



مجلس الإمارات للممرضين والقابلة  
UAE Nursing and Midwifery Council

# NURSING AND MIDWIFERY SCOPE OF PRACTICE

2012

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## **PREFACE**

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The UAE Nursing and Midwifery Council (UAE NMC) was established in 2009 to regulate the nursing and midwifery professions, promote and advance nursing and midwifery services and protect and promote the health and safety of the public based on the highest standards." (UAE NMC establishment Cabinet Decree number 10, 2009)

This scope of practice sets the foundation for the practice, education and regulation of nursing and midwifery in the UAE. It is a concrete example of the UAE NMC commitment to fulfill its purpose and to systematically advance the nursing and midwifery profession across the UAE.

This document was developed by the Scientific Committee for Nursing and Midwifery Practice. The members of this committee represent all major healthcare stakeholders in the UAE. These include but are not limited to: UAE NMC, Health Authority-Abu Dhabi (HAAD), Abu Dhabi Health Services Company (SEHA), Ministry of Health (MOH), Dubai Health Care City Authority (DHCCA), Dubai Health Authority (DHA), University of Sharjah (UOS), Higher Colleges of Technology (HCT), Medical Services Corps of the UAE Armed Forces, Dubai Police, Institutes of Nursing (ION), the private sector, and Emirates Nursing Association (ENA).

This scope of practice document was developed with input from national, regional and international experts. In developing this document, several resources - from ICN, , ICM, MOH, HAAD, DHA- were utilized including, but not limited to, professional codes of conduct, scopes of practice, and practice standards.

## **ACKNOWLEDGEMENTS**

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The Council sincerely appreciates the concerted efforts of all involved in making this publication possible – expressing special gratitude to:

- HRH Princess Haya Bint Al Hussein, President of the UAE NMC, wife of His Highness Sheikh Mohammed Bin Rashid Al Maktoum, Vice-President and Prime Minister of the UAE and Ruler of Dubai; for her infinite guidance and support for the nursing and midwifery professions.
- H.E. UAE Minister of Health.
- The UAE NMC Board members.
- All members of the Scientific Committee for Nursing and Midwifery Practice, for their excellent work in developing this document.
- The World Health Organization (WHO) and the International Council of Nurses (ICN) for the ongoing support throughout the development of this document.
- All nursing colleagues and UAE NMC staff who participated in the development, validation and revision of this document.
- All institutions and individuals who contributed in one way or another to the development of this document.

**LIST OF ABBREVIATIONS**

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DHA	Dubai Health Authority
DHCCA	Dubai Health Care City Authority
DON	Director of Nursing
ENA	Emirates Nursing Association
HAAD	Health Authority of Abu Dhabi
HCT	Higher Colleges of Technology
ICN	International Council of Nurses
ION	Institutes of Nursing
MOH	Ministry of Health
PM	Practical Midwife
PN	Practical Nurse
RM	Registered Midwife
RN	Registered Nurse
UAE	United Arab Emirates
UOS	University of Sharjah
UAE NMC	United Arab Emirates Nursing and Midwifery Council
WHO	World Health Organization

# SCOPE OF PRACTICE FOR REGISTERED NURSES

## INTRODUCTION

---

The Scope of Practice for Registered Nurses document sets forth the scope of practice with standards criteria for registered nurses practicing in the UAE. As such, it should be used as a reference for nurses, nursing educational institutions, nursing leadership teams as well as other healthcare professionals and stakeholders in the UAE.

The scope of practice is written as a competency framework. This framework is organized by role domains, and defines the competencies expected of a registered nurse at the point of entry into professional practice within each domain. Performance criteria for these domains shall be aligned with each competency. By meeting these criteria the professional nurse has the knowledge, skills and attitudes to safely and competently provide evidence-based client care.

This scope of practice document can be used in various ways. For instance, regulatory bodies can use it to identify common competencies for registered nurses; licensing procedures can be aligned accordingly. Educational institutions will use the scope to develop curricula and evaluate student competencies. Practice settings will use the scope as a foundation for nursing roles, professional development and performance appraisal.

This document should be read in conjunction with:

- The professional code of conduct for nurses/midwives (in own institution)
- The client's bill of rights (in own institution)
- The UAE NMC Scope of Practice User Guide



## DOMAINS OF THE SCOPE OF NURSING PRACTICE

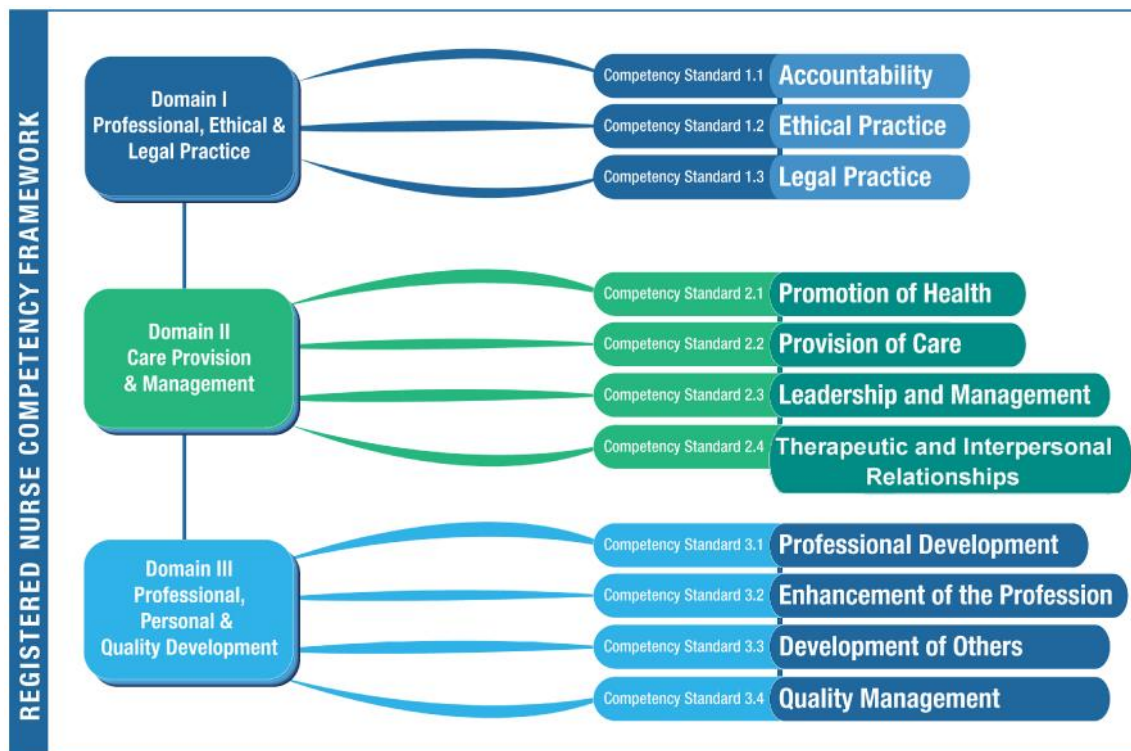
The roles and responsibilities of the registered nurse are broad and complex. For this reason, the competency standards for nursing practice have been organized into three domains (see Figure 1):

- Domain one: Professional, Ethical and Legal practice.
- Domain two: Care Provision and Management.
- Domain three: Professional, Personal and Quality Development.

In undertaking work on the competencies for the registered nurse, the ICN Continuum was used as the initial benchmark against which all competencies have been set. A registered nurse who functions at a level below the scope of practice standards in one or more areas is to be considered not competent. A registered nurse who functions at a level beyond the benchmark is to be recognized as functioning at a higher level.

These competencies should not be regarded as prescriptive. Those utilizing the scope of practice need to refer to their particular context and apply accordingly. Some areas may need further expansion and others may be to some extent not applicable, while areas that are important to their practice may be briefly mentioned and need to be further elaborated. Additionally, some may wish to use the competencies as the basis for developing more detailed guidelines for curriculum development by identifying the underpinning knowledge and skills and attitudes required to achieve the competencies.

