

Midwifery Test of Competence blueprint

Midwifery domains

A new version of the Test of Competence for nurses and midwives launches on 2 August 2021. This document relates to the legacy 2014 version of the Test of Competence for nursing and midwifery.

For the latest information visit www.nmc.org.uk/toc

Domain 1: Effective midwifery practice

Competency	Point of entry: Essential knowledge, understanding and skill application required	Part 1: CBT	Part 2: OSCE
<p>1. Communicates effectively with women and their families throughout the pre-conception, antenatal, intrapartum and postnatal periods. Communication will include: listening to women and helping them to identify their feelings and anxieties about their pregnancies, the birth and related changes to themselves and their lives. Communication will also include enabling women to think through their feelings and make informed choices about their health and health care. Midwives must be able to actively encourage women to think about their own health and health of their babies and families, and how this can be improved.</p>	1. Articulates a clear plan of care that has been developed in partnership with the woman. C2	Y	Y
	2. Communicates effectively and sensitively in different settings, using a range of methods and styles in both individual and group settings. C3	Y	Y
	3. Uses skills of being attentive, open ended questioning and paraphrasing to support information sharing with women. B2	Y	Y
	4. Acts to reduce and challenge barriers to effective communication and understanding. C6	Y	
	5. Is proactive and creative in enhancing communication and understanding. C7	Y	Y
	6. Where appropriate uses the skills of active listening, questioning, paraphrasing and reflection to assist in effective communication. C8	Y	Y
	7. Makes appropriate use of touch. C34	Y	Y
	8. Anticipates how a woman might feel in a given situation and responds with kindness and empathy. C33	Y	Y
	9. Listens to, watches for and responds to verbal and non-verbal cues. C35 & L7 & B1	Y	Y
	10. Uses appropriate and relevant communication skills to deal with difficult and challenging circumstances in individual and group scenarios. C9	Y	Y
	11. Shares information confidently with women who have physical, cognitive or sensory disabilities and those who do not speak or read English. C28	Y	Y
<p>2. Diagnoses pregnancy and assesses and monitors women holistically throughout the pre-conception, antenatal, intrapartum and postnatal period using a range of assessment methods and reaching valid, reliable and comprehensive conclusions. The different assessment methods will include: history-taking, observation, physical examination, biophysical tests, social, cultural and emotional assessments.</p>	1. Empowers women to recognise normal pregnancy development and when to seek advice. IC13	Y	
	2. Assesses maternal and fetal wellbeing relevant to gestation, and acts upon the need to refer to appropriate individuals where necessary. IC9	Y	
	3. Facilitates informed choices regarding antenatal screening tests, ensuring women fully understand the purpose of all tests before they are taken. IC2	Y	
	4. Is able to seek out required information about less common/specialised antenatal screening tests. IC7	Y	
<p>3. Determines and provides programmes of care and support for women which: are appropriate to the needs, contexts, culture and choices of women, babies and their families, are made in partnership with women, are ethical, are based on best evidence and clinical judgment and involve other healthcare professionals when this will improve health outcomes. This will include consideration of: plans for birth, place of birth, plans for feeding babies, needs for postnatal support and preparation for parenthood needs.</p>	1. Plans in partnership with women a care pathway to ensure individual needs are met. IC10	Y	
<p>4. Provides seamless care, and where appropriate, interventions in partnership with women and other care providers during the antenatal period which are appropriate for women's assessed needs, context and culture, promote their continuing health and well-being, are evidence-based, are consistent with the management of risk and draw upon the skills of others to optimise health outcomes and resource use. These will include: acting as lead carer in normal pregnancies, contributing to providing support to women when their pregnancies are in difficulty (such as women who will need operative or assisted delivery), providing care for women who have suffered pregnancy loss, discussion/negotiation with other professionals about further interventions which are appropriate for individual women, considering their wishes, context and culture, ensuring that current research findings and other evidence are incorporated into practice and team working in the best interests of individual women.</p>	1. Assesses maternal wellbeing, interprets the findings accurately and shares this information with women, including the ability to discuss and further action/consequences as necessary. L11	Y	
	2. Provides accurate, truthful and balanced information that is presented in such a way as to make it easily understood. C18	Y	Y
	3. Assesses and implements measures to manage, reduce or remove risk that could be detrimental to women, self and others. L14	Y	
	4. Is confident in working with a variety of models of service delivery which encourage early access to care. IC19	Y	
	5. Manages challenging situations effectively. C32	Y	

