



CIRCULAR NO. (17/2022)

From	:	Department of Healthcare Professions / Ministry of Public Health
To	:	<ul style="list-style-type: none">• All Nurses and Midwives in the State of Qatar• All Healthcare Facilities/ focal points in the state of Qatar
Subject	:	Update on the Registered Midwife scope of practice, and Addition of new scope of practice 'Clinical Midwife Specialist' (Advance Midwifery Practice/Specialist)
Date	:	30 November 2022

“Greetings from the Department of Healthcare Professions”

The Department of Healthcare Professions pursuit (DHP) to cope with the best regional and international practices in the field of registration/ licensing, and in accordance with benchmark study and collaboration with the expert panel and the task force Member for Qatar NHS” Healthy Women Leading to Healthy Pregnancy”, for the sake of the development of the regulatory framework regarding the nursing and Midwifery profession and based on the Permanent Licensing Committee decision in its meeting number 15 /2022 dated 31/10/2022, the DHP has decided to:

- Update the registration/ licensing requirements of the scope of practice for 'Registered Midwife'.
- Add a new scope of practice for 'Clinical Midwife Specialist'/advanced practice midwifery to the list of approved scopes for the Nursing and Midwifery profession

Note: The issuance of this circular will cancel the existing scope and licensing requirements for 'Registered Midwife' included in Circular 12/2016.

Attachments:

- Registration / Licensing requirements of the above-mentioned scope of practice.

For further information, Kindly contact:

- Registration team/Department of Healthcare Profession - dhregistration@moph.gov.qa

Thank you for your cooperation-Department of Healthcare Professions



Criteria for National Registration Requirements – Registered Midwife (RM)

Criteria	REGISTERED MIDWIFE (RM)
Definition	A Registered Midwife is an individual who has successfully completed a midwifery education program that is duly recognized in the country where it is administered, and that is in alignment with the ICM Essential Competencies for Basic Midwifery Practice and the framework of the ICM Global Standards for Midwifery Education; who has acquired the requisite qualifications to be registered and/or legally licensed to practice midwifery and use the title 'Midwife'; and who demonstrates competency in the practice of midwifery (Adapted from International Confederation of Midwives ICM 2011).
Practice Settings	RMs practice in various settings, including homes, communities, hospitals, and clinics.
Education	<ul style="list-style-type: none"> • Bachelor's degree in Midwifery. Or • Bachelor's degree in Nursing and recognized post-graduate diploma in Midwifery.
Scope of Practice	A midwife is a person who is recognized as a responsible and accountable professional who works in partnership with women to give the necessary support, care and advice during pregnancy, labor and the postpartum period to conduct births on the midwife's own responsibility and to provide care for the newborn and the infant. This care includes preventive measures, the promotion of normal birth, the detection of complications in mother and child, the accessing of medical care or other appropriate assistance and the carrying out of emergency measures. The midwife has an important task in health counseling and education, not only for the woman but also within the family and the community. This work should involve antenatal education and preparation for parenthood and may extend to women's health, sexual or reproductive health and childcare.
Experience	<ul style="list-style-type: none"> • Overseas candidates: <ul style="list-style-type: none"> - 3 years of clinical experience as a midwife after completing the midwifery program and registration/licensing as a registered midwife. • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020
Licensure	<ul style="list-style-type: none"> • Candidates should have a valid license/registration certificate accompanying the required years of experience.
Competency validation	<ul style="list-style-type: none"> • Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf • Verification of the educational qualifications and relevant graduate clinical experience.

Other Requirements for Evaluation & Registration	<ul style="list-style-type: none"> Refer to the DHP requirements for license Registration/Evaluation https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License Renewal	<ul style="list-style-type: none"> (Refer to the DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
<p>Note: Applicant with a break from practice, please see the DHP “Break from Practice Policy” at the following link:</p> <p>https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	

Registered Midwife (RM) - Scope of Practice

INTRODUCTION

The Registered Midwife (RM) Scope of Practice refers to the activities that registered midwives are educated, authorized and competent to perform under the following five domains of practice:

1. Professional and Ethical Practice
2. Clinical Practice
3. Leadership and Management
4. Education, Learning and Development
5. Research and Improvement

Each domain is described through competency standards and performance criteria that define the requirements for practice demanded of the Registered midwife. This document will be used as a foundation for all registered midwife roles, professional development, and performance appraisal in primary or secondary healthcare.

DEFINITION

The definition of a midwife by the International Council of Midwives (ICM) is as follows:

“A midwife is a person who has successfully completed a midwifery education program that is duly recognized in the country where it is located, and that is based on the ICM Essential Competencies for Basic Midwifery Practice and the framework of the ICM Global Standards for Midwifery Education; who has acquired the requisite qualifications to be registered and/or legally licensed to practice midwifery and use the title ‘midwife’; and who demonstrates competency in the practice of midwifery.”(ICM 2011)

The midwife is a person who is recognized as a responsible and accountable professional who works in partnership with women to give the necessary support, care and advice during pregnancy, labor and the postpartum period to conduct births on the midwife’s own responsibility and to provide care for the newborn and the infant. A Midwife is an autonomous clinician who provides care in clinics, hospitals, primary health care centers and postpartum home visits. This care includes preventative measures, promotion of normal birth, detection of complications in mother and child, accessing of medical care or other appropriate assistance and carrying out of emergency measures, including emergency precipitated delivery. A midwife is important in health counseling and education for the woman, the family, and the community. This work should involve antenatal education and preparation for parenthood and may extend to women’s health, sexual or reproductive health and childcare. A midwife may practice in any home, community, hospital, or clinic setting.

