

Competencies of Advanced Practice Midwives

Domain	Competency	Knowledge	Skills	Attitude & Behaviour
	APM should be able to:	APM should be equipped with the cognitive abilities in understanding, applying, analyzing and evaluating theories and principles in:	APM should acquire psychomotor, verbal and decision-making abilities to:	APM should possess the values and beliefs to:
Domain 1: Direct midwifery care	1.1 Demonstrate effective and ethical decision making in managing high-risk and complex cases	<ul style="list-style-type: none"> - Pathophysiological phenomena related to high risk obstetrics and maternal complications - Clinical manifestation on maternal and neonatal complications - Resuscitation during maternal and neonatal emergencies - Clinical Pharmacokinetics that related to maternity - Ethics and legal issues related to obstetric complications and advanced midwifery practice - Counseling for vulnerable woman and family 	<ul style="list-style-type: none"> - Use critical thinking skills to adopt optimal care to woman with complex conditions - Exercise ethical considerations in handling complex situations, taking the physical and psychological well-being of the woman into account while respecting the diversity of her beliefs, values, and choices - Use advanced assessment techniques to anticipate and identify deterioration of complications - Use expert professional judgment to provide tailor-made intervention to address complexity and complicated maternal/fetal conditions - Monitor the advanced midwifery care intervention and evaluate its effectiveness to achieve value-added client outcomes to the woman and her family 	<ul style="list-style-type: none"> - Encourage involvement of family members in the care of woman - Be supportive to the woman and her family in the provision of care - Respect woman's personal choice and decision - Be committed to provide evidence-based practice and facilitate woman to make informed choice - Be committed to promote and support continuity of care - Be assertive on the safety and the best benefits of woman in the planning and delivery of care

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Domain 1: Direct midwifery care	1.2 Empower high-risk woman or woman with complex health condition, and family in self-care and baby care	<ul style="list-style-type: none"> - Information and communication technologies and communication channels / media to disseminate health information to individuals, groups, communities - Adult and group learning and coaching 	<ul style="list-style-type: none"> - Build up woman's confidence and knowledge in self-care and care of the baby with the provision of appropriate guidance and coaching - Empower woman to take better control of her health - Collaborate with woman in developing a comprehensive plan of self-care that respects her preferences and decisions - Monitor and evaluate clinical outcomes - Provide family-centred care to woman with health complication 	
	1.3 Provide psychosocial support and care for high-risk and complex cases	<ul style="list-style-type: none"> - Social determinants of health - Life course approach to health - Social and community resources for support - Individual and group counselling - Special needs of high-risk groups 	<ul style="list-style-type: none"> - Conduct gap analysis of the complex psychosocial needs of the woman and her family - Provide psychosocial support and counseling to high-risk woman and family - Assess the progress/attainment of outcomes of the care 	

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Domain 2: Consultation and Referral	2.1 Demonstrate expertise in providing advice to other professionals on midwifery care	<ul style="list-style-type: none"> - Interprofessional collaborative care - Therapeutic team optimality - Legal and ethical framework for consultancy work / advanced practice - The repertoire of complex needs of woman and family 	<ul style="list-style-type: none"> - Act as an exemplar in professional demeanor and a resource person to midwife colleagues in both daily and complicated clinical practice - Demonstrate advanced skills, clinical reasoning and management of complex conditions 	<ul style="list-style-type: none"> - Establish collaborative working relationship with other disciplines - Be open and supportive to other healthcare professionals - Be proactive in anticipating and preparing for changes and advancement in practice
	2.2 Assess the woman's and newborn's conditions and make timely referrals to obstetricians or other health care professionals as appropriate	<ul style="list-style-type: none"> - Progression and deterioration of the fetal/maternal or neonatal pathophysiological conditions - Scopes of work of the advanced midwifery practice and related disciplines - Healthcare policy, system and multidisciplinary structures 	<ul style="list-style-type: none"> - Ensure smooth transition of information and care across different disciplines - Build and maintain a therapeutic team for optimal care 	

