

# Competencies for Midwives



College of  
**Midwives**  
of Ontario

Ordre des  
**sages-femmes**  
de l'Ontario

## Domain 1: Midwifery Expert

As Midwifery Experts, midwives integrate all of the competency domains, applying midwifery knowledge, clinical skills and professional values and judgment during the provision of high-quality and safe client care. Midwifery Expert is the central midwifery role in this competency framework.

Competencies	Enabling Competencies
<p>1. Apply the best available evidence, and midwifery and community standards in client care</p>	<p>1.1 Offer treatments based on the current and accepted evidence, and the resources available</p> <p>1.2 Order tests or prescribe medications only when you have adequate knowledge of clients' health and are satisfied that tests and medications are clinically indicated</p>
<p>2. Perform person-centred clinical assessments and establish management plans</p>	<p>2.1 Develop and implement a person-centred care plan that supports ongoing care, follow-up on investigations, responses to treatment and consultations</p> <p>2.2 Prioritize the components to be addressed in a client encounter</p> <p>2.3 Obtain health histories, perform physical exams, select appropriate investigations, and interpret their results for the purpose of risk assessment, diagnosis and treatment, and health maintenance</p> <p>2.4 Incorporate disease prevention and encourage health and wellbeing in individual client care</p> <p>2.5 Establish and follow through with client care in collaboration with clients and their families or other support networks</p>

<p>3. Provide evidence-based prenatal, intrapartum and postpartum care for women and newborns the purpose of maintaining optimal health of the clients</p>	<p>3.1 Integrate best research with clinical expertise and patient values for optimum care</p> <p>3.2 Take reasonable steps to ensure that a midwife or another care provider known to the client is available to attend the birth</p>
<p>4. Ensure timely consultation and transfer of care when the care required exceeds your knowledge and skills</p>	
<p>5. Practice midwifery in accordance with the midwifery scope of practice and the controlled acts authorized to midwives</p>	

## Domain 2: Communicator

As Communicators, midwives form respectful relationships with clients, both gathering and sharing information to provide person-centred and effective care.

Competencies	Enabling Competencies
<p>1. Establish professional therapeutic relationships with clients</p>	<p>1.1 Communicate using a person-centred approach that encourages client trust and autonomy and is characterized by empathy, respect, and compassion</p> <p>1.2 Optimize the physical environment for client comfort, dignity, privacy, engagement, and safety</p> <p>1.3 Recognize when the values, biases, or perspectives of clients, midwives, or other health care professionals may affect the quality of care, and modify the approach to the client accordingly</p> <p>1.4 Respond to a client’s non-verbal behaviours to enhance communication</p> <p>1.5 Manage disagreements and emotionally charged conversations</p> <p>1.6 Adapt to the unique needs and preferences of each client and to their clinical condition and circumstances</p> <p>1.7 Establish and maintain clear and appropriate professional boundaries always.</p>
<p>2. Respect clients as primary decision-makers, eliciting and providing accurate and relevant information that integrates the perspectives of clients and their families or other support networks</p>	<p>2.1 Provide informed choice in all aspects of care</p> <p>2.2 Allow clients adequate time for decision-making</p> <p>2.3 Listen to clients and provide information in ways they can understand</p> <p>2.4 Respect the degree to which clients want to be involved in decisions about their care.</p>

	2.5 Support clients' rights to accept or refuse treatment
3. Develop care plans, in collaboration with clients, that reflect the client's health care needs and goals	<p>3.1 Use person-centred interviewing skills to effectively gather information relevant to their care</p> <p>3.2 Provide a clear structure for and manage the flow of an entire client encounter</p> <p>3.3 Seek and synthesize relevant information from other sources, including the client's family or other support network, with the client's consent</p>
4. Support clients to be active participants in managing their own health and the health of their newborns	<p>4.1 Facilitate discussions with clients in a way that is respectful, non-judgmental, and culturally safe</p> <p>4.2 Assist clients to identify, access, and make use of information and communication technologies to support their care and manage their health</p> <p>4.3 Use communication skills and strategies that support clients to make informed decisions regarding their health</p> <p>4.4 Ensure care is only provided with the client's informed and voluntary consent unless otherwise permitted by law</p>
5. Document and share information about clinical care to optimize clinical decision-making, client safety, confidentiality, and privacy	<p>5.1 Document all client encounters contemporaneously, accurately, objectively and legibly, in compliance with regulatory and legal requirements</p> <p>5.2 Communicate effectively using a written health record, electronic medical record, or other digital technology</p> <p>5.3 Share information with clients and others in a manner that respects client privacy and confidentiality and enhances understanding</p>

## Domain 3: Collaborator

As Collaborators, midwives work effectively with midwives and other health care providers to deliver safe, high-quality, person-centred care.

