



Department of
Health

An Roinn Sláinte

Mánnystrie O Poustie

www.health-ni.gov.uk



Maternity Support Worker

Training and Competency Booklet



Northern Ireland Practice & Education Council
for Nursing and Midwifery



NAME OF MATERNITY SUPPORT WORKER:

.....

**Commencement date of Maternity Support Worker
Education Programme**

.....

**This Training and Competency Booklet remains the
responsibility of the Maternity Support Worker**

Name.....

Date.....

Signature.....

Contents

Signature Log	3
Introduction	4
Standards for Maternity Support Workers (2023).....	4
The MSW Education Programme.....	5
Maternity Support Worker Training and Competency Booklet	6
Competency and Delegation	7
Assessment of Competence.....	7
Delegation.....	8
Core Competencies for Maternity Support Workers	8
Core Competencies for Maternity Support Workers	10
Section One:.....	13
Regulated Qualifications Framework Units	14
Core skill: Undertake physiological measurements (Adult)	15
Core skill: Undertake physiological measurements (Infant).....	18
Core Skill: Obtain venous blood samples (Adult)	21
Core skill: Obtain and test capillary blood samples (Adult).....	26
Core Skill: Obtain and test capillary blood samples (Infant)	30
Section Two:.....	33
Core skill: Obtain urine sample and perform urinalysis	34
Core skill: Perform Carbon Monoxide Monitoring.....	35
Core skill: Assess and record Body Mass Index (BMI) calculation	36
Core skill: Arrangement and processing of laboratory specimens.....	37
Core skill: Apply Transcutaneous Electrical Nerve Stimulation (TENS) machine for a woman in labour	38
Core skill: Measure and apply Thrombo-Embolus Deterrent (TED) stockings.	39
Core skill: Provide urethral catheter care, to include removal of indwelling urinary catheter	40
Core skill: Observation of an abdominal wound	41
Core skill: Record intake and output in an adult fluid balance and prescription chart	42
Core skill: Care of a peripheral intravenous (IV) cannula, including removal.....	43
Core skill: Observe and advise the woman on the care of their infant's umbilical cord area	44
Core skill: Obtain urine samples from the infant.....	45
Section Three:.....	46
HSC Clinical Education Centre Education Programmes	47
Section Four:	48
HSC Trust Mandatory Training Programmes	49

Appendix 1: Maternity Support Worker Core Skills (2023) and Education Units 50

Introduction

The role of the Maternity Support Worker (MSW) is to assist in caring for women¹ and their families throughout pregnancy, labour and the postnatal period, working under the direction and supervision of a registered midwife and within agreed guidelines and protocols.

The Standards (below) outline the role, conduct and behaviours required of Maternity Support Workers (2023)².

Standards for Maternity Support Workers (2023)

1. Support the delivery of safe, woman-centred and compassionate care for families who use our services.
2. Communicate openly and honestly to promote the health and wellbeing of families who use our services.
3. Maintain your knowledge, skills and experience to enable you to do your job effectively, in order to improve the quality of care for families who use our services.
4. Respect and protect at all times the right to confidentiality, privacy and dignity for families who use our services.

¹ This document utilises the terms 'woman' or 'women', however these terms will also apply to people who do not identify as a woman but are pregnant or have given birth.

² Department of Health (2023) *Standards for Maternity Support Workers employed by HSC Trusts* (DoH, 2023).

The MSW Education Programme

It is essential that trainee MSWs are supported to develop their knowledge, skills, behaviours and subsequent competency aligned to the Standards for Maternity Support Workers (2023).

The SHSCT Vocational Workforce Assessment Centre (VWAC) is responsible for the management, coordination and delivery of the Regulated Qualifications Framework (RQF) Level 3 Diploma in Healthcare Support (Maternity Support Worker). This is the qualification awarded on the completion of the MSW education programme and is affiliated with the ProQual Awarding Organisation.

The trainee MSW must complete the following four components of the MSW education programme within the programme timeline structure³ in order to attain the RQF Level 3 Diploma in Healthcare Support (MSW):

- 1. Regulated Qualifications Framework (RQF) units**
- 2. MSW in-house education programmes**
- 3. HSC Clinical Education Centre programmes**
- 4. Mandatory training programmes specific for the MSW role**

A nominated vocational assessor will be assigned to provide guidance and support to the trainee MSW. They will also advise the trainee MSW on how to plan and collect the required evidence for their learning and development portfolio that will support the requirements of the RQF Level 3 Diploma qualification.

The line manager within each HSC Trust clinical area is responsible for partnering the trainee Maternity Support Worker with a registered midwife who will act as a facilitator⁴ providing professional support, advice and guidance in the clinical environment.

³ Individuals who require additional time to complete the MSW education programme must be agreed by their line manager and the VWAC.

⁴ One or more midwives may act a facilitator to support and develop the trainee MSW's competence and confidence throughout the MSW education programme.

The vocational assessor in partnership with the registered midwife will facilitate appropriate learning environments and opportunities to support and develop the trainee MSW's competence and confidence throughout the duration of the MSW education programme.

Maternity Support Worker Training and Competency Booklet

This MSW Training and Competency Booklet is written to complement the information required for the RQF portfolio of evidence. It provides details of the four components of the MSW education programme under the following four sections:

	MSW education programme	Page Nos
Section 1.	Regulated Qualifications Framework Units: a set of 17 pre-agreed RQF units must be completed to achieve a minimum of 37 credits. (Five of these RQF units will require observations and supervised practices).	13 -32
Section 2.	MSW in-house education programmes: a set of 12 programmes will require observations, supervised practices and competency assessment.	33 - 45
Section 3.	HSC Clinical Education Centre programmes: A set of 5 education programmes must be completed.	46 - 47
Section 4.	Mandatory training programmes specific for the MSW role; A set of 7 mandatory training programmes must be completed within the MSW education programme timeline.	48 - 49

The vocational assessor in partnership with the registered midwife will be responsible for supporting the trainee MSW in their learning and development of the clinical skills listed in Sections 1 and 2. They will also act as an assessor to determine the trainee's ability to perform the clinical skills safely and effectively.

