



CIRCULAR NO (DHP/2025/01)

From	Department of Healthcare Professions (DHP) / Ministry of Public Health
To	<ul style="list-style-type: none">• All Nursing practitioners in all Healthcare sectors in the State of Qatar• All Healthcare Facilities/ focal points in all Healthcare sectors in the State of Qatar
Subject	The initiation of using the titles 'Nursing Technician' and 'Midwife Technician' instead of the unified title 'Assistant Nurse/ Assistant Midwife'
Date	16 Feb 2025

Greetings from the Department of Healthcare Professions.

As part of DHP's continuous pursuit to meet international best practices, and to ensure the optimal utilisation of nursing staff from various categories, each according to their specialisation and field, DHP announces the following:

The separation of the current title 'Assistant Nurse/Assistant Midwife' and its replacement with the new titles:

- **Nurse Technician**
- **Midwife Technician**

Accordingly, the medical licence will be issued under one of the mentioned titles. As for current practitioners holding the title 'Assistant Nurse/Assistant Midwife,' their scopes will be automatically adjusted based on the academic qualifications and professional experiences recorded in the DHP electronic system, without the need to submit a new request.

This decision shall be effective starting from the date of issuance of this circular.

For further information, contact: dhpreistration@moph.gov.qa

Thank you for your cooperation,
Department of Healthcare Professions

CRITERIA FOR NATIONAL REGISTRATION REQUIREMENTS NURSE TECHNICIAN

Definition	A Nurse Technician is a healthcare professional who assists patients with various healthcare needs, under the supervision of a Registered General Nurse (RGN).
Practice Settings	A Nurse Technician can work in different settings, including hospitals, nursing homes and adult care facilities. In all these workplaces, a Nurse Technician will have similar responsibilities under the supervision of a Registered General Nurse.
Education	<ul style="list-style-type: none"> 18 months to 2 years of nursing diploma after graduation from 12 years of high school or Equivalent. Or 3 years nursing diploma after completion of 9 years of general education. (Technical Nursing School)
Scope of practice	<p>The practice of Nurse Technician involves but is not limited to:</p> <ul style="list-style-type: none"> Providing planned nursing care to achieve identified outcomes. Contributing to nursing assessments by collecting and reporting information to the Registered General Nurse. Consulting with the Registered General Nurse to ensure that delegated tasks and responsibilities are commensurate with their own level of competence. Recognizing and reporting changes in health and functional status to the Registered General Nurse. Contributing to the evaluation of patients care plan. Ensuring documentation is accurate and maintains confidentiality of information. Contributing to the health education of patients and families. Observing and monitoring signs and symptoms, general behavior, general physical response to treatment and diagnostic testing. Determining and taking appropriate action when signs, symptoms, reactions, behavior, or general response exhibits abnormal characteristics or undesirable effects. Seeking guidance from a Registered General Nurse when encountering situations beyond one's own knowledge, competence, or scope of practice. Assisting patients with activities of daily living (ADLs), such as: bathing, dressing, grooming, toileting, feeding, turning and repositioning patients to prevent bedsores under the direction of an RGN and assisting with patient mobility (helping them walk, move, or transfer to a wheelchair/bed). Vital Signs Monitoring <ul style="list-style-type: none"> Measuring and recording vital signs and Oxygen saturation and reporting any abnormal findings to the supervising nurse.

	<ul style="list-style-type: none"> ◦ Basic Medical Procedures <ol style="list-style-type: none"> 1. Assisting with simple wound care and dressing changes. 2. Collecting specimens (urine, stool, sputum) for lab tests. 3. Performing blood sugar checks (if trained and delegated by an RGN). 4. Applying and removing compression stockings or support devices. 5. Monitoring and reporting changes in patient condition. ◦ Support in Medication Administration (Limited) <ol style="list-style-type: none"> 1. Assisting nurses in preparing medications (but generally not administering them). ◦ Documentation and Communication <ol style="list-style-type: none"> 1. Communicating with patients and families about basic care procedures. ◦ Equipment and Environment Management <ol style="list-style-type: none"> 1. Cleaning and sanitizing medical equipment. 2. Restocking supplies. 3. Assisting with infection control measures. <p>Limitations of a Nurse Technician's Practice.</p> <p>Nurse Technicians do not perform:</p> <ul style="list-style-type: none"> • Medical assessments or diagnoses. • Intravenous (IV) medication administration. • Complex wound care or procedures requiring an RGN or doctor. • Critical decision-making in patient care.
Experience	<p>Overseas candidates:</p> <ul style="list-style-type: none"> • 1 year as a Nurse Technician (Assistant) after registration and licensing as a Nurse Technician (Assistant). • For Qatari Nationals, graduates from a university in Qatar, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020.
Licensure	Candidates should have a valid license/registration certificate accompanying the required years of experience.
Competency validation	<ul style="list-style-type: none"> • Candidates should pass 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: For applicants with a break from practice, please refer to the DHP Break from Practice Policy at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	

