



Seychelles Nurses and Midwives Council

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Midwifery Core Competencies and related Standards

GLOSSARY OF TERMS

Accountability: The midwife is answerable to his/her decisions and actions.

Autonomous midwifery practice: The midwife conducts professional work by providing up-to-date, evidence-based, high-quality, and ethical care across pregnancy, childbirth, and postpartum as well as providing other reproductive health care by adhering to standards, regulations and protocols.

Collaboration: the midwife Works together in partnership; as a union, in ensuring safe midwifery care.

Competence: The combination of skills, knowledge, attitudes, values, and abilities that underpin effective performance as a midwife.

Competent: Acquisition across all domains of competencies applicable to the midwife, at a standard that is judged to be appropriate for the level of practice.

Continuous professional development(CPD): The ongoing process of professional engagement to enhance knowledge, skills, and expertise throughout the midwifery career.

Evidence-based practice (EBP): A systematic approach that integrates the best available research evidence with clinical expertise and patient values to make informed decisions about midwifery.

Ethical standards: Principles that guide the midwives in making moral decisions and acting in a way that is considered right and just.

Humanitarian crises: An event or a series of events that represents a critical threat to the health, safety, security, or well-being of a community or other large group of people, usually over a wide area.

Legal principles: Laws, regulations, and ethical guidelines that govern midwifery practice, ensuring women's safety, rights, and the proper delivery of care, and holding midwives accountable for their actions.

Self-regulated: the ability of the midwifery profession to govern itself through a professional body, like a college or council by setting standards for education practice and ethics.

Scope of practice: The activities that licensed midwives are permitted to perform based on education, training, and experience.

INTRODUCTION

The list of minimum midwifery competencies highlights the crucial knowledge, skills, attitudes, and professional standards a midwife needs to have to offer safe, effective, and ethical midwifery practice. The development of minimum midwifery competencies serves as a foundation for guiding practice, education, regulation, and professional growth.

These competencies reflect the scope of midwifery practice and outline the essential abilities required for midwives to respond to the diverse health needs of women throughout the continuum of care from preconception, pregnancy, childbirth, postpartum and newborn care, to positive parenting.

In establishing minimum competencies, the midwifery profession ensures that practice remains evidence-based, culturally sensitive, and aligned with international standards, while also addressing national health priorities. These competencies not only support quality care and positive health outcomes but also enhance professional accountability, autonomy, and collaboration within the broader healthcare system.

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LIST OF MINIMUM COMPETENCIES FOR MIDWIFERY

No	Minimum Midwifery Competencies
1.	Practices as autonomous, self-regulated health care professionals within the legal principles and ethical standards of the midwifery profession.
2.	Demonstrates respectful and effective inter-personal communication skills to women, families, communities, and health care professionals using a variety of strategies within the profession and practice of midwifery.
3.	Facilitates access to midwifery care through support and enabling clients' right to make informed choices about their care and care environment, while upholding their human rights.
4.	Acts to empower oneself and others through continuous professional development to function effectively as a midwife within a complex health care system.
5.	Practices safe, effective, and culturally sensitive midwifery care to promote healthy family life, across preconception care, pregnancy, childbirth, post-partum, and early parenting.
6.	Recognizes abnormalities and complications in midwifery care for the women and babies and provides appropriate treatment and referral when necessary.
7.	Assumes responsibility for one's own decisions and actions as an autonomous practitioner within the midwifery scope of practice.
8.	Implements evidence-based practices and care principles within midwifery practice.
9.	Uses relevant technologies to address clients' current health needs, to exchange information, and to enhance therapeutic and professional relationships.
10	Provide and ensure continuity of midwifery care for women and newborns affected by humanitarian crises including those resulting from natural disasters, climate change, pandemics, and human-induced conflicts or disasters.
11	Exhibits effective management and leadership by guiding midwifery teams, and coordinating midwifery care, within a supportive environment to ensure a safe, high-quality, and woman-centered care.
12	Establishes and maintains conducive working partnerships between midwives, childbearing families, and the multidisciplinary team.

Competencies and associated Standards

Competency 1.

Practices as autonomous, self-regulated health care professionals within the legal principles and ethical standards of the midwifery profession.

Competency descriptions.

Midwives are responsible for making independent decisions in adherence to the legal and ethical frameworks that govern professional midwifery practice in Seychelles.

