

**He Puka Whakaaetanga,
Whakamana Hōtaka |
Programme Executive Summary
for Consultation**

**Bachelor of Midwifery
Leading to the award of:
Bachelor of Midwifery (Level 7)**



Te Pūkenga

He Kupu Whakataki | Introduction

This executive summary of key components of the unified Te Pūkenga Bachelor of Midwifery programme is provided to support the programme consultation phase, which runs from Wednesday 6 Dec 2023 through until Wednesday 21 February 2023.

The full programme documentation is [available here](#) and feedback during the consultation period is invited through [this feedback forms link](#).

Programme information

Programme Title	Bachelor of Midwifery		
Programme Owner	Te Pūkenga - New Zealand Institute of Skills and Technology (6683)		
Level	7		
Te Pūkenga Credits	480	Total Credits	480
Total Learning Hours per Year	1200	Total Learning Hours	4800
Theoretical Content (maximum) hours	2400	Midwifery Clinical Practice (minimum) hours	2400

Identified need for this programme

The Bachelor of Midwifery programmes collectively supported over 400 EFTS (370+ headcount) per annum in 2023. The development of the unified Bachelor of Midwifery programme was one of the strategic priorities for Te Pūkenga throughout 2022 and 2023.

The unified programme ensures Te Pūkenga is responding to workforce requirements by preparing graduates to be ready to enter the rapidly changing maternity and midwifery workforce. A unified programme supports consistency, as all ākonga of Te Pūkenga will move through the same programme structure and be required to meet the same learning outcomes and graduate profile outcomes.

The [2023 Midwifery Workforce Survey and Non-Practising Survey](#) data confirms that 3298 midwives applied for a practising certificate as at 14 August 2023. Of these, over half (53.3%) were employed by Te Whatu Ora, which was followed by 30.5% who stated their primary employment was self-employment (as a Lead Maternity Carer (LMC)).

Te Whatu Ora | Health New Zealand and Te Aka Whai Ora | Māori Health Authority published the [Health workforce plan 2023/2024](#) in July 2023. Within this plan, there was recognition that the midwifery workforce is under significant strain and that increased domestic enrolments will support the improvement of Māori and Pacific representation in midwifery. Te Pūkenga providers account for three of the five current Bachelor of Midwifery programme providers, and Te Pūkenga is working in partnership with Te Whatu Ora and Te Aka Whai Ora, and the wider midwifery sector, to progress the health workforce plan goals.

Midwifery context in Aotearoa New Zealand

Under the Health Practitioners Competence Assurance (HPCA) Act 2003, [Te Tatau o te Whare Kahu | Midwifery Council \(Midwifery Council\)](#) is required to determine the level of competence required for a midwife to work within the [Midwifery Scope of Practice](#). This level of competence is defined in the [Council Competencies for Entry to the Register of Midwives \(Midwifery Council Competencies\)](#). The qualification to which this Bachelor of Midwifery programme of learning leads to meets these requirements, as well as the [Standards for Approval of Pre-Registration Midwifery Education Programmes and Accreditation of Tertiary Education Organisations \(2019, 3rd edition\)](#).

Background: Te Pūkenga programme unification

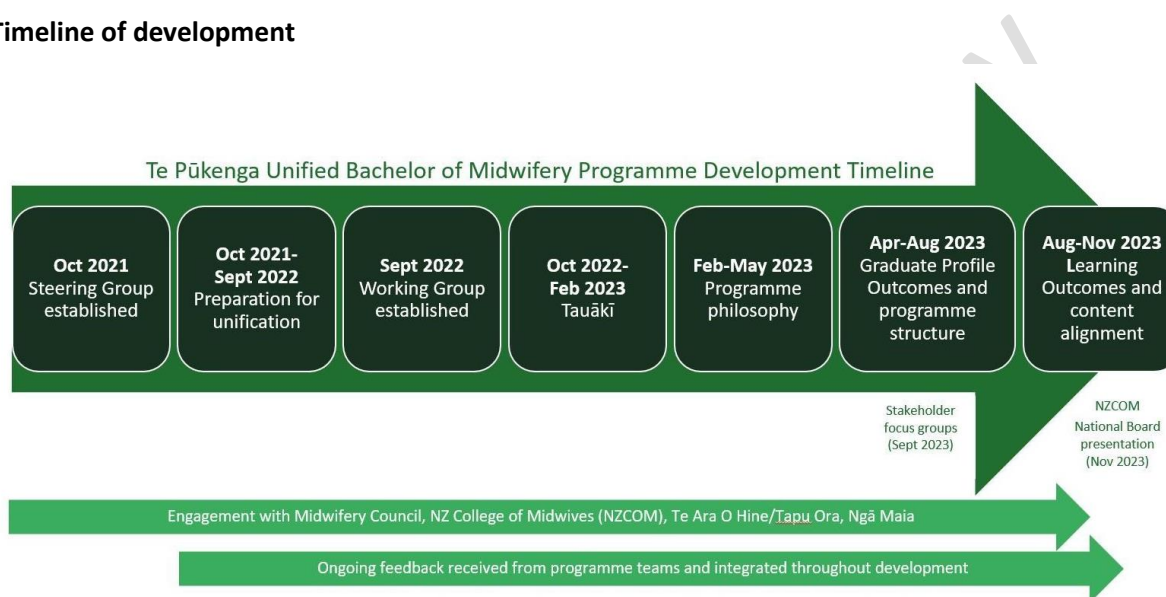
Unification of the Bachelor of Midwifery programme

