

**We invite you to read this document (and complete the associated survey for each consultation point) to provide your feedback by 27th October 5.00pm, 2023.**

## **Background**

The policy, Te whakaū tiwhikete – Recertification: Competence-based practising certificates for midwives, outlines the components of the recertification programme for midwives in Aotearoa. The policy and associated recertification requirements for the 2024 – 2027 timeframe are being reviewed. In response to changes in our health system and informal feedback, Te Tatau o te Whare Kahu | Midwifery Council are proposing some changes to the current recertification requirements. This document outlines the current requirements and how these are proposed to change. Specific consultation points are identified throughout.

## **Purpose of Recertification**

The purpose of recertification, as stated in the Te whakaū tiwhikete – Recertification: Competence-based practising certificates for midwives' policy, is provided below:

- *Te Tatau o te Whare Kahu | Midwifery Council (the Council) exists to protect public safety. As the midwifery regulator it oversees professional standards in midwifery. The Council ensures registered midwives meet and maintain professional standards of education, conduct and performance, so that midwives deliver high quality healthcare throughout their careers.*
- *All midwives who hold an annual practising certificate will be required to engage in and meet the requirements of the Te whakaū tiwhikete -recertification programme.*
- *Midwives' engagement in this process will be monitored.*
- *Midwives who fail to complete the requirements will be managed using a right-touch regulatory approach.*
- *This policy will enhance public confidence in midwifery as a profession by ensuring that midwives engage in and complete the necessary requirements.*

## **Components of Recertification Programme**

### **a). Practice across the scope**

The Council's current Recertification Policy requires midwives to practice across the Midwifery Scope of Practice (either directly or indirectly) across a three-year period. The Council's current policy states:

- *"Practice" is identified as:*
  - *any area where the midwife uses her midwifery knowledge and skills; and that has an impact either directly or indirectly on the health and safety of the public; or*
  - *to inform or review the practice of other midwives.*
- *Evidence can include written exemplars of good practice, reflections on critical incidents. Midwives in positions of education, leadership etc may include evidence from within their day-to-day work demonstrating how the work that they do covers the midwifery scope.*
- *The purpose is to demonstrate competence across all areas of the Midwifery Scope of Practice*

There are no proposed changes to this wording or requirement.

## b). Maintenance of a professional portfolio

The policy states:

- *All midwives who need to hold an annual practising certificate will be expected to provide evidence of their engagement in activities under each of the identified sections in the portfolio over each recertification period. A portfolio may be a hard copy document or a e-portfolio. The form of the portfolio is the midwife's choice. Written reflections on activities must be provided. These must make a link between the learning experience and the midwife's practice.*

Please note; that this is **separate** to the Midwifery Standards Review process. The maintenance of the portfolio is evidence of a midwife's engagement in the recertification process. The policy states:

- *Each year there is a targeted audit of midwives holding practising certificates to ensure that they can provide evidence of their on-going competence to practise and their participation in the Recertification Programme.*

There are no proposed changes to this wording or requirement.

## c.) Completion of education requirements

### Cultural safety for whānau

The principal purpose of the Council is to protect the health and safety of members of the public by providing mechanisms to ensure that health practitioners are competent and fit to practise their professions.

Section 118 of the Health Practitioners Assurance Act states that:

- The functions of each authority appointed in respect of a health profession are as follows:
  - (i) to set standards of clinical competence, cultural competence (including competencies that will enable effective and respectful interaction with Māori), and ethical conduct to be observed by health practitioners of the profession: To ensure midwives practice within these requirements. Health Practitioners Competence Assurance Act 2003 No 48 (as at 15 June 2023), Public Act 118 Functions of authorities – New Zealand Legislation

Cultural safety is integral to quality health care. The inequity in outcomes for Tangata Whenua is well known. To challenge, support and transform our practice, the Council has decided that a stand-alone, Tūranga Kaupapa cultural safety education will become part of recertification.

- **Change I: Tūranga Kaupapa cultural safety as stand-alone education will become a requirement of all midwives.**

### Supporting Colleagues

Āwhina | Supporting our taura/ākonga (students), new graduates, midwives returning to practice or midwives joining us from overseas increases the retention of the workforce. There is an abundance of evidence that mentors, preceptors, or supervisors, who are skilled in facilitating learning, improves the experience of the learner. The Council has proposed that precepting is integrated into other education requirements.