5. Refers women who would benefit from the skills and knowledge of other individuals to an individual who is likely to have the requisite skills and experience to assist, at the earliest possible time, and is supported by accurate, legible and complete information which contains the reasoning behind making the referral and describes the woman's needs and preferences. Referrals might relate to: women's choices, health issues, social issues, financial issues, psychological issues, child protection issues and the law.	1. Initiates timely referral of women who would benefit from the skill and knowledge of others. L21 & L13 & L28	Y	Y
	2. Acts appropriately in sharing information to enable and enhance care (multi-disciplinary team, across agency boundaries). C13	Y	
	3. Anticipates and provides for the needs of women. L3	Y	
	4. Consults and explores solutions and ideas appropriately with others to enhance care. C42	Y	
	5. Is competent in recognising and advising women who would benefit from additional specialist services. IC12	Y	
	6. Is competent to refer women who would benefit from additional specialist services, such as a local substance misuse support unit. IC16	Y	
	7. Is confident to call appropriate professionals, regardless of hierarchy, when expertise is required beyond the midwife's current practice, or the needs of the woman or baby fall outside the scope of midwifery practice. L39	Y	
6. Cares for, monitors and supports women during labour and monitors the condition of the fetus, supporting spontaneous births. This will include: communicating with women throughout and supporting them through the experience, ensuring that the care is sensitive to individual women's culture and preferences, applying the use of appropriate clinical and technical means to monitor the condition of the mother and fetus, providing appropriate pain management and providing appropriate care to women once they have given birth.	1. Identifies the onset of labour, discusses the findings accurately and shares this information with women, including the ability to discuss any further action/consequences as necessary. L10	Y	
	2. Identifies and appropriately manages the latent and active phase of labour. L15	Y	
	3. Listens to, watches for and responds to verbal and non-verbal cues. L7 & B1 & C35	Y	Y
	4. Applies in-depth knowledge of the physiology of labour and birth. L8	Y	Y
	5. Uses skills of observation and active listening in order to analyse the effectiveness of care being provided. L9	Y	
	6. Makes an accurate assessment of the progress of labour, shares this information with women and has the ability to discuss any further action/consequences as necessary. L16 & L23	Y	Y
	7. Is confident in exploring with women the potential impact of delivery room practices, such as the effect of different pain relief methods and the importance of skin-to-skin contact, on the wellbeing of their baby and themselves, and on the establishment of breastfeeding in particular (Baby Friendly Initiative). B14	Y	Y
7. Undertakes appropriate emergency procedures to meet the health needs of women and babies. Emergency procedures will include: manual removal of the placenta, manual examination of the uterus, managing postpartum haemorrhage, resuscitation of mother and/or baby, undiagnosed breech.	1. Recognises any deviation from the normal progress of labour or wellbeing of the woman or fetus. L20	Y	Y
	2. Recognises and acts accordingly when confronted with obstetric emergencies, in both primary and secondary care settings. M27	Y	Y
	3. Initiates emergency measures if required, such as episiotomy. L27	Y	Y
	4. Identifies and manages risk safely. L12	Y	
	5. Inspires confidence, bases decisions on evidence and uses experience to guide decision-making. L4	Y	
8. Examines and cares for babies immediately following birth. This will include: confirming their vital signs and taking appropriate action, carrying out a full assessment and physical examination.	1. Assesses accurately the health and wellbeing of the newborn baby. L31	Y	Y
	2. Initiates emergency measures if required. L32	Y	Y
	3. In a culturally sensitive manner, creates an environment that is protective of the maternal infant process, such as minimal handling of the baby, discovering gender, fostering maternal infant eye contact and skin-to-skin contact. L33	Y	
9. Examines and cares for babies with specific health or social needs and refers to other professionals or agencies as appropriate. These needs will include: child protection, congenital disorders, birth defects, low birth weight and pathological conditions (such as babies with vertical transmission of HIV and drug-affected babies).	1. Is confident to call appropriate professionals, regardless of hierarchy, when expertise is required beyond the midwife's current practice, or the needs of the woman or baby fall outside the scope of midwifery practice. L39	Y	Y
	2. Anticipates how a woman might feel in a given situation and responds with kindness and empathy to provide physical and emotional comfort. C33	Y	Y