Figure 1: Registered Nurse Competency Framework



## DOMAIN ONE: PROFESSIONAL, ETHICAL AND LEGAL PRACTICE

---

This domain reflects the registered nurse's professional accountability, ethical and legal practice towards clients, families, community and society, under relevant UAE regulations in relation to professional practice.

### Competency Standard 1.1: Accountability

---

Accepts accountability for own actions and decision making and for the related outcomes.

#### *Performance criteria:*

---

- 1.1.1 Demonstrates accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with the Scope of Practice<sup>1</sup> and UAE laws and regulations.
- 1.1.2 Recognizes the boundaries of the Scope of Practice and the limits of one's own competence.
- 1.1.3 Seeks appropriate guidance when encountering situations beyond the Scope of Practice and the limits of one's own competence.
- 1.1.4 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.
- 1.1.5 Assumes accountability for delegation of nursing care.
- 1.1.6 Participates in activities to optimize client access to the full range of services required for effective healthcare.
- 1.1.7 Assumes accountability for improving the quality and effectiveness of healthcare services provided.

### Competency Standard 1.2: Ethical Practice

---

Delivers nursing care and practices within an ethical framework and a socio-cultural context.

#### *Performance criteria:*

---

- 1.2.1 Practices according to the Professional Code of Conduct<sup>2</sup>.
- 1.2.2 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect the healthcare environment.
- 1.2.3 Acts as client advocate to protect the client's rights<sup>3</sup> in accordance with the UAE law and the Professional Code of Ethics
- 1.2.4 Maintains confidentiality and security of written, verbal and electronic client/patient information.
- 1.2.5 Respects the client's right to be fully informed establishing a context for self-determination and informed consent.
- 1.2.6 Respects and maintains the client's right for privacy and dignity.
- 1.2.7 Demonstrates sensitivity to diversity, including such factors as cultural and religious beliefs race, age, gender, physical/mental state, and other relevant considerations.

---

<sup>1</sup> **Scope of Practice** in this document refers to the UAE NMC Scope of Practice in force.

<sup>2</sup> **Code of Conduct** in this document refers to the Professional Code of Conduct in force approved by UAE NMC.

<sup>3</sup> **Rights** in this document refers to the client's bill of rights in nurse/midwife's own institution

- 1.2.8 Liaises and collaborates with other healthcare professionals and personnel to ensure ethical practice is maintained.
- 1.2.9 Demonstrates professional integrity and ethical conduct in response to industry marketing strategies, when advising (as per facility approved policy) care and the use of products.

### Competency Standard 1.3: Legal Practice

---

Functions in accordance with legislative, regulatory and policy guidelines relevant to registered nursing practice

#### *Performance criteria:*

---

- 1.3.1 Practices in accordance with policies and procedures that guide nursing practice.
- 1.3.2 Practices in accordance with relevant laws and regulations that govern nursing practice.
- 1.3.3 Maintains valid registration and licensure to practice in the UAE
- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role and/or professional code of conduct.

## DOMAIN TWO: CARE PROVISION AND MANAGEMENT

---

This domain encompasses the key principles of the registered nurse's role in health promotion, illness prevention, care provision, leadership and management, as well as therapeutic and interpersonal relationships pertaining to clients, families, community and society utilizing the nursing process.

### Competency Standard 2.1: Promotion of Health

---

Engages in health promotion and disease prevention activities with clients, families, community and society.

#### *Performance criteria*

---

- 2.1.1 Provides formal and informal health education sessions to individuals/groups utilizing the teaching-learning process.
- 2.1.2 Identifies and utilizes appropriate educational resources, including other healthcare professionals.
- 2.1.3 Acts as a role model by promoting a healthy lifestyle for self and others, and by demonstrating environmentally responsible behaviors.
- 2.1.4 Identifies environmental hazards and eliminates and/or prevents them where possible.

### Competency Standard 2.2: Provision of Care

---

Provides skilled safe, holistic and culturally competent nursing care to clients, families, community and society, in collaboration with concerned clients and other healthcare professionals in a variety of healthcare settings.

#### *Performance criteria*

---

- 2.2.1 Performs a comprehensive and systematic nursing assessment for individuals/groups.

## NURSING AND MIDWIFERY SCOPE OF PRACTICE

- Collects subjective and objective data from interviews, examinations, observations and client records in an accurate, meaningful and timely manner.
  - Shares and documents findings accurately and in a timely manner.
- 2.2.2 Analyzes assessment data to determine healthcare needs with clients.
- 2.2.3 Identifies client problems that serve as a basis for care planning.
- 2.2.4 Implements a prioritized plan of care by:
- Providing care.
  - Assisting with care.
  - Assigning, delegating and supervising care.
  - Teaching clients, family members and/or significant others.
  - Utilizing appropriate resources.
  - Enabling and promoting independent self-care.
  - Utilizing a range of effective and appropriate communication and engagement skills.
- 2.2.5 Responds in a timely manner to sudden changes in clients' condition.
- 2.2.6 Applies evidence-based knowledge from different sources to support clinical decisions and safe practices.
- 2.2.7 Provides culturally competent care in collaboration with other healthcare professionals.
- 2.2.8 Continuously evaluates the response(s) of clients/groups to nursing interventions.
- 2.2.9 Reviews/ revises the plan of care as required and in response to the evaluation of client outcomes.
- 2.2.10 Documents nursing interventions and client/group responses accurately and in a timely manner.
- 2.2.11 Plans for continuity of care to achieve expected outcomes.

### Competency Standard 2.3: Leadership and Management

---

Exhibits leadership qualities and manages nursing care safely, efficiently and ethically.

#### *Performance Criteria*

---

- 2.3.1 Applies critical thinking and problem solving skills in the provision and management of care.
- 2.3.2 Prioritizes workload and manages time effectively.
- 2.3.3 Provides feedback, offers suggestions for changes and deals effectively with the impact of change on own practice or on the organization.
- 2.3.4 Maintains infection control practices.
- 2.3.5 Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed assuming a leadership role in triage and coordination of care for clients.
- 2.3.6 Implements quality assurance and risk management strategies.
- 2.3.7 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislations and workplace health and safety principles.
- 2.3.8 Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 2.3.9 Delegates activities to team members according to their competence and scope of practice.
- 2.3.10 Accepts delegated activities in line with one's own competence and scope of practice.

- 2.3.11 Utilizes a multidisciplinary approach in the management and provision of health care
- 2.3.12 Advocates for and contributes to the establishment and maintenance of a positive working environment.
- 2.3.13 Uses effectively a flexible leadership style in different situations.
- 2.3.14 Resolves conflicts in a professional nonjudgmental manner, making effective use of communication skills and existing mechanisms to achieve resolution.
- 2.3.15 Leads teams effectively communicating own responsibilities and supporting other healthcare professionals and personnel.
- 2.3.16 Contributes to the development, implementation and review and update of organizational policies, guidelines and procedures.
- 2.3.17 Contributes as appropriate to national health policy development and implementation.

#### Competency Standard 2.4: Therapeutic and Interpersonal Relationships

Establishes professional, therapeutic and interpersonal relationships with clients and families.

##### *Performance Criteria*

- 2.4.1 Establishes therapeutic relationship with clients/groups.
  - Initiates, develops and terminates therapeutic relationship with clients through the use of appropriate communication and interpersonal skills.
  - Communicates in a culturally competent manner.
- 2.4.2 Maintains collaborative working relationship with colleagues.
  - Communicates effectively within the workplace for the delivery of safe, competent, and ethical care.
  - Respects and supports the roles of other healthcare providers.
- 2.4.3 Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic forms.

### DOMAIN THREE: PROFESSIONAL, PERSONAL And QUALITY DEVELOPMENT

Registered nurses are required to maintain professional standards to provide quality health care. They have a professional obligation to develop themselves, and to support other nursing colleagues and healthcare providers, in their professional development.

#### Competency Standard 3.1: Professional Development

Assumes responsibility for own professional development through lifelong learning to ensure continued competence in nursing practice.

