

COMPETENCE ASSESSMENT TOOL

National Student Midwife Competence Assessment Tool

Year 1



Bord Altranais agus
Cnáimhseachais na hÉireann
Nursing and Midwifery Board
of Ireland

Full Student Name (as per Candidate Register):			
Student ID number:			
HEI:		HEI Link Lecturer:	

This document remains the property of the Higher Education Institute (HEI)/University and its care is the responsibility of the undergraduate midwifery student.

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STUDENT DECLARATION

I declare that I have achieved all the signed indicators, domains, skills and performance criteria through my own efforts, and that all signatures are the authentic signatures of the relevant named personnel.

Student Name (please print name): _____

Student Signature: _____

Date: _____

Complete practice placement assessment details in chronological order

Name of placement incl. core/specialist placement	Allocation dates: from - to	Name of Preceptor/CMM	No of weeks allocated	No of weeks completed

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SCHOOL OF NURSING AND MIDWIFERY, UCC AND PARTICIPATING HEALTH SERVICE PROVIDERS

PRACTICE PLACEMENT AGREEMENT 2021/22

INTRODUCTION

As a **Nursing or Midwifery** student you are studying to obtain a University Degree that will allow you to register with the Nursing and Midwifery Board of Ireland (NMBI) and upon registration, to work as a Registered Nurse or Registered Midwife. Part of being a nurse or midwife is the ability to demonstrate professionalism. Regardless of their position, an effective nurse or midwife is someone who exhibits caring, compassion, empathy, and commitment whilst up-holding the values of accountability, respect, and integrity and the willingness to continuously deliver the highest-quality care to patients/clients/women and babies. To help students, we have listed out key areas that provide evidence of the student demonstrating professionalism in their role.

During your study you will gain practice experiences in various health care settings, interacting with individuals¹, members of staff², and other health care professionals. It is therefore essential that you agree with the conditions set out below to ensure that you can learn effectively and become a competent nurse or midwife. These conditions are based upon NMBI's *Programmes Standards and Requirements and Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives* (2021) [Code-of-Professional-Conduct-and-Ethics.pdf \(nmbi.ie\)](http://www.nmbi.ie/Code-of-Professional-Conduct-and-Ethics.pdf), University College Cork's (UCC) Student Policies <http://www.ucc.ie/en/study/undergrad/orientation/policies/>, and the School of Nursing and Midwifery's Student Policies <http://www.ucc.ie/en/nursingmidwifery/students/bscnursemid/>. Failure to comply with the conditions set out in this agreement, which you will be asked to sign, may result in you not being allowed to continue in your BSc Nursing or BSc Midwifery programme.

Student Name: _____ **Student ID Number:** _____

I AGREE THAT:

1. I will listen to individuals and respect their views, treat individuals politely and considerately, and respect their privacy, dignity, and their right to refuse to take part in teaching.
2. I will act according to NMBI's *Code of Professional Conduct and Ethics for Registered Nurses and Midwives* (2021).
3. My views about a person's lifestyle, culture, beliefs, race, colour, gender, sexuality, age, social status, disability or perceived economic worth will not prejudice my interaction with individuals, members of staff, or fellow students.
4. I will respect and uphold an individual's trust in me.
5. I will always make clear to individuals that I am a nursing or midwifery student and not a registered nurse or registered midwife.
6. I will maintain appropriate standards of dress, cleanliness and appearance.
7. I will wear a health service provider identity badge with my name clearly identified.
8. I will familiarise myself and comply with the Health Service Provider's values, policies and procedures.

¹ 'Individual' also refers to patient, client, women and babies, resident, significant other, colleague, other health care professional

² 'Member of staff' refers to both academic and health service personnel.

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9. I have read and understood the guidelines as set out in the current Clinical Practice Placement Guidelines <http://www.ucc.ie/en/nursingmidwifery/students/bscnursemid/>.
10. I understand and accept to be bound by the principle of confidentiality of individuals' records and data. I will therefore take all necessary precautions to ensure that any personal data concerning individuals, which I have learned by virtue of my position as a nursing student or a midwifery student, will be kept confidential. I confirm that I will not discuss individuals with any other party outside the clinical setting, except anonymously. When recording data or discussing care outside the clinical setting, I will ensure that individuals cannot be identified by others. I will respect all Health Service Providers' and individuals' records. I understand that patient/client /women's records must never be left where an unauthorised person can access them. I also understand that at the end of a clinical placement shift, any notes that I record containing patient/client/women's details, medical and/or details of patients/clients, women and babies, staff, or other confidential HSP information (e.g. handover notes) must be either shredded on site or placed in a HSP confidentiality bin for shredding at a later date. Professional or personal issues around confidentiality should be addressed with the Preceptor/CPC/CDC/Link Lecturer. I understand that in preparing for clinical practice placement I am required to complete the **Fundamentals of GDPR Learning Module** on HSEland <https://www.hseland.ie/dash/Account/Login>
11. I have read and understand the BSc Programme's Grievance and Disciplinary Procedures <http://www.ucc.ie/en/nursingmidwifery/students/bscnursemid/>
12. I understand that, if I have (or if I develop) an impairment or condition, **it is my responsibility** to seek advice regarding the possibility that it may impact on my ability to learn, to perform safely in the clinical environment, or affect my personal welfare or the welfare of others. An appropriate person to seek advice from in the clinical setting may be an Allocations Liaison Officer, Clinical Placement Coordinator, Staff Nurse or Staff Midwife. I understand **it is also my responsibility** to declare the impairment or condition on the relevant health disclosure form which can be found at the following link: <https://www.ucc.ie/en/academicgov/aago-policies/fitnesstopractise/>
I accept that only through disclosure of this impairment/condition can an appropriate plan of support to reach required clinical learning outcomes/competencies be explored. In addition, in the event that a preceptor or other health care professional observes or is made aware by the student of an impairment or condition, it is their responsibility to seek advice regarding the possibility that the impairment or condition may impact on your ability to learn, to perform safely in the clinical environment, or affect your personal welfare or welfare of others. After seeking advice, the appropriate support and action/reasonable accommodations will be provided and taken. Following a discussion with you host health service provider, I also provide consent for my host health care provider to disclose my impairment or condition to external clinical sites where I may be placed so that the appropriate support, assessment and reasonable accommodations can be undertaken and implemented.
13. I understand that if I have any criminal conviction(s) during the programme that I will declare same on the relevant Fitness to Practice disclosure form that can be located at the following link: <https://www.ucc.ie/en/academicgov/aago-policies/fitnesstopractise/>
14. If I am returning from a period of illness/hospitalisation/surgery, it is expected that I report this to the Allocation Liaison Officer (attached to my Health Service Provider), as I may be required to attend the occupational health department prior to accessing my clinical placement.
15. I understand and accept that any dispute between parties in relation to this Agreement, outside of UCC's and NMBI's relevant regulations, may be referred to the BSc Nursing and Midwifery Joint Disciplinary Committee for a decision.
16. I confirm that I shall endeavour to recognise my own limitations and shall seek help/support when my level of experience is inadequate to handle a situation (whether on my own or with others), or when I or other individuals perceive that my level of experience may be inadequate to handle a situation.

