

Revised on 23 April 2019



CONFIDENTIAL

Accreditation Programme for Nursing and Midwifery Educational Institutions

**SELF-ASSESSMENT TOOL AND REVIEW
TEAM REPORT
(NURSING)
March 2019**



Bangladesh Nursing and Midwifery Council

Nursing College /Institute Self-Assessment and Review Team Report Template

1) The Nursing College /Nursing Institute

NC/NI provides a self-assessment for each of the criteria of the accreditation standards in the space indicated in the document.

Name of Nursing College / Institute _____

Address of Nursing College / Institute _____

**Date of submission of Report submitted to Bangladesh Nursing and Midwifery Council
(BNMC)** _____

2) The Review Team

During the site visit, the review team members validate the self-assessment for each of the criteria. They use this document to comment on their observations and to indicate whether they consider the criteria is met, partially met, or unmet in the space provided.

Names of Reviewers _____

Date of Site Visit _____

STANDARD I: ADMINISTRATION AND LEADERSHIP (10 Criteria, Total Marks 20)

Scoring: 2 for met, 1<2 for Partially met, 0 for Unmet

The governance of the Nursing Institute/College supports good quality education.

Criteria	Nursing college /Nursing Institute	Review Team			
	Nursing college /Nursing Institute Report	Review Team Report	Met	Partially Met	Unmet
<p>1.1 The Head (Principal/Nursing Instructor-in-Charge) of the Nursing College/Institute</p> <p>a. is a registered nurse, a registered midwife, or registered nurse-midwife with a bachelor degree/Master’s degree in nursing/public health/community health/MPH;</p> <p>b. has 2 years’ of service experience in administration; and</p> <p>c. has minimum 5 years’ experience as an educator.</p>	<p>a. Yes <input type="radio"/> No <input type="radio"/></p> <p>b. Yes <input type="radio"/> No <input type="radio"/></p> <p>c. Yes <input type="radio"/> No <input type="radio"/></p>				
During the site visit the reviewers will verify the personal data					

sheet (PDS) of the Principal/Nursing Instructor-in-Charge.				
<p>1.2 The Head of the Nursing college /Nursing Institute has autonomy in decision making within his/her jurisdiction:</p> <p>a. Administration of the NC/NI a. Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> Provide a brief overview of the reporting and governance structure.</p> <p>b. Students (related to academic progression, discipline, etc.) b. Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> Provide 1 or 2 examples to show decision-making autonomy or lack thereof related to the administration of the students.</p> <p>c. Instructors/Lecturer (e.g., hiring, performance appraisal, teaching assignments, promotions) c. Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> Provide 1 or 2 examples to show decision making autonomy and/or lack of autonomy related to the instructors.</p> <p>d. Support staff (e.g., hiring, performance appraisal, job description) d. Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> Provide examples to show decision making autonomy or lack thereof related to the support staff.</p>				

<p>e. Implementation of the curriculum and competencies approved by the BNMC and MoHFW and University</p> <p>e. Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> If yes or in part, briefly describe.</p> <ul style="list-style-type: none"> • MoHFW Yes <input type="radio"/> No <input type="radio"/> • BNMC Yes <input type="radio"/> No <input type="radio"/> • University Yes <input type="radio"/> No <input type="radio"/> 				
<p>1.3 The duties and responsibilities are assigned by the authority for the employee.</p> <p>Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> If no or in part, briefly describe.</p> <p>Complete the Appendix A form <i>List of the support staff and their positions</i>.</p>				
<p>1.4 The administrative and digital information systems in the Nursing college /Nursing Institute should be well organized and effective.</p> <p>a. Duties are assigned based on job descriptions.</p> <p>a. Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> Comment (if any).</p> <p>b. A master plan for student placements is used.</p> <p>b. Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> Comment (if any).</p> <p>c. An academic calendar is used.</p> <p>c. Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> Comment (if any).</p>				

d. There is a notice board or other information system to inform educators, staff and students

d. Yes In Part No

Comment (if any).

e. There is a dynamic website and information of the Institution, facilities, teachers & students, curriculum, course, content, development

e. Yes In Part No

Comment (if any).

1.5 The Nursing college /Nursing Institute maintains well-organized and up-to-date records of

- a. Student admission
- b. Student registration
- c. Student transcripts
- d. Student master roll call
- e. Student personal files
- f. Examination roll call book
- g. Other administrative file systems (if yes, please indicate what type of administrative file systems)
- h. Students log book

a. Yes No

b. Yes No

c. Yes No

d. Yes No

e. Yes No

f. Yes No

g. Yes No

If yes to g., please indicate what type of other administrative file systems.

h. Yes No

1.6 The Educators of the Nursing

Yes No

college /Nursing Institute are supported in updating their clinical expertise, nursing knowledge, and competency as educators, and in participating in continuous professional development activities.

1.7 Guest teachers who are hired are experts in their respective field as per DGNM guidelines.

1.8 The Nursing college /Nursing Institute develops partnerships with practice-related organizations to ensure that the environment of clinical placements supports student learning.

