

Web appendix.

Mapping of WHO competencies for the maternal and newborn health (MNH) professional based on previously published international standards

WHO competencies for the MNH professional	International Confederation of Midwives (ICM) midwifery competency ^a	WHO primary care competency ^b
<p>Category 1: Scope of knowledge: Competent MNH professionals have the requisite knowledge, skills, behaviours and experience in the fields of midwifery, nursing, obstetrics, neonatology, social sciences, primary health care, public health, data analysis and reporting, monitoring and response, quality improvement, and ethics. With this cumulative knowledge, they are able to optimize the management of the relevant sociocultural, biological and psychological processes, and the provision of quality care for women, newborns and their families, by managing pregnancy, childbirth and the immediate postnatal period, in addition to common obstetric and neonatal complications.</p>	<p>Competency 1: Midwives have the requisite knowledge and skills from obstetrics, neonatology, the social sciences, public health and ethics that form the basis of high quality, culturally relevant, appropriate care for women, newborns, and childbearing families.</p>	

* The full document is available at: www.who.int/reproductivehealth/defining-competent-mnh-professionals

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<p>Category 2: Scope of practice: Competent MNH professionals provide, promote, advocate for and communicate on all aspects of sexual and reproductive health, including health education, family planning and contraception counselling and services, gender-based violence awareness and bereavement care, as needed, to all women and their families in all settings. Health-care professionals can also play an important role in informing women/patients about and referring them to other services that could provide them with crucial assistance to help them overcome social, financial and legal issues, including those related to employment rights and/or welfare support.</p>	<p>Competency 2: Midwives provide high quality, culturally sensitive health education and services to all in the community in order to promote healthy family life, planned pregnancies and positive parenting.</p>	<p>Competency 3: The primary health-care team member/s provide comprehensive and integrated sexual and reproductive health care, working efficiently in and with the community.</p> <p>Competency 4: The primary health-care team member/s provide high-quality health education related to sexual and reproductive health and sexual and reproductive health services.</p> <p>Competency 5: The primary health-care team member/s provide high-quality counselling related to sexual and reproductive health and sexual and reproductive health services.</p> <p>Competency 6: The primary health-care team member/s effectively assess the sexual and reproductive health needs of users of primary health-care services for treatment and referral when necessary.</p> <p>Competency 7: The primary health-care team member/s provide high-quality family-planning care.</p> <p>Competency 8: The primary health-care team member/s provide high-quality sexually transmitted infection and reproductive tract infection care.</p> <p>Competency 9: The primary health-care team member/s provide screening and treatment/referral for reproductive tract cancers.</p>

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<p>Category 3: Pre-pregnancy and antenatal care: Competent MNH professionals provide comprehensive and evidence-based pre-pregnancy care and antenatal care for adolescent girls and women. This includes health promotion and information about self-care, early identification of and support/management for risk factors for fetal loss/stillbirth and other adverse outcomes, and early detection and treatment or timely referral of complications to optimize the health and well-being of women and fetuses during pregnancy.</p>	<p>Competency 3: Midwives provide high quality antenatal care to maximize health during pregnancy and that includes early detection and treatment or referral of selected complications.</p>	<p>Competency 11: The primary health-care team member/s provide high-quality antenatal care.</p>
<p>Category 4: Intrapartum care: Competent MNH professionals provide evidence-based, human-rights-based, quality, socioculturally sensitive and dignified care, and facilitate physiological processes during labour and delivery to ensure a clean and positive childbirth experience. As needed, they identify and manage or refer women and/or newborns with complications. In addition, as part of an integrated team of MNH professionals (including, in alphabetical order, anaesthetists, doctors [such as obstetricians and paediatricians], midwives and nurses), they perform all signal functions of emergency maternal and newborn care (Basic emergency obstetric and newborn care – BEmONC; Comprehensive emergency obstetric and newborn care – CEmONC)¹ to optimize the health and well-being of women and newborns.</p>	<p>Competency 4: Midwives provide high quality, culturally sensitive care during labour, conduct a clean and safe birth and handle selected emergency situations to maximize the health of women and their newborns.</p>	<p>Competency 12: The primary health-care team member/s provide high-quality care during labour, birth and immediate postpartum.</p>

1 Campbell OM, Calvert C, Testa A, Strehlow M, Benova L, Keyes E, et al. The scale, scope, coverage, and capability of childbirth care. *Lancet*. 2016;388(10056):2193–208. doi:10.1016/S0140-6736(16)31528-8.