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17. I shall conduct myself in a professional and responsible manner in all my actions and communications (verbal, written and electronic including text, e-mail or social communication media).
18. I will attend all scheduled teaching sessions and all scheduled clinical placements, as I understand these are requirements for satisfactory programme completion. If I am unable to attend any theoretical or Mandatory/Essential Skills element (including online requirement) of the programme, I will notify the Attendance Monitoring Executive Assistant in G.03 (prior to scheduled date) and provide a written explanation for the Module Leader as soon as possible and in accordance with the current Mandatory and Essential Skills Policy (<http://www.ucc.ie/en/nursingmidwifery/students/bscnursemid/>). I will also inform the relevant HSP Allocation Liaison Officer prior to the commencement date of my clinical placement. If I am then unable to attend my scheduled clinical placement due to the above reasons, I will act according to Local Health Service Provider Guidelines and the Practice Placement Agreement, and will inform the relevant personnel in a timely manner e.g. Clinical Placement Coordinator, Clinical Nurse Manager, Clinical Midwifery Manager as soon as possible.
19. I understand that students are **not permitted** to arrange/book holidays during clinical placement blocks.
20. I understand that when engaging in **social media** and **social networking** that I must act professionally at all times, and keep posts positive in addition to patient or person free. I will respect patient/client's /woman's privacy and confidentiality. I understand that I must protect my professionalism and reputation. I will keep my personal and professional life separate. I will check my privacy settings and respect the privacy of others. I will consider the implications of what I am posting. I will avoid posting in haste or anger. I will not respond to other posts in haste. Please read NMBI's Guidance document in relation to social media and social networking: [Guidance to Nurses and Midwives on Social Media and Social Networking](#)
21. I understand that if I have a conscientious objection based on religious or moral beliefs, which is relevant to my professional practice, I will share this with an appropriate person in the clinical setting. Even if I have a conscientious objection, I will provide care to a patient in an emergency where there is a risk to the patient's life. The Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (2021) states that it is not a breach of any part of this code for nurses and midwives to provide services under the Health (Termination of Pregnancy) Act 2018.
22. I know that I have a personal responsibility to protect myself, my patients/clients/women and babies and the general public from the potential of Covid-19 virus transmission. I will ensure that:
 - I am aware of COVID-19 symptoms or other related pandemic symptoms. Please see: <https://www2.hse.ie/coronavirus/>
 - I understand that if I have symptoms of COVID-19 or acute infections such as symptoms of viral respiratory tract infection or gastroenteritis, that I will undertake not to present myself to clinical placement or to the University.
 - I am aware that if I have had close contact with someone with COVID-19 that I am not to present to clinical placement or to the University and should avoid public places for a period of 14 days after the last day of close contact with the COVID-19 case.
 - I will ensure that I keep myself up to date with and adhere to current Public Health Advice regarding COVID-19.
 - I will undertake the Infection Prevention and Control training recommended by the School of Nursing and Midwifery and the HSE.
 - I will ensure that I abide by the rule of 'bare below the elbows/bare above the wrist' while on clinical placement.
 - I will comply with Infection Prevention and Control directions given by HSE and other Clinical staff when I am in clinical areas.
 - I undertake to cooperate with requirements for management of outbreaks or other incidents of infection including providing samples for testing where required.

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- I will commit to declaring that I am free of key symptoms of COVID-19 each day before I present myself to clinical placement by completing the **UCC Clinical Students Covid App**.

Students can move from a placement in one institution to a placement in another without an interval of time as part of their programme. Thus, I undertake to:

- Adhere to recommended Infection Prevention and Control Practice at all times when interacting with all individuals during clinical placement.
- Complete the **UCC Clinical Students Covid App** and not present to the new placement area if a day pass has not been issued.
- Complete the **UCC Clinical Students Covid App** in cases when I am reassigned from one institution/service to another on completion of the placement in one institution/service. (For example, if I am moving from one hospital to a community unit or from a primary care service to a hospital).
- Similarly, I understand that if I work in a healthcare setting during the same period as attending clinical placements, I should complete this **UCC Clinical Students Covid App** on an ongoing basis.

By my signature hereunder I confirm that I have read and understood all the above conditions and that I agree to comply with ALL of these for the duration of the BSc Programme.

Student Signature: _____ Date: ____/____/____

Signed on behalf of the Health Service Provider:

Health Service Provider: _____
Please print name

Director of Nursing/Midwifery/Nominee/Title: _____
Please print name

Signature: _____ Date: ____/____/____

Signed on behalf of University College Cork:

Head, School of Nursing and Midwifery/Nominee/Title: _____
Please print name

Signature: _____ Date: ____/____/____

COMPETENCE ASSESSMENT TOOL

Introduction

This document contains the Competence Assessment Tool (CAT) for Year 1 of the BSc (Hons) Midwife Registration programme and guidance for its use.

The CAT and guidance document has been developed by the Nursing and Midwifery Board of Ireland (NMBI) in consultation with relevant Higher Education Institutes (HEIs) /Universities and associated Health Service Providers (HSPs).

Clinical practice is an integral part of the Midwife Registration programme, reflecting the practice-based nature of the midwifery profession. The development of skills, knowledge and professional behaviours represent a key component in the students' attainment of competence to practise as a Registered Midwife. In keeping with the Midwife Registration Programme Standards and Requirements (NMBI 2016), the CAT acts as a record of on-going achievements in clinical practice over the four-year Midwife Registration programme, which is a requirement of the NMBI to register as a midwife in the Midwives Division of the Nurses and Midwives Register.

This guide has been developed to help the student and their Preceptor/Associate Preceptor (Co-preceptor) complete the CAT. Each year the student will be assessed in core midwifery practice area/s at incremental levels by Preceptors/Associate Preceptor (Co-preceptor) and Registered Midwives, who support, supervise, and assess the student throughout her/his practice/clinical placement. It is recommended that this document be read in conjunction with the following:

- Academic Regulations and Procedures of the relevant HEI/University
and
- Any specific guidance provided by the midwifery team within the HEI/University and/or the Midwifery Practice Development team responsible for the programme.

The student and the Preceptor/Associate Preceptor (Co-preceptor) must be familiar with their individual roles and responsibilities, as outlined below, and with the processes and procedures associated with the assessment of competence and the documenting of these in the CAT.

Competence for Entry to the Midwives Division of the Nurses and Midwives Register maintained by the NMBI

Competence is defined as 'the ability of the Registered Midwife to practise safely and effectively' (NMBI 2015 p2), fulfilling their professional responsibility within their scope of practice, the knowledge, skills, and professional behaviours required of the midwife for safe practice in any setting, and indicates what a midwife is expected to know and what a midwife does (ICM 2013).

The competencies for entry to the Midwives Division of the Nurses and Midwives Register maintained by the NMBI are clearly aligned with the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2021) and are based on the Practice Standards for Midwives (NMBI 2015).

Assessment of Competence in the Midwife Registration Programme

The aim of the CAT is to ensure that on completion of the Midwife Registration programme, students provide safe, effective, evidence-based, and compassionate midwifery care to women and their babies before and during pregnancy, in labour and at birth and postnatal, as reflected in the definition of the midwife endorsed by the NMBI.

The five competencies represent a broad enabling framework to facilitate the assessment of students' clinical practice, with the emphasis on a holistic assessment of knowledge, skills and professional behaviours expected of a midwife. Each competence has a series of assessment criteria that are specific to each year of the Midwife Registration programme, and outline what is expected of the student in core clinical midwifery placements. This facilitates incremental progression of the student under a spectrum of supervision, beginning with **Direct Supervision in Year 1**

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of the programme and culminating in **Distant Supervision in Year 4**. The level of supervision expected for each year is stipulated by the NMBI (2016) and is defined in the CAT, specific to the year of the Midwife Registration programme.

Year	Level and Description of Supervision	Scope of Practice
One	Direct Supervision: Defined as the Preceptor/Associate Preceptor (Co-preceptor) working with the student on a continuous basis whenever care is being provided to women and their babies. The student is expected to have observed and participated in practice with the Preceptor/Associate Preceptor (Co-preceptor) and be able to describe the care provided.	The student is a novice to the world of midwifery and requires exposure to all aspects of practice and direct supervision by the midwife. The student will be expected to have observed and participated in the care provided by the midwife to women in pregnancy and childbirth, and to mothers and babies in the postnatal period. The student should also be able to discuss the basic concepts involved. The student may require continuous prompting in the provision of midwifery care, and considerable direction in identifying their learning needs.