<p>10. Works in partnership with women and other care providers during the postnatal period to provide seamless care and interventions which: are appropriate to the woman's assessed needs, context and culture, promote her continuing health and wellbeing, are evidence based, are consistent with the management of risk, are undertaken by the midwife because they are the person best placed to do them and is competent to act, draw on the skills of others to optimise health outcomes and resource use. Care will include: providing support and advice to women as they start to feed and care for their baby, providing any particular support which is needed to women who have disabilities, providing post-operative care for women who have had caesarean and operative deliveries, providing pain relief to women, team-working in the best interests of women and their babies, facilitating discussion about future reproductive choices and providing care for women who have suffered pregnancy loss, stillbirth or neonatal death.</p>	<p>1. Assesses and monitors the woman's condition throughout the third stage of labour, facilitating safe delivery of the placenta and membranes by physiological or active management. L30</p>	Y	Y
	<p>2. Initiates emergency measures in both primary and secondary care settings. L34</p>	Y	Y
	<p>3. Sustains emergency measures until help arrives. L35</p>	Y	Y
	<p>4. Assesses accurately the health and wellbeing of the newborn baby. L31</p>	Y	Y
	<p>5. Initiates emergency measures if required. L32</p>	Y	Y
	<p>6. Supports women who are separated from their babies (on admission to SCBU - a special care baby unit, women receiving high dependency care in a separate environment) to initiate and maintain their lactation and feed their babies optimally (BF). B28</p>	Y	
	<p>7. As part of a multi-disciplinary team continues to provide care to women undergoing complications. L29</p>	Y	
	<p>8. Delivers care that recognises need and provides both practical and emotional support. C36</p>	Y	
<p>11. Cares for and monitors women during the puerperium, offering the necessary evidence based advice and support regarding the baby and self-care. This will include: providing advice and support on feeding babies and teaching women about the importance of nutrition in child development, providing advice and support on hygiene, safety, protection, security and child development, enabling women to address issues about their own, babies' and their families' health and social wellbeing, monitoring and supporting women who have postnatal depression or other mental illnesses, providing advice on bladder control, advising women on recuperation, providing advice on contraception, and supporting women to care for ill/pre-term babies or those with disabilities.</p>	<p>1. Acts upon the need to refer when there is a deviation from appropriate infant growth. B19</p>	Y	
	<p>2. Applies in-depth knowledge of the physiology of lactation to practice situations (Baby Friendly Initiative). B11</p>	Y	
	<p>3. Recognises effective positioning, attachment, suckling and milk transfer. B12</p>	Y	
	<p>4. Empowers women to recognise effective positioning, attachment, suckling and milk transfer for themselves (BF). B16</p>	Y	
	<p>5. Teaches women how to express their breast milk by hand. B30</p>	Y	Y
	<p>6. Is able to discuss with women the importance of exclusive breastfeeding for six months and timely introduction of complementary foods and continued breastfeeding during the weaning period, into the 2nd year of life and beyond. B25</p>	Y	
	<p>7. Explores skillfully attitudes to breastfeeding. B9</p>	Y	
	<p>8. Feeds expressed breast milk to a baby, using a cup and/or syringe as appropriate (BF). B29</p>	Y	
	<p>9. Is confident at exploring with women the potential impact of delivery room practices, such as the effect of different pain relief methods and the importance of skin-to-skin contact, on the wellbeing of their baby and themselves, and on the establishment of B/F in particular. B14</p>	Y	Y
	<p>10. Understands the importance of exclusive breastfeeding and the consequences of offering artificial milk to breastfed babies (BF). B4</p>	Y	
	<p>11. Explores with women evidence-based underpinning information which may have an impact on breastfeeding, such as bed-sharing and the use of dummies (BF). B17</p>	Y	
	<p>12. Uses appropriate skills to support women to be successful at breastfeeding for the first six months of life (BF). B15</p>	Y	Y
	<p>13. Critically appraises the nature and strength of breastfeeding promotional and support interventions. B5</p>	Y	
	<p>14. Demonstrates a working knowledge of the local demographic area and explores strategies to support breastfeeding initiatives within the locality. B8</p>	Y	

