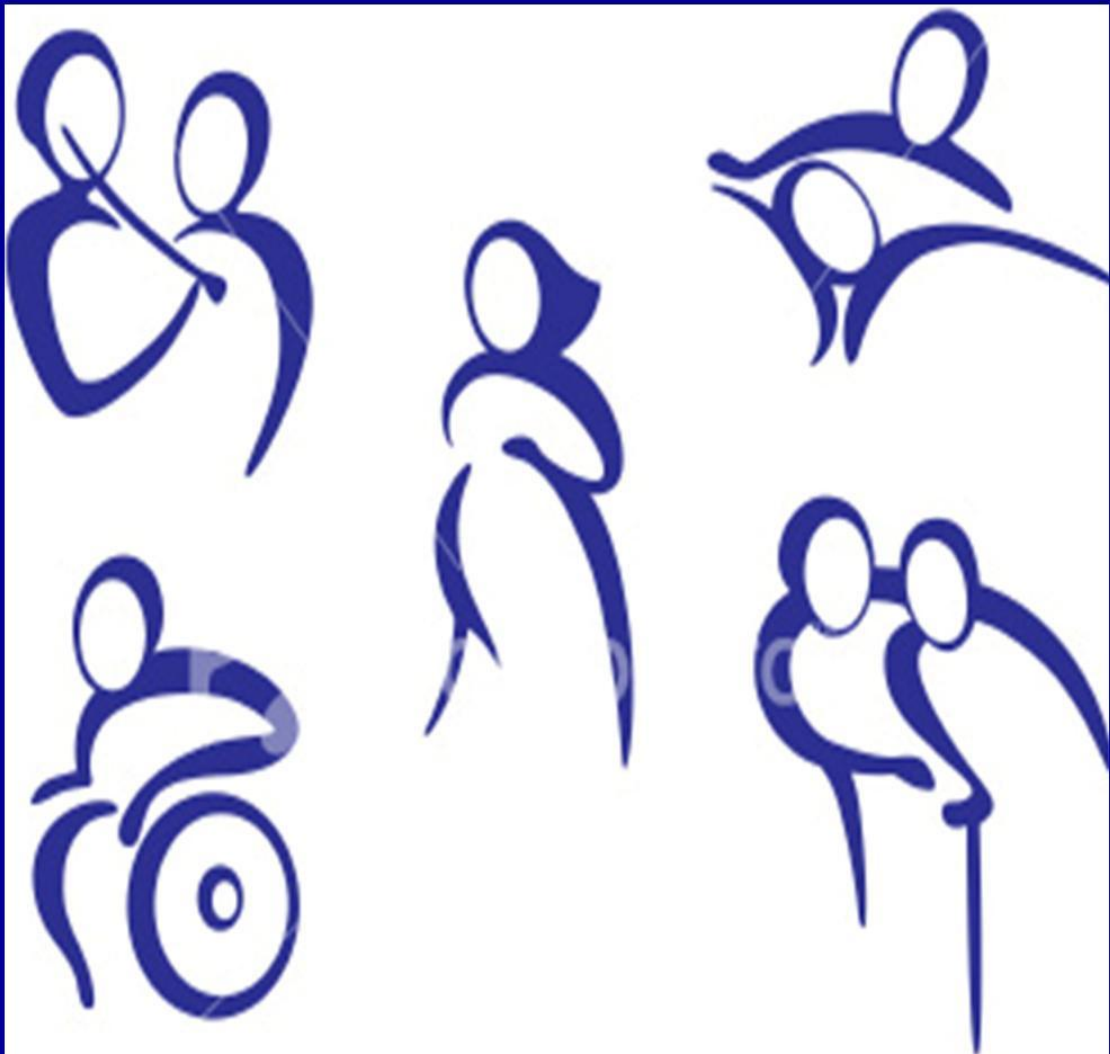




Ministry of Health and Sanitation

CORE COMPETENCIES FOR NURSES AND MIDWIVES



Sierra Leone
2010

Foreword

I am very pleased to present the *Core Competencies for Nurses and Midwives* for Sierra Leone. Improving the health of the nation is one of the key priorities of the National Government and whilst considerable progress has been made e.g. reducing high infant and maternal mortality rates and increasing immunisation coverage rates, women continue to die in childbirth and too many children die of easily preventable diseases. Nurses and midwives comprise the largest group (more than 70%) of health care workers in Sierra Leone; therefore it is imperative that the nursing and midwifery workforce is competent and highly skilled to facilitate continuous development and progression of healthcare delivery nationwide.

The *Core Competencies for Nurses and Midwives*, have been developed to guide the practice of all levels of Nurses and Midwives in Sierra Leone including Bachelor of Science (Honours), Midwives, Diploma in Nursing, State Enrolled Community Health Nurses and Maternal Child Health Aides. The competencies aim to highlight the skills, knowledge, attitudes, values and abilities that are required for Nurses and Midwives to deliver safe and effective care within a dynamic and constantly changing health care environment.

The core competencies were developed by a team of expert health professionals and involved extensive nationwide consultation. The resulting standards are broad and principle based so that they are sufficiently dynamic for practising Nurses and Midwives and can be used as a benchmark to assess competence in a range of settings and also guide nursing and midwifery training curricula.

Successful implementation and utilisation of the *Core Competencies for Nurses and Midwives*, in Sierra Leone depends on the continued dedication, collaboration and commitment of the Ministry of Health and Sanitation, partner organisations and all nurses and midwives. We are therefore fortunate and grateful for the contribution, support and shared vision of all our national and international partners and stakeholders.

Dr Kisito S. Daoh
Chief Medical Officer
Ministry of Health and Sanitation, Sierra Leone

Acknowledgements

The *Core Competencies for Nurses and Midwives*, is the result of a long and complex process of intensive consultations, teamwork and information gathering. The process involved UN Partners, WHO, Directorate of Nursing personnel, persons from the nursing and midwifery education and training sector, key individuals from maternal and child health programmes and a variety of nursing and midwifery clinicians.

The Directorate of Nursing is very grateful to everyone who contributed to the successful development of the *Core Competencies for Nurses and Midwives*.

I commend all fellow members of the Technical Working Group: Dr Joan Shepherd, Mrs Hannah Coker, Rev. K G Betts-Cole, Dr Joseph Edem-Hotah, Joanna Haworth, Mr B A Kamara, Mr Sahr James, Mrs Betty Sam, Mrs Edith Jarrett, Mr Paul G Daramy, Ms Makallay Mansaray and Mrs Margaret Mannah.

Special thanks to Mrs. Margaret Phirri, Lead Consultant; Dr Lynda Foray and Mr Bai Seborah Kamara from WHO, our UN partners; the Directorate of Reproductive and Child Health; and Directorate of Post Graduate Studies for their support. They and all our partners have been helpful and encouraging throughout the process.

Mrs Mabel Carew (FWACN)
Chief Nursing Officer

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Nursing Competencies

Bachelor of Science Honours (B.Sc. Hons), Diploma in Nursing (Dip. Nursing) and State Enrolled Community Health Nurse (SECHN)

Accountability

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
Accepts accountability for own professional judgement, actions, outcomes of care and continued competence in accordance with scope of practice, increased responsibility, legislative acts and regulations.	Accepts accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with scope of practice, increased responsibility, legislative acts and regulations	Accepts accountability for own professional judgement, actions, outcomes of care and continued competence in accordance with scope of practice, legislative acts and regulations
Recognises the limits of scope of practice and own competence.	Recognises the limits of scope of practice and own competence.	Recognises the limits of scope of practice and own competence.
Seeks guidance from the appropriate others when encountering situations that fall beyond own knowledge, competence or scope of practice.	Seeks guidance from the appropriate others when encountering situations that fall beyond own knowledge, competence or scope of practice.	Seeks guidance from registered nurses and midwives with the required knowledge, skills and when encountering situations that fall beyond own knowledge, competence or scope of practice.
Recognises and respects the different levels of accountability for the range of available personnel	Recognises and respects the different levels of accountability for the range of available personnel	
Participates in activities related to improving access to the range of services required for effective health services.	Participates in activities related to improving access to the range of services required for effective health services.	