Guidance on the Assessment of Competence Process

In each year of the Midwife Registration programme, all competencies and their associated assessment criteria must be assessed at least once during each core midwifery placement, and successfully achieved before the student progresses to the next year of the programme. On completion of assessment, the student is deemed to have either passed or failed the competence/competencies.

Where competence/competencies have not been achieved, the student will be given an opportunity to repeat the entire practice/clinical placement and assessment. Following an opportunity to repeat, if the student fails the assessment, the student may be asked to exit the Midwife Registration programme. Regulations in relation to repeat attempts will be agreed and managed as per the Academic Regulations and Procedures of the relevant HEI/University.

Successful completion of the CAT facilitates student progression from one year to the next, and to culminate in competence in midwifery practice on completion of the four-year Midwife Registration programme.

It is the responsibility of the student to ensure that the CAT document

- (i) is available on practice/clinical placement,
- (ii) it is completed accurately and
- (iii) submitted as per HEI/University guidelines on the prescribed submission date

It must be presented by the student on request to the Preceptor/Associate Preceptor (Co-preceptor), members of the Midwifery Practice Development team and to the relevant HEI/University personnel. While the CAT was developed and published by the NMBI, the governance of the process involved in assessment of competence remains with the respective HEI/University. The CAT document remains the property of the HEI/University.

Prior to the start of practice/clinical placement the student should review their learning needs incorporating any earlier experience of the practice/clinical settings and identify specific learning objectives for the practice/clinical placement. In addition, the student should review the learning opportunities specific to the practice/clinical placement. If it is the student's first practice/clinical placement the student is advised to discuss potential learning objectives with the Clinical Placement Coordinator in Midwifery (CPCM), practice/clinical placement module leader or link lecturer.

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The student is orientated to the placement on **day 1** of the practice/clinical placement, ideally by their allocated Preceptor/Associate Preceptor (Co-preceptor). Where this is not possible, a named midwife should be allocated to work with the student and details of Preceptor/Associate Preceptor (Co-preceptor) provided to the student and recorded on the duty roster.

Initial interview

An initial interview takes place as early as possible, during **week one** and is facilitated by the Preceptor/Associate Preceptor (Co-preceptor). Preceptors/Associate Preceptor (Co-preceptor) are midwives *'who have a role in supporting, supervising and assessing students, have completed a teaching and assessment course approved by NMBI that enables them to support, guide and assess students in the clinical practice environment and assist students to learn the practice of midwifery'* (NMBI 2016 p53). At this interview, the student, and Preceptor/Associate Preceptor (Co-preceptor):

- Identify learning needs, objectives, opportunities, and resources specific to the practice/clinical placement. The degree of supervision expected, as prescribed by the Midwife Registration Programme Standards and Requirements (NMBI 2016) is discussed. In Year 1, **Direct Supervision** is provided which is defined as 'the Preceptor/Associate Preceptor (Co-preceptor) working with the student on a continuous basis whenever care is being provided to women and their babies' (NMBI 2016 page 19). The student is expected to have observed and participated in practice with the Preceptor/Associate Preceptor (Co-preceptor) and be able to describe the care provided.
- The student and Preceptor/Associate Preceptor (Co-preceptor) discuss the competencies, assessment criteria and associated skills, which the student is expected to achieve on completion of the practice/clinical placement.
- The importance of feedback is discussed and encouraged throughout the placement.
- Dates for the intermediate and final interviews are agreed and recorded at the initial interview.

Intermediate interview

At the intermediate interview, the student's progress to date is reviewed and recorded. Guidance and feedback is provided and documented for future learning and competence attainment. The follow up/feedback page should be used throughout the practice/clinical placement to:

- Support the student to achieve the level of competence required for the year of the Midwife Registration programme.
- Facilitate communication between the Preceptor/Associate Preceptor (Co-preceptor) and any other supervising midwives where continuity of Preceptor/Associate Preceptor (Co-preceptor) is not possible.
- Identify and document renegotiated learning objectives.

Final interview

At the final interview, the student, and Preceptor/Associate Preceptor (Co-preceptor):

- Review the competencies, the assessment criteria, and associated skills that the student is expected to achieve on completion of the practice/clinical placement.
- The student is deemed to have passed or failed in the assessment of competence.
- Feedback is provided by the Preceptor/Associate Preceptor (Co-preceptor) and student, and documentation is completed.
- This should be accompanied by written comments by the student and the Preceptor/Associate Preceptor (Co-preceptor) on the overall process and result of the assessment of competence to guide future learning needs.

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Assessment of the Student includes:

- Observation of **relevant knowledge, skills and professional behaviours** in the provision of care.
- Demonstration by the student through participation in the provision of care.
- Exploration of rationale for care with the student.
- Discussion with other midwives who have supervised and supported the student in practice.
- Demonstration by the student in a simulated situation, where demonstration in practice is not possible.
- Reference to comments on follow up/feedback sheet and to development plans if used during the placement.
- Review of student's attendance during placement.

Procedure where there are concerns in relation to a student's progress

Where there are concerns in relation to the student's progress, the Preceptor/Associate Preceptor (Co-preceptor), in consultation with the student, should consult with the Clinical Placement Coordinator in Midwifery, and a **development plan/ supportive learning plan** must be put in place to support the student to successfully complete the relevant competence/competencies over the remaining time of the practice/clinical placement. Link Lecturers also need to be informed of and can provide advice and support when the development plan/supportive learning plan is being developed.

The development plan/supportive learning plan must be:

- Recorded in the follow up/feedback sheet and referred to over the course of the remaining practice/clinical placement.
- Explicit in detailing what the student must do to successfully complete the assessment of competence.
- The link lecturer supporting the practice/clinical placement area may also be consulted for advice and support.

Procedure when a student is unsuccessful in attaining competence

The Preceptor/Associate Preceptor (Co-preceptor) documents the reason/s for a failed assessment of competence and completes an **action plan** in consultation with the student, the Clinical Placement Coordinator in Midwifery and, where appropriate, link lecturer.

The action plan must provide:

- Specific guidance to both the student and Preceptor/Associate Preceptor (Co-preceptor) on what is required to successfully complete the assessment of competence on the second attempt.
- The written action plan must reinforce the student's understanding of the reason for failing and be explicit in the event of a new Preceptor/Associate Preceptor (Co-preceptor) completing the repeat assessment.

If a student is unsuccessful in any element of the assessment of competence, the student will have a **minimum of 4 weeks** practice/clinical placement to repeat the complete assessment.

Procedures specific to each HEI/University in relation to a failed assessment of competence e.g., informing the relevant personnel in the HEI/ University, arrangement of practice/clinical placement to facilitate reassessment will be provided locally by the HEI/ University and must be adhered to.

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The Role and Responsibilities of the Midwifery Student

- The student is responsible for completion and submission of the completed CAT to the HEI/University on the pre-arranged submission dates and at the end of the Midwife Registration programme.
- The student must be familiar with their individual role and responsibilities and with the processes and procedures associated with the assessment of competence and the documenting of these in the CAT.
- If there are any operational difficulties in arranging working with a named Preceptor/Associate Preceptor (Co-preceptor) or organising practice/clinical assessment, the student must consult with the Clinical Midwifery Manager (CMM2) or deputy. If the difficulty cannot be resolved, the student should then contact the Clinical Placement Coordinator in Midwifery.
- Procedures specific to each HEI/University, regarding a failed assessment of competence e.g., informing the relevant personnel in the HEI/University, arrangement of practice/clinical placement to facilitate reassessment will be provided locally by the HEI/University and must be adhered to.