Standard No	Standard statements	Indicators/key behavior
1.	Functions within the boundaries of national legislation, regulatory frameworks, and common law, demonstrating professional accountability and legal responsibility in the provision of care.	<ul style="list-style-type: none"> • Practices in accordance with the code of ethics for nurses and midwives. • Demonstrates knowledge of legal responsibilities including obtaining informed consent, maintaining confidentiality, and fulfilling obligations. • Maintains accurate, objective, and secure records in compliance with legal requirements. • Upholds the ethical principles of midwifery, including respect for autonomy, justice, beneficence, and non-maleficence. • Recognizes personal and professional limitations and seeks consultation or referral when required. • Reports unsafe, unethical, or illegal practices using the appropriate channels. • Advocates for the protection and rights of women, newborns, and families in all care settings. • Meets requirements for registration and license to practice. • Complies with all local reporting regulations related to birth and death registration.
2.	Upholds ethical and legal responsibilities.	<ul style="list-style-type: none"> • Respects confidentiality and privacy. • Ensures that information is provided free of coercion or bias. • Adheres to legal standards regarding informed consent and patient rights. • Demonstrates cultural humility to establish a safe and respectful relationship with others. • Establishes ethical and culturally appropriate boundaries between professional and non-professional relationships.

Competency 2.

Demonstrates respectful and effective inter-personal communication skills to women, families, communities, and health care professionals using a variety of strategies within the profession and practice of midwifery.

Competency description

Midwives should provide clear, accurate, nonjudgmental, and culturally appropriate information to support informed and autonomous decision-making regarding clients' care.

Standard no	Standard statements	Indicators/key behavior
1.	Establishes a therapeutic women-centered care relationship.	<ul style="list-style-type: none">• Builds trust and rapport with women and their family/support system.• Demonstrates empathy, active listening, and respect while maintaining appropriate professional boundaries.• Applies a woman-centered approach to foster trust, autonomy and emotional wellbeing.
2.	Demonstrates effective family-centered communication.	<ul style="list-style-type: none">• Listens, clarifies, and communicates clearly through verbal/non-verbal, written, and electronic means to ensure understanding.• Utilizes communication skills to negotiate care plans, and resolve conflicts.• Uses the preferred language of the women or an interpreter (including sign language) to optimize understanding.
3.	Provides evidence-based information.	<ul style="list-style-type: none">• Shares factual, current, and culturally appropriate information with women, families, and communities.• Explains the benefits, risks, and alternatives of procedures, treatments, or care options.
4.	Encourages shared decision-making.	<ul style="list-style-type: none">• Involves women and their partners in discussions about care.• Recognizes and upholds women's right to autonomy and choices.• Supports women in decision making that reflect her values and preferences.• Respects diverse perspectives and points of views.• Manages tensions and conflicts constructively.
5.	Verifies understanding	<ul style="list-style-type: none">• Asks the woman to restate or explain the information to confirm comprehension (teach back method).• Clarifies and answers questions without judgment.• Assesses health literacy and adapts communication accordingly.

6.	Documents communication and decisions.	<ul style="list-style-type: none"> Records the information shared, the woman’s decisions, and any questions or concerns discussed. Ensures documentation reflects informed consent and the shared decision-making processes.
7.	Provides culturally appropriate care.	<ul style="list-style-type: none"> Respects the values, customs, spiritual beliefs, and practices of individuals and communities. Reflects on own beliefs and values and recognizes how these may influence caregiving.

Competency 3.

Facilitates access to midwifery care through support and enabling clients’ right to make informed choices about their care and care environment, while upholding their human rights.

Competency description

Midwives actively help clients to gain access to midwifery care and support them to make informed decisions about their care and birthing environment. This approach recognizes that these choices are linked to the client’s fundamental human rights, and ensures care is equitable, women-centered, and culturally sensitive.

Standard no	Standard statements	Indicators/key behavior
1.	Advocates for access to midwifery care.	<ul style="list-style-type: none"> Champions for equitable access to midwifery services for all women including vulnerable groups regardless of socioeconomic, cultural, or geographic background. Identifies and addresses barriers to care including financial, social, or cultural obstacles.
2.	Advocates for respects to human rights.	<ul style="list-style-type: none"> Upholds clients’ human rights, dignity, and autonomy in all aspects of care. Promotes a non-discriminatory environment free of stigma and bias. Treats women and girls across the reproductive life course with dignity and respect in a non-judgmental and equitable manner.
3.	Provides evidence based information for informed decision making.	<ul style="list-style-type: none"> Provides evidence-based culturally sensitive information to enable clients to make informed choices. Respects clients’ decisions regarding care and care environment, even if they differ from the midwife’s personal views. Informs clients about available services in alignment with their sexual and reproductive health needs and rights.