Ethical Practice

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
Practices in a manner that conforms to the Sierra Leone Code of Ethics and Code of Conduct for nurses, the professional code and the employer's code of conduct where it exists.	Practices in a manner that conforms to the Sierra Leone Code of Ethics and Code of Conduct for nurses, the professional code and the employer's code of conduct where it exists.	Practices in a manner that conforms to the Sierra Leone Code of Ethics and Code of Conduct for nurses, the professional code and the employer's code of conduct where it exists.
Engages in effective ethical decision making with respect to own professional responsibilities or where ethical issues affect the broader health care team	Engages in effective ethical decision making in collaboration and consultation with other team members.	Engages in effective ethical decision making in collaboration and consultation with other team members.
Acts in an advocacy role to protect human rights and questions violations in accordance with legislation and the Sierra Leone Code of Ethics / Code of Conduct.	Acts in an advocacy role to protect human rights and questions violations in accordance with legislation and the Sierra Leone Code of Ethics / Code of Conduct.	Acts in an advocacy role to protect human rights and questions violations in accordance with legislation and the Sierra Leone Code of Ethics / Code of Conduct.
Maintains confidentiality and security of written, verbal and electronic information acquired in a professional capacity.	Maintains confidentiality and security of written, verbal and electronic information acquired in a professional capacity.	Maintains confidentiality and security of written, verbal and electronic information acquired in a professional capacity.
Respects the client's right to privacy and dignity.	Respects the client's right to privacy and dignity.	Respects the client's right to privacy and dignity.
Respects the client's right to choice and self-determination in nursing and health care.	Respects the client's right to choice and self-determination in nursing and health care.	Respects the client's right to choice and self-determination in nursing and health care.
Challenges behaviour and health care practice that could compromise client safety, privacy or dignity.	Challenges behaviour and health care practice that could compromise client safety, privacy or dignity.	Challenges behaviour and health care practice that could compromise client safety, privacy or dignity.

Legal Practice

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
Practices in accordance with professional, relevant civil legislation and regulations.	Practices in accordance with professional, relevant civil legislation and regulations.	Practices in accordance with professional, relevant civil legislation and regulations.
Practices in accordance with jurisdictional and local policies and procedural guidelines.	Practices in accordance with jurisdictional and local policies and procedural guidelines.	Practices in accordance with jurisdictional and local policies and procedural guidelines.
Recognises and acts upon breaches of law relating to the professional role and/or professional code of conduct/code of practice.	Recognises and acts upon breaches of law relating to the professional role and/or professional code of conduct/code of practice.	Recognises and acts upon breaches of law relating to the professional role and/or professional code of conduct/code of practice.

Principles of Care Provision

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Uses knowledge from nursing, health and other disciplines combined with best available evidence to explain nursing decisions and interventions. 	<ul style="list-style-type: none"> Uses knowledge from nursing, health and other disciplines combined with best available evidence to explain nursing decisions and interventions. 	<ul style="list-style-type: none"> Provides a rationale for the nursing care delivered.
<ul style="list-style-type: none"> Applies contemporary knowledge from different sources and the best available evidence to base professional decision-making and practice. 	<ul style="list-style-type: none"> Uses current knowledge based on evidence and best practice when carrying out professional responsibilities. 	<ul style="list-style-type: none"> Uses current knowledge based on best practice when carrying out professional responsibilities.
<ul style="list-style-type: none"> Applies critical thinking skills and a systems approach to problem solving and nursing decision – making across a range of professional and care delivery contexts. 	<ul style="list-style-type: none"> Applies a systems approach to problem solving and nursing decision – making across a range of professional and care delivery contexts. 	<ul style="list-style-type: none"> Uses clinical problem solving skills to guide practice.
<ul style="list-style-type: none"> Delivers care consistent with professional and organizational standards, policies, protocols and procedures. 	<ul style="list-style-type: none"> Delivers care consistent with professional and organizational standards, policies, protocols and procedures 	<ul style="list-style-type: none"> Delivers care consistent with professional and organizational standards, policies, protocols and procedures.
<ul style="list-style-type: none"> Recognises culturally sensitive needs and adapts practice accordingly 	<ul style="list-style-type: none"> Recognises culturally sensitive needs and adapts practice accordingly 	<ul style="list-style-type: none"> Understands the significance of traditional healing practices within a client’s health belief system.
<ul style="list-style-type: none"> Understands the significance of traditional healing practices within a client’s health belief system. 	<ul style="list-style-type: none"> Understands the significance of traditional healing practices within a client’s health belief system. 	<ul style="list-style-type: none"> Informs clients about their rights as a health service user.
<ul style="list-style-type: none"> Applies advocacy skills to assist clients unable to represent or speak for themselves 	<ul style="list-style-type: none"> Applies advocacy skills to assist clients unable to represent or speak for themselves 	<ul style="list-style-type: none"> Knows how to access and use resources available to assist clients deal with changes in health, disability and death.

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Acts as an information and education resource for clients seeking to improve life styles, adopt illness / injury prevention activities and cope with change in health disability and death. 	<ul style="list-style-type: none"> Acts as an information and education resource for clients seeking to improve life styles, adopt illness / injury prevention activities and cope with change in health disability and death. 	<ul style="list-style-type: none"> Provides guidance/instruction in the development and or maintenance of independent living skills.
<ul style="list-style-type: none"> Provides guidance/ instruction in the development and or maintenance of independent living skills. 	<ul style="list-style-type: none"> Provides guidance/ instruction in the development and or maintenance of independent living skills. 	<ul style="list-style-type: none"> Uses opportunities to introduce health education during the care process.
<ul style="list-style-type: none"> Recognises opportunities and provides guidance/ education to individuals, families and communities to encourage adoption of illness prevention activities and maintenance of healthy lifestyles. 	<ul style="list-style-type: none"> Recognises opportunities and provides guidance/ education to individuals, families and communities to encourage adoption of illness prevention activities and maintenance of healthy lifestyles. 	<ul style="list-style-type: none"> Contributes to the patient education plan established by the registered nurse and gives feedback to clients and supervisor on results of instruction.
<ul style="list-style-type: none"> Selects teaching / learning strategies appropriate to the needs and characteristics of the individual or group. 	<ul style="list-style-type: none"> Selects teaching / learning strategies appropriate to the needs and characteristics of the individual or group. 	
<ul style="list-style-type: none"> Evaluates learning outcomes and modifies teaching/ learning approaches and content accordingly 	<ul style="list-style-type: none"> Evaluates learning outcomes and modifies teaching/ learning approaches and content accordingly 	
<ul style="list-style-type: none"> Demonstrates awareness of major developments and the potential application of current communication/ health technologies in health care. 	<ul style="list-style-type: none"> Demonstrates awareness of major developments and the potential application of current communication/ health technologies in health care. 	