The development of a unified Bachelor of Midwifery programme comes from a strong foundation of existing, accredited, and approved programmes. There are currently three Bachelor of Midwifery degree programmes delivered across Te Pūkenga network:

- Ara Institute of Canterbury | Te Pūkenga (Ara)
- Otago Polytechnic | Te Pūkenga (Otago)
- Waikato Institute of Technology | Te Pūkenga (Wintec)

The contributions from these programmes and teams ensures Te Pūkenga has capability and capacity to support this unified programme.

Timeline of development



Unified Bachelor of Midwifery programme development principles

The following principles helped to guide decision making and support the development of the unified Bachelor of Midwifery programme:

- The programme will draw on the strong foundations of the existing programmes.
- The programme will have a four-year structure.
- The programme will be one unified programme that works for all current and future providers and ākonga.
- The programme will enable Te Pūkenga providers to tailor delivery to their hapori and local/regional stakeholder needs.
- The programme will seek to establish the highest baseline level from the existing programmes pertaining to key areas such as mātauranga Māori and Te Tiriti o Waitangi.
- The programme development Working Group will ensure that 50% of the midwifery subject matter experts identify as Māori.
- The programme will take an integrated approach, meaning some aspects will be implicit and implied, rather than explicit and overtly described.

Bachelor of Midwifery Tauākī - Te Tohi Kahu Pōkai

The tauākī below was agreed and adopted as the pou for the programme

Te Tohi Kahu Pōkai	Interpretation
Ka tohia koe ki te matua	Be dedicated to the principles of Te Kahu Pōkai ¹
Ka tohia koe ki te āio o te kahu ora	Uphold the serenity of protection ²
Ka tohia koe ki te māramatanga	Embark upon the pathway of enlightenment ³
Kōpakina koe ki te kahu pōkai	Embrace all that is bequeathed unto you
Kia māia te tū	To stand with confidence
Kia niwha te ngākau	Resolute of heart
Kia pakari koe, ahakoa ngā whiunga o te rangi	Steadfast, come what may

Programme philosophy

The philosophy informed by the tauākī and underpinning the unified Bachelor of Midwifery is:

Te Pūkenga Bachelor of Midwifery will nurture ākonga to become capable and responsive Te Tiriti o Waitangi midwifery practitioners. Graduates will have the knowledge, skills, and attributes to work autonomously and meet the Midwifery Council competencies⁴.

As culturally competent, sustainable and reflective professionals, graduates will provide a 'cloak of midwifery care' that upholds the 'mauri⁵ o te wahine⁶' and encompasses the relationship between the midwife and whānau.

The tauākī and philosophy provided the foundations from which the graduate profile outcomes, programme structure and content themes evolved.

Strategic purpose statement

This qualification will provide capable and responsive Te Tiriti o Waitangi midwifery practitioners who will have the knowledge, skills and attributes required to work autonomously and to provide high levels of midwifery care for Aotearoa New Zealand.

Graduates will be culturally responsive, sustainable, and reflective professionals who will be able to engage in whānau-centred midwifery care that upholds the 'mauri o te wahine'.

Graduates of this qualification will be eligible to apply for registration as a midwife in Aotearoa New Zealand upon successful completion of the National Midwifery Examination. They will be able to practice across the Midwifery Scope of Practice in a range of midwifery settings and meet the Competencies for Entry to the Register of Midwives.

¹ Professional competencies and practice of Te Tatau o Te Whare Kahu | Midwifery Council and the values and Charter obligations of Te Pūkenga

² The sacredness of the birthing space and the role of the graduate midwife

³ Formal and informal education

⁴ Competencies for the Entry to the Register of Midwives from Te Tatau o te Whare Kahu | Midwifery Council of New Zealand

⁵ Life principle; material object that is a symbol of the hidden principle protecting vitality

⁶ The use of the macron-less wahine speaks to the lifegiving element, as opposed to the literal translation of woman (singular).