COMPETENCY FRAMEWORK

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the midwife regarding patients, families, other members of the multidisciplinary team, community, and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, decision-making and related outcomes for which one has authority.

Performance Criteria:

- 1.1.1 Demonstrates accountability for own professional judgments, actions, outcomes of care and continued competence in accordance with Qatari laws and regulations and the Scope of Practice.
- 1.1.2 Works within the limits of her competence and the boundaries of the Scope of Practice
- 1.1.3 Provides competent, autonomous care as the lead professional for pregnancy and labor, which are normal physiological processes.
- 1.1.4 She seeks appropriate guidance when encountering situations beyond her competence and Scope of practice limits.
- 1.1.5 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.
- 1.1.6 Assumes accountability for the delegation of aspects of care delivery.
- 1.1.7 Assumes accountability for improving the quality and effectiveness of healthcare services provided.
- 1.1.8 Demonstrates professional behavior at all times, whether on or off duty.

1.2 Competency Standard: Ethical Practice

Delivers midwifery care and practices with reference to the national and Institutional Code of Professional Behavior and Ethics for Nurses and Midwives and the ethical and professional framework alongside consideration of the socio-cultural needs of women and their families, communities, and society.

Performance Criteria:

- 1.2.1 Practices according to the Code of Professional Behavior and Ethics for Nurses and Midwives.
- 1.2.2 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or clinical decision-making.
- 1.2.3 Acts as an advocate, protecting women's rights per Qatari law and the healthcare institution's Code of Professional Behavior and Ethics for Nurses and Midwives.
- 1.2.4 Maintains confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.5 Respecting the woman's right to be fully informed establishes a context for self-determination and informed consent.
- 1.2.6 Respects and maintains the woman's right to privacy and dignity.
- 1.2.7 Acts sensitively and fairly, giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant factors.
- 1.2.8 Liaises and collaborates with other healthcare professionals and personnel to maintain an ethical practice.
- 1.2.9 Questions, when appropriate, healthcare practice where the safety of others is at risk and where the quality-of-care warrants improvement; acts where the safety of care is compromised and, where necessary, reports others who may be risking the safety of women and their families.
- 1.2.10 Demonstrates professional integrity and ethical conduct in matters where a conflict of interest could be construed when advising on the use of drugs, products, devices or services (as per facility-approved policy and Code of Professional Behavior and Ethics for Nurses and Midwives).

- 1.2.11 Discloses the facts of adverse events to the patient and other health professionals, mitigates harm and reports adverse events to appropriate authorities in keeping with relevant legislation and organizational policy.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to registered midwifery practice; midwives are able to practice autonomously within their prescribed scope of practice.

Performance Criteria:

- 1.3.1 Practices in accordance with agreed 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 State of Qatar.
- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role and/or Code of Professional Behavior (code of conduct and Ethics for Nurses and Midwives).

2. DOMAIN TWO: CLINICAL PRACTICE

This domain encompasses the key principles of the registered midwife's role in health promotion, illness prevention, and care provision. Undertakes admission, transfer, and discharge planning of low-risk women, including appropriate therapeutic and interpersonal relationships to maximize the delivery of safe care to women, babies, families, and the wider community and society.

2.1 Competency Standard: Patient-Centered Care

Provides skilled, safe, holistic, culturally competent, and person-centered midwifery care to the woman, her family and community in collaboration with the multidisciplinary team irrespective of healthcare setting. A Registered Midwife provides peri-conceptual care, including antenatal, labor and delivery, postpartum and newborn care, family planning, parenthood, and educational programs.

Performance Criteria:

- 2.1.1 Undertakes antenatal bookings and follow-up care in the midwifery-led clinics independently.
- 2.1.2 Provides comprehensive, holistic and evidence-based woman-centered health care.
- 2.1.3 Engages the woman and her family in preconception counseling based on the individual situation, needs and interests.
- 2.1.4 Participates in activities to optimize women's access to the full range of services required for effective healthcare throughout the preconception period until the end of the eighth week after the birth.
- 2.1.5 Undertakes a comprehensive and systematic health assessment to determine women's healthcare needs.
- 2.1.6 Performs and documents a comprehensive medical, obstetrics and gynecology history, physical, psychosocial, emotional, ethnic, cultural, and spiritual assessment of the women's health status.
- 2.1.7 Initiates appropriate internal and external referrals to other members of the health care team and other specialties based on assessment and referral guidelines.
- 2.1.8 Applies the best available evidence to support clinical reasoning, decision-making and safe practice.
- 2.1.9 Provides a comprehensive program of parenthood preparation.
- 2.1.10 Providing safe, responsive, compassionate care and support for the woman and her family to promote normal birth.
- 2.1.11 Able to place orders for Laboratory work as required
- 2.1.12 Able to place an order for Ultrasound imaging, such as dating scan, NT Scan, anomaly, and growth scan.
- 2.1.13 Administers medication through agreed standing orders and therapies in a safe, timely and effective manner in accordance with health care institution policy.
- 2.1.14 Places orders for multivitamin prescriptions, cosigned by a physician.
- 2.1.15 Develops, implements, evaluates, and revises the plan of care as required based on a reasoned evaluation of the woman and the unborn infant.
- 2.1.16 Plans for continuity of care, including supported transition and/or discharge.

