

The Women and Children's Health Network created this document to enhance Maternal and Newborn care competencies for hospitals in the Central Region North. It provides a framework for educational support and constructive feedback, aiding Mentors and Managers in evaluating skill development progress. It has been adapted from the Maternal, Newborn, Child and Youth Network Competency Indicator Tool and a subsequent review of site-specific onboarding and orientation packages.

Upon reviewing, it is evident that current onboarding and orientation competencies differ across various sites within the Network. This document is designed to enhance existing competencies, assist in evaluating new employees throughout their orientation at specific sites, and to serve as a detailed guide during performance appraisals.

The competencies can be utilized independently and/or incorporated into hospital-specific competency checklists to promote a family-centered, high-quality, and consistent approach to maternal and newborn health. These competencies can be achieved through various methods, including formal and informal education, clinical experience, mentorship, reflection, educational content development, and self-directed learning. References and resources are located at the end of the competencies.

Each Nurse is responsible for ensuring their own competence, which the College of Nurses of Ontario (CNO) defines as “the nurse’s ability to use his/her knowledge, skills, judgement, attitudes, values and beliefs to perform in a given role, situation and practice setting.”

Name: _____

Mentor: _____



TABLE OF CONTENTS

Maternal, Child and Newborn Education Passport Recommendations and Additional Educational Opportunities	Page 3
Nursing Competency Tool and Evaluation Key	Page 4
Benner's Stages of Clinical Competence	Page 5
Definitions	Page 6
Documentation and Communication	Page 7-8
Care of the Antenatal Patient	Pages 8-13
Care of the Patient Requiring Induction/Augmentation of Labour	Page 13-14
Fetal Health Surveillance	Page 15-16
Stages of Labour and Birth	Page 15-21
Care of the Patient Requiring Caesarean Section	Page 22-23
Care During the Immediate Postpartum Period	Page 24
Immediate Care of the Newborn	Page 25-26
Infant Nutrition and Feeding	Page 27
Postpartum Assessment and Discharge	Page 28
Newborn Assessment and Discharge	Page 29-30
References and Internet Resources	Page 31
Performance Assessment	Page 32

Maternal, Child and Newborn Education Passport Recommendations: *Completion dependent on site specific orientation

Certification	Status: Complete/Date, In Progress, N/A	Renewal: Date, N/A
★ Current Certification as an RN with the College of Nurses of Ontario (CNO)		
★ Current Cardio Pulmonary Resuscitation (CPR)/ Basic Cardiac Life Support (BCLS)		
★ Fetal Health Surveillance (FHS)		
★ Current Neonatal Resuscitation Program (NRP)		
★ Site Specific Corporate Orientation and Competency Checklists		

Additional Maternal, Child and Newborn Educational Opportunities: *Completion dependent on site specific orientation

Certification	Status: Complete/Date, In Progress, N/A	Renewal: Date, N/A
★ Perinatal/Obstetrical Certifications i.e., Humber College, Canadian Nursing Association (CNA) Perinatal Courses Course Name: _____		
★ Breastfeeding Education i.e., Public Health, World Health Organization (WHO) or Registered Nurses Association of Ontario (RNAO) courses Course Name: _____		
★ Intravenous (IV) Certification		
★ S.T.A.B.L.E (Sugar, Temperature, Airway, Blood pressure, Lab work, and Emotional support) / ACoRN (Acute Care of the At-Risk Newborn)		

How to use the Nursing Competency Tool:

The following evaluation key (Table 1) will be used to guide the learner and mentor through the evaluation process. The “learner” may be an experienced staff nurse who is going through the self-evaluation process, and this can be utilized as an ongoing method of performance appraisal, not requiring a mentor assessment. Mentor can include a manager/supervisor or delegate overseeing the evaluation.