- **Change II: Supporting colleagues (preceptor / mentor/ kaiārahi) – be incorporated, into the recertification education scenarios, the principles of adult education and practising in helping others learn.**
- **Consultation point 1: Do you agree that all midwives can benefit from increasing their precepting skills?**

## Safety in Midwifery Practice (formerly Midwifery Emergency Skills Refresher) (8 hours)

Maintaining midwives' skills in resuscitation is intended to remain a requirement for recertification. However, the Council proposes that, in refreshing those skills, midwives could revise their skills by teaching others, in doing so, learn skills in facilitating and support learning (See Change 3). Safety in Midwifery Practice refreshers would become inclusive of a broader range of practice areas. For example, mental health, midwives' wellbeing, healthcare safety systems.

- **Change III: Safety in Midwifery Practice refreshers become inclusive of a broader range of practice areas that facilitate safety in midwifery practice.**
- **Consultation point 2: Do you agree with the change to a broader Safety in Midwifery Practice Day?**
- **Consultation point 3: What topics do you think are essential to be covered in the Safety in Midwifery Practice Day?**
- **Consultation point 4: What additional topics do you think need to be covered in the Safety in Midwifery Practice Day? E.g., fetal surveillance**

## Minimum eight hours continuing midwifery education (each year)

The requirement for the current additional eight hours of continuing midwifery education states that this "can be any education that has relevance to the midwife's practice." The additional eight hours will remain, however there will be prescribed topics that may be required and can be included within the eight hours each year as outlined below.

### Education around the Midwifery Scope of Practice

As you know we have sought feedback on a revised Scope of Practice in 2021 and 2022. Education will be needed to enable the profession to practise within a revised Scope of Practice.

- **Change IV: Education required on the Scope of Practice for recertification (to be included in the eight hours of continuing midwifery education)**
- **Consultation point 5: What is the best way to engage in this education? E.g., face to face discussions, online modules, a blend of both face to face and online.**

### Cultural safety follow-up education

Following the one day of stand-alone Tūrangā Kaupapa cultural safety education, an additional four hours of education on cultural safety will be required in the 2024 – 2027 recertification period.

- **Change V: Ongoing cultural safety education will occur in the 2024-2027 recertification period.**
- **Consultation point 6: How do you think the four hours ongoing cultural safety education should be delivered? E.g., face to face discussions, online modules, a blend of both face to face and online.**

## Education Summary - Recertification requirements over 3 years proposal

The table on the next page shows an example of how the education requirements could be achieved over the 3-year period.

The current education recertification requirements are 16 hours per year, which is equivalent to 48 hours over 3 years. The proposed changes would mean an increase of 8 hours across the 3-year recertification period.

Education requirements	2024/25	2025/26	2026/27
Safety in Midwifery Practice	8	8	8
Cultural Safety	8	-	-
Cultural safety (follow-up)	-	4	-
Scope of midwifery practice introduction	4	-	-
Continuing Midwifery education	4	4	8
	<b>24</b>	<b>16</b>	<b>16</b>

## Professional Activities

A minimum of eight hours of professional activities is currently required to maintain midwives' competency and engagement with the profession, which the Council intends to continue. However, the Council intends to update the list of examples of activities to reflect cultural responsiveness.

- **Consultation point 7: What activities do you consider are professional activities that maintain your competency and engagement with the profession? [Please click link to current activities](#)**

## Midwifery Standards Review (MSR)

The New Zealand College of Midwives has been providing a Midwifery Standards Review (MSR) for all midwives since the 1990s. The function of the MSR, as stated on their website, is:

- *Midwifery Standards Review (MSR) is a unique quality assurance process developed by the College to reflect the partnership model of midwifery practice. MSR is a professional development process that supports midwives to reflect on their individual midwifery practice in a formal manner, with the assistance of specially educated reviewers. Midwives work with the reviewers to reflect on their midwifery practice and identify a professional development plan.*

Te Tatau o te Whare Kahu | Midwifery Council has included the MSR in the recertification programme since April 2008.

- **Consultation point 8: Do you think that the Midwifery Standards Review works to ensure your practice is competent and provides safe care for the public?**
- **Consultation point 9: What changes, if any, would you suggest of the process to ensure you remain competent as a midwife?**
- **Consultation point 10: How has Tūranga Kaupapa been incorporated into your reviews?**