- 2.1.17 Defines expected goals and/or outcomes in terms of the individual woman's needs, concerns, culture and values.
- 2.1.18 Cares for and empowers the mother throughout childbirth in various settings, including the hospital, home, and clinics.
- 2.1.19 Conducts & promotes physiological childbirth from 37 weeks' gestation, identifies complications or deviations from normal, and refers accordingly.
- 2.1.20 Recognizes abnormalities and refers the woman's care to an appropriately qualified healthcare professional in a timely manner.
- 2.1.21 Takes the necessary emergency measures within the scope of practice in the doctor's absence.
- 2.1.22 Protects, promotes, and supports breastfeeding in alignment with current WHO/UNICEF guidelines.

2.2 Competency Standard: Communication and Teamwork.

Uses communication skills to ensure that the patient, family, and other healthcare team members are, and remain, fully informed.

Performance Criteria:

- 2.2.1 Initiates and develops a therapeutic relationship with the woman and her family through appropriate communication and interpersonal skills.
- 2.2.2 Demonstrates cultural understanding of the patient and their families.
- 2.2.3 Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.
- 2.2.4 Works with others to build consensus or resolve conflict as part of the wider multidisciplinary team
- 2.2.5 Maintains and promotes customer satisfaction through effective customer service
- 2.2.6 Applies advanced knowledge and skills in communication, negotiation, coalition building, change management and conflict resolution, including the ability to analyze, manage and negotiate conflict to support and facilitate relationships with peers, members of the healthcare team, physicians, patients and families, both internal and external to the organization.
- 2.2.7 Participates in building consensus or resolving conflict in the context of women's care.
- 2.2.8 Demonstrates the ability to work as a team member by engaging in teamwork and the team-building processes.
- 2.2.9 Works in collaboration with other members of the wider multidisciplinary team across women's pathways.
- 2.2.10 Collaborates with other disciplines in teaching, consultation, management, and research activities to improve outcomes in nursing practice and enhance the healthcare environments

3. DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities to manage midwifery care safely and effectively.

3.1 Competency Standard: Leadership

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

Performance Criteria:

- 3.1.1 Applies clinical reasoning and problem-solving skills to organize, manage and evaluate care.
- 3.1.2 Manages self and organizes others where appropriate to ensure effective workload prioritization and time management.
- 3.1.3 Provides feedback, offers suggestions for change, and deals effectively with the impact of change on her practice, the teams and/or the organization.
- 3.1.4 Advocates for and contributes to creating and maintaining a positive working environment and teamwork.
- 3.1.5 Participates in the mentorship and preceptorship of others to maximize the effectiveness of midwifery care.
- 3.1.6 Act as a role model for colleagues, students, and other care team members by treating all with respect, trust and dignity.
- 3.1.7 Seeks ways to advance midwifery autonomy and accountability.
- 3.1.8 Participates in the investigation of clinical incidence for safety and quality improvement.
- 3.1.9 Promotes physiologically normal vaginal birth.
- 3.1.10 Takes the lead role in identifying care pathways, including for perinatal mental health and women with complex needs.

3.2 Competency Standard: Quality Improvement and Safety

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

Performance Criteria:

- 3.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence-based best practices.
- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of midwifery care.

- 3.2.3 Act immediately and appropriately per the national and/or institutional disaster plan as needed, assuming a leadership role in the triage and coordination of pregnant women.
- 3.2.4 Implements quality assurance and risk management strategies.
- 3.2.5 Ensures a safe environment by reporting actual and potential risks and taking timely action to meet national legislations and workplace health and safety principles.
- 3.2.6 Acknowledges her/his limitations in knowledge, judgment and/or skills and functions within those limitations.
- 3.2.7 Adheres to and implements policies and procedures.
- 3.2.8 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.9 Adheres to and implements infection control policies and procedures.
- 3.2.10 Communicates and record safety concerns to the relevant authority and documents response.

3.3 Competency Standard: Delegation and Supervision

Assumes responsibility & accountability for own clinical decision and delegation and provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Delegates to others, activities commensurate with their abilities and scope of practice.
- 3.3.2 Uses a range of supportive strategies when supervising care delegated to others.
- 3.3.3 Maintains accountability and responsibility when delegating aspects of care to others.

4. DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

This domain defines the responsibilities of a midwife to provide a practical/professional environment that encourages the education of patients and nurses as well as personal development and growth.

4.1 Competency Standard: Education and Facilitation

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

Performance Criteria:

- 4.1.1 Shares and disseminates professional knowledge and research findings with others.
- 4.1.2 Acts as a source of reference for others.
- 4.1.3 Contributes to the formal and informal education and professional development of students and colleagues, facilitating and coordinating learning opportunities where appropriate.
- 4.1.4 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and learning to undertake the roles.
- 4.1.5 Takes opportunities to learn together with others to contribute to healthcare improvement.

4.2 Competency Standard: Lifelong Learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance Criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.
- 4.2.2 Instigates planned to update knowledge and skills for safe, woman-centered, evidence-based practice.
- 4.2.3 Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.4 Maintains a professional portfolio including evidence of continued competence, professional development and improvement as required for continuing registration in the relevant jurisdiction (CNE/CPD activities/programs).

4.3 Competency Standard: Promotion of Health and Education for Women and Their Families

Provides education and care to optimize the health of pregnant women, the fetus, and their families from conception to the end of the postnatal period.

Performance Criteria:

- 4.3.1 Takes part in health promotion, health education and illness prevention initiatives and contributes to their evaluation.
- 4.3.2 Provides relevant health information and patient education to individuals, families, and communities to achieve optimal health, rehabilitation and/or well-being.
- 4.3.3 Recognizes the potential for patient education and teaching for health and wellbeing in nursing/midwifery interventions.
- 4.3.4 Applies knowledge of resources available for health promotion and health education.
- 4.3.5 Acts to empower the woman, her family and the community to make reasoned decisions regarding childbirth and infant wellbeing.
- 4.3.6 Demonstrates understanding of traditional healing practices within an individual's, a family's and/or a community's health belief systems and incorporates appropriately and/or provides education if adversely affecting optimum health.
- 4.3.7 Applies various teaching and learning strategies with the woman, her family and her community to effect and evaluate learning.

