

COMPARISON TABLE: NATIONAL COMPETENCY STANDARDS

NATIONAL COMPETENCY STANDARDS FOR THE MIDWIFE [ANMC]			COMPETENCY STANDARDS FOR NEONATAL NURSES [ACNN]			NATIONAL COMPETENCY STANDARDS FOR THE NURSE [ANMC]		
DOMAINS	COMPETENCY UNIT	ELEMENTS	DOMAINS	STANDARDS	ELEMENTS	DOMAINS	COMPETENCY UNIT	ATTRIBUTES
LEGAL & PROFESSIONAL PRACTICE	1. Functions in accordance with legislation & common law affecting midwifery practice	<i>1.1 Demonstrates & acts upon knowledge of legislation & common law pertinent to midwifery practice.</i>	FAMILY CENTRED CARE	1. Promotes the participation of parents in the care of their baby	<i>1.1 promotes the participation of parents in the care of their baby</i>	PROFESSIONAL PRACTICE	1. Practises in accordance with legislation affecting nursing practice & health care	<i>1.1 Complies with relevant legislation & common law</i>
		<i>1.2 Complies with policies & guidelines that have legal & professional implications for practice.</i>			<i>1.2 Educates the parents to facilitate the attainment, maintenance & restoration of optimal health & wellbeing for the family.</i>			<i>1.2 Fulfils the duty of care</i>
		<i>1.3 Formulates documentation according to legal & professional guidelines.</i>			<i>1.3 Promotes continuity of nursing care</i>			<i>1.3 Recognises & responds appropriately to unsafe or unprofessional practice</i>
		<i>1.4 Fulfils the duty of care in the course of midwifery practice.</i>			<i>1.4 Evaluates the effects of activities of other health care professions</i>			
	2 Accepts accountability & responsibility for own actions within midwifery practice.	<i>2.1 Recognises & acts within own knowledge base & scope of practice.</i>	2. Advocates & protects the rights of individuals & groups	<i>2.1 Acts to maintain the rights of individuals / groups</i> <i>2.2 Acts to ensure confidentiality of information</i>	2. Practises within a professional & ethical nursing framework		<i>2.1 Practices in accordance with the nursing profession's codes of ethics & conduct</i>	
		<i>2.2 Identifies unsafe practice & takes appropriate action.</i>					<i>2.2 Integrates organisational policies & guidelines with professional standards</i>	
		<i>2.3 Consults with, & refers to, another midwife or appropriate health care provider when the needs of the woman & her baby fall outside own scope of practice or</i>					<i>2.3 Practises in a way that acknowledges the dignity, culture, values, beliefs & rights of individuals/groups</i>	

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		<i>competence.</i> 2.4 <i>Delegates, when necessary, activities matching abilities & scope of practice & provides appropriate supervision.</i> 2.5 <i>Assumes responsibility for professional midwifery leadership functions.</i>						2.4 <i>Advocates for individuals/groups & their rights for nursing & health care within organisational & management structures</i> 2.5 <i>Understands & practises within own scope of practice</i> 2.6 <i>Integrates nursing & health care knowledge, skills & attitudes to provide safe & effective nursing care</i> 2.7 <i>Recognises the differences in accountability & responsibility between Registered Nurses, Enrolled Nurses & unlicensed care workers</i>
MIDWIFERY KNOWLEDGE & PRACTICE	3 Communicates information to facilitate decision-making by the woman.	3.1 <i>Communicates effectively with the woman, her family & friends.</i> 3.2 <i>Provides learning opportunities appropriate to the woman's needs.</i> 3.3 <i>Plans & evaluates care in partnership with the woman.</i>	3. Develops therapeutic & caring relationships		3.1 <i>Establishes a climate conducive to the development of a therapeutic relationships</i> 3.2 <i>Ensures that individuals & /or parent groups receive & understand relevant & current information about health care</i> 3.3 <i>Acts to decrease stress &/ or increase effectiveness of coping mechanisms</i>	CRITICAL THINKING & ANALYSIS	3 Practises within an evidence-based framework	3.1 <i>Identifies the relevance of research to improving individual/ group health outcomes</i> 3.2 <i>Uses best available evidence, nursing expertise & respect for the values & beliefs of individuals/groups in the provision of nursing care</i> 3.3 <i>Demonstrates analytical skills in accessing & evaluating health information & research evidence</i> 3.4 <i>Supports & contributes to nursing & health care research</i> 3.5 <i>Participates in quality</i>