4.	Supports women and ensures continuity of care.	<ul style="list-style-type: none"> • Acts as an advocate for the client within the health system, ensuring their participation is included in care planning. • Provides emotional and social support that empowers clients and their families in decision-making. • Supports women in developing their health literacy. • Advocates for women to be the central decision makers in their care. • Assists women in managing their health within the constraints of the health system.
5.	Collaborates and maintains accountability.	<ul style="list-style-type: none"> • Collaborates with other health professionals and community resources to facilitate access to needed services. • Documents discussions, decisions, and advocacy actions clearly to ensure accountability. • Follows national consultation and referral guidelines. • Records all aspects of care provided in accordance with standard protocols.

Competency 4.

Acts to empower oneself and others through continuous professional development to function effectively as a midwife within a complex health care system.

Competency description

Midwives actively engage in ongoing self-development and support the professional growth of peers, contributing to a collaborative, skilled, and competent workforce that enhances maternal and child health outcomes.

Standard no	Standard statements	Indicators/key behavior
1.	Pursues personal and professional growth, fostering learning and development opportunities for colleagues and students.	<ul style="list-style-type: none"> • Identifies personal learning needs and participates in relevant continuing education including workshops, seminars, and certifications. • Supports mentors, and guides students, junior colleagues, and peers in both clinical and academic settings. • Engages in professional networks, midwifery associations, and inter professional forums to enhance collaboration and knowledge sharing. • Shares expertise through teaching, presentations, and preceptorship to strengthen workforce competence. • Promotes a culture of continuous learning, critical reflection, and professional excellence.

2.	Demonstrates accountability for professional development and status as a Registered licensed Midwife.	<ul style="list-style-type: none"> • Promotes and maintains the professional role of Midwives by upholding the Code for Nurses and Midwives. • Reflects on current midwifery practice and applies evidence-based or best practice knowledge and technical skills. • Participates in research evidence-based practice projects and professional committees. • Contributes to the education and development of colleagues, students and peers. • Takes proactive steps to address deficits in skills and knowledge. • Engages in continuing professional development activities to maintain competency in midwifery practice. • Recognizes personal biases, values, beliefs, and positional power, and acts to reduce bias and challenge inequitable or discriminatory practices.
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Competency 5

Practices safe, effective, and culturally sensitive midwifery care to promote healthy family life across preconception care, pregnancy, childbirth, post-partum, and early parenting.

Competency description

Midwives deliver care that is safe, evidence-based, and respectful of the client’s cultural values and beliefs throughout the reproductive journey. Care is holistic, addressing the physical, mental, emotional, and social well-being of mothers, newborns, and families within their unique cultural and social context.

Standard no	Standard statements	Indicators/key behavior
1.	Provides a safe and effective working environment.	<ul style="list-style-type: none"> • Delivers evidence-based, respectful, and women-centered care throughout preconception, pregnancy, birth, and postpartum. • Assesses risk factors and identifies at-risk behaviors. • Recognizes deviations from normal and initiates timely referrals. • Orders, performs, and interprets laboratory tests and assists with imaging or screening procedures as appropriate.

		<ul style="list-style-type: none"> • Applies critical thinking and clinical reasoning informed by evidence when assessing and promoting health and well-being. • Maintains and promotes safe, hygienic and supportive environment and conditions for women and newborns.
2.	Promotes culturally sensitive practices.	<ul style="list-style-type: none"> • Provides care that respects the cultural values, traditions, and beliefs of individuals and families. • Ensure communication is clear, culturally appropriate, and inclusive.
3.	Promotes normal physiological processes	<ul style="list-style-type: none"> • Supports and facilitates normal pregnancy and birth while minimizing unnecessary interventions. • Encourages breastfeeding, maternal-infant bonding, and positive parenting practices.
4.	Maintains Continuity of care and support.	<ul style="list-style-type: none"> • Provides preconception counseling, family planning advice, and reproductive health education. • Offers postpartum care and parenting support to strengthen family health.
5.	Advocates for women and collaborates with other partners.	<ul style="list-style-type: none"> • Works with other health professionals and community partners to promote family wellbeing. • Advocates for policies and services that enhance maternal, newborn, and family health.

