

Maternity Support Worker Core Competencies

Core Competency Domain 1: CLINICAL PRACTICE

The Maternity Support Worker uses effective clinical and communication skills when carrying out safe effective woman and family-centred care which has been delegated by a midwife, within the limits of their competence.

The Maternity Support Worker will:	CEC education programmes	RQF Units Codes	In-house training programmes	HSC Trust mandatory Training programmes
Provide care in line with the relevant HSC/Trust guidelines, protocols, policies, procedures and DoH Maternity Support Worker Standards (2023).		Universal		Corporate Mandatory training
Observe and report any changes in the woman's and /or infant's clinical condition to the midwife in a timely manner.		L/601/8725, J/602/3096, Universal		
Provide support and reassurance to women who are vulnerable and/or who may have additional mental, physical, psychological or socioeconomic needs reporting concerns to the midwife.	Domestic Abuse: Recognising & Responding. Perinatal mental Health Conditions	F/502/1224, M/601/7907		Safeguarding Children (Level 2) and Safeguarding Adults
Document care in line with the NI Record Keeping Guidelines (NIPEC, 2016) and the HSC IT systems.		J/601/9470, Universal		Record Keeping
Be aware of how to access and adhere to legal and professional guidance pertinent to working in the role as a Maternity Support Worker.		Universal		Corporate Mandatory training
Provide care to the woman as delegated by a midwife, to include:				
<ul style="list-style-type: none"> Clinical care and support for the woman and her family 		Universal	In-house training programmes	
<ul style="list-style-type: none"> Routine maternal clinical observations and monitoring, reporting any deviations from normal to the midwife in a timely manner 		R/601/8662		
<ul style="list-style-type: none"> Information, education and resources for women and their families to support informed decision making 		Y/601/8145 F/502/1224		
<ul style="list-style-type: none"> Public health promotion and education either as a group or on a one to one basis 		MR602/4016		

Core Competency Domain 1: CLINICAL PRACTICE (continued)

The Maternity Support Worker uses effective clinical and communication skills when carrying out safe effective woman and family-centred care which has been delegated by a midwife, within the limits of their competence.

	CEC education programmes	RQF Units Codes	In-house training programmes	HSC Trust mandatory Training programmes
<ul style="list-style-type: none"> • Infant feeding assessment and support 				Infant Feeding Education Programme
<ul style="list-style-type: none"> • Bereavement and pregnancy loss support 	Bereavement and Loss in Midwifery Practice	M/601/7907		
<ul style="list-style-type: none"> • Arrange and process screening tests and procedures 		D/601/8860	In-house training programme	Hemovigilance Training
<ul style="list-style-type: none"> • Supporting the creation and maintenance of environments that promote the health, safety and wellbeing of women and their families 		J/602/3096 Universal		Corporate Mandatory training
<ul style="list-style-type: none"> • Support and information on the care of the infant 		K/602/4015		
Provide care to the infant as delegated by a midwife, to include:				
<ul style="list-style-type: none"> • Routine skin, eye and umbilical care 		K/602/4015		
<ul style="list-style-type: none"> • Routine clinical observations, reporting any deviations from normal to the midwife in a timely manner 		R/601/8662		
<ul style="list-style-type: none"> • Capillary blood sampling 		P/601/8850		
<ul style="list-style-type: none"> • Promoting parent-infant attachment 				Infant Feeding Education Programme
<ul style="list-style-type: none"> • Assisting with identification and security of the infant 		K/602/4015		
Work within own role to respond to emergencies and summon help when required		J/602/3096 L/601/8725		PROMPT

Core Competency Domain 2: EDUCATION and LEARNING				
The Maternity Support Worker participates in relevant education and learning opportunities and is supported to improve their knowledge, skills and behaviours.				
The Maternity Support Worker will:	CEC education programmes	RQF Units Codes	In-house training programmes	HSC Trust mandatory training programmes
Undertake work-based induction and relevant education/training.		A/601/1429		Corporate Mandatory training
Engage with line manager to identify professional education and development needs and undertake appropriate learning and development as part of appraisal and personal development planning.		A/601/1429		
Support new and existing Maternity Support Workers and members of the multi-disciplinary team.		J/601/8576 J/601/9470		
Undertake mandatory training and relevant professional updates as per HSC Trust requirements, to include reflective practice where appropriate.		A/601/1429		Corporate Mandatory training
Share best practice with others.		A/601/1429 J/601/9470		

Core Competency Domain 3: RESEARCH AND EVIDENCE-BASED PRACTICE				
The Maternity Support Worker follows relevant guidelines, protocols, policies and procedures and understands the need to provide evidence-based care.				
The Maternity Support Worker will:	CEC education programmes	RQF Units Codes	In-house training programmes	HSC Trust mandatory training programmes
Follow the direction of the midwife in accordance with the relevant evidence-based guidance.		J/601/8576 J/601/9470		
Participate in quality improvement activities, research and audits as directed by the midwife.				Corporate Mandatory training

Core Competency Domain 4: LEADERSHIP AND MANAGEMENT

The Maternity Support Worker is a vital member of the maternity services care team and works with other health care professionals to provide quality care and services.				
The Maternity Support Worker will:	CEC education Programmes	RQF Units Codes	In-house training programmes	HSC Trusts mandatory training programmes
Work within the DoH Maternity Support Workers' Standards (DoH, 2023) and competencies.		Universal J/602/3096 A/601/1429		Corporate Mandatory training
Contribute effectively as a member of the multi-disciplinary team.		J/601/8576	In-house training programme	
Apply the principles of Continuity of Midwifery Carer when supporting women and their families across a range of maternity care settings.		Y/601/8145 J/601/8576	In-house training programme	
Manage their clinical workload and effectively prioritise delegated duties.		J/601/8576		