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Domain 3: Networking and collaboration	3.1 Build up linkage and partnership network with international and local healthcare professionals and other sectors to enhance the continuity of care in health care services	<ul style="list-style-type: none"> - Multi-sectoral collaboration in health - Model of continuity care 	<ul style="list-style-type: none"> - Build and maintain professional network - Co-ordinate and collaborate activities of multi-disciplinary team in developing supportive culture and environment for woman - Link up with international and local institutions to share knowledge and adopt practice in midwifery care 	<ul style="list-style-type: none"> - Develop collaborative working relationship with inter-sectoral professional disciplines. - Encourage open and honest dialogue in the working team
	3.2 Collaborate with health care professionals and community partners for family-centred care	<ul style="list-style-type: none"> - Scopes of work and inter-relatedness of the concerned disciplines 	<ul style="list-style-type: none"> - Collaborate with multidisciplinary experts to develop and advance midwifery practice - Demonstrate communication skills to facilitate networking and collaboration 	

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Domain 4: Clinical education	4.1 Conduct monitoring and supervision in innovative practice	<ul style="list-style-type: none"> - Experiential mode of learning - Up-to-date evidences or practice 	<ul style="list-style-type: none"> - Stimulate learners to reflect and make decision on the provision of care with the use of expert knowledge and skills as well as evidence based / innovative practice - Empower midwives to implement woman-centred approach 	<ul style="list-style-type: none"> - Develop trustworthiness with learners - Inspire midwives to develop passion in the caring profession - Maintain open and effective communication with learners
	4.2 Enhance ethical and safe learning environment for midwife learners	<ul style="list-style-type: none"> - Competency-based clinical teaching and learning - Safe practice in learning environment 	<ul style="list-style-type: none"> - Build a culture of ethical and safe practice for learners - Create an ethical and optimal environment for learning in the clinical setting - Monitor and ensure safe practice environment 	

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Domain 4: Clinical education	4.3 Provide coaching and guidance with the incorporation of adult learning principles and evidence-based practice on individual woman's and family's needs	- Adult learning and mentorship for advanced practice	- Build a just, no blame and learning culture - Share and support learning opportunities for colleagues - Conduct tailor-made teaching to enable learning of evidence-based midwifery practice - Evaluate and influence clinical practice through education, mentoring and coaching in a multidisciplinary team	

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Domain 5: Personal and professional development	5.1 Develop his/her own potentials to contribute to clinical practice	<ul style="list-style-type: none"> - Advanced practice in Hong Kong and non-local areas - Policies and development of professional organisations 	<ul style="list-style-type: none"> - Maintain self-awareness and conduct self-reflection to meet new competency requirements. - Engage in reflective practice to improve quality of care - Identify and take on life-long learning and professional advancement activities. 	<ul style="list-style-type: none"> - Be enthusiastic about growing responsibilities in professional advancement; - Be supportive to professional organisations in advancing professional development; - Be committed to enhance further professional development. - Be motivated to constantly update professional knowledge and skills
	5.2 Continually update and broaden the knowledge and skills required for optimal woman's care and safety	<ul style="list-style-type: none"> - Advanced practice in Hong Kong and non-local areas 	<ul style="list-style-type: none"> - Evaluate and relate activities of professional committees and organisations to future development of care practices - Conduct self-reflection and take proactive actions to contemporize advanced midwifery practice 	
	5.3 Act as a resource person in advanced midwifery practice within the care team and other health team	<ul style="list-style-type: none"> - Advanced midwifery practice and policies - Local and global resources and networks 	<ul style="list-style-type: none"> - Facilitate communication and collaboration among midwives and other professionals 	