For those assigned a mentor, it is intended to be completed in the following steps:

1. The learner and mentor will determine the time frame for the initial and final competency review using Benner’s Stages of Clinical Competence (Table 2)
2. The learner and mentor will both complete the initial and final assessment. There may be discrepancy which is expected and will encourage further discussions to identify areas of strengths and opportunities.
3. The **learner** will complete the **Method of Review** which is how the learner developed knowledge of the skill or competency
4. The **mentor** will complete the **Method of Evaluation** which is how the learner demonstrated the skill or competency in clinical practice
5. The **mentor or learner** can utilize the **Comments** to add any additional information or identify any specific topics or skills that may need further development
6. **Date/Initials** to be completed by the learner and mentor

Table 1. Evaluation Key

Evaluation Key								
Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/ Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	N=Novice B=Beginner C=Competent P=Proficient E=Expert			N=Novice B=Beginner C=Competent P=Proficient E=Expert				
	Initial	Final		Initial	Final		Initial: Final:	

Utilizing Benner's Stages of Clinical Competence to assess each nurse's current level, tailor training programs to their needs, provide appropriate support, and encourage continuous learning. Implement competency checklists and mentorship to track progress and offer regular feedback to help nurses advance through the stages.

Table 2. Benner's Stages of Clinical Competence (1982)

Stage	Description
Novice	Beginners with no experience. Rely on general rules and guidelines to perform tasks.
Advanced Beginner	Nurses with some prior experience of a situation and able to deliver a marginally acceptable performance. Needs support from mentors and colleagues in the practice setting.
Competent	Nurses with 2-3 years of experience. This stage is characterized by conscious, deliberate planning based upon analysis and careful deliberation of situations. They identify priorities and manage their own work and benefit from learning activities that center on decision making, planning and coordinating patient care.
Proficient	Nurse who is able to perceive situations as whole parts and holistically. Can focus on relevant aspects of a problem and have usually been in a specific area of practice for several years. Case and simulation-based learning is most useful at this stage.
Expert	Nurses with deep intuitive grasp of clinical situations. Quickly identify problems without considering unfruitful alternatives. Not all practitioners will become experts but can use critical incident technique to evaluate expert practice.

Definitions:

MRP:	Most Responsible Provider
SBAR:	An acronym for Situation, Background, Assessment, Recommendation; a technique that can be used to facilitate prompt and appropriate communication
OTAS:	Obstetric Triage Acuity Scale- a way to establish a national standard around obstetric assessment to evaluate acuity level and set recommendations for timely care
SOGC:	The Society of Obstetricians and Gynaecologists of Canada (SOGC)
JOGC:	Journal of Obstetrics and Gynaecology
PCMCH:	Provincial Council for Maternal and Child Health
ERA's Pathway:	Enhanced Recovery After Surgery (ERAS) pathways are evidence-based interventions that are initiated across surgical encounters
MoreOB:	Managing Obstetrical Risk Efficiently. Integrates a common clinical knowledge base with heightened multidisciplinary teamwork and collaboration
RNAO:	Registered Nurses Association of Ontario
BORN:	Ontario's pregnancy, birth and childhood registry and network

Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Documentation and Communication

Completion of individualized care documentation, including:								
Triage record							Initial:	
Labour record								
Admission process								
Summary of birth								
Progress notes								
Medical Administration Records (MARS)							Final:	
KARDEX/Caredex								
Patient summaries								
BORN documentation								
Demonstrates knowledge of Telepractice in Obstetrical Unit by:								
Adhering to policies & procedures							Initial:	
Documenting telephone orders & conversations								
Implements SBAR communication framework into practice								
Verifies patient identifiers when providing care								
Demonstrates proficiency in site-specific documentation systems i.e., Cerner, Meditech								
Proficiency in completing admissions in accordance with assessment tools & organizational policies & procedures								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			
							Initial & Final	

Documentation and Communication

Facilitates coordination of EMS transfers:								
Transport documentation							Initial:	
Review of transfer supplies								
Aware of role in transfer to alternate level of care							Final:	

