

Domain 2: Professional and ethical practice

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Competency	Point of entry: Essential knowledge, understanding and skill application required	Part 1: CBT	Part 2: OSCE
1. Practises in accordance with The Code: Professional standards of practice and behaviour for nurses and midwives (NMC 2018), within the limitations of the individual's own competence, knowledge and sphere of professional practice, consistent with the legislation relating to midwifery practice. This will include: using professional standards of practice to self-assess performance, consulting with the most appropriate professional colleague when care requires expertise beyond the midwife's current competence, consulting other healthcare professionals when the woman's and baby's needs fall outside the scope of midwifery practice, identifying unsafe practice and responding appropriately.	1. Practises within the limitations of their own competence, knowledge and sphere of professional practice, consistent with the legislation relating to midwifery practice. B21	Y	
	2. Has insight into own values and how these may impact on interactions with women. C37	Y	
	3. Works within national and local policies. M26	Y	
	4. Is an advocate for women. L36	Y	
	5. Upholds the rights of women and speaks out when these are at risk of being compromised. C29	Y	
	6. As part of a multidisciplinary team continues to provide care to women undergoing complications. L2	Y	Y
	7. Recognises and responds to emotional discomfort/distress of self and others. C39	Y	
2. Practises in a way which respects, promotes and supports individuals' rights, interests, preferences, beliefs and cultures. This will include: offering culturally sensitive family planning advice, ensuring that women's labour is consistent with their religious and cultural beliefs and preferences, the different roles and relationships in families and reflecting different religious and cultural beliefs, preferences and experiences.	1. Uses appropriate strategies to encourage and promote choice for all women. C17	Y	Y
	2. Demonstrates respect for client autonomy and the rights of women to withhold consent in relation to care and treatment within legal frameworks. C24	Y	
	3. Acts professionally to ensure that personal judgments, prejudices, values, attitudes and beliefs do not compromise the provision of care. IC1	Y	
	4. Does not allow personal feelings towards a client or others to compromise care. C38	Y	
	5. Explores effectively the social, religious and cultural factors that inform an individualised antenatal care pathway for women that is diversity-sensitive. IC11	Y	
	6. Respects women's autonomy when making a decision, even when a particular choice may result in harm to themselves or their unborn child, unless a court of law orders the contrary. C19	Y	
	7. Ensures that women's labour and birth is diversity-sensitive, meeting their individual needs and preferences. L2	Y	
	8. Acknowledges the roles and relationships in families, dependent upon religious and cultural beliefs, preferences and experiences. L5	Y	
	9. Is able to discuss with women the progress of labour in relation to their birth plan/written wishes and modify these in partnership with women dependent on need. L17	Y	Y
	10. Cares for women sensitively and is attentive to the "moment of birth", creating an environment that is responsive to the woman's needs. L25	Y	
	11. In a culturally sensitive manner, creates an environment that is protective of the maternal infant attachment process, such as minimal handling of the baby, discovering gender, fostering maternal infant eye contact and skin-to-skin contact. L33	Y	Y
	12. Takes into account differing cultural traditions, beliefs and professional ethics when communicating with women. B10	Y	Y