5. DOMAIN FIVE: RESEARCH AND DEVELOPMENT

This domain articulates the requirement that the registered midwife practice incorporate best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Evidence-Based Practice

Integrates evidence and research findings into practice.

Performance Criteria:

- 5.1.1 Utilizes current evidence-based knowledge to guide midwifery practice.
- 5.1.2 Incorporates peer-reviewed evidence into midwifery practice and when initiating change.
- 5.1.3 Participates in formulating evidence-based practice based on the best available credible research and/or national and international professional consensus, guidance, and audit.
- 5.1.4 Disseminate research, practice development and audit findings with colleagues and peers to enhance midwifery interventions and inform care delivery.
- 5.1.5 Critically evaluates research, audit and practice development findings that underpin midwifery practice.
- 5.1.6 Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines.

5.2 Competency Standard: Using Data and Information Systems

Uses data systems to enhance the quality and delivery of care for women and their families.

Performance Criteria:

- 5.2.1 Acquires the information technology skills needed to inform and provide optimum healthcare care and document accurately outcomes of interventions.
- 5.2.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to improve patient care.
- 5.2.3 Analyzes data accurately and comprehensively, leading to appropriate interpretation of findings and development of implementation plans.

5.3 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of care and protect the rights of participating women and their families.

Performance Criteria:

- 5.3.1 Participates in activities that disseminate research findings, such as publications, journal clubs, grand rounds, and presentations.
- 5.3.2 Promotes research, evaluation, service improvement initiatives and audits designed to improve healthcare practice and disseminates findings to colleagues, women, their families and communities.
- 5.3.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where applicable advocate withdrawal of individuals participating in clinical research and evaluation.

**Criteria for National Registration Requirements – Clinical Midwife Specialist (CMS)/
Advanced Midwife Practitioner (AMP)**

Criteria	Clinical Midwife Specialist (CMS)/ Advanced Midwife Practitioner (AMP)
Definition	The key principles of the Clinical Midwife Specialist's /Advanced Midwife Practitioner's role comprise health promotion, illness prevention and care provision. CMSs/AMPs undertake admission, transfer and discharge planning of low-risk pregnant women including establishing appropriate therapeutic (pharmacological and non-pharmacological) and interpersonal relationships to maximize the delivery of safe care to women, babies, families, the wider community and society.
Practice Settings	CMSs/AMPs practice in a wide variety of settings, such as hospitals, community health settings, educational institutions, and private practice settings.
Education	<ul style="list-style-type: none"> • Bachelor of Science in Midwifery and • Master's level qualification in Midwifery or another specialization related to women's health, such as: <ul style="list-style-type: none"> ○ MSc in Public health ○ MSc in Women's health ○ MSc in advanced practice related to Midwifery ○ MSc in clinical practice related to Midwifery
Scope of Practice	<p>In addition to providing direct patient care, CMSs/AMPs work with midwifery/nursing personnel and organizations/systems in various ways. CMS/AMPs use their expertise as clinical experts, educators, mentors, consultants, and researchers to influence and increase patient outcomes' quality and cost-effectiveness for patients, nurses, and organizations. They also work towards management and systems improvement. CMSs/AMPs provide expert advice related to antepartum, intrapartum, perinatal, and postpartum care across the pregnancy continuum and postpartum follow-up care within the community. They are autonomous clinicians who are able to independently lead midwifery clinics and birthing units, whilst promoting normalcy throughout the pregnancy continuum.</p> <p>Their scope of practice is not only limited to low-risk pregnancies but extends to high-risk settings where they work in collaboration with physicians to promote normality in high-risk settings.</p> <p>Collaborative Practice Agreements: CMS/AMPs are to have a collaborative practice agreement with one or more licensed physicians; this agreement designates the scope of practice/amount of autonomy specific to prescribing, monitoring, and managing drugs as per the Authorization and Proctoring system.</p> <p>Refer to the Scope of practice for full details.</p>

Experience	<ul style="list-style-type: none"> • Overseas candidates: <ul style="list-style-type: none"> - Seven (7) years of clinical experience after registration as Registered Midwife (RM). and - Two (2) years of experience in the area of specialty after meeting the educational requirements. • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020
Licensure	<ul style="list-style-type: none"> • Candidates should have a valid license/registration certificate accompanying the required years of experience.
Competency validation	<ul style="list-style-type: none"> • Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf • Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirements for Evaluation & Registration	<ul style="list-style-type: none"> • Refer to the DHP requirements for license Registration/Evaluation https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	<ul style="list-style-type: none"> • (Refer to the DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
<p>Note: Applicant with break from practice please see the DHP “Break from Practice Policy” at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	

Clinical Midwife Specialist - Scope of Practice

INTRODUCTION

The Clinical Midwife Specialist Scope of Practice is a competency framework is built on five domains intrinsic to the role of the Clinical Midwife Specialist (CMS):

1. Professional and Ethical Practice
2. Clinical Practice
3. Leadership and Management
4. Education, Learning and Development
5. Research and Improvement

Each domain is described through competency standards and performance criteria that define the requirements for practice demanded of the CMS. This document is to be used as a foundation for all registered midwifery roles, professional development and performance appraisal.