1.9 The Nursing college /Nursing Institute has

a. A prospectus with the information of:

- background,
- Vision,
- Mission,

<p>If yes, briefly describe the system in place and provide 1 or 2 examples.</p>				
<p>Yes <input type="radio"/> No <input type="radio"/> Briefly describe the process for hiring guest teachers. Complete the Appendix B form, <i>Guest Teachers Hired in the Previous Year</i>.</p>				
<p>Yes <input type="radio"/> No <input type="radio"/> Comment (if any) Complete the Appendix C form <i>Clinical Placement Sites</i>.</p>				
<p>• Yes <input type="radio"/> No <input type="radio"/> • Yes <input type="radio"/> No <input type="radio"/> • Yes <input type="radio"/> No <input type="radio"/></p>				

- Objectives,
 - Course, achievements,
 - future plans etc.
- b. Yearly master plan
- c. human resource plan, budget; physical resources, teaching and learning materials that is followed.
- 1.10 The Nursing Institutes/ Nursing Colleges organogram is clear, current, and publically displayed.

<ul style="list-style-type: none"> • Yes <input type="radio"/> No <input type="radio"/> • Yes <input type="radio"/> No <input type="radio"/> • Yes <input type="radio"/> No <input type="radio"/> <p>b. Yes <input type="radio"/> No <input type="radio"/> Please provide a brief description.</p> <p>c. Yes <input type="radio"/> No <input type="radio"/> Please provide a brief description.</p> <p>a. Yes <input type="radio"/> No <input type="radio"/> Please provide a brief description.</p>				
---	--	--	--	--

STANDARD II: STUDENT TYPE AND INTAKE (3 Criteria, Total Marks 6)

Scoring: 2 for met, 1<2 for Partially met, 0 for Unmet

The Nursing College/ Institute admit students who have the academic background and ability to meet the requirements of the programme.

Criteria

Nursing Institute/Nursing college	Review Team
-----------------------------------	-------------

Nursing Institute/Nursing college Report	Review Team Report	Met	Partially Met	Unmet
<p>2.1 The Nursing college /Nursing Institute admits students with a background education according to government admission policy.</p> <p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Describe the admission policy at the NI regarding applicants' educational background.</p>				
<p>2.2 The Nursing college /Nursing Institute admits students who are medically and physically fit.</p> <p>a. The medical fitness of the student</p> <p>Yes <input type="radio"/> No <input type="radio"/></p> <p>b. The physical fitness of the student</p> <p>Yes <input type="radio"/> No <input type="radio"/></p> <p>c. The immunization status of the student</p> <p>Yes <input type="radio"/> No <input type="radio"/></p>				
<p>2.3 Students admitted into the Nursing college /Nursing Institute demonstrate:</p> <p>a. that they are independent learners</p> <p>Yes <input type="radio"/> No <input type="radio"/></p>				

**b. a willingness to serve
in health care**

Yes <input type="radio"/> No <input type="radio"/>				
--	--	--	--	--

STANDARD III: TEACHING STAFF AND LEARNING (11 Criteria, Total Marks 22)

Scoring: 2 for met, 1<2 for Partially met, 0 for Unmet

The students of the Nursing college /Nursing Institute are taught by well-qualified Educators in the classroom and in clinical placements.

Criteria	Nursing college /Nursing Institute	Review Team			
	Nursing college /Nursing Institute Report	Review Team Report	Met	Partially Met	Unmet
3.1 All Educators: a. Are registered nurses, registered midwives, or registered nurse-midwives a. Yes <input type="radio"/> No <input type="radio"/> Comment (if any) b. Demonstrate knowledge and competence in the areas that they teach b. Yes <input type="radio"/> No <input type="radio"/> Comment (if any) c. have a minimum of a bachelor's degree in nursing/public health nursing. c. Yes <input type="radio"/> No <input type="radio"/> Comment (if any) Complete Appendix D form <i>Qualifications of Instructors</i> During the site visit reviewers will verify the personal data sheets (PDS).					

3.2 The instructors /Educators: use well-recognized teaching methods to foster student learning

a. adult education approaches,

a. Yes No

b. Self-directed learning,

b. Yes No

c. e-learning : subject wise e books,journals& supporting reading materials, video

c. Yes No

d. clinical simulations.

d. Yes No

e. Lecture

e. Yes No

f. Video

f. Yes No

g. Assignments

g. Yes No

h. Group discussion

h. Yes No

i. Presentations

i. Yes No

j. Community visits

j. Yes No

Provide some examples of teaching methods used to foster student learning.

3.3 The Educators provide classroom and clinical learning experiences based on the most current reliable evidence.

Yes No

Provide an example showing how instructors teach students to use evidence-based research in their practice.

3.4 The Educators develop clinical reasoning, problem solving, and critical thinking in students.

Yes No
 If yes, describe (provide some specific examples showing how instructors teach students to think critically and to solve problems).

3.5 Other health professionals who are guest lecturers hold a graduate degree and possess clinical and educational expertise in the specialty area they teach including knowledge on Pedagogy.