Health Promotion

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Maintains own health and personal fitness for/at work. 	<ul style="list-style-type: none"> Maintains own health and personal fitness for/at work. 	<ul style="list-style-type: none"> Maintains own health and personal fitness for/at work.
<ul style="list-style-type: none"> Cooperates with nurses, other professionals and community groups in activities to reduce illness and promote healthy lifestyles and environments. 	<ul style="list-style-type: none"> Cooperates with nurses, other professionals and community groups in activities to reduce illness and promote healthy lifestyles and environments. 	<ul style="list-style-type: none"> Participates with nurses, other professionals and community groups in activities to reduce illness and promote healthy lifestyles and environments particularly for childbearing women and children.
<ul style="list-style-type: none"> Incorporates into practice a perspective that takes account of the multiple determinants of health. 	<ul style="list-style-type: none"> Demonstrates an understanding of how health and disease are affected by multiple and interconnected factors 	<ul style="list-style-type: none"> Demonstrates an understanding of how health and disease are affected by multiple and interconnected factors

Assessment

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Gathers accurate and relevant objective and subjective data through systematic health and nursing assessments. 	<ul style="list-style-type: none"> Gathers accurate and relevant objective and subjective data through systematic health and nursing assessments. 	<ul style="list-style-type: none"> Undertakes delegated aspects of health data collection within sphere of competence and contributes data and information to the assessment made by the registered nurse.
<ul style="list-style-type: none"> Organises, synthesises, analyses, and interprets data from different sources to derive a nursing diagnosis and determine a care plan. 	<ul style="list-style-type: none"> Organises, synthesises, analyses, and interprets data from different sources to derive a nursing diagnosis and determine a care plan. 	<ul style="list-style-type: none"> Identifies common and overt actual and potential health problems and notes findings that lie outside the normal and reports problems to the appropriate professional/authority.
<ul style="list-style-type: none"> Shares and documents findings accurately and in a timely manner complying with professional standards and organisational policies. 	<ul style="list-style-type: none"> Shares and documents findings accurately and in a timely manner complying with professional standards and organisational policies. 	<ul style="list-style-type: none"> Reports and keeps accurate timely records of findings complying with professional standards and organizational policies.

Planning

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Formulates a comprehensive care plan with identified care outcomes based on nursing diagnoses, findings from a nursing and health assessment, inputs from other health team members, and nursing practice standards. 	<ul style="list-style-type: none"> Formulates a comprehensive care plan with identified care outcomes based on nursing diagnoses, findings from a nursing and health assessment, inputs from other health team members, and nursing practice standards. 	<ul style="list-style-type: none"> Assists the registered nurse to formulate a care plan for clients based on assessment results.
<ul style="list-style-type: none"> Applies critical thinking and clinical reasoning skills underpinned by knowledge of nursing and other disciplines to the care planning process. 	<ul style="list-style-type: none"> Applies critical thinking and clinical reasoning skills underpinned by knowledge of nursing and other disciplines to the care planning process. 	<ul style="list-style-type: none"> Establishes priorities for care in communication with the supervising registered nurse.
<ul style="list-style-type: none"> Establishes priorities for care in collaboration with other care providers and clients 	<ul style="list-style-type: none"> Establishes priorities for care in collaboration with other care providers and clients 	<ul style="list-style-type: none"> Uses relevant knowledge from nursing and other disciplines to contribute to care planning.
<ul style="list-style-type: none"> Involves clients where possible in care planning ensuring that they receive accurate and understandable information on which to base consent for care. 	<ul style="list-style-type: none"> Involves clients where possible in care planning ensuring that they receive accurate and understandable information on which to base consent for care. 	<ul style="list-style-type: none"> Provides accurate information to clients about aspects of care plan that fall within own responsibility.
<ul style="list-style-type: none"> Involves an advocate when clients, families or carers request support or have limited abilities in decision – making, in giving informed consent, or where there is a language barrier. 	<ul style="list-style-type: none"> Involves an advocate when clients, families or carers request support or have limited abilities in decision – making, in giving informed consent, or where there is a language barrier. 	<ul style="list-style-type: none"> Reports and requests an advocate when clients and/or carers ask for support, have limited abilities in decision-making, in giving informed consent, or where there is a language barrier.

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Regularly reviews and revises the care plan, where possible, in collaboration with other members of the health team and clients. 	<ul style="list-style-type: none"> Regularly reviews and revises the care plan, where possible, in collaboration with other members of the health team and clients. 	<ul style="list-style-type: none"> In collaboration with a registered nurse, regularly reviews and revises the care plan.
<ul style="list-style-type: none"> Maintains a current, accurate care plan and related records. 	<ul style="list-style-type: none"> Maintains a current, accurate care plan and related records. 	<ul style="list-style-type: none"> Under the supervision of a registered nurse, maintains a current, accurate care plan and related records.
		<ul style="list-style-type: none"> Gets involved in advocacy for clients, families or carers that need support or have limited ability to make a decision or give informed consent or have language barriers

Implementation

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Implements a range of procedures, treatments and interventions that fall within scope of practice for the registered nurse and are in accordance with nursing and best practice standards 	<ul style="list-style-type: none"> Implements a range of procedures, treatments and interventions that fall within scope of practice for the registered nurse and are in accordance with nursing and best practice standards. 	<ul style="list-style-type: none"> Under the supervision of the registered nurse, implements planned nursing interventions in accordance with nursing and best practice standards.
<ul style="list-style-type: none"> Documents interventions and client responses accurately and in a timely manner. 	<ul style="list-style-type: none"> Documents interventions and client responses accurately and in a timely manner. 	<ul style="list-style-type: none"> Under the supervision of the registered nurse or midwife implements care for women during pregnancy, labour and the puerperium and also provides care to neonates and children under 5.
<ul style="list-style-type: none"> Responds appropriately and in a timely manner to unexpected or rapidly changing situations. 	<ul style="list-style-type: none"> Responds appropriately and in a timely manner to unexpected or rapidly changing situations. 	<ul style="list-style-type: none"> Documents interventions and client responses accurately and in a timely manner.
<ul style="list-style-type: none"> Responds immediately and appropriately to emergency and disaster situations, taking a leadership role in triage and coordination of care for clients. 	<ul style="list-style-type: none"> Responds immediately and appropriately to emergency and disaster situations. To include launching life support procedures when necessary, summoning assistance and instigating immediate and appropriate assistance to the emergency/disaster situations. 	<ul style="list-style-type: none"> Identifies and reports unexpected changes in the client's health status.
		<ul style="list-style-type: none"> Applies life support skills until assistance arrives.

Evaluation

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Monitors and documents progress toward expected outcomes accurately and completely. 	<ul style="list-style-type: none"> Monitors and documents progress toward expected outcomes accurately and completely. 	<ul style="list-style-type: none"> Monitors and documents progress toward expected outcomes accurately and completely.
<ul style="list-style-type: none"> In consultation with clients, families and /or carers, and health team members, evaluates progress towards planned outcomes. 	<ul style="list-style-type: none"> In consultation with clients, families and /or carers, and health team members, evaluates progress towards planned outcomes. 	<ul style="list-style-type: none"> Contributes to team evaluation of progress towards planned outcomes.
<ul style="list-style-type: none"> Uses evaluation data to modify the care plan. 	<ul style="list-style-type: none"> Uses evaluation data to modify the care plan. 	<ul style="list-style-type: none"> Contributes evaluation data and suggests modifications in the care plan to the registered nurse.

