

UOS reference number

ST0794

Trailblazer reference number

Midwife

Title of occupation

Midwife

Trailblazer name

TB0416

Core and options

No

Resubmission

No

Level of occupation

Level 7

Route

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Typical duration of apprenticeship

None

Target date for approval

31 December 2018

Occupational profile

Summary

This occupation is found in a range of healthcare settings offering different models of care. Most midwives are employed by the NHS while others work in the private sector, social enterprise or independently. A midwife may work in the community such as in a woman's home, community hubs, GP surgeries, clinics, midwife-led units and birth centres or in hospital maternity units. This means that they usually work shifts including evenings, weekends and nights and may be on-call to provide 24-hour care.

The broad purpose of the occupation is to be the first and main contact for a woman, her partner and family, recognised as a responsible and accountable professional, the midwife acts as an advocate for the woman, working in partnership with her and giving the necessary support, care and advice during pregnancy, labour and the postnatal period. Midwives are lead co-ordinators of care as well as the first point of contact for a woman, her baby and family. They offer support, care and advice and are responsible for facilitating births and

providing care for the newborn. Midwives are experts in normal physiological birth and in supporting the woman through all birth outcomes. The personalised care they provide includes preventative measures, the detection of complications in mother and baby, the promotion of normal birth, the accessing of medical care or other appropriate assistance and the carrying out of emergency measures. The midwife has an important role in public health, offering health counselling and education, not only for the woman, but also within the family and the community. This work involves antenatal education and preparation for parenthood and may extend to a woman's health, sexual or reproductive health. A midwife provides full antenatal care for the woman, carrying out clinical examinations and screening. They offer antenatal and parenting classes to help the woman, her partner and family prepare for the birth of the baby and to care for it once it has been born. The midwife monitors and supports the woman, her partner and family during labour and the birthing process, helping the woman to birth her baby and assessing both the woman's and the baby's overall health and wellbeing. Midwives can identify complex pregnancies and know when to refer to others or seek appropriate support. They are able to offer guidance and support around issues such as stillbirth, miscarriage, termination, neonatal death or other complications. Following birth midwives offer support for infant feeding, recovery and may refer the woman to other services as required.

In their daily work, an employee in this occupation interacts with women and families from a range of backgrounds. Midwives need to have excellent communication skills to support the woman, her partner and family through the emotional, physical and psychological process of childbirth. Midwives are part of the wider health and social care multidisciplinary team, working in partnership with colleagues as required. A midwife must have excellent situational awareness and knowledge of other human factors.

An employee in this occupation will be responsible for caring for a number of women and may manage a caseload (continuity of carer). Midwives are responsible and accountable autonomous practitioners who provide woman and family centred integrated care. Midwives act as an advocate for the woman, enabling them and their families to make informed choices about the options and services available throughout pregnancy, labour and post-natal period. The midwife is responsible for the health of both the mother and baby and refers to others if there are medical, social or other complications. Midwives are regulated by the Nursing and Midwifery Council (NMC) and are responsible for their own practice and for keeping up to date with current knowledge and skills.

Typical job titles

Typical job titles include Midwife.

Duty	Criteria for measuring performance	Knowledge	Skills	Behaviours
D1 Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures	<p>P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife</p> <p>P2 Delivers clear, concise and evidence-based information or advice to the woman, her partner and family</p> <p>P3 Makes valid and reliable judgements</p> <p>P4 Delivers appropriate, effective and consistent care to the woman</p> <p>P5 Makes appropriate and timely referrals</p> <p>P6 Delivers appropriate, effective and consistent care to the newborn</p> <p>P7 Administers medication safely</p> <p>P8 Maintain clear and accurate records</p> <p>P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team</p>	<ul style="list-style-type: none"> • K1 The national and professional standards, guidelines and current legislation that applies to midwives in the UK, local policies and procedures • K2 The limits of your competence, experience and training • K3 The importance of confidentiality and appropriate situations in which to disclose information • K4 The importance of safeguarding, governance, ethical issues, a duty of care and a duty of candour • K5 The importance of ongoing continuing professional development and being a reflective practitioner • K6 The importance of building personal resilience within your professional life • K7 Ways to promote a healthy, safe and secure environment 	<ul style="list-style-type: none"> • S1 Practise in accordance with legislation, standards and code of conduct to support the woman, her partner and family through the pregnancy, labour, birth and postnatal period • S2 Act as an advocate for the woman • S3 Consult with and refer to colleagues when care requires expertise beyond own competence or when the woman or baby's needs falls outside the scope of midwifery practice • S4 Identify, respond to and report any unsafe practice • S5 Take responsibility and accountability for own practice as a midwife, reviewing, developing and enhancing knowledge, skills and maintaining your fitness to practice • S6 Manage and prioritise competing demands • S7 Create and maintain a healthy and safe environment, preventing and controlling infection and promoting health and wellbeing 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate • B3 Have the courage to speak up and challenge • B4 Be competent, reliable and committed • B5 Display leadership qualities