The Role and Responsibilities of the Preceptor/Associate Preceptor (Co-preceptor)

- The Preceptor/Associate Preceptor (Co-preceptor) must be a Registered Midwife and is a gatekeeper to the Register of Midwives maintained by the NMBI and therefore plays a vital role in promoting and protecting safety for women and their babies accessing maternity services.
- The Preceptor/Associate Preceptor (Co-preceptor) must be familiar with their individual role and responsibilities, and with the processes and procedures associated with the assessment of competence and the documenting of these in the CAT.
- All Preceptor/Associate Preceptor (Co-preceptor) must have 'completed a teaching and assessment course approved by NMBI that enables them to support, guide and assess students in the clinical practice environment and assist students to learn the practice of midwifery' (NMBI 2016 p53).
- The Preceptor/Associate Preceptor (Co-preceptor) should facilitate the student in arranging the initial, intermediate, and final interviews and use these interviews to:
 - Review learning objectives specific to the practice/clinical area.
 - Identify learning opportunities and learning resources.
 - Assess learning needs in consultation with the student.
 - Identify competencies to be achieved including assessment criteria and associated skills.
 - Provide ongoing feedback and direction to the student.
 - Complete documentation.
- The Preceptor/Associate Preceptor (Co-preceptor) and the student will complete an action plan, if the student is unsuccessful in achieving competence.
- If a student has been absent in a placement where he/she is being assessed, the Preceptor/Associate Preceptor (Co-preceptor) can decide not to allow the assessment to proceed. Consultation will take place with the Clinical Placement Coordinator in Midwifery and, where appropriate the link lecturer.
- If at any stage, the Preceptor/Associate Preceptor (Co-preceptor), in consultation with the Clinical Placement Coordinator in Midwifery, has concerns about a student achieving their learning objectives and competencies, the Preceptor/Associate Preceptor (Co-preceptor) may contact the link lecturer to discuss the situation. The link lecturer will provide guidance and support as appropriate.

References

- International Confederation of Midwives (ICM) (2017) International Definition of the Midwife Toronto
- Nursing and Midwifery Board of Ireland (2021) Code of Professional Conduct and Ethics for Registered Nurses and Midwives Nursing and Midwifery Board of Ireland, Dublin
- Nursing and Midwifery Board of Ireland (2015) Practice Standards for Midwives Nursing and Midwifery Board of Ireland, Dublin
- Nursing and Midwifery Board of Ireland (2016) Midwife Registration Programme Standards and Requirements Nursing and Midwifery Board of Ireland, Dublin

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REFLECTION

What is reflective learning? Reflective learning is a learned process that requires time and practice. It is an active process: involving thinking through the issues yourself, asking questions and seeking out relevant information to aid your understanding. Reflective learning works best when you think about what you are doing before, during and after your learning experience. Reflective learning is therefore not only about recognizing your something new; it is also about see reality in a new way. Reflection is an important skill to develop and requires you to think about how you are personally relating to what is happening in the workshop or in your work.

The student is encouraged to reflect on his/her learning experiences, which s/he may wish to draw on in meetings with preceptors, clinical placement co-ordinators (CPC) and link lecturers.

Reflection on clinical practice may help to refine reflective thinking and writing skills.

Students need to complete **one reflection per placement** related to the clinical practice area that they are in e.g. antenatal, intranatal or postnatal. These can be about any aspect of clinical practice and may incorporate any literature that the student considers appropriate to learning.

The student and preceptor/midwife/assessor should sign completed reflective pieces.

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Practice Placement Area:

Assessment of Competence in Year 1 of the Midwife Registration programme

Principle 1: Respect for the Dignity of the Person			
Competency 1: The midwife's practice is underpinned by a philosophy that protects and promotes the safety and autonomy of the woman and respects her experiences, choices, priorities, beliefs and values			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
1.1. Participates with the midwife in recognising pregnancy and childbirth as a healthy and normal physiological event and a profound event in a woman's life.	<ul style="list-style-type: none"> Identifies how the physiological changes of pregnancy may affect the woman in her daily life. 		
1.2 Participates with the midwife in advocating on behalf of women and their babies to ensure their rights and interests are protected including the woman's right to choose how and where to give birth.	<ul style="list-style-type: none"> Identifies the options and choices of maternity care available to women in their local health service area. 		
1.3 Participates with the midwife in respecting the diversity of women and their families including their beliefs, values, choices and priorities.	<ul style="list-style-type: none"> Identifies diversity and displays respect for beliefs values choices and priorities that may affect the provision of care. 		
1.4 Participates with the midwife in providing sufficient evidence-based information to the woman to empower her to make informed decisions about her care and that of her baby.	<ul style="list-style-type: none"> Uses appropriate language when providing information to a woman. 		

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Principle 2: Professional Responsibility and Accountability			
Competency 2: The midwife practises in line with legislation and professional guidance and is responsible and accountable within their scope of midwifery practice. This encompasses the full range of activities of the midwife as set out in the EC Directive 2005/36/EC and the adapted Definition of the Midwife (ICM, 2011) as adopted by Midwifery Board of Ireland (NMBI)			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
2.1 Participates with the midwife in acting at all times within the law and follows the rules and regulations of the Midwifery Board of Ireland (NMBI) and other applicable bodies.	<ul style="list-style-type: none"> • Has knowledge of the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2021). • Has knowledge of the Practice Standards for Midwives (NMBI 2015). 		
2.2 Works within the scope of practice for a first-year midwifery student and recognises their own level of knowledge, skills and professional behaviours.	<ul style="list-style-type: none"> • Identifies own limitations in the clinical area and takes appropriate action if delegated a role or responsibility beyond level of competence. • Demonstrates professional behaviour and standard of dress according to hospital policy. • Demonstrates a responsible attitude to attendance and punctuality. 		

COMPETENCE ASSESSMENT TOOL

Principle 3: Quality of Practice			
Competency 3: The midwife uses comprehensive knowledge skills and professional behaviours to provide safe, competent, kind, compassionate and respectful care. The midwife keeps up to date with current midwifery practice by undertaking relevant continuing professional development			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
3.1 Participates with the midwife providing safe, competent, kind, compassionate and respectful care which is informed by best available evidence, knowledge and the experiences, preferences and values of the woman.	<ul style="list-style-type: none"> Observes and participates in all aspects of care. 		
3.2 Participates with the midwife in assessment, planning implementation and evaluation of care of women and their babies.	<ul style="list-style-type: none"> Observes and participates in the assessment and implementation of planned care. Recognise the physiological changes that must be considered when planning care. 		
3.3 Participates with the midwife in the assessment of maternal and fetal/neonatal wellbeing including the accurate monitoring and reporting of vital signs.	<ul style="list-style-type: none"> Performs systematic maternal/fetal/neonatal assessment and documents findings. Accurately records vital signs of the woman/fetus/ neonate in the healthcare record. 		
3.4 Participates with the midwife in supporting and educating women with infant feeding practices which include protecting, promoting and supporting breastfeeding.	<ul style="list-style-type: none"> Promotes and supports breastfeeding. Respects and supports women's choice of infant feeding. 		
3.5 Participates with the midwife in complying with universal infection prevention and control measures.	<ul style="list-style-type: none"> Consistently demonstrates safe practice including the use of WHO's 5 Moments of Hand Hygiene and appropriate use of Personal Protective Equipment (PPE). 		
3.6 Participates with the midwife in the safe management of drug administration, monitoring effects and documenting appropriately in accordance with Midwifery Board of Ireland (NMBI) management guidance.	<ul style="list-style-type: none"> Observes and participates in the administration of medications and care of women receiving medication. 		