Yes In Part No
 (Complete Appendix B form)
 Comment.

3.6 There is

a. a ratio of 1 Educator to 40 Students or less in nursing theory courses

a. Yes In Part No
 Complete Appendix E form *Numbers of Students per Course*.

b. 1 Educator to 8 Students or less in clinical placements and in the laboratory.

b. Yes In Part No
 Comment (if any).

3.4 The Educators develop clinical reasoning, problem solving, and critical thinking in students.				
3.5 Other health professionals who are guest lecturers hold a graduate degree and possess clinical and educational expertise in the specialty area they teach including knowledge on Pedagogy.				
3.6 There is a. a ratio of 1 Educator to 40 Students or less in nursing theory courses b. 1 Educator to 8 Students or less in clinical placements and in the laboratory.				

3.7 There should not be more than 25% part-time Educators.

3.8 The individuals who are responsible for students in the clinical setting:

- a. hold a minimum of a bachelor's degree in nursing/public health nursing, and
- b. possess clinical expertise and sound knowledge in their specialty area.

3.9 The Nursing Institute /Nursing College collaborates with qualified registered nurses and midwives who supervise ,

<p>Complete Appendix F form <i>Numbers of Students per Clinical Group</i>.</p>				
<p>Indicate the percentage of part-time instructors at the NI.</p>				
<p>Identify the individuals who are responsible for students in the clinical setting.</p> <ul style="list-style-type: none"> i. Subject teacher <input type="radio"/> ii. Principal/nursing instructor <input type="radio"/> iii. Clinical instructor/clinical supervisor <input type="radio"/> <ul style="list-style-type: none"> a. Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> b. Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/> <p>Complete PDS forms of <i>Clinical Instructors</i>.</p>				
<p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Describe the collaborations with registered nurses and registered midwives in the clinical practice area.</p>				

guide and teach students in clinical practice sites appropriately.

3.10 Educators, by rotation provide clinical teaching and other educational support to the students on regular basis in the clinical area.

3.11 Clinical instructors responsible for students in clinical placements supervise and teach students in the clinical practice areas in which they have clinical expertise.

<p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Describe the nature of support provide to the students in the clinical practice area.</p>				
<p>Yes <input type="radio"/> In Part <input type="radio"/> No <input type="radio"/></p> <p>See 3.8.</p>				

STANDARD IV: CURRICULUM DELIVERY (7 Criteria, Total Marks 14)

Scoring: 2 for met, 1 for Partially met, 0 for Unmet

The delivery of the national curriculum for nurse-midwives fosters good student outcomes.

Criteria	Nursing college /Nursing Institute	Review Team		
	Nursing college /Nursing Institute Report	Review Team Report	Met	Partially Met
<p>4.1 The Nursing college /Nursing Institute provides learning experiences that will enable graduates to develop the <i>Entry-to-Practice Competencies for Nurse-Midwives in Bangladesh.</i></p> <p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Complete Appendix G form <i>Mapping Competency-Indicators Taught.</i></p>				
<p>4.2 Nursing college /Nursing Institute offers students opportunities for</p> <p>a. multidisciplinary learning</p> <p>Yes <input type="radio"/> No <input type="radio"/></p> <p>b. interprofessional teamwork collaboration.</p> <p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Provide a number of examples.</p>				

4.3 The Nursing College/Institute

- a. assesses student knowledge with a range of methods.(ie case presentation, buzz group, posters, role play, demonstration)**
- b. assesses skill development (ie. OSCE, Skill lab;**
- c. uses reliable evidence-based evaluation methods; (ie. MCQ, Scenario –based questions**

- d. communicates the results to the students.**

a. Yes No

b. Yes No

c. Yes No

Briefly describe methods to evaluate knowledge and methods to evaluate skill development

d. Yes No

Briefly describe how results are communicated a) in classes (i.e. orally? In writing?) b) in labs? c) in clinical?

Classes:

Labs:

4.4 The Nursing college /Nursing Institute provide a good balance of classroom and practice learning experiences.

<p><u>Clinical Placements:</u></p>				
<p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Complete Appendix H form <i>Hours of Classroom Courses, Clinical Practice Experience and Labs.</i></p>				
<p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Comment.</p> <p>Complete Appendix I form <i>Clinical Placement Sites by Year of Program.</i></p>				
<p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Briefly describe how the NI ensures subject-based clinical experiences (see Appendix I).</p>				

4.5 The Nursing college /Nursing Institute has access to clinical learning sites required for implementing the curriculum (Minimum 100 bedded hospital).

4.6 The Nursing college /Nursing Institute ensures subject-based clinical experiences by placing

students in other health care facilities if there are no / less opportunities in their own care facilities for practice in areas such as ears, nose & throats (ENT), orthopedics, psychiatry, etc.

4.7 Nursing college /Nursing Institute provides supervised clinical learning experiences that support nursing and midwifery theory in a variety of practice settings.

