

Essential Skills Clusters (ESCs) for pre-registration midwifery education

This document should be read in association with NMC Circular 23/2007 that provides supporting information

This document should also be read in conjunction with the NMC Document *Standards of proficiency for pre-registration midwifery education* (standard 03.03) and NMC Circular 24/2007, which provides information in relation to progression points.

1. Communication

Communication		
Women can trust / expect a newly registered midwife to:	By the first progression point	For entry to the register
<p>1. Be attentive and share information that is clear, accurate and meaningful at a level which women, their partners and family can understand.</p>	<p>Communicate effectively so that the meaning is always clear</p> <p>Use strategies to enhance communication and remove barriers in order to make communication effective</p> <p>Records information accurately and clearly on the basis of observation and communication</p> <p>Always seeks to confirm understanding</p> <p>Responds in a way that confirms what the woman is communicating</p> <p>Communicates the needs and wishes of the woman to other professionals</p>	<p>Consistently shows ability to communicate safely and effectively with women, providing guidance for juniors</p> <p>Can articulate a clear plan of care, that has been developed in partnership with the woman</p> <p>Communicates effectively and sensitively in different settings, using a range of methods and styles in individual and group settings</p> <p>Provides accurate and comprehensive written reports based on best available evidence</p> <p>Familiar with accessing and recording information other than in handwritten form, such as texting</p> <p>Acts to reduce and challenge barriers to effective communication and understanding</p>

	<p>Participate in group sessions to share information</p>	<p>Is proactive and creative in enhancing communication and understanding</p> <p>Where appropriate uses the skills of active listening, questioning, paraphrasing, and reflection to assist in effective communication</p> <p>Uses appropriate and relevant communication skills to deal with difficult and challenging circumstances in individual and group scenarios</p>
<p>2. Protect and treat as confidential all information relating to themselves and their care.</p>	<p>Applies the principles of confidentiality</p> <p>Protects and treats information as confidential except where sharing information is required for the purposes of safeguarding and / or public protection</p> <p>Applies the principles of data protection</p>	<p>Acts professionally and appropriately in situations where there may be limits to confidentiality (eg child protection, protection from harm)</p> <p>Recognises the significance of information and who does / does not need to know</p> <p>Distinguishes between information that is relevant to care planning and that which is not</p> <p>Acts appropriately in sharing information to enable and enhance care (multidisciplinary team, across agency boundaries)</p> <p>Works within the legal framework for data protection (eg access to and storage of records)</p> <p>Acts within the law when confidence has been broken</p>

<p>3. Enable women to make choices about their care by informing women of the choices available to them and providing evidence-based information about benefits and risks of options so that women can make a fully informed decision.</p>	<p>Participate in sharing evidence-based information with women in order for them to make an informed decision about their care</p>	<p>Respect the role of women as partners in their care and contributions they can make to it</p> <p>Uses appropriate strategies to encourage and promote choice for all women</p> <p>Provide accurate, truthful and balanced information that is presented in such a way as to make it easily understood</p> <p>Respect women's autonomy when making a decision, even where a particular choice may result in harm to themselves or their unborn child, unless a court of law orders the contrary</p> <p>Discuss with women local / national information to assist with making choices, including local and national voluntary agencies and websites</p>
<p>4. Ensure that consent will be sought from the woman prior to care being given and that the rights of women are respected.</p>	<p>Applies principles of consent in accordance with the NMC <i>code of professional conduct: standards for conduct, performance and ethics</i></p> <p>Participates in ensuring that the meaning of consent is understood by the woman</p>	<p>Works within legal frameworks when seeking consent</p> <p>Seeks consent prior to sharing confidential information outside of the professional care team (subject to agreed safeguarding / protection procedures)</p> <p>Uses appropriate strategies to enable women to understand treatments and interventions in order to give informed consent</p> <p>Demonstrates respect for client autonomy and the</p>