Duty	Criteria for measuring performance	Knowledge	Skills	Behaviours
D2 Communicate clearly and effectively with women, their partner and families	<p>P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife</p> <p>P2 Delivers clear, concise and evidence-based information or advice to the woman, her partner and family</p>	<ul style="list-style-type: none"> • K8 A range of communication methods and media, including verbal and non-verbal, written, electronic, listening skills, common barriers to communication, aides and services available to assist with communication • K9 Ways to enable the woman to think through their feelings, building trust by responding to their concerns • K10 The importance of acting in the best interest of the woman and her baby, maintaining their rights, understanding their preferences, gaining valid informed consent and assessing their capacity for decision making • K11 The processes and procedures for dealing with and managing complaints 	<ul style="list-style-type: none"> • S8 Communicate in ways that are sensitive and appropriate, taking into account emotional, psychological, cognitive, language, social and other circumstances, checking you have been understood • S9 Use interpersonal skills to build rapport with the woman, her partner and family • S10 Facilitate informed decision making • S11 Handle issues or complaints in line with national and local process and procedure 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate
D3 Confirm pregnancy, assess and monitor women holistically using a range of assessment methods to reach valid, reliable and comprehensive conclusions	<p>P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife</p> <p>P3 Makes valid and reliable judgements</p>	<ul style="list-style-type: none"> • K12 Ways to confirm pregnancy including recognising the indicators of the stage of progression • K13 the information and techniques needed to diagnose a woman's needs such as: taking a history, observation, physical examination, biophysical tests and social, cultural or emotional assessments • K14 Anatomy and physiology relevant to midwifery including the physical, psychological, social, emotional, cultural and spiritual factors that may positively or adversely influence normal physiology 	<ul style="list-style-type: none"> • S12 Undertake the initial consultation with the woman • S13 Use a range of techniques to assess the physical, social and psychological needs of the woman • S14 Give information surrounding options for screening and overall health and wellbeing 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate • B4 Be competent, reliable and committed

Duty	Criteria for measuring performance	Knowledge	Skills	Behaviours
D4 Determine and provide programmes of care and support for women	P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife P4 Delivers appropriate, effective and consistent care to the woman	<ul style="list-style-type: none"> • K15 The importance of practising in a way that respects, promotes and supports individuals' rights, interests, preferences, beliefs and culture • K16 How to use best evidence and clinical judgment to determine and provide programmes of care • K17 The importance of compassionate and woman-centred care • K18 The importance of respecting a woman's right to accept or refuse care and treatment • K19 How to critically appraise knowledge, research and practice to improve the quality of care you offer • K20 Midwifery care within the context of public health policies such as being aware of a range of programmes to improve sexual and reproductive health or reduce maternal and perinatal morbidity and mortality • K21 Ways to involve users and local communities in service development and improvement • K22 How to effectively analyse and share data that has been collected including the importance of seeking feedback from the woman, her partner and family • K23 Ways to identify and target care for groups with particular health and maternity needs • K24 Your role in relation to audit and multi-professional standard-setting • K25 Ways to support parents and babies with additional or complex needs 	<ul style="list-style-type: none"> • S15 Work in partnership with woman to develop plans that are appropriate to the needs, contexts, culture and choices of the woman, her baby and family • S16 Enable and empower the woman to consider plans for pre-pregnancy, pregnancy care, birth, place of birth, plans for feeding babies, needs for postnatal support and preparation for parenthood • S17 Enable and empower the woman to think about their own health and that of their baby, partner and family and how this can be improved • S18 Consider best available evidence and modify programmes of care to improve outcomes for the woman and her baby • S19 Contribute to enhancing the health and social wellbeing of individuals and their communities • S20 Contribute to audit in order to optimise the care of the woman, her baby and family as required 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate • B4 Be competent, reliable and committed