<p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Briefly describe the type of supervision of clinical placement provided in the curriculum(see Appendix I).</p>				

STANDARD V: RESOURCES (9 Criteria, Total Mark 18)

Scoring: 2 for met, 1 for Partially met, 0 for Unmet

The Nursing College/Institute has the resources to provide a good learning environment for teaching and learning.

Criteria	Nursing Institute/Nursing college	Review Team			
	Nursing Institute /Nursing college Report	Review Team Report	Met	Partially Met	Unmet
<p>5.1 The Nursing college /Nursing Institute provides adequate accommodation and support to students during the program, including:</p> <p>a. Ownership of land</p> <p>b. a fully furnished secure hostel for students (Separate hostel for boys and girls with Minimum capacity for 240students for 80 seated NIs and for 150 for 50 seated NIs)</p> <p>c. Students' washroom in the hostel(Separate washrooms for boys and girls Ratio 10:1)</p> <p>d. students' visiting rooms</p> <p>e. guard's room</p> <p>f. transportation for students to clinical sites</p>	<p>a. Yes <input type="radio"/> No <input type="radio"/></p> <p>b. Yes <input type="radio"/> No <input type="radio"/></p> <p>c. Yes <input type="radio"/> No <input type="radio"/></p> <p>d. Yes <input type="radio"/> No <input type="radio"/></p> <p>e. Yes <input type="radio"/> No <input type="radio"/></p> <p>f. Yes <input type="radio"/> No <input type="radio"/></p>				

g. Common room

h. Conference room

g. Yes No

h. Yes No

Comment (if any).

5.2 The Nursing college /Nursing Institute ensures students and instructors have safe drinking water.

Yes No

Briefly describe how the safety of the drinking water is assured.

5.3 The Nursing college /Nursing Institute has adequate classroom space to support student learning with at least 1 classroom for 50 students.

Select one of the following:

i. 50 students or less per1 classroom

ii. More than 50 students per 1 classroom

Comment (if any).

5.4 There should be at least 1 bathroom for 20 students.

Select one of the following:
 20 students or less per bathroom
 More than 20 students per bathroom

5.5. The Nursing college /Nursing Institute has appropriately equipped lab space for

- a. fundamental nursing;
- b. nutrition;
- c. microbiology;
- d. anatomy;
- e. physiology;
- f. midwifery
- g. computers

a. Yes No student/teacher ratio _____
 b. Yes No student/teacher ratio _____
 c. Yes No student/teacher ratio _____
 d. Yes No student/teacher ratio _____
 e. Yes No student/teacher ratio _____
 f. Yes No student/teacher ratio _____
 g. Yes No student/teacher ratio _____
 Comment (if any)

5.6 The students have access to computers and to the internet to support their learning. The numbers of computers:
 a. 40 for College
 b. 25 for Institute

Yes No
 Yes No

Comment (if any).

5.7 The Nursing college /Nursing Institute has

- a) A well-furnished library for students eg. Light, fan, sitting arrangement
- b) up-to-date books,
- c) An online library for students
- d) journals, and magazines.
- e) Textbook: Student ratio 1:5

- a. Yes Partial No
- b. Yes Partial No
- c. Yes Partial No
- d. Yes Partial No
- e. Yes Partial No

Provide a comment on the adequacy of the library and its resources including whether it deploys a qualified librarian, uses a standard seating arrangement, and is opened from 8 am to 8pm.

5.8 The Nursing college /Nursing Institute is

- a. at least 30,000 square feet,
- b. Principal/ In charge has financial authority
- c. a prayer rooms
- d. Facilities for indoor and outdoor games

- a. Yes No
- b. Yes No
- c. Yes No
- d. Yes No
- (a) Indoor
 - Table Tennis Yes No
 - Carom Yes No
- (b) Outdoor
 - Badminton Yes No
 - Volleyball Yes No

- e. an audiovisual room capacity- College 20 Institute 25
- f. an individual office for the Head of the Nursing College/Institute
- g. Office room for Educators
- h. an office room for the accountant and cashier
- i. a general office room
- j. washroom for Educators(Separate for Male & Female)

e. Yes No

f. Yes No

g. Yes No

h. Yes No

i. Yes No

j. Yes No

5.9 Human resources must be recruited as per BNMC policy.

Yes No

Describe human resource recruitment as it relates to the BNMC policy.

APPENDIX A: LIST OF SUPPORT STAFF AND THEIR POSITIONS

SUPPORT STAFF – NAME	POSITION

APPENDIX B: GUEST TEACHERS HIRED IN THE PREVIOUS YEAR

GUEST TEACHER – NAME	ACADEMIC QUALIFICATIONS	DATES OF THEIR CONTRACT	COURSE(S) TAUGHT

APPENDIX C: PARTNERSHIPS WITH SERVICE ORGANIZATIONS

SERVICE ORGANIZATION – NAME	CLINICAL PLACEMENT SITES	COURSE (S)

APPENDIX D: QUALIFICATIONS OF INSTRUCTORS

INSTRUCTOR – NAME	ACADEMIC QUALIFICATIONS	PROFESSIONAL QUALIFICATIONS

APPENDIX E: NUMBERS OF STUDENTS PER COURSE

LIST OF COURSES	NUMBERS OF STUDENTS IN EACH

APPENDIX F: NUMBERS OF STUDENTS PER CLINICAL GROUP

List of Clinical Groups	Numbers of Students in each

APPENDIX G: MAPPING COMPETENCY-INDICATORS TAUGHT IN COURSES

For each of the competency indicators listed below, please identify in the column beside it, which course or courses students are being taught this indicator.

