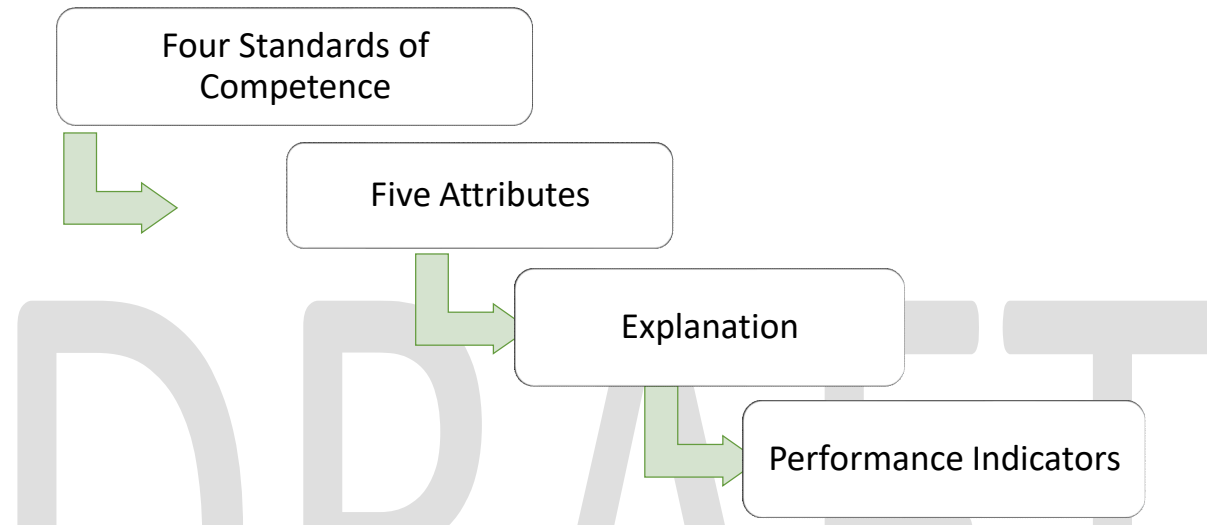


Structure of the Standards of Competence for Midwives



Under the Health Practitioners Competence Assurance Act 2003, one of the functions of Te Tatau o te Whare Kahu | Midwifery Council is to set standards of clinical competence, cultural competence (including competencies that will enable effective and respectful interaction with Māori), and ethical conduct to be observed by registered midwives.

These Standards of Competence, issued by Te Tatau o te Whare Kahu | Midwifery Council, describe the minimum standards of practice for the Midwifery profession in Aotearoa | New Zealand. Midwives are expected to at least meet these standards but will likely exceed them over time. The Te Tatau o te Whare Kahu | Midwifery Council expects kāhu pokai | midwives to adhere to the Midwifery Professional Code of Conduct, Code of Health and Disability Services Consumers' Rights, Te Pae Ora Healthy Futures Act.

The attributes acknowledge a Te Ao Māori worldview: **Rangatiratanga** – *Leader by Example*, **Whakawhanaungatanga** – *Networker*, **Manaaki** – *Teacher and Advocate*, **Tiaki** – *Compassionate Carer*, **Atawhai** – *Reciprocal Learner*.

The performance indicators describe the actions the kahu pōkai | midwife undertakes in order to demonstrate they are meeting the expected standard of competence. They may be demonstrated in many ways through reflective and reflexive practice, sharing of information, critical thinking and reasoning, decision making, and the application of knowledge, skills and values to practice. They require the Kahu Pōkai | midwife to examine and apply strategies to mitigate impact of own assumptions, biases and values when working alongside whānau.

