



# Skills Competency

## Hand expressing and safe milk storage

Competency 11 and Steps 5 & 6 addresses management of expressing milk.

The following are the performance indicators that measure the staff competency or ability:

Demonstrate to a mother how to hand express breast milk, noting 8 points.	Explain at least 3 aspects of appropriate storage of breast milk.	Explain at least 3 aspects of handling of expressed breast milk.
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*Knowledge – what to do; Skills – how to apply Knowledge; Attitude – Know when to apply skills within an appropriate ethical framework*

Skills displayed	Yes/No	K, S, A	Comments
<b>Prepared for the consultation</b> <ul style="list-style-type: none"> <li>Suitable milk container</li> <li>Teaching aids, including milk storage guidelines leaflet for mother</li> </ul>			
<b>Used effective communication skills throughout</b>			
<b>Ascertained mother’s prior knowledge and discussed</b> <ul style="list-style-type: none"> <li>When hand expressing is useful</li> <li>Preparation and hygiene</li> <li>Why and how to stimulate milk ejection reflex</li> </ul>			
<b>Described and observed mother achieve</b> <ul style="list-style-type: none"> <li>Hand hygiene</li> <li>Correct finger/thumb placement on breast</li> <li>Correct compression technique</li> </ul>			
<b>During procedure indicated and discussed</b> <ul style="list-style-type: none"> <li>Milk ejection</li> <li>Collecting milk without contamination</li> <li>How much to express, related to need</li> </ul>			
<b>Confirmed mother’s understanding of why, when and how to hand express</b>			
<b>Used teaching aids effectively</b>			
<b>Used Safe Storage leaflet to discuss storage containers, transport of expressed milk and storage times under all conditions</b>			
<b>Confirmed mother’s understanding of safe breastmilk storage</b>			
<b>Completed documentation as appropriate</b>			

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Date Completed: \_\_\_\_\_

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# Skills Competency

## Observing, assessing and assisting breastfeeding

Competency 9 & 12 and Step 5 addresses assisting with latch and position including the mother/parent of a low-birth-weight or sick baby. The following are the performance indicators that measure the staff competency or ability:

Evaluate a full breastfeeding session observing at least 5 points.	Demonstrate at least 3 aspects of how to help achieve a comfortable and safe position for breastfeeding within the first 6 hours after birth and later as needed during the hospital stay.	Demonstrate how to help achieve an effective and comfortable latch, noting at least 5 points.
Help achieve a comfortable and safe position for breastfeeding with a preterm, late preterm, or weak infant at the breast, noting at least 4 points.	Engage in a conversation with a mother/parent of a preterm, late preterm or vulnerable infant (including multiple births) regarding the importance of observing at least 2 subtle signs and behavioural state shifts to determine when it is appropriate to breastfeed.	Engage in a conversation with a mother/parent of a preterm, late preterm, or low-birth-weight infant not sucking effectively at the breast, including at least 5 points.

*Knowledge – what to do; Skills – how to apply Knowledge; Attitude – Know when to apply skills within an appropriate ethical framework*

Skills displayed	Yes/No	K, S, A	Comments
<b>Prepared for the consultation</b> <ul style="list-style-type: none"> <li>Reviewed breastfeeding notes</li> <li>Prepared teaching aids</li> <li>Confident using Breastfeeding Assessment Tool</li> </ul>			
<b>Described to Supervisor:</b> <ul style="list-style-type: none"> <li>Principles of positioning</li> <li>Enabling effective latch</li> <li>Normal sucking patterns</li> </ul>			
<b>Used effective communication skills throughout</b>			
<b>General observation</b> <ul style="list-style-type: none"> <li>of dyad interactions</li> <li>state of mother/parent</li> <li>appearance of breasts and nipples</li> <li>state of the infant</li> </ul>			
<b>Naturalistic observation. Noted</b> <ul style="list-style-type: none"> <li>maternal and infant position</li> <li>how infant achieved latch</li> <li>sucking pattern</li> <li>Asked mother/parent how it felt</li> <li>Highlighted and praised what was right</li> </ul>			
<b>Identified any necessary changes and discussed these with mother/parent</b> <ul style="list-style-type: none"> <li>using simple language</li> <li>using teaching aids</li> <li>involved mother/parent in the process</li> <li>observed improvement through to end of feed</li> </ul>			
<b>Confirmed mother's/parent's understanding of positioning, latch and milk transfer</b>			
<b>Completed documentation as appropriate</b>			