Care of the Antenatal Patient

Able to retrieve & file Prenatal Record							Initial:	
Exhibits proficiency in the Triage process by effectively using the Obstetrical Triage Scale (OTAS) Triage Tool to ensure prompt assessment based on patients' presenting concerns								
Demonstrates the ability to auscultate the fetal heart rate & interpret findings accurately							Final:	
Demonstrates competency in performing the following assessments and procedures:								
Leopold's maneuvers							Initial:	
Use of external fetal heart monitor (EFM) based on gestational age or presenting concern								
Calculate estimated date of confinement (EDC)							Final:	
Interpret vital signs & apply to clinical presentation								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Care of the Antenatal Patient								
Demonstrates ability to identify patients requiring assessment of cervical dilation. Working towards identifying:								
Status of membranes							Initial:	
Position/station								
Cervical dilation								
Cervical effacement								
Recognizes & identifies when vaginal examination is to be contraindicated by the nurse							Final:	
Identifies patients requiring Nitrazine testing:								
Notifies MRP							Initial:	
Assists with collecting								
Interprets results & reports accurately								
							Final:	
Facilitates the collection and processing of various specimens, including:								
Blood collection							Initial:	
Covid/Flu swabs								
Ferning								
Vaginal swabs							Final:	
o GBS								
o Mycoplasma								
o Infections								
Demonstrates knowledge and ability:								
To insert peripheral IV							Initial:	
Initiate IV fluid therapy								
							Final:	



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			
							Initial & Final	

Care of the Antenatal Patient										
Performs a comprehensive patient assessment including, but not limited to:										
Physical assessment							Initial:			
Allergies										
Medications										
Weight gain										
Smoke/cannabis/drugs/alcohol										
Problems during pregnancy										
Medical/surgical history										
Urine & laboratory results										
Presence of epigastric pain, visual disturbances, headache, reflexes										
Vaginal bleeding										
Membrane status							Final:			
GBS status										
Contractions/Uterine activity (UA)										
Facilitates appropriate follow-up care as needed & as directed by MRP, including advising patients to attend booked prenatal appointments & seeking OB clinic assessment as needed										
Identifies premature labour and demonstrates the ability to assist with administering and prepare for:										
Fetal fibronectin collection									Initial:	
Nitro patch										
Nifedipine										
Indocid										
Magnesium Sulphate										
Celestone										
Adalat										
							Final:			

Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Care of the Antenatal Patient										
Verbalizes and/or demonstrates the ability to adapt care practices to meet the needs of patients requiring specialized care including, but not limited to:										
Culturally competent care							Initial:			
Adolescents										
Patients with a history of or current experience with sexual abuse										
Birth trauma										
Mental health concerns									Final:	
Substance use										
Disability & pregnancy										
Limited support systems										
2SLGBTQIA+ inclusivity										
Ability to identify services/supports available for patient referrals, including but not limited to:										
Social work services							Initial:			
Healthy Babies Healthy Children (HBHC)										
Family Connexions (Children's Aid Services)										
Demonstrates knowledge & ability to obtain &/or assist with diagnostic procedures (DI or Bedside) including: o Correctly interpreting & reporting on a Biophysical Profile (BPP)							Final:			

Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Care of the Antenatal Patient								
Demonstrates awareness of the following obstetrical complications and their impact on care for each patient:								
Abruptio Placenta- both chronic & acute presentation							Initial:	
Intrapartum hemorrhage								
Postpartum hemorrhage risk assessment								
Placenta previa								
Cord insertion variations								
Asthma								
Cardiac disease								
Chorioamnionitis								
Essential Hypertension								
Preeclampsia								
Eclampsia								
HELLP syndrome								
Multiple gestation								
Diabetes: <ul style="list-style-type: none"> o Gestational, o Type 1 o Type 2 								
Hep B/ Hep C +								
HIV Positive								
Malpresentation <ul style="list-style-type: none"> o Breech o External Cephalic Version 								
Appropriately informs the MRP of findings & facilitates orders according to Obstetrical Triage Assessment (OTAS)								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Care of the Antenatal Patient								
Demonstrates the ability to efficiently assess the patient & document findings							Initial:	
Demonstrates knowledge & ability to identify antenatal breastfeeding education							Final:	
Care of the Patient Requiring Induction/Augmentation of Labour								
Verbalizes knowledge of evidence-informed indications & contraindications for induction							Initial:	
Demonstrates knowledge & ability to ensure completion of required paperwork (consent, induction orders) & confirms normal fetal heart rate (FHR) tracing prior to proceeding with induction of labour (IOL)							Final:	
Verbalizes knowledge of the process of cervical ripening procedures including pre and post monitoring and demonstrates ability to assist with:								
Cervical foley catheter insertion							Initial:	
Prostaglandin insertion <ul style="list-style-type: none"> o Gel o Cervidil 							Final:	
Misoprostol administration <ul style="list-style-type: none"> o Cervical Ripening o Labour o Fetal Demise 							Final:	



