



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 new born 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 standards of performance 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 person 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. A domain is an organised cluster of competencies. Each domain has associated competency standards, with each standard representing a major function/functional area to be performed by a RMW. Competency indicators represent sub-functions of a competency standard.

Competence Domain 1: Professional, Legal and Ethical Nursing Practice

Competence Domain 2: Management of Care

Competence Domain 3: Midwifery Management

Competence Domain 4: Professional Development

Domain	Competency Standard	Competency Indicators
1	Professional, Legal and Ethical Nursing & Midwifery Practice	<ul style="list-style-type: none">a) Understand the legislative framework, the role of the SNB and its regulatory functions; the SNB Code for Nurses and Midwives.b) Perform midwifery interventions according to institutional and national standards/guidelines.c) Practise in accordance with institutional/national legislation, policies and procedural guidelines.d) Maintain clear and legible documentation and records.e) Ensure own physical, cognitive, psychological & emotional fitness to practice and deliver safe caref) Demonstrate responsibility and accountability for care within scope of practice and level of competence.g) Practise in accordance with the expected competencies of RMW.h) Support, collaborate and co-operate with team members and other healthcare professionals.
	Demonstrate and maintain ethical midwifery practice.	<ul style="list-style-type: none">a) Comply with SNB Code for Nurses and Midwives
	Provide culturally appropriate care.	<ul style="list-style-type: none">a) Respect the values, customs, spiritual beliefs and practices of individuals and groups.b) Recognise own beliefs and values and how these may influence care giving.

Domain		Competency Standard	Competency Indicators
2	Management of Care	Demonstrate effective communication.	a) Listen, clarify and communicate clearly through verbal/non-verbal, written and electronic means as appropriate to ensure effective communication with women, families and other healthcare professionals.
		Ensure consistent and continuous holistic quality of care.	<ul style="list-style-type: none"> a) Perform comprehensive and systematic mother and infant assessment. b) Formulate a plan of care in collaboration with the healthcare team, clients, and families. c) Implement and document planned midwifery care in a timely manner. d) Evaluate and modify plan of care to meet expected outcomes. e) Demonstrate critical thinking, problem solving and clinical reasoning in decision making. f) Utilise well-conducted/evaluated research findings in practice as appropriate (practice based on evidence). g) Participate in decision-making concerning care of the mother and infant as well as coordinating their care with other healthcare professionals/providers. h) Collaborate with women families, nursing colleagues, other healthcare professionals /providers and the community to ensure continuity of quality care. i) Maintain and update technical/clinical skills related to midwifery practice.
		Maintain safe environment through the use of quality assurance and risk management strategies.	<ul style="list-style-type: none"> a) Provide a safe environment for women and staff, including implementing infection control procedures. b) Participate in continuous quality improvement and quality assurance activities. c) Reflect on practice outcomes and makes changes to practice when appropriate. d) Delegate, monitor and supervise work performed by other ancillary care staff. e) Acknowledge limitations in knowledge and competence and seeks help on competency gaps. f) Continually seek to improve the provision of safe and quality care.
		Apply strategies to promote health and prevent illnesses.	<ul style="list-style-type: none"> a) Conduct educational needs assessment. b) Apply principles of learning and teaching in health promotion and education for the woman, groups & communities. c) Teach aspects of care to women, families and health professionals as appropriate. d) Acquire and provide appropriate written resources when needed.

Domain		Competency Standard	Competency Indicators
3	Midwifery Management	Demonstrate effective midwifery management skills in the provision of quality midwifery care.	<ul style="list-style-type: none"> a) Demonstrate ability to make appropriate management decisions. b) Apply critical thinking skills within a problem-solving context. c) Initiate and engage in dialogue on new initiatives and change processes in midwifery and healthcare.
		Use principles of quality improvement and incorporates them into midwifery practice.	<ul style="list-style-type: none"> a) Collect, analyse and utilise data about incidents and trends, and implements strategies to improve care delivery. b) Demonstrate elements of efficient resources utilisation and management, including manpower. c) Understand and apply safety measures and guidelines/standards in one's practice. d) Participate in safety and quality improvements projects/ initiatives.
		Provide a safe working environment.	<ul style="list-style-type: none"> a) Perform hazard and risk analyses. b) Demonstrate knowledge of occupational health and safety legislation, including infection control policies and procedures. c) Manage workloads effectively by raising concerns and/or seeking consultation and help where applicable. d) Support, collaborate and cooperate with team members and other healthcare professionals.
4	Professional Development	Demonstrate accountability for one's development and status as a professional Registered Midwife.	<ul style="list-style-type: none"> a) Promote and maintain the professional role of the midwife by upholding the Code for Nurses and Midwives. b) Reflect on current midwifery practice and applies evidence-based and/or best practice knowledge and technical skills. c) Participate in and contribute to research/evidence-based practice projects/committees. d) Contribute to the education development of others. e) Take steps to remedy deficits in skills and/or personal knowledge. f) Participate in continuing professional development activities to maintain competency in midwifery practice.
4	Professional Development	Demonstrate ability to apply knowledge and skills in research in different healthcare settings.	<ul style="list-style-type: none"> a) Demonstrate basic knowledge and participates in the research process. b) Appraise and utilise research findings.