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# Skills Competency

## Communicating with pregnant people about Infant feeding

Competency 5 and Step 3 address breastfeeding counselling in the prenatal period.

The following are the performance indicators that measure the staff competency or ability:

Engage in a conversation with a pregnant person on 3 aspects of the importance of breastfeeding.	Assess at least 3 aspects of a pregnant person's breastfeeding knowledge in order to fill the gaps and correct inaccuracies.	Engage in a conversation with a pregnant person about at least 4 care practices a dyad will experience at the birthing facility that will support breastfeeding.
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*Knowledge – what to do; Skills – how to apply Knowledge; Attitude – Know when to apply skills within an appropriate ethical framework*

Skills displayed	Yes/No	K, S, A	Comments
<b>Prepared for the consultation</b> <ul style="list-style-type: none"> <li>Can list all topics to be discussed during the prenatal period</li> <li>Gathered teaching aids</li> <li>Reviewed mother's/parent's relevant obstetric notes</li> </ul>			
<b>Established rapport</b> <ul style="list-style-type: none"> <li>Introduced self and supervisor</li> <li>Explained reason for communication</li> <li>Asked permission to continue</li> </ul>			
<b>Ascertained mother's/parent's knowledge and feelings about breastfeeding/chestfeeding using:</b> <ul style="list-style-type: none"> <li>open questioning</li> <li>reflective listening</li> <li>reflected feelings</li> </ul>			
<b>Built on self-confidence by:</b> <ul style="list-style-type: none"> <li>acceptance of their knowledge and attitudes</li> <li>praising what was right</li> <li>providing new information using simple language</li> <li>offering opportunities for questions</li> </ul>			
<b>Confirmed the mother's/parent's understanding using:</b> <ul style="list-style-type: none"> <li>open questions about information given</li> <li>reflective listening and clarified answers provided</li> </ul>			
<b>Ensured mother/parent had sufficient information about breastfeeding/chestfeeding</b> <ul style="list-style-type: none"> <li>Covered ALL information on Checklist, sharing evidence-based information accurately</li> </ul>			
<b>Completed documentation as appropriate</b>			

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# Skills Competency

## Skin-to-skin care for all infants and parents

Competency 6 and Step 4 address immediate and uninterrupted skin-to-skin. The following are the performance indicators that measure the staff competency or ability:

Explain at least 3 reasons why immediate and uninterrupted skin-to-skin is important for the mother.	Explain at least 3 reasons why immediate and uninterrupted skin-to-skin is important for the infant.	Demonstrate at least 3 points of how to routinely implement immediate, uninterrupted and safe skin-to-skin between mother and infant, regardless of method of birth.
Demonstrate at least 3 safety aspects to assess when mother and baby are skin-to-skin during the first 2 hours postpartum, regardless of method of birth.	List at least 3 reasons why skin-to-skin should NOT be interrupted.	Explain at least 2 reasons when skin-to-skin could be interrupted for medically justifiable reasons.