COMPETENCE ASSESSMENT TOOL

Principle 3: Quality of Practice			
Competency 3: The midwife uses comprehensive knowledge skills and professional behaviours to provide safe, competent, kind, compassionate and respectful care. The midwife keeps up to date with current midwifery practice by undertaking relevant continuing professional development			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
3.7 Participates with the midwife reflecting on their own practice and can begin to identify their own learning needs.	<ul style="list-style-type: none"> • Reflects on own practice. • Identifies own learning needs. 		
3.8 Participates with the midwife in Identifying the importance of national and local guidelines and policies in the provision of evidence-based care.	<ul style="list-style-type: none"> • Identifies a key guideline/policy document appropriate to the clinical area and its relevance to care. 		
3.8 Demonstrating a willingness to learn from women, preceptor's midwives and colleagues.	<ul style="list-style-type: none"> • Seeks opportunities and is proactive in their own learning. 		

COMPETENCE ASSESSMENT TOOL

Principle 4: Trust and Confidentiality:			
Competency 4: The midwife works in equal partnership with the woman and her family and establishes a relationship of trust and confidentiality.			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
4.1 Participates with the midwife in ensuring that the woman and her baby are the primary focus of practice.	<ul style="list-style-type: none"> • Demonstrates dignity, respect, compassion and empathy for the woman and her family in a professional manner. • Includes the woman in plan of care and decision making by using appropriate language that is readily understood. • Obtains informed consent when providing midwifery care. 		
4.2 Participates with the midwife in providing care that is safe, evidence-based, supportive, responsive and compassionate taking into account the needs of the woman, her baby and her family.	<ul style="list-style-type: none"> • Provides midwifery care that is sensitive, kind, compassionate, supportive and recognises the diverse needs of the woman and her family. 		
4.3 Participates with the midwife in respecting the woman's right to privacy and confidentiality.	<ul style="list-style-type: none"> • Demonstrates awareness of the importance of confidentiality, privacy and safeguarding woman's records, data and database according to the legislation and woman's safety. 		

COMPETENCE ASSESSMENT TOOL

Principle 5: Collaboration with Others			
Competency 5: The midwife communicates and collaborates effectively with women, women’s families and with the multidisciplinary healthcare team			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
5.1 Participates with the midwife in providing information in a format that is understandable and accessible to all women and their families.	<ul style="list-style-type: none"> • Shares information that is clear and accurate, at a level that women and their families can understand. • Listens and communicates with women and their families in a manner that is kind, caring and compassionate. 		
5.2 Participates with the midwife in communicating appropriately and effectively with women and their families and with the multidisciplinary healthcare team.	<ul style="list-style-type: none"> • Initiates a conversation with the woman and her family and uses language that is readily understood. • Identifies members of the multidisciplinary healthcare team and their roles. • Takes part in clinical handover. • Demonstrates how to call for help in an emergency according to local policy. 		
5.3 Participates with the midwife in recording clinical practice in a manner which is clear objective, accurate and timely.	<ul style="list-style-type: none"> • Documents care in a clear, concise and accurate manner in the healthcare record. 		

COMPETENCE ASSESSMENT TOOL

Initial Interview		Core Placement
Clinical Placement Area:		
Orientated to the clinical area Yes <input type="checkbox"/> No <input type="checkbox"/>		
Discussion of Assessment Criteria and Skills (Preceptor/Associate Preceptor (Co-preceptor and Student):		
Specific opportunities identified by the Preceptor/Associate Preceptor (Co-preceptor) that are available during this practice/clinical placement:		
Signature of Preceptor/Associate Preceptor (Co-preceptor):	Signature of Student Midwife:	Date:
Print name:	Print name:	
Date set for mid-point interview:		CPCM Signature (review of
document):		
Link Lecturers Comments & Signature (where appropriate):		

COMPETENCE ASSESSMENT TOOL

Midpoint Interview		Core
Clinical Placement Area:		
Student review of progress to date:		
Preceptor/Co-preceptor review of student's progress to date:		
Signature of Preceptor/Associate Preceptor (Co-preceptor):	Signature of Student Midwife:	Date:
Print name:	Print name:	
Date of final interview:		CPCM Signature (review of document):
Link Lecturers Comments & Signature (where appropriate):		

COMPETENCE ASSESSMENT TOOL

Final Interview: The Preceptor/Associate Preceptor (Co-preceptor) and student review all criteria and skills Core Placement Area:		
Student's review:		
Preceptor/Associate Preceptor (Co-preceptor) review:		
Signature of Preceptor/Associate Preceptor (Co-preceptor):	Signature of Student Midwife:	Date:
Print name:	Print name:	
All assessment criteria achieved: Pass Fail <input type="checkbox"/> <input type="checkbox"/> CPCM Signature (review of document):		
Link Lecturers Comments & Signature (where appropriate):		

COMPETENCE ASSESSMENT TOOL

Feedback from other midwives, comment on key areas of progress and identify areas for development from the assessment criteria and skills. Please date, sign and print name for each entry.

Signature:	Print Name:	Date:
Signature:	Print Name:	Date:
Signature:	Print Name:	Date:
Signature:	Print Name:	Date:
Signature:	Print Name:	Date:

COMPETENCE ASSESSMENT TOOL

Clinical Placement Co-Ordinator Comments / meetings:

Date	Comments	Signature

COMPETENCE ASSESSMENT TOOL

Clinical Placement Co-Ordinator Comments / meetings:

Date	Comments	Signature

COMPETENCE ASSESSMENT TOOL

STUDENT REFLECTIVE NOTES

*To ensure anonymity throughout, please do not make any reference to named individual women/relatives/professionals, or names of placement areas.
Please use black pen only.*

Date: _____

Signature

Preceptor _____ Student _____

COMPETENCE ASSESSMENT TOOL

Practice Placement Area:

Assessment of Competence in Year 1 of the Midwife Registration programme

Principle 1: Respect for the Dignity of the Person			
Competency 1: The midwife's practice is underpinned by a philosophy that protects and promotes the safety and autonomy of the woman and respects her experiences, choices, priorities, beliefs and values			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
1.1. Participates with the midwife in recognising pregnancy and childbirth as a healthy and normal physiological event and a profound event in a woman's life.	<ul style="list-style-type: none"> Identifies how the physiological changes of pregnancy may affect the woman in her daily life. 		
1.2 Participates with the midwife in advocating on behalf of women and their babies to ensure their rights and interests are protected including the woman's right to choose how and where to give birth.	<ul style="list-style-type: none"> Identifies the options and choices of maternity care available to women in their local health service area. 		
1.3 Participates with the midwife in respecting the diversity of women and their families including their beliefs, values, choices and priorities.	<ul style="list-style-type: none"> Identifies diversity and displays respect for beliefs values choices and priorities that may affect the provision of care. 		
1.4 Participates with the midwife in providing sufficient evidence-based information to the woman to empower her to make informed decisions about her care and that of her baby.	<ul style="list-style-type: none"> Uses appropriate language when providing information to a woman. 		

COMPETENCE ASSESSMENT TOOL

Principle 2: Professional Responsibility and Accountability			
Competency 2: The midwife practises in line with legislation and professional guidance and is responsible and accountable within their scope of midwifery practice. This encompasses the full range of activities of the midwife as set out in the EC Directive 2005/36/EC and the adapted Definition of the Midwife (ICM, 2011) as adopted by Midwifery Board of Ireland (NMBI)			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
2.1 Participates with the midwife in acting at all times within the law and follows the rules and regulations of the Midwifery Board of Ireland (NMBI) and other applicable bodies.	<ul style="list-style-type: none"> • Has knowledge of the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2021). • Has knowledge of the Practice Standards for Midwives (NMBI 2015). 		
2.2 Works within the scope of practice for a first-year midwifery student and recognises their own level of knowledge, skills and professional behaviours.	<ul style="list-style-type: none"> • Identifies own limitations in the clinical area and takes appropriate action if delegated a role or responsibility beyond level of competence. • Demonstrates professional behaviour and standard of dress according to hospital policy. • Demonstrates a responsible attitude to attendance and punctuality. 		

