BQA NCQF QUALIFICATION TEMPLATE

SECTION A:	QUALIFICATION DETAILS		
QUALIFICATION DEVELOPER (S)	Institute of Health Sciences and Mission Institutions		
TITLE	Bachelor of Science in Midwifery	**NCQF LEVEL**	7
STRANDS (where applicable)	N/A		
FIELD	Health and Social Services	**CREDIT VALUE**	480
SUB FIELD	Health Science		

New Qualification	✓	Legacy Qualification		Renewal Qualification	
				Registration Code	

SUB-FRAMEWORK	General Education		TVET		Higher Education	✓									
QUALIFICATION TYPE	Certificate	I		II		III		IV		V		Diploma		Bachelor	✓
	Bachelor Honours		Post Graduate Certificate		Post Graduate Diploma										
	Masters		Doctorate/ PhD												

RATIONALE AND PURPOSE OF THE QUALIFICATION

RATIONALE:

Maternal and neonatal mortality remain a significant public health concern in Botswana despite numerous interventions implemented by the government and international partners (Ministry of Health, UNFPA, UNICEF & WHO, 2022). Statistics Botswana (2023) has revealed a sharp increase in maternal mortality ratio of 133.7 to 176.7 per 100,000 live births between 2018 and 2023. Evidence suggests that these outcomes are partly associated with inadequate training and limited life-saving competencies among some health professionals providing maternal and neonatal care.

The above background therefore calls for improvement in the quality of care. The care that requires a well-trained and competent midwifery workforce capable of delivering safe maternal and neonatal

services. It is therefore of paramount importance to strengthen midwifery education to degree level with the aim of improving maternal and neonatal health outcomes. The HRDC Priority Skills of 2023/2024 has additionally classified midwifery as one of the critical priority health professions for local training.

Globally, shortage of midwives stands at approximately 900 000, a situation that was exacerbated by disruptions caused by the COVID-19 pandemic (UNFPA & WHO, 2021). Currently, Botswana faces shortage and misdistribution of midwives, with some trained nurse-midwives deployed outside maternity services. Botswana National Development Plan (NDP)12 further acknowledges workforce challenges of staff shortages and high turnover. In order to strengthen workforce development, the plan emphasizes upgrading and upskilling frontline providers, such as midwives. These midwives will in turn provide comprehensive and quality maternal and neonatal care.

The developed Bachelor of Science in Midwifery qualification is designed to operationalize the call of the Plan (NDP 12) by shifting towards a modernized competency-based curriculum. This will enable absolute alignment with evolving demands of the health care job market and further ensure that graduates are not only highly skilled but immediately market ready. The Bachelor of Science in midwifery qualification will be an answer to the reduction of the escalating rates of maternal and neonatal mortalities. Research has also shown that midwives trained at bachelor level demonstrate greater competence and confidence in managing obstetric emergencies and complex maternal health conditions.

PURPOSE: (itemise exit level outcomes)

The purpose of this qualification is to produce graduates with specialized knowledge, skills and competence to:

1. Integrate biomedical, behavioural, social and midwifery sciences to provide comprehensive, evidence-based, woman-centred and family-centred midwifery care across the continuum of reproductive, maternal and neonatal health.
2. Function independently in the provision of comprehensive care in a variety of settings utilizing the midwifery management process.
3. Collaborate with members of the multidisciplinary team in partnership with women, families, communities in strengthening maternal, newborn and reproductive health services.
4. Integrate effective communication skills, leadership and professional accountability in the provision of evidence-based midwifery care.

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

- NCQF level 4 or its equivalent.
- There shall be provision for access through Recognition of Prior Learning (RPL) and Credit Accumulation and Transfer (CAT) Systems in line with the ETP policies.