		rights of women to withhold consent in relation to care and treatment within legal frameworks
5. Treat women with dignity and respect them as individuals.	<p>Takes a woman-centred approach to care</p> <p>Demonstrates respect for diversity and individual preferences</p> <p>Applies the concept of dignity</p> <p>Delivers care with dignity making use of the environment, self, skills and attitude</p> <p>Identifies factors which maintain the dignity of women</p> <p>Acts in a way that demonstrates respect for others and that promotes and values differences</p>	<p>Acts professionally to ensure that personal judgements, prejudices, values, attitudes and beliefs do not compromise the care provided</p> <p>Is proactive in maintaining dignity</p> <p>Challenges situations / others where the dignity of the woman may be compromised</p> <p>Confidently shares information with women who have physical, cognitive or sensory disabilities and those who do not speak or read English</p>
6. Work in partnership with women in a manner that is diversity sensitive and is free from discrimination, harassment and exploitation.	<p>Participates in working in partnership with women that is sensitive to age, culture, religion, spiritual beliefs, disability, gender and sexual orientation</p> <p>Respects people's rights</p> <p>Adopts a principled approach to care underpinned by the <i>NMC Code of professional conduct: standards for conduct, performance and ethics</i></p>	<p>Upholds the rights of the women and speaks out when these are at risk of being compromised</p> <p>Takes into account UK legal frameworks and professional ethics when planning care</p> <p>Is proactive in promoting care environments that are diversity sensitive and free from exploitation, discrimination and harassment</p> <p>Manages challenging situations effectively</p>
7. Provide care that is delivered in a warm,	Is attentive and acts with kindness and dignity	Anticipates how a woman might feel in a given situation and responds with kindness and empathy to

<p>sensitive and compassionate way.</p>	<p>Recognises the appropriateness of silence in certain situations</p> <p>Is able to initiate a conversation</p> <p>Takes into account the woman's responses</p> <p>Talks in a manner that is interpreted by the woman as warm, sensitive, kind and compassionate</p> <p>Maintains a supportive relationship with women and their families</p>	<p>provide physical and emotional comfort</p> <p>Makes appropriate use of touch</p> <p>Listens to, watches for, and responds to verbal and non verbal cues</p> <p>Delivers care that recognises need and provides both practical and emotional support</p> <p>Has insight into own values and how these may impact on interactions with women</p> <p>Recognises circumstances that trigger personal negative responses and takes action to prevent this compromising of care</p> <p>Recognises and responds to emotional discomfort / distress of self and others</p> <p>Through reflection and evaluation demonstrates commitment to personal and professional development</p>
<p>8. Be confident in their own role within a multi-disciplinary / multi-agency team.</p>	<p>Works within the NMC <i>Code of professional conduct: standards for conduct, performance and ethics</i></p> <p>Works as an active team member</p> <p>Supports and assists others appropriately</p> <p>Values others' roles and responsibilities within the</p>	<p>Works within the NMC <i>Midwives rules and standards</i></p> <p>Appropriately consults and explores solutions and ideas with others to enhance care</p> <p>Appropriately challenges the practice of self and others across the multi-professional team</p>

	<p>team and interacts appropriately</p> <p>Communicates with colleagues verbally (face-to-face and by telephone) and in writing and electronically and checks that the communication has been fully understood</p> <p>Reflects on own practice and discusses issues with other members of the team to enhance learning</p>	<p>Acts as an effective role model in decision making, taking action and supporting more junior staff</p> <p>Works inter-professionally as a means of achieving optimum outcomes for women</p>
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2. Initial consultation between the woman and the midwife

Initial consultation between the woman and the midwife		
Women can trust / expect a newly registered midwife to:	By end of the first progression point	For entry to the register
<p>1. Be confident in sharing information about common antenatal screening tests.</p>	<p>Is aware of the main NHS-managed antenatal screening programmes that are offered to pregnant women</p> <p>Participates in sharing information with women about common antenatal screening tests</p> <p>Can respect the decision of women to decline services or treatment</p>	<p>Acts professionally to ensure that personal judgements, prejudices, values, attitudes and beliefs do not compromise the provision of care</p> <p>Facilitates informed choices regarding antenatal screening tests ensuring women fully understand the purpose of all tests before they are taken</p> <p>Can accurately interpret data / results and share this information sensitively with women, including the ability to discuss any further action / consequences as necessary</p> <p>Can conduct general information sharing (eg optimum times for testing) as appropriate through a variety of multi-media channels, such as texting</p> <p>Can effectively share information in challenging circumstances, such as a previous bereavement, or affected / high risk screening result</p> <p>Discuss with women local / national information to assist with making choices, including local and national voluntary agencies and websites</p>