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	4 Promotes safe & effective midwifery care.	4.1 Applies knowledge, skills & attitudes to enable woman centred care.	CLINICAL PRACTICE	4. Uses multiple approaches to decision making	4.1 Analysis of infant's situation		4. Participates in ongoing professional development of self & others	<i>improvement activities</i>
		4.2 Provides or supports midwifery continuity of care.			4.2 Uses multiple approaches to gather data about the infant's clinical status			4.1 Uses best available evidence, standards & guidelines to evaluate nursing performance
		4.3 Manages the midwifery care of women & their babies.			4.3 Initiates a plan of care to address the infant's & family's needs			4.2 Participates in professional development to enhance nursing practice
					4.4 Makes nursing decisions in complex situations			4.3 Contributes to the professional development of others
	5 Assesses, plans, provides & evaluates safe & effective midwifery care.	5.1 Utilises midwifery knowledge & skills to facilitate an optimal experience for the woman.		5. Functions in accordance with legislation & common law affecting nursing practice	5.1 Functions in accordance with legislation affecting nursing practice	PROVISION & COORDINATION OF CARE	5. Conducts a comprehensive & systematic nursing assessment	4.4 Uses appropriate strategies to manage own responses to the professional work environment
		5.2 Assesses the health & wellbeing of the woman & her baby.			5.2 Demonstrates comprehensive knowledge of law pertinent to practice			5.1 Uses a relevant evidence-based assessment framework to collect data about the physical socio-cultural & mental health of the individual/group
		5.3 Plans, provides, & is responsible for, safe & effective midwifery care.			5.3 Relates legislative & common law concepts to policies & procedures			5.2 Uses a range of assessment techniques to collect relevant & accurate data
		5.4 Protects, promotes & supports breastfeeding.			5.4 Acts to promote protection & safety of infants, parents, self & others			5.3 Analyses & interprets assessment data accurately
		5.5 Demonstrates			5.5 Intervenes when			

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		<p><i>the ability to initiate, supply & administer relevant pharmacological substances in a safe & effective manner within relevant state or territory legislation.</i></p> <p>5.6 Evaluates the midwifery care provided to the woman & her baby.</p>			<p><i>patient care in compromised by unsafe or illegal practice</i></p>			
	<p>6 Assesses, plans, provides & evaluates safe & effective midwifery care for the woman &/ or baby with complex needs.</p>	<p>6.1 Utilises a range of midwifery knowledge & skills to provide midwifery care for the woman &/or her baby with complex needs as part of a collaborative team.</p>		<p>6. Fulfils the conduct requirements of the profession</p>	<p>6.1 The neonatal nurse behaves in accordance with the expectations of the profession</p>		<p>6. Plans nursing care in consultation with individuals/ groups, significant others & the interdisciplinary health care team</p>	<p>6.1 Determines agreed priorities for resolving health needs of individuals/groups</p>
		<p>6.2 Recognises & responds effectively in emergencies or urgent situations.</p>			<p>6.2 The neonatal nurse practices within the limits of own abilities & qualifications</p>			<p>6.2 Identifies expected & agreed individual/group health outcomes including a time frame for achievement</p>
					<p>6.3 Undertakes integrated neonatal nursing activities</p>			<p>6.3 Documents a plan of care to achieve expected outcomes</p>
					<p>6.4 Plans for continuity of care to achieve expected outcomes</p>			<p>6.4 Plans for continuity of care to achieve expected outcomes</p>
<p>MIDWIFERY AS PRIMARY HEALTH CARE</p>	<p>7 Advocates to protect the rights of women, families & communities in relation to maternity care.</p>	<p>7.1 Respects & supports women & their families to be self-determining in promoting</p>	<p>LEADERSHIP & TEAMWORK</p>	<p>7. Engages in collaborative practice to achieve planned outcomes</p>	<p>7.1 Consults with a range of health care professionals</p>	<p>7. Provides comprehensive, safe & effective evidence-based nursing care to achieve identified individual/group</p>	<p>7.1 Effectively manages the nursing care of individuals/groups</p>	