Duty	Criteria for measuring performance	Knowledge	Skills	Behaviours
D5 Provide seamless care and, where appropriate, interventions, in partnership with women, their partner, families and other care providers during the antenatal period	<p>P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife</p> <p>P2 Delivers clear, concise and evidence-based information or advice to the woman, her partner and family</p> <p>P4 Delivers appropriate, effective and consistent care to the woman</p> <p>P5 Makes appropriate and timely referrals</p> <p>P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team</p>	<ul style="list-style-type: none"> • K26 A range of advice and guidance such as the fetus and baby’s development, lifestyle, holistic health and wellbeing, pregnancy, labour care, care of the newborn and mental wellbeing • K27 What to do when physiological and psychological assessments are outside of expected parameters • K28 A range of screening tests such as sickle cell disease, thalassaemia, infectious diseases or anomalies • K29 A range of services and support available for a woman experiencing pregnancy loss, bereavement or complex pregnancies including recognising the ways that culture, context and preferences may affect a woman’s decisions 	<ul style="list-style-type: none"> • S21 Act as lead carer in normal pregnancies supporting the woman • S22 Carry out physiological measurement, psychological assessment and screening tests and refer the woman as appropriate • S23 Contribute to providing support to the woman when her pregnancy is complex or if she has suffered pregnancy loss 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate • B4 Be competent, reliable and committed
D6 Refer women and babies in need of further care	<p>P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife</p> <p>P3 Makes valid and reliable judgements</p> <p>P5 Makes appropriate and timely referrals</p> <p>P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team</p>	<ul style="list-style-type: none"> • K30 The importance of a timely referral and the risks of not doing so • K31 A range of services and other professionals that have skills and experience to support the woman in your care such as health, social, financial, psychological, safeguarding or legal 	<ul style="list-style-type: none"> • S24 Make critical decisions in partnership with the woman, her partner and family to support the appropriate referral of a woman or baby to other health professionals or agencies when required • S25 Discuss and negotiate with other professionals about further interventions as appropriate 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate • B3 Have the courage to speak up and challenge • B4 Be competent, reliable and committed • B5 Display leadership qualities

Duty	Criteria for measuring performance	Knowledge	Skills	Behaviours
D7 Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth	<p>Performance Criteria</p> <p>P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife</p> <p>P4 Delivers appropriate, effective and consistent care to the woman</p> <p>P6 Delivers appropriate, effective and consistent care to the newborn</p>	<ul style="list-style-type: none"> • K32 Evidence based ways to facilitate all types of labour and childbirth and care for the fetus and newborn during a labour and birth • K33 Ways to recognise and respond appropriately to a woman who is anxious, in pain or distress • K34 The importance of an active labour, ways to respect a woman's choices and maintain a safe and calm environment • K35 Way to check signs of normal and deteriorating physical or mental health including risk indicators 	<ul style="list-style-type: none"> • S26 Use appropriate clinical and technical means to monitor the condition of the woman and the fetus to optimise birth outcomes • S27 Facilitate the comfort of the woman during labour and birth • S28 Promote trust with the mother and birthing partner to facilitate a positive birth experience • S29 Care for the woman and the baby once she has given birth including assessing for risk indicators 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate • B4 Be competent, reliable and committed • B5 Display leadership qualities
D8 Prepare for and manage emergencies	<p>P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife</p> <p>P3 Makes valid and reliable judgements</p> <p>P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team</p>	<ul style="list-style-type: none"> • K36 Signs and symptoms that indicate a potential emergency • K37 Ways to recognise that an emergency needs further support or additional assistance • K38 A range of emergency procedures including management until further assistance is available • K39 Risk assessment and management processes including the importance of ensuring your own safety as well as that of those in your care 	<ul style="list-style-type: none"> • S30 Undertake appropriate emergency procedures to meet the health needs of the woman, fetus or baby • S31 Raise concerns immediately in the event of an emergency • S32 Prepare for and manage risks 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate • B4 Be competent, reliable and committed • B5 Display leadership qualities