DEFINITION:

Clinical Midwife Specialists (CMSs) provide expert advice related to specific conditions or treatment pathways. They focus on improving women care developing and establishing services. Clinical Midwife Specialists play a unique role in the delivery of high-quality care. These clinicians are experts in evidence-based practice in Midwifery encompassing antepartum, intrapartum, perinatal, postpartum care across the pregnancy continuum and postpartum follow-up care within the community. They are autonomous clinicians who can independently lead and supervise midwifery led clinics and birthing units, whilst promoting normality throughout the pregnancy continuum. They provide a wide range of assessment and treatment interventions including differential diagnoses, interpreting diagnostic and laboratory tests, and administering therapies for the management of potential or actual health needs. In addition to providing direct care to woman, CMS's may engage in teaching, mentoring, consulting, research, management, and systems improvement. They can adapt their practice to work across settings, and influence outcomes by providing expert consultation to all care providers and implementing improvements in health care delivery systems.

COMPETENCY FRAMEWORK

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the CMS in relation to women, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

CMSs accept responsibility for own actions, decision-making, and related outcomes.

Performance Criteria:

- 1.1.1 Demonstrates and accepts accountability for own professional judgments, actions, outcomes of care and continued competence in accordance with Qatari laws and regulations and the Scope of Practice.
- 1.1.2 Works within the limits of own competence and the boundaries of the Scope of Practice.
- 1.1.3 Recognizes the deviation from normal, seeks appropriate help and guidance when encountering situations beyond the limits of own competence and the Scope of Practice.
- 1.1.4 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.

- 1.1.5 Works in collaboration to optimize women’s access to the full range of services required for positive outcomes through referral to other relevant specialties such as the obstetricians, endocrine clinics, social services, and dietitians to name a few.
- 1.1.6 Assumes accountability for improving the quality and effectiveness of healthcare services within specialty.

1.2 Competency Standard: Ethical Practice

Embeds the Code of Professional Behavior and Ethics for Nurses and Midwives as the ethical and professional framework for delivering midwifery care and practices giving due consideration to the socio-cultural needs of patients, families, communities and society.

Performance Criteria:

- 1.2.1 Practices according to the Code of Professional Behavior and Ethics for Nurses and Midwives.
- 1.2.2 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or clinical decision-making.
- 1.2.3 Acts as women’s advocate protecting the person’s rights in accordance with Qatari law and healthcare institution’s terms and conditions.
- 1.2.4 Maintains confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic women’s information.
- 1.2.5 Respects and maintains the women’s rights to privacy and dignity.
- 1.2.6 Acts sensitively and fairly giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant factors.
- 1.2.7 Liaises and collaborates with other healthcare professionals and personnel to maintain ethical practice.
- 1.2.8 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality-of-care warrants improvement; acts where the safety of care is compromised and where necessary, report incidents where patients’ safety is being put at risk.
- 1.2.9 Demonstrates professional integrity and ethical behavior in matters where a conflict of interest could be construed, i.e., when advising on the use of drugs, products, devices or services (as per institutional approved policy).
- 1.2.10 Fosters the establishment of an ethical environment that supports the rights of all participants.
- 1.2.11 Serves as a mentor and role model by participating in the resolution of ethical and clinical dilemmas.
- 1.2.12 Identifies ethical implications of complex care situations and applies ethical principles to resolve concerns.
- 1.2.13 Ethically explores therapeutic options considering implications for care through the integration of assessment information, the person’s informed decision and best available evidence.
- 1.2.14 Considers the impact of scientific advances, cost, clinical effectiveness, patient and family values and preferences, and other external factors.
- 1.2.15 Demonstrates professional integrity and ethical conduct in relation to therapeutic product manufacturers and pharmaceutical organizations.
- 1.2.16 Discloses the facts of adverse events to the patient and other health professionals; mitigates harm and reports adverse events to appropriate authorities in keeping with relevant legislation and organizational policy.

1.3 Competency Standard: Legal Practice

Practices at all times in accordance with legislative, regulatory and policy guidelines relevant to registered midwifery practice.

Performance Criteria:

- 1.3.1 Practices in accordance with agreed 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.
- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role and/or healthcare institution’s Code of Professional Behavior and Ethics for Nurses and Midwives.
- 1.3.5 Advocates for equitable patient care by:
 - 1.3.5.1 Participating in organizational, local, state, national or international level policy-making activities for their expertise issues.

- 1.3.5.2 Evaluating the impact of legislative and regulatory policies as they apply to nurse practice and patient or population outcomes.
- 1.3.6 Communicates information that promotes midwifery, the role of the CMS/AMP and outcomes of midwifery and CMS practice using the media, advanced technologies, and community networks.

2. DOMAIN TWO: CLINICAL PRACTICE

This domain encompasses the key principles of the Clinical Midwife Specialist's role in health promotion, illness prevention and care provision. Undertakes admission, transfer and discharge planning of low-risk women including establishing appropriate therapeutic (pharmacological and non-pharmacological) and interpersonal relationships to maximize the delivery of safe care to women, babies, families, the wider community and society.

2.1 Competency Standard: Patient-Centered Care

Provides skilled safe, holistic, culturally competent, person-centered expert midwifery care to women, families, community, and society, in collaboration with the multidisciplinary team irrespective of healthcare settings, to promote health and well-being and to prevent poor outcomes.