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		<i>their own health & well-being.</i> 7.2 Acts to ensure that the rights of women receiving maternity care are respected.			7.2 Participates in multi-disciplinary clinical decision making		health outcomes	7.2 Provides nursing care according to the documented care or treatment plan 7.3 Prioritises workload based on the individual's/group's needs, acuity & optimal time for intervention 7.4 Responds effectively to unexpected or rapidly changing situations 7.5 Delegates aspects of care to others according to their competence & scope of practice 7.6 Provides effective & timely direction & supervision to ensure that delegated care is provided safely & accurately 7.7 Educates individuals/groups to promote independence & control over their health 7.8 Uses health care resources effectively & efficiently to promote optimal nursing & health care
	8 Develops effective strategies to implement & support collaborative midwifery practice.	8.1 Demonstrates effective communication with midwives, health care providers & other professionals. 8.2 Establishes,		8. Provides a supportive environment for colleagues	8.1 Establishes positive relationships with colleagues 8.2 Acts to support staff		8. Evaluates progress towards expected individual/group health outcomes in consultation with individuals/groups, significant others & interdisciplinary health	8.1 Determines progress of individuals/ groups toward planned outcomes 8.2 Revises the plan of care

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		<i>maintains & evaluates professional relationships with other health care providers.</i>			<i>in stressful situations</i> 8.3 Encourages participation in continuing education 8.4 Acts as a positive role model for colleagues 8.5 Assesses own & colleagues' learning needs related to the scope of practice		care team	<i>& determines further outcomes in accordance with evaluation data</i>
	9 Actively supports midwifery as a public health strategy.	9.1 Advocates for, & promotes midwifery practice, within the context of public health policy. 9.2 Collaborates with, & refers women to, appropriate community agencies & support networks.	9. Manages the use of staff & physical resources	9.1 contributes to the development &/ or review of philosophies, policies, procedures & protocols 9.2 Uses physical resources to optimal effect 9.3 Negotiates for optimum staff resources to meet the infant's needs		COLLABORATIVE & THERAPEUTIC PRACTICE	9. Establishes, maintains & appropriately concludes therapeutic relationships	9.1 Establishes therapeutic relationships that are goal directed & recognises professional boundaries 9.2 Communicates effectively with individuals/groups to facilitate provision of care 9.3 Uses appropriate strategies to promote an individual's/ group's self-esteem, dignity, integrity & comfort 9.4 Assists & supports individuals/groups to make informed health care decisions 9.5 Facilitates a physical, psychosocial, cultural & spiritual environment that promotes individual/group safety & security
	10 Ensures midwifery practice is culturally safe.	10.1 Plans, implements & evaluates strategies for providing culturally	10. Engages in ethically justifiable nursing practice	10.1 Engages in ethical decision making 10.2 Engages in ethical debate			10. Collaborates with the interdisciplinary health care team to provide comprehensive nursing care	10.1 Recognises that the membership & roles of health care teams & service providers will vary depending on an

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		<i>safe practice for women, their families & colleagues.</i>						<i>individual's/group's needs & health care setting</i>	
								<i>10.2 Communicates nursing assessments & decisions to the interdisciplinary health care team & other relevant service providers</i>	
								<i>10.3 Facilitates coordination of care to achieve agreed health outcomes</i>	
								<i>10.4 Collaborates with the health care team to inform policy & guideline development</i>	
REFLECTIVE & ETHICAL PRACTICE	11 Bases midwifery practice on ethical decision making.	<i>11.1 Practises in accordance with the endorsed Code of Ethics & relevant state/territories & commonwealth privacy obligations under law.</i>	PROFESSIONAL DEVELOPMENT	11. Acts to enhance the professional development of self & others	<i>11.1 Regularly engages in the process of self-assessment & reflection</i>				
					<i>11.2 Uses best available evidence, standards & guidelines to evaluate nursing performance</i>				
					<i>11.3 initiatives an on-going professional development commitment</i>				
					<i>11.4 Participates in activities related to the enhancement of neonatal nursing practice.</i>				
	12 Identifies personal beliefs & develops these in ways that enhance midwifery practice.	<i>12.1 Addresses the impact of personal beliefs & experiences on the provision of midwifery care.</i>		<i>12.2 Appraises & addresses the impact of power relations on midwifery practice.</i>	12. Engages in activities to improve nursing practice				<i>12.1 Uses relevant theoretical frameworks to inform nursing practice</i>
									<i>12.2 Uses research to inform practice</i>
					<i>12.3 Contributes to the process of nursing research</i>				

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	13 Acts to enhance the professional development of self & others.	<i>13.1 Assesses & acts upon own professional development needs.</i> <i>13.2 Contributes to, & evaluates, the learning experiences & professional development of others.</i>			<i>12.4 Engages in quality improvement processes</i>			
	14 Uses research to inform midwifery practice.	<i>14.1 Ensures research evidence is incorporated into practice.</i> <i>14.2 Interprets evidence as a basis to inform practice & decision making</i>						