	COMPETENCY-INDICATORS	IDENTIFY IN WHICH COURSE(S) THE INDICATOR IS BEING TAUGHT
1	<p>Competency - The nurse-midwife is able to perform a comprehensive, systematic, and holistic health assessment of the patient/client.</p> <ul style="list-style-type: none"> • Collects patient/client information through interviewing and from documentation • Uses observation skills when assessing the patient/client • Performs a physical assessment • Assesses the patient's/client's psychological status • Assesses the patient/client holistically (e.g. spiritual, cultural, emotional, environmental, etc.) • Completes the patient/client assessment in a timely manner 	
2	<p>Competency - The nurse-midwife is able to identify the patient's/client's needs/expectations/responses to actual health problems.</p> <ul style="list-style-type: none"> • Uses clinical reasoning and critical thinking to analyze and interpret assessment data • Applies knowledge to identify the patient's/client's needs • Prioritizes the nursing problems • Discusses alternative healthcare treatments that the patient/client might use 	
3	<p>Competency - The nurse-midwife is able to formulate a plan of care (in collaboration with the healthcare team).</p> <ul style="list-style-type: none"> • Uses the patient/client assessment in developing a plan of care • Applies nursing knowledge in developing the plan of care • Facilitates the patient's/client's participation in the plan of care and out-comes • Collaborates with health team members in planning care • Determines expected outcomes and nursing interventions to be implemented 	

4	<p>Competency -The nurse-midwife is able to implement a nursing care plan in a timely manner.</p> <ul style="list-style-type: none"> • <i>Uses nursing knowledge, critical thinking, and decision making skills in carrying out the plan of care</i> • <i>Facilitates the patient's/client's participation in attaining the desired out-comes</i> • <i>Consults with other members of the health care team when performing nursing actions to meet the objectives</i> • <i>Discusses any anticipated complications with the health care team</i> • <i>Organizes own workload to meet responsibilities in a timely manner</i> • <i>Responds to the patient's/client's needs and expectations carefully while implementing the plan of care</i> • <i>Reports and discusses any complications that arise with members of the healthcare team in order to seek a solution to resolve them</i> • <i>Ensures the patient/client understands how to continue the plan of care upon discharge</i> 	
5	<p>Competency -The nurse-midwife is able to evaluate and modify the plan of care to meet expected outcomes.</p> <ul style="list-style-type: none"> • <i>Monitors continuously the patient's/client's response to care</i> • <i>Consults with the physician and other health team members when appropriate to determine changes to the plan of care</i> • <i>health team members are aware of changes to the care plan</i> <i>Ensures all</i> • <i>appropriate action in a dynamic health situation</i> <i>Takes</i> • <i>results/outcomes to determine further interventions</i> <i>Reviews</i> 	
6	<p>Competency -The nurse-midwife is able to document appropriately.</p> <ul style="list-style-type: none"> • <i>Documents observations in a timely manner</i> • <i>Maintains clear, accurate, and legible documentation and records</i> • <i>Respects and maintains the confidentiality of information</i> 	

7	<p>Competency -The nurse-midwife applies knowledge from the health sciences and related disciplines in caring for patients/clients.</p> <ul style="list-style-type: none"> • Applies knowledge of anatomy, physiology, pathophysiology, microbiology, epidemiology, immunology and nutrition in providing patient/client care 	
8	<p>Competency -The nurse-midwife is able to provide nursing care to patients/clients of all age groups, both sexes, all races, religions and ethnic groups.</p> <ul style="list-style-type: none"> • Applies knowledge of human growth and development when caring for patients/clients • Applies knowledge of pathophysiology and functional status specific to each age group • Provides culturally competent care and is respectful of diversity 	
9	<p>Competency -The nurse-midwife is able to provide health information/education/counseling appropriate to the needs of the patients/clients and family.</p> <ul style="list-style-type: none"> • Provides relevant health information and resources to patients/clients and their families • Educates patients/clients and their families to promote health, prevent ill-ness, and to assist them in managing health problems • Provides counselling to individuals and their families related to health is-sues and health status • Considers ethical issues when counselling patients/clients and their families • Provides information and support to the patient/client, family, and friends when transferring a patient/client to another unit or facility 	
10	<p>Competency -The nurse-midwife is able to receive patients/clients properly and provides necessary support to patients/clients transitioning to other units in the hospital or to other care facilities.</p> <ul style="list-style-type: none"> • Assesses the patient/client and the patient/client history appropriately when receiving new or transferred patients/clients • Reviews the patient/client history with the unit or facility when transferring a patient/client • Communicates the patient’s/client’s needs/expectations to the care team when 	