NURSE TECHNICIAN - SCOPE OF PRACTICE

INTRODUCTION

The Scope of Practice guidelines for Nurse Technicians uses a competency framework built on four domains intrinsic to the role of the nurse:

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

Each domain is described through competency standards and performance criteria that define the requirements for practice demanded of a Nurse Technician.

STATEMENT OF PURPOSE

The purpose of this document is to define the Nurse Technician scope of practice in the State of Qatar to:

1. Describe the services offered by a Nurse Technician.
2. Define the professional accountability, required competencies, and scope of ethical and legal practice of the Nurse Technician in relation to patients, families, other members of the multidisciplinary team, community, and society.
3. Serve as a reference for license regulating authorities and professionals governing healthcare.

DEFINITION OF NURSE TECHNICIAN:

A Nurse Technician is a healthcare professional who assists patients with various healthcare needs, under the direct supervision of a Registered General Nurse (RGN).

A Nurse Technician can work in different settings, including hospitals, nursing homes, and adult care facilities.

A Nurse Technician is an integral part of the health care team, accountable for providing safe, competent, ethical, and compassionate care to individuals, families and communities.

COMPETENCY FRAMEWORK

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines competencies that relate to professional, legal, and ethical responsibilities and cultural safety. These include being accountable for one's own actions and decisions within the scope of practice for a Nurse Technician.

1.1 Competency Standard: Accountability

The Nurse Technician accept responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements. Accepts responsibility for their own actions, and decision-making and for the related outcomes within the Nurse Technician scope of practice.

Performance Criteria:

- 1.1.1 Works within the limits of their own competence and the boundaries of the Scope of Practice.
- 1.1.2 Identifies opportunities for advocacy, health promotion and disease prevention.
- 1.1.3 Provides care without discrimination on any basis, with respect for the rights and dignity of all individuals.
- 1.1.4 Promotes an environment that enables health consumer safety, independence, quality of life, and health.
- 1.1.5 Ensures practice is within the scope of practice and adheres to legislated requirements and relevant ethical codes, policies, and procedural guidelines.

- 1.1.6 Avoids any activity that creates a conflict of interest or violates any Qatari laws and regulations.
- 1.1.7 Promotes the growth of the profession and presents a positive image of Nurse Technicians to the community.
- 1.1.8 Participates in ongoing professional and educational development.
- 1.1.9 Ensures practice is within their scope of practice and adheres to legislated requirements and relevant ethical codes, policies, and procedural guidelines.

1.2 Competency Standard: Ethical Practice

Demonstrates integrity and accountability, honors the rights and dignity of all individuals, and pursues a quest for excellence in all professional activities that serve the best interests of the patient, society, and the profession.

Performance Criteria:

- 1.2.1 Engages in ethical decision-making with respect to their own professional responsibilities and intervenes where ethical issues affect healthcare delivery or clinical decision-making under the direction of a Registered General Nurse.
- 1.2.2 Acts as a patient advocate, protecting the person's rights in accordance with Qatari law and the terms and conditions of their employment.
- 1.2.3 Maintains confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.4 Respects the patient's (including children and young people and their parents) right to be fully informed, establishing an environment for self-determination, assent (children) and informed consent.
- 1.2.5 Respects and maintains the patient's and family's right 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 Questions the healthcare practice when the safety of others is at risk and when the quality-of-care warrants improvement; acts when the safety of care is compromised, and when necessary, reports others who may be risking patient safety.
- 1.2.8 Demonstrates professional integrity in matters where a conflict of interest could be construed, i.e., when advising the use of drugs, products, devices, or services.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to the practices of a Nurse Technician.