The trainee MSW must observe each of the clinical skills at least once and perform the skills the prescribed number of times under supervision of either the registered midwife or the vocational assessor (if available). The registered midwife or the

vocational assessor will assess the trainees' competence in performing the clinical skill. In signing off a competency, the registered midwife or the vocational assessor is agreeing that the trainee MSW is competent in this clinical skill.

If required, the trainee MSW may obtain additional support and supervision in performing the clinical skills before being finally signed off as competent. This additional support should be managed by the registered midwife or the vocational assessor.

The vocational assessor will facilitate and support the trainee MSW to complete the education programmes identified in Sections 3 and 4.

In completing this MSW Training and Competency Booklet, the trainee MSW in partnership with the registered midwife and the vocational assessor can demonstrate details of the training and competencies achieved, as well as identify areas of practice and skills, which require further development. The booklet will also support the trainee MSW to reflect on their learning in practice.

Competency and Delegation

Assessment of Competence

Competence is defined in the NIPEC framework 'Deciding to Delegate: A Decision Support Framework for Nursing and Midwifery'⁵, as the knowledge, skills, attitude and ability to practise safely without direct supervision (NIPEC, 2018).

Until competence is achieved and signed off, the trainee MSW will be directly or indirectly supervised by a registered midwife during all aspects of care delivery. Direct supervision involves the registered midwife working with the trainee MSW to enable direct monitoring of activities. Indirect supervision is appropriate at the point at which the trainee MSW requires consolidation of skills and confidence building to enable independent working.

⁵ Northern Ireland Practice and Education Council (2019). Deciding to Delegate: A Decision Support Framework for Nursing and Midwifery. Belfast: NIPEC.

The midwife is accountable for the decision to delegate care and will only delegate care to the MSW when they have completed the appropriate training and are deemed competent to perform the delegated activity without direct supervision.

Delegation

Delegation is defined in the NIPEC framework: 'Deciding to Delegate: A Decision Support Framework for Nursing and Midwifery', as the process by which a registered midwife (delegator) allocates clinical or non-clinical tasks and duties to a competent person (delegatee). The delegator remains accountable for the overall management of practice, for example, the plan of care for a service user and accountable for the decision to delegate. The delegator will not be accountable for the decisions and actions of the delegatee.

The delegatee is accountable for their own actions including adherence to their:

- professional standards
- employment standards
- organisational policies and procedures

Core Competencies for Maternity Support Workers

The core competencies for MSWs have been mapped under the following four domains used in the Nursing and Midwifery Pathway; [working in health and social care | NIPEC \(hscni.net\)](#). These are listed in detail on pages: 8 to 10.

Domain 1. Clinical Practice

Domain 2. Education and Learning

Domain 3. Research and Evidence-based Practice

Domain 4. Leadership and Management

These competencies reflect the knowledge and skills that an MSW must be able to demonstrate on completion of their programme and provides them with the opportunity to build upon as they gain experience in practice.

The MSW core skills (Appendix 1) specifies the details that an MSW must be able to demonstrate safely and effectively in order to meet these MSW competencies. Additional information on the education programmes linked to the MSW core skills are also found in Appendix 1.

Core Competencies for Maternity Support Workers

MSW 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:
Provide care in line with the relevant HSC/Trust guidelines, protocols, policies, procedures and DoH Maternity Support Worker Standards (2023)⁶.
Observe and report any changes in the woman's and /or infant's clinical condition to the midwife in a timely manner.
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.
Document care in line with the NI Record Keeping Guidelines (NIPEC, 2016)⁷ and the HSC IT systems.
Be aware of how to access and adhere to legal and professional guidance pertinent to working in the role as a Maternity Support Worker.
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
<ul style="list-style-type: none"> • Routine maternal clinical observations and monitoring, reporting any deviations from normal to the midwife in a timely manner
<ul style="list-style-type: none"> • Information, education and resources for women and their families to support informed decision making
<ul style="list-style-type: none"> • Public health promotion and education either as a group or on a one to one basis
<ul style="list-style-type: none"> • Infant feeding assessment and support
<ul style="list-style-type: none"> • Bereavement and pregnancy loss support
<ul style="list-style-type: none"> • Arrange and process screening tests and procedures
<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
<ul style="list-style-type: none"> • Support and information on the care of the infant
Provide care to the infant as delegated by a midwife, to include:
<ul style="list-style-type: none"> • Routine skin, eye and umbilical care
<ul style="list-style-type: none"> • Routine clinical observations, reporting any deviations from normal to the midwife in a timely manner
<ul style="list-style-type: none"> • Capillary blood sampling

⁶ Department of Health (2023), Standards for Maternity Support Workers employed by HSC Trusts in Northern Ireland. (DoH, 2023)

⁷ Northern Ireland Practice and Education Council (2019). Deciding to Delegate: A Decision Support Framework for Nursing and Midwifery. Belfast: NIPEC.

<ul style="list-style-type: none"> • Promoting parent-infant attachment
<ul style="list-style-type: none"> • Assisting with identification and security of the infant
Work within own role to respond to emergencies and summon help when required

MSW 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:
Undertake work-based induction and relevant education/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.
Support new and existing Maternity Support Workers and members of the multi-disciplinary team.
Undertake mandatory training and relevant professional updates as per HSC Trust requirements, to include reflective practice where appropriate.
Share best practice with others.