	<p><i>transferring a patient/client</i></p> <ul style="list-style-type: none"> • <i>Clarifies documentation if necessary when transferring a patient/client</i> • <i>Provides information and support to the patient/client, family, and friends when transferring a patient/client to another unit or facility</i> 	
11	<p>Competency -The nurse-midwife is able to safely administer drugs/medication in oral and parenteral routes.</p> <ul style="list-style-type: none"> • <i>Uses the 6 rights system to administer medications safely: the right medication, the right patient/client, the right dose, the right time, the right route, and the right documentation</i> • <i>Correctly identifies the therapeutic dosage of medications to be administered</i> • <i>Correctly interprets drug/medication orders written by physicians</i> • <i>Correctly calculates dosages as per patient's/client's age, sex, weight, height and condition</i> • <i>Evaluates the patient's/client's response to medication</i> • <i>Recognizes adverse drug effects and responds effectively in a timely manner</i> 	
12	<p>Competency -The nurse-midwife is able to respond appropriately to alterations of a patient's/client's cardio-pulmonary functioning.</p> <ul style="list-style-type: none"> • <i>Monitors patient's/client's respiratory function</i> • <i>Calculates oxygen saturation</i> • <i>Administers oxygen therapy when required</i> • <i>Performs intervention to maintain the patient's/client's airway (e.g. suctioning)</i> 	
13	<p>Competency -The nurse-midwife is able to support basic physiological systems and mobility needs.</p> <ul style="list-style-type: none"> • <i>Performs hygiene for care of the integument (e.g. mouth, ear, eyes, nose, perineum, feet, nails)</i> • <i>Protects the integrity of the skin through skin care and wound healing</i> • <i>Inserts, manages, and removes different kinds of indwelling catheters, ryles tube, and/or flatus tube safely and appropriately when necessary</i> • <i>Monitors fluid intake and urinary output and promotes normal micturition</i> • <i>Monitors and promotes normal bowel elimination</i> 	

	<ul style="list-style-type: none"> • Cares for a patient/client with canalization, intravenous infusion and blood transfusion • Cares for a patient/client with cast, plaster and traction • Cares appropriately for patients/clients with sensory deficits (e.g. blind, deaf, mute) 	
14	<p>Competency -The nurse-midwife is able to provide pre- and post-operative care appropriately to acute or chronically ill patients/clients undergoing major or minor surgery.</p> <ul style="list-style-type: none"> • Provides appropriate pre-operative care • Prepares the general operation trolley • Assists surgeons in performing major or minor surgery • Provides post-operative care • Monitors for post-operative complications 	
15	<p>Competency -The nurse-midwife is able to work with physicians in performing invasive diagnostic procedures.</p> <ul style="list-style-type: none"> • Prepares the special tray required for assisting doctors in performing lumbar puncture/sternal puncture/synthesis or tapping • Informs and explains the procedure when preparing the patient/client • Assists the physician and supports the patient/client during the procedure • Monitors the patient/client following the procedure 	
16	<p>Competency -The nurse-midwife is able to use a variety of techniques to manage patient's/client's pain.</p> <ul style="list-style-type: none"> • Assesses pain level of patient/client • Administers medications ordered for pain-management appropriately • Use non-pharmacological techniques to assist patients/clients with pain management (e.g. music therapy, praying, recitation of religious books, recall of memorials, etc.) 	
17	<p>Competency -The nurse-midwife is able to respond effectively to a rapid change in the patient's/client's health status.</p> <ul style="list-style-type: none"> • Monitors and assesses patients/clients carefully • Identifies indicators of health status deterioration immediately 	

	<ul style="list-style-type: none"> • <i>Identifies priorities and responds accordingly</i> 	
18	<p>Competency -The nurse-midwife is able to perform infection control measures appropriately in the hospital and in the community.</p> <ul style="list-style-type: none"> • <i>Uses scientific knowledge about micro-organisms, their transmission, and the immune system when providing nursing care to patients/clients</i> • <i>Uses medical asepsis and surgical asepsis appropriately to prevent the trans-mission of infection in the hospital and in the community</i> • <i>Uses disinfectants and sterilizes equipment appropriately in all areas</i> 	
19	<p>Competency -The nurse-midwife is able to provide appropriate nursing care to adults with acute and chronic health conditions.</p> <ul style="list-style-type: none"> • <i>Applies nursing knowledge and knowledge from other disciplines when caring for an adult with an acute or chronic health condition</i> • <i>Monitors and manages symptoms of the adult with a health condition</i> • <i>Provides information and supports to the adult patient/client and family</i> • <i>Recognizes and responds appropriately to changes in the health condition</i> 	
20	<p>Competency -The nurse-midwife is able to provide appropriate nursing care to infants and children with acute and chronic health conditions.</p> <ul style="list-style-type: none"> • <i>Applies nursing knowledge, knowledge from other disciplines, and knowledge of growth and development when caring for an infant or child with an acute or chronic health condition</i> • <i>Monitors and manages symptoms of the infant or child with a health condition</i> • <i>Provides information and support to the family of the infant or child with a health condition</i> 	
21	<p>Competency -The nurse-midwife is able to provide appropriate nursing care to the elderly with acute and chronic health conditions.</p> <ul style="list-style-type: none"> • <i>Applies nursing knowledge and knowledge of gerontology and geriatrics when caring for the elderly patient/client</i> 	