Performance Criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide the Nurse Technician practice.
- 1.3.2 Identifies breaches of law that occur in practice and reports them to a Registered General Nurse.
- 1.3.3 Practices in accordance with relevant laws and regulations that govern the practice of a Nurse Technician.
- 1.3.4 Maintains valid registration and licensure to practice from the Department of Healthcare Professions (DHP).
- 1.3.5 Recognizes and acts upon breaches of law and regulation.

2. DOMAIN TWO: CLINICAL PRACTICE

A Nurse Technician works under the supervision of a Registered General Nurse, understanding the Registered General Nurse's role to direct, delegate, monitor and evaluate nursing care and enable the Nurse Technician to develop and implement effective care plans.

2.1 Competency Standard: Provision of Care

Provides skilled, safe, holistic, culturally competent, and client-centered nursing care to patients, families, community and society, under the supervision of a Registered General Nurse irrespective of healthcare settings.

Performance Criteria:

- 2.1.1 Provides planned nursing care to achieve identified outcomes.
- 2.1.2 Contributes to nursing assessments by collecting and reporting information to the Registered General Nurse.
- 2.1.3 Consults with the Registered General Nurse to ensure that delegated tasks and responsibilities are commensurate with their own level of competence.
- 2.1.4 Recognizes and reports changes in health and functional status to the Registered General Nurse.
- 2.1.5 Contributes to the evaluation of patient care.
- 2.1.6 Ensures documentation is accurate and maintains confidentiality of information.
- 2.1.7 Contributes to the health education of clients.
- 2.1.8 Observes and monitors signs and symptoms, general behavior, and general physical response to treatment and diagnostic testing.
- 2.1.9 Determines and takes appropriate action when signs, symptoms, reactions, behavior or general response exhibit abnormal characteristics or undesirable effects.
- 2.1.10 Seeks guidance from a Registered General Nurse when encountering situations beyond one's own knowledge, competence or scope of practice.
- 2.1.11 Assisting patients with activities of daily living (ADLs), such as: bathing, dressing, grooming, toileting, feeding, turning and repositioning patients to prevent bedsores under the direction of an RGN and assisting with patient mobility (helping them walk, move, or transfer to a wheelchair/bed).
- 2.1.12 Vital Signs Monitoring
Measuring and recording vital signs and Oxygen saturation and reporting any abnormal findings to the supervising nurse.
- 2.1.13 Basic Medical Procedures
 - a) Assisting with wound care and dressing changes.
 - b) Collecting specimens (urine, stool, sputum) for lab tests.
 - c) Performing blood sugar checks (if trained and delegated by the RGN).
 - d) Applying and removing compression stockings or support devices.
 - e) Monitoring and reporting changes in patient condition.
- 2.1.14 Support in Medication Administration (Limited)
 - a) Assisting nurses in preparing medications (but generally not administering them).
- 2.1.15 Documentation and Communication
Communicating with patients and families about basic care procedures.
- 2.1.16 Equipment and Environment Management
 - a) Cleaning and sanitizing medical equipment.
 - b) Restocking supplies.

- c) Assisting with infection control measures.

2.1.17 Limitation of a Nurse Technician's Practice. Nurse Technicians do not perform:

- a) Medical assessments or diagnoses.
- b) Intravenous (IV) medication administration.
- c) Complex wound care or procedures requiring an RGN or doctor.
- d) Critical decision-making in patient care.

2.2 Competency Standard: Patient Centered Care

The Nurse Technician contributes to the collection and interpretation of information, assists the Registered General Nurse in making appropriate clinical decisions, and helps carry out diagnostic and therapeutic interventions.

