



Professional Development Requirements for Midwives Policy

1. Background

There is evidence that all maternity care clinicians are to undergo regular education and drill training in the following as a minimum¹:

- Team work
- Cardiotocography interpretation
- Collapsed or fitting pregnant woman
- Vaginal breech birth
- Pre-eclampsia
- Antepartum haemorrhage
- Cord prolapse
- Prolonged fetal bradycardia
- Shoulder dystocia
- Preterm birth < 32 weeks
- Emergency caesarean section
- Postpartum haemorrhage
- Newborn resuscitation
- Maternal sepsis
- Recognition and response to acute deterioration (RRAD) and of mother and the newborn

The WA Country Health Service (WACHS) is committed to fostering a culture of learning which encourages self-development and assessment of clinical skills and knowledge to ensure the safe and competent provision of maternity care.

Endorsed programs within WACHS are based on a flexible learning framework that encourages individuals to seek learning opportunities in a format that reflects the principles of adult learning. Therefore, a variety of education resources are available for WACHS midwives to access professional development in maternity care, both internally and externally. These include:

- face to face programs
- e-learning
- simulation including via telehealth
- videoconferencing sessions
- local programs
- local practical clinical assessments

¹ <https://www.promptmaternity.org/publications>

- evidence of self-directed active learning – review of evidence based clinical guidelines, journal articles, self-reflective practice etc.
- recognition of prior learning
- self-reflections

WACHS acknowledge that where Midwives are also employed to undertake duties as a Registered Nurse:

- registered midwives receive a midwifery qualification allowance in recognition of their additional expertise and the associated professional development requirements
- dual registration with AHPRA requires the Registered Nurse and Midwife to achieve 20 hours of continuing professional development per year in each profession (40 hours in total) - [Nursing and Midwifery Board of Australia - Registration Standards](#).

2. Policy Statement

The professional development requirements for midwives are dependent upon the scope of service delivery at their employing maternity service/s and their individual scope of practice. For example, where sites do not offer labour or birth in water, or epidural analgesia, then midwives employed at those sites are not required to meet those specific professional development requirements.

This policy applies to all midwives whose employment requires them to undertake midwifery duties including casual, fixed term, part-time, full-time and agency to ensure:

- they meet the minimum standards required to maintain core midwifery skills in line with the policy of King Edward Memorial Hospital (KEMH)
- transferability of midwifery skills between all WACHS maternity sites
- ability to report against compliance with mandatory requirements for midwives via the Learning Management System.

Sites are to ensure agency midwives meet these minimum requirements prior to appointment.

2.1 Special circumstances – Child Health Nurses/ Midwives and Community Midwives

Child Health Nurses /Midwives (CHNM) and Community Midwives who undertake antenatal or postnatal care ([see point 2.2 below](#)) are to discuss the necessity for them to complete the elements of these professional development requirements within the context of their scope of employment and scope of practice with their line manager (as per the endorsed Scope of Practice Framework).

2.2 Professional Development Requirements for Midwives

Specific details regarding the professional development requirements for midwives can be accessed via the WACHS Capabiliti Learning Management System (LMS) under Midwifery Learning Resources [WACHS LMS](#).

The LMS specifies requirements for midwives in each of the learning areas listed below:

- Epidural analgesia (includes clinical competency)
- Neonatal resuscitation (includes clinical competency) *
- Breast feeding*
- Electronic Fetal Heart Rate Monitoring (CTG)
- Obstetric emergencies
- Safe Infant Sleeping *
- Perinatal loss *
- EPDS *
- Water immersion for labour and/or birth (Clinical competency required for water birth)
- Responding to Family and Domestic Violence *
- Brief interventions (Alcohol and Tobacco) *
- Recognition and Response to Acute Deterioration (RRAD)– Maternal and Neonatal.

3. Definitions

AHPRA	Australian Health Practitioners Regulatory Authority
ARC	Australian Resuscitation Council
BFHI	Baby Friendly Health Initiative
CHN	Child Health Nurse
EPDS	Edinburgh Postnatal Depression Scale
KEMH	King Edward Memorial Hospital
L&D	Learning and Development
LMS	Learning Management System
NMBA	Nursing and Midwifery Board of Australia
WNHS	Women and Newborn Health Service (KEMH)

4. Roles and Responsibilities

4.1 Individual midwives

All WACHS midwives who provide midwifery care are:

- to discuss their midwifery scope of practice framework requirements with their line manager
- be responsible for achieving their professional development requirements via the LMS.

4.2 Line Managers

The line manager's responsibility is to:

- ensure midwives have access to the site endorse Scope of Practice Framework document
- ensure midwives are rostered to enable achievement of their professional development requirements
- monitor compliance with professional development achievements of individual staff and for all direct reports, as well as the overall unit achievements
- ensure access for midwives to appropriate learning resources including on-site manikins, training aids, computers and hard copy resources
- ensure supervised orientation to site resources
- ensure that staff have access to an assessor or validator (SW only) or trainer to allow assessment / validation either onsite or via telehealth simulation
- liaise with the learning and development staff, or staff development personnel to ensure systems and equipment to support effective learning and assessment opportunities are maintained
- for non-midwife managers ensure midwives have access to professional support by an SRN midwife.

4.3 Child Health Nurses / Midwives and Community Midwives

Review the professional development requirements identified with an asterisk at [section 2.2](#) above and arrange a meeting with their line manager to determine those which apply to their employment and scope of practice.

4.4 Nurse Educators / Staff Development Midwives

The Nurse Educators / Staff Development Midwives are to ensure:

- involvement in the development, implementation, evaluation and coordination of education programs including the provision of flexible learning and assessment resources
- the program coordinator provides support for managers and validators or assessors to allow on-site validation / assessment
- the program is flexible in delivery and can be accessed via various means
- the program includes skills recognition.

5. Compliance

Failure to comply with this policy may constitute a breach of the WA Health Code of Conduct (Code). The Code is part of the [Integrity Policy Framework](#) issued pursuant to section 26 of the [Health Services Act 2016](#) (WA) and is binding on all WACHS staff which for this purpose includes trainees, students, volunteers, researchers, contractors for service (including all visiting health professionals and agency staff) and persons delivering training or education within WACHS.

WACHS staff are reminded that compliance with all policies is mandatory.

6. Records Management

All WACHS corporate records must be stored in the approved Electronic Documents and Records Management System.

[Records Management Policy](#)

7. Evaluation

Monitoring of compliance with this document is to be completed by Maternity Unit Managers.

This policy is to be reviewed every five (5) years or sooner if required.

8. Standards

[National Safety and Quality Health Service Standards](#)

Clinical Governance Standard: 1.20, 1.22

9. Legislation

[Health Practitioner Regulation National Law Act 2010 \(WA\)](#)

10. References

PROMPT Maternity Foundation team - <https://www.promptmaternity.org/publications>

11. Related Forms

Nil

12. Related Policy Documents

WACHS [Alcohol and Tobacco Brief Intervention Policy](#)

WACHS [Identifying and Responding to Family and Domestic Violence Policy](#)

WACHS [Resuscitation, Education and Competency Assessment Policy](#)

13. Related WA Health System Policies

[MP0106/19 Safe Infant Sleeping](#)

[MP0049/7 Women requesting immersion in water for pain management during labour and/or birth policy](#)

[Guidelines for Protecting Children 2020](#)

14. Policy Framework

[Clinical Services Planning and Programs](#)

**This document can be made available in alternative formats
on request for a person with a disability**

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