Performance Criteria:

- 2.1.1 Undertakes antenatal bookings and follow-up care in the midwifery-led clinics independently.
- 2.1.2 Undertakes a comprehensive, holistic systematic assessment involving the women, families, and other healthcare providers, as appropriate, in order to determine the needs, concerns, problems, issues, and/or diagnoses that serve as a basis for care planning.
- 2.1.3 Performs and documents a comprehensive medical, obstetrics and gynecology history, physical, psychosocial, emotional, ethnic, cultural, and spiritual assessment of the women's health status.
- 2.1.4 Formulates differential diagnoses by integrating the women/family health information and evidence-informed practice.
- 2.1.5 Initiates appropriate referrals to other members of the health care team and other specialties based on assessment and referral guidelines.
- 2.1.6 Places orders for the following:
 - 2.1.6.1 Medications include Vitamin K, Vaccines for both mother and baby, Multivitamins, Ferrous sulphate, Vitamin D, Anti D injections, Paracetamol, IV fluids, Carbetocin, Ergometrine, Syntometrine, Syntocinon, Entonox.
 - 2.1.6.2 Laboratory work as required.
 - 2.1.6.3 Ultrasound imaging includes dating, NT, anomaly, and growth scans.
- 2.1.7 Communicates develops or contributes to the care plan in collaboration with the women/families and the health care team, and documents as part of an interdisciplinary care plan.
- 2.1.8 Provides direct, specialized, comprehensive care, emphasizing health promotion, women advocacy, disease prevention and collaborative management strategies to positively affect health outcomes.
- 2.1.9 Communicates with women and families about health assessment findings.
- 2.1.10 Under the terms of the program and individual-specific supervisory agreements, clinical protocols and/or medical directives, the clinical midwife specialist may:
 - 2.1.10.1. Implement aspects of care
 - 2.1.10.2. Identify and implements creative strategies for managing complex healthcare situations within the selected clinical specialty.
 - 2.1.10.3. Involvement in promoting normality within high-risk settings in collaboration with the obstetricians.
- 2.1.11 Participates in the coordination of complex discharge planning for vulnerable women
- 2.1.12 Provides direct, specialized, comprehensive care, education and counselling emphasizing health promotion, disease protection and collaborative management strategies to positively affect health outcomes.
- 2.1.13 Assesses, evaluates, and revises the interdisciplinary care plan in collaboration with the patient/family and the health care team to ensure patient needs are met.

2.2 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other healthcare team members, the patient and their family are, and remain, fully informed.

Performance Criteria:

- 2.2.1 Reinforces, Provides consultation to midwives and the healthcare team regarding complex clinical situations in midwifery.
- 2.2.2 Works with all disciplines to achieve the best health outcomes for women and families.
- 2.2.3 Consults with and/or refers clients to other healthcare providers at any point in the care continuum when the patient's condition is not within the CMS/AMP scope of practice or the individual CMS/AMP competence.
- 2.2.4 Acts as a consultant to and/or refers and accepts referrals from healthcare providers, community agencies and allied non-healthcare professionals.
- 2.2.5 Applies advanced knowledge and skills in communication, negotiation, coalition building, change management and conflict resolution, including the ability to analyze, manage and negotiate conflict to support and facilitate relationships with peers, members of the healthcare team, physicians, patients and families, both internal and external to the organization.
- 2.2.6 Provides informal/formal consultation to the executive team, the healthcare facility and other organizations.
- 2.2.7 Provides consultation to external partners and/or the community to collaboratively develop standards, policies and procedures to ensure seamless care for patients and families.
- 2.2.8 Initiates, develop, and terminates therapeutic relationships with individuals, families and groups through appropriate communication and interpersonal skills.
- 2.2.9 Demonstrates cultural competence across women groups.
- 2.2.10 Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.
- 2.2.11 Works with others to affect change and produce positive outcomes through the sharing of knowledge of the individual and/or the situation.
- 2.2.12 Participates in building consensus or resolving conflict in the context of women's care.
- 2.2.13 Demonstrates the ability to work as a team member by engaging in teamwork and team-building processes.
- 2.2.14 Works in collaboration with other members of the wider multidisciplinary team across women's pathways.
- 2.2.15 Collaborates with other disciplines in teaching, consultation, management, and research activities to improve outcomes in midwifery practice and enhance the healthcare environment.
- 2.2.16 Uses coaching and advanced communication skills to facilitate the development of effective clinical teams.

3. DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities required to manage midwifery care safely and effectively. This domain is in concordance with the Code of Leadership as the operating framework.

3.1 Competency Standard: Leadership

To be a clinical expert and role model in midwifery by demonstrating the contribution of a CMS to clinical leadership within the context of specialist practice in a safe, efficient, and ethical manner.

Performance Criteria:

- 3.1.1 Acts as a change agent through exploration of new ways to improve care, seek effective new ways of practice, and positively influences the organization in order to benefit the public and influence health policy.
- 3.1.2 Provides leadership for establishing and implementing goals related to midwifery contribution and client care, particularly those contributing to deliverables through communicating strategy, coaching, mentoring staff and visibly supporting institutional policies and systems.
- 3.1.3 Participates in decision-making processes and strategic planning at all levels related to their area of specialist practice, impacting patient care.
- 3.1.4 Participates in the investigation of clinical incidence for safety and quality improvement.
- 3.1.5 Participates and supports midwives in clinical supervision.
- 3.1.6 Monitors and ensures the quality of health care practices, education, and research by providing leadership in establishing and developing standards, policies, and procedures.

