



Strategic Plan 2018-2021

December 2020

Mission

To protect the health and safety of women and babies experiencing midwifery care in New Zealand through an effective and efficient regulatory framework

Values

We will be known for our:
Integrity, fairness and accountability

Responsibilities

The functions of the Council are defined by the Health Practitioners Competence Assurance Act 2003 (“the Act”). The Council must:

- Define the Midwifery Scope(s) of Practice and prescribe the qualifications required of registered midwives
- Accredite and monitor midwifery educational institutions and programmes
- Maintain a public Register of Midwives who have the required qualifications and are competent and fit to practise
- Issue practising certificates to midwives who maintain their competence
- Establish programmes to assess and promote midwives’ ongoing competence
- Deal with complaints and concerns about midwives’ conduct, competence and health
- Set the midwifery profession’s standards for clinical and cultural competence and ethical conduct, including competencies that will enable effective and respectful interaction with Maori
- Promote education and training in midwifery
- Promote and facilitate inter-disciplinary collaboration and cooperation in the delivery of health services
- Promote public awareness of the Council’s responsibilities

This plan is a living document. It will be reviewed annually, ideally in October/ November to inform the business plan for the following year

The Midwifery Council

The Midwifery Council is the guardian of professional standards in midwifery. It makes sure midwives meet and maintain professional standards of education, conduct and performance so that they deliver high quality healthcare throughout their careers. The safety of mothers and babies comes first.

Strategic Objectives 2018 – 2021 (revised December 2020)

<p>Strategic Objective 1</p> <p>Ensure standards of clinical and cultural competence means that midwives are competent and fit for contemporary midwifery practice. Set the necessary standards of clinical and cultural competence including competencies that will enable effective interaction with Maori, that address equity and that define safe practice in this context.</p>	<p>Strategies to support this</p> <p>The development and implementation of the Aotearoa Midwifery Project.</p>	<p>Outcome</p> <ul style="list-style-type: none">• A revised scope of practice statement, set of competencies for entry to the register of midwives and standards for pre-registration programmes of education are developed.• Midwives utilise the revised standards of clinical and cultural competence in their practice.• Programmes of education are contemporary and those achieving the graduate profile meet the required standard to enter the register.
<p>Strategic Objective 2</p> <p>The Council clearly articulates and demonstrates its commitment to Te Tiriti and cultural safety in midwifery practice.</p>	<p>Strategies to support this</p> <ul style="list-style-type: none">• A Maori advisor is engaged to work with the Board and secretariat to develop a Te Tiriti honouring framework and workplan.• Midwives demonstrate understanding of the need to consider cultural issues when working with Maori.• There are tangible measures for cultural safety that can be demonstrated in a pro-equity space.• There are clear expectations and standards that ensure cultural safety is embedded within pre-registration programmes of education, competence standards and recertification programmes.• Cultural Safety and competence is a priority for programmes for midwives entering New Zealand.	<p>Outcome</p> <p>The Council board and secretariat work in a way that is Te Tiriti honouring. There is a clear commitment by the Council to Cultural Safety and improving equity for wahine and pepe.</p>

Strategic Objective 3

Stakeholders place their trust in the midwifery profession because the Council provides accessible and understandable evidence that midwives are competent, honest and culturally safe.

Strategies to support this

- Analysis of regulatory data to demonstrate risks and trends and to show the effectiveness of initiatives to improve quality.
- Use of data to support and inform decision making.
- Evaluation of programmes to demonstrate outcomes.
- Effective stakeholder engagement programme.

Outcome

The Council clearly articulates the safety net that sits around midwives and midwifery as its decisions are informed by robust evidence. The Council's role is known and understood by women, their whanau and by midwives and women view midwifery as a trustworthy profession.

Strategic Objective 4

The Council has robust and effective IT and information management systems.

Strategies to support this

- Install regulatory management software to streamline processes.
- Make software available to enable Board effectiveness and access to information.
- Ensure correct cyber and security systems to ensure safety and security of private and personal information.
- Implement information management systems and processes.

Outcome

Council processes and decision making are supported and enabled by a fit for purpose IT system. Information assets are protected with appropriate safety and security.