



SINGAPORE NURSING BOARD

CORE COMPETENCIES OF REGISTERED MIDWIFE

Registered Midwives (RMWs) utilise evidence-based midwifery knowledge, skills, and professional judgement to provide the necessary support, care and advice during pregnancy, labour and the post-partum period. RMWs conduct births on their own responsibility and provide care for the newborn and infant up to the age of 12 months. Midwifery practice includes preventive measures, promotion of normal birth, detection of complications in mother and infant, accessing medical care and/or other appropriate assistance in the provision of emergency measures. RMWs are accountable for their scope of practice including the supervision and delegation of midwifery activities. RMWs practising independently are not permitted to conduct home births.

Core Competencies

The Singapore Nursing Board's Core Competencies for Registered Midwife (RMW) are a set of minimum performance standards that define the requisite qualities, attributes, and skills for a RMW to practise in Singapore.

These Core Competencies supplement the Code for Nurses and Midwives to define the minimum level of performance of an RMW and is set at the entry to practice level.

The Core Competencies are applicable to any midwifery practice setting.

The Core Competencies set the foundation for RMWs to maintain their competence and to acquire additional competencies and skills to deliver safe care to mother and infant.

Purpose of Core Competencies

- (1) Inform midwives on the minimum competencies for midwifery practice.
- (2) Direct post-registration midwifery curriculum development and review.
- (3) Guide the competency development and assessment of midwifery students.
- (4) Assess the competencies of internationally qualified midwives seeking employment in Singapore.
- (5) Assess midwives seeking re-registration.
- (6) Evaluate midwives involved in professional disciplinary cases.

Related Definitions

Core competencies: a standard set of performance domains and their corresponding behavioural elements which a midwife is required to demonstrate.

Competency: the necessary knowledge, skills and attitudes a midwife must possess in order to perform a set of defined activities to an expected standard.

Competence: the ability of a midwife to demonstrate the knowledge, skills, judgment and attitudes required to perform activities within the defined scope of practice at an acceptable level of proficiency.

Competent: being able to demonstrate the necessary ability, knowledge, skills and attitudes across the domains of competencies at a standard that is determined to be appropriate for that level at which a midwife is being assessed.

Core Competencies of Registered Midwife

A Registered Midwife (RMW) is a healthcare provider who has completed a professional post-registration midwifery programme accredited by the Singapore Nursing Board (SNB) or its equivalent, for the purpose of registration, or has been assessed to be competent to practice as a RMW.

The Core Competencies are organised into 4 Domains. Each Domain has associated competency standards, with each standard representing a major function/functional area to be performed by an RMW. Competency indicators represent sub-functions of a competency standard.

Competence Domain 1: Legal and Ethical Midwifery Practice

Competence Domain 2: Professional Midwifery Practice

Competence Domain 3: Collaborative Practice and Teamwork

Competence Domain 4: Continuing Professional Education and Development

Domain	Competency Standard	Competency Indicators
1	Legal and Ethical Nursing Practice	
	1. Demonstrate understanding, knowledge, accountability, and responsibility of the legal obligations for midwifery practice.	<ol style="list-style-type: none">1) Understand the legislative framework, the role of the Singapore Nursing Board (SNB) and its regulatory functions (Nurses and Midwives Act) and SNB Code for Nurses and Midwives.2) Perform midwifery interventions according to institutional and national standards/guidelines.3) Practise in accordance with nursing regulation and national legislation, institutional policies and procedural guidelines.4) Maintain clear, accurate and legible documentation and records.5) Ensure own physical, cognitive, psychological and emotional fitness to practise and deliver safe care.6) Demonstrate responsibility and accountability for care within scope of practice and level of competence.7) Practises in accordance with the expected competencies of RMW.
	2. Demonstrates and maintains ethical midwifery practice.	<ol style="list-style-type: none">1) Practise and comply with SNB Code for Nurses and Midwives.2) Maintain confidentiality and respect client's right to dignity, autonomy and access to information.3) Escalate and discuss ethical issues and concerns with nursing and the healthcare team.
	3. Provides culturally appropriate care.	<ol style="list-style-type: none">1) Respect the values, customs, spiritual beliefs and practices of individuals and groups.2) Recognise own beliefs and values and how these may influence care giving.