		Is able to seek out required information about less common / specialised antenatal screening tests
2. Accurately complete an initial consultation ensuring women are at the centre of care.	<p>Ensures consent is obtained before any care is initiated</p> <p>Assists in determining preferences to maximise an individual approach to care</p> <p>Participates in explaining to women the aim of the initial consultation relevant to gestation</p> <p>Participates in assessing maternal and fetal wellbeing, relevant to the stage of pregnancy</p> <p>Participates in explaining findings in a sensitive manner and encourages women to ask questions</p> <p>Participates in explaining to women lifestyle considerations in relation to diet, smoking and drugs</p>	<p>Consistently shows the ability to:</p> <ul style="list-style-type: none"> • share information with women • assess maternal and fetal wellbeing relevant to gestation, and acts upon the need to refer to appropriate individuals where necessary • plan, in partnership with women, a care pathway to ensure individual needs are met <p>Effectively explores social, religious and cultural factors that inform an individualised antenatal care pathway for women that is diversity sensitive</p> <p>Is competent in recognising and advising women who would benefit from more specialist services</p> <p>Empowers women to recognise normal pregnancy development and when to seek advice</p> <p>Skilled in providing the opportunity to women to disclose domestic abuse and is able to respond appropriately</p> <p>Is competent in sharing information about: the pregnancy care services and options available; lifestyle considerations, including dietary information; and screening tests</p>
3. Work collaboratively with other practitioners	Works alongside other practitioners who input into antenatal care	Is competent to refer women who would benefit from more specialist services, such as a local substance

<p>and external agencies.</p>		<p>misuse support unit</p> <p>Able to collaborate effectively with other practitioners and agencies as required</p>
<p>4. Be the first point of contact when seeking advice and / or information about being pregnant.</p>	<p>Demonstrates how and where midwives can be accessed as the first point of contact</p>	<p>Where available, to be actively involved in being accessible for women in environments other than traditional NHS settings</p> <p>Be confident in working in a variety of models of service delivery which encourage early access to care</p>

3. Normal labour and birth

Normal labour and birth		
Women can trust / expect a newly registered midwife to:	By the first progression point	For entry to the register
<p>1. Work in partnership with women to facilitate a birth environment that supports their needs.</p>	<p>Ensures a woman-centred approach to care</p> <p>Is sensitive to cultural and social factors when providing care for women</p> <p>Respects the rights of women</p> <p>Ensures privacy and provides care with dignity making appropriate use of the environment</p> <p>Participates in ‘being with women’ during their labour and birth to provide safe and sensitive care</p> <p>Incorporates birth plans or written instructions that identify the wishes of women, in any care provided</p> <p>Respects silence</p> <p>Actively participates in changing the physical environment to meet the needs of women, such as lighting, furniture, temperature</p>	<p>Able to support women in a variety of birth settings, other than the acute hospital environment, taking into account the health, safety and wellbeing of women</p> <p>Ensures that women’s labour and birth is diversity sensitive meeting the individual needs and preferences</p> <p>Can anticipate and provide for the needs of women</p> <p>Inspires confidence and bases decisions on evidence and uses experience to guide decision making</p> <p>Acknowledges the roles and relationships in families, dependent upon religious and cultural beliefs, preferences and experiences</p> <p>Practises in accordance with relevant legislation</p>
<p>2. Be attentive to the comfort needs of women before, during</p>	<p>Participates in ensuring the comfort needs of women are met, such as:</p> <ul style="list-style-type: none"> • bladder care 	<p>Listens to, watches for, and responds to verbal and non verbal cues</p>