- 3.1.7 Advocates for and participates in creating an organizational environment that supports safe patient care, collaborative practice, and professional growth.
- 3.1.8 Establishes and maintains strategic links with a range of external partners/stakeholders or supervises the connections made through them.
- 3.1.9 Provides leadership, participates in professional organizations, ensures expertise is seen as a resource within and outside the institution, and forms working partnerships with government departments, national agencies, and critical stakeholders internationally, nationally, regionally and across sectors.
- 3.1.10 Participates in hospital/departmental committees and works closely with other managers to ensure an integrated approach to the healthcare institution's service provisions.
- 3.1.11 Acts as a consultant to staff from all professions concerned with maternity care.
- 3.1.12 Applies clinical reasoning, critical thinking and problem-solving skills to the organization, provision, management and evaluation of care.
- 3.1.13 Manages self and organizes others where appropriate to ensure effective workload prioritization and time management.
- 3.1.14 Provides feedback, offers suggestions for change, and deals effectively with the impact of change on own practice, the team and/or the organization.
- 3.1.15 Improves practice and health outcomes so that they are consistent with national and international standards through managing and facilitating change
- 3.1.16 Advocates for and contributes to creating and maintaining a positive working environment and teamwork.
- 3.1.17 Contributes to and informs the operational management of the unit and department whilst advocating family-centered services.
- 3.1.18 Participates in mentorship and coaching of others to maximize the effectiveness of midwifery interventions and the provision of quality health care.
- 3.1.19 Provides visible, accessible, authoritative presence in clinical areas by treating all with respect, trust and dignity, ensuring effective decision-making within the unit/department and the facility.
- 3.1.20 Seeks ways to advance midwifery autonomy and accountability.
- 3.1.21 Promotes and maintains a positive image of midwifery.
- 3.1.22 Differentiates between outcomes that require care process modification at the individual patient level and those that require change at the system level.
- 3.1.23 Uses effective strategies for changing clinician and team behavior to encourage the adoption of evidence-based practices and innovations in care delivery.
- 3.1.24 Uses leadership, team building, negotiation, and conflict resolution skills to build partnerships within and across systems, including communities.
- 3.1.25 Practices collegially with medical staff and other healthcare team members so that all providers' unique contributions to health outcomes will be enhanced.
- 3.1.26 Provides leadership in conflict management and negotiation to address problems in the healthcare system.
- 3.1.27 Takes the lead role in identifying care pathways, including perinatal mental health and women with complex needs.
- 3.1.28 Proactively initiates and develops effective relationships, fostering clarity of roles within teams to encourage productive working.
- 3.1.29 Critically applies advanced clinical expertise in appropriate facilitatory ways to provide consultancy across professional and service boundaries, influencing clinical practice to enhance quality, reducing unwarranted variation and promoting the sharing and adoption of best practice.

3.2 Competency Standard: Quality Improvement and Safety

Ensures contribution to patient care meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

Performance Criteria:

- 3.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence-based best practices.
- 3.2.2 Maintains awareness of Health and Safety legislation.
- 3.2.3 Promotes high standards and acts immediately on hazards and unsafe practices in collaboration with other staff.

- 3.2.4 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of midwifery care.
- 3.2.5 Implements quality assurance and risk management strategies.
- 3.2.6 Ensures a safe environment by identifying actual and potential risks and taking timely action to meet national legislation and workplace health and safety principles.
- 3.2.7 Acknowledges own limitations in knowledge, judgment and/or skills and functions within those limitations.
- 3.2.8 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.9 Adheres to and implements infection control policies and procedures.
- 3.2.10 Establishes an effective communication network within the service and other practice areas, incorporating all relevant disciplines.
- 3.2.11 Communicates and record safety concerns to the relevant authority and documents response.
- 3.2.12 Systematically leads and develops criteria for and evaluates the quality and effectiveness of midwifery practice and organizational systems.
- 3.2.13 Evaluate safety, effectiveness, availability, and cost factors to design and implement best practices.
- 3.2.14 Serves as a resource to various populations to influence the delivery of healthcare and the formation of policy.
- 3.2.15 Uses the change process to influence the introduction of innovations and adaptations to specialist practice and service organization.
- 3.2.16 Evaluates the impact of CMS and other midwifery practice on systems of care using midwifery-sensitive indicators.
- 3.2.17 Provides leadership in the system-wide implementation of quality improvements and innovations.
- 3.2.18 Ensures the service is women-led, including the efficient response to complaints in accordance with the organization's policy.

3.3 Competency Standard: Delegation and Supervision

Delegates and supervises team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Delegates to others, activities commensurate with their abilities and scope of practice.
- 3.3.2 Uses a range of supportive strategies when supervising care delegated to others.
- 3.3.3 Maintains accountability and responsibility when delegating aspects of care to others.

4. DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

This domain defines the responsibilities of a CMS to provide a practical/professional environment that encourages the education of patients, nurses, and midwives as well as personal development and growth.

4.1 Competency Standard: Education and Facilitation

Maximizes educational opportunities to develop other healthcare team members, patients, families, community, and society to enhance care delivery and wellbeing.

Performance Criteria:

- 4.1.1 Develops and leads educational programs that improve services both within maternity and on a regional and national basis.
- 4.1.2 Collaborates with individuals, groups, and maternity and midwifery educators to identify and address specific learning needs for patients/families and other health care professionals. This may include developing resources or programs to meet those needs.
- 4.1.3 Provides/promotes educational programs for patients and families and health care practitioners within the institution and beyond.
- 4.1.4 Takes advantage of informal learning opportunities to educate midwifery colleagues and health, team members. Assess individual needs using various methods that manage risk and are appropriate to the lack of clients across maternity.
- 4.1.5 Contributes and leads the advancement of midwifery, ensuring that clinical training programs are fit for purpose.
- 4.1.6 Shares and disseminates professional knowledge and research findings with others.