Standard of Competence	ĀHURU¹ <i>“The kahu pōkai midwife creates conditions for whānau to feel safe across the pre-conceptual, pregnancy, birthing and postnatal continuum including newborn care”</i>	
Explanation	THE KAHU PŌKAI MIDWIFE ENABLES WOMEN/PERSONS AND WHANAU TO BE THE KAITIAKI PROTECTOR OF THEIR OWN HEALTH AND WELLBEING, TO MAKE INFORMED CHOICES ABOUT THEIR PREGNANCY, BIRTH EXPERIENCE AND EARLY PARENTHOOD. THE KAHU PŌKAI MIDWIFE EMBEDS THE PRINCIPLES OF TE TIRITI O WAITANGI AS A FOUNDATION OF MIDWIFERY PRACTICE TO IMPROVE HEALTH OUTCOMES	Attributes
Performance Indicators	Ā1 Centres the wāhine hapū / pregnant person and pēpē / baby, as the focus of care and adapts to whānau spaces and places, whether at home, community, primary, secondary or tertiary setting	<i>Tiaki</i>
	Ā2 Recognises Māori as tangata whenua of Aotearoa and embeds the principles of Te Tiriti o Waitangi as a foundation to midwifery practice to strive to improve health outcomes	<i>Rangatiratanga</i>
	Ā3 Integrates learning from Cultural Safety education to apply these principles to the midwifery partnership and enables women/persons and whānau to be self-determining and the kaitiaki (protector) of their own health and wellbeing	<i>Rangatiratanga</i>
	Ā4 Applies strategies to mitigate impact of own assumptions, biases and values when working alongside whānau	<i>Rangatiratanga</i>
	Ā5 Identifies systemic discrimination and prejudices experienced by different groups and strives to eliminate them by providing safe and ethical midwifery care	<i>Rangatiratanga</i>
	Ā6 Recognises that culture includes age or generation; gender; sexual orientation; occupation and socio-economic status; ethnic origin or migrant experiences; religious or spiritual belief; and disability	<i>Tiaki</i>
	Ā7 Demonstrates an understanding of the wishes/needs of whānau in relation to disability and diversity; and applies this understanding to the care of whānau as required	<i>Tiaki</i>
	Ā8 Values diversity of whānau knowledge and perspectives of physiological processes to inform appropriate assessments, planning and care	<i>Atawhai</i>
	Ā9 Provides up to date information and supports the women/persons and whānau to understand their options and make informed decisions, and advocate for the decisions they make	<i>Manaaki</i>
	Ā10 Understands and respects the right to decline treatment or referral to another health professional and follow best practice to keep women/persons, whānau and health practitioners safe	<i>Manaaki</i>
	Ā11 Communicates effectively by actively listening to whānau and engaging in reciprocal relationships, ensuring information is shared in a way that is understood and where all partners are equally valued	<i>Atawhai</i>
	Ā12 Documents effectively and appropriately, in a timely way using different mediums including documenting decision-making, rationales for care provided, care planning and information shared with whānau that reflects their needs and aspirations	<i>Manaaki</i>
	Ā13 Keeps whānau information safe and secure in accordance with legal obligations	<i>Manaaki</i>
	Ā14 Recognises when women/persons, baby, and whānau are at risk of violence and abuse, and knows how to refer to appropriate agencies	<i>Manaaki</i>

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Standard of Competence

Mātauranga | Worldviews²

“The kahu pōkai | midwife applies comprehensive theoretical and scientific knowledge with the affective and technical skills needed to provide effective and safe midwifery care, taking guidance from whanau to integrate their needs and aspirations