Competency 6.

Recognizes abnormalities and complications in midwifery care for the women and babies, and provides appropriate treatment and referral when necessary.

Competency description

Midwives must demonstrate clinical judgment, collaborate effectively with multidisciplinary teams, and ensure that care remains women-centered, evidence-based, and safe, even in high-risk or complicated situations.

Standard no	Standard statements	Indicators/key behavior
1.	Assesses and plans care to meet the individual needs of women and their babies.	<ul style="list-style-type: none"> • Identifies complex needs through comprehensive and ongoing assessments. • Formulates individualized care plans in partnership with the woman and the healthcare team. • Integrates evidence-based guidelines, clinical pathways, and protocols in planning care. • Maintains up-to-date knowledge, life-saving skills, and access to appropriate equipment for responding to emergencies. • Recognizes signs and symptoms of complications and situations requiring expertise beyond the midwife's scope of practice.
2.	Provides clinical management through comprehensive assessment and individualized care.	<ul style="list-style-type: none"> • Provides midwifery interventions to address complex or high-risk conditions. • Monitors maternal and fetal well-being using appropriate tools for timely clinical judgements. • Recognizes and responds promptly to changes in the woman's or baby's condition. • Provides emergency obstetric and newborn care.
3.	Collaborates with the multidisciplinary team and initiates timely referral.	<ul style="list-style-type: none"> • Works effectively within a multidisciplinary team to ensure coordinated and continuous care. • Initiates timely referrals to specialist services or higher levels of care when required. • Communicates clearly and respectfully with all team members, and the woman and her family. • Provides accurate and complete oral and written information to other care providers when a referral is made. • Collaborates with other healthcare providers in shared decision-making when appropriate.
4.	Evaluates care to ensure continuity of care.	<ul style="list-style-type: none"> • Reviews and adjusts care plans based on clinical findings, outcomes and feedback. • Ensures seamless continuity of care across transitions (e.g., antenatal to intrapartum, or birth to postnatal periods). • Documents care accurately and comprehensively, reflecting ongoing monitoring, evaluation and decision making.
5.	Upholds professional and ethical practice.	<ul style="list-style-type: none"> • Respects the autonomy, preferences, and informed choices of the women at all stages of care. • Advocates for the best interest of the women and baby in complex clinical or ethical situations.

		<ul style="list-style-type: none"> • Maintains accountability for clinical decisions and seeks support when care exceeds one’s scope of practice. • Communicates effectively with women regarding the nature of the problem, actions taken, consultations, referrals, and transfers of care as indicated.
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Competency 7

Assumes responsibility for one’s own decisions and actions as an autonomous practitioner within the midwifery scope of practice.

Competency description

Midwives are accountable for their own actions and professional decisions, practicing independently within the legal and ethical boundaries of midwifery. This competency highlights the importance of exercising sound judgement, maintaining professional competence, and taking ownership of outcomes related to care provided.

Standard no	Standard statements	Indicators/key behavior
1.	Takes full responsibility for their actions, decisions, and judgments, demonstrating accountability in all aspects of care delivery and professional conduct.	<ul style="list-style-type: none"> • Acknowledges responsibility for all clinical decisions and actions taken in the course of midwifery care. • Practices within the limits of one’s education, and scope of practice, and seeks guidance or referral when necessary. • Reflects on and evaluates the outcome of care provided to identify areas for improvement. • Engages in ongoing professional development to maintain and improve competence. • Responds appropriately to errors or adverse outcomes by taking corrective actions, reporting incidents, and learning from experience. • Demonstrates professional integrity, honesty and transparency in communication with clients, colleagues, and supervisors. • Adheres to institutional policies, the Seychelles Nurses and Midwives codes of conduct and regulations regarding professional accountability. • Recognizes the impact of gender, race, social policies, and politics on women, midwives, and maternity services.

Competency 8

Implements evidence-based practices and care principles within midwifery practice.

Competency description

Midwives must integrate research into midwifery practice to ensure that care is evidence-based, current, and effective. They must also be able to access, interpret, and apply relevant research to inform clinical decision-making, improve quality of care and enhance outcomes for women, newborns, and families.