Programme aim

The Bachelor of Midwifery will provide capable and responsive Te Tiriti o Waitangi midwifery practitioners who will have the knowledge, skills and attributes required to work autonomously to provide high levels of whānau-centred midwifery care for Aotearoa New Zealand.

This programme is designed for ākongā from diverse cultural and/or ethnic backgrounds and integrates mātauranga Māori approaches to learning, teaching and practice, underpinned by the articles of Te Tiriti o Waitangi and a commitment to respectful and effective interprofessional relationships in the maternity context.

Graduates will be culturally competent, sustainable, and reflective professionals who will be able to provide a 'cloak of midwifery care' that upholds the 'mauri o te wahine' which encompasses the relationship between the midwife and whānau.

The programme is aligned to the Midwifery Council competencies. Graduates will be able to practise across the Midwifery Scope of Practice and meet the Competencies for Entry to the Register of Midwives. Graduates will be eligible to apply for registration as a midwife in Aotearoa New Zealand upon successful completion of the National Midwifery Examination.

This programme is suitable for and will appeal to:

- Individuals who wish to develop a career as a professionally qualified and registered midwife.
- Individuals who work in midwifery assistant roles, kaiāwhina and healthcare support roles who wish to progress into registered midwifery roles.

Graduate profile outcomes

The graduate profile outcomes (GPOs) are informed by the tauākī and programme philosophy and describe what a graduate from the Bachelor of Midwifery programme will be able to 'do, be, and know' as a result of completing their learning journey.

Upon completion of the programme, graduates of the Bachelor of Midwifery will be able to:

1. Apply critical thinking, reflection, analysis and professional judgment to the practice of midwifery in a changing environment.
2. Demonstrate autonomy across the midwifery scope to protect and facilitate the physiological processes that support wellbeing in pregnancy, labour, birth and the postnatal period.
3. Recognise and respond to complications, complex and emergency situations during midwifery care in collaboration with other health professionals.
4. Apply principles of sustainability, ethics, socio-cultural responsibility and leadership to address challenges within their communities.
5. Demonstrate contemporary applications of Te Tiriti o Waitangi in midwifery care to promote equity and engage effectively with tangata whenua.
6. Practice culturally competent midwifery care that upholds Tūranga Kaupapa principles.
7. Apply concepts of identity and culture, and social determinants of health to provide culturally competent care that acknowledges the diversity in Aotearoa New Zealand.
8. Engage in whānau-centred midwifery care, inclusive of hāpori, while building and maintaining respectful and effective interprofessional relationships in the maternity context.

Programme structure

The unified Bachelor of Midwifery is a four year, 480-credit bachelor's degree (Level 7). The degree consists of 26 compulsory courses and provides graduates with a qualification that, on successful completion of a national examination, permits them to register with Midwifery Council and practice in the Midwifery Scope of Practice in Aotearoa New Zealand and globally.

The Bachelor of Midwifery programme provides a minimum of 2400 hours of clinical practice over the length of the programme, within which ākonga provide midwifery care to women or pregnant people under the supervision of practicing midwives. Clinical practice placements include continuity of care with an LMC midwife, placements in birthing units, secondary/tertiary maternity services, rural, and a variety of community-based services. Clinical practice contexts include urban and rural placements.

The programme has eight themes that are threaded through the content of the programme to achieve the GPOs. The themes are:

Relationships	Sustainability	Midwifery Practice	Science	Mātauranga Māori	Te Tiriti o Waitangi	Cultural Context of Aotearoa	Evidence Based Practice
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As the programme structure diagram below illustrates, the themes are more explicit in the first two years of the programme to support the acquisition of foundational knowledge and skills and are more integrated within the third and fourth years of the programme, particularly through the practice courses.

Year one provides foundation learning across each of the eight themes. Philosophically, year one has an emphasis on the woman or pregnant person and their whānau whilst maintaining a clear focus on midwifery practice. The courses in the first year of the programme are designed to introduce ākonga to the wider context of Aotearoa New Zealand's health and maternity services, and the options and choices available to women/people and their whānau in various settings.

In **year two**, the courses focus on supporting ākonga to further develop midwifery knowledge and skills related to physiological pregnancy and childbirth in midwifery practice, clinical reasoning and evidence-based practice. The courses also enable ākonga to gain midwifery practice experiences in a variety of settings including one-on-one maternity care experiences with women/pregnant people and midwives.