Explanation	THE COMPETENT KAHU MIDWIFE INTEGRATES KNOWLEDGE AND UNDERSTANDING, PERSONAL, PROFESSIONAL AND CLINICAL SKILLS WITHIN A LEGAL AND ETHICAL FRAMEWORK AND IN CONSIDERATION OF WHĀNAU WORLDVIEWS TO INFORM MIDWIFERY PRACTICE THAT IMPROVES OUTCOMES AND SATISFACTION FOR WOMEN/PERSONS, BABIES AND WHĀNAU. THE KAHU PŌKAI MIDWIFE UTILISES MIDWIFERY SKILLS THAT FACILITATE THE PHYSIOLOGICAL PROCESSES OF CHILDBIRTH AND BALANCES THESE WITH THE JUDICIOUS USE OF INTERVENTION WHEN APPROPRIATE	Attributes
Performance Indicators	M1 Actively seeks the expertise of whānau and integrates this with midwifery skills and knowledge, to honour whānau worldviews and facilitate the woman/person’s ability to achieve their natural potential throughout their childbirth experience	<i>Rangatiratanga</i>
	M2 Confirms pregnancy, if necessary, orders and interprets relevant investigative and diagnostic tests, carries out necessary screening procedures, and systematically collects comprehensive information concerning the woman/person’s health and wellbeing	<i>Manaaki</i>
	M3 Conducts and documents comprehensive and timely assessments for the purpose of monitoring the health and wellbeing of women/persons, baby and whānau in the provision of pre-pregnancy, pregnancy, birthing and postnatal care	<i>Manaaki</i>
	M4 Assesses the health and wellbeing of women/persons and whānau and their baby throughout pregnancy, labour and birth, recognising any condition which necessitates consultation with, or referral to, another kahu pōkai midwife, medical practitioner or other health professional	<i>Whakawhanaungatanga</i>
	M5 Recognises complexity, responds and refers to appropriate colleagues, to enable timely care planning, interventions, escalation and provision of emergency care, when required	<i>Manaaki</i>
	M6 Is responsive to the healing needs of women/persons and whānau who experience traumatic events or loss	<i>Tiaki</i>
	M7 Engages in review and restorative processes Hohou te rongu when there has been an adverse outcome for whānau	<i>Tiaki</i>
	M8 Assesses the health and wellbeing of the newborn and takes all initiatives, including resuscitation, which may be necessary to stabilise the baby	<i>Rangatiratanga</i>
	M9 Proactively protects, promotes and supports breastfeeding and whāngai u, reflecting the WHO ‘Ten Steps to Successful Breastfeeding’	<i>Manaaki</i>
	M10 Assesses the health and wellbeing of the woman/person and whānau and baby throughout the postnatal period and identifies factors which indicate the necessity for consultation with, or referral to, another kahu pōkai midwife, medical practitioner, or other health practitioner	<i>Whakawhanaungatanga</i>

	<p>M11 Demonstrates the ability to prescribe, supply, and administer therapeutic products according to legal and regulatory parameters with informed consent, safely and appropriately within the kahu pōkai midwife's scope of practice and relevant legislation</p>	<p><i>Rangatiratanga</i></p>
	<p>M12 Performs a comprehensive end-point assessment of the woman/person and whānau and baby at the conclusion of midwifery care including sexual health, immunisation advice, safety advice and ongoing breastfeeding support services</p>	<p><i>Whakawhanaungatanga</i></p>
	<p>M13 At the end of midwifery care, refers whānau to well woman services, well child services including General Practitioner for ongoing care</p>	<p><i>Whakawhanaungatanga</i></p>
	<p>M14 Provides accurate and timely written progress notes and relevant documented evidence of all informed decisions made and midwifery care offered and provided incorporating their needs and aspirations</p>	<p><i>Atawhai</i></p>
	<p>² <i>Mātauranga is a term that refers to traditional tangata whenua knowledge, underpinned by unique philosophies. Worldviews are the systems of knowledge and their associated philosophies derived from all other societies extant in Aotearoa including those of midwifery</i></p>	

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Standard of Competence	Te Iho³ <i>The kahu pōkai midwife implements safe systems and quality assurance processes to ensure the integrity of relational obligations to whānau</i>	
Explanation	<small>THE KAHU PŌKAI MIDWIFE DEMONSTRATES THE APPLICATION OF CULTURAL AND CLINICAL SAFETY PROTOCOLS AND PROCEDURES THAT, IN COLLABORATION WITH THE WIDER PROFESSIONAL TEAM, ENABLES SAFE, TIMELY AND WELL-COORDINATED CARE TO ENSURE THE INTEGRITY OF OBLIGATIONS TO WHĀNAU.</small>	Attributes
Performance Indicators	T1 Applies the principles of Te Tiriti o Waitangi to keep women/persons and whānau safe within health systems	<i>Rangatiratanga</i>
	T2 Participates actively in Cultural Safety education and identifies system barriers for whānau and co-constructs strategies that support their needs	<i>Rangatiratanga</i>
	T3 Accepts personal accountability to the woman/person and whānau, to the midwifery profession, the community, and Te Tatau o Te Whare Kahu Midwifery Council for midwifery practice	<i>Rangatiratanga</i>
	T4 Acquires and maintains comprehensive local and national knowledge about health organisations and providers for whānau, that will enhance whānau health and the midwifery care provided	<i>Whakawhanaungatanga</i>
	T5 Participates as an effective kahu pōkai midwife member of the wider professional team and values the importance of relationships with other professionals to advocate for whānau	<i>Whakawhanaungatanga</i>
	T6 Is responsive, and may provide care to, or refer, women/persons and whānau who may have a mistimed pregnancy and who choose to engage with abortion care services	<i>Tiaki</i>
	T7 Demonstrates the application of cultural and clinical safety protocols and procedures that enable safe, timely and well co-ordinated care across the childbearing continuum to ensure the integrity of relational obligations to whānau	<i>Rangatiratanga</i>
	T8 Is responsive to the needs of women/persons and whānau in relation to infertility, complicated pregnancy, unexpected outcomes, abortion, bereavement, loss and grief, and applies this understanding to the care of women/persons and whānau and refers to appropriate services/support	<i>Tiaki</i>
	T9 Supports women/persons and whānau to make a timely an appropriate transition from midwifery care to other services, providing all necessary referrals	<i>Whakawhanaungatanga</i>
³ <i>Te Iho is the umbilical cord that connects the baby to the mother, which is likened to the relational obligations of the kahu pōkai midwife to whānau</i>		