##### *Performance criteria:*

- 3.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, critical examination and evaluation.
- 3.1.2 Identifies the need for updating knowledge and skills for practice.
- 3.1.3 Actively engages in ongoing professional development.
- 3.1.3 Maintains record of learning and professional development activities

### Competency Standard 3.2: Enhancement of the Profession

---

Demonstrates commitment to the enhancement of the nursing profession

#### *Performance criteria:*

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- 3.2.1 Promotes and maintain a positive image of nursing.
- 3.2.2 Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines.
- 3.2.3 Maintains evidence based practice as a standard.
- 3.2.4 Engages in advocacy activities through recognized professional organizations such as Emirates Nursing Association (ENA), UAE NMC, ICN, WHO and other relevant organizations to positively influence health and social policy that promotes quality and access to care for individuals and populations.
- 3.2.5 Contributes to nursing research and uses findings as a mean to improve standards of care.
- 3.2.6 Represent the nursing profession in relevant committees, taskforces, boards and/or forums where applicable.
- 3.2.7 Assumes leadership responsibilities, as appropriate, in the delivery of nursing care.
- 3.2.8 Acts as a role model for colleagues, students and those entering the profession.
- 3.2.9 Supports others who are less experienced or new to the profession informally and through preceptorship and mentorship programs.

### Competency Standard 3.3: Development of Others

---

Demonstrates commitment to the development of other members in the healthcare team, as well as clients, families, community and society

#### *Performance criteria:*

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- 3.3.1 Shares professional knowledge and research findings with others.
- 3.3.2 Acts as a resource person for others.
- 3.3.3 Participates in facilitating and coordinating learning opportunities for others.
- 3.3.4 Participates in formal and informal education of nursing students.

### Competency Standard 3.4: Quality Development

---

Ensures nursing practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

#### *Performance criteria:*

---

- 3.4.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence-based best practices.
- 3.4.2 Participates in organizational quality management processes and activities.
- 3.4.3 Seeks evidence from a wide range of credible sources to maintain the quality of nursing care.

# SCOPE OF PRACTICE FOR REGISTERED MIDWIVES

## INTRODUCTION

---

The Scope of Practice for Registered Midwives document sets forth the scope of practice with standards criteria for registered midwives practicing in the UAE. As such, it should be used as a reference for midwives, nursing educational institutions, nursing leadership teams as well as other healthcare professionals and stakeholders in the UAE.

The scope of practice is written as a competency framework. This framework is organized by role domains, and defines the competencies expected of a registered midwife at the point of entry into professional practice within each domain. Performance criteria for these domains shall be aligned with each competency. By meeting these criteria the professional midwife has the knowledge, skills and attitudes to safely and competently provide evidence-based client care.

This scope of practice document can be used in various ways. For instance, regulatory bodies can use it to identify common competencies for registered midwives; licensing procedures can be aligned accordingly. Educational institutions will use the scope to develop curricula and evaluate student competencies. Practice settings will use the scope as a foundation for nursing roles, professional development and performance appraisal.

This document should be read in conjunction with:

- The professional code of conduct for nurses/midwives (in own institution)
- The client's bill of rights (in own institution)
- The UAE NMC Scope of Practice User Guide

**DOMAINS OF THE SCOPE OF MIDWIFERY PRACTICE:**

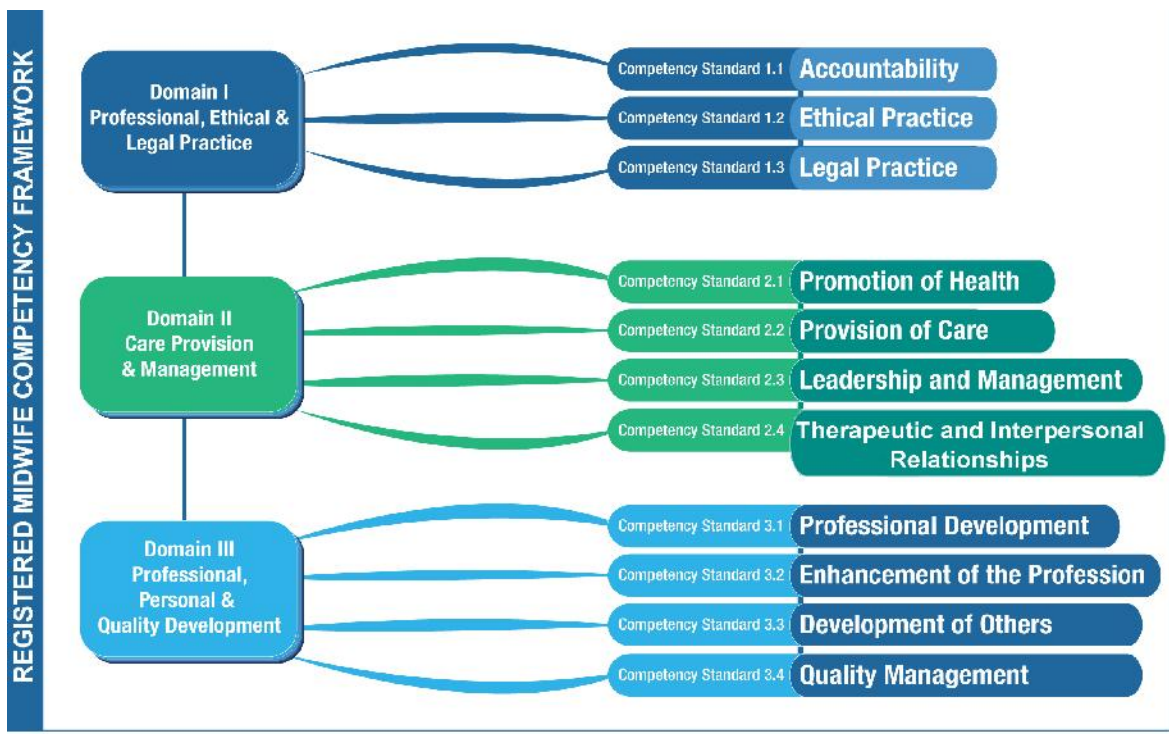
The roles and responsibilities of the registered midwife are broad and complex. For this reason, the competency standards for nursing practice have been organized into three domains (see Figure 1):

- Domain one: Professional, Ethical and Legal practice.
- Domain two: Care Provision and Management.
- Domain three: Professional, Personal and Quality Development.

In undertaking work on the competencies for the registered midwife, the ICN Continuum was used as the initial benchmark against which all competencies have been set. A registered midwife who functions at a level below the scope of practice standards in one or more areas is to be considered not competent. A registered midwife who functions at a level beyond the benchmark is to be recognized as functioning at a higher level.

These competencies should not be regarded as prescriptive. Those utilizing the scope of practice need to refer to their particular context and apply accordingly. Some areas may need further expansion and others may be to some extent not applicable, while areas that are important to their practice may be briefly mentioned and need to be further elaborated. Additionally, some may wish to use the competencies as the basis for developing more detailed guidelines for curriculum development by identifying the underpinning knowledge and skills and attitudes required to achieve the competencies.

Figure 1: Registered Midwife Competency Framework





## DOMAIN ONE: PROFESSIONAL, ETHICAL AND LEGAL PRACTICE

---

This domain reflects the registered midwife's professional accountability, ethical and legal practice towards women, families, community and society, under relevant UAE regulations in relation to professional practice.

### Competency Standard 1.1: Accountability

---

Accepts accountability for own actions and decision making and for the related outcomes.

#### *Performance criteria:*

---

- 1.1.1 Demonstrates accountability, for own professional judgment, actions, outcomes of care and continued competence in accordance with the Scope of Practice<sup>1</sup> and UAE laws and regulations.
- 1.1.2 Recognizes the boundaries of the Scope of Practice<sup>1</sup> and the limits of one's own competence, consulting and referring as necessary, when the woman's needs exceed the competence of the registered midwife.
- 1.1.3 Seeks appropriate guidance when encountering situations beyond the Scope of Practice<sup>1</sup> and the limits of one's own competence.
- 1.1.4 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.
- 1.1.5 Assumes accountability for delegation of midwifery care.
- 1.1.6 Participates in activities to optimize women's access to the full range of services required for effective midwifery care.
- 1.1.7 Assumes accountability for improving the quality and effectiveness of healthcare services provided.