<p>and after the birth.</p>	<ul style="list-style-type: none"> • appropriate hydration • nutritional intake • hygiene requirements • prevention of infection • assessment of skin integrity <p>Participate working with women to determine their coping strategies in order to support their preferences for pain management, such as mobilising, different positions, use of water, silence</p>	<p>Applies in-depth knowledge of the physiology of labour and birth</p> <p>Uses skills of observation and active listening in order to analyse the effectiveness of care being provided</p>
<p>3. Determine the onset of labour.</p>	<p>Participates in using observation, history taking and clinical assessment to determine the onset of labour</p>	<p>Identify the onset of labour and discuss the findings accurately and share this information with women, including the ability to discuss any further action / consequences as necessary</p>
<p>4. Determine the wellbeing of women and their unborn baby.</p>	<p>Participates in the monitoring of maternal vital signs, such as maternal pulse and blood pressure</p> <p>Participates in monitoring fetal wellbeing which includes assessment of liquor volume and colour and intermittent auscultation of the fetal heart using a pinnard stethoscope</p>	<p>Assess maternal wellbeing and interpret the findings accurately and share this information with women, including the ability to discuss any further action / consequences as necessary</p> <p>Identify and safely manage risk</p> <p>Refer women who would benefit from the skills and knowledge of other individuals</p> <p>Assess and implement measures to manage, reduce or remove risk that could be detrimental to women, self and others</p>
<p>5. Measure, assess and facilitate the progress</p>	<p>Participates in assessing the progress of labour using:</p> <ul style="list-style-type: none"> • observation, such as behaviour 	<p>Identify and appropriately manage latent and active phase of labour</p>

<p>of normal labour.</p>	<ul style="list-style-type: none"> • abdominal examination • vaginal examination where appropriate <p>Participates in sensitively informing women of their progress, giving feedback in a positive manner</p> <p>Assists in supporting women to use a variety of birthing aids, such as birthing balls</p>	<p>Accurately assess progress of labour and share this information with women, including the ability to discuss any further action / consequences as necessary</p> <p>Able to discuss with women the progress of labour in relation to the birth plan / written wishes and modify in partnership with women, as need dictates</p> <p>Critically appraise and justify the use of any intervention, such as artificial rupture of membranes, continuous electronic fetal monitoring, urinary catheterisation, in order to facilitate a spontaneous vaginal birth</p> <p>Seek informed consent prior to undertaking any procedure</p> <p>Recognise any deviation from the normal progress of labour or wellbeing of the woman or fetus</p> <p>Timely referral of women who would benefit from the skills and knowledge of others</p> <p>Continue to provide care to women undergoing complications as part of a multidisciplinary team</p>
<p>6. Support women and their partners in the birth of their baby.</p>	<p>Recognises the importance of offering choices related to this phase and sensitively inform women of their progress</p>	<p>Accurately assess progress and shares this information with women, including the ability to discuss any further action / consequences as necessary</p>

	<p>Recognise the latent and active phase of birth</p> <p>Assists in preparing necessary equipment for the birth</p> <p>Assist in monitoring maternal and fetal wellbeing</p>	<p>Prepares the environment ready for the birth</p> <p>Sensitively care for women and be attentive to the 'moment of birth', creating an environment that is responsive to the woman's needs</p> <p>Safely support women in the birth of their baby</p> <p>Initiate emergency measures if required, such as episiotomy</p> <p>Timely referral of women who would benefit from the skills and knowledge of others</p> <p>Continue to provide care to women undergoing complications as part of a multidisciplinary team</p> <p>Assess and monitor the woman's condition throughout the third stage of labour facilitating safe delivery of the placenta and membranes by physiological or active management</p>
<p>7. Facilitate the mother and baby to remain together.</p>	<p>Assist in assessing the wellbeing of the baby</p> <p>Support feeding when the baby is ready, monitoring close proximity of the mother to the baby</p> <p>Delay any unnecessary separation of mother and baby, avoiding early routine procedures such as weighing</p>	<p>Accurately assess the health and wellbeing of the newborn baby</p> <p>Initiate emergency measures if required</p> <p>In a culturally sensitive manner, create an environment that is protective of the maternal infant attachment process, such as minimal handling of the baby, discovering gender, fostering maternal infant</p>