MSW 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:

Follow the direction of the midwife in accordance with the relevant evidence-based guidance.

Participate in quality improvement activities, research and audits as directed by the midwife.

MSW 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:

Work within the DoH Maternity Support Workers' Standards (DoH, 2023) and competencies.

Contribute effectively as a member of the multi-disciplinary team.

Apply the principles of Continuity of Midwifery Carer when supporting women and their families across a range of maternity care settings.

Manage their clinical workload and effectively prioritise delegated duties.

Section One: Regulated Qualifications Framework Units

Regulated Qualifications Framework Units

A set of 17 pre-agreed RQF units must be completed to achieve a minimum of 37 credits. Five of these RQF units will require clinical observations and supervised practices.

No.	Regulated Qualification Framework (RQF) Units	Coding	Observations & supervised practice
1.	Engage in personal development in health, social care or children's and young people's settings	A/601/1429	
2.	Provide advice and information to enable parents to promote the health and wellbeing of their newborn babies	A/602/4018	
3.	Obtain venous blood samples (Adult)	D/601/8860	1 observation & 10 supervised practices
4.	Communicate with individuals about promoting their health and wellbeing while working as a Health Trainer	(F/502/1224)	
5.	The role of the health and social care worker	J/601/8576	
6.	Promote good practice in handling information in health and social care settings	J/601/9470	
7.	Prepare individuals for healthcare activities	J/602/3096	
8.	Monitor and maintain the environment and resources during and after clinical / therapeutic activities	K/602/3883	
9.	Care for a newborn baby when the mother is unable to do so	K/602/4015	
10.	Support individuals undergoing healthcare activities	L/601/8725	
11.	Support individuals during a period of change	M/601/7907	
12.	Support parents/carers to interact with and care for their newborn baby	M/602/4016	
13a.	Undertake physiological measurements (Adult)	R/601/8662(a)	1 observation & 5 supervised practices
13b.	Undertake physiological measurements (Infant)	R/601/8662(b)	1 observation & 5 supervised practices
14	Anatomy and Physiology for Maternity Support Workers	T/601/3440	
15a.	Obtain and test capillary blood samples (Adult)	T/601/8850(a)	1 observation & 5 supervised practices
15b.	Obtain and test capillary blood samples (Infant)	T/601/8850(b)	1 observation & 5 supervised practices
16.	Understand How to Safeguard the Wellbeing of Children and Young People	Y/601/1695	
17.	Promote person-centred approaches in health and social care	Y/601/8145	

Please note: for copyright purposes, the wording within the RQF units cannot be changed.

Core skill: Undertake physiological measurements (Adult)
RQF Unit R/601/8862 (a)
Record of Clinical Practice & Competency

Aim: The trainee MSW must be able to demonstrate the knowledge and skills in undertaking physiological measurements in the adult.

A minimum of one observation and five supervised achievements of practice must be completed to demonstrate the trainee MSW's competency. Additional sessions may be required until the MSW is deemed competent and this should be facilitated by the registered midwife/vocational assessor.

Please note: The MSW will undertake only the physiological measurements of the mother listed below. This **will not** include assessment of PV loss or uterine tone.

Learning Outcomes/ Core Skills	Observed <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>	Supervised Practice (4) <i>Signature & date</i>	Supervised Practice (5) <i>Signature & date</i>
The trainee MSW will be able to:						
1. Confirm the individual's identity and obtain consent. (LO 3.7)						
2. Explain to the individual what measurements will be taken and why these are done. (LO 3.1)						
3. Reassure the individual during the physiological measurement process. (LO 3.2)						
4. Answer and deal with concerns during physiological measurement process. (LO 3.3)						

5. Ensure all material and equipment to be used are appropriately prepared. (LO 3.6)						
6. Apply standard precautions for infection prevention and control. (LO 4.1)						
7. Apply health and safety measures relevant to the procedure and environment. (LO 4.2)						
8. Select and use appropriate equipment at the prescribed time and in the prescribed sequence to obtain an accurate measurement of Temperature, Pulse, Blood Pressure, (manual and digital), Respirations, Pulse oximetry, level of consciousness. Also measure height and weight and calculate body mass index (BMI). (LO 4.3)						
9. Monitor the condition of the individual throughout these measurements. (LO 4.4)						
10. Demonstrate the correct process for reporting measurements that fall outside the normal levels. (LO 5.3)						
11. Record physiological measurements accurately using the correct documentation. (LO 5.5)						

Additional Competencies to be completed if required, adhering to the above standards

	Date	Facilitator / Signature	Comment
1			
2			
3			
4			
5			

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:

Core skill: Undertake physiological measurements (Infant)

RQF Unit R/601/8862 (b) Record of Clinical Practice & Competency

Aim: The trainee MSW must be able to demonstrate the knowledge and skills in undertaking physiological measurements in the infant.

A minimum of one observation and five supervised achievements of practice must be completed to demonstrate the trainee MSW's competency. Additional sessions may be required until the MSW is deemed competent, and this should be facilitated by the midwife/vocational assessor.