### Competency Standard 1.2: Ethical Practice

---

Delivers midwifery care and practices within an ethical framework and a socio-cultural context.

#### *Performance criteria:*

---

- 1.2.1 Practices according to the established Professional Code of Conduct<sup>2</sup>.
- 1.2.2 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect the broader healthcare environment.
- 1.2.3 Acts as an advocate for women and families to protect their rights<sup>3</sup> in accordance with the UAE law and the Professional Code of Ethics.
- 1.2.4 Maintains confidentiality and security of written, verbal and electronic information pertaining to the woman and her family.

1. Scope of Practice in this document refers to the UAE NMC Scope of Practice.

2. Code of Conduct in this document refers to the Professional Code of Conduct approved by UAE NMC.

3. Rights in this document refers to the client's bill of rights in nurses/ midwife's own institution.

- 1.2.5 Respects the woman's right to be fully informed by establishing a context for self-determination and informed consent.
- 1.2.6 Respects and maintains the woman's right for privacy and dignity.
- 1.2.7 Demonstrates sensitivity to diversity, including such factors as cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant considerations.
- 1.2.8 Liaises and collaborates with other healthcare professionals and personnel to ensure ethical practice is maintained.
- 1.2.9 Demonstrates professional integrity and ethical conduct in response to industry marketing strategies, when advising about products and care options (as per facility approved policy).

### Competency Standard 1.3: Legal Practice

---

Functions in accordance with legislative, regulatory and policy guidelines relevant to registered midwife practice

#### *Performance criteria:*

---

- 1.3.1 Practices in accordance with policies and procedures that guide midwifery practice.
- 1.3.2 Practices in accordance with relevant laws and regulations that govern midwifery practice.
- 1.3.3 Maintains valid registration and licensure to practice in the UAE
- 1.3.4 Recognizes and acts upon breaches of law and regulations relating to the professional role and/or professional code of conduct.

## DOMAIN TWO: CARE PROVISION AND MANAGEMENT

---

This domain encompasses the key principles of the registered midwife's role in health promotion, illness prevention, care provision, leadership and management, as well as therapeutic and interpersonal relationships pertaining to clients (during all stages of childbearing and delivery), families, community and society utilizing the nursing process.

### Competency Standard 2.1: Promotion of Health

---

Promotes healthy family life, positive parenting and provides health education to women, families, community and society.

#### *Performance criteria*

---

- 2.1.1 Provides formal and informal health education sessions to women and families utilizing the teaching-learning process.
- 2.1.2 Identifies and utilizes appropriate educational resources, including other healthcare professionals.

2.1.3 Acts as a role model by promoting a healthy lifestyle for women and their families throughout their life cycle; and by demonstrating environmentally responsible behaviors.

2.1.4 Identifies environmental hazards and eliminates and/or prevents them where possible.

### Competency Standard 2.2: Provision of Care

Provides skilled, safe, holistic and culturally competent midwifery care to women and families throughout the spectrum of the childbearing experience. Midwives collaborate with clients, families and other healthcare professionals to support women and families in their options for care.

#### *Performance criteria*

2.2.1 Performs a comprehensive and systematic assessment for clients.

- Collects subjective and objective data from interviews, examinations, observations and client records in an accurate, meaningful and timely manner.
- Shares and documents findings accurately and in a timely manner.

2.2.2 Analyzes assessment data to determine healthcare needs in partnership with the woman

2.2.3 Identifies client's problems that serve as a basis for care planning.

2.2.4 Implements a prioritized plan of care for women during the continuum of their childbirth experience by:

- Implementing institutional standing orders/protocols as permitted by regulations and scope of practice including ordering diagnostic tests, procedures, and administers medications as prescribed by the authorizing physician.
- Providing care.
- Assisting with care.
- Assigning, delegating, referring and supervising care.
- Teaching clients, family members and/or significant others.
- Utilizing appropriate resources.
- Enabling and promoting independent self-care.
- Utilizing a range of effective and appropriate communication and engagement skills.

2.2.5 Responds in a timely manner to sudden changes in client condition.

2.2.6 Applies evidence-based knowledge from appropriate sources and uses contemporary midwifery knowledge to support clinical decisions and safe practices.

2.2.7 Provides culturally competent midwifery care in collaboration with other healthcare professionals.

2.2.8 Continuously evaluates the response(s) of clients to clinical interventions.

- 2.2.9 Reviews and adjusts the plan of care as required and in response to the evaluation of client outcomes during the antenatal, intrapartum, postpartum and neonatal period.
- 2.2.10 Documents clinical interventions and client responses accurately and in a timely manner.
- 2.2.11 Plans for continuity of care to achieve expected outcomes.

### **Competency Standard 2.3: Leadership and Management**

---

Exhibits leadership qualities and manages midwifery care safely, efficiently and ethically.

#### *Performance Criteria*

---

- 2.3.1 Applies critical thinking and problem solving skills in the provision and management of midwifery care.
- 2.3.2 Prioritizes workload and manages time effectively; allocates resources to optimize outcomes.
- 2.3.3 Uses the change process to influence the introduction of innovations and adaptations to midwifery practice and deals effectively with the impact of change on own practice or on organization.
- 2.3.4 Maintains infection control practices.
- 2.3.5 Acts in accordance with the national and/or facility disaster plan as needed.
- 2.3.6 Implements quality assurance and risk management strategies.
- 2.3.7 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet workplace health and safety principles and comply with national regulations.
- 2.3.8 Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 2.3.9 Delegates activities to team members according to their competence and scope of practice.
- 2.3.10 Accepts delegated activities in line with one's own competence and scope of practice.
- 2.3.11 Utilizes a multidisciplinary approach in the management and provision of health care.
- 2.3.12 Advocates for and contributes to the establishment and maintenance of a positive work environment.
- 2.3.13 Effectively uses a flexible leadership style in different situations.
- 2.3.14 Resolves conflicts in a professional non-judgmental manner, making effective use of communication skills and existing mechanisms to achieve resolution.

- 2.3.15 Leads teams effectively, communicating own responsibilities and supporting other healthcare professionals and personnel to accomplish their duties.
- 2.3.16 Contributes to the development, implementation, review and update of organizational policies, guidelines and procedures.
- 2.3.17 Contributes as appropriate, to national health policy development, and implementation and evaluation.

### Competency Standard 2.4: Therapeutic and Interpersonal Relationships

Establishes professional, therapeutic and interpersonal relationships with clients and families.

#### *Performance Criteria*

- 2.4.1 Establishes therapeutic relationships with women and families.
  - Initiates, establishes and terminates therapeutic relationship with women through the use of appropriate communication and interpersonal skills.
  - Communicates in a culturally competent manner.
- 2.4.2 Maintains collaborative working relationship with colleagues.
  - Communicates effectively within the workplace for the delivery of safe, competent, and ethical care.
  - Respects and supports the roles of other healthcare providers.
- 2.4.3 Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic format.

## DOMAIN THREE: PROFESSIONAL, PERSONAL AND QUALITY DEVELOPMENT

Registered midwives are required to maintain professional standards to provide quality health care. They have a professional obligation to develop themselves, and to support other colleagues and healthcare providers, in their professional development.

### Competency Standard 3.1: Professional Development

Assumes responsibility for own professional development through lifelong learning to ensure continued competence in midwifery practice.

#### *Performance criteria:*

- 3.1.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, critical examination and evaluation.
- 3.1.2 Identifies the need for updating knowledge and skills for practice.
- 3.1.3 Actively engages in ongoing professional development.
- 3.1.4 Maintains record of learning and professional development activities.