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			
							Initial & Final	

Care of the Patient Requiring Induction/Augmentation of Labour

Demonstrates ability to appropriately monitor patients following spontaneous rupture of membranes (SROM) or artificial rupture of membranes (ARM)							Initial:	
Demonstrates knowledge & ability to provide appropriate FHR monitoring throughout induction process							Final:	
Verbalizes an awareness of national guidelines re: administration of oxytocin for induction/augmentation of labour, including:								
PCMCH guidelines							Initial:	
Oxytocin learning package								
Oxytocin sign off								
Demonstrates ability to prepare & initiate IV infusion & titrate oxytocin for IOL/ augmentation							Final:	
Demonstrates understanding of Miscarriage and Early Pregnancy Loss:								
Awareness of complications & impact on labour & delivery							Initial:	
Awareness of resources available to patients & families: <ul style="list-style-type: none"> o PAIL Network o Community Resources 								
Observing or assisting in the management of pregnancy & infant loss if opportunity allows							Final:	
Demonstrates understanding of policies, procedures & correct documentation for patients who have experienced a loss								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			
							Initial & Final	

Fetal Health Surveillance								
Verbalizes awareness of evidence-informed indications for:								
Intermittent Auscultation (IA)							Initial:	
Electronic Fetal Monitoring (EFM)								
External fetal monitoring							Final:	
Internal fetal monitoring o Fetal Scalp Electrode (FSE) Application								
Amnioinfusion								
Verbalizes knowledge of the physiological basis of Fetal Health Surveillance (FHS)								
Demonstrates knowledge and ability to perform fetal assessment and monitoring, including:								
IA/ EFM							Initial:	
Documentation of uterine activity (UA)								
Determine fetal position							Final:	
Document FHR patterns								
Experience monitoring & documenting Twin A & Twin B								
Demonstrates ability to initiate and monitor intrauterine activity using:								
Palpation							Initial:	
Tocodynamometer								
Intrauterine Pressure Catheter (IUPC)							Final:	



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Fetal Health Surveillance								
Demonstrates knowledge and ability to perform fetal assessment and monitoring, including:								
Identify normal & respond to abnormal FHR patterns: <ul style="list-style-type: none"> ○ Baseline ○ Variability ○ Early decelerations ○ Variable decelerations ○ Late decelerations ○ Prolonged decelerations ○ "Shoulders" & "Overshoots" 							Initial:	
Demonstrates an understanding of fetal heart rate characteristics/ patterns & implications for fetal well-being								
Demonstrates awareness of current terminology to effectively communicate & document FHR pattern							Final:	
Documents the essential components of FHR assessments in the labour record								
Recognizes & implements intrauterine resuscitation when required								
Identifies when additional assistance is required for interpreting FHR patterns								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Stages of Labour and Birth								
Reviews patient & support person's birth plan & collaborates to incorporate plan when possible							Initial:	
Ability to discuss with patient & support when aspects of birth plan are not possible/safe & works together to find patient centered solutions							Final:	
Demonstrates knowledge and ability to assess and monitor:								
Progression of labour							Initial:	
Contraction characteristics								
Dilation & effacement							Final:	
Fetal presentation/position								
Station								
Status of membranes								
Implications of meconium								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Stages of Labour and Birth								
Demonstrates ongoing assessment and documentation of maternal / fetal status following evidence-informed standards of care including:								
Maternal vital signs							Initial:	
Fetal well-being								
Uterine activity							Final:	
Pain & response to comfort measures								
Emotional needs								
Bloody show / vaginal bleeding								
Demonstrates ability to proficiently perform vaginal examinations to:								
Assess labour progress							Initial:	
Determines need for nursing interventions & timing of medications								
Demonstrates ability to:								
Administer appropriate IV fluids during labour							Initial:	
Encourage maternal position changes pertaining to labour progression								
Accurately identify the beginning of the second stage of labour								
Verbalize knowledge of the physiology of pushing & the significance for the patient & fetus							Final:	
Utilizes evidence-informed practices to coach pushing techniques								

Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Stages of Labour and Birth										
Demonstrate knowledge and ability to assist with non-pharmacological pain management in labour:										
Positions							Initial:			
Massage										
Shower/ Tub							Final:			
Birthing Balls/ Peanut Ball										
Demonstrates ability to assess level of pain and response to intervention(s)										
Accurately assesses & monitors women receiving narcotic analgesia							Initial:			
Demonstrates appropriate handling & disposal of narcotics										
Demonstrates knowledge and understanding for administration of various medications and their effects on the patient and the fetus, including:										
Antibiotic treatment of GBS							Initial:			
Treatment of fevers in labour										
Antihypertensives										
Corticosteroids										
Heparin										
Insulin										
Magnesium Sulphate										
Narcotic administration										
Demonstrates the ability to accurately assess & monitor the woman before, during & after epidural/spinal anesthesia insertion									Final:	
Demonstrates knowledge & understanding of anatomy & physiology pertaining to epidural & spinal insertion										
Demonstrates ability to prepare patient for epidural & spinal insertion										



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Stages of Labour and Birth								
Demonstrates knowledge & understanding of medications administered for epidurals & spinals								
Ability to initiate infusion pump set up according to policies and procedures:								
Patient Controlled Epidural Analgesia (PCEA)							Initial:	
Programmed Intermittent Epidural Bolus (PIEB)								
Combined Spinal Epidural (CSE)								
Demonstrates ability to follow policies & procedures pertaining to care of patients with epidurals & spinals							Final:	
Verbalizes understanding of potential complications pertaining to epidural & spinal insertion as well as treatment & protocols								
Demonstrates ability to remove epidural catheter & document procedure correctly								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Care of the Patient Requiring Caesarean Section								
Demonstrates ability to provide pre-operative assessments and care for:								
Scheduled cesarean section (C/S) patient							Initial:	
C/S for patient when in labour							Final:	
FHS while in OR								
Vaginal Prep								
Verbalizes understanding of roles and responsibilities in an emergency situation:								
Organizational skills							Initial:	
Collaborates with interprofessional team members							Final:	
Effective communication								
Professional practice								
Demonstrates standard precautions in the Operating Room:								
Conforms to OR dress code							Initial:	
Appropriate handling & disposing of sharps							Final:	
Appropriate disposal of contaminated waste/laundry								
Proper handling & disposal of fluids								
Demonstrates Aseptic Technique, including:								
Creating/maintaining a sterile field							Initial:	
Adheres to principles of aseptic technique							Final:	
Ability to provide emotional & educational support to the patient & her support persons during C/S								
Demonstrates knowledge & understanding of ERAS Pathway								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	N= Novice B= Beginner C= Competent P= Proficient E= Expert			N= Novice B= Beginner C= Competent P= Proficient E= Expert				
	Initial	Final		Initial	Final		Initial & Final	

Care of the Patient Requiring Caesarean Section

Completes assigned Perioperative training/readings for:							
Circulating							Initial:
Scrubbing							
Circulating nurse duties sign off							Final:
Scrub nurse duties sign off							
Completes assigned Recovery Room nurse training							
Observes a Caesarean Section							
Observes Post Anesthetic Recovery Unit (PACU)							
PACU/ Recovery sign off							
Transfer of Care (TOC) to Postpartum							
Quantitative Blood Loss (QBL) in OR & PACU							



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Care During the Immediate Postpartum Period