Domain		Competency Standard	Competency Indicators
2	Professional Midwifery Practice and Management	1. Demonstrates effective communication.	<ol style="list-style-type: none"> 1) Listen, clarify, and communicate clearly through verbal/non-verbal, written and electronic means as appropriate to ensure effective communication with clients, families, nurses and other healthcare professionals. 2) Understand differences in communication style preferences among clients and families, nurses and other members of the healthcare team. 3) Communicate with team members, adapting own style of communicating to the needs of the team and situation.
		2. Ensure consistent and continuous holistic care.	<ol style="list-style-type: none"> 1) Perform comprehensive and systematic mother and infant assessment. 2) Formulate a plan of care in collaboration with the healthcare team, clients, and families. 3) Implement and document planned midwifery care in a timely manner. 4) Evaluate and modify plan of care to meet expected outcomes. 5) Demonstrate critical thinking, problem solving and clinical reasoning in decision making. 6) Utilise well-conducted/evaluated research findings in practice as appropriate (practice based on evidence). 7) Participate in decision-making concerning care of the mother and infant as well as coordinating their care with other healthcare professionals/providers. 8) Collaborate with women's families, nursing colleagues, other healthcare professionals /providers and the community to ensure continuity of quality care.
		3. Use principles of quality improvement and incorporate them into midwifery practice.	<ol style="list-style-type: none"> 1) Collect, analyse and utilise data of incidents and trends, and implement strategies to improve the safety and quality of care delivery. 2) Demonstrate elements of efficient resources utilisation and management, including manpower. 3) Understand and applies safety measures and guidelines/standards in one's practice. 4) Provide a safe environment for women and staff, including implementing infection control procedures. 5) Participate in continuous quality improvement and quality assurance activities. 6) Reflect on practice outcomes and makes changes to practice when appropriate. 7) Delegate, monitors and supervises work performed by other ancillary care staff. 8) Manage workloads effectively by raising concerns and/or seeking consultation and assistance where applicable.

Domain		Competency Standard	Competency Indicators
2	Professional Midwifery Practice and Management	4. Maintain safe environment through the use of quality assurance and risk management strategies.	<ol style="list-style-type: none"> 1) Provide a safe environment for clients, families and the healthcare team through knowledge and application of occupational and environmental health and safety practices and infection control policies. 2) Participate in continuous quality improvement and quality assurance activities. 3) Reflect on practice outcomes and make changes to practice when appropriate. 4) Manage workloads effectively by raising concerns and/or seeking consultation and assistance where applicable.
		5. Applies strategies to promote health and prevent illnesses.	<ol style="list-style-type: none"> 1) Identify factors affecting client's health problem(s) and conduct educational needs assessment. 2) Apply principles of learning and teaching in health promotion and education for the woman, groups and communities. 3) Teach aspects of care to women, families and health professionals as appropriate. 4) Acquire and provide appropriate written resources when needed.
		6. Demonstrates effective midwifery management skills in the provision of quality midwifery care.	<ol style="list-style-type: none"> 1) Demonstrate ability to make appropriate management decisions. 2) Apply critical thinking skills within a problem-solving context. 3) Initiate and engage in dialogue on new initiatives and change processes in midwifery and healthcare.
3	Collaborative Practice and Teamwork	1. Collaborate with clients, care givers and various stakeholders in the provision of safe and quality care.	<ol style="list-style-type: none"> 1) Plan, manage and provide continuity of care in consultation with client, family and other stakeholders. 2) Collaborate with various stakeholders and the community to support clients and families with appropriate resources.
		2. Promote teamwork within nursing and with all members of the healthcare team.	<ol style="list-style-type: none"> 1) Support and co-operate with team members and transdisciplinary team. 2) Participate and actively contribute to client's care plan with team members and transdisciplinary team. 3) Review work processes constantly and propose new initiatives in nursing and healthcare.
		3. Practise effective leadership skills.	<ol style="list-style-type: none"> 1) Foster open communication and maintain respectful relationship with team members. 2) Develop and promote positive professional working relationship with transdisciplinary team. 3) Demonstrate delegation and supervision skills to ancillary care staff.