### Competency Standard 3.2: Enhancement of the Profession

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Demonstrates commitment to the enhancement of the nursing and midwifery profession

#### *Performance criteria:*

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- 3.2.1 Promotes and maintains a positive image of midwifery.
- 3.2.2 Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines.
- 3.2.3 Maintains evidence based practice as a standard.
- 3.2.4 Engages in advocacy activities through recognized professional organizations such as ENA (midwifery section), UAE NMC, ICM, WHO and other relevant organizations to positively influence health and social policy that promotes quality and access to care for women, families and populations.
- 3.2.5 Contributes to midwifery peer review and research and uses findings as a means to improve standards of care.
- 3.2.6 Represents the midwifery profession in relevant committees, taskforces, boards and/or forums where applicable.
- 3.2.7 Assumes leadership responsibilities, as appropriate, in the delivery of midwifery care.
- 3.2.8 Acts as a role model for colleagues, students and those entering the profession.
- 3.2.9 Supports others who are less experienced or new to the profession, informally and through preceptorship and mentorship programs and in clinical settings.

### Competency Standard 3.3: Development of Others

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Demonstrates commitment to the development of other members in the healthcare team, as well as clients, families, community and society

#### *Performance criteria:*

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- 3.3.1 Shares professional knowledge and research findings with others.
- 3.3.2 Acts as a resource person to others.
- 3.3.3 Participates in facilitating and coordinating learning opportunities to others.
- 3.3.4 Participates in the formal and informal education of midwifery students and colleagues.

### Competency Standard 3.4: Quality Development

---

Ensures midwifery practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

#### *Performance criteria:*

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- 3.4.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence-based best practices.
- 3.4.2 Participates in organizational quality management processes and activities.
- 3.4.3 Seeks evidence from a wide range of credible sources to maintain a high quality of midwifery care.

# SCOPE OF PRACTICE FOR PRACTICAL NURSES

## INTRODUCTION

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The Scope of Practice for Practical Nurses document sets forth the scope of practice with standards criteria for practical nurses practicing in the UAE. As such, it should be used as a reference for nurses, nursing educational institutions, nursing leadership teams as well as other healthcare professionals and stakeholders in the UAE.

The scope of practice is written as a competency framework. This framework is organized by role domains, and defines the competencies expected of a practical nurse at the point of entry into professional practice within each domain. Performance criteria for these domains shall be aligned with each competency. By meeting these criteria the nurse has the knowledge, skills and attitudes to safely and competently provide evidence-based client care.

This scope of practice document can be used in various ways. For instance, regulatory bodies can use it to identify common competencies for practical nurses; licensing procedures can be aligned accordingly. Educational institutions will use the scope to develop curricula and evaluate student competencies. Practice settings will use the scope as a foundation for nursing roles, professional development and performance appraisal.

This document should be read in conjunction with:

- The professional code of conduct for nurses/midwives (in own institution)
- The client's bill of rights (in own institution)
- The UAE NMC Scope of Practice User Guide

## **DOMAINS OF THE SCOPE OF NURSING PRACTICE:**

The competency standards for nursing practice have been organized into three domains (see Figure 1):

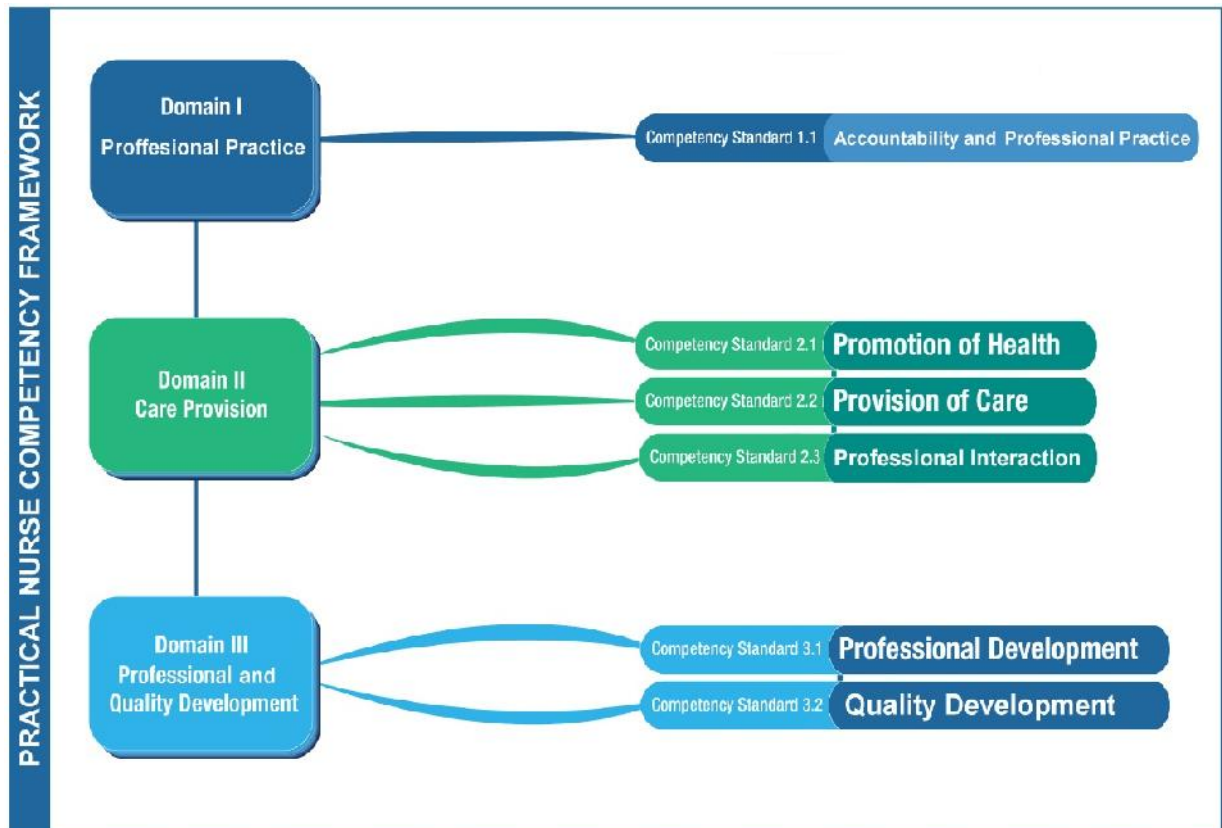
Domain one: Professional practice.

Domain two: Care Provision

Domain three: Professional, Personal and Quality Development.

In undertaking work on the competencies for the practical nurse, the ICN Continuum was used as the initial benchmark against which all competencies have been set. These competencies should not be regarded as prescriptive. Those utilizing the scope of practice need to refer to their particular context and apply accordingly.

Figure 1: Practical Nurse Competency Framework





## DOMAIN ONE: PROFESSIONAL PRACTICE

---

This domain reflects the practical nurse's accountability, ethical and legal practice towards clients, families, community and society, under the supervision of the registered nurse.

### Competency Standard 1.1: Professional Practice

---

Under the supervision of the registered nurse, accepts accountability for own actions and decision making and for the related outcomes.

#### *Performance criteria:*

---

- 1.1.1 Under the direction of the registered nurse, demonstrates accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with the Scope of Practice and UAE laws and regulations.
- 1.1.2 Recognizes the boundaries of the Scope of Practice<sup>4</sup> and the limits of one's own competence.
- 1.1.3 Seeks appropriate guidance when encountering situations beyond the Scope of Practice<sup>1</sup> and the limits of one's own competence.
- 1.1.4 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.
- 1.1.5 Assumes accountability for delegated nursing care.
- 1.1.6 Assists in activities to optimize and ensure client's safety and access to the full range of services required for effective care.
- 1.1.7 Practices according to the Code of Conduct for Nurses<sup>5</sup>.
- 1.1.8 Participates in ethical decision-making with respect to own responsibilities or where ethical issues affect the care provision.
- 1.1.9 Performs actions to protect the client's rights<sup>6</sup> in accordance with the UAE law and the Code of Ethics
- 1.1.10 Maintains confidentiality and security of written, verbal and electronic client information
- 1.1.11 Recognizes and respects the client's right to be fully informed.
- 1.1.12 Recognizes, respects and maintains the client's right for privacy and dignity.
- 1.1.13 Demonstrates sensitivity to diversity, including such factors as cultural and religious beliefs race, age, gender, physical and mental state, and other relevant considerations.
- 1.1.14 Collaborates with other healthcare professionals and personnel to ensure ethical practice is maintained.
- 1.1.15 Practices in accordance with policies and procedures that guide nursing practice.
- 1.1.16 Practices in accordance with relevant laws and regulations that govern nursing practice.
- 1.1.17 Maintains valid registration and licensure to practice in the UAE
- 1.1.18 Recognizes and communicates breaches of laws and regulations relating to code of conduct.