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<p>Category 5: Postpartum and postnatal care: Competent MNH professionals provide comprehensive and evidence-based postpartum and postnatal care. This includes education on breastfeeding and family planning, and provision of contraceptive services, as well as provision of or referral for lactation support and for bereavement care after miscarriage, stillbirth, neonatal and/or maternal death.</p>	<p>Competency 5: Midwives provide comprehensive, high quality, culturally sensitive postpartum care for women.</p>	<p>Competency 13: The primary health-care team member/s provide comprehensive, high-quality postnatal care for women and neonates.</p>
<p>Category 6: Newborn care: Competent MNH professionals provide comprehensive and evidence-based postnatal care for all newborns, which includes all elements of essential newborn care (ENC), such as neonatal resuscitation, thermal protection, breastfeeding/nutritional support, meticulous hygiene, and consultation/referral, as needed.² They provide immunization services and promote newborn well-being by educating caregivers and parents, linking them to continued care from primary health care centres and assisting with birth registration.</p>	<p>Competency 6: Midwives provide high quality, comprehensive care for the essentially healthy infant from birth to two months of age.</p>	

² World Health Organization (WHO), United Nations Population Fund (UNFPA), United Nations Children's Fund (UNICEF). Pregnancy, childbirth, postpartum and newborn care: a guide for essential practice, third edition. Geneva: WHO; 2015 (www.who.int/maternal_child_adolescent/documents/imca-essential-practice-guide/en/, accessed 31 October 2017).

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<p>Category 7: Care related to loss or termination: Competent MNH professionals provide a range of individualized abortion-related or postnatal (including postpartum) services based on respectful care and shared decision-making (involving the woman, her partner and the provider) for women requiring or experiencing pregnancy termination, stillbirth, miscarriage or neonatal death. This care should be provided according to applicable laws, regulations and international protocols.</p>	<p>Competency 7: Midwives provide a range of individualised, culturally sensitive abortion-related care services for women requiring or experiencing pregnancy termination or loss that are congruent with applicable laws and regulations and in accord with national protocols.</p>	<p>Competency 10: The primary health-care team member/s provide high-quality comprehensive abortion care.</p>
<p>Category 8: Leadership: Competent MNH professionals provide advocacy, leadership and management that contributes towards the creation and maintenance of a favourable work environment that enables effective and efficient provision of BEmONC and CEmONC services, and promotes communication and effective teamwork across all levels of health care delivery. They evaluate their physical setting, equipment and hygiene practices, and promote improvement of quality, in order to attain the highest standard of care. They also facilitate the education, training and development of leaders, and support the integration of MNH services and health promotion within the wider health system and the local community.</p>		<p>Competency 1: Perform a leadership role that provides an environment that enables primary health-care team members to perform effectively.</p> <p>Competency 2: Effectively manage the primary health-care team to allow the efficient provision of quality sexual and reproductive health services.</p>

^a Essential competencies for basic midwifery practice 2010. International Confederation of Midwives; revised 2013 (<https://internationalmidwives.org/core-documents>, accessed 13 April 2018).

^b Sexual and reproductive health core competencies in primary care: attitudes, knowledge, ethics, human rights, leadership, management, teamwork, community work, education, counselling, clinical settings, service, provision. Geneva: World Health Organization; 2011 (www.who.int/reproductivehealth/publications/health_systems/9789241501002/en/, accessed 13 April 2018).