Performance Criteria:

- 2.2.1 A Nurse Technician shall contribute to the nursing assessment by:
 - 2.2.1.1 Collecting, reporting, and recording objective and subjective data in an accurate and timely manner. Data collection includes observations about the condition or change in the condition of the patient.
- 2.2.2 Participates in the development and modification of the plan of care by:
 - 2.2.2.1 Providing data,
 - 2.2.2.2 Contributing to the identification of priorities,
 - 2.2.2.3 Contributing to setting realistic and measurable goals,
 - 2.2.2.4 Assisting in the identification of measures to maintain comfort, support human functions and responses,
 - 2.2.2.5 Maintaining an environment conducive to well-being and providing health teaching and counseling, and
 - 2.2.2.6 Basing nursing decisions on nursing knowledge and skills and the needs of patients.
- 2.2.3 Participates in the implementation of the plan of care by:
 - 2.2.3.1 Carrying out the interventions as per the competency framework and institutional policy.
 - 2.2.3.2 Providing care for clients in basic patient care situations under the direction of a Registered General Nurse.
 - 2.2.3.3 Providing patient care in complex situations under the supervision of a Registered General Nurse.
- 2.2.4 Provides an environment conducive to safety and health.
- 2.2.5 Documents nursing interventions and responses to care.
- 2.2.6 Communicates nursing interventions and responses to care to appropriate members of the healthcare team.
- 2.2.7 Contributes to the evaluation of the responses of individuals or groups to nursing interventions by:
 - 2.2.7.1 Documenting evaluation data & communicating the data to appropriate members of the healthcare team,
 - 2.2.7.2 Contributing to the modification of the plan on the basis of the evaluation. Adheres to universal precautions as directed by the Registered General Nurse.

2.3 Competency Standard: Communication and Teamwork

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

Performance Criteria:

- 2.3.1 Establishes relationships of trust, respect, honesty, and empathy. Gathers information about a patient's illness, beliefs, concerns, and expectations.

- 2.3.2 Seeks out and analyzes relevant information from other sources, such as the patient's family, other caregivers, and other professionals.
- 2.3.3 Communicates effectively as part of the health care team.
- 2.3.4 Delivers information to patients and their families, colleagues, and other members of the healthcare team, in a way that is understandable, and that encourages discussion and participation in decision-making.
- 2.3.5 Demonstrates cultural competence across all patient groups.
- 2.3.6 Consistently and clearly 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.
- 2.3.7 Collaborates and participates with colleagues and members of the health care team to deliver care.
- 2.3.8 Engages in teamwork and the team-building processes.

3. DOMAIN THREE: LEADERSHIP AND MANGEMENT

Exhibits leadership qualities required to protect the health, welfare and safety of the public by providing the internationally recognized measure of knowledge in safe and effective nursing care within the limit of their scope of practice.

3.1 Competency Standard: Leadership

Under the supervision of a Registered General Nurse, collaborates and participates with colleagues and members of the healthcare team to deliver care and maintain therapeutic interpersonal relationships.

Performance Criteria:

- 3.1.1 Understands and values the roles, knowledge, and skills of members of the health care team in relation to their own responsibilities.
- 3.1.2 Supports the therapeutic activities of other team members in the provision of health care.
- 3.1.3 Provides other members of the team with accurate and relevant information to assist in decision-making and provision of care.
- 3.1.4 Contributes to discussion related to the practice of nursing, systems of care planning and quality improvement.
- 3.1.5 Establishes rapport and trust with the patient and/or family.
- 3.1.6 Demonstrates respect, empathy, and interest in the health consumer.
- 3.1.7 Establishes relationships effectively and communicates with patients in a culturally appropriate manner.
- 3.1.8 Understands therapeutic relationships and professional boundaries.

3.2 Competency Standard: Quality Improvement and Safety

Ensures nursing 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 practice.
- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of nursing care.
- 3.2.3 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislation and workplace health and safety principles.
- 3.2.4 Acknowledges their own limitations in knowledge, judgment and/or skills, and functions within those limitations.

- 3.2.5 Recognizes less than optimum or unsafe practice in themselves and others and intervenes, records and reports, and acts to access and/or provide support to ensure remediation of deficiencies.
- 3.2.6 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.7 Adheres to and implements infection control policies and procedures.
- 3.2.8 Communicates and records safety concerns to the relevant authority and documents response.

3.3 Competency Standard: Delegation and Supervision

Accepts delegated tasks and activities according to their scope of practice.

4. DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

This domain defines the responsibilities of a Nurse Technician 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 within the limit of their scope of practice.

Performance Criteria:

- 4.1.1 Contributes to the sharing and dissemination of professional knowledge and research findings with others.
- 4.1.2 Takes opportunities to learn together with others to contribute to healthcare improvement.

4.2 Competency Standard: Lifelong Learning

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

Performance Criteria:

- 4.2.1 Undertakes regular self-assessment through peer review, competency assessment, critical examination and evaluation.
- 4.2.2 Takes initiative in updating knowledge and skills for safe, patient-centered, evidence-based practice.
- 4.2.3 Actively engages in ongoing professional development and performance improvement of themselves 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.

4.3 Competency Standard: Promotion of Health and Patient Education

They will enable and provide information on maintaining and optimizing health, as well as maximizing self-care.

Performance Criteria:

- 4.3.1 Takes part in health promotion, patient education and disease prevention initiatives and contributes to their evaluation.
- 4.3.2 Under the supervision of a Registered General Nurse, applies knowledge of available resources 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 well-being.
- 4.3.4 Participates in providing relevant health information and patient education to individuals, families and communities to assist in achieving optimal health and rehabilitation.
- 4.3.5 Participates in a variety of teaching and learning strategies with individuals, families and communities to effect and evaluate learning and concordance with treatment and advice.

CRITERIA FOR NATIONAL REGISTRATION REQUIREMENTS – MIDWIFE TECHNICIAN (MT)

Definition	The Midwife Technician (MT) is a healthcare professional who provides quality maternal and neonatal care with various healthcare needs under the supervision of a Registered Midwife (RM).
Practice Settings	MT can work in different settings, including hospitals, Neonatal and Infant Care Units, maternity homes, and antenatal and post-natal clinics. In all these workplaces, a Midwife Technician will have similar responsibilities under the supervision of a Registered Midwife (RM).
Education	<ul style="list-style-type: none"> Minimum of 18 months of midwifery education after high school or equivalent.
Scope of practice	<p>The role of a Midwife Technician encompasses various responsibilities that support Registered Midwives in providing care to women during pregnancy, childbirth, and the postpartum period. The specific scope of practice for a Midwife Technician can vary depending on regional regulations and healthcare settings. Below is an overview of common duties and limitations, along with references for further information.</p> <p>Midwife Technician are typically responsible for:</p> <ul style="list-style-type: none"> Administrative and Clerical Tasks: Managing patient records, scheduling appointments, and handling communications. Clinical Support: Assisting with prenatal and postpartum assessments, monitoring vital signs, and providing labor support under the direct supervision of a Registered Midwife. Newborn Care: Assisting with immediate care of the newborn, including monitoring vital signs and ensuring warmth and safety. <ul style="list-style-type: none"> Their role is to support the Registered Midwife in providing comprehensive care. Assist with intrapartum and post-partum care. Providing planned pre and post maternity care to achieve identified outcomes. Contributing to the assessment of maternal and child care by collecting and reporting information to the Registered Midwife. Consulting with the Registered Midwife to ensure that delegated tasks and responsibilities are commensurate with their own level of competence. Recognizing and reporting changes in health and functional status to the Registered Midwife. Ensuring documentation is accurate and maintains confidentiality of information. Contributing to the health education of health consumers. Observing and monitoring signs and symptoms, general behavior, and general physical response to treatment and diagnostic testing.

	<ul style="list-style-type: none"> • Determining and taking appropriate action when signs, symptoms, reactions, behavior, or general response exhibits abnormal characteristics or undesirable effects. • Seeking guidance from a Registered Midwife when encountering situations beyond one's own knowledge, competence, or scope of practice. • Provide labor support as permitted by the RM. • Check the layout of supplies for easy access to equipment and medications. • Obtain and report maternal vital signs (blood pressure, temperature, pulse, respirations). • Monitor and support the newborn as directed by RM. • Assist the mother and newborn establish breastfeeding.
Experience	<p>Overseas candidates:</p> <ul style="list-style-type: none"> • 1 year as a Midwife Technician/assistant after registration and licensing. • For Qatari Nationals, graduates from a university in Qatar, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020.
Licensure	Candidates should have a valid license/registration certificate accompanying the required years of experience.
Competency validation	<ul style="list-style-type: none"> • 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 renewal: https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License Renewal	<ul style="list-style-type: none"> • Note: For applicants with a break from practice, please refer to the DHP Break from Practice Policy at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf
<p>Note: For applicants with a break from practice, please refer to the DHP Break from Practice Policy at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	