		eye contact, skin-to-skin contact
8. Identify and safely manage appropriate emergency procedures.	<p>Participates in 'drills and skills' procedures related to adult resuscitation</p> <p>Confident in initiating basic emergency call procedures relevant to local policy</p>	<p>Can initiate emergency measures in both primary and secondary care settings</p> <p>Can sustain emergency measures until help arrives</p>
9. Works collaboratively with other practitioners.	<p>Act in accordance with the NMC <i>Code of professional conduct: standards for conduct, performance and ethics</i></p>	<p>Is an advocate for women</p> <p>Negotiates with others in relation to balancing competing / conflicting priorities</p> <p>Can articulate professional limitations and boundaries</p> <p>Confident to call appropriate professional regardless of hierarchy, when care requires expertise beyond the midwife's current practice, or the needs of the women or baby fall outside the scope of midwifery practice</p> <p>Practices in accordance with the NMC <i>Midwives rules and standards</i></p>
10 Keep accurate records.	<p>Assist in keeping accurate and legible records which include planning, implementation and evaluation of care, interventions and findings</p>	<p>Detail reasoning behind any actions or interventions taken</p>

4. Initiation and continuance of breastfeeding

Key:

(BFI) = relate to Baby Friendly Education Standards learning outcomes

Initiation and continuance of breastfeeding		
Women can trust / expect a newly registered midwife to:	By the first progression point	For entry to the register
<p>1. Understand and share information that is clear, accurate and meaningful at a level which women, their partners and family can understand.</p>	<p>Participates in communicating sensitively the importance of breastfeeding, and the consequences of not breastfeeding, in terms of health outcomes (BFI)</p> <p>Observes a variety of forums where information is shared in respect of the advantages and disadvantages of different infant feeding methods</p>	<p>Listens to, watches for, and responds to verbal and non verbal cues</p> <p>Uses skills of being attentive, open ended questioning and paraphrasing to support information sharing with women</p> <p>Able to lead a variety of forums where information is shared with women about the advantages and disadvantages of different infant feeding methods, without regarding breastfeeding and artificial feeding as 'equal' choices</p> <p>Understands the importance of exclusive breastfeeding and the consequences of offering artificial milk to breastfed babies</p> <p>Critically appraises the nature and strength of breastfeeding promotional and support interventions</p> <p>Understands the nature of evidence and how to evaluate the strength of research evidence used to</p>

		<p>back information</p> <p>Keep accurate records of the woman and her baby relating to breastfeeding, including plans of care and any problems encountered or referrals made</p>
<p>2. Respect social and cultural factors that may influence the decision to breastfeed.</p>	<p>Has an awareness of own thoughts and feelings about infant feeding in order to facilitate information sharing to be ethical and non-judgemental</p> <p>Is sensitive to issues of diversity when sharing information with women</p> <p>Respects the rights of women</p>	<p>Demonstrate a working knowledge of the local demographic area and explore strategies to support breastfeeding initiatives within the locality</p> <p>Skilfully explores attitudes to breastfeeding</p> <p>Takes into account differing cultural traditions, beliefs and professional ethics when communicating with women</p>
<p>3. Effectively support women to breastfeed.</p>	<p>Willingness to learn from women</p> <p>Assist in ensuring that the needs of women are met in developing a clear care pathway</p> <p>Participate in explaining to women the importance of baby-led feeding in relation to the establishment and maintenance of breastfeeding (BFI)</p> <p>Can recognise effective positioning, attachment, suckling and milk transfer</p> <p>Is able to help teach mothers the necessary skills to enable them to effectively position and attach their baby for breastfeeding (BFI)</p>	<p>Applies in-depth knowledge of the physiology of lactation to practical situations (BFI)</p> <p>Can recognise effective positioning, attachment, suckling and milk transfer</p> <p>Uses skills of observation, active listening and on-going critical appraisal in order to analyse the effectiveness of breastfeeding practices</p> <p>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 well being of their baby and themselves, and on the establishment of breastfeeding in particular (BFI)</p>