Therapeutic Communication and Interpersonal Relationships

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Initiates, develops and discontinues therapeutic relationships through the use of appropriate communication and interpersonal skills 	<ul style="list-style-type: none"> Initiates, develops and discontinues therapeutic relationships through the use of appropriate communication and interpersonal skills 	<ul style="list-style-type: none"> Initiates, develops and discontinues therapeutic relationships through the use of appropriate communication and interpersonal skills
<ul style="list-style-type: none"> Maintains a relationship that respects the boundary between clients and self. 	<ul style="list-style-type: none"> Maintains a relationship that respects the boundary between clients and self. 	<ul style="list-style-type: none"> Maintains a relationship that respects the boundary between clients and self.
<ul style="list-style-type: none"> Listens to others in an unbiased manner, respects points of view of others and promotes the expression of diverse opinions and perspectives. 	<ul style="list-style-type: none"> Listens to others in an unbiased manner, respects points of view of others and promotes the expression of diverse opinions and perspectives 	<ul style="list-style-type: none"> Listens to others in an unbiased manner, respects points of view of others and promotes the expression of diverse opinions and perspectives.
<ul style="list-style-type: none"> Communicates clear, consistent and accurate information that falls within professional responsibility, verbally, or in written and electronic forms and maintains patient confidentiality in care. 	<ul style="list-style-type: none"> Communicates clear, consistent and accurate information that falls within professional responsibility, verbally, or in written and electronic forms and maintains patient confidentiality in care. 	<ul style="list-style-type: none"> Communicates clear, consistent and accurate information, both verbal and written, that falls within professional responsibility and maintains confidence in care.
<ul style="list-style-type: none"> Interacts in a manner that is respectful and culturally appropriate to the clients, family and /or carers from diverse cultural backgrounds. 	<ul style="list-style-type: none"> Interacts in a manner that is respectful and culturally appropriate to the clients, family and /or carers from diverse cultural backgrounds. 	<ul style="list-style-type: none"> Interacts in a manner that is respectful and culturally appropriate to the clients, family and / or carers from diverse cultural backgrounds.
<ul style="list-style-type: none"> Facilitates access to information or refers request to the appropriate person. 	<ul style="list-style-type: none"> Facilitates access to information or refers request to the appropriate person 	<ul style="list-style-type: none"> Facilitates access to relevant information to individual families and other health team members for the improvement of health care for all.
<ul style="list-style-type: none"> Communicates and shares relevant information including views of clients, families and/or carers with other health team members involved in providing services. 	<ul style="list-style-type: none"> Communicates and shares relevant information including views of clients, families and/or carers with other health team members involved in providing services. 	<ul style="list-style-type: none"> Communicates and shares relevant information including views of clients, families and/or carers with other health team members involved in providing services.

Leadership and Management

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
Advocates for and acts within span of control to create a positive working environment.	Advocates for and acts within span of control to create a positive working environment.	Advocates for and contributes to creating a positive working environment.
Adapts leadership style and approaches to different situations.	Adapts leadership style and approaches to different situations.	Understands the need for different leadership styles and approaches in different situations
Confronts conflict in a non – judgemental fashion, making effective use of communication skills and existing mechanisms to achieve resolution.	Confronts conflict in a non – judgemental fashion, making effective use of communication skills and existing mechanisms to achieve resolution.	Recognizes conflicts and uses interpersonal skills and available organizational mechanisms to achieve resolution.
Contributes to team leadership by reinforcing goals in order to promote respect and confidence amongst the team.	Contributes to team leadership by reinforcing goals in order to promote respect and confidence amongst the team.	Supports leader in a consistent manner that promotes respect and confidence amongst the team
As team leader and in line with current job description, clearly defines contributions and expectations required of team members.	Able to articulate own leadership contributions and support expectations of other team members.	Prioritizes workload and manages resources effectively.
Prioritises workload and manages time effectively and allocates resources to optimise outcomes.	Prioritises workload and manages time effectively.	Demonstrates awareness of the role of policies and procedures in the management of the organization
Contributes to the review and modification of current organisational practice, policies and procedures currently in force.	Contributes to the review and modification of current organisational practice, policies and procedures currently in force.	Participates in unit based teaching / learning activities.
Provides leadership in developing and implementing organisational practice, policies	Contributes to the education and professional development of students and colleagues in	Provides feedback, offers suggestions for changes and deals effectively with the impact of change in own practice.

and procedures.	the work place.	
Contributes to the education and professional development of students and colleagues in the work place.	Provides feedback, offers suggestions for changes and deals effectively with the impact of change in own practice or on the organisation.	
Provides feedback, offers suggestions for changes and deals effectively with the impact of change in own practice or on the organisation.		
Uses the change process to influence the introduction of innovations and adaptations in practice.		

Safe Environment

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Uses appropriate assessment tools to identify actual and potential risks to safety and reports concerns to the relevant authority. 	<ul style="list-style-type: none"> Uses appropriate assessment tools to identify actual and potential risks to safety and reports concerns to the relevant authority. 	<ul style="list-style-type: none"> Identifies and reports situations that may impact on the safety of patients / clients or staff.
<ul style="list-style-type: none"> Takes timely action through the use of quality improvement risk management strategies to create and maintain a safe care environment and meet national legislation and workplace health and safety requirements, policies and procedures. 	<ul style="list-style-type: none"> Maintains a safe care environment through timely action and adherence to national legislation and workplace health and safety requirements, policies and procedures. 	<ul style="list-style-type: none"> Contributes to safety and security measures through timely action and adherence to national legislation and workplace health and safety measures.
<ul style="list-style-type: none"> Ensures the safe and proper storage, administration and recording of therapeutic substances. 	<ul style="list-style-type: none"> Ensures the safe and proper storage, administration and recording of therapeutic substances. 	<ul style="list-style-type: none"> Administers and records medication in accordance with authorized prescriptions.
<ul style="list-style-type: none"> Administers and records medication, assesses side effects and titrates dosages in accordance with authorised prescriptions 	<ul style="list-style-type: none"> Administers and records medication, assesses side effects and titrates dosages in accordance with authorised prescriptions. 	<ul style="list-style-type: none"> Utilizes principles of infection control in provision of safe care based on policies and procedures.
<ul style="list-style-type: none"> Is proactive in highlighting and proposing improvements to infection control strategies for practice. 	<ul style="list-style-type: none"> Complies with infection prevention procedures and challenges breaches in other practitioners practice. 	<ul style="list-style-type: none"> Participates in disaster preparedness to ensure the safety of clients.
<ul style="list-style-type: none"> Acts on own defined responsibilities and procedures in the event of a declared disaster. 	<ul style="list-style-type: none"> Acts on own defined responsibilities and procedures in the event of a declared disaster. 	<ul style="list-style-type: none"> Ensures all therapeutic substances used in the provision of care are safely stored.

Delegation and Supervision

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Delegates activities to others according to ability, level of preparation, proficiency and legal scope of practice. 	<ul style="list-style-type: none"> Delegates activities to others according to ability, level of preparation, proficiency and legal scope of practice. 	<ul style="list-style-type: none"> Accepts delegation in line with personal level of proficiency and legal scope of practice.
<ul style="list-style-type: none"> Accepts delegated activities in line with personal level of proficiency and legal scope of practice. 	<ul style="list-style-type: none"> Accepts delegated activities in line with personal level of proficiency and legal scope of practice. 	<ul style="list-style-type: none"> Provides feedback to supervisor or authority on tasks delegated.
<ul style="list-style-type: none"> Offers supportive strategies including mentoring, coaching and preceptorship as part of supervisory responsibilities. 	<ul style="list-style-type: none"> Monitors and uses a range of supportive strategies including precepting when supervising and /or monitoring delegated care. 	<ul style="list-style-type: none"> Maintains accountability for outcomes of delegated activity.
<ul style="list-style-type: none"> Maintains accountability and responsibility when delegating aspects of care to others. 	<ul style="list-style-type: none"> Maintains accountability and responsibility when delegating aspects of care to others. 	
<ul style="list-style-type: none"> Demonstrates awareness of locally agreed policy and procedure pertaining to delegation and the associated responsibilities. 	<ul style="list-style-type: none"> Demonstrates awareness of locally agreed policy and procedure pertaining to delegation and the associated responsibilities. 	
<ul style="list-style-type: none"> Contributes to policy and protocol development that relates to delegation of clinical responsibilities. 		