	15. Uses skills of observation, active listening and ongoing critical appraisal in order to analyse the effectiveness of breastfeeding practices. B13	Y	
	16. Listens to, watches for and responds to verbal and non-verbal cues. B1 & L7 & C35	Y	Y
	17. Is skilled at advising women over the telephone when contacted for advice on breastfeeding issues. B18	Y	
	18. Demonstrates skills to empower women to recognise appropriate infant growth and development and to seek advice when they have concerns. B20	Y	
	19. Keeps accurate records of the woman and her baby relating to breastfeeding, including plans of care and any problems encountered or referrals made. B7	Y	
	20. Is able to lead a variety of forums where information is shared with women about the advantages and disadvantages of different feeding methods, without regarding breastfeeding and artificial feeding as "equal" choices. B3	Y	
	21. Understands the importance of community support for breastfeeding and refers women to community-based support networks, both in supporting women to breastfeed, and as a resource for health professionals (BF1). B23	Y	
12. Selects, acquires and administers safely a range of permitted drugs consistent with legislation, applying knowledge and skills to the situation which it pertains to at the time. Methods of administration will include: oral, intravenous intramuscular, topical and inhalation.	1. Applies an understanding of basic pharmacology, how medicinal products act and interact in the systems of the body as well as their therapeutic action in all aspects related to midwifery practice. M1	Y	
	2. Uses knowledge and understanding of commonly supplied or administered medicinal products to the woman or baby in order to act promptly in cases where side effects and adverse reactions occur. M2	Y	Y
	3. Manages drug administration and safely monitors its effect. M3	Y	Y
	4. Reports adverse incidents, near misses and adverse drug reactions. M4	Y	Y
	5. Manages anaphylaxis safely. M5	Y	Y
	6. Calculates accurately the medicinal products frequently encountered within the field of midwifery practice. M6	Y	Y
	7. Selects, acquires and administers medicinal products safely and efficiently via routes and methods commonly used within midwifery practice, and maintains accurate records. M7	Y	Y
	8. Uses prescription charts correctly and maintains accurate records. M8	Y	Y
	9. Demonstrates an understanding of roles and responsibilities within the multi-disciplinary team for medicinal products management, including how and in what ways information is shared. M10	Y	Y
	10. Keeps effective records of information-sharing with women about the benefits and risks of relevant medication. M11	Y	Y
	11. Keeps effective records of medication supplied and/or administered and omitted including controlled drugs. M12	Y	Y
	12. Is aware of personal accountability in respect to supplying and administering unlicensed products. M14	Y	Y
	13. Applies legislation in practice to safe and effective ordering, receiving, storing, administering and disposal of medicinal products and drugs, including controlled drugs in both primary and secondary care settings. M16	Y	Y
	14. Assists women to make safe and informed choices about their medicinal products. M18	Y	Y
	15. Assesses the woman's ability to self-administer their medicinal products. M19	Y	Y
	16. Gives clear instruction and explanation and checks understanding relating to use of medicinal products and treatment options. M20	Y	Y
	17. Questions, critically appraises and uses evidence to support an argument in determining when medicinal products may or may not be an appropriate choice. M21	Y	
	18. Orders, receives, stores and disposes of medicinal products safely, including controlled drugs. M24	Y	
	19. Is confident in accessing commonly used evidence-based sources of information relating to the safe and effective management of medicinal products. M25	Y	
	20. Is aware of the dangers of giving complementary therapy advice when not qualified, for example, raspberry leaf and over-the-counter herbal products. M23	Y	
	21. Is conversant with legislation related to Midwives Exemptions, Pharmacy Only and General Sales Lists medicinal products, Midwives Supply Orders, destruction of contr. Drugs and Patient Group Directions. M13	Y	