Standard no	Standard statements	Indicators/key behavior
1.	Appraises and applies research findings to provide safe, effective, and current practice.	<ul style="list-style-type: none">• Demonstrates the ability to access and interpret scientific literature relevant to midwifery.• Integrates evidence-based guidelines and protocols into clinical decision making.• Participates in or supports quality improvement and research initiatives.• Encourages innovation and change based on sound research evidence.• Educates clients using accurate, evidence information to support informed choices.• Evaluates outcomes of care to inform future practice and service improvement.
2.	Appraises research for relevance, reliability, and applicability to clinical practice.	<ul style="list-style-type: none">• Differentiates between high and low quality research.• Questions clinical practices that lack evidence or are outdated.• Adjusts care based on new or emerging best practices.• Participates in journal clubs or research discussion groups.
3.	Contributes to or participates in research, audits, and initiatives that improve midwifery care.	<ul style="list-style-type: none">• Engages in or supports local or institutional research projects.• Participates in audits, evaluations, or case reviews.• Assists in collecting or analyzing data for clinical improvement.• Understands and complies with ethical standards for research and data protection Act.
4.	Communicates research findings and promotes their integration into practice and policy.	<ul style="list-style-type: none">• Shares research knowledge findings with colleagues, students, and clients.• Presents evidence-based information in meetings, training sessions, or professional forums.• Advocates for policy and practice changes based on research evidence.• Collaborates with academic or clinical researchers to bridge theory and practice.

Competency 9

Uses relevant technologies to address clients' current health needs, to exchange information, and to enhance therapeutic and professional relationships.

Competency description

Midwives apply appropriate technologies to support safe, effective, and women-centered care. They use technology to meet health needs, facilitate information exchange, and strengthen therapeutic and professional relationships while ensuring data privacy, security, and confidentiality.

Standard no	Standard statements	Indicators/key behavior
1.	Practices safe and uses technology appropriately.	<ul style="list-style-type: none">• Selects and applies technologies to support client's care while upholding privacy and confidentiality.• Ensures the use of technology is evidence-based, appropriate and responsive to the client's needs and context.• Uses digital tools and platforms effectively and securely to facilitate communication, collaboration and information sharing.
2.	Enhances communication and relationships.	<ul style="list-style-type: none">• Uses technology to promote effective communication and strengthen therapeutic midwife-client relationships.• Utilizes professional digital communication skills to collaborate efficiently with colleagues and other health professionals.
3.	Promotes client access and empowers women to use technology.	<ul style="list-style-type: none">• Provides clients with access to accurate and reliable digital health information and resources.• Encourages clients to use of appropriate technology to support informed decision making, self-care and health literacy.
4.	Maintains and protects women Confidentiality, ethics, and security.	<ul style="list-style-type: none">• Upholds professional and ethical standards in all forms of digital communication, safeguarding clients' privacy and data security in accordance with relevant policies and laws.• Demonstrates awareness of potential risks associated with technology use and implements strategies to mitigate them.
5.	Encourages continuous Professional development.	<ul style="list-style-type: none">• Continuously updates knowledge and skills regarding new and emerging technologies relevant to midwifery practice.• Critically evaluates digital tools and systems to ensure alignment with best practices and client safety standards.

Competency 10

Provides midwifery care for women and newborns affected by humanitarian crises caused by natural disasters, climate change, pandemics, and human-caused conflicts and disasters.

Competency description

Midwives provide essential, respectful, and lifesaving care to women, newborns, and their families during humanitarian crises. Care is adapted to resource-limited, high-risk, and unstable environments while upholding the human rights, ethical principles, and professional standards.

Standard no	Standard statements	Indicators/key behavior
1.	Provides safe midwifery care in humanitarian crisis	<ul style="list-style-type: none">• Demonstrates humanitarian principles, emergency protocols, and reproductive health priorities in crisis situations.• Participates in disaster preparedness, response, and recovery activities relevant to maternal and newborn care.
2.	Makes provision of essential maternal and newborn care in crisis settings	<ul style="list-style-type: none">• Delivers compassionate, evidence-based and culturally sensitive to women and newborn in crisis settings.• Ensures continuity of essential maternal and newborn services even in resource constrained environments.• Collaborates and coordinates with other disaster response teams.• Prioritizes lifesaving interventions while maintaining, respect, dignity and informed choice for clients.
3.	Respects human rights and dignity.	<ul style="list-style-type: none">• Safeguards women's rights to safe care, privacy, and dignity even in crisis conditions.• Advocates for the safety, protection, and wellbeing of women, newborns and vulnerable populations.
4.	Demonstrates adaptability and resilience.	<ul style="list-style-type: none">• Adjusts care practices to the available resources while maintaining safety and quality standards.• Demonstrates resilience, cultural sensitivity, and psychological support for affected families.• Adapts clinical skills and protocols to address health needs arising from specific climate disasters.