Inter-professional Health Care

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Values the roles, knowledge and skills of members of the health team in relation to own responsibilities. 	<ul style="list-style-type: none"> Values the roles, knowledge and skills of members of the health team in relation to own responsibilities. 	<ul style="list-style-type: none"> Understands and values the roles, knowledge and skills of others in the multidisciplinary team.
<ul style="list-style-type: none"> Works collaboratively with other professionals in health care to enhance nursing and other health services being accessed by clients. 	<ul style="list-style-type: none"> Works collaboratively with other professionals in health care to enhance nursing and other health services being accessed by clients. 	<ul style="list-style-type: none"> Uses basic knowledge of effective inter and intra-professional working practices and reflects client's views in decision making.
<ul style="list-style-type: none"> Uses knowledge of effective inter and intra professional working practices. 	<ul style="list-style-type: none"> Uses knowledge of effective inter and intra professional working practices. 	<ul style="list-style-type: none"> Makes appropriate referrals for best available intervention.
<ul style="list-style-type: none"> Presents the views of clients, families and/or carers during decision – making by the inter-professional team and assists with negotiation of mutually agreed decisions. 	<ul style="list-style-type: none"> Presents and supports the views of clients, families and/or carers during decision – making by the inter-professional team. 	
<ul style="list-style-type: none"> Refers clients to ensure patients/clients have access to best available interventions. 	<ul style="list-style-type: none"> Refers clients to ensure patients/clients have access to best available interventions. 	
<ul style="list-style-type: none"> Maintains accountability for outcomes of delegated activity. 		

Enhancement of the Profession

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines. 	<ul style="list-style-type: none"> Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines. 	<ul style="list-style-type: none"> Promotes and maintains a positive image according to standards and best practices applicable to professional responsibilities.
<ul style="list-style-type: none"> Promotes and maintains a positive image of nursing 	<ul style="list-style-type: none"> Promotes and maintains a positive image of nursing 	<ul style="list-style-type: none"> Acts as a resource and a role model for all nursing students and support staff.
<ul style="list-style-type: none"> Acts as an effective role model for students and others within the care team. 	<ul style="list-style-type: none"> Acts as an effective role model for students and others within the care team. 	<ul style="list-style-type: none"> Engages in advocacy activities through the professional organization to influence policies, health and social care services, and access to these services.
<ul style="list-style-type: none"> Acts as a resource for students, other members of the health team, health planners and the public. 	<ul style="list-style-type: none"> Acts as a resource for students, other members of the health team and the public. 	
<ul style="list-style-type: none"> Works collaboratively with other professionals in health care to enhance nursing and other health services being accessed by clients. 	<ul style="list-style-type: none"> Values research in contributing to developments in nursing and uses findings as a means of improving standards of care. 	
<ul style="list-style-type: none"> Values research in contributing to developments in nursing and uses findings as a means of improving standards of care. 	<ul style="list-style-type: none"> Scans practice environment and nursing literature to identify emerging trends and issues. 	
<ul style="list-style-type: none"> Contributes to knowledge and practice development of clinical nursing through identifying and conducting research in areas of need. 	<ul style="list-style-type: none"> Engages in advocacy activities through the professional organization to influence policies, health and social care services, and access to these services. 	
<ul style="list-style-type: none"> Scans practice environment and nursing literature to identify emerging trends and issues. 		
<ul style="list-style-type: none"> Engages in advocacy activities through the professional organization to influence policies, health and social care services, and access to these services. 		

Quality Improvement

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Follows evidence – based and best practice guidelines in the delivery of nursing practice 	<ul style="list-style-type: none"> Follow evidence – based and best practice guidelines in the delivery of nursing practice 	<ul style="list-style-type: none"> Undertakes tasks as directed and in line with policies, procedures, quality measures and level of training.
<ul style="list-style-type: none"> Uses and contributes to research into the evidence base for safe, effective and efficient practice. 	<ul style="list-style-type: none"> Participates in quality improvement and quality assurance procedures. 	<ul style="list-style-type: none"> Participates in quality improvement and quality assurance procedures.
<ul style="list-style-type: none"> Participates in quality improvement and quality assurance procedures. 		

Continuing Education

Bachelor of Science (Hon.)	Diploma in Nursing	State Enrolled Community Health Nurse (SECHN)
<ul style="list-style-type: none"> Undertakes regular review of own practice by engaging in reflection, critical examination and evaluation and seeking peer review. 	<ul style="list-style-type: none"> Undertakes regular review of own practice by engaging in reflection and peer review. 	<ul style="list-style-type: none"> Undertakes regular review of own practice by engaging in reflection and peer review.
<ul style="list-style-type: none"> Assumes responsibility for lifelong learning, own professional development and the maintenance of competence. 	<ul style="list-style-type: none"> Assumes responsibility for lifelong learning, own professional development and the maintenance of competence. 	<ul style="list-style-type: none"> Assumes responsibility for lifelong learning, own professional development and the maintenance of competence.
<ul style="list-style-type: none"> Uses opportunities to learn with others in order to contribute to the progression of health care and individual personal development. 	<ul style="list-style-type: none"> Uses opportunities to learn with others in order to contribute to the progression of health care and individual personal development. 	<ul style="list-style-type: none"> Takes opportunities to learn with others in contributing to health care.

Nursing Competencies

Midwives & Maternal and Child Health (MCH) Aides

The MCH Aide performs the following competencies under the supervision of a Midwife

Generic Knowledge, Skills and Behaviours from the Social Sciences, Public Health and the Health Professions

Competency 1: *Midwives and MCH Aides have the requisite knowledge and skills from the social sciences, public health and ethics that form the basis of high quality, culturally relevant and appropriate care for women, newborn and childbearing families.*

Basic Knowledge and Skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Respect for client's culture. • Traditional and modern routine health practices (beneficial and harmful). • Resources for alarm and transport (emergency care) • Direct and indirect causes of maternal and neonatal mortality and morbidity in the local community. • Advocacy and empowerment strategies for women. • Understanding human rights and their effect on health. • Benefits and risks of available birth settings. • Strategies for advocating with women for a variety of safe birth settings. • Knowledge of the community - its state of health including water supply, housing, environmental hazards, food, and common threats to health. • Indications and procedures for adult and newborn/infant cardiopulmonary resuscitation. • Ability to assemble, use and maintain equipment and supplies appropriate to setting of practice. 	<ul style="list-style-type: none"> • Respect for client's culture. • Traditional and modern routine health practices (beneficial and harmful). • Resources for alarm and transport at community level (emergency care). • Direct and indirect causes of maternal and neonatal mortality and morbidity in the local community. • Advocacy and empowerment strategies for women at community level. • Benefits and risks of available birth settings at community level. • Strategies for advocating with women for a variety of safe birth settings at community level. • Basic knowledge of the community - its state of health including water supply, housing, environmental hazards, food and common threats to health. • Basic newborn and infant resuscitation procedures. • Ability to assemble, use and maintain basic equipment and supplies appropriate to setting of practice.

Additional Knowledge and Skills

Midwife	MCH Aide
<ul style="list-style-type: none"> Principles of epidemiology, sanitation, community diagnosis and vital statistics or records. National and local health infrastructures and how to access needed resources for midwifery care. Principles of community-based primary care using health promotion and disease prevention strategies. National immunisation programs (provision of same or knowledge of how to assist community members to access immunisation services). Is responsible and accountable for clinical decision – critical thinking skills. Maintains knowledge and skills in order to remain current in practice. Uses universal/standard precautions, infection control strategies and clean technique. 	<ul style="list-style-type: none"> Principles of basic sanitation. How to access needed resources for maternal and child care at community level. Basic principles of health promotion and disease prevention strategies. National immunization programs (provision of same or knowledge of how to assist community members to access immunization services). Record keeping. First Aid treatment.