	<p>Explain to women the importance of their baby rooming-in with them and baby holding in the postnatal period as a means of facilitating breastfeeding (BFI)</p> <p>Recognise common complications of breastfeeding, how these arise and demonstrate how women may be helped to avoid them (BFI)</p> <p>Participates in teaching women how to hand express their breast milk and how to store, freeze and warm it with consideration to aspects of infection control (BFI)</p>	<p>Uses appropriate skills to support women to be successful at breastfeeding for the first six months of life (BFI)</p> <p>Empowers women to recognise effective positioning, attachment, suckling and milk transfer for themselves (BFI)</p> <p>Explore with women the evidence-base underpinning information, which may have an impact on breastfeeding such as bed-sharing and the use of dummies (BFI)</p> <p>Skilled at advising women over the telephone when contacted for advice on breastfeeding issues</p>
<p>4. Recognise appropriate infant growth and development, including where referral for further advice / action is required.</p>	<p>Participates in assessing appropriate growth and development of the neonate</p> <p>Participates in carrying out physical examinations as necessary, with parent's consent</p> <p>Informs women of the findings from any assessment / examination performed, in a manner that is understood by the women</p>	<p>Acts upon the need to refer when there is a deviation from appropriate infant growth</p> <p>Demonstrates skills to empower women to recognise appropriate infant growth and development and to seek advice when they have concerns</p>
<p>5. Work collaboratively with other practitioners and external agencies.</p>	<p>Works within the NMC <i>Code of professional conduct: standards for conduct, performance and ethics</i></p> <p>Actively works as a team member</p>	<p>Practices within the limitations of the their own competence, knowledge and sphere of professional practice, consistent with the legislation relating to midwifery practice</p>

	<p>Values others' roles and responsibilities in supporting women to breastfeed</p> <p>Share information about national and local agencies and networks that are available to support women in the continuation of breastfeeding, such as Lactation Consultants, National Childbirth Trust and La Leche League for example</p>	<p>Works confidently, collaboratively and in partnership with women and others to ensure the needs of women are met</p> <p>Understand the importance of community support for breastfeeding and actively refers women to community based support networks, both in supporting women to breastfeed and as a resource for health professionals (BFI)</p> <p>Actively works with other health professionals and external agencies to promote breastfeeding and support women in their choice to breastfeed</p> <p>Is able to discuss with women the importance of exclusive breastfeeding for six months and timely introduction of complementary foods and continuing breastfeeding during the weaning period, into the second year of life and beyond</p>
<p>6. Support women to breastfeed in challenging circumstances.</p>	<p>Is aware of the limited number of situations in which exclusive breastfeeding is not possible and participate in supporting women to partially breastfeed or artificially feed (BFI)</p> <p>Is sensitive to the needs of women and their partners</p>	<p>Involve appropriate help, such as a lactation consultant, where specialised skills are required, in order to support women to successfully breastfeed</p> <p>Acts upon the need to refer to appropriate health professionals where deviation from appropriate infant feeding and growth patterns are apparent</p> <p>Support women who are separated from their babies (on admission to SCBU, women receiving high dependency care in a separate environment) to initiate and maintain their lactation and feed their</p>

			<p>babies optimally (BFI)</p> <p>Feed expressed breast milk to a baby, using a cup and/or syringe as appropriate (BFI)</p> <p>Teach women how to use mechanical breast pump where appropriate</p>
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5. Medicines management

Summative health related numerical assessments are required to test skills identified (i) within the ESCs that encompass calculations associated with medicines. A 100% pass mark is required and assessment must take place in the practice setting

Medicines management in the context of midwifery practice is predicated on a partnership approach between the woman and the midwife. Its purpose is to provide therapeutic intervention when necessary throughout childbirth to facilitate a positive outcome.

Medicinal products management			
Women can trust a newly qualified midwife to:	By the first progression point	For entry to the register	Indicative content
<p>1. Within the parameters of normal childbirth, ensure safe and effective practice through comprehensive knowledge of medicinal products, their actions, risks and benefits including the ability to recognise and respond safely to adverse drug reactions and adverse drug events.</p>		<p>Apply 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</p> <p>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</p> <p>Safely manage drug administration and monitor its effect.</p> <p>Reports adverse incidents and near misses and adverse drug reactions.</p>	<p>Anatomy and physiology relevant to normal midwifery practice</p> <p>Drug pathways, how medicinal products act.</p> <p>Pharmaco-therapeutics – what are therapeutic actions of certain medicinal products. Risks versus benefits of medication</p> <p>Pharmaco-kinetics and how doses are determined by dynamics/systems in body.</p> <p>Role and function of bodies that regulate and ensure the safety and effectiveness of</p>