	22. Utilises and interprets medicine legislation related to midwives' exemptions accurately. M9	Y	
	23. Appropriately refers to a registered complementary therapist. M22	Y	
	24. Demonstrates the ability to use relevant medicines legislation to support midwifery practice within the NHS in both the primary and secondary settings, as well as during self-employed practice. M15	Y	
13. Completes, stores and retains records of practice which: are accurate, legible and continuous, detail the reasoning behind any actions taken and contain the information necessary for the record's purpose. Records will include: biographical details of women and babies, assessments made, outcomes of assessments and action taken as a result, outcomes of discussions with women and advice offered, any drugs administered, action plans and commentary on their evaluation.	1. Consistently shows ability to communicate safely and effectively with women, providing guidance for juniors. C1	Y	Y
	2. Articulates a clear plan of care that has been developed in partnership with the women. C2	Y	Y
	3. Communicates effectively and sensitively in different settings, using a range of methods and styles in individual and group settings. C3	Y	Y
	4. Provides accurate and comprehensive reports based on best available evidence. C4	Y	
	5. Distinguishes between information that is relevant to care planning and that which is not. C12	Y	Y
	6. Works within the legal framework for data protection, for example access to and storage of records. C14	Y	
	7. Shares information with women. IC8	Y	
	8. Details reasoning behind any actions or interventions undertaken. L41	Y	
	9. Keeps accurate records of the woman and her baby relating to breastfeeding, including plans of care and any problems encountered or referrals made. B7	Y	Y
	10. Uses prescription charts correctly and maintains accurate records. M8	Y	Y
14. Monitors and evaluates the effectiveness of programmes of care and modifies them to improve outcomes for women, babies and their families. This will include: consideration of the effectiveness of the above and making the necessary modifications to improve outcomes for women and their babies.	1. Articulates a clear plan of care that has been developed in partnership with the woman. C2	Y	
	2. Uses skills of observation and active listening in order to analyse the effectiveness of care being provided. L9	Y	Y
	3. Is able to discuss with women the progress of labour in relation to their birth plan/written wishes and modify in partnership with women, as need dictates. L17	Y	Y
15. Contributes to enhancing the health and social wellbeing of individuals and their communities. This will include: planning and offering midwifery care within the context of public health policies, contributing midwifery expertise and information to local health strategies, identifying and targeting care for groups with particular health and maternity needs and maintaining communication with appropriate agencies, involving users and local communities in service development and improvement, informing practice using the best evidence which is shown to prevent and reduce maternal and perinatal morbidity and mortality, and utilising a range of effective, appropriate and sensitive programmes to improve sexual and reproductive health.	1. Discusses with women local/national information to assist with making choices, including local and national voluntary agencies and websites. C20 & IC6	Y	Y
	2. Works inter-professionally as a means of achieving optimum outcomes for women. C45	Y	
	3. Is competent in sharing information about the pregnancy care services and options available, as well as lifestyle considerations, including dietary information and screening tests. IC15	Y	
	4. Works actively with other health professionals and external agencies to promote breastfeeding and supports women in their choice to breastfeed. B24	Y	