Professional Behaviours

Midwife	MCH Aide
<ul style="list-style-type: none"> Is responsible and accountable for her own practice. Provides appropriate consultation and referral during care. Is non-judgmental and culturally respectful. Works in partnership with women and supports them in making informed choices about their health. Uses appropriate communication skills. Works collaboratively with other health personnel to improve the delivery of services to women and families. 	<p><i>Must have access to continued educational programme to:</i></p> <ul style="list-style-type: none"> Maintain knowledge and skills in order to remain current in practice. Use universal/standard precautions, infection control strategies and clean technique. Perform appropriate consultation at community level and referral during care. Be non-judgmental and culturally respectful. Work in partnership with women and support them in making informed choices about their health especially on child spacing. Work collaboratively with other health workers to improve the delivery of services to women and communities

Pre-pregnancy Care and Family Planning Methods

Competency 2: *Midwives and MCH Aides provide high quality, culturally sensitive health education and services to all in the community in order to promote healthy family life, planned pregnancies and positive parenting.*

Basic knowledge

Midwife	MCH Aide
<ul style="list-style-type: none"> • Growth and development related to sexuality, sexual development and sexual activity. • Female and male anatomy and physiology related to conception and reproduction. • Cultural norms and practices surrounding sexuality, sexual practices and childbearing. • Components of a health history, family history and relevant genetic history. • Physical examination content and investigative laboratory studies that evaluate potential for a healthy pregnancy. • Health education content targeted to reproductive health, sexually transmitted infections (STIs), HIV/AIDS , PMCTC, Paediatric child care and child survival. • Natural methods for child spacing and other locally available and culturally acceptable methods of family planning. • Barrier, steroidal, mechanical, chemical and surgical methods of contraception and indications for use. • Counselling methods for women needing to make decisions about methods of family planning. • Signs and symptoms of urinary tract infection and common sexually transmitted infections in the area. 	<ul style="list-style-type: none"> • Female and male reproductive system related to conception and reproduction. • Cultural norms and practices surrounding sexuality, sexual practices and childbearing. • Conducting physical examination during pregnancy. • Health education with emphasis on reproductive health, sexually transmitted infections (STIs), HIV/AIDS and child survival. • Basic information on natural methods for child spacing and other locally available and culturally acceptable methods of family planning. • Family planning counselling skills and basic information on FP methods for women needing to make informed decisions about methods of family planning. • Ability to counsel on and provide method of family planning that is available in Sierra Leone.

Additional Knowledge

Midwife	MCH Aide
<ul style="list-style-type: none"> • Factors involved in decisions relating to unplanned or unwanted pregnancies. • Indicators of common acute and chronic disease conditions specific to Sierra Leone and referral process for further testing/ treatment and management. • Indicators and methods of counselling/referral for dysfunctional interpersonal relationships, including sexual problems, domestic violence, emotional abuse and physical neglect. 	

Basic skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Taking comprehensive history from client. • Performing a physical examination focused on the presenting condition of the woman. • Ordering and/or performing and interpreting common laboratory results such as haematocrit, urinalysis or microscopy. • Using health education and basic counselling skills appropriately. • Providing in country, available and culturally acceptable methods of family planning. • Recording findings and care given. • Undertaking follow-up. 	<ul style="list-style-type: none"> • Obtaining basic client history. • Performing basic physical examination focusing on the presenting condition of the client. • Appropriate use of basic health education and counselling skills. • Providing effective locally available and culturally acceptable methods of family planning. • Recording findings, and what needs follow-up. • Under taking follow-up visits.

Additional skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Performing basic diagnostic tests. • Providing all available methods of contraception: barrier, hormonal, mechanical, and chemical. • Taking or ordering cervical cytology smear (Pap test). 	

Care and Counselling During Pregnancy

Competency 3: *Midwives and MCH Aides provide high quality antenatal care to maximise health during pregnancy, including early detection and treatment or referral of selected complications.*

Basic knowledge

Midwife	MCH Aide
<ul style="list-style-type: none"> • Anatomy and physiology of the human body. • Menstrual cycle and process of conception. • Signs and symptoms of pregnancy. • How to confirm a pregnancy. • Diagnosis of an ectopic pregnancy and multiple foetuses. • Dating pregnancy by menstrual history, size of uterus and/or fundal growth patterns. • Components of a health history. • Components of a focused physical examination for antenatal visits. • Results of basic screening laboratory studies with relevance to Sierra Leone e.g. iron levels, urine test for sugar, protein, acetone, bacteria. • Normal progression of pregnancy: physiological body changes, common discomforts, fundal growth patterns. • Normal psychological changes in pregnancy and impact of pregnancy on the family. • Safe, locally available non-pharmacological preparations for the relief of common discomforts in pregnancy. • How to determine foetal well-being during pregnancy, including foetal heart rate and activity patterns. • Nutritional requirements of the pregnant woman and foetus. • Basic foetal growth and development. • Education needs regarding normal body changes during pregnancy, relief of common discomforts, hygiene, sexuality, nutrition, work inside and outside the home. • Preparation for labour, birth and parenting and care of the newborn 	<ul style="list-style-type: none"> • Anatomy of the bony pelvis and foetal skull with important land marks. • Basic information about cultural norms and practices surrounding sexuality, sexual practices and childbearing. • Basic knowledge on signs and symptoms of pregnancy • Examination of pregnant women • Components of basic focused antenatal care • Organizing and conducting antenatal clinic and motivating pregnant women to attend ANC regularly • Identifying high risk cases and making prompt referral • Treatment of minor discomforts of pregnancy • Foetal heart rate monitoring • Basic information on nutritional requirements of pregnant women and foetuses • Basic information and education needs regarding body changes during pregnancy • Preparing women for delivery or birth preparedness (client and family) • Basic information on signs and symptoms of obstetric complications and some life threatening medical conditions • Advantages of exclusive breast feeding • Effects of smoking, drugs, traditional medicines and alcoholism on pregnancy and the foetus • Basic knowledge of methods for child spacing and locally available and modern methods of family planning. • Counselling women needing to make decisions about methods of family planning.
<ul style="list-style-type: none"> • Emergency preparedness (Finance, transportation). • Indicators of the onset of labour. • How to explain and support early exclusive breastfeeding. • Techniques for increasing relaxation and pain relief 	

<p>measures available for labour.</p> <ul style="list-style-type: none"> • Effects of prescribed medications, drugs, traditional medicines and over-the counter drugs on pregnancy and the foetus. • Harmful effects of smoking, alcohol and illicit drug use on the pregnant woman and foetus. • Signs and symptoms of conditions that are life-threatening to the pregnant woman such as: pre-eclampsia, vaginal bleeding, severe anaemia and their management. • Management of premature labour. 	
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Additional knowledge

Midwife	MCH Aide
<ul style="list-style-type: none"> • Signs, symptoms and indications for referral of selected complications and conditions of pregnancy e.g. asthma, HIV infection, diabetes, cardiac conditions, post-dates pregnancy. • Effects of above named chronic and acute conditions on pregnancy and the foetus. • Universal Precautions 	