MIDWIFE TECHNICIAN (MT) - SCOPE OF PRACTICE

INTRODUCTION

The Scope of Practice guidelines for Midwife Technician (MT) uses a competency framework built on four domains intrinsic to the role of the nurse:

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

Each domain is described through competency standards and performance criteria that define the requirements for practice demanded of a Midwife Technician (MT). This document is to be used as a foundation for all Registered Midwife roles, professional development, and performance appraisals.

STATEMENT OF PURPOSE

The purpose of this document is to define the Midwife Technician scope of practice in the State of Qatar to:

1. Describe the services offered by the Midwife Technician.
2. Define the professional accountability, required competencies, and scope of ethical and legal practice of the Midwife Technician in relation to patients, families, other members of the multidisciplinary team, community, and society.
3. Serve as a reference for license regulating authorities and professionals governing healthcare.

DEFINITION OF MIDWIFE TECHNICIANS:

A Midwife Technician is a healthcare professional who assists pre and post-natal patients with various healthcare needs, under the direct supervision of a Registered Midwife (RM).

A Midwife Technician can work in different settings, including hospitals, Neonatal and Infant Care Units, and antenatal and post-natal clinics.

A Midwife Technician is an integral part of the health care team, accountable for providing safe, competent, ethical, and compassionate care to women and their families during pregnancy, labor, childbirth, and the post-partum period.

COMPETENCY FRAMEWORK

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines competencies that relate to professional, legal, and ethical responsibilities and cultural safety. These include being accountable for one's own actions and decisions within the scope of practice for a Midwife Technician.

1.1 Competency Standard: Accountability

A Midwife Technician accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements. Accepts responsibility for their own actions, and decision-making and for the related outcomes within the Midwife Technician scope of practice.

Performance Criteria:

- 1.1.1 Works within the limits of their own competence and the boundaries of the Scope of Practice.
- 1.1.2 Identifies opportunities for advocacy, health promotion and disease prevention.
- 1.1.3 Provides care without discrimination on any basis, with respect for the rights and dignity of all individuals.
- 1.1.4 Promotes an environment that enables health consumer safety, independence, quality of life, and health.
- 1.1.5 Ensures practice is within the scope of practice and adheres to legislated requirements and relevant ethical codes, policies, and procedural guidelines.
- 1.1.6 Avoids any activity that creates a conflict of interest or violates any Qatari laws and regulations.

- 1.1.7 Promotes the growth of the profession and presents a positive image of a Midwife Technician to the community.
- 1.1.8 Participates in ongoing professional and educational development.
- 1.1.9 Ensures practice is within their scope of practice and adheres to legislated requirements and relevant ethical codes, policies, and procedural guidelines.

1.2 Competency Standard: Ethical Practice

Demonstrates integrity and accountability, honors the rights and dignity of all individuals, and pursues a quest for excellence in all professional activities that serve the best interests of the patient, society, and the profession

Performance Criteria:

- 1.2.1 Engages in ethical decision-making with respect to their own professional responsibilities and intervenes where ethical issues affect healthcare delivery or clinical decision-making under the direction of a Registered Midwife.
- 1.2.2 Acts as a patient advocate, protecting the person's rights in accordance with Qatari law and the terms and conditions of their employment.
- 1.2.3 Maintains confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.4 Respects the patient's (including children and their parents) right to be fully informed, establishing an environment for self-determination, assent (children) and informed consent.
- 1.2.5 Respects and maintains the patient's and family's right 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 Questions the healthcare practice when the safety of others is at risk and when the quality-of-care warrants improvement; acts when the safety of care is compromised, and when necessary, reports others who may be risking patient safety.
- 1.2.8 Demonstrates professional integrity in matters where a conflict of interest could be construed, i.e., when advising the use of drugs, products, devices, or services.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to the practice of a Midwife Technician.