Duty	Criteria for measuring performance	Knowledge	Skills	Behaviours
D9 Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions	<p>P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife</p> <p>P4 Delivers appropriate, effective and consistent care to the woman</p> <p>P5 Makes appropriate and timely referrals</p>	<ul style="list-style-type: none"> • K40 Physiology of the postnatal period • K41 A range of signs and symptoms relating to a woman’s health, physical, mental and emotional wellbeing following birth • K42 A range of support and advice on feeding methods and caring for babies • K43 A range of issues that may affect a woman when considering resuming sexual intercourse following the birth of a baby and how to manage them, taking into account the woman’s rights, preferences, beliefs and culture • K44 Ways to manage the different stages of bereavement or grief, ways to care for a woman whose baby has been removed due to safeguarding intervention or who relinquish their baby for adoption and a range of services or support groups available 	<ul style="list-style-type: none"> • S33 Care for a woman in the postnatal period, facilitating her to manage her physical and psychological wellbeing and transition to motherhood • S34 Care for a woman who is recovering following birth including post-operative care for those who have caesarean or assisted births • S35 Support and advise the woman on parenting, relationship building, feeding and caring for her baby • S36 Facilitate discussions about resuming intercourse and future reproductive choices • S37 Care for a woman, her partner and family who are bereaved following pregnancy loss or death of a baby 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate • B4 Be competent, reliable and committed
D10 Examine and care for babies	<p>P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife</p> <p>P3 Makes valid and reliable judgements</p> <p>P6 Delivers appropriate, effective and consistent care to the newborn</p>	<ul style="list-style-type: none"> • K45 The physical and behavioural assessments that need to be carried out on a newborn baby • K46 A range of screening methods and how to recognise and refer when results are outside of normal parameters • K47 Common congenital disorders and abnormalities • K48 Ways to care for preterm babies and babies requiring monitoring and invasive procedures • K49 Safeguarding babies and children as identified as suffering or likely to suffer harm, abuse or neglect including how to report and act upon your concerns 	<ul style="list-style-type: none"> • S38 Examine and care for babies immediately following birth, confirming vital signs and carrying out an assessment and physical examination • S39 Screen babies and refer as required • S40 Undertake continuing assessments and care for babies • S41 Escalate and report safeguarding issues as required 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate • B3 Have the courage to speak up and challenge • B4 Be competent, reliable and committed

Duty	Criteria for measuring performance	Knowledge	Skills	Behaviours
D11 Advise on, supply and administer a range of permitted medications safely	P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife P7 Administers medication safely	<ul style="list-style-type: none"> • K50 The principles of the safe management of medicines in midwifery including medications that are under midwives exemption or prescribed • K51 A range of methods to administer medication, including oral, intravenous, intramuscular, topical and inhalation 	<ul style="list-style-type: none"> • S42 Administer and manage medication and pain relief to the woman and baby safely, calculating accurately and in line with legislation and the limits of your competence and role 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B2 Be caring and compassionate • B3 Have the courage to speak up and challenge • B4 Be competent, reliable and committed
D12 Complete, store and retain records	P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife P8 Maintain clear and accurate records	<ul style="list-style-type: none"> • K52 The importance of completing written and electronic records accurately and in a timely manner, protecting data and maintaining confidentiality, and adhering to legal and local requirements for recording, storage and retention 	<ul style="list-style-type: none"> • S43 Complete, store and retain accurate and contemporaneous records, in line with legislation and best practice 	<ul style="list-style-type: none"> • B3 Have the courage to speak up and challenge • B4 Be competent, reliable and committed
D13 Work as part of the wider health and social care team	P1 Works in line with legislation, standards, codes of conduct, national and local policies and procedures relevant to practice as a midwife P9 Works in partnership with the woman, her partner, family and members of the multi-disciplinary team	<ul style="list-style-type: none"> • K53 Ways to inform and develop the practice of self and others using best available evidence and reflection techniques • K54 How to provide honest, accurate and constructive feedback, respecting the view of others and behaving professionally at all times • K55 The importance of only delegating tasks and duties that are within the other person's scope of competence and that they fully understand what they are required to do • K56 Understand the roles and remit of the multi-disciplinary team, the wider healthcare team and other agencies, identifying who is best placed and able to provide particular interventions to the woman and baby 	<ul style="list-style-type: none"> • S44 Act as a role model for the profession to colleagues, enabling them to reflect on and develop their practice • S45 Delegate tasks and duties appropriately • S46 Work across professional boundaries, developing professional networks • S47 Supervise or monitor the work of other members of the team 	<ul style="list-style-type: none"> • B1 Treat people with dignity and respect • B3 Have the courage to speak up and challenge • B4 Be competent, reliable and committed • B5 Display leadership qualities