Basic Skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Taking an initial and ongoing history at each antenatal visit. • Performing a physical examination and explaining findings to the client. • Taking and assessing maternal vital signs including temperature, blood pressure and pulse. • Assessing maternal nutrition and its relationship to foetal growth. • Performing a complete abdominal assessment including measuring fundal height, position, lie and descent of foetus. • Assessing foetal growth. • Listening to the foetal heart rate and palpating uterus for foetal activity pattern. • Performing a pelvic examination, including sizing the uterus and determining the adequacy of the bony structures. • Calculating the estimated date of delivery. • Educating women and families about danger signs and when/how to contact the midwife. • Teaching and/or demonstrating measures to decrease common discomforts of pregnancy. • Providing guidance and basic preparation for labour, birth and parenting. • Identifying variations from normal during the course of the pregnancy and instituting appropriate interventions for: <ul style="list-style-type: none"> ○ low and/or inadequate maternal nutrition/severe anaemia ○ inadequate foetal growth ○ elevated blood pressure, proteinuria, presence of significant oedema, severe headaches, visual changes, epigastric pain associated with elevated blood pressure ○ vaginal bleeding ○ multiple gestation, abnormal lie at term 36 weeks gestation ○ intrauterine foetal death ○ rupture of membranes prior to term • Performing basic life saving skills competently. • Recording findings including what was done and what needs follow-up. 	<ul style="list-style-type: none"> • Taking initial and ongoing history at each antenatal visit. • Performing physical examination and explaining findings to the client. • Taking maternal vital signs and foetal heart rate and performing abdominal palpation • Calculation of EDD , informing women and families about danger signs of pregnancy • Counselling women about health habits such as nutrition, safety and rest. • Undertaking follow-up • Recording findings

Additional skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Counselling women about health habits including nutrition, exercise, safety, smoking. • Performing clinical pelvimetry [evaluation of bony pelvis]. • Monitor foetal heart rate with Doppler. • Identify and refer variations from normal during the course of the pregnancy, such as: <ul style="list-style-type: none"> ○ small for dates [light]/large for dates [heavy] foetus ○ suspected polyhydramnios, diabetes, foetal anomaly (eg. oliguria) ○ abnormal laboratory results ○ infections such as sexually transmitted infections (STIs), vaginitis, urinary tract, ○ upper respiratory tract ○ foetal assessment in the post-term pregnancy • Treat and/or collaboratively manage above variations from normal based upon local standards and available resources. • Perform external version of breech presentation. 	

Care during Labour and Birth

Competency 4: Midwives provide high quality, culturally sensitive care during labour, conduct a clean and safe delivery, and handle selected emergency situations to maximise the health of women and their newborn.

MCH Aides provide quality, culturally sensitive care during labour, conduct a clean and safe delivery and give basic emergency obstetric care to complicated cases pending referral.

Basic knowledge

Midwife	MCH Aide
<ul style="list-style-type: none"> • Physiology of labour. • Anatomy of foetal skull, critical diameters and landmarks. • Psychological and cultural aspects of labour and birth. • Indicators that labour is beginning. • Normal progression of labour and how to use the partograph. • Measures to assess foetal well-being in labour. • Measures to assess maternal well-being in labour. • Process of foetal passage [descent] through the pelvis during labour and birth. • Comfort measures in labour e.g. family presence/assistance, positioning, hydration, emotional support, non-pharmacological methods of pain relief. • Transition of newborn to extra-uterine life. • Physical examination and care of the newborn - breathing, warmth, feeding • Promotion of skin-to-skin contact of the newborn with mother when appropriate. • Promote and support uninterrupted [exclusive] breastfeeding. • Physiology of the third stage. • Principles of active management of the 3rd stage of labour. • Indications for emergency measures such as retained placenta, shoulder dystocia, atonic uterine bleeding, neonatal asphyxia • Indications for operative delivery e.g. foetal distress, cephalo-pelvic disproportion. • Complications in labour such as bleeding, labour arrest, malpresentation, eclampsia, maternal distress, foetal distress, infection, cord presentation and cord prolapse. • Care of the umbilical cord. 	<ul style="list-style-type: none"> • Physiology and mechanism of labour. • Basic knowledge on signs of onset of labour ,conduct clean and safe delivery • Normal progression of labour and to use the partograph • Monitor foetal heart rate during labour • Monitor maternal vital signs during delivery. • Process of foetal passage [descent] through the pelvis during labour and birth. • Comfort measures in labour including: family presence/assistance, positioning, hydration, emotional support, non-pharmacological methods of pain relief. • Prevention of hypothermia and basic knowledge on transition of newborn to extra-uterine life. • Physical examination of the newborn (- breathing, warmth, feeding and hygiene) • Promotion of skin-to-skin contact of the newborn with mother. • Ways to support and promote [exclusive] breastfeeding. • Basic principles active management of the 3rd stage of labour. • Complications during labour: bleeding, prolonged labour, malpresentation, eclampsia, maternal distress, foetal distress, infection, cord presentation and prolapsed cord.

Basic Skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Taking a specific history and maternal vital signs in labour. • Performing a screening physical examination. • Doing a complete abdominal assessment for foetal position and descent. • Timing and assessing the effectiveness of uterine contractions. • Performing a complete and accurate vaginal examination for cervical dilation, descent of the presenting part, position, status of membranes, and adequacy of pelvis for baby. • Following progress of labour using the partograph or similar tool for recording. • Providing psychological support for woman and family. • Providing adequate hydration, nutrition and comfort measures during labour. • Providing for bladder care. • Promptly identifying abnormal labour patterns with appropriate and timely intervention and/or referral. • Performing appropriate hand manoeuvres for a vertex delivery. • Managing a cord around the baby's neck at delivery. • Performing an episiotomy. • Supporting physiological management of the 3rd stage of labour. • Conducting active management of the 3rd stage of labour including: <ul style="list-style-type: none"> ○ Administration of oxytocics drugs. ○ Controlled cord traction ○ Uterine massage after delivery of the placenta, as appropriate • Guarding the uterus from inversion during 3rd stage of labour. • Inspecting the placenta and membranes for completeness. • Estimating maternal blood loss. • Inspecting the vagina and cervix for lacerations. • Repairing perineal lacerations and episiotomy. • Managing postpartum haemorrhage, urinary retention and incontinence. • Providing an environment conducive for mother and infant to promote bonding. • Initiating breastfeeding as soon as possible after birth and supporting early exclusive breastfeeding. • Performing a screening physical examination of the newborn. • Recording findings including care given and undertaking follow-up. 	<ul style="list-style-type: none"> • Monitoring maternal vital signs in labour. • Performing a screening and physical examination. • Doing a complete abdominal assessment for foetal position and descent. • Time and assess the effectiveness of uterine contractions. • Performing a complete and accurate vaginal examination for cervical dilation, descent of the presenting part, position, status of membranes, and adequacy of pelvis for baby. • Providing appropriate hydration, nutrition and comfort measures during labour. • Catheterization. • Promptly identifying abnormal labour and referring appropriately. • Managing a cord around the baby's neck at delivery. • Guarding the uterus from inversion during 3rd stage of labour. • Inspecting the placenta and membranes for completeness/abnormalities • Estimating maternal blood loss. • Inspecting the perineum, vagina and cervix for lacerations. • Providing a safe environment for mother and infant to promote attachment. • Initiating breastfeeding immediately after birth and encouraging exclusive breastfeeding. • Performing physical examination of the newborn. • Under taking follow-up and home visit

Additional skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Performing appropriate hand manoeuvres for face and breech deliveries. • Injecting local anaesthesia. • Applying vacuum extraction or low forceps. • Managing malpresentation, shoulder dystocia, foetal distress initially. • Identifying and managing a prolapsed cord. • Performing manual removal of placenta. • Identifying and repairing vaginal and cervical lacerations. • Performing internal bimanual compression of the uterus to control bleeding. • Inserting intravenous line, taking blood for haemoglobin estimation. • Prescribing and/or administering pharmacological methods of pain relief when needed. • Administering oxytocics appropriately for labour induction or augmentation and treatment of postpartum bleeding. • Transferring woman for additional/emergency care promptly. • Managing/referring abortion complications. • Performing manual vacuum aspiration to render post abortion care. 	<ul style="list-style-type: none"> • Referring for appropriate and timely hand manoeuvres for face and breech deliveries. • Performing manual removal of placenta to arrest PPH. • Drug Administration. • Transferring woman to the next level