	<ul style="list-style-type: none"> • Provides appropriate care to the elderly patient/client who has an acute or chronic health condition • Provides information and support to the family providing care to the elderly patient/client 	
22	<p>Competency -The nurse-midwife is able to provide palliative and end-of-life nursing care for patients/clients at the end stage of life.</p> <ul style="list-style-type: none"> • Develops a nurse-midwife-patient/client relationships based on empathy and trust with the patient/client at the end stage-of-life • Communicates with the patient/client and family about end-of-life needs and expectations • Monitors and manages the patient's/client's level of pain • Provides physical, mental, and spiritual comfort and support to the patient/client at the end-of-life • Provides support to the patient's/client's family • Respects the patient's/client's socio-cultural, religious, and spiritual needs related to death and dying • Communicates the patient's/client's end-of-life needs/expectations to the health care team • Provides support to the bereaved family 	
23	<p>Competency -The nurse-midwife is able to provide ante-natal midwifery services to patients/clients.</p> <ul style="list-style-type: none"> • Provides appropriate ante-natal care • Identifies and refers high risk mothers appropriately • Provides information and education to the patient/client and the family about labour and delivery 	
24	<p>Competency -The nurse-midwife is able to provide holistic care to the pregnant woman during labour and delivery.</p> <ul style="list-style-type: none"> • Monitors the mother and infant during labour and responds appropriately • Provides support to the patient/client during labour 	

	<ul style="list-style-type: none"> • Follows written medical directives during labour and delivery • Uses the partograph properly and takes actions when necessary • Responds appropriately and refers the patient/client with appropriate referral notes to the nearest facility in time if complications arise (e.g. eclampsia, ab-normal deliveries, fetal distress, etc.) • Conducts a safe normal delivery in a manner accepted by the patient/client • Performs an episiotomy when required 	
25	<p>Competency -The nurse-midwife is able to provide appropriate care to the newborn infant following delivery.</p> <ul style="list-style-type: none"> • Assesses the APGAR score • Performs newborn care properly (e.g. cord clamping, clears respiratory path-way, maintains temperature) • Closely monitors the health status of the newborn infant • Identifies and responds appropriately to health problems of the infant • Promotes breast feeding following the delivery • Promotes bonding among the mother-newborn-father and family • Provides education and counseling regarding good parenting and family planning to the mother and family 	
26	<p>Competency -The nurse-midwife is able to provide appropriate postpartum care to the mother.</p> <ul style="list-style-type: none"> • Closely monitors the physical and emotional health status of the new mother and provides appropriate care to prevent complications (e.g. puerperal infection, postpartum hemorrhage, infection, etc.) • Educates the mother about self-care following labour and delivery • Educates the mother and the family regarding care of the newborn and infant and responds to inquiries about caring for the infant • Provides breastfeeding support to the new mother if needed 	
27	<p>Competency -The nurse-midwife is able to provide appropriate care to the woman presenting with an incomplete, complete, habitual, or septic abortion.</p>	

	<ul style="list-style-type: none"> • <i>Applies nursing knowledge and knowledge from other disciplines when caring for the woman presenting with an abortion</i> • <i>Monitors and responds appropriately to the health status of the woman presenting with an abortion</i> • <i>Provides emotional support to the woman presenting with an abortion</i> 	
28	<p>Competency -The nurse-midwife is able to assess the health status of the family and the community.</p> <ul style="list-style-type: none"> • <i>Collects data regarding health status and epidemiology of the community</i> • <i>Conducts assessments to detect illness/disease early among community dwellers</i> 	
29	<p>Competency -The nurse-midwife is able to promote health and prevent disease among individuals, families, and communities.</p> <ul style="list-style-type: none"> • <i>Promotes self-care to prevent disease among community dwellers</i> • <i>Helps individuals and groups to see the connection between behaviour and health (e.g. adequate exercise, hygiene, etc.)</i> • <i>Assists individuals and groups in identifying strategies to change unhealthy behaviours (e.g. quitting smoking, creating a nutrition plan, etc.)</i> • <i>Teaches individuals and groups strategies for preventing the spread of diseases (e.g. hand-washing, safe sex, immunization, etc.)</i> • <i>Provides immunizations to community dwellers</i> 	
30	<p>Competency -The nurse-midwife is able to provide support and determine strategies for individuals in the community managing a chronic disease or health issue.</p> <ul style="list-style-type: none"> • <i>Assesses the patient/client for complications resulting from chronic illness</i> • <i>Assesses the patient's/client's current strategies for managing chronic illness (medications, modified exercise, dietary changes, etc.)</i> • <i>Assesses family support of the patient/client with a chronic illness</i> • <i>Educates and counsels the patient/client and the family with a chronic illness</i> • <i>Assists the patient/client and family to obtain further support if needed to manage a chronic illness</i> 	