Performance Criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide the Midwife Technician practice.
- 1.3.2 Identifies breaches of law that occur in practice and reports them to a Registered Midwife.
- 1.3.3 Practices in accordance with relevant laws and regulations that govern the practice of a Midwife Technician.
- 1.3.4 Maintains valid registration and licensure to practice from the Department of Healthcare Professions (DHP).
- 1.3.5 Recognizes and acts upon breaches of law and regulation.

2. DOMAIN TWO: CLINICAL PRACTICE

The role of a Midwife Technician encompasses various responsibilities that support Registered Midwives in providing care to women during pregnancy, childbirth, and the postpartum period. The specific scope of practice for a Midwife Technician can vary depending on regional regulations and healthcare settings. Below is an overview of common duties and limitations, along with references for further information.

2.1 Competency Standard: Provision of Care

Midwife Technicians are typically responsible for:

- Administrative and Clerical Tasks: Managing patient records, scheduling appointments, and handling communications.
- Clinical Support: Assisting with prenatal and postpartum assessments, monitoring vital signs, and providing labor support under the direct supervision of the Registered Midwife.
- Newborn Care: Assisting with immediate care of the newborn, including monitoring vital signs and ensuring warmth and safety.

Performance Criteria

- 2.1.1 Provides planned nursing care to achieve identified outcomes.
- 2.1.2 Contributes to nursing assessments by collecting and reporting information to the Registered Midwife.
- 2.1.3 Consults with the Registered Midwife to ensure that delegated tasks and responsibilities are commensurate with one's own level of competence.
- 2.1.4 Recognizes and reports changes in health and functional status to the Registered Midwife.
- 2.1.5 Contributes to the evaluation of patient care.
- 2.1.6 Ensures documentation is accurate and maintains confidentiality of information.
- 2.1.7 Contributes to the health education of clients.
- 2.1.8 Observes and monitors signs and symptoms, general behavior, and general physical response to treatment and diagnostic testing.
- 2.1.9 Determines and takes appropriate action when signs, symptoms, reactions, behavior or general response exhibit abnormal characteristics or undesirable effects.
- 2.1.10 Seeks guidance from a Registered Midwife when encountering situations beyond one's own knowledge, competence or scope of practice.

2.2 Competency Standard: Patient Centered Care

A Midwife Technician contributes to the collection and interpretation of information, assists the Registered Midwife in making appropriate clinical decisions, and assists in carrying out diagnostic and therapeutic interventions.

Performance Criteria:

- 2.2.1 A Midwife Technician shall contribute to the nursing assessment by:
 - 2.2.1.1 Collecting, reporting, and recording objective and subjective data in an accurate and timely manner. Data collection includes observations about the condition or change in the condition of the patient.
- 2.2.2 Participates in the development and modification of the plan of care by:
 - 2.2.2.1 Providing planned pre and post maternity care to achieve identified outcomes.
 - 2.2.2.2 Contributing to nursing assessments by collecting and reporting information to the Registered Midwife.
 - 2.2.2.3 Consulting with the Registered Midwife to ensure that delegated tasks and responsibilities are commensurate with their own level of competence.
 - 2.2.2.4 Recognizing and reporting changes in health and functional status to the Registered Midwife.
 - 2.2.2.5 Ensuring documentation is accurate and maintains confidentiality of information.
 - 2.2.2.6 Contributing to the health education of health consumers.
 - 2.2.2.7 Observing and monitoring signs and symptoms, general behavior, general physical response to treatment and diagnostic testing.

- 2.2.2.8 Determining and taking appropriate action when signs, symptoms, reactions, behavior, or general response exhibits abnormal characteristics or undesirable effects.
- 2.2.2.9 Seeking guidance from a Registered Midwife when encountering situations beyond one's own knowledge, competence, or scope of practice.
- 2.2.2.10 Provide labor support as permitted by the RM.
- 2.2.2.11 Check the layout of supplies for easy access to equipment and medications.
- 2.2.2.12 Obtain and report maternal vital signs (blood pressure, temperature, pulse, respirations).
- 2.2.2.13 Monitor and support the newborn as directed by RM.
- 2.2.2.14 Assist the mother and newborn establish breastfeeding.