			Safely manages anaphylaxis	<p>medicinal products</p> <p>Effects on pregnancy, labour, birth, lactation and neonate.</p> <p>Residual effects of maternal medicinal products on the neonate</p>
2. Correctly and safely undertake medicinal products¹ calculations.	Competent in calculating common dosages of medicinal products used in normal midwifery practice		Accurate calculation of medicinal products frequently encountered within field of practice.	Numeracy skills, drug calculations, required to administer medicinal products to women safely via appropriate routes including specific requirements for neonates
3. In the course of their professional midwifery practice, supply and administer medicinal products safely in a timely manner, including controlled drugs.	<p>Safely administer oral medication to women under direct supervision</p> <p>Utilise and safely disposes of equipment needed to prepare/ administer medication (e.g. needles, syringes, gloves)</p>		<p>Safely and effectively select, acquire and administer medicinal products via routes and methods commonly used within normal midwifery practice and maintains accurate records</p> <p>Uses prescription charts correctly and maintains accurate records</p> <p>Utilises and accurately interprets medicine legislation related to</p>	<p>Women-centred focus, information sharing, alleviating fear and anxiety of the woman in relation to administration, importance of non-verbal and verbal communication</p> <p>Use of prescription charts including how to prepare, read and interpret them and record administration and</p>

¹ Medicines management is 'the systematic provision of medicinal products therapy through a partnership of effort between patients and professionals to deliver best outcome at minimised cost (*The Pharmaceutical Journal Vol 266 No 1736 p.28 February 24, 2001*).

- Medicinal products include anything that is prescribed such as: drugs, dressings, stoma bags, topical creams, blood products (not blood), intravenous/subcutaneous fluids and oxygen.
- A drug is any substance that can be used to modify a chemical process or processes in the body, for example to treat an illness, relieve a symptom, enhance a performance or ability, or to alter states of mind.
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		<p>midwives exemptions</p>	<p>non-administration. This includes Midwives Supply Orders</p> <p>Preparing and administering medication in differing environments, hygiene, infection control</p> <p>Safe transport medicinal products such as nitrous oxide and oxygen</p> <p>Disposal of medicinal products and equipment including controlled drugs</p> <p>Safety, checking the identity of women / neonates, last dose, time, dose, route, allergies, previous adverse reactions</p> <p>Anaphylaxis, polypharmacy, monitoring of effect of medicines, record keeping.</p> <p>Where and how to report contra-indications, side effects, adverse reactions</p> <p>Skills needed to administer</p>
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			<p>safely via various means e.g. oral, topical, by infusion, injection, syringe driver and pumps</p> <p>Aware of own limitations and when to refer on</p> <p>Legal requirements, mechanisms for supply, sale and administration of medication, self-administration</p>
<p>4. Keep and maintain accurate records, which includes when working within a multi-disciplinary framework and as part of a team.</p>	<p>Demonstrate an understanding of professional responsibility in maintaining accurate records including regulation, national and local policy and guidelines</p> <p>Under supervision is able to take a medicine history</p>	<p>Demonstrate an understanding of roles and responsibilities within the multi-disciplinary team for medicinal products management, including how and in what ways information is shared</p> <p>Effectively keep records of information sharing with women about the benefits and risks of relevant medication</p> <p>Effectively keep records of medication supplied and/or administered and omitted, including controlled drugs</p>	<p>Links to legislation, use of controlled drugs, <i>NMC Code of professional conduct: standards for conduct, performance and ethics</i>, in relation to confidentiality consent and record keeping.</p> <p>NMC A-Z guidance in relation to confidentiality consent and record keeping</p> <p>Use of electronic records, texting, facsimile, verbal instructions</p>
<p>5. Work within the legal and ethical framework that underpins safe and</p>	<p>Demonstrates an understanding of the legal and ethical frameworks relating to safe administration of medicinal</p>	<p>Is conversant with legislation related to midwives exemptions, Pharmacy only and General Sales Lists</p>	<p>Law, consent, confidentiality, ethics, accountability.</p>