Learning Outcomes/ Core Skills	Observed Practice	Supervised Practice (1)	Supervised Practice (2)	Supervised Practice (3)	Supervised Practice (4)	Supervised Practice (5)
The trainee MSW will be able to:	<i>Signature & date</i>	<i>Signature & date</i>	<i>Signature & date</i>	<i>Signature & date</i>	<i>Signature & date</i>	<i>Signature & date</i>
1. Confirm the individual's identity and obtain consent. (LO 3.7)						
2. Explain to the individual what measurements will be taken and the reasons why these are completed. (LO 3.1)						
3. Reassure the individual during the physiological measurement process. (LO 3.2)						
4. Answer and deal with concerns during physiological measurement process. (LO 3.3)						
5. Ensure all material and equipment to be used are appropriately prepared. (LO 3.6)						

6. Apply standard precautions for infection prevention and control. (LO 4.1)						
7. Apply health and safety measures relevant to the procedure and environment. (LO 4.2)						
8. Select and use appropriate equipment at the prescribed time and in the prescribed sequence to obtain an accurate measurement of Temperature, Pulse (Heart rate), Respirations, Pulse oximetry, level of consciousness. Also measure length and weight. (LO 4.3)						
9. Monitor the condition of the individual throughout the measurements. (LO 4.4)						
10. Demonstrate the correct process for reporting measurements that fall outside the normal levels. (LO 5.3)						
11. Record physiological measurements taken accurately using the correct documentation. (LO 5.5)						

Additional Competencies to be completed if required, adhering to the above standards

	Date	Facilitator / Signature	Comment
1			
2			
3			
4			
5			

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

<p>c) Addresses needs and concerns</p> <p>d) Is respectful of personal beliefs and preferences. (LO 3.2)</p>											
<p>3) Select and prepare appropriate equipment for obtaining the venous blood sample. (LO 3.3)</p>											
<p>4) Select and prepare an appropriate venepuncture site, considering the individual's preferences. (LO 3.4)</p>											
<p>5) Apply health & safety measures relevant to the procedure and environment. (LO 4.1)</p>											
<p>6) Apply standard precautions for infection prevention and control. (LO 4.2)</p>											

7) Use the selected blood collection equipment correctly in a manner which will cause minimum discomfort to the individual. (LO 4.3)											
8) Use the agreed procedure to obtain the venous blood sample to include: a) Utilisation of containers b) Required volume of blood c) Correct sequence when obtaining multiple samples d) Application and use of tourniquets at appropriate stages e) Stimulation of blood flow or selection of alternative site where necessary f) Utilisation of anti-coagulant with sample when necessary. (LO 4.4)											
9) Terminate the blood collection procedure following											

<p>guidelines and/or protocols, to include:</p> <ul style="list-style-type: none"> a) Removal of blood collection equipment b) Stopping blood flow c) Stopping bleeding d) Application of suitable dressing e) Personal care advice to the individual. (LO 4.7) 											
<p>10) Label, package, transport and store blood samples correctly and use appropriate attached documentation ensuring:</p> <ul style="list-style-type: none"> a) Legibility of labelling and documentation b) Temperature control of storage c) Immediacy of transportation. (LO 5.1) 											

Additional Competencies to be completed if required, adhering to the above standards

	Date	Facilitator /Signature	Comment
1			
2			
3			
4			
5			

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Obtain and test capillary blood samples (Adult)

RQF Unit D/601/8850 (a) Record of Clinical Practice & Competency

Aim: The trainee MSW must be able to demonstrate the knowledge and skills in obtaining and testing capillary blood samples in an adult.

A minimum of one observation and five supervised achievements of practice must be completed to demonstrate the trainee MSW's competency. Additional sessions may be required until the MSW is deemed competent and this should be facilitated by the midwife/vocational assessor.

Learning Outcomes/ Core Skills	Observed <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>	Supervised Practice (4) <i>Signature & date</i>	Supervised Practice (5) <i>Signature & date</i>
The trainee Maternity Support Worker will be able to:						
1. Confirm the individual's identity and obtain valid consent. (LO 3.1)						
2. Select and prepare an appropriate site for obtaining the sample, considering the individual's preferences. (LO 3.2)						
3. Provide support and reassurance to address the individual's needs and concerns. (LO 3.3)						

4. Communicate accurate information in a way that is sensitive to the individual's personal beliefs and preferences. (LO 3.4)						
5. Apply health and safety measures relevant to the procedure and environment. (LO 4.1)						
6. Apply standard precautions for infection prevention and control. (LO 4.2)						
7. Obtain blood samples of the required volume and quantity, causing minimal discomfort to the individual. (LO 4.4)						
8. Use the selected materials, equipment and containers/slides in accordance with agreed procedures. (LO 4.5)						
9. Ensure stimulation of blood flow. (LO 4.7)						

10. Carry out the correct procedure for encouraging closure and blood clotting at the site. (LO 4.9)						
11. Test the sample, using the approved method in line with organisational procedure. (LO 5.1)						
12. Record results fully and accurately, and forward according to local requirements. (LO 5.5)						
13. Communicate the results of the tests and any further action required to the individual. (LO 6.1)						

Additional Competencies to be completed if required, adhering to the above standards

	Date	Facilitator / Signature/Designation	Comment
1			
2			
3			
4			
5			

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core Skill: Obtain and test capillary blood samples (Infant)

RQF Unit D/601/8850 (b) Record of Clinical Practice & Competency

Aim: The trainee MSW must be able to demonstrate the knowledge and skills in obtaining and testing capillary blood samples in an infant.

A minimum of one observation and five supervised achievements of practice must be completed to demonstrate the trainee MSW's competency. Additional sessions may be required until the MSW is deemed competent and this should be facilitated by the midwife/vocational assessor.

Please note: The MSW should obtain infant capillary blood samples for **glucose monitoring purposes only**.