COMPETENCE ASSESSMENT TOOL

Principle 3: Quality of Practice			
Competency 3: The midwife uses comprehensive knowledge skills and professional behaviours to provide safe, competent, kind, compassionate and respectful care. The midwife keeps up to date with current midwifery practice by undertaking relevant continuing professional development			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
3.1 Participates with the midwife providing safe, competent, kind, compassionate and respectful care which is informed by best available evidence, knowledge and the experiences, preferences and values of the woman.	<ul style="list-style-type: none"> Observes and participates in all aspects of care. 		
3.2 Participates with the midwife in assessment, planning implementation and evaluation of care of women and their babies.	<ul style="list-style-type: none"> Observes and participates in the assessment and implementation of planned care. Recognise the physiological changes that must be considered when planning care. 		
3.3 Participates with the midwife in the assessment of maternal and fetal/neonatal wellbeing including the accurate monitoring and reporting of vital signs.	<ul style="list-style-type: none"> Performs systematic maternal/fetal/neonatal assessment and documents findings. Accurately records vital signs of the woman/fetus/ neonate in the healthcare record. 		
3.4 Participates with the midwife in supporting and educating women with infant feeding practices which include protecting, promoting and supporting breastfeeding.	<ul style="list-style-type: none"> Promotes and supports breastfeeding. Respects and supports women's choice of infant feeding. 		
3.5 Participates with the midwife in complying with universal infection prevention and control measures.	<ul style="list-style-type: none"> Consistently demonstrates safe practice including the use of WHO's 5 Moments of Hand Hygiene and appropriate use of Personal Protective Equipment (PPE). 		
3.6 Participates with the midwife in the safe management of drug administration, monitoring effects and documenting appropriately in accordance with Midwifery Board of Ireland (NMBI) management guidance.	<ul style="list-style-type: none"> Observes and participates in the administration of medications and care of women receiving medication. 		

COMPETENCE ASSESSMENT TOOL

Principle 3: Quality of Practice			
Competency 3: The midwife uses comprehensive knowledge skills and professional behaviours to provide safe, competent, kind, compassionate and respectful care. The midwife keeps up to date with current midwifery practice by undertaking relevant continuing professional development			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
3.7 Participates with the midwife reflecting on their own practice and can begin to identify their own learning needs.	<ul style="list-style-type: none"> • Reflects on own practice. • Identifies own learning needs. 		
3.8 Participates with the midwife in Identifying the importance of national and local guidelines and policies in the provision of evidence-based care.	<ul style="list-style-type: none"> • Identifies a key guideline/policy document appropriate to the clinical area and its relevance to care. 		
3.8 Demonstrating a willingness to learn from women, preceptor's midwives and colleagues.	<ul style="list-style-type: none"> • Seeks opportunities and is proactive in their own learning. 		

COMPETENCE ASSESSMENT TOOL

Principle 4: Trust and Confidentiality:			
Competency 4: The midwife works in equal partnership with the woman and her family and establishes a relationship of trust and confidentiality.			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
4.1 Participates with the midwife in ensuring that the woman and her baby are the primary focus of practice.	<ul style="list-style-type: none"> • Demonstrates dignity, respect, compassion and empathy for the woman and her family in a professional manner. • Includes the woman in plan of care and decision making by using appropriate language that is readily understood. • Obtains informed consent when providing midwifery care. 		
4.2 Participates with the midwife in providing care that is safe, evidence-based, supportive, responsive and compassionate taking into account the needs of the woman, her baby and her family.	<ul style="list-style-type: none"> • Provides midwifery care that is sensitive, kind, compassionate, supportive and recognises the diverse needs of the woman and her family. 		
4.3 Participates with the midwife in respecting the woman's right to privacy and confidentiality.	<ul style="list-style-type: none"> • Demonstrates awareness of the importance of confidentiality, privacy and safeguarding woman's records, data and database according to the legislation and woman's safety. 		

COMPETENCE ASSESSMENT TOOL

Principle 5: Collaboration with Others			
Competency 5: The midwife communicates and collaborates effectively with women, women’s families and with the multidisciplinary healthcare team			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
5.1 Participates with the midwife in providing information in a format that is understandable and accessible to all women and their families.	<ul style="list-style-type: none"> • Shares information that is clear and accurate, at a level that women and their families can understand. • Listens and communicates with women and their families in a manner that is kind, caring and compassionate. 		
5.2 Participates with the midwife in communicating appropriately and effectively with women and their families and with the multidisciplinary healthcare team.	<ul style="list-style-type: none"> • Initiates a conversation with the woman and her family and uses language that is readily understood. • Identifies members of the multidisciplinary healthcare team and their roles. • Takes part in clinical handover. • Demonstrates how to call for help in an emergency according to local policy. 		
5.3 Participates with the midwife in recording clinical practice in a manner which is clear objective, accurate and timely.	<ul style="list-style-type: none"> • Documents care in a clear, concise and accurate manner in the healthcare record. 		

COMPETENCE ASSESSMENT TOOL

Initial interview		
Core placement area:		
Orientated to the clinical area Yes <input type="checkbox"/> No <input type="checkbox"/>		
Discussion of assessment criteria and skills (Preceptor/Co-preceptor and student):		
Specific opportunities identified by the Preceptor/Co-preceptor that are available during this practice/clinical placement:		
Signature of Preceptor/Co-preceptor:	Signature of student midwife:	Date:
Print name:	Print name:	
Date set for mid-point interview:		CPCM signature (review of document- where appropriate):
Link Lecturer comments & signature (where appropriate):		

COMPETENCE ASSESSMENT TOOL

Midpoint interview Core placement area:		
Student review of progress to date:		
Preceptor/Co-preceptor review of student's progress to date:		
Signature of Preceptor/Co-preceptor:	Signature of student midwife:	Date:
Print name:	Print name:	
Date of final interview:	CPCM signature (review of document):	
Link Lecture comments & signature (where appropriate):		

COMPETENCE ASSESSMENT TOOL

Final interview: The Preceptor/Co-preceptor and student review all criteria and skills		Core placement area:
Student review:		
Preceptor/Co-preceptor review:		
Signature of Preceptor/Co-preceptor:	Signature of student midwife:	Date:
Print name:	Print name:	
All assessment criteria and skills achieved: Pass <input type="checkbox"/> Fail <input type="checkbox"/>		CPCM signature (review of document where appropriate):
Link Lecturer comments & signature (where appropriate):		

COMPETENCE ASSESSMENT TOOL

Feedback from other midwives, comment on key areas of progress and identify areas for development from the assessment criteria and skills. Please date, sign and print name for each entry.

Signature:	Print name:	Date:
Signature:	Print name:	Date:
Signature:	Print name:	Date:

Signature:	Print name:	Date:
Signature:	Print name:	Date:
Signature:	Print name:	Date:

COMPETENCE ASSESSMENT TOOL

Clinical Placement Co-Ordinator Comments / meetings:

Date	Comments	Signature

COMPETENCE ASSESSMENT TOOL

Clinical Placement Co-Ordinator Comments / meetings:

Date	Comments	Signature

COMPETENCE ASSESSMENT TOOL

STUDENT REFLECTIVE NOTES

To ensure anonymity throughout, please do not make any reference to named individual women/relatives/professionals, or names of placement areas.

Please use black pen only.