Standard of Competence	Whenua ⁴ <i>The kahu pōkai midwife is constantly refreshing knowledge through evidence and reflective practice, and takes on new learnings with each whānau</i>	
Explanation	<small>AS A MEMBER OF THE MIDWIFERY PROFESSION THE KAHU PŌKAI MIDWIFE HAS RESPONSIBILITIES TO WHĀNAU AND THE PROFESSION AND THE WIDER COMMUNITY. THE KAHU PŌKAI MIDWIFE RECOGNISES OWN STRENGTHS AND LIMITATIONS AND SEEKS COUNSELLING, MENTORING OR PASTORAL SUPPORT WHEN NEEDED FOR PROFESSIONAL DEVELOPMENT</small>	Attributes
Performance Indicators	W1 Recognises the kahu pōkai midwife’s role and responsibility for understanding, supporting and facilitating the physiological processes of pregnancy and childbirth and postnatally	<i>Manaaki</i>
	W2 Demonstrates the ability to provide kahu midwifery care on their own professional responsibility throughout pregnancy, labour, birth and the postnatal period	<i>Rangitiratanga</i>
	W3 Articulates and adheres to professional and health sector codes, relevant legislation, standards and ethics to ensure optimal outcomes for women/persons, babies and whānau	<i>Rangitiratanga</i>
	W4 Ongoing reflection on strategies to mitigate impact of own assumptions, biases and values when working alongside whānau	<i>Atawhai</i>
	W5 Continuously engages in reflective practice in alignment with the principles of Te Tiriti o Waitangi	<i>Rangitiratanga</i>
	W6 Engages in reciprocal relationships with women/persons and whānau where the kahu pōkai midwife and whānau are equally valued	<i>Rangitiratanga</i>
	W7 Actively seeks new knowledge and evidence to enhance professional practice	<i>Whakawhanaungatanga</i>
	W8 Engages in professional development to extend and increase opportunities for learning to benefit whānau.	<i>Atawhai</i>
	W9 Participates in quality assurance processes and mechanisms that review midwifery practice and are aligned with Te Tatau o Te Whare Kahu Midwifery Council Quality Framework	<i>Atawhai</i>
	W10 Actively reflects on practice across the pre-pregnancy, pregnancy, birthing and post-natal continuum including breastfeeding, whāngai ū, immunisation and sexual health	<i>Atawhai</i>
	W11 Supports measures to ensure sustainability of midwifery and the environment	<i>Rangitiratanga</i>
	W12 Undertakes education on grief and loss and how to support bereaved whānau confidently and competently	<i>Tiaki</i>
	W13 Plans for, and implements, professional growth and development for self and colleagues including seeking professional supervision	<i>Atawhai</i>
	⁴ <i>Whenua is the word for land and placenta. The placenta is delicate, complex, hardworking and crucial – like every kahu pōkai midwife. This standard requires the midwife to tend to her personal and professional needs (or whenua) to adequately be present for whānau</i>	