<p>effective medicinal products management, as well as in conjunction with national guidelines, and local policies.</p>	<p>products in practice</p>	<p>medicinal products, Midwives Supply Orders, destruction of controlled drugs and Patient Group Directions</p> <p>Is aware of personal accountability in respect of supplying and administering unlicensed products</p> <p>Demonstrates the ability to use relevant medicines legislation to support midwifery practice within the NHS in both the primary and secondary care settings, as well as during self-employed practice</p> <p>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</p>	<p>Responsibilities under law, application of medicinal products legislation to practice including use of controlled drugs, midwives exemption orders, Patient Group Directions (PGD)² and midwife supply orders</p> <p>Regulatory requirements: <i>NMC Standards for medicines management</i> and <i>NMC Code of professional conduct: standards for conduct, performance and ethics, NMC Midwives rules and standards NMC A-Z advice</i></p> <p>Country specific guidance</p>
<p>6. Work in partnership with women to share information in assisting them to make safe and informed choices about medicinal products related to herself, her unborn child or her</p>	<p>Participates in involving women in administration and/or self-administration of medicinal products</p>	<p>Ensures information sharing is woman-centred and provides clear and accurate information</p> <p>Assist women to make safe and informed choices about their medicinal products</p> <p>Assess the woman's ability to safely</p>	<p>Cultural, religious, ethical, racial and vulnerable groups and sensitivities around medication</p> <p>Self-administration, women assessment explanation and monitoring</p>

² The law states that only registered practitioners may supply and administer a PGD, this cannot be delegated to any other person, including students.

<p>baby.</p>		<p>self-administer their medicinal products</p> <p>Give clear instruction and explanation and check understanding relating to use of medicinal products and treatment options</p>	<p>Woman administering medication to her baby</p> <p>Meeting needs of specific groups including self-administration, e.g. the mentally ill, learning disabled, vulnerable groups</p> <p>The use of patient drug information leaflets</p>
<p>7. Work in partnership with women to share information about alternative approaches to using medication, where appropriate.</p>	<p>Demonstrates awareness of a range of commonly recognised approaches to supporting women throughout childbirth e.g. relaxation, distraction, life style advice</p>	<p>Question, critically appraise and use evidence to support an argument in determining when medicinal products may or may not be an appropriate choice</p> <p>Appropriate referral to a registered complementary therapist</p> <p>Awareness of the dangers of giving complementary therapy advice when not qualified e.g. raspberry leaf, over the counter herbal products</p>	<p>Health promotion, lifestyle advice, over the counter medicinal products, self-administration of medicinal products and other therapies</p> <p>Observation and assessment. Effect of medicinal products and other options, including diet, distraction, positioning, complementary therapies, etc</p> <p>Assess, plan, implement and evaluate choices giving feedback</p>
<p>8. Order, receive, store, transport and dispose of medicinal products safely and in</p>	<p>Applies knowledge of local policies to safe storage and transport of medicinal products</p>	<p>Order, receive, store and dispose of medicinal products safely, including controlled drugs</p>	<p>Legislation that underpins practice, related to a wide range of medicinal products including controlled drugs,</p>

<p>accordance with relevant legislation, in any midwifery setting (including controlled drugs).</p>	<p>Demonstrate ability to safely store medicinal products</p>		<p>infusions, oxygen, nitrous oxide and oxygen etc. Suitable conditions for storage, managing out-of-date stock, safe handling medication, managing discrepancies in stock, omissions www.dh.gsi.gov.uk</p>
<p>9. Use and evaluate up-to-date information on medicinal products management and work within national and local policies and guidelines using appropriate reference.</p>	<p>Able to access commonly used evidence based sources of information relating to the safe and effective management of medicinal products</p>	<p>Confident in accessing commonly used evidence based sources of information relating to the safe and effective management of medicinal products</p> <p>Work within national and local policies</p>	<p>Evidence based practice, identification of resources, the 'expert' woman, pharmacy, local medicine centre</p> <p>Using sources of information, national and local policies, clinical governance, formularies, e.g. British National Formulary</p>
<p>10. Recognise and correctly respond to obstetric emergencies in the context of medicines management.</p>		<p>Recognise and act accordingly when confronted with obstetric emergencies, in both primary and secondary care settings</p>	<p>Medicinal products related to safe and effective management of obstetric emergencies</p>