Date: _____

Signature

Preceptor _____ Student _____

COMPETENCE ASSESSMENT TOOL

Practice Placement Area:

Assessment of Competence in Year 1 of the Midwife Registration programme

Principle 1: Respect for the Dignity of the Person			
Competency 1: The midwife's practice is underpinned by a philosophy that protects and promotes the safety and autonomy of the woman and respects her experiences, choices, priorities, beliefs and values			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
1.1. Participates with the midwife in recognising pregnancy and childbirth as a healthy and normal physiological event and a profound event in a woman's life.	<ul style="list-style-type: none"> Identifies how the physiological changes of pregnancy may affect the woman in her daily life. 		
1.2 Participates with the midwife in advocating on behalf of women and their babies to ensure their rights and interests are protected including the woman's right to choose how and where to give birth.	<ul style="list-style-type: none"> Identifies the options and choices of maternity care available to women in their local health service area. 		
1.3 Participates with the midwife in respecting the diversity of women and their families including their beliefs, values, choices and priorities.	<ul style="list-style-type: none"> Identifies diversity and displays respect for beliefs values choices and priorities that may affect the provision of care. 		
1.4 Participates with the midwife in providing sufficient evidence-based information to the woman to empower her to make informed decisions about her care and that of her baby.	<ul style="list-style-type: none"> Uses appropriate language when providing information to a woman. 		

COMPETENCE ASSESSMENT TOOL

Principle 2: Professional Responsibility and Accountability			
Competency 2: The midwife practises in line with legislation and professional guidance and is responsible and accountable within their scope of midwifery practice. This encompasses the full range of activities of the midwife as set out in the EC Directive 2005/36/EC and the adapted Definition of the Midwife (ICM, 2011) as adopted by Midwifery Board of Ireland (NMBI)			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
2.1 Participates with the midwife in acting at all times within the law and follows the rules and regulations of the Midwifery Board of Ireland (NMBI) and other applicable bodies.	<ul style="list-style-type: none"> • Has knowledge of the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2021). • Has knowledge of the Practice Standards for Midwives (NMBI 2015). 		
2.2 Works within the scope of practice for a first-year midwifery student and recognises their own level of knowledge, skills and professional behaviours.	<ul style="list-style-type: none"> • Identifies own limitations in the clinical area and takes appropriate action if delegated a role or responsibility beyond level of competence. • Demonstrates professional behaviour and standard of dress according to hospital policy. • Demonstrates a responsible attitude to attendance and punctuality. 		

COMPETENCE ASSESSMENT TOOL

Principle 3: Quality of Practice			
Competency 3: The midwife uses comprehensive knowledge skills and professional behaviours to provide safe, competent, kind, compassionate and respectful care. The midwife keeps up to date with current midwifery practice by undertaking relevant continuing professional development			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
3.1 Participates with the midwife providing safe, competent, kind, compassionate and respectful care which is informed by best available evidence, knowledge and the experiences, preferences and values of the woman.	<ul style="list-style-type: none"> Observes and participates in all aspects of care. 		
3.2 Participates with the midwife in assessment, planning implementation and evaluation of care of women and their babies.	<ul style="list-style-type: none"> Observes and participates in the assessment and implementation of planned care. Recognise the physiological changes that must be considered when planning care. 		
3.3 Participates with the midwife in the assessment of maternal and fetal/neonatal wellbeing including the accurate monitoring and reporting of vital signs.	<ul style="list-style-type: none"> Performs systematic maternal/fetal/neonatal assessment and documents findings. Accurately records vital signs of the woman/fetus/ neonate in the healthcare record. 		
3.4 Participates with the midwife in supporting and educating women with infant feeding practices which include protecting, promoting and supporting breastfeeding.	<ul style="list-style-type: none"> Promotes and supports breastfeeding. Respects and supports women's choice of infant feeding. 		
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3.6 Participates with the midwife in the safe management of drug administration, monitoring effects and documenting appropriately in accordance with Midwifery Board of Ireland (NMBI) management guidance.	<ul style="list-style-type: none"> Observes and participates in the administration of medications and care of women receiving medication. 		

COMPETENCE ASSESSMENT TOOL

Principle 3: Quality of Practice			
Competency 3: The midwife uses comprehensive knowledge skills and professional behaviours to provide safe, competent, kind, compassionate and respectful care. The midwife keeps up to date with current midwifery practice by undertaking relevant continuing professional development			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
3.7 Participates with the midwife reflecting on their own practice and can begin to identify their own learning needs.	<ul style="list-style-type: none"> • Reflects on own practice. • Identifies own learning needs. 		
3.8 Participates with the midwife in Identifying the importance of national and local guidelines and policies in the provision of evidence-based care.	<ul style="list-style-type: none"> • Identifies a key guideline/policy document appropriate to the clinical area and its relevance to care. 		
3.8 Demonstrating a willingness to learn from women, preceptor's midwives and colleagues.	<ul style="list-style-type: none"> • Seeks opportunities and is proactive in their own learning. 		

COMPETENCE ASSESSMENT TOOL

Principle 4: Trust and Confidentiality:			
Competency 4: The midwife works in equal partnership with the woman and her family and establishes a relationship of trust and confidentiality.			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
4.1 Participates with the midwife in ensuring that the woman and her baby are the primary focus of practice.	<ul style="list-style-type: none"> • Demonstrates dignity, respect, compassion and empathy for the woman and her family in a professional manner. • Includes the woman in plan of care and decision making by using appropriate language that is readily understood. • Obtains informed consent when providing midwifery care. 		
4.2 Participates with the midwife in providing care that is safe, evidence-based, supportive, responsive and compassionate taking into account the needs of the woman, her baby and her family.	<ul style="list-style-type: none"> • Provides midwifery care that is sensitive, kind, compassionate, supportive and recognises the diverse needs of the woman and her family. 		
4.3 Participates with the midwife in respecting the woman's right to privacy and confidentiality.	<ul style="list-style-type: none"> • Demonstrates awareness of the importance of confidentiality, privacy and safeguarding woman's records, data and database according to the legislation and woman's safety. 		

COMPETENCE ASSESSMENT TOOL

Principle 5: Collaboration with Others			
Competency 5: The midwife communicates and collaborates effectively with women, women’s families and with the multidisciplinary healthcare team			
	Assessment Criteria	Date & Sign Pass	Date & Sign Fail
5.1 Participates with the midwife in providing information in a format that is understandable and accessible to all women and their families.	<ul style="list-style-type: none"> • Shares information that is clear and accurate, at a level that women and their families can understand. • Listens and communicates with women and their families in a manner that is kind, caring and compassionate. 		
5.2 Participates with the midwife in communicating appropriately and effectively with women and their families and with the multidisciplinary healthcare team.	<ul style="list-style-type: none"> • Initiates a conversation with the woman and her family and uses language that is readily understood. • Identifies members of the multidisciplinary healthcare team and their roles. • Takes part in clinical handover. • Demonstrates how to call for help in an emergency according to local policy. 		
5.3 Participates with the midwife in recording clinical practice in a manner which is clear objective, accurate and timely.	<ul style="list-style-type: none"> • Documents care in a clear, concise and accurate manner in the healthcare record. 		

COMPETENCE ASSESSMENT TOOL

Initial interview		
Core placement area:		
Orientated to the clinical area Yes <input type="checkbox"/> No <input type="checkbox"/>		
Discussion of assessment criteria and skills (Preceptor/Co-preceptor and student):		
Specific opportunities identified by the Preceptor/Co-preceptor that are available during this practice/clinical placement:		
Signature of Preceptor/Co-preceptor:	Signature of student midwife:	Date:
Print name:	Print name:	
Date set for mid-point interview:		CPCM signature (review of document- where appropriate):
Link Lecturer comments & signature (where appropriate):		

COMPETENCE ASSESSMENT TOOL

Midpoint interview Core placement area:		
Student review of progress to date:		
Preceptor/Co-preceptor review of student's progress to date:		
Signature of Preceptor/Co-preceptor:	Signature of student midwife:	Date:
Print name:	Print name:	
Date of final interview:	CPCM signature (review of document):	
Link Lecture comments & signature (where appropriate):		

COMPETENCE ASSESSMENT TOOL

Final interview: The Preceptor/Co-preceptor and student review all criteria and skills		Core placement area:
Student review:		
Preceptor/Co-preceptor review:		
Signature of Preceptor/Co-preceptor:	Signature of student midwife:	Date:
Print name:	Print name:	
All assessment criteria and skills achieved: Pass <input type="checkbox"/> Fail <input type="checkbox"/>		CPCM signature (review of document where appropriate):
Link Lecturer comments & signature (where appropriate):		

COMPETENCE ASSESSMENT TOOL

Feedback from other midwives, comment on key areas of progress and identify areas for development from the assessment criteria and skills. Please date, sign and print name for each entry.