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<sup>4</sup> **Scope of Practice** in this document refers to the UAE NMC Scope of Practice

<sup>5</sup> **Code of Conduct** in this document refers to the Nurses and Midwives Code of Conduct approved by UAE NMC.

<sup>6</sup> **Rights** in this document refers to the client's bill of rights in nurses/ midwife's own institution.

## DOMAIN TWO: CARE PROVISION

---

This domain encompasses the key principles of the practical nurse's role in health promotion, illness prevention, care provision as well as therapeutic and interpersonal relationships pertaining to clients, families, community and society.

### Competency Standard 2.1: Promotion of Health

---

Engages in health promotion and disease prevention activities with clients, families, community and society.

#### *Performance criteria*

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- 2.1.1 Assists the registered nurse in health education to individuals/groups utilizing the teaching-learning process and provides him/her with timely feedback on results of instruction.
- 2.1.5 Acts as a role model by promoting a healthy lifestyle for self and others, and by demonstrating environmentally responsible behaviors.
- 2.1.6 Identifies environmental hazards and eliminates and/or prevents them where possible.

### Competency Standard 2.2: Provision of Care

---

Under the supervision of the registered nurse participates in the planning and provision of safe culturally competent nursing care, to optimize outcome, for clients, families, community and society, in a variety of healthcare settings.

#### *Performance criteria*

---

- 2.2.3 Assists the registered nurse in the assessment of individuals/groups assessment, documents findings and reports them in a timely manner.
- 2.2.2 Assists in identifying client problems that serve as a basis for care planning.
- 2.2.3 Assists in implementing a prioritized plan of care by:
  - Providing delegated care.
  - Assisting with care.
  - Participating in the teaching of clients, families members and/or significant others
  - Utilizing appropriate resources.
  - Enabling and promoting independent self-care.
  - Utilizing a range of effective and appropriate communication and engagement skills.

- 2.2.4 Responds in a timely manner to sudden changes in clients' condition.
- 2.2.5 Applies evidence-based knowledge into practice.
- 2.2.6 Provides culturally sensitive care in collaboration with other healthcare professionals.
- 2.2.7 Continuously evaluates the response(s) of clients/groups to nursing interventions, and reports results to the registered nurse.
- 2.2.8 Assists the registered nurse in reviewing the plan of care in response to the evaluation of client outcomes.
- 2.2.9 Documents performed interventions and client/group responses accurately and in a timely manner.
- 2.2.10 Contributes to problem solving by the health care team in the provision of care.
- 2.2.11 Prioritizes delegated workload and manages time effectively.
- 2.2.12 Provides feedback, offers suggestions for changes and deals effectively with the impact of change on own practice.
- 2.2.13 Maintains infection control practices.
- 2.2.14 Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed.
- 2.2.15 Participates in quality assurance and risk management activities.
- 2.2.16 Provides a safe environment by identifying and reducing actual and potential risks in line with workplace health and safety principles.
- 2.2.17 Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.

### Competency Standard 2.3: Therapeutic and Interpersonal Relationships.

Establishes therapeutic and interpersonal relationships with clients, families and healthcare professionals.

#### *Performance criteria*

- 2.3.1 Accepts delegated activities in line with one's own competence and scope of practice.
- 2.3.2 Contributes to the establishment and maintenance of a positive working environment.
- 2.3.3 Resolves conflicts in a professional nonjudgmental manner, making effective use of appropriate communication skills to achieve resolution.
- 2.3.4 Effectively communicates own responsibilities and supports other healthcare professionals and personnel.
- 2.3.5 Establishes therapeutic relationships with clients / groups.
  - Initiates, develops and terminates therapeutic relationships with clients/groups through the uses of appropriate communication and interpersonal skills.
  - Communicates in a culturally competent manner.

2.3.6 Maintains collaborative working relationship with colleagues.

- Communicates effectively within the workplace for the delivery of safe, competent, and ethical care.
- Respects and supports the roles of other healthcare providers.

2.3.7 Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic forms.

### DOMAIN THREE: PROFESSIONAL, PERSONAL AND QUALITY DEVELOPMENT

Practical nurses are required to maintain professional standards to provide quality health care. They have a professional obligation to develop themselves, and to support others in their professional development.

#### Competency Standard 3.1: Professional Development

Assumes responsibility for own professional development through lifelong learning to ensure continued competence in nursing practice.

##### *Performance criteria:*

- 3.1.2 Reviews and reflects on own practice through reflection, critical examination and manager evaluation.
- 3.1.2 Identifies the need for updating knowledge and skills for practice.
- 3.1.3 Actively engages in ongoing professional development.
- 3.1.5 Maintains record of learning and professional development activities
- 3.1.6 Uses professional standards and evidence-based best practice guidelines.
- 3.1.6 Participates in nursing research as delegated by management and uses findings as a mean to improve standards of care.
- 3.1.7 Acts as a role model for colleagues.
- 3.1.8 Supports and precepts newly hired practical nurses.
- 3.1.9 Participates in facilitating learning opportunities for colleagues.

#### Competency Standard 3.2: Quality Development

Participates in meeting organizational quality and safety standards guidelines and quality improvement activities.

##### *Performance criteria:*

- 3.2.1 Practices in accordance with quality standards and guidelines reflecting recognized evidence based practice.
- 3.2.2 Applies organizational quality management activities.
- 3.2.3 Assists registered nurse in maintaining quality and safety practices.

# SCOPE OF PRACTICE FOR PRACTICAL MIDWIVES

## INTRODUCTION

---

The Scope of Practice for Practical Midwives document sets forth the scope of practice with standards criteria for practical midwives practicing in the UAE. As such, it should be used as a reference for midwives, nursing educational institutions, nursing leadership teams as well as other healthcare professionals and stakeholders in the UAE.

The scope of practice is written as a competency framework. This framework is organized by role domains, and defines the competencies expected of a practical midwife at the point of entry into professional practice within each domain. Performance criteria for these domains shall be aligned with each competency. By meeting these criteria the midwife has the knowledge, skills and attitudes to safely and competently provide evidence-based client care.

This scope of practice document can be used in various ways. For instance, regulatory bodies can use it to identify common competencies for practical midwives; licensing procedures can be aligned accordingly. Educational institutions will use the scope to develop curricula and evaluate student competencies. Practice settings will use the scope as a foundation for nursing roles, professional development and performance appraisal.