3. Practises in accordance with relevant legislation. This will include: practising within the contemporary legal framework of midwifery, demonstrating knowledge of legislation relating to human rights, equal opportunities, equality and diversity, and access to client records. It also will include demonstrating knowledge of legislation relating to health and social policy relevant to midwifery practice, demonstrating knowledge of contemporary ethical issues and their impact on midwifery practice and managing the complexities arising from ethical and legal dilemmas.	1. Works within the legal frameworks for data protection, for example access to and storage of records. C14	Y	Y
	2. Takes into account UK legal frameworks and professional ethics when planning care. C30	Y	
	3. Practises in accordance with relevant legislation. L6	Y	
4. Maintains confidentiality of information. This will include: ensuring the confidentiality and security of written and verbal information acquired in a professional capacity, disclosing information about individuals and organisations only to those who have a right and need to know this information, and only once proof of identity and right to disclosure has been obtained.	1. Seeks consent prior to sharing confidential information outside of the professional care team (subject to agreed safeguarding/protection procedures). C22	Y	
	2. Works within legal frameworks when seeking consent. C21	Y	
	3. Acts within the law when disclosing information without consent. C15	Y	
	4. Uses appropriate strategies to enable women to understand treatments and interventions in order to give informed consent. C23	Y	
	5. Acts professionally and appropriately in situations where there may be limits to confidentiality, for example safeguarding or protection from harm. C10	Y	
	6. Seeks informed consent prior to undertaking any procedure. L19	Y	
	7. Recognises the significance of information and who does/does not need to know. C11	Y	
	8. Ensures information sharing is woman-centred and provides clear and accurate information. M17	Y	
5. Works collaboratively with the wider healthcare team and agencies in ways which: value their contribution to health and care, enable them to participate effectively in the care of women, babies and their families, acknowledge the nature of their work and the context in which it is placed. The wider healthcare team and agencies will include those who work in: healthcare, social care, social security, benefits and housing, advice, guidance and counselling, child protection and the law.	1. Works confidently, collaboratively and in partnership with women and others to ensure the needs of women are met. B22	Y	
	2. Initiates timely referral of women who would benefit from the skills and knowledge of others. L28 & L13	Y	Y
	3. Is competent in recognising and advising women who would benefit from more specialised services. IC12	Y	Y
	4. Is competent to refer women who would benefit from more specialised services, such as a local substance misuse support unit. IC16	Y	Y
	5. Demonstrates the ability to discuss with women local/national information to assist with making choices, including local and national voluntary agencies and websites. IC6	Y	Y
	6. Is skilled in providing the opportunity to women to disclose domestic abuse and is able to respond appropriately. IC14	Y	
	7. Works inter-professionally as a means of achieving optimum outcomes for women. C45	Y	
6. Manages and prioritises competing demands. This will include: deciding who is best placed and best able to provide particular interventions to women, babies and their families and alerting managers to difficulties and issues in service delivery.	1. Negotiates with others in relation to balancing competing/conflicting priorities. L37	Y	

7. Supports the creation and maintenance of environments that promote the health, safety and wellbeing of women, babies and others. This will include: preventing and controlling infection, promoting health, safety and security in the environment in which the midwife is working, whether it be at a woman's home, in the community, a clinic or in a hospital.	1. Can support the health, safety and wellbeing of women in a variety of birth settings, for example outside the acute hospital environment. L1	Y	
	2. Can consistently demonstrate the ability to communicate safely and effectively with women, and provide guidance for more junior colleagues. C1	Y	Y
	3. Anticipates how a woman might feel in a given situation and responds with kindness and empathy to provide physical and emotional comfort. C33	Y	
	4. Delivers care that recognises need and provides both practical and emotional support. C36	Y	Y
	5. Is competent in sharing information about the pregnancy care services and options available, lifestyle considerations, including dietary information, and screening tests. IC15	Y	Y
	6. Is proactive in maintaining dignity and challenges situations/others where the dignity of the woman may be compromised. C26 & C27	Y	Y
	7. Where available, is actively involved in being accessible for women in environments other than traditional NHS settings such as shops, supermarkets and leisure centres. IC18	Y	
	8. Prepares the environment for birth. L24	Y	Y
	9. Supports women safely in the birth of their baby. L26	Y	
	10. Supports the health, safety and wellbeing of women in a variety of birth settings, for example outside the acute hospital environment. L1	Y	Y
	11. Is proactive in promoting care environments that are diversity-sensitive and free from exploitation, discrimination and harassment. C31	Y	
8. Contributes to the development and evaluation of guidelines and policies and makes recommendations for change in the interests of women, babies and their families. Evaluating policies will include: consideration of the best available evidence, providing feedback to managers on service policies and representing the midwife's own considered views and experiences within the context of broader health and social care policies in the interests of women, babies and their families.	1. Provides accurate and comprehensive written reports based on best available evidence. C4	Y	Y