References

International Confederation of Midwives (ICM) (2013) Essential competencies for basic midwifery practice Canada: ICM

Nurses and Midwives Act, Cap 209 (2012 Revised edition) Singapore General Attorney-General Chambers: Government of Singapore

Nursing and Midwifery Board (NMB) of Australia (2006) National competency standards for the midwife Australia: NMB

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



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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	Specific Skills
1	Antenatal Care	
		a) Perform admission, transfer & discharge according to policies and procedures
		b) Perform assessment and re-assessment of the monitoring and development of normal pregnancies
		c) Conduct risk assessment: <ul style="list-style-type: none">• Detect common antenatal complications and provide appropriate care
		d) Obtain comprehensive health, family, lifestyle, psycho-social history (includes obstetric, gynaecologic, reproductive history) that may impact the wellbeing of mother and fetus.
		e) Calculate expected date of delivery
		f) Perform a physical assessment including breast, abdominal & vaginal examination focusing on the presenting condition of women
		g) Monitor maternal and fetal well-being
		h) Interpret basic screening laboratory test results
		i) Monitor, document, evaluate & report
		j) Conduct educational needs assessment and provides appropriate health education including infant feeding options

S/N	Skills Category	Specific Skills
2	Intranatal Care	
2.1	Management of labour and delivery	<p>a) Take specific history, vital signs and urine test in labour</p> <p>b) Perform a focused physical examination in labour</p> <p>c) Perform vaginal examination to determine stage of labour</p> <p>d) Provide physical and psychosocial support for women and families and promotes normal birth</p> <p>e) Take precautions to minimize risk of infection</p> <p>f) Monitor progress of labour</p> <p>g) Perform cardiotocography monitoring and interprets findings</p> <p>h) Conduct normal vaginal delivery safely</p> <p>i) Perform episiotomy if needed</p> <p>j) Inspect the placenta and membranes for completeness</p> <p>k) Inform obstetrician/doctor where there is any abnormality or complications impacting the maternal and fetal well-being</p> <p>l) Document all events/findings</p>
2.2	Administration of medication and pain management of women during labour	<p>a) Provide information on available options of pain management during labour:</p> <ul style="list-style-type: none"> • Pharmacological (including Epidural) & Non-Pharmacological options <p>b) Apply 5 Rights of medication administration</p> <p>c) Perform pain assessment, titrates and evaluates women's response to pain relief management</p> <p>d) Perform emergency measures to manage epidural emergencies</p>
2.3	Management of obstetric & neonatal emergencies	<p>Monitor and perform emergency procedures to address:</p> <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	<p>a) Facilitate grieving process, support and follow-up for the family</p> <p>b) Perform a dignified demise procedure and ensure cultural, religious beliefs, needs and wishes of mother/family are considered and responded to</p> <p>c) Assist in the burial/cremation arrangements of a miscarried and/or stillborn baby</p>

S/N	Skills Category	Specific Skills
3	Postnatal Care	
3.1	Management of the postnatal woman	a) Observe for physical and emotional changes that occur following childbirth b) Detect common complications and intervenes appropriately c) Perform a focused physical examination of the postnatal woman d) Perform perineal care g) Initiate breastfeeding and promotes skin to skin contact for mother/father and newborn within 1 hour after birth unless contraindicated h) Facilitate bonding process
3.2	Assessment & management post caesarean section	a) Perform care of women who have undergone a caesarean section: <ul style="list-style-type: none"> • Perform post-operative monitoring and observations • Wound care • Early ambulation and recovery
4	Care of the new born	
4.1	Assessment of the newborn	a) Assess airway clearance and breathing pattern at birth b) Assess the immediate condition of the new born and performs Apgar scoring c) Perform a screening physical examination of the newborn
4.2	Provide immediate care to the newborn	a) Promote and maintain normal new born body temperature: <ul style="list-style-type: none"> • Environmental temperature control • Ensure baby is dry and warm b) Perform emergency measures and inform neonatologist/paediatrician for: <ul style="list-style-type: none"> • Hypothermia • Hypoglycaemia • Birth asphyxia c) Perform head to toe examination d) Monitor the vital signs and skin colour e) Provide appropriate new born care
4.3	Provide subsequent care in new born	a) Perform head-to-toe screening b) Promote and maintain normal body temperature c) Monitor vital signs, skin colour, intake and output d) Ensure infant receives appropriate vaccinations and screening tests e) Recognise neonatal problems and take appropriate actions

S/N	Skills Category	Specific Skills
4.4	Infant feeding	a) Facilitate parents in making informed choice on infant feeding methods
		b) Support women on breastfeeding and help them overcome feeding problems
		c) Recognise breastfeeding problems and provide care in collaboration with lactation consultants and medical professionals.
		d) Provide appropriate advice on infant formula for mothers who are unable to breast feed.
5	Infection Control	
		a) Perform hand hygiene/surgical hand wash
		b) Apply Standard, Contact , Airborne & Isolation Precautions
		c) Perform sterilisation and disinfection
		d) Manage sharps & splash injuries
		e) Manage waste (general & hazardous wastes)
		f) Prepare and use sterile equipment
6	Communication, Teamwork & Service Skills	
		a) Respect women's rights and preserve dignity; demonstrate sensitivity to cultural and religious diversity
		b) Maintain good communication, negotiation, team-based communication and customer service skills
		c) Document and maintain good report writing in compliance with guidelines and medico-legal requirements, manually or electronically
		d) Implement and continually evaluate care provided
		e) Implement discharge planning
		f) Demonstrate coordination skills
7	Client/Health Education & Community Care	
		a) Identify learning needs and learning styles of women/families
		b) Apply principles of learning and teaching in health promotion & education
		c) Provide resources for women and families in collaboration with colleagues and others
		d) Plan, conduct & evaluate health education programmes
		e) Provide health education resources

S/N	Skills Category	Specific Skills
8	Critical Thinking/Problem-Solving Skills	
		a) Anticipate and recognise problem/s early
		b) Make clinical decision/s in accordance with professional standards and scope of practice
		c) Reflect on practice
		d) Escalate when in doubt: recognise situations beyond own skills and competence and seeks assistance