This document should be read in conjunction with:

- The professional code of conduct for nurses/midwives (in own institution)
- The client's bill of rights (in own institution)
- The UAE NMC Scope of Practice User Guide

## DOMAINS OF THE SCOPE OF MIDWIFERY PRACTICE:

The competency standards for midwifery practice have been organized into three domains (see Figure 1):

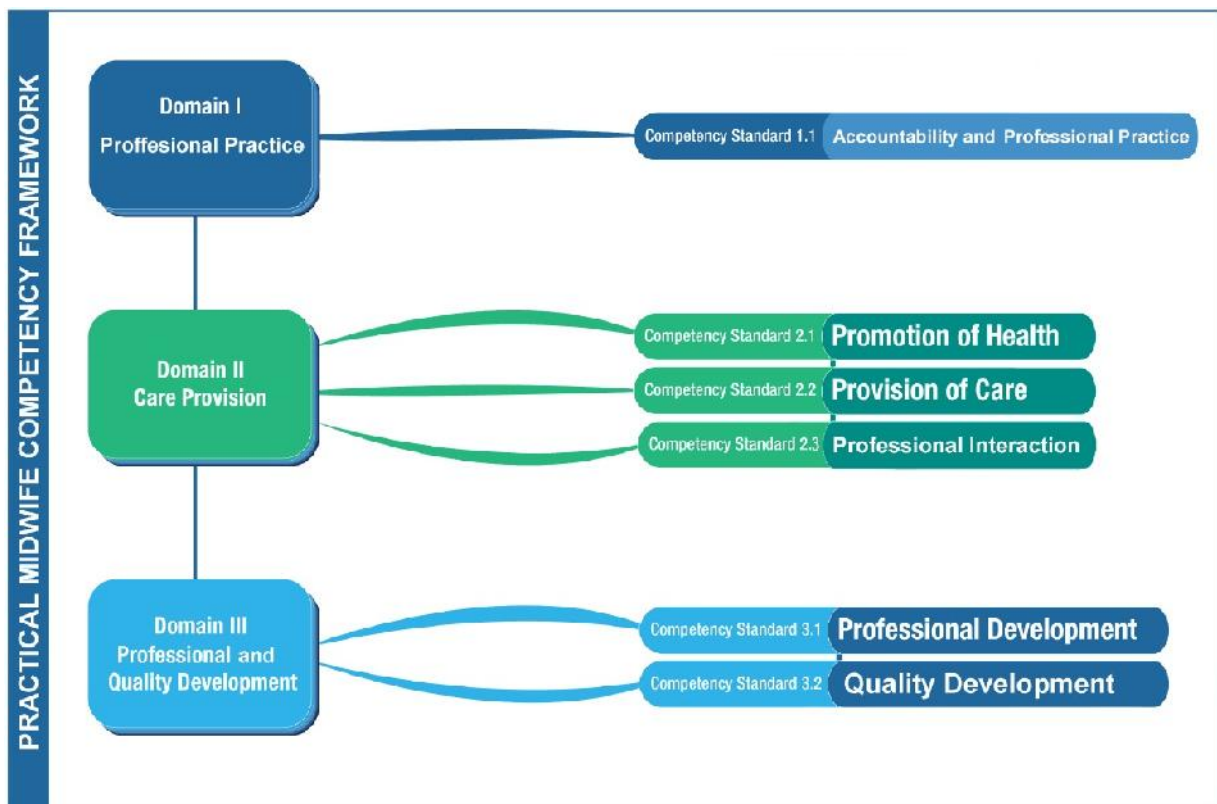
Domain one: Professional practice.

Domain two: Care Provision

Domain three: Professional, Personal and Quality Development.

In undertaking work on the competencies for the practical midwife, the same framework approved by the UAE NMC was used to establish all the competencies. These competencies should not be regarded as prescriptive. Those utilizing the scope of practice need to refer to their particular context and apply accordingly. Some areas may need further expansion and others may be to some extent not applicable, while areas that are important to their practice may be briefly mentioned and need to be further elaborated. Additionally, some may wish to use the competencies as the basis for developing more detailed guidelines for curriculum development by identifying the underpinning knowledge and skills and attitudes required to achieve the competencies.

Figure 1: Practical Midwife Competency Framework



## DOMAIN ONE: PROFESSIONAL PRACTICE

---

This domain reflects the practical midwife's accountability, ethical and legal practice towards women, families, community and society, under the supervision of the registered midwife.

### Competency Standard 1.1: Professional Practice

---

Under the supervision of the registered midwife, accepts accountability for own actions and decision making and for the related outcomes.

#### Performance criteria:

---

1.1.1 Under the direction of the registered midwife, demonstrates accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with the Scope of Practice<sup>1</sup> and UAE laws and regulations.

1.1.2 Recognizes the boundaries of the Scope of Practice<sup>7</sup> and the limits of one's own competence.

1.1.3 Seeks appropriate guidance when encountering situations beyond the Scope of Practice<sup>1</sup> and the limits of one's own competence.

1.1.4 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.

1.1.5 Assumes accountability for delegated midwifery care.

1.1.6 Assists in activities to optimize and ensure woman's safety and access to the full range of services required for effective care.

1.1.8 Practices according to the Code of Conduct for Nurses/Midwives<sup>8</sup>.

1.1.8 Participates in ethical decision-making with respect to own responsibilities or where ethical issues affect the care provision.

1.1.12 Performs actions to protect the woman's rights<sup>9</sup> in accordance with the UAE law and the Code of Ethics

1.1.13 Maintains confidentiality and security of written, verbal and electronic woman and family information

1.1.14 Recognizes and respects the woman's right to be fully informed.

1.1.12 Recognizes respects and maintains the woman's right for privacy and dignity.

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<sup>7</sup> **Scope of Practice** in this document refers to the UAE NMC Scope of Practice

<sup>8</sup> **Code of Conduct** in this document refers to the Nurses and Midwifery Code of Conduct approved by UAE NMC.

<sup>9</sup> **Rights** in this document refers to the client's bill of rights in nurses/midwife's own institution.

- 1.1.13 Demonstrates sensitivity to diversity, including such factors as cultural and religious beliefs, race, age, gender, physical and mental status, and other relevant considerations.
- 1.1.15 Collaborates with other healthcare professionals and personnel to ensure ethical practice is maintained.
- 1.1.15 Practices in accordance with policies and procedures that guide midwifery practice.
- 1.1.16 Practices in accordance with relevant laws and regulations that govern midwifery practice.
- 1.1.19 Maintains valid registration and licensure to practice in the UAE
- 1.1.20 Recognizes and communicates breaches of laws and regulations relating to code of conduct.

## DOMAIN TWO: CARE PROVISION

---

This domain encompasses the key principles of the practical midwife's role in health promotion, illness prevention, care provision as well as therapeutic and interpersonal relationships pertaining to women (during all stages of childbearing and delivery), families, community and society.

### Competency Standard 2.1: Promotion of Health

---

Engages in promoting healthy family life, positive parenting and assists in providing health education to women, families, community and society.

#### Performance criteria

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- 2.1.1 Assists the registered midwife in health education to women and families, community and society.
- 2.1.7 Acts as a role model by promoting a healthy lifestyle for self and others, and by demonstrating responsible behaviors.
- 2.1.8 Identifies environmental hazards and eliminates and/or prevents them where possible.

### Competency Standard 2.2: Provision of Care

---

Under the supervision of the registered midwife, participates in the planning and provision of safe and culturally competent midwifery care to women and families in all phases of childbearing, delivery, and family planning to optimize outcome in a variety of healthcare settings.



### Performance criteria

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- 2.2.4 Assists the registered midwife in the assessment of women and families, documents findings and reports them in a timely manner.
- 2.2.2 Assists in identifying woman and family problems that serve as a basis for care planning.
- 2.2.3 Assists in implementing a prioritized plan of care for women in the pre-conception, during pregnancy and childbirth and in the puerperium by:
- Providing delegated midwifery care.
  - Assisting with care.
  - Assisting in the teaching of women families and/or significant others.
  - Utilizing appropriate resources.
  - Enabling and promoting independent self-care.
  - Utilizing a range of effective and appropriate communication skills.
- 2.2.5 Responds in a timely manner to sudden changes in woman's condition.
- 2.2.5 Applies evidence-based knowledge into practice as directed
- 2.2.6 Provides culturally sensitive midwifery care in collaboration with other healthcare professionals.
- 2.2.7 Continuously evaluates the response(s) of women and families to midwifery interventions, and reports results to the registered midwife.
- 2.2.8 Assists the registered midwife in reviewing the plan of care in response to the evaluation of woman outcomes.
- 2.2.9 Documents performed interventions and women and family responses accurately and in a timely manner.
- 2.2.10 Contributes to problem solving by the health care team in the provision of care.
- 2.2.11 Prioritizes delegated workload and manages time effectively.
- 2.2.12 Provides feedback, offers suggestions for changes and deals effectively with the impact of change on own practice.
- 2.2.16 Maintains infection control practices.

2.2.17 Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed.

2.2.18 Participates in quality assurance and risk management activities.

2.2.16 Provides a safe environment by identifying and reducing actual and potential risks in line with workplace health and safety principles.