Domain 2: Professional and ethical practice

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

Domain 3: Developing the individual midwife and others

Competency	Point of entry: Essential knowledge, understanding and skill application required	Part 1: CBT	Part 2: OSCE
1. Reviews, develops and enhances their knowledge, skills and fitness to practise. This will include: meeting the NMC's continuing professional development and practice standards, reflecting on their own practice and making the necessary changes as a result, attending conferences, presentations and other learning events.	1. Through reflection and evaluation, demonstrates commitment to personal and professional development. C40	Y	
	2. Acts professionally to ensure that personal judgements, prejudices, values, attitudes and beliefs do not compromise the provision of care. C25	Y	
2. Demonstrates effective working across professional boundaries and develops professional networks. This will include: effective collaboration and communication, sharing skills, multi-professional standard setting and audit.	1. Articulates professional limitations and boundaries. L38	Y	Y
	2. Consults with others and explores solutions and ideas appropriately to enhance care. C42	Y	Y
	3. Acts appropriately in sharing information to enable and enhance care (multidisciplinary team, across agency boundaries). C13	Y	Y
	4. Refers women who would benefit from the skills and knowledge of other individuals. L13	Y	Y
	5. Involves appropriate help, such as a lactation consultant, where specialised skills are required in order to support women to successfully breastfeed. B26	Y	
	6. Acts upon the need to refer to appropriate health professionals where deviation from appropriate infant feeding and growth patterns are apparent. B27	Y	
	7. Is confident to call an appropriate professional regardless of hierarchy, when care requires expertise beyond the midwife's current practice, or the needs of the woman or baby fall outside the scope of midwifery practice. L39	Y	Y
	8. Is able to collaborate effectively with the wider healthcare team and agencies as required. IC17	Y	
	9. Shares information effectively in challenging circumstances, such as previous bereavement, or affected/high risk screening result. IC5	Y	Y
	10. Works actively with other health professional and external agencies to promote breastfeeding and support women in their choice to breastfeed. B24	Y	Y
	11. Demonstrates an understanding of role and responsibilities within the multi-disciplinary team for medicinal products management, including how, and in what ways information is shared. M10	Y	Y

Domain 4: Achieving quality care through evaluation and research

Competency	Point of entry: Essential knowledge, understanding and skill application required	Part 1: CBT	Part 2: OSCE
1. Applies the relevant knowledge to their practice in structured ways which are capable of evaluation. This will include: critical appraisal of knowledge and research evidence, critical appraisal of the midwife's own practice, gaining feedback from women and their families and appropriately applying this to practice, and disseminating critically appraised good practice to others.	1. Provides accurate and comprehensive written reports based on best available evidence. C4	Y	Y
	2. Respects the role of women as partners in their care and contributions they can make to it. C16	Y	
	3. Understands the nature of evidence and how to evaluate the strength of research evidence used to back information. B6	Y	
	4. Critically appraises and justifies the use of any intervention, for example artificial rupture of membranes, continuous electronic fetal monitoring, urinary catheterisation, in order to facilitate a spontaneous vaginal birth. L18	Y	Y
2. Informs and develops the midwife's own practice and the practice of others through using the best available evidence and reflecting on practice. This will include: keeping up to date with evidence, applying evidence to practice and alerting others to new evidence for them to apply to their own practice.	1. Through reflection and evaluation demonstrates commitment to personal and professional development. C40	Y	Y
3. Manages and develops care utilising the most appropriate information technology (IT) systems. This will include: recording practice in consistent formats on IT systems for wider scale analysis, using analysis of data from IT systems, applying this to practice and evaluating practice based on data analysis.	1. Is familiar with accessing and recording information other than in handwritten form, such as texting. C5	Y	
	2. Interprets data/results accurately and shares this information sensitively with women, including having the ability to discuss any further action/consequences as necessary. IC3	Y	Y
	3. Conducts general information sharing, for example optimum times for testing, as appropriate through a variety of multi-media channels such as texting. IC4	Y	Y
4. Contributes to the audit of practice in order to optimise the care of women, babies and their families. This will include: auditing the individual's own practice and contributing to the audit of team practice.	1. Challenges the practice of self and others across the multi-professional team. C43	Y	
	2. Acts as an effective role model in decision-making, taking action and supporting more junior staff. C44	Y	Y