31	<p>Competency -The nurse-midwife is able to provide safe and compassionate care to patients/clients experiencing a mental health issue or illness.</p> <ul style="list-style-type: none"> • Conducts a mental health status examination of the patient/client • Creates a safe environment for the patient/client to discuss mental health concerns • Counsels and supports the patient/client with a mental illness • Identifies and responds effectively and compassionately to a patient/client experiencing increasing anxiety • Identifies and responds effectively and compassionately to a person experiencing alterations of thought processes and alterations of perceptions • Recognizes and responds effectively to a patient/client experiencing a mental health crisis 	
32	<p>Competency -The nurse-midwife is able to use the key elements of effective communication in building interpersonal relationships.</p> <ul style="list-style-type: none"> • Applies knowledge about communication in relationships with the patient/client and the health care team members (types, channels, barriers) • Recognizes the contextual factors that will affect communication (psychological factors, physiological factors, environmental factors, and cultural factors) 	
33	<p>Competency -The nurse-midwife is able to initiate, develop, and terminate a therapeutic relationship with the patient/client and family.</p> <ul style="list-style-type: none"> • Uses appropriate communication and interpersonal skills to establish a therapeutic relationship with the patient/client and family • Uses empathy, warmth, respect, genuineness, and self-disclosure • Avoids communication that would discourage trust between the nurse-midwife and the patient/client 	
34	<p>Competency -The nurse-midwife is able to establish and maintain constructive working relationships with nursing and other colleagues.</p> <ul style="list-style-type: none"> • Communicates professionally with courtesy and assertiveness 	
35	<p>Competency -The nurse-midwife is able to communicate with patients/clients and other members of the health care team through clear and concise verbal/non-verbal/written communication.</p> <ul style="list-style-type: none"> • Uses appropriate verbal communication (tone, pace, vocabulary) for the situation 	

	<ul style="list-style-type: none"> • <i>Uses appropriate non-verbal communication techniques (facial expressions, eye contact, personal appearance)</i> 	
36	<p>Competency -The nurse-midwife is able to perform duties expected in the Scope of Practice and complies with the Code of Ethics as established by the Bangladesh Nursing Council.</p> <ul style="list-style-type: none"> • <i>Describes the Bangladesh Code of Ethics and the Scope of Practice for nurse-midwives</i> • <i>Demonstrates honesty, integrity, and respect in all professional interactions</i> • <i>Supports patients/clients in making informed decisions about their health care</i> 	
37	<p>Competency -The nurse-midwife is accountable for his/her actions and to her immediate supervisors, employers, and to the general public.</p> <ul style="list-style-type: none"> • <i>Takes responsibility for his/her actions</i> • <i>Practices within the Bangladesh Scope of Practice for the nurse-midwife</i> • <i>Recognizes limits of his/her competence and seeks help when necessary</i> • <i>Is reliable and punctual in carrying out responsibilities</i> 	
38	<p>Competency -The nurse-midwife provides ethical and professional nursing care to patients/clients.</p> <ul style="list-style-type: none"> • <i>Cares effectively and compassionately for patients/clients, without judgment, regardless of a patient's/client's gender, age, race, or religion</i> • <i>Protect the patient's/client's right to privacy and confidentiality at all times</i> • <i>Cares for patients/clients with devotion, loyalty, punctuality, and insight</i> • <i>Advocates for the patient's/client's best interest</i> • <i>Respects the dress code of the profession</i> 	
39	<p>Competency -The nurse-midwife is able to manage time effectively in providing patient/client care.</p> <ul style="list-style-type: none"> • <i>Manages time to perform all duties required</i> • <i>Prioritizes actions based on patient/client needs</i> • <i>Uses resources as needed and without waste</i> 	
40	<p>Competency -The nurse-midwife is able to follow protocols during an emergency situation.</p> <ul style="list-style-type: none"> • <i>Describes emergency procedures of the care facility in which he/she is employed</i> 	

APPENDIX H: HOURS OF CLASSROOM COURSES, CLINICAL PRACTICE EXPERIENCE AND LAB

Year of Program	List of Subjects	Total Classroom Hours for each Subject	List of Practicum	Total Clinical Practice Hours by Clinical Area	List of Labs	Total Laboratory Hours for each Type of Lab	Total Hours
Year 1							
Year 2							
Year 3							

APPENDIX I: CLINICAL PLACEMENT SITES BY YEAR OF PROGRAM

Year of Program	List of Practicum	Clinical Placement Area (e.g., Medicine, Surgery, Community, etc.)	Service Delivery Site of the Clinical Placement	Number of Students Assigned to each Site	Length of the Clinical Placement
Year 1					
Year 2					
Year 3					

Review Team Summary

Strengths

Areas to Improve

Signatures of the Review Team Members

Date