- 4.1.7 Acts as a resource person for others by ensuring that the development, implementation and evaluation of programs of care are based on current best evidence.
- 4.1.8 Works with educators and contributes to the formal and informal education and professional development of learners and colleagues, facilitating and, where appropriate coordinating learning opportunities.
- 4.1.9 Actively involved with higher education institutions and national committees/ boards in developing and ongoing training of midwives.
- 4.1.10 Identifies and participates in opportunities to share skills, knowledge, and strategies for patient care and system improvement with colleagues and other healthcare providers.
- 4.1.11 Supports and develops the knowledge and practice of staff working within maternity services.
- 4.1.12 Disseminates health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn, and cultural values and beliefs.
- 4.1.13 Participates in academic and continuing education of midwives/nurses and other health care providers by providing regular clinical supervision, mentorship, coaching, training and leadership to nurses and midwives.
- 4.1.14 Promotes and implements professional development of nurses/midwives and continuing education activities.
- 4.1.15 Participates in continuing education activities and develops working practice and care pathways within midwifery and obstetrics
- 4.1.16 Ensures the decision-making process is based on accurate information correctly collated and interpreted. Facilitate the information-gathering process and develop an approach involving all staff in information technology and the development of applications within their work.

4.2 Competency Standard: Lifelong Learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance Criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.
- 4.2.2 Maintains personal and professional development to meet the changing demands of the job, participates in appropriate training and activities, and encourages and supports staff development and training.
- 4.2.3 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.4 Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.5 Maintains a professional portfolio, including evidence of continued competence, professional development, and service improvement.
- 4.2.6 Evaluates own clinical and professional performance according to the standards of the appropriate professional and regulatory bodies and take action to improve practice.
- 4.2.7 Proactively seeks and participates in experiences and learning opportunities that regularly advance his or her knowledge of interventions, therapeutics, and clinical skills.
- 4.2.8 Pursues and participates in formal and independent learning activities to enhance skills in promoting the professional development of nursing/midwifery personnel.
- 4.2.9 Pursues and participates in educational and mentoring opportunities to increase effectiveness as a change agent.
- 4.2.10 Contributes to the profession's advancement by disseminating outcomes of CMS practice through presentations and publications.

4.3 Competency Standard: Promotion of Health and Patient Education

Enables and provides information on maintaining and optimizing health, maximizing self-care and well-being.

Performance Criteria:

- 4.3.1 Takes part in health promotion, patient education and illness prevention initiatives and contributes to their evaluation.
- 4.3.2 Applies knowledge of resources available for health promotion and health education.
- 4.3.3 Acts to empower the individual, family, and community to adopt healthy lifestyles and concord with self-management of ill health to promote health and well-being.
- 4.3.4 Provides relevant health information and patient education to individuals, families, and communities to achieve optimal health, rehabilitation and/or well-being.
- 4.3.5 Demonstrates understanding of traditional healing practices within an individual's, their family's and/or community's health belief systems and incorporates appropriately and/or provides education if adversely affecting optimum health.
- 4.3.6 Recognizes the potential for patient education and teaching for health and wellbeing in nursing/midwifery interventions.
- 4.3.7 Applies knowledge of various teaching and learning strategies with individuals, families and communities to effect and evaluate learning and concordance with treatment and advice.

5. DOMAIN FIVE: RESEARCH AND DEVELOPMENT

This domain articulates the requirement that the CMS should practice incorporating the best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Evidence-Based Practice

Critically appraises and integrates evidence and research findings into practice by acting as a professional resource in maternity care and midwifery.

Performance Criteria:

- 5.1.1 Actively involved in research (local and national) and clinical audit in midwifery and maternity services, ensuring continuous evaluation of the practice of oneself and others, using a broad range of valid and reliable evaluation methods appropriate to needs and context.
- 5.1.2 Participates in the academic community by providing education, clinical supervision and mentorship through university cross-appointment.
- 5.1.3 Identifies research opportunities by developing organizational and academic programs and research to promote excellence in maternity.
- 5.1.4 Contributes to the broader development of maternity care by producing papers that should be published either in recognized peer reviews, professional publications or at professional conferences.
- 5.1.5 Identifies and implements new research/evidence-based treatments to improve patient care, organizations, or health systems.
- 5.1.6 Critically appraises and synthesizes current research on maternity care and applies them to improve practice.
- 5.1.7 Actively involved in research within maternity services by leading staff on research projects, writing proposals for new research and taking on relevant portfolio studies within their field of excellence.
- 5.1.8 Develops and designs new research projects and applies for funding opportunities as they arise.
- 5.1.9 Cultivates a climate of clinical inquiry across spheres of influence.

5.2 Competency Standard: Using Data and Information Systems

Uses data systems to enhance the quality and delivery of patient care.

Performance Criteria:

- 5.2.1 Acquires the information technology skills needed to inform and provide optimum healthcare care and document outcomes of interventions accurately.
- 5.2.2 Understands how to use technology and data to identify problems and deficiencies that can be remediated to improve patient care.
- 5.2.3 Analyses data accurately and comprehensively, leading to the appropriate interpretation of findings and development of implementation plans.

5.3 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 5.3.1 Participates in activities that disseminate research findings, such as publications, journal clubs, grand rounds, and presentations.
- 5.3.2 Promotes research, evaluation, service improvement initiatives and audits designed to improve healthcare practice and disseminate findings to colleagues, patients, families, communities, and society.
- 5.3.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and, where applicable, advocate withdrawal of individuals participating in clinical research and evaluation.
- 5.3.4 Collaborates with senior investigators and/or interdisciplinary team members in research relevant to practice.