Signature:	Print name:	Date:
Signature:	Print name:	Date:
Signature:	Print name:	Date:

Signature:	Print name:	Date:
Signature:	Print name:	Date:
Signature:	Print name:	Date:

COMPETENCE ASSESSMENT TOOL

Clinical Placement Co-Ordinator Comments / meetings:

Date	Comments	Signature

COMPETENCE ASSESSMENT TOOL

Clinical Placement Co-Ordinator Comments / meetings:

Date	Comments	Signature

COMPETENCE ASSESSMENT TOOL

STUDENT REFLECTIVE NOTES

To ensure anonymity throughout, please do not make any reference to named individual women/relatives/professionals, or names of placement areas.

Please use black pen only.

Date: _____

Signature

Preceptor _____ Student _____

COMPETENCE ASSESSMENT TOOL

SUPPORTIVE LEARNING PLAN (SLP) ALGORITHM

Planning the SLP <ul style="list-style-type: none">▪ Review outcome of Additional Supportive Interview▪ Preceptor/CNM/CMM/CPC/LL identifies that a student is not achieving their clinical learning requirements, is not conducting themselves in a professional and responsible manner and/or not working within their agreed Practice Placement Agreement (PPA).▪ Preceptor/CNM/CMM liaises with CPC/CDC to discuss the ongoing concerns in relation to a student's failure to progress following Additional supportive interview.▪ Student is informed by the preceptor/CNM/CMM/CPC or LL in advance of the proposed/scheduled SLP meeting and of their preceptors/CNMs concerns.▪ CPC/CDC/LL liaises with all relevant personnel (student, preceptor/CNM/CMM, CPC, LL) to arrange a meeting, giving details of the purpose, date, time and venue.
Initial Meeting <p>The CPC/LL or CNM/CMM will chair the meeting and either the LL/CPC will record the process.</p> <p>First, the student is invited to give a view of his/her progress.</p> <p>Secondly, the preceptor is asked to comment on the following: (using specific examples/incidents)</p> <ul style="list-style-type: none">• why he/she considers it necessary to implement an SLP• to identify the student's clinical learning requirements needing attention (See indicators for SLP above, pgs. 126/127 of this book). <p>The student is given the opportunity to respond to the preceptor's comments/concerns.</p> <p>Thirdly, any other evidence that highlights a student's learning deficits is then presented/discussed e.g. from a CPC/CNM/CMM or LL where relevant. The student is given the opportunity again to respond.</p> <p>Fourthly, an appropriate plan with <i>Agreed Goals</i> and support mechanisms are identified to help the student to achieve the learning/practice concern(s).</p> <p>Finally, a time frame is agreed and review date set. SLP is signed and dated by all present.</p> <p>The SLP is documented in the student's Clinical Booklet and a copy must be placed in the student's file in the School of Nursing and Midwifery, G03, UCC.</p>
Review Meeting <p>The student's progress is reviewed. Follow procedure as for Initial meeting (outlined above)</p> <ul style="list-style-type: none">▪ Student is invited to give a view of his/her progress.▪ Preceptor/CNM/CMM/CPC/LL gives his/her feedback.▪ If learning/practice concern(s) has been achieved - SLP is signed off and closed▪ If the student is not achieving the <i>Agreed Clinical Goals</i>, a revised plan is formulated with a new review date within a reasonable timeframe. (Refer to 'notification' section above if student with open SLP moving to a new placement area)▪ The section "<i>Review of student's progress and further recommendations</i>" in the <i>Clinical Booklet</i> is intended for use at the review meeting.▪ The SLP review meeting record must be signed and dated by all present at meeting. LL must place a copy of the SLP review meeting in the student's file in G03, SONM, UCC.

On closure of an SLP, there is no requirement to notify future placement areas of the prior existence of an SLP, thus upholding confidentiality.

COMPETENCE ASSESSMENT TOOL

SUPPORTIVE LEARNING PLAN FOR PRACTICE

Student Name: _____ Intake Year: _____

Student I.D Number: _____

Practice Placement Area _____

Practice Placement Dates: From _____ To _____

Preceptor's Name & Grade: _____

Date _____

Description of specific concern/s as described by Student and Preceptor. (Link specific concerns with the Domains and the Competencies).

Agreed Goals

(Suggested/recommended methods to facilitate achievement of Competencies)

COMPETENCE ASSESSMENT TOOL

Student Signature _____ Preceptor Signature _____

Link Lecturer _____

Clinical Placement Coordinator _____

Clinical Midwife Manager _____

Review Date Agreed _____

REVIEW MEETING

Date of Review Meeting _____

Agreed Evaluation of agreed goals

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Further recommendations and comments

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Student Signature _____ Preceptor Signature _____

Link Lecturer _____

Clinical Placement Coordinator _____

Clinical Midwife Manager _____

REVIEW MEETING

COMPETENCE ASSESSMENT TOOL

Date of Review Meeting _____

Agreed Evaluation of agreed goals

Further recommendations and comments

Student Signature _____ Preceptor Signature _____

Link Lecturer _____

Clinical Placement Coordinator _____

Clinical Midwife Manager _____

COMPETENCE ASSESSMENT TOOL

SUPPORTIVE LEARNING PLAN FOR PRACTICE

Student Name: _____ Intake Year: _____

Student I.D Number: _____

Practice Placement Area _____

Practice Placement Dates: From _____ To _____

Preceptor's Name & Grade: _____

Date _____

Description of specific concern/s as described by Student and Preceptor. (Link specific concerns with the Domains and the Competencies).

Agreed Goals

(Suggested/recommended methods to facilitate achievement of Competencies)

COMPETENCE ASSESSMENT TOOL

Student Signature _____ Preceptor Signature _____

Link Lecturer _____

Clinical Placement Coordinator _____

Clinical Midwife Manager _____

Review Date Agreed _____

REVIEW MEETING

Date of Review Meeting _____

Agreed Evaluation of agreed goals

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Further recommendations and comments

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Student Signature _____ Preceptor Signature _____

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Clinical Midwife Manager _____

COMPETENCE ASSESSMENT TOOL

REVIEW MEETING

Date of Review Meeting _____

Agreed Evaluation of agreed goals

Further recommendations and comments

Student Signature _____ Preceptor Signature _____

Link Lecturer _____

Clinical Placement Coordinator _____

Clinical Midwife Manager _____

COMPETENCE ASSESSMENT TOOL

Learning Log:

What is a learning log?

A learning log is a collection of notes, observations, thoughts and other relevant materials built-up over a period of time and maybe a result of a period of study, learning and/or working experience. Its purpose is to enhance your learning through the process of writing and thinking about your learning experiences. Your learning log is personal to you and will reflect your personality, preferences and experiences.

This will enable you:

- To provide evidence of your growing understanding of a subject experience
- To demonstrate how your learning is developing
- To keep a record of your thoughts and ideas throughout your experiences
- To help you identify your strengths, areas for improvement and preferences in learning

COMPETENCE ASSESSMENT TOOL