5.	Collaborates and coordinates as needed with other stakeholders	<ul style="list-style-type: none"> • Works with humanitarian agencies, local health providers, and community leaders to coordinate services. • Participates in coordinated response systems to ensure effective referral, reporting and support for affected populations.
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Competency 11

Exhibits effective management and leadership by guiding midwifery teams, and coordinating midwifery care, within a supportive environment to ensure a safe, high-quality, and woman-centered care.

Competency description

Midwives demonstrate strong leadership and management skills by effectively guiding and coordinating midwifery teams. They promote good teamwork, clear communication, and a supportive working environment where all team members can perform their roles effectively.

Standard no	Standard statements	Indicators/key behavior
1.	Demonstrates effective midwifery management skills in the provision of quality midwifery care.	<ul style="list-style-type: none"> • Demonstrates ability to make appropriate management decisions. • Applies critical thinking skills within a problem-solving context. • Initiates and engages in dialogue on new initiatives and change processes in midwifery and healthcare. • Provides direction, mentorship, and supervision to midwifery and interdisciplinary teams. • Encourages teamwork, professional development, and shared decision making.
2.	Uses principles of quality improvement and incorporates them into midwifery practice.	<ul style="list-style-type: none"> • Collects, analyses, and utilizes data about incidents and trends, and implements strategies to improve care delivery. • Demonstrates elements of efficient resource utilization and management, including manpower. • Understands and applies safety measures and guidelines/standards in one's practice. • Participates in safety and quality improvement projects/ initiatives. • Monitors and evaluates care standards to maintain high-quality, evidence-based, and women-centered practices. • Implements policies and protocols that safeguard safety of women and babies and also promotes best practices.

3.	Provides a safe working environment.	<ul style="list-style-type: none"> • Performs hazard and risk analyses. • Demonstrates knowledge of occupational health and safety legislation, including infection control policies and procedures. • Manages workloads effectively by raising concerns and/or seeking consultation and help where applicable. • Supports, collaborates, and cooperates with team members and other healthcare professionals. • Encourages open communication, constructive feedback and effective conflict resolution within teams. • Promotes a positive workplace culture that supports staff well-being and motivation. • Encourages open communication, feedback, and conflict resolution within the teams.
4.	Coordinates care	<ul style="list-style-type: none"> • Ensures continuity and integration of women-centered care across the midwifery-care pathway. • Allocates resources effectively to maintain safe and efficient midwifery care delivery.
5.	Advocates for the profession	<ul style="list-style-type: none"> • Advocates for midwives, support staff, clients, and the midwifery profession within the health system. • Models ethical, professional, and culturally sensitive behavior.

Competency 12

Establishes and maintains conducive working partnerships between midwives, childbearing families, and the multidisciplinary team.

Competency description

Midwives build and maintain collaborative partnerships with childbearing families, other midwives, and the multidisciplinary team to ensure continuity, safety, and high-quality women-centered care.

Standard no	Standard statements	Indicators/key behavior
1.	Collaborates with families	<ul style="list-style-type: none"> • Engages childbearing women and families as active partners in decision making and care planning. • Respects family values, preferences, and cultural practices in the care process.
2.	Collaborates with interdisciplinary team	<ul style="list-style-type: none"> • Collaborates with colleagues and other health professionals to ensure continuity and integration of care.

		<ul style="list-style-type: none"> • Demonstrates mutual respect, effective communication, and shared responsibility within the health care team. • Engages with other health care providers and community-based services to plan and deliver midwifery care that meets the client's needs.
3.	Promotes Continuity and coordination of care	<ul style="list-style-type: none"> • Coordinates referrals, consultations, and follow-up midwifery care across the multidisciplinary team. • Ensures seamless transitions between different levels and settings of midwifery care.
4.	Creates supportive relationships	<ul style="list-style-type: none"> • Fosters trust, openness, and respect in professional and client relationships. • Provides guidance, feedback, and encouragement that strengthen team and family partnerships.
5.	Encourages Conflict resolution and advocacy	<ul style="list-style-type: none"> • Addresses conflicts constructively to maintain effective collaboration. • Advocates for the needs and voices of women and families within the healthcare teams. • Recognizes inter-professional and intra-professional conflict, striving for consensus among those with different views.