Postnatal Care of Women

Competency 5: *Midwives and MCH Aides provide comprehensive, high quality, culturally sensitive postnatal care for women.*

Basic knowledge

Midwife	MCH Aide
<ul style="list-style-type: none"> • Normal process of involution and healing following delivery [including after an abortion]. • Process of lactation and common variations including engorgement, lack of milk supply, etc. • Maternal nutrition, rest, activity and physiological needs (e.g. bladder). • Infant nutritional needs. • Parent-infant bonding and attachment e.g. how to promote positive relationships • Indicators of sub-involution such as persistent uterine bleeding, infection. • Indications of breastfeeding problems. • Signs and symptoms of life threatening conditions e.g. persistent vaginal bleeding, postpartum pre-eclampsia and other complications such as urinary retention, incontinence of urine and faeces 	<ul style="list-style-type: none"> • Normal process of involution and healing following delivery • Process of lactation and common variations including engorgement, lack of milk production • Maternal nutrition, rest, activity and physiological needs (e.g. bladder)-perineal care • Infant nutritional needs. • Parent-infant bonding and attachment; e.g. how to promote positive relationships. • Indicators of sub-involution, including persistent uterine bleeding, infection. • Indications of breastfeeding problems. • Signs and symptoms of life threatening conditions, e.g. excessive vaginal bleeding, eclampsia and other complications such as urinary retention, incontinence of faeces, postpartum pre-eclampsia and eclampsia.

Additional knowledge

Midwife	MCH Aide
<ul style="list-style-type: none"> • Indicators of complications in the postnatal period, including severe anaemia, haematoma, embolism, mastitis, depression and thrombophlebitis. • Care and counselling needs during and after abortion. • Signs and symptoms of abortion complications. 	<ul style="list-style-type: none"> • Signs and symptoms of complications in the postnatal period e.g. severe anaemia, haematoma, mastitis, depression. (Mental Health) • Care and counselling needs during and after abortion. • Signs and symptoms of abortion complications

Basic skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Taking a selective history, including details of pregnancy, labour and birth. • Performing a focused physical examination of the mother. • Assessing for uterine involution and healing of lacerations/repairs. • Initiating and supporting uninterrupted [exclusive] breastfeeding. • Educating mother on care of self and infant after delivery, including rest and nutrition. • Identifying haematoma and referring for care as appropriate. • Identifying maternal infection, treating or referring for treatment as appropriate. • Recording findings including care given. • Undertaking follow-up, including home visits. 	<ul style="list-style-type: none"> • Taking history including details of pregnancy, labour and birth. • Performing physical examination of the mother. • Assessing for uterine involution and healing of lacerations. • Initiating and supporting uninterrupted [exclusive] breastfeeding. • Educating mother on care of self and infant after delivery, including rest and nutrition. • Identifying haematoma and referring for care as appropriate. • Identifying maternal infection and referring for treatment as appropriate. • Recording findings and following-up. • Performing home visit

Additional skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Counselling woman/family on sexuality and family planning post delivery. • Counselling and supporting woman who is post-abortion. • Evacuating a haematoma. • Providing appropriate antibiotic treatment for infection. • Referring for complications 	<ul style="list-style-type: none"> • Educating and counselling woman/family on sexuality and family planning post delivery. • Counselling and supporting woman who is post-abortion. • Providing appropriate antibiotic treatment for infection. • Referring for complications

Neonatal Care

Competency 6: *Midwives and MCH Aides provide high quality, comprehensive care for the essentially healthy infant from birth to two months of age.*

Basic knowledge

Midwife	MCH Aide
<ul style="list-style-type: none"> • Newborn adaptation to extra-uterine life. • Basic needs of newborn: airway, warmth, nutrition, bonding. • Elements of assessment of the immediate condition of newborn e.g. APGAR scoring system for breathing, heart rate, reflexes, muscle tone and colour. • Basic newborn appearance and behaviours. • Normal newborn and infant growth and development. • Variations in the normal newborn such as caput, moulding, Mongolian spots, haemangioma, hypoglycaemia, hypothermia, dehydration, infection. • Elements of health promotion and prevention of disease in newborn and infants. • Immunisation needs, risks and benefits for the infant up to 2 months of age. 	<ul style="list-style-type: none"> • Newborn adaptation to extra-uterine life. • Basic needs of newborn: airway, warmth, nutrition, bonding care of the umbilical cord. • Elements of assessment of the immediate condition of newborn e.g. APGAR scoring system for breathing, heart rate, reflexes, muscle tone and colour. • Basic newborn appearance and behaviours. • Variations in the normal newborn e.g. Caput, moulding, hypothermia, dehydration, infection, cerebral irritation. • Basic elements of health promotion and prevention of disease in newborn and infants. • Immunization needs, risks and benefits for the infant up to five years of age. • Care of preterm babies prior to referral.

Additional knowledge

Midwife	MCH Aide
<ul style="list-style-type: none"> • Newborn complications e.g. jaundice, haematoma, excessive moulding of the foetal skull, cerebral irritation, non-accidental injuries, causes of sudden infant death. • Neonatal resuscitation. • Normal growth and development of the preterm infant up to 2 months of age 	

Basic skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Clearing airway to maintain respiration. • Maintaining warmth but avoiding overheating. • Assessing the immediate condition of the newborn using APGAR scoring and other assessment methods. • Performing screening and physical examination of the newborn to exclude congenital abnormalities. • Positioning the infant for breastfeeding. • Caring for the umbilical cord. • Educating parents about when to take infant for immunization and under-fives care. • Beginning emergency measures for respiratory distress (newborn resuscitation), Hypothermia, hypoglycaemia, cardiac arrest. • Referring newborn that needs emergency care. • Recording findings, including care given. • Undertaking follow-up. 	<ul style="list-style-type: none"> • Clearing airway to maintain respiration. • Maintaining warmth but avoiding overheating. • Assessing the immediate condition of the newborn using APGAR scoring and other assessment methods. • Position the infant for breastfeeding. • Educate parents about abnormal signs and when to take the infant for care. • Beginning emergency measures for respiratory distress (newborn resuscitation) and hypothermia pending referral. • Referring newborn for emergency care. • Recording findings, undertaking follow-up.

Additional skills

Midwife	MCH Aide
<ul style="list-style-type: none"> • Conducting growth monitoring. • Teaching parents about normal growth and development, and child care. • Assisting parents to access community resources available to the family. • Supporting parents during grieving process for congenital birth defects, loss of pregnancy, or neonatal death. • Supporting parents during referral of newborn. • Supporting parents with multiple births. 	<ul style="list-style-type: none"> • Conducting growth monitoring. • Teaching parents about normal growth and development, and child care. • Assisting parents to access community resources available to the family. • Supporting parents during grieving process for congenital birth defects, loss of pregnancy, or neonatal death. • Supporting parents during referral of newborn. • Supporting parents with multiple births.

Resources

The *National Core Competencies for Nursing and Midwifery, Sierra Leone 2009* were developed using the following resources:

1. International Council of Nurses, *Nursing Care Continuum Framework and Competencies*, 2008
2. International Confederation of Midwives, *Essential Competencies for Basic Midwifery Practice*, 2002
3. Sierra Leone Nurses and Midwives Act
4. Curriculum for B.Sc. (Honours), State Registered Midwife, State Registered Nurse, State Enrolled Community Health Nurse and Maternal and Child Health Aide