Domain		Competency Standard	Competency Indicators
4	Continuing Professional Education and Development	1. Demonstrate accountability for one's development and maintenance of competence as a professional Registered Nurse.	1) Reflect on current midwifery practice and apply evidence-based and/or best practice knowledge and skills. 2) Take steps to remedy deficits in skills and/or professional knowledge. 3) Engage in continuing professional development activities to maintain competency in midwifery practice.
		2. Contribute to the professional education of the nursing and healthcare team.	1) Promote and maintain the professional role of the nurse by upholding the SNB Code for Nurses and Midwives. 2) Participate in the teaching and learning roles of peers, nursing students and junior nurses.
		3. Apply knowledge and skills in research in different healthcare settings.	1) Demonstrate basic knowledge and participate in the research process. 2) Participate and evaluate midwifery practice through research activities. 3) Apply evidence-based practice to improve midwifery care.

References

Code for Nurses and Midwives (2018) Singapore Nursing Board: Singapore.

Nurses and Midwives Act 1999 Singapore.



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GENERIC SKILLS OF REGISTERED MIDWIFE

Generic Skills refer to a set of nursing skills that a Registered Midwife (RMW) is expected to perform upon registration in Singapore. Together with the Core Competencies for RMW, the generic skills define the requirements for registration as an RMW in Singapore. The generic skills are not setting specific and have been organized into categories and specific skills for ease of use when assessing the RMW's performance.

These generic skills are required to be taught and form part of the post-registration nursing curriculum prior to graduation and/or completion of the midwifery course. Performance assessments of these skills incorporate cognitive, psychomotor and attitudinal domains.

Purpose of Generic Skills

- (1) Establish minimum requirements for teaching and assessment of midwifery skills during the post-registration midwifery course.
- (2) Provide a list of expected skills that an RMW should perform at entry level.
- (3) Guide the development of a Test Plan for the RMW Licensure Examination (for overseas qualified midwives to be registered with SNB).

S/N	Skills Category	Core Knowledge and Skills
1	Antenatal Care	
1.1	Assessment & management of the antenatal woman	<ol style="list-style-type: none">1) Perform admission, transfer & discharge according to policies and procedures2) Perform assessment and re-assessment of the monitoring and development of normal pregnancies3) Conduct risk assessment:<ul style="list-style-type: none">• Detect common antenatal complications and provide appropriate care4) Obtain comprehensive health, family, lifestyle, psycho-social history (includes obstetric, gynaecologic, reproductive history) that may impact the wellbeing of mother and fetus.5) Calculate expected date of birth6) Perform a physical assessment including breast, abdominal & vaginal examination focusing on the presenting condition of pregnant women7) Monitor maternal and fetal well-being8) Interpret basic screening laboratory test results9) Monitor, document, evaluate & report10) Conduct educational needs assessment and provides appropriate health education including infant feeding options

S/N	Skills Category	Core Knowledge and Skills
2	Intranatal Care	
2.1	Assessment & management of labour and delivery	<ol style="list-style-type: none"> 1) Take specific history, vital signs and urine test in labour 2) Perform a focused physical examination in labour 3) Perform vaginal examination to determine stage of labour 4) Provide physical and psychosocial support for women and families and promotes normal birth 5) Take precautions to minimize risk of infection 6) Monitor progress of labour 7) Perform cardiotocography monitoring and interprets findings 8) Conduct normal vaginal delivery safely 9) Perform episiotomy if needed 10) Inspect the placenta and membranes for completeness 11) Inform obstetrician/doctor where there is any abnormalities or complications impacting the maternal and fetal well-being 12) Document all events/findings
2.2	Administration of medication and pain management of women during labour	<ol style="list-style-type: none"> 1) Provides information on available options of pain management during labour: <ul style="list-style-type: none"> • Pharmacological (including Epidural) & Non-Pharmacological options 2) Apply 5 Rights of medication administration 3) Perform pain assessment, titrates and evaluates women's response to pain relief management 4) Perform measures to manage epidural emergencies
2.3	Management of obstetric & neonatal emergencies	<ol style="list-style-type: none"> 1) Monitor and perform emergency procedures to address: <ul style="list-style-type: none"> • Abnormal placenta separation • Amniotic fluid embolism • Antepartum and post-partum haemorrhage • Breech/Malpresentation • Eclampsia • Fetal distress • Retained placenta • Shoulder dystocia • Umbilical cord presentation/cord prolapse • Uterine inversion • Uterine rupture
2.4	End of Life Care related to pregnancy loss and unexpected outcomes	<ol style="list-style-type: none"> 1) Facilitate grieving process, support and follow-up for the family 2) Perform a dignified demise procedure and ensure cultural, religious beliefs, needs and wishes of mother/family are considered and responded to 3) Assist in the burial/cremation arrangements of a miscarried and/or stillborn baby