Demonstrates knowledge and ability to set up birthing room for delivery:								
Preparing delivery table							Initial:	
Accurately prepares medications for Active Management of the Third Stage of Labour							Final:	
Demonstrates appropriate frequency of maternal assessments during the 4th stage of labour, including:								
Vital signs							Initial:	
Fundal assessment								
Lochia								
Quantitative blood loss documentation								
Perineal laceration								
Episiotomy								
Pain relief & comfort measures								
Hemorrhoids								
Urinary function								
Parent infant bonding								
Early mobilization & ability to transfer from L&D to Postpartum PRN							Final:	
Demonstrates the ability to assist the patient with breastfeeding and bottle feeding:								
Assists parents to respond to babies feeding cues							Initial:	
Ensuring baby is feeding 8-12 times in 24-hour period								
Ensuring proper latch & assessments while in hospital								
Promote rooming in 24/7								
							Final:	



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Immediate Care of the Newborn								
Recognizes & identifies care providers required during delivery for infant care, as outlined in Neonatal Resuscitation Program (NRP)							Initial:	
							Final:	
Demonstrates knowledge and ability to set up and use of infant equipment, such as:								
Cardiorespiratory monitor							Initial:	
Oxygen (T-piece, bag mask)								
Radiant warmer (PANDA)								
Suction								
Demonstrates ability to:								
Assign APGAR scores							Initial:	
Collect umbilical cord blood samples								
Complete initial vital signs								
Apply cord clamp								
Apply cardiac/respiratory monitors								
Promote skin to skin contact & initiation of early breastfeeding as applicable								
Administer Vitamin K & Erythromycin (as per parental consent &/or documentation of refusal)								
Apply proper infant identification								
Awareness & ability to carry out role of Newborn Care nurse during c-section								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Immediate Care of the Newborn								
Demonstrates ability to perform full head to toe systems assessment of newborn, including but not limited to:								
Weight							Initial: Final:	
Length								
Head circumference								
Vital signs								
Reflexes								
Demonstrates knowledge & ability to identify infants requiring hypoglycemia protocol								
Demonstrates ability to:								
Collect heel-prick glucose sample & interpret glucose reading findings							Initial: Final:	
Obtain samples for cord blood sampling								
Accurately label & interpret results								
Document all findings correctly & appropriately in chart								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	Initial	Final		Initial	Final			

Infant Nutrition and Feeding								
Demonstrates knowledge and ability to provide support and ongoing education to mothers who choose to breastfeed, including, but not limited to:								
Correct latch							Initial:	
Nipple/Breast care								
Positioning								
Feeding frequency								
Burping								
Voiding								
Infant feeding habits							Final:	
Bowel movements of the breastfed baby								
Demonstrates knowledge and ability to support and educate patients about breast milk:								
Hand expression							Initial:	
Pumping								
Proper storage of EBM							Final:	
Demonstrates knowledge and ability to support and educate patients who choose to formula feed, including:								
Positioning							Initial:	
Feeding frequency								
Infant feeding habits								
Burping								
Bowel movements of the formula fed baby							Final:	
Demonstrates knowledge of:								
Preparation & storage of infant formula							Initial:	
Feeding frequency & amounts i.e., (initially 5-10mL/kg, but increases over the course of 1st week up to 2oz/feed)								
							Final:	



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	N= Novice B= Beginner C= Competent P= Proficient E= Expert			N= Novice B= Beginner C= Competent P= Proficient E= Expert				
	Initial	Final		Initial	Final		Initial & Final	

Postpartum Assessments and Discharge

Demonstrates knowledge and ability to perform/assess the following during postpartum care:								
Vitals signs as per protocol							Initial:	
Fundal assessment								
Bleeding/ Lochia								
QBL Postpartum as ordered								
Bladder & bowel functions								
Maternal pain assessment								
Perineum assessment/care								
Haemorrhoids							Final:	
Incision care								
Deep Vein Thrombosis								
Fluid balance								
Postpartum Depression & Baby Blues								
Postoperative care								
Demonstrates knowledge and ability to administer the following products as per policy/protocols, including:								
Blood Transfusion							Initial:	
Rhogam & blood products								
IV Iron infusion								
MMR							Final:	
Vaccines								
Demonstrates knowledge and ability to provide comprehensive and appropriate discharge teaching with patient and family, including:								
Reviewing discharge prescriptions							Initial:	
Completing Health Babies Healthy Children screening								
Ensuring accurate BORN documentation throughout hospital stay							Final:	
Lactation Support postpartum								

Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	N= Novice B= Beginner C= Competent P= Proficient E= Expert			N= Novice B= Beginner C= Competent P= Proficient E= Expert				
	Initial	Final		Initial	Final		Initial & Final	

Newborn Assessment and Discharge

Demonstrates knowledge and ability to educate infant caregivers on:

Normal vital signs							Initial:	
Car seat education								
Cord care								
Immunizations								
Vaccines								
Infant care								
Metabolic screening								
Jaundice/Bilirubin								
Phototherapy								
Second hand smoke & ETHO/drug use								
Sleep Safety (Back to Bed, Co-sleeping, SIDS Prevention)							Final:	
Sleep patterns								
Thermoregulation								
Bathing & skin care								
Booking circumcision &/or aftercare								
Hearing screen								
Proper follow up								
Critical Congenital Heart Disease (CCHD) screening								
Purple Crying/Shaken Babies								
When to seek care urgently								



Nursing Skill/ Competency Indicator	Learner Assessment		Method of Review P= Policy/Protocol Review E= Education Session S= Self-Learning Package C= Clinical Practice	Mentor Assessment		Method of Evaluation D/S= Demonstration/SIM O= Observed in Practice V= Verbal Review N/A = Not Applicable	Comments	Date/ Initials
	N= Novice B= Beginner C= Competent P= Proficient E= Expert			N= Novice B= Beginner C= Competent P= Proficient E= Expert				
	Initial	Final		Initial	Final		Initial & Final	

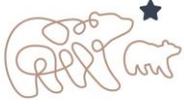
Newborn Assessment and Discharge

Awareness of resources in the community for families, including:

Newborn care							Initial:	
Expected follow-up appointments & care for patient & infant in community								
Support groups for parents							Final:	
Lactation support								
Mental Health resources								

References and Internet Resources:

College of Nurses of Ontario (CNO): Standards of Care and Practice Guidelines	https://www.cno.org/en/learn-about-standards-guidelines/
Society of Obstetricians and Gynaecologists of Canada- SOGC (membership required)	https://www.sogc.org/member-portal/en/rise/Contacts/Sign_In.aspx?LoginRedirect=true&returnurl=%2fmember-portal%2fen%2fcontent%2fguidelines-jogc%2fGuidelines_Member_Portal.aspx%3fhkey%3d78ab11a3-58de-49c2-aa9d-9cbcf88e5a94
Registered Nurses Association of Ontario Best Practice Guidelines	https://rnao.ca/bpg
PCMCH Safe Administration of Oxytocin	Safe-Administration-of-Oxytocin-Guidance-Report.pdf
Provincial Council for Maternal and Child Health	PCMCH – The Best Possible Beginnings for Lifelong Health
Registered Nurses Association of Ontario (RNAO) Breastfeeding Course (membership required)	https://elearning.rnao.ca/?_ga=2.54118049.868071589.1678454254-1877305589.1678105244
UBC CPD: Fundamentals of Fetal Health Surveillance	https://ubccpd.ca/learn/learning-activities/course?eventtemplate=22-fundamentals-of-fetal-health-surveillance-online-manual
Public Health Ontario: Maternal and Infant Health	https://www.publichealthontario.ca/en/health-topics/health-promotion/maternal-infant-health
MNCYN Competency Indicator Tool	MNCYN-Maternal-Child-Competency-Indicator-Tool-1-1.pdf
Government of Canada: Family Centred Maternity and Newborn Care: National Guidelines	Family-centred maternity and newborn care: National guidelines - Canada.ca
Journal of Obstetrics and Gynaecology Canada: Acuity Assessment in Obstetrical Triage	Acuity Assessment in Obstetrical Triage - Journal of Obstetrics and Gynaecology Canada
Enhanced Recovery After Surgery (ERAS): Obstetrics and Gynaecology Guidelines	Obstetrics & Gynaecology - ERAS® Society
Salus Global: MoreOB (membership required)	SG.solutions, by Salus Global - Canadian health care consulting



Performance Assessment

Learner Name: _____ Date: _____

Comments:

Mentor Comments:

Manager (or Delegate) Comments:

Reviewed by: _____ Signature: _____