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SECTION B	QUALIFICATION SPECIFICATION

GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Apply theoretical knowledge from behavioural, social, and nursing sciences to deliver safe and quality midwifery care to women, newborns, families and communities.	1.1 Conduct comprehensive assessments of the psychological, emotional, cognitive, and social transitions experienced by women and their families throughout the childbearing continuum. 1.2 Utilize appropriate behavioural strategies to promote the health of individuals, families and communities. 1.3 Apply counselling skills in the provision of care. 1.4 Assess social, economic, environmental and structural factors impacting on maternal and neonatal health outcomes. 1.5 Provide culturally safe, responsive and respectful care that honors the diverse values, beliefs, and traditions of the childbearing family.
2. Integrate biomedical knowledge to provide comprehensive midwifery care for women, newborns, families, and communities across diverse settings.	2.1 Apply knowledge of anatomy and physiology to assess maternal, fetal, and newborn adaptations throughout the continuum of reproductive, maternal and newborn care. 2.2 Apply pharmacological principles to safely prescribe, administer and monitor medications and immunizations commonly used in reproductive, maternal and neonatal care, strictly adhering to evidence-based protocols. 2.3 Utilize clinical, laboratory, and diagnostic data to recognize biomedical risk factors or deviations from normal and facilitate timely multidisciplinary management. 2.4 Provide evidence-based nutritional education and counselling that promotes optimal maternal, fetal, and newborn health.
3. Utilize processes and theoretical frameworks in the provision of nursing and midwifery care	3.1 Identify theories and frameworks used in nursing and midwifery. 3.2 Assess the health needs of women, newborns, families, and communities using

	theoretical frameworks from nursing, midwifery, and related disciplines. 3.3 Apply the nursing and midwifery processes, along with other relevant frameworks and theories, to provide care to childbearing families.
4. Apply the midwifery management process in the provision of comprehensive care to a childbearing and rearing family across various settings.	4.1 Conduct a comprehensive assessment of clients and or families during preconception, pregnancy, intrapartum, post-partum and neonatal periods. 4.2 Interprete assessment findings to formulate midwifery diagnosis 4.3 Formulate individualized care plans that address the reproductive, maternal, fetal, newborn, and family health needs. 4.4 Implement safe, competent, respectful, and woman-centered midwifery care throughout the preconception, antenatal, intrapartum, postnatal, and neonatal periods. 4.5 Promote health, disease prevention, and positive maternal and newborn outcomes through health education, counselling, and advocacy. 4.6 Execute basic and advanced skills to save lives of women and neonates during all phases of childbearing and rearing. 4.7 Evaluate maternal and newborn outcomes and adjust care plans accordingly. 4.8 Utilize health information systems to manage health care data for maternity clients 4.9 Accurately document, report, and communicate clinical findings and interventions in accordance with professional, legal, and institutional requirements.
5. Demonstrate ethical, legal and professional accountability in the provision of midwifery services.	5.1 Use policies and protocols that guide and uphold quality midwifery practice. 5.2 Apply appropriate problem solving and decision-making skills in the provision of care.

	5.3 Uphold clients' rights in the provision of sexual and reproductive health services. 5.4 Practice in accordance with the professional, ethical, and legal frameworks governing nursing and midwifery. 5.5 Demonstrate accountability and responsibility for clinical decisions, actions, and documentation. 5.6 Maintain the confidentiality, privacy, and security of client information while respecting the dignity and rights of women and families in accordance with legal and professional requirements. 5.7 Advocate for clients in the provision of care. 5.8 Advocate for the rights, dignity, autonomy, and informed choices of women, newborns, and families by delivering respectful, equitable, and woman-centered midwifery care. 5.9 Advocate for pregnancy, childbirth, and the postpartum period as normal physiological processes by promoting respectful, evidence-based care and minimizing unnecessary interventions when no complications are present.
6. Collaborate with stakeholders and other partners in the provision of quality midwifery care.	6.1 Work in partnership with women and significant others in the provision of midwifery care 6.2 Establish partnerships with existing community health services that focus on the sexual and reproductive health of women and their partners 6.3 Consult with the health care team and other disciplines in the provision of care 6.4 Diagnose conditions the woman and the neonate are presenting with that are outside midwifery scope of practice and refer to relevant disciplines.