Learning Outcomes/ Core Skills	Observed <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>	Supervised Practice (4) <i>Signature & date</i>	Supervised Practice (5) <i>Signature & date</i>
The trainee Maternity Support Worker will be able to:						
1. Confirm the individual's identity and obtain valid consent. (LO 3.1) <i>This must be obtained from the infant's parent/carer, checking and confirming their identities and checking name bands x 2</i>						
2. Select and prepare an appropriate site for obtaining the sample considering the individual's preferences. (LO 3.2)						

3. Provide support and reassurance to address the individual's needs and concerns. (LO 3.3)						
4. Communicate accurate information in a way that is sensitive to the individual's personal beliefs and preferences. (LO 3.4)						
5. Apply health and safety measures relevant to the procedure and environment. (LO 4.1)						
6. Apply standard precautions for infection prevention and control. (LO 4.2)						
7. Obtain blood samples of the required volume and quantity causing minimal discomfort to the individual. (LO 4.4)						
8. Use the selected materials, equipment and containers/slides in accordance with agreed procedures. (LO 4.5)						
9. Ensure stimulation of blood flow. (LO 4.7)						
10. Carry out the correct procedure for encouraging closure and blood clotting at the site. (LO 4.9)						
11. Test the sample, using the approved method in line with organisational procedure. (LO 5.1)						

12. Record results fully and accurately and forward according to local requirements. (LO 5.5)						
13. Communicate the results of the tests and any further action required to the individual. (LO 6.1)						

Additional Competencies to be completed if required, adhering to the above standards

	Date	Facilitator / Signature/Designation	Comment
1			
2			
3			
4			
5			

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Section Two:
MSW in-house training
programmes

Core skill: Obtain urine sample and perform urinalysis

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required level of knowledge, skills and competency in obtaining a urine sample and performing urinalysis.

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Describe Infection Prevention and Control principles involved in the collection of tissue and body fluids, including standard precautions and hand washing practices.
3. Discuss the procedure with the woman, including the reasons for collecting a urine sample, and gain their informed consent to proceed.
4. Demonstrate the correct procedure for the collection, handling and transportation of the urine sample as per HSC Trust policy.
5. Perform Point of Care testing.
6. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Obtain urine sample and perform urinalysis				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Perform Carbon Monoxide Monitoring

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required level of knowledge, skills and competency to undertake Carbon Monoxide (CO) screening.

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Discuss the procedure with the woman and gain their consent to proceed.
3. Explain the purpose and benefit of CO screening to the woman.
4. Identify if the woman or anyone in their household smokes.
5. Undertake the CO screening using the CO monitor as per HSC Trust policy.
6. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the MSW trainee's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Perform Carbon Monoxide Monitoring				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Assess and record Body Mass Index (BMI) calculation

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required knowledge, skills and competency in calculating and recording Body Mass Index (BMI).

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Explain the importance of recording an accurate BMI.
3. Discuss the procedure with the woman and gain their consent to proceed.
4. Demonstrate the ability to measure a woman's height and weight and calculate their BMI.
5. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Assess and record Body Mass Index (BMI) calculation				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Arrangement and processing of laboratory specimens

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required knowledge, skills and competency in arranging and processing requested laboratory specimens.

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Outline the range of laboratory services and types of specimens that may be required within the provision of maternity care.
3. Adhere to HSC Trust guidance to ensure that correct labelling of all laboratory specimens is undertaken.
4. Explain the procedure for arranging and processing laboratory specimens including the timely transport of specimen samples from the ward/dept. to the laboratory.
5. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Arrangement and processing of laboratory specimens				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Apply Transcutaneous Electrical Nerve Stimulation (TENS) machine for a woman in labour

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required knowledge, skills and competency in the use and application of a Transcutaneous Electrical Nerve Stimulation (TENS) machine for a woman in labour.

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Explain the purpose of the TENS machine as a method of pain relief in labour.
3. Describe the advantages and disadvantages of the use of a TENS machine.
4. Discuss the procedure with the woman and gain their consent to proceed.
5. Explain the functions and care of the TENS machine to the woman.
6. Demonstrate safe, effective application of the TENS pads and use of the machine, as per HSC Trust guidelines.
7. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Apply Transcutaneous Electrical Nerve Stimulation (TENS) machine for a woman in labour.				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Measure and apply Thrombo-Embolus Deterrent (TED) stockings.

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required level of knowledge, skills and competency in the measurement and application of Thrombo-Embolus Deterrent (TED) stockings.

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Discuss the procedure with the woman and gain their informed consent to proceed.
3. Demonstrate the procedures to determine the correct measurements for thigh or knee-length TED stockings, including the woman’s leg measurements and the size of the TED stockings applied.
4. Assist the woman in the application of the TED stockings.
5. Provide information to the woman on observing and maintaining their skin integrity while wearing TED stockings.
6. Document completed actions and care provided in the woman’s written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW’s competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Measure and apply Thrombo-Embolus Deterrent (TED) stockings.				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Provide urethral catheter care, to include removal of indwelling urinary catheter

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required level of knowledge, skills and competency in the care of a woman with an indwelling urinary catheter, including removal.

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Discuss the procedure with the woman and gain their informed consent to proceed.
3. Demonstrate Infection Prevention and Control principles when providing urethral catheter care including standard precautions and hand washing practices.
4. Ensure urinary catheter bag is emptied when full, and urinary output is measured, recorded in the chart and appropriately disposed.
5. Ensure positioning of catheter bag is correct and draining properly.
6. Demonstrate the correct technique in removing a urinary catheter.
7. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Provide urethral catheter care to include removal of indwelling urinary catheter				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Observation of an abdominal wound

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required level of knowledge, skills and competency in the observation of an abdominal wound.

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Discuss the procedure with the woman and gain their informed consent to proceed.
3. Explain Infection Prevention and Control principles, including standard precautions and hand washing practices.
4. Explain the importance of observing and monitoring the wound site and surrounding tissue.
5. Explain the signs and symptoms of wound infection.
6. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Observation of an abdominal wound				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Record intake and output in an adult fluid balance and prescription chart

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required level of knowledge, skills and competency in completing an adult fluid balance and prescription chart.