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Domain 6: Leadership and advocacy	6.1 Actively participate in policy making related to health	<ul style="list-style-type: none"> - Leadership at boardroom / senior executive level - Health policy formulation, development and implementation - Global changes in healthcare environment and policies - Medical Sociology related to healthcare and childbirth 	<ul style="list-style-type: none"> - Influence stakeholders to develop and support health policies for the betterment of woman's health 	<ul style="list-style-type: none"> - Be proactive and strategic to anticipate and steer the direction of development - Be committed and persistent in developing midwifery practice beyond the current scope of practice - Facilitate and foster physiological labour and birth - Be respectful of human dignity - Be aware and responsive to the global and local environment influencing woman's health and midwifery care
	6.2 Promote, protect and articulate the advanced midwifery practice role in clinical, professional and political context	<ul style="list-style-type: none"> - Navigating, managing and enabling changes - Technology assessment and innovation management 	<ul style="list-style-type: none"> - Provide evidence on optimal clinical outcome of advanced midwifery practice and inform the public - Contribute to the development of midwifery profession and make recommendation on the post-registration education of midwives to prepare them for advanced practice - Adopt and incorporate evidence-based and innovative practice to optimize the well-being of the woman and her baby 	

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Domain 6: Leadership and advocacy	6.3 Be the lead professional in midwifery care	<ul style="list-style-type: none"> - Global birth environment and midwifery care delivery in accordance with normal birth - Local contextual factors influencing midwifery care 	<ul style="list-style-type: none"> - Lead a midwife team in envisaging the normal birth practice and provide continuity of midwifery care for woman - Lead the profession strategically to implement short-term deliverables as well as to achieve long term sustainable high quality midwifery care for the advancement of midwifery practice 	
	6.4 Support midwife colleagues to cope with ever-changing healthcare environment	<ul style="list-style-type: none"> - Contextual thinking and critical evaluation of practice - Development of midwifery practice 	<ul style="list-style-type: none"> - Support midwife colleagues to utilise skills, knowledge and experience in their extended and expanded roles - Facilitate midwife colleagues to exercise critical analysis, problem solving and clinical decision-making as a lead healthcare professional - Take the lead in coordinating, delegating and supervising care 	
	6.5 Advocate woman's right in midwifery/health care	<ul style="list-style-type: none"> - Human rights, equity in health and healthcare 	<ul style="list-style-type: none"> - Protect and promote gender equity, woman's right and universal health coverage - Advocate woman's health based on research findings and evidences 	

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Domain 7: Quality assurance and improvement	7.1 Be a change agent	<ul style="list-style-type: none"> - Change management to navigate and enable changes - Audit on practice, education and service outcomes - Strategic and operational management in services development 	<ul style="list-style-type: none"> - Communicate and collaborate with multidisciplinary team prior to implementation of change - Conduct audits on advanced midwifery practices - Develop, implement, and evaluate clinical policies, standards, protocols and guidelines for advanced midwifery practice 	- Be proactive in promoting positive changes to improve midwifery care.
	7.2 Continually review the midwifery care/practice/model to enhance the improvement related to woman's health, healthcare and the profession	<ul style="list-style-type: none"> - Quality measures and evaluation of practice - Contemporary issues and trends in midwifery care 	<ul style="list-style-type: none"> - Evaluate and continuously improve the quality of care - Review and develop midwifery services and model of care 	

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Domain 8: Research and evidence-based practice	8.1 Take an active role in evidence-based practice and research activities	<ul style="list-style-type: none"> - Research methodology in healthcare - Critique of research findings and evidence-based practice 	<ul style="list-style-type: none"> - Keep abreast of evidence-based practice and local practicalities to improve the quality of service and practice - Lead / Initiate / Participate in conducting researches to generate new knowledge in different areas of midwifery practice - Utilise appropriate appraisal tools / critique methods to verify and identify new evidences - Disseminate research findings that shape midwifery practice, education and policy development 	<ul style="list-style-type: none"> - Be inquisitive about current and future trends in midwifery and healthcare - Engage in critical and reflective thinking
	8.2 Implement evidence-based practice and monitor its outcomes	<ul style="list-style-type: none"> - Updated and best available evidences 	<ul style="list-style-type: none"> - Interpret and incorporate evidence-based findings into midwifery care for the advancement of midwifery practice - Apply research results to shape policy development - Take an active role in evaluating and revising current practice based on updated evidences - Engage staff to formulate plans to implement evidence-based practice 	