7. Adhere to professional nursing and midwifery standards and protocol of documentation.	7.1 Apply approved documentation standards and protocols when recording assessments, care plans, interventions, outcomes, and referrals. 7.2 Report and manage clinical incidents, risks, and adverse events in compliance with established policies and procedures. 7.3 Utilize appropriate communication and reporting systems to ensure continuity, safety, and quality of midwifery care. 7.4 Recognize and respect the role of the woman and her family in her experience of pregnancy, labour, birth, and puerperium.
8. Apply leadership and management principles to deliver midwifery care.	8.1 Apply leadership and management theories and principles in the provision of care. 8.2 Execute professional and leadership skills in the provision of midwifery care. 8.3 Assume a leadership role in quality improvement. 8.4 Utilize individual, team, and organizational learning opportunities professional development. 8.5 Develop a health budget for nursing and midwifery operations.
9. Apply entrepreneurial skills in the delivery of healthcare services.	9.1 Demonstrate entrepreneurial skills in providing healthcare. 9.2 Identify potential entrepreneurial opportunities for healthcare providers. 9.3 Contribute to the development of comprehensive health financing policies. 9.4 Apply customer service principles to enhance patient satisfaction and quality of healthcare services.
10. Utilize emerging technology in the provision of healthcare.	10.1 Identify emerging health care technologies. 10.2 Utilize healthcare technologies to support evidence-based decision-making and improve midwifery practice. 10.3 Utilize appropriate technological tools to enhance communication, health education, counselling, and continuity of care for women, newborns, and their families.

	10.4 Utilize electronic health records and digital documentation systems in accordance with professional, ethical, legal, and confidentiality requirements. 10.5 Demonstrate competence in using relevant clinical technologies to monitor maternal, fetal, and newborn health.
11. Utilize research evidence to support safe, effective, and evidence-informed midwifery care.	11.1 Use relevant literature and research findings to improve maternal, child, and neonatal health care practice. 11.2 Apply ethical principles and research standards when developing a research proposal. 11.3 Identify relevant research evidence and guidelines related to midwifery practice 11.4 Use research evidence to inform clinical decision-making and promote safe, effective midwifery care. 11.5 Provide evidence-based midwifery care and support to women and families in all settings.

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SECTION C	QUALIFICATION STRUCTURE					
COMPONENT	TITLE	Credits Per Relevant NCQF Level				Total Credits
		Level [5]	Level [6]	Level [7]	Level [8]	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Sociology	8				8
	Anatomy and Physiology		15			15
	Biochemistry		10			10
	Psychology	8				8
	Microbiology		13			13
	Pharmacology		8			8
	Computer Skills	6				6
	Nutrition		8			8
	Research Methods and Statistics		6			6
CORE COMPONENT Subjects/Courses/ Modules/Units	Health Assessment of Childbearing Family			10		10
	Fundamentals of Midwifery		18			18
	Medical and Surgical Conditions Applied to Midwifery			10		10
	Dynamics in Midwifery			10		10

	Human Physiology in Midwifery			10		10
	Counselling for the Childbearing Family		6			6
	Family Planning, Reproductive Issues and Woman's Health			14		14
	Antepartum Care - Low Risk			25		25
	Intrapartum Care - Low Risk			28		28
	Neonatal Care – Low Risk			16		16
	Postpartum Care - Low Risk			16		16
	Entrepreneurship			8		8
	Mental Health Care in Midwifery Practice			8		8
	Intrapartum Care - Low Risk Practicum			44		44
	Perinatal Care – High Risk			43		43
	Neonatal Care – High Risk			18		18
	Research Methods				10	10
	Community Midwifery Care			18		18
	Advanced Skills in Midwifery Practice				20	20

	Integrated Midwifery Practice			**60**		**60**
STRANDS/ SPECIALIZATION	Subjects/ Courses/ Modules/Units	**Credits Per Relevant NCQF Level**				**Total Credits**
		Level [5]	**Level [6]**	**Level [7]**		
1.	**N/A**					
2.	**N/A**					
Electives	Communication and Study Skills		6			6
	Introduction to Health Policy		6			6
	Demographic Dimensions of poverty		6			6
	Introduction to Public Health Administration		6			6

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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	**Credit Value**
5	22
6	90
7	338
8	30
TOTAL CREDITS	**480**
Rules of Combination: **(Please Indicate combinations for the different constituent components of the qualification)**	
The qualification is worth a total of 480 credits, inclusive of 82 credits for fundamental, 392 credits for core courses and 6 credit for elective course. Learners would have a choice to take any elective course.	