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Explain the importance of accurately recording intake and output, and recording in the appropriate chart using the correct date and time/s.
3. Discuss the procedure with the woman.
4. Demonstrate accurate measuring and recording of fluid intake and all bodily fluid outputs.
5. Calculate fluid input and output to ascertain the fluid balance over the previous 24-hour period if required.
6. Explain the importance of the different fluid recording charts i.e. those for under 16 years and adult charts.
7. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Record intake and output in fluid balance and prescription chart				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Care of a peripheral intravenous (IV) cannula, including removal

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required level of knowledge, skills and competency in the care and removal of a peripheral intravenous (IV) cannula.

NB: The MSW must not flush or inject any fluid through the IV cannula at

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Explain the importance of observing and monitoring the cannula site and surrounding tissue.
3. Recognise and explain signs of trauma and infection associated with IV cannula use (i.e phlebitis).
4. Discuss the procedure with the woman and gain their informed consent to proceed.
5. Advise the woman on the care of the IV cannula while in situ.
6. Demonstrate safe, hygienic care, removal and disposal of an IV cannula as per HSC Trust Infection Prevention and Control policies.
7. Demonstrate accurate documentation of the IV cannula status on the Visual Infusion Phlebitis (VIP) chart following inspection or removal of the IV cannula.
8. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Care of a peripheral IV cannula and removal				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Observe and advise the woman on the care of their infant's umbilical cord area

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required level of knowledge, skills and competency in observing and advising the woman on the care of their infant's umbilical cord area.

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Explain the importance of observing and monitoring the umbilical cord and surrounding tissue.
3. Describe the signs of umbilical cord infection.
4. Demonstrate the skill of providing umbilical cord care.
5. Discuss with the woman observation and care of the infant's umbilical cord area.
6. Explain the principles of Infection Prevention and Control.
7. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Observe and advise the woman on the care of their infant's umbilical cord area				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Core skill: Obtain urine samples from the infant

Aim:

The trainee Maternity Support Worker (MSW) will demonstrate the required level of knowledge, skills and competency in obtaining infant urine samples.

Learning outcomes:

The trainee MSW will:

1. Identify and confirm with the midwife the delegated tasks to be undertaken.
2. Discuss the reasons why an infant urine sample may be requested.
3. Identify the required equipment to collect an infant urine sample.
4. Explain Infection Prevention and Control principles involved in the collection of urine including standard precautions and hand washing practices.
5. Discuss the procedure with the woman and gain their informed consent to proceed.
6. Demonstrate appropriate urine collection technique as per HSC Trust policy.
7. Demonstrate correct labelling of the specimen sample container and laboratory form.
8. Document completed actions and care provided in the woman's written and/or electronic records, reporting any issues of concern to the midwife.

A minimum of one observation and three supervised achievements of practice must be completed to demonstrate the trainee MSW's competency.

Core Skill	Observed Practice <i>Signature & date</i>	Supervised Practice (1) <i>Signature & date</i>	Supervised Practice (2) <i>Signature & date</i>	Supervised Practice (3) <i>Signature & date</i>
Obtain urine samples from the infant				

I can confirm that has successfully demonstrated competency in this core skill.

Name of Midwife/Vocational Assessor:	Signature:	Date:
---	-------------------	--------------

Section Three: HSC Clinical Education Centre Programmes

HSC Clinical Education Centre Education Programmes

The following programmes are provided by the HSC Clinical Education Centre and must be completed within the MSW programme timeline structure:

1. Perinatal Mental Health Conditions
2. Bereavement and Loss in Midwifery Practice
3. Safeguarding Children (Level 2)
4. Domestic Abuse: Recognising & Responding
5. Lone Working

Section Four: Mandatory Training Programmes

HSC Trust Mandatory Training Programmes

The following HSCT Trust mandatory training programmes are included as part of the MSW education programme and must be completed within the programme timeline structure:

1. Record Keeping
2. Safeguarding Children (Level 2)
3. Safeguarding Adults
4. Adult Basic Life Support
5. **PR**actical **OB**stetric **MU**lti-**PR**ofessional Training (PROMPT)
6. Infant Feeding Education programme
7. Hemovigilance Training

Please note: It is the responsibility of the trainee MSW to have completed all components of their HSC Trust's corporate mandatory training requirements.

Appendix 1: Maternity Support Worker Core Skills (2023) and Education Units

(Please note this list is not exhaustive)

Maternity Support Worker Core Skills and Education Provision

MSW 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.

Core Skills	HSC CEC education programmes	RQF Units Codes	In-house training programmes	HSC Trust mandatory training programmes (specific to the MSW role)
Communicate courteously with women, their families and others in the course of duties.		F/502/1224		
Communicate effectively with women and their families taking into account their clinical condition and differing levels of ability to understand.		F/502/1224		
Use a range of approaches to develop professional relationships with women and their families that respects their autonomy, beliefs, values, culture and preferences.		Y/601/8145, F/502/1224		
Provide information, education and resources to women to support informed decision making.		Y/601/8145		
Obtain woman's co-operation and consent prior to taking action or providing care.		Y/601/8145		
Observe and report any changes in the woman's physical, mental and emotional condition or behaviour to the midwife in a timely manner.	Domestic Abuse: Recognising & Responding. Perinatal Mental Health Conditions.	L/601/8725, J/602/3096, Universal.		Safeguarding Children (Level 2) and Safeguarding Adults.
Maintain confidentiality at all times with regard to the woman, her infant and her family.		J/601/9470		
Co-operate with colleagues and members of the Multi-Disciplinary Team, promoting an effective team-working environment.		J/601/8576		
Ensure accurate, comprehensive and timely completion of the woman's and infants' records, including entering data on to maternity IT systems.		J/601/9470, Universal		Recordkeeping.