2.2.18 Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.

### Competency Standard 2.3: Therapeutic and Interpersonal Relationships.

Establishes therapeutic and interpersonal relationships with women, families and healthcare professionals.

2.3.6 Accepts delegated activities in line with one's own competence and scope of practice.

2.3.7 Contributes to the establishment and maintenance of a positive working environment.

2.3.8 Resolves conflicts in a professional nonjudgmental manner, making effective use of appropriate communication skills to achieve resolution.

2.3.9 Effectively communicates own responsibilities and supports other healthcare professionals and personnel.

2.3.10 Establishes therapeutic relationships with women and families.

- Initiates, develops and terminates therapeutic relationships with women and families through the use of appropriate communication and interpersonal skills.
- Communicates in a culturally competent manner.

2.3.6 Maintains collaborative working relationship with colleagues.

- Communicates effectively within the workplace for the delivery of safe, competent, and ethical care.
- Respects and supports the roles of other healthcare providers.

2.3.7 Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic forms.

### DOMAIN THREE: PROFESSIONAL, PERSONAL AND QUALITY DEVELOPMENT

Practical midwives are required to maintain professional standards to provide quality health care. They have a professional obligation to develop themselves, and to support others in their professional development.

### Competency Standard 3.1: Professional Development

Assumes responsibility for own professional development through lifelong learning to ensure continued competence in midwifery practice.

#### *Performance criteria:*

- 3.1.3 Reviews and reflects on own practice through reflection, critical examination and manager evaluation.
- 3.1.2 Identifies the need for updating knowledge and skills for practice.
- 3.1.3 Actively engages in ongoing practice development.
- 3.1.7 Maintains record of learning and practice development activities.
- 3.1.8 Uses midwifery standards and evidence-based best practice guidelines.
- 3.1.6 Participates in nursing research as delegated by management and uses findings as a means to improve standards of midwifery care.
- 3.1.8 Acts as a role model for colleagues.
- 3.1.8 Supports and precepts newly hired practical midwives.
- 3.1.9 Participates in facilitating learning opportunities for colleagues.

### Competency Standard 3.2: Quality Development

Participates in meeting organizational quality and safety standards guidelines and quality improvement activities.

#### *Performance criteria:*

- 3.2.4 Practices in accordance with quality standards and guidelines reflecting recognized evidence based practice.
- 3.2.5 Applies organizational quality management activities.
- 3.2.6 Assists registered midwife in maintaining quality and safety practices.

## GLOSSARY

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### *Accountability*

Obligations of a professional, to account for his/her activities, accept responsibility for them, and disclose the results in a transparent manner.

### *Client*

A person or persons who engage(s) or is/are served by the nurse or midwife with advice and/or care; client may refer to an individual, family, community or society; its use acknowledges that a significant part of nursing and midwifery services are delivered to people who are well and proactively engaging in healthcare. The terms client and patient can be used synonymously to acknowledge that the same services may be used for both clients and patients.

### *Competence*

The effective application of a combination of knowledge, skills and judgment demonstrated by nurses and midwives in daily practice or job performance. Competence reflects the following:

1. Knowledge understanding and judgment
2. A range of cognitive, technical, psychomotor and interpersonal skills.
3. a range of personal attributes and attitudes

### *Competency Standard*

A major function/functional area in the total set of competencies required of a nurse/midwife, defining the minimum acceptable functions performed by a nurse/midwife.

### *Continuing Professional Development*

The establishment of increasing competence across the span of a professional's career; in the range of knowledge, skills and abilities needed to perform duties or support interventions, be they in clinical practice, management, education, research, regulation or policy-making.

### *Cultural competence*

The understanding of and sensitivity to the cultural background and primary language of the client as demonstrated throughout the healthcare process, in any service delivery setting.

### *Cultural Sensitivity*

Being aware that cultural differences and similarities exist and have an effect on values, learning and behavior.

### *Delegation*

The transfer of responsibility for the performance of a task from one person to another. Although the responsibility for the tasks is transferred, the accountability for the process or outcome of the task remains with the person delegating the activity.

### *Evidence Based Practice*

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The process by which the best available research-based evidence, clinical expertise and client preferences are used to guide clinical decision making and therapeutic interventions and evaluation of care.

### *Governance*

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The process of controlling or guiding the nursing and midwifery profession

### *Health*

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Good health is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity. Health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities.

### *Illness*

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Poor health resulting from disease of body and mind. A person's perception of having poor health Illness and disease are not necessary the same.

### *Nursing*

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Nursing encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. Nursing includes the promotion of health, prevention of illness, and the care of ill, disabled and dying people. Advocacy, promotion of a safe environment, research, participation in shaping health policy and in patient and health systems management, and education are also key nursing roles.

### *Nursing Process*

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The process that serves as an organizational framework for the practice of nursing; it encompasses all of the steps taken by the nurse in caring for a patient: assessment, nursing diagnosis, planning, implementation, and evaluation. The rationale for each step is founded in nursing theory. The process requires a systematic approach to the person's situation, beginning with assessment and including an evaluation and reconciliation of the perceptions by the person, the person's family, and the nurse. A plan for the nursing actions to be taken may then be made, and, with the participation of the person and the person's family, the plan may be set. The plan developed with the person and the person's family is then implemented. The outcome is evaluated with the person and the person's family. The steps follow each other at the start of the process but may need to be taken concurrently in some situations. The process does not reach completion with evaluation. The steps are begun again, allowing recurrent evaluation of the assessment, plan, goals, and actions.

### *Performance Criteria*

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Descriptive statements which are measurable and reflect the intent of a standard in terms of performance, behavior or circumstance

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### *Positive working environment*

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It is a work environment that supports performance excellence and optimal social and psychological well-being of staff through: sustaining absence of work pressure, job security and workplace safety; encouraging team work, leadership and autonomy; supporting a motivated, empowered and autonomous staff while recognizing and rewarding their achievements. Healthy work environment has an evident positive impact on nurse/midwife satisfaction and retention; in addition to the strong influence it has on patient safety, patient satisfaction and quality care.

### *Practical Midwife:*

An individual who practices within the practical midwife scope of practice under the supervision of the registered midwife and who has (a) successfully completed a program recognized by the UAE NMC (b) has passed required assessments recognized by the UAE NMC, and (c) continues to meet the standards of the UAE NMC.

### *Practical Nurse*

An individual who practices within the practical nurse scope of practice under the supervision of the registered nurse and who has (a) successfully completed a program recognized by the UAE NMC (b) has passed required assessments recognized by the UAE NMC, and (c) continues to meet the standards of the UAE NMC.

### *Registered Midwife*

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A self-regulated health care professional who practices within the registered midwife scope of practice, working autonomously and in collaboration with others and has (a) successfully completed a program of education recognized by the UAE NMC, (b) has passed required assessments recognized by the UAE NMC for entry into practice, (c) continues to meet the standards of the UAE NMC.

### *Registered Nurse*

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A self-regulated health care professional who practices within the registered nurse scope of practice, working autonomously and in collaboration with others and has (a) successfully completed a bachelors program in nursing or its equivalent, (b) has passed required assessments recognized by the UAE NMC for entry into practice, (c) continues to meet the standards of the UAE NMC.

### *Responsibility*

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The obligation that an individual assumes when undertaking to carry out a delegated function; the individual who authorizes the delegated function retains accountability.

### *Scope of Practice*

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The range of roles, functions, responsibilities and activities, which a registered/licensed professional is educated for, competent in, and is authorized to perform. It defines the accountability and limits of practice.

### *Self-Regulation*

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The relative autonomy by which a profession is regulated and practiced within the context of public accountability to serve and protect the public interest. The rationale for self-regulation is the recognition that the profession is best able to determine what can be practiced, how it is to be practiced and who can practice as long as the public is well served.

### *Standard(s)*

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The desirable and achievable level of performance against which actual practice is compared.

### *Supervision*

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Provision of guidance by a registered nurse/midwife for the accomplishment of a nursing task or activity with initial direction of the task or activity and periodic inspection of the actual act of accomplishing the task or activity.

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