In **year three**, courses focus on complications and conditions associated with pregnancy and childbirth and provide a bridge between normal midwifery care and challenges that may require referral. Philosophically the third year of the programme focuses on empowering ākonga to develop their professional framework for midwifery practice. Courses enable ākonga to learn the knowledge and skills required for midwives to work in the Midwifery Scope of Practice and to work collaboratively with other health professionals when required.

For **year four** of the programme the emphasis is on the integration and consolidation of theory and practice, with courses focusing on the partnership between each midwife and woman/pregnant person in the shared experiences of pregnancy and childbirth and preparing to practice as an autonomous midwife. Clinical practice courses form the majority of the programme of study in year four. The practice development requires ākonga to learn to apply higher level reasoning, critical thinking, decision making, and clinical assessment and professional communication. The 45-credit continuity of care practice course is designed to enable uninterrupted consolidation and synthesis of theory and clinical practice and to prepare ākonga to become qualified, competent midwives.

Bachelor of Midwifery programme structure and content themes

The table below highlights the key content theme/s per course, however given the integrated nature of the programme many of the courses align with more than one content theme.

Year 1	Professional Communication L5	Te Tiriti O Waitangi and Midwifery Practice L5	Introduction to Midwifery Skills L5	Partnership Practice Experience L5	Human Anatomy and Physiology Foundations L5	Introduction to Te Ao Māori L5	Midwifery and Sustainability L5	Midwifery Ways of Knowing 1 L5	
Experience of women/pregnant people, foundations									
Credits	15	15	15	15	15	15	15	15	120 L5
Clinical	20	0	100	100	0	30	50	0	300
Theory	120	150	50	50	150	130	100	150	900
Year 2	Midwifery Practice: Midwifery Skills L5	Hauora Māori L5	Pregnancy and Birth L6	Midwifery Practice: Pregnancy and Birth L6	Well Baby, Breastfeeding and Newborn Nutrition L6	Pharmacology and Prescribing for Midwifery Practice L6	Midwifery Ways of Knowing 2 L6		
Midwifery care and physiological birth									
Credits	15	15	15	30	15	15	15	30 L5 90 L6	
Clinical	100	50	0	250	50	20	0	470	
Theory	50	100	150	50	100	130	150	730	
Year 3	Midwifery Practice: Complex Practice - Pre-existing Conditions 1 L6	Midwifery Practice: Complex Practice - Complications L6	Unwell Baby L6	Midwifery Practice: Complex Practice - Community L7	Cultural Safety and Women's Health in Aotearoa New Zealand L7	Midwifery Ways of Knowing L7			
Complex conditions									
Credits	30	30	15	15	15	15	75 L6 45 L7		
Clinical	220	200	60	140	50	0	650		
Theory	80	100	90	10	100	150	530		
Year 4	Sustainable Practice in Midwifery L7	Midwifery Practice: Evidence-based Practice L7	Midwifery Practice: Continuity of Care L7	Midwifery Practice: Core Practice L7	Midwifery Practice: Rural Practice L7				
Integration									
Credits	15	30	45	15	15	120 L7			
Clinical	0	270	410	140	140	960			
Theory	150	30	40	10	10	240			

Stakeholder engagement during programme development

As this unification focussed on drawing together the existing Bachelor of Midwifery programmes into one, it must be recognised that the existing programmes were developed in consultation with their local and regional stakeholders. Therefore, the coming together of one programme and the associated principles of this development has been the focus of engagement. It was important that stakeholders were aware that all providers would share a unified programme structure that could be tailored to meet their local and regional needs and therefore the focus on stakeholder engagement has been on ensuring this intent is enabled in the programme. Throughout the unification journey there have been engagements with both local and national stakeholders, which has largely been led by the existing providers. At a local level existing programme advisory groups have been updated on the development and approach of the unified programme. At a national level engagement has been undertaken with Midwifery Council, New Zealand College of Midwives (executive and board members), Ngā Maia (board members), and Te Ara o Hine Tapu Ora collective.

Consultation phase

Consultation is part of the programme development process where a wide range of internal and external stakeholders are invited to provide feedback on the programme and confirm that the programme meets their needs.

Consultation will take place from Wednesday 6th December 2023 through until Wednesday 21st February 2024. Following this, all consultation feedback will be collated and considered by the development team. The programme will then be reviewed and updated as appropriate. The information being shared for this consultation phase is the current working draft. Further programme development and refinement is expected and will be undertaken following this consultation as part of our ongoing programme development and approval process.

The full programme documentation is [available here](#).

Feedback during the consultation period is invited through [this feedback forms link](#).

Feedback closes on Wednesday 21st February 2024.

We appreciate your input during this consultation phase.