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ASSESSMENT ARRANGEMENTS
Assessment will consist of both formative and summative and should be aligned with learning outcomes. The weighting of formative shall be 60% and summative shall be at 40%. Assessment will be conducted by suitably qualified individuals registered and accredited by BQA and who hold relevant qualifications, preferably at a higher level and in a related field.
MODERATION ARRANGEMENTS
There shall be provision for both internal and external moderation by qualified moderators. A moderator should possess a qualification at higher level and in a related field and should be registered and accredited by BQA.
RECOGNITION OF PRIOR LEARNING
Candidates may submit evidence of prior learning and current competence and/or undergo appropriate forms of RPL assessment for the award of credits towards the qualification in accordance with applicable RPL policies and relevant national-level policy and legislative framework. Implementation of RPL shall also be consistent with requirements, if any, prescribed for the field or sub-field of study by relevant national, regional or international professional bodies.
CREDIT ACCUMULATION AND TRANSFER
Learners may accumulate and transfer credits towards the qualification in accordance with applicable institutional and national CAT policies.
PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)
Horizontal Articulation Learners in this qualification will have the following options for horizontal articulation: • Bachelor of Science in Neonatology Nursing • Bachelor of Science in Child Health Nursing • Bachelor of Nursing Science • Bachelor of Science in Woman's Health • Bachelor of Community Midwifery **Vertical Articulation** Graduates of this qualification will have the following options for further education: • Master of Neonatal Sciences, • Master of Child Health Nursing and • Master of Midwifery • Master of Midwifery Education

- Master of Public Health
- Master of Nursing (Maternal and Child Health)
- Advanced clinical specialisations in maternal and newborn health

Employment:
Graduates of this qualification will be able to take up the following jobs:

- Community midwives
- Maternal and child health practitioners
- Reproductive health practitioners
- Clinical midwifery educators or mentors
- Maternal and newborn health programme officers
- Research assistants in maternal and reproductive health programmes

QUALIFICATION AWARD AND CERTIFICATION

The learner will be expected to achieve a total number of 480 credits and meet all program requirements to be certificated and be awarded Bachelor of Science in Midwifery.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

The developed Bachelor of Science in Midwifery qualification was compared with qualifications offered at the University of Zambia, University of Ghana and University of Manchester focusing on the qualification specifications: title, credits, main exit outcomes, domains/modules, qualification rules, educational and employment pathways. The similarities and differences were noted as below:

- **Titles**: Titles of all the benchmarked qualifications are similar to the developed qualification.

- **Credits and duration**: The Zambia and Ghana qualifications compare well with the developed qualification with a credit value of 480 and a duration of four (4) years. On the other hand, the Bachelor of Science in Midwifery offered at University of Manchester has credit value of 360 running for three (3) years. The additional year in the Botswana, Zambia and Ghana programmes allows for a broader foundation in biomedical sciences and additional professional learning.

- **Main Exit Outcomes**: All the benchmarked qualifications compare well with the developed one as they present similar exit outcomes that would enable graduands acquire midwifery core competencies in the provision of safe, ethical and evidence-based midwifery care throughout the continuum of maternal and newborn health. Additionally, the outcomes emphasize collaborative management with the families and other stakeholders during pregnancy, childbirth, postnatal and neonatal periods.

- **Modules**: The curricula for the benchmarked qualifications demonstrate substantial alignment in the biomedical, behavioral and professional sciences. All the programmes integrate theoretical instruction with supervised clinical practice to ensure graduates achieve professional competence. In contrary, the developed qualification offers modules such as Computer Skills, Entrepreneurship, Mental Health Care in Midwifery Practice, Counselling for

the Childbearing Family and Advanced Midwifery Skills. These modules broaden the graduates' scope of knowledge and strengthen their competencies.

- **Qualification rules and minimum standards**: The qualification rules and minimum standards align well with the benchmarked qualifications as learners are to complete prescribed theoretical and clinical practice requirements as well as demonstrating professional competencies before the award of the qualification.

- **Education and Employment pathways**:
  - Educational pathways: The developed qualification has similar educational pathways with the benchmarked qualifications
  - Employment pathways: The qualifications have similar employment pathways.

The benchmarking exercise demonstrates that the developed Bachelor of Science in Midwifery is closely aligned with the qualifications offered by the University of Zambia, University of Ghana and University of Manchester. The differences identified are relatively minor and are largely attributable to national healthcare priorities, regulatory requirements and institutional contexts.

REVIEW PERIOD
The review will be done in a period of five (5) years.

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CODE (ID)			
REGISTRATION STATUS	**BQA DECISION NO.**	**REGISTRATION START DATE**	**REGISTRATION END DATE**
LAST DATE FOR ENROLMENT		**LAST DATE FOR ACHIEVEMENT**	