Accurately report and record care provided to the midwife in a timely manner.		J/601/9470		Recordkeeping.
Comply with health and safety policies and statutory regulations.		J/602/3096, Universal		
Be aware of the risks of identity confusion when caring for infants, and diligently follow HSC Trust policies and procedures to minimise these risks.		K/602/4015		
Report any accidents and incidents to the midwife and assist in investigation of same, verbally and in writing as required and in accordance with HSC Trust policies.		J/602/3096		
Follow policies and procedures for maintaining own and others' health, safety and security.	Lone Working.	J/602/3096, 8860 & Universal.		
Be aware of lone working within the community setting and adhere to HSC Trust polices.	Lone Working.			
Contribute to and maintain a safe environment within the risk management and clinical governance strategies.		K/602/3883, L/601/8725		
Participate in and coordinate housekeeping duties, including cleaning of labour rooms, cleaning woman's bed space, management of blood spillages, waste disposal and maintaining a tidy and clutter free environment, in line with HSC Trust Infection Prevention and Control Policies.		K/602/3883		
Contribute to the effective and economic use of resources and the maintenance of all equipment, including reporting of faults.		K/602/3883		
Work within own role to respond in emergencies and summon help when required, to include: escalation in a timely manner, awareness of emergency contact numbers and how to call for help, obtaining emergency equipment, scribing and documenting under direction of the midwife and as appropriate.		J/602/3096, L/601/8725		
Assist with chaperoning to support both the woman and the health professional when intimate procedures are being carried out.		L/601/8725, Y/601/8145		
Ensure all documentation completed is in accordance with NI Record Keeping Guidelines (NIPEC, 2016) and the HSC IT systems.		J/601/9470		Recordkeeping.
Assist in the reception, admission and discharge of women, providing individualised advice and support as appropriate.		L/601/8725, A/602/4018, J/602/3096		

Adhere to current legislation on equality, diversity and inclusion.		Y/601/8145		
Recognise and report any discriminatory practice.		Y/601/8145		
Provide reassurance to new mothers and their partners.		A/602/4018		
Contribute to planning care by ensuring that the woman's articulated needs and preferences are shared.		Y/601/8145, J/601/9470, L/601/8725, Universal		
Assist in the teaching and demonstration of basic parenting skills on a one to one basis and in group sessions.		M/602/4016		
Promote healthy living through the provision of information and advice on areas such as: diet & nutrition, exercise, smoking, drugs, alcohol, domestic abuse screening, Female Genital Mutilation and breastfeeding, signposting to relevant information resources.		F/502/1224		
Co-operate fully with regard to HSC Trust policies and procedures relating to Safeguarding, Domestic and Sexual Violence and Abuse and Female Genital Mutilation, ensuring the escalation of concerns to the midwife.	Domestic Abuse: Recognising & Responding. Safeguarding Children (Level 2).	Y/601/1695 SGC		Safeguarding Children (Level 2) and Safeguarding Adults.
Reinforce key health messages delivered by the midwife in all encounters with women, their families and visitors.		F/502/1224, A/602/4018		
Support women towards self-care and independence during pregnancy and following birth including personal care.		F/502/1224, A/602/4018		
Promote mental health and wellbeing, reporting any concerns to the midwife.	Perinatal Mental Health Conditions.	F/502/1224, M/601/7907		
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.	Perinatal Mental Health Conditions.	F/502/1224, M/601/7907		
Signpost families to appropriately qualified practitioners for support, information and advice on immunisations.		A/602/4018		

Provide advice and support to women who choose to breastfeed in accordance with the HSC Trust Policy and UNICEF UK Baby Friendly Initiative (BFI) recommendations.				Infant feeding programme in accordance with HSC Trust Policy & Baby Friendly Initiative recommendations
Inform parents about the benefits of breastmilk.				
Promote, support and facilitate uninterrupted skin to skin contact between mothers and their infants.				
Assist the woman to breastfeed.				
Assist with positioning and comfort of the woman.				
Assist women with positioning and attachment of infant.				
Assist women with hand expression of breastmilk.				
Assist women with use of the breast pump.				
Record and provide assessment of breastfeeding to midwife.				
Record breastfeeding assessment in Parent Child Health Record.				
Assist with cup feeding of mother's expressed breastmilk.				
Assist with syringe feeding of mother's expressed breastmilk.				
Provide advice and support to women who choose to bottle-feed their infant in accordance with the HSC Trust Policy and UNICEF Baby Friendly Initiative recommendations.				
Provide advice and information on preparation of artificial feeds.				
Provide advice and information on principles of sterilisation of infant feeding equipment.				
Advise the woman and her family how to recognize feeding cues and other newborn behaviour cues.				
Support the woman and her family to interact and respond to her infant, building close & loving relationships.				
Advise women, families and carers about safe sleeping practices and how to reduce the risks of Sudden Infant Death Syndrome.		A/602/4018		
Undertake, record and report physiological observations including temperature, pulse, respiratory rate, blood pressure, oxygen saturations, and verbally report an estimation of lochia/PV blood loss to midwife.		R/601/8662 (a) and supervised practice		