S/N	Skills Category	Core Knowledge and Skills
3	Postnatal Care	
3.1	Assessment & management of the postnatal woman	1) Observe for physical and emotional changes that occur following childbirth 2) Detects common complications and intervenes appropriately 3) Perform a focused physical examination of the postnatal woman 4) Perform perineal care 5) Initiate breastfeeding and promotes skin to skin contact for mother/father and newborn within 1 hour after birth unless contraindicated 6) Facilitate bonding process
3.2	Assessment & management post caesarean section	1) Provide care of women who have undergone a caesarean section
4	Care of the newborn	
4.1	Assessment of the newborn	1) Assess airway clearance and breathing pattern at birth 2) Assess the immediate condition of the newborn and performs Apgar scoring 3) Perform a screening physical examination of the newborn
4.2	Immediate care of the newborn	1) Promote and maintain normal newborn body temperature: <ul style="list-style-type: none"> • Environmental temperature control • Ensure baby is dry and warm 2) Perform emergency measures and inform neonatologist/paediatrician for: <ul style="list-style-type: none"> • Hypothermia • Hypoglycaemia • Birth asphyxia 3) Perform head to toe examination 4) Monitor the vital signs and skin colour 5) Provide appropriate newborn care
4.3	Subsequent care for the newborn	1) Perform general screening of the newborn 2) Promote and maintain normal body temperature 3) Monitor vital signs, skin colour, intake and output 4) Ensure infant receives appropriate vaccinations and screening tests 5) Recognise neonatal problems and take appropriate actions
4.4	Infant feeding	1) Facilitate parents in making informed choice on infant feeding methods 2) Support mothers on breastfeeding and help them overcome feeding problems 3) Recognise breastfeeding problems and provide care in collaboration with lactation consultants and medical professionals. 4) Provide appropriate advice on infant formula for mothers who have decided not to or are unable to breast feed.

S/N	Skills Category	Core Knowledge and Skills
5	Infection Control	
		1) Perform hand hygiene/surgical hand wash
		2) Practise Standard, Contact, Airborne, and Isolation Precautions
		3) Practise Donning and doffing of Personal Protective Equipment (PPE)
		4) Prepare and uses sterile items
		5) Manage spillage
		6) Manage waste (general and hazardous waste)
6	Communication, Teamwork & Service Skills	
		1) Respect client's rights and preserve dignity; demonstrate sensitivity to cultural diversity
		2) Maintain effective communication with transdisciplinary team
		3) Demonstrate accountability, responsibility, teamwork and good customer service skills
		4) Maintain accurate documentation in compliance with guidelines and medico-legal requirements, manually or electronically
		5) Empower client towards self-care
		6) Review plan of care and client outcomes with team members
6	Client/Health Education & Community Care	
		1) Identify learning needs and learning styles of clients/families
		2) Apply principles of learning and teaching in health promotion and education
		3) Provide resources for clients and caregivers in collaboration with nursing colleagues and others
		4) Plan, conduct and evaluate health education programmes
		5) Use health education resources
7	Critical Thinking/Problem-Solving Skills	
		1) Collect and analyse data pertaining to client care
		2) Anticipates, recognise/identify problem/s early and take appropriate action
		3) Practise reflective thinking
		4) Escalate when in doubt: recognise situations beyond own skills and competence and seek assistance