Duty	Criteria for measuring performance	Knowledge	Skills	Behaviours
		<ul style="list-style-type: none">• K57 How to raise and report concerns with service delivery including working across team or organisational boundaries		

Duty	Training requirement	Method of delivery	Provider type	OTJ days
D1	Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures			30
D2	Communicate clearly and effectively with women, their partner and families			30
D3	Confirm pregnancy, assess and monitor women holistically using a range of assessment methods to reach valid, reliable and comprehensive conclusions			40
D4	Determine and provide programmes of care and support for women			40
D5	Provide seamless care and, where appropriate, interventions, in partnership with women, their partner, families and other care providers during the antenatal period			60
D6	Refer women and babies in need of further care			30
D7	Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth			150
D8	Prepare for and manage emergencies			40
D9	Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions			60
D10	Examine and care for babies			60
D11	Advise on, supply and administer a range of permitted medications safely			30
D12	Complete, store and retain records			30
D13	Work as part of the wider health and social care team			30

Qualification	Basis for mandation
<p>a level 6 degree in Midwifery or (where an apprentice already holds a level 6 degree) a level 7 masters degree in Midwifery. Where the apprentice is already an NMC registered Adult Nurse, a Level 6 or 7 qualification approved by the NMC</p> <p>Level: 6 (non-integrated degree)</p> <p>Type: Type 1 qualification that accredits occupational competence</p> <p>Ofqual regulated: No</p> <p>Awarding bodies</p> <ul style="list-style-type: none"> • Sheffield Hallam University • Oxford Brookes University • University of Greenwich • University of Hull • University of West London • University of Wolverhampton 	<p>Regulatory requirement</p> <p>The standards for pre-registration midwifery education have been guided by the international definition of a midwife and the requirements of the European Union Directive Recognition of Professional Qualifications 2005/36/EC Article 40. Letter from regulator to follow.</p>

Entry requirements

Entry to the apprenticeship is set locally by individual employers but apprentices will also need to meet the entry requirements for the level 6 degree as set by the university. If they already have degree at level 6 they will need to meet the entry requirements set by the university for the level 7 masters degree instead. If an applicant is already a registered adult nurse they may take a level 7 qualification approved by the NMC instead of the level 6 degree. These requirements are based on guidance from the NMC and European law.

Professional recognition

No professional body recognition specified

Trailblazer membership details

Chairs

Gloria Rowland (Barts Health NHS Trust)
Helen Knowler (Lewisham & Greenwich NHS Trust)

Facilitators

Lucy Blinko (Skills for Health)

Employer members

Name	Employer
Amanda O'Brien	University Hospitals Morecambe Bay NHS
Andrea Wheeler	Chelsea & Westminster Hospital NHS Trust
Annie Francis	Neighbourhood Midwives
Claire Flavell	United Lincolnshire Hospitals NHS Trust
Dawn Gilkes	Oxford University Hospitals NHS
Helen Warner	Buckinghamshire Healthcare NHS Trust
Maryam Tat	London North West University Healthcare NHS Trust
Nickey Tomkins	Medway NHS Foundation Trust
Nicola Parry	Blackpool Teaching Hospitals NHS Foundation Trust
Pippa Clark	Frimley Health NHS Foundation Trust
Sarah Jones	St Helens and Knowsley Teaching Hospitals NHS Trust
Sue Calder	Barking, Havering and Redbridge University Hospitals NHS Trust
Sue Gibson	Leeds Teaching Hospital Trust

Other members

Name	Employer
Andrea Aras-Payne	University of West London
Angelo Varetto	Skills for Health
Birte Harlev-Lam	NHS Improvement
Gabrielle Bourke	Royal College of Midwives
Heather Bower	University of Greenwich
Jacqui Williams	Nursing and Midwifery Council

Additional information (continued)

Name	Employer
Lesley Saunders	Sheffield Hallam University
Louise Hunter	Oxford Brookes University
Marcia Edwards	University of Wolverhampton
Nicky Clark	University of Hull