Obtain urine sample and perform urinalysis.			In-house training programme	Point of Care Testing
Assess and record Body Mass Index (BMI) calculation.		R/601/8662 (a)	In-house training programme	
Record intake and output in an adult fluid balance and prescription chart.		J/601/9470	In-house training programme	
Obtain and test maternal capillary blood sample for blood glucose analysis.		T/601/8850 (a) and supervised practice.		
Obtain venous blood samples in accordance with the HSC Trust protocol.		T/601/8860 L/601/8725 and supervised practice		Hemovigilance Training. Point of Care Testing.
Provide care of a peripheral intravenous (IV) cannula to include removal.			In-house training programme	
Provide urethral catheter care, to include removal of indwelling urinary catheter.		L/601/8725	In-house training programme	
Arrangement and processing of laboratory specimens.		D/601/8860	In-house training programme	
Observe abdominal wound, reporting any concerns to the midwife.		L/601/8725, R/601/8662 (a)	In-house training programme	
Measure and apply Thrombo-Embolic Deterrent (TED) stockings.			In-house training programme	

Advise women on postnatal exercises.		F/502/1224		
Perform Carbon Monoxide monitoring and report findings to the midwife.		F/502/1224	In-house training programme	
Prepare equipment and assist the health professional with procedures to include ultrasound scan, transvaginal scan, inflation of cervical ripening balloon.		J/602/3096, L/601/8725		
Observe and advise mother on care of infant's umbilical cord area.		K/602/4015, M/602/4016,	In-house training programme	
Apply Transcutaneous Electrical Nerve Stimulation (TENS) machine.		J/602/3096, L/601/8725	In-house training programme	
Provide physical and emotional support to women.		M/601/7907 & Universal.		
Provide support and care to the woman and her family experiencing perinatal loss and bereavement.	Bereavement and Loss in Midwifery Practice.	M/601/7907		
Assist the midwife in preparing the woman for Caesarean birth.		J/602/3096, L/601/8725		
Undertake monitoring of vital signs, including routine post-operative observations following uncomplicated surgery e.g. planned caesarean birth.		R/601/8662 (a)		
Undertake infant bathing, eye care and skin care, including awareness of the potential seriousness of skin rashes.		K/602/4015		
Advise the woman and her family on the changing stool and micturition pattern of the normal neonate.		K/602/4015, M/602/4016		
Measure and record weight of the infant.		K/602/4015		
Assist with identification and security of infant.		K/602/4015		
Following initial assessment by a midwife and development of a care plan, undertake and record infant observations including: temperature (axilla), respiratory rate, heart rate (apex), muscle tone, colour, Oxygen saturations,		R/601/8662 (b) and supervised practice.		

reporting any abnormalities to the midwife and recording accurately within the neonatal observation chart.				
Recognise potential signs of neonatal jaundice and report to midwife.		K/602/4015, M/602/4016		
Obtain infant capillary blood samples for glucose estimation.		T/601/8850 (b) and supervised practice.		Point of Care Testing.
Obtain urine samples from the infant and perform urinalysis with POCT.		M/602/4016	In-house training programme	Point of Care Testing.
Provide assistance to the midwife in basic life support measures of the infant.				PROMPT
Access and adhere to HSC Trust policies, procedures, guidelines, protocols and codes of conduct.		Universal.		

Maternity Support Worker Core Skills and Education Provision

MSW Competency Domain 2: EDUCATION & LEARNING

The Maternity Support Worker participates in relevant education and learning opportunities and is supported to improve their knowledge, skills and behaviours.

Core Skills	HSC CEC education programmes	RQF Units Codes	In-house training programmes	HSC Trust mandatory training programmes (specific to the MSW role)
Be aware of and identify limitations of own knowledge and skills.		A/601/1429		
Take responsibility for continuing personal development (CPD), maximising potential to meet the demands of the role.		A/601/1429		

Maternity Support Worker Core Skills and Education Provision

MSW Competency Domain 3: RESEARCH & EVIDENCE BASED PRACTICE

The Maternity Support Worker follows relevant guidelines, protocols, policies and procedures and understands the need to provide evidence-based care.

Core Skills	HSC CEC education programmes	RQF Units	In-house training programmes	HSC Trust mandatory training programmes (specific to the MSW role)
Contribute to and promote service/quality improvement activities e.g. Service user feedback, audits etc.				
Carry out duties delegated by the midwife, ensuring that a high standard of woman-centred care is provided.		J/601/8576		
Report all complaints immediately to Ward Sister/Team Leader and in accordance with HSC Trust policies.		L/601/8725, Y/601/8145, J/601/8576		
Demonstrate the HSC Trust's commitment to providing the highest possible standard of service to women, their families and members of the public, in a pleasant, courteous and respectful manner.		Y/601/8145		

Maternity Support Worker Core Skills and Education Provision

MSW Competency Domain 4: LEADERSHIP & 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.

Core Skills	HSC CEC education programmes	RQF Units	In-house training programmes	HSC Trust mandatory training programmes (specific to the MSW role)
Participate in the HSC Trust's personal performance and development review process and comply with the HSC Trust's appraisal system.		A/601/1429		
Attend staff induction and participate in training and development of self and others to maintain competence in the Maternity Support Worker role.		A/601/1429		
Support new and existing Maternity Support Workers.		J/601/8576, J/601/9470		
Share best practice with others.		A/601/1429, J/601/9470		
Demonstrate commitment through regular attendance, efficient completion of duties and participation in department and teamwork activities.		J/601/8576, A/601/1429		
Ensure that an adequate level of supplies and equipment are maintained.		K/602/3883		
Work within own scope of role adhering to current legislation, HSC Trust policies and procedures.		J/602/3096, A/601/1429, Universal		



For further Information, please contact

NIPEC

Centre House

79 Chichester Street

BELFAST, BT1 4JE

Tel: 0300 300 0066

This document can be downloaded from the NIPEC
website www.nipec.hscni.net

August 2023