Competencies	Enabling Competencies
1. Provide informational and management continuity of care	1.1 Establish and work within systems that are clear to clients when working as a sole practitioner, part of a primary care team of midwives or a member of an interprofessional care team  1.2 Develop and follow a consistent plan of care  1.3 Practice with clearly defined roles and responsibilities based on scopes of practice  1.4 Assume responsibility for all the care you provide  1.5 Ensure that the results from all tests, treatments, consultations and referrals are followed-up and acted upon in a timely manner  1.6 Provide complete and accurate client information to other midwives or other care providers at the time of consultation or transfer of care  1.7 Ensure that clients and health care providers know who is the most responsible provider throughout the client's care?  1.8 Coordinate client care with other providers when an alternative to midwifery care is requested

<p>2. Transfer the care of a client to another health care professional to facilitate continuity of safe client care</p>	<p>2.1 Understand and act promptly and accordingly when care should be transferred to another midwife or health care professional</p> <p>2.2 Demonstrate safe handover of care, using both verbal and written communication, during a client transition to a different health care professional or setting</p>
<p>3. Work effectively with midwives and other health care providers during the course of professional work</p>	<p>3.1 Establish and maintain positive relationships with midwives and other colleagues in the health care professions to support collaborative care</p> <p>3.2 Negotiate overlapping and shared responsibilities with midwives and other colleagues in the health care professions in episodic and ongoing care</p> <p>3.3 Engage in respectful shared decision-making with midwives and other colleagues in the health care professions</p> <p>3.4 Be accountable for your decisions to delegate and accept delegations of controlled acts</p> <p>3.5 Delegate acts only to individuals whom you know to be competent to carry out the delegated act, and who are authorized to accept the delegation</p> <p>3.6 delegating only those acts you are authorized and competent to perform</p>
<p>4. Work with midwives and other colleagues in the health care professions to promote understanding, manage differences, and resolve conflicts</p>	<p>4.1. Implement strategies to promote understanding, manage differences, and resolve conflicts in a manner that supports a collaborative culture</p>

## Domain 4: Leader

As Leaders, midwives engage with others to contribute to a vision of a high-quality health care system and take responsibility for the delivery of excellent client care through their activities as practitioners.

Competencies	Enabling Competencies
<p>1. Contribute to the improvement of health care delivery in teams, organizations, and systems</p>	<p>2.1 Apply the science of quality improvement to contribute to improving systems of client care</p> <p>2.2 Contribute to a culture that promotes client safety</p> <p>2.3 Critically review client safety incidents to enhance systems of care</p> <p>2.4 Use evolving health information systems manage knowledge and support decision making to improve the quality of client care and optimize client safety</p> <p>2.5 Develop and maintain quality improvement systems that support the professional performance of midwives and to enhance the quality of client care</p> <p>2.6 Manage midwifery practices in a way that supports the physical and mental well-being of all individuals involved in client care</p>
<p>2. Responsibly manage the health care resources available to midwives</p>	<p>3.1 Appropriately allocate health care resources to optimize client care</p>

<p>3. Demonstrate leadership in professional practice</p>	<p>4.1 Demonstrate integrity and leadership in your role as supervisor to students and peers whom you have a duty to supervise</p> <p>4.2 Facilitate their learning and provide opportunities for consolidating knowledge</p> <p>4.3 Provide honest and objective assessments of their competence</p> <p>4.4 Maintain a practice environment that supports compliance with relevant legislation, regulations, policies and standards governing the practice of midwifery</p>
---	--

## Domain 5: Scholar

As Scholars, midwives demonstrate a lifelong commitment to excellence in practice through continuous learning and by teaching others, evaluating evidence, and contributing to scholarship.

Competencies	Enabling Competencies
<p>1. Engage in the continuous enhancement of their professional activities through ongoing learning</p>	<p>Develop, implement, monitor, and revise a personal learning plan to enhance professional practice</p> <p>1.2 Identify opportunities for learning and improvement by regularly reflecting on and assessing their performance using various internal and external data sources</p> <p>1.3 Engage in collaborative learning to continuously improve personal practice and contribute to collective improvements in practice</p>
<p>2. Teach students, new registrants, the public, and other health care professionals</p>	<p>Recognize the influence of role-modelling and the impact of the formal, informal, and hidden curriculum on learners</p> <p>2.2 Promote a safe learning environment</p> <p>2.3 Ensure client safety is maintained when learners are involved</p> <p>2.4 Plan and deliver a learning activity</p> <p>2.5 Provide feedback to enhance learning and performance</p> <p>2.6 Assess and evaluate learners, teachers, and programs in an educationally appropriate manner</p>
<p>3. Integrate best available evidence into practice</p>	<p>Recognize practice uncertainty and knowledge gaps in clinical and other professional encounters and generate focused questions that address them</p>

	<p>3.2 Identify, select, and navigate pre-appraised resources</p> <p>3.3 Critically evaluate the integrity, reliability, and applicability of health- related research and literature</p> <p>3.4 Integrate evidence into decision-making in their practice</p>
<p>4. Contribute to the creation and dissemination of knowledge and practices applicable to health</p>	<p>Demonstrate an understanding of the scientific principles of research and scholarly inquiry and the role of research evidence in health care</p> <p>4.2 Identify ethical principles for research and incorporate them into obtaining informed consent, considering potential harms and benefits, and considering vulnerable populations</p> <p>4.3 Pose questions amenable to scholarly inquiry and select appropriate methods to address them</p> <p>4.4 Summarize and communicate to professional and public audiences, including clients, the findings of relevant research and scholarly inquiry</p>