**Knowledge – what to do; Skills – how to apply Knowledge; Attitude – Know when to apply skills within an appropriate ethical framework**

Skills displayed	Yes/No	K, S, A	Comments
<b>Prepared for the consultation</b> <ul style="list-style-type: none"> <li>Can list all topics to be discussed</li> <li>Gathered teaching aids</li> <li>Reviewed mother's/parent's relevant obstetric notes</li> </ul>			
<b>Established rapport</b> <ul style="list-style-type: none"> <li>Introduced self and supervisor</li> <li>Explained reason for communication</li> <li>Asked permission to continue</li> </ul>			
<b>Ascertained mother's/parent's knowledge and feelings about skin-to-skin contact using:</b> <ul style="list-style-type: none"> <li>open questioning</li> <li>reflective listening</li> <li>reflected feelings</li> </ul>			
<b>Built on self-confidence by:</b> <ul style="list-style-type: none"> <li>acceptance of their knowledge and attitudes</li> <li>praising what was right.</li> <li>providing new information using simple language.</li> <li>offering opportunities for questions</li> </ul>			
<b>Confirmed the mother's/parent's understanding using:</b> <ul style="list-style-type: none"> <li>open questions about information given</li> <li>reflective listening and clarified answers provided</li> </ul>			
<b>Ensured mother/parent had sufficient information about skin-to-skin contact</b> Covered ALL information on Checklist, sharing evidence-based information accurately			
<b>Completed documentation as appropriate</b>			

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# Skills Competency

## Teaching formula preparation, supplementation and feeding

Competency 13 & 14 and Step 6 & 9 addresses the dyad not feeding her baby directly at the breast and infant needing fluids other than human milk. The following are the performance indicators that measure the staff competency or ability:

Demonstrate to a mother how to safely cup-feed her infant when needed, showing at least 4 points.	Describe to a mother at least 4 steps to feed an infant a supplement in a safe manner.	Describe at least 2 alternative feeding methods other than feeding bottles.
Engage in a conversation with a mother who requests feeding bottles, teats, pacifiers and soothers without medical indication, including at least 3 points.	Engage in a conversation with a mother who intends to feed her baby formula, noting at least 3 actions to take.	Demonstrate at least 3 important items of safe preparation of infant formula to a mother who needs that information.

**Knowledge – what to do; Skills – how to apply Knowledge; Attitude – Know when to apply skills within an appropriate ethical framework**

Skills displayed	Yes/No	K, S, A	Comments
<b>Prepared prior to consultation</b> <ul style="list-style-type: none"> <li>Mother/parent choice of infant formula type and feeding equipment</li> <li>Teaching aids: formula preparation leaflet – non branded (e.g. <a href="#">WHO document</a>)</li> <li>Confirmed prior discussion of risks of infant formula understood by mother/parent</li> </ul>			
<b>Used effective communication skills throughout</b> <ul style="list-style-type: none"> <li>Non-judgemental</li> <li>Open-ended questions</li> </ul>			
<b>Ascertained mother’s/parent’s prior knowledge, ensuring correct knowledge of</b> <ul style="list-style-type: none"> <li>cleanliness of work space and equipment</li> <li>safe handling of formula</li> <li>amount and temperature of water added to powdered formula</li> <li>proper storage of formula</li> </ul>			
<b>Demonstrated first, then observed mother/parent achieve</b> <ul style="list-style-type: none"> <li>hand hygiene</li> <li>boiling of water to 70</li> <li>measurement of water and powdered formula</li> <li>safe water temperature for addition of powder</li> </ul>			
<b>During preparation, confirmed mother/parent knowledge of</b> <ul style="list-style-type: none"> <li>risks of contamination</li> <li>risks of under- or over-dilution of the formula</li> </ul>			
<b>Used teaching aids effectively</b> <ul style="list-style-type: none"> <li>Mother/parent’s able to provide return demonstration</li> <li>Mother/parent’s understood essential and important information provided</li> </ul>			
<b>Ascertained mother/parent knowledge of bottle-feeding technique, including</b> <ul style="list-style-type: none"> <li>holding infant during feeding</li> <li>responding to infant cues for both frequency and volume given</li> </ul>			
<b>Completed documentation as appropriate</b> <ul style="list-style-type: none"> <li>Documented all discussed and of parental informed decision making around formula and bottle feeding</li> </ul>			



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