Promoting excellence: the midwife as colleague, scholar and leader

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Midwives make a critically important contribution to the quality and safety of maternity care, avoiding harm and promoting positive outcomes and experiences. They play a leading role in enabling effective team working, and promoting continuous improvement. Midwives recognise their own strengths, as well as the strengths of others. They take responsibility for engaging in continuing professional development and know how they can support and supervise others, including students and colleagues. They recognise that their careers may develop in practice, education, research, management, leadership, and policy settings.

A. Working with others: the midwife as colleague

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5.A outcomes:

At the point of registration, the midwife will be able to:

5.1demonstrate knowledge of quality improvement methodologies, and the skills required to actively engage in evidence-informed quality improvement processes to promote quality care for all

5.2demonstrate an understanding of how to identify, report and critically reflect on near misses, critical incidents, major incidents, and serious adverse events

5.3demonstrate knowledge and understanding of how to work with women, partners, families, advocacy groups, and colleagues to develop effective improvement strategies for quality and safety, sharing feedback and learning from positive and adverse outcomes and experiences

5.4understand and apply the principles of human factors, environmental factors, and strength-based approaches when working with colleagues

5.5understand the relationship between safe staffing levels, effective team working, appropriate skill mix, and the safety and quality of care

5.6recognise risks to public protection and quality of care and know how to escalate concerns in line with local/national escalation guidance and policies

5.7demonstrate the ability to act safely in situations where there is an absence of good quality evidence

5.8demonstrate understanding of why interdisciplinary team working and learning matters, and the importance of participating in a range of interdisciplinary learning opportunities

5.9contribute to team reflection activities to promote improvements in practice and service

5.10demonstrate knowledge and understanding of the principles and methods of sustainable health care

5.11demonstrate knowledge and understanding of change management and the ability to collaborate in, implement, and evaluate evidence-informed change at individual, group, and service level

5.12effectively and responsibly use a range of digital and other technologies to access, record, share and apply data within teams and between agencies

5.13demonstrate the ability to develop the strength, resourcefulness, and flexibility needed to work in stressful and difficult situations, and to develop strategies to contribute to safe and effective practice; this must include:

5.13.1individual and team reflection, problem solving, and planning

5.13.2effective and timely communication with colleagues and senior staff

5.13.3collaborating to ensure safe and sustainable systems and processes

5.13.4the ability to advocate for change

5.13.5the use of strength-based approaches

5.13.6responding to unpredictable situations

5.14demonstrate how to recognise signs of vulnerability in themselves or their colleagues and the actions required to minimise risks to health or wellbeing of self and others

5.15demonstrate awareness of the need to manage the personal and emotional challenges of work and workload, uncertainty, and change; and incorporate compassionate self-care into their personal and professional life.

3. Developing knowledge, positive role modelling and leadership: the midwife as scholar and leader

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5.B outcomes:

At the point of registration, the midwife will be able to:

5.16demonstrate knowledge and understanding of the importance of current and ongoing local, national and international research and scholarship in midwifery and related fields, and how to use this knowledge to keep updated, to inform decision-making, and to develop practice

5.17demonstrate knowledge and understanding of the importance of midwives' contribution to the knowledge base for practice and policy through research, audit and service evaluation, engagement and consultation

5.18demonstrate the ability and commitment to develop as a midwife, to understand career pathways that may include practice, management, leadership, education, research, and policy, and to recognise the need to take responsibility for engaging in ongoing education and professional development opportunities

5.19safely and effectively lead and manage midwifery care, demonstrating appropriate prioritising, delegation, and assignment of care responsibilities to others involved in providing care

5.20demonstrate positive leadership and role modelling, including the ability to guide, support, motivate, and interact with other members of the interdisciplinary team

5.21support and supervise students in the provision of midwifery care, promoting reflection, providing constructive feedback, and evaluating and documenting their performance.