2.3 Competency Standard: Communication and Teamwork

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

Performance Criteria:

- 2.3.1 Establishes relationships of trust, respect, honesty, and empathy. Gathers information about a patient's illness, beliefs, concerns, and expectations.
- 2.3.2 Seeks out and analyzes relevant information from other sources, such as the patient's family, other caregivers, and other professionals.
- 2.3.3 Communicates effectively as part of the health care team.
- 2.3.4 Delivers information to patients and their families, colleagues, and other members of the healthcare team, in a way that is understandable, and that encourages discussion and participation in decision-making.
- 2.3.5 Demonstrates cultural competence across all patient groups.
- 2.3.6 Consistently and clearly 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.
- 2.3.7 Collaborates and participates with colleagues and members of the health care team to deliver care.
- 2.3.8 Engages in teamwork and the team-building processes.

3. DOMAIN THREE: LEADERSHIP AND MANGEMENT

Exhibits leadership qualities required to protect the health, welfare and safety of the public by providing the internationally recognized measure of knowledge in safe and effective nursing care within the limit of their scope of practice.

3.1 Competency Standard: Leadership

Under the supervision of the Registered Midwife, collaborates and participates with colleagues and members of the healthcare team to deliver care and maintain therapeutic interpersonal relationships.

Performance Criteria:

- 3.1.1 Understands and values the roles, knowledge, and skills of members of the health care team in relation to their own responsibilities.
- 3.1.2 Supports the therapeutic activities of other team members in the provision of health care.
- 3.1.3 Provides other members of the team with accurate and relevant information to assist in decision-making and provision of care.
- 3.1.4 Contributes to discussion related to nursing practice, systems of care planning and quality improvement.

- 3.1.5 Establishes rapport and trust with the patient and/or family.
- 3.1.6 Demonstrates respect, empathy, and interest in the health consumer.
- 3.1.7 Establishes relationships effectively and communicates with patients in a culturally appropriate manner.
- 3.1.8 Understands therapeutic relationships and professional boundaries.

3.2 Competency Standard: Quality Improvement and Safety

Ensures nursing 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 practice.
- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of nursing care.
- 3.2.3 Ensures a safe environment by identifying actual and potential risks and taking timely action to meet national legislation and workplace health and safety principles.
- 3.2.4 Acknowledges their own limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.2.5 Recognizes less than optimum or unsafe practice in themselves and others and intervenes, records and reports, and acts to access and/or provide support to ensure remediation of deficiencies.
- 3.2.6 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.7 Adheres to and implements infection control policies and procedures.
- 3.2.8 Communicates and records safety concerns to the relevant authority and documents response.

3.3 Competency Standard: Delegation and Supervision

Accepts delegated tasks and activities according to their scope of practice.

4. DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

This domain defines the responsibilities of an MT 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 within the limit of their scope of practice.

Performance Criteria:

- 4.1.1 Contributes to the sharing and dissemination of professional knowledge and research findings with others.
- 4.1.2 Takes opportunities to learn together with others to contribute to healthcare improvement.

4.2 Competency Standard: Lifelong Learning

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

Performance Criteria:

- 4.2.1 Undertakes regular self-assessment through peer review, competency assessment, critical examination and evaluation.
- 4.2.2 Takes initiative in updating knowledge and skills for safe, patient-centered, evidence-based practice.

- 4.2.3 Actively engages in ongoing professional development and performance improvement of themselves 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.

4.3 Competency Standard: Promotion of Health and Patient Education

They will enable and provide information on maintaining and optimizing health, as well as maximizing self-care.

Performance Criteria:

- 4.3.1 Takes part in health promotion, patient education and disease prevention initiatives and contributes to their evaluation.
- 4.3.2 Under the supervision of a Registered Midwife, applies knowledge of available resources 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 well-being.
- 4.3.4 Participates in providing relevant health information and patient education to individuals, families and communities to assist in achieving optimal health and rehabilitation.
- 4.3.5 Participates in a variety of teaching and learning strategies with individuals, families and communities to effect and evaluate learning and concordance with treatment and advice.