



National Policy Guidelines for Midwives 2018



**Directorate General of Nursing and Midwifery
Ministry of Health and Family Welfare**



Tandra Sikder
(Additional Secretary)
Director General
Directorate General
of Nursing and Midwifery

Acknowledgement

This policy document represents the collaborative partnership of the Ministry of Health and Family Welfare, Directorate General of Nursing and Midwifery (DGNM) and the United Nations Population Fund towards the mutual commitment to strengthen midwifery in Bangladesh.

The DGNM gratefully acknowledge the commitment, expertise, and inputs to all who contributed to the development of the midwifery policy document, primarily the working group members and midwifery team members from the UNFPA, through a series of workshops. The document was reviewed by Chief of Health, UNFPA, and Special Adviser to UNFPA Representative, Bangladesh.

The document has been further upgraded through a stakeholder meeting represented by MOH&FW, Bangladesh Nursing and Midwifery Council, Bangladesh Midwifery Society, DFID, GAC, SIDA, BRAC midwifery project, HRH Cowater project, JICA, KOIKA and representatives from Nursing Colleges and Institutes with midwifery educational programme.

This policy document will guide to develop required guidelines for the midwives to serve for the welfare of the mothers and newborns in the country. We highly acknowledge UNFPA's technical support to make sure that every woman and every newborn receives the best possible healthcare provided by competent midwives.

(Additional Secretary)
Director General
Directorate General
of Nursing and Midwifery



Md. Ashadul Islam
Secretary
Medical Education and
Family Welfare Division
Ministry of Health and
Family Welfare

Message

It is a matter of great pleasure that a National Policy Guideline for Midwives has been developed and is going to be published. I would like to congratulate the Directorate General of Nursing and Midwifery for taking initiative to develop the Guideline with the technical support of UNFPA. The Guideline covers midwifery education, regulation, services and association. I believe that the Guideline will help policy makers, planners, academicians and service-providers for the strengthening of the midwifery profession and services in Bangladesh to ensure quality maternal, newborn and including adolescent healthcare.

Over the past two decades, we have made a lot of achievements in health sector. In spite of that, many mothers' and newborns' health are still at risk due to unavailability of adequate and quality services. We gratefully acknowledge the directions and decisions of our Hon'ble Prime Minister who made the commitment in The United Nations to introduce the Midwifery Services and create 3000 dedicated work force for midwifery services. I am happy that the midwives are now on board in the health service delivery system.

I must thank and appreciate the joint initiative of our government and UNFPA for further improvement of maternal and newborn health to achieve the Sustainable Development Goals (SDGs) especially through the International Confederation of Midwives standards. I believe that the midwives will play an instrumental role in enabling us to fulfil the SDGs by 2030.

Md. Ashadul Islam



G.M. Saleh Uddin
Secretary
Medical Education and
Family Welfare Division
Ministry of Health and
Family Welfare
Govt. of the People's
Republic of Bangladesh

Message

Over the last decade the achievement of Bangladesh in the areas of maternal, newborn and child health has been quite impressive. Especially the maternal, neo-natal, infant and under-five mortality rates have fallen sharply- from 194, 37, 52, 65 in 2009, to 172, 17, 24, 31 in 2018, respectively. These accomplishments have been made possible because of the government's continuous and committed endeavours. The government has put maternal, newborn and child health at the top of its development agenda.

In spite of all the great strides made over the past few decades, we have a lot more work to do to be able to ensure good quality maternal and newborn services throughout the country. It is extremely important that our nation's healthcare providers, especially midwives, receive the best education, based on full ICM standards, and best training possible, in order to serve society to the optimal level. Midwives, in particular, are absolutely crucial to reducing maternal and child mortality rates and improving healthcare to achieve Goal 3 of SDGs.

Although nurses are key care providers in the healthcare system, still there is a huge shortage of trained nurses in Bangladesh. Therefore, the present government has taken various initiatives to raise the image of midwifery profession by providing higher education and upgrading their professional status that will enable them to maintain standard of midwifery education, administration and services across the country.

I congratulate all concerned parties who worked together to make this midwifery policy guideline. I believe that if implemented well, this would serve to improve the quality of midwifery education and service, ensure better regulation and monitoring, and enable the midwives to provide maternal healthcare throughout the country.


(G.M. Saleh Uddin)



Dr. Asa Torkelsson
Representative
UNFPA Bangladesh

Message

The introduction of national policy guidelines for midwives is a strong step forward for the Government of Bangladesh in its support and guidance of the continued strengthening of midwifery education and services throughout Bangladesh. I would like to extend my sincere appreciation and heartfelt congratulations to all those who have worked collectively in order to create the National Policy Guideline for Midwives 2018. This will prove to be a guiding document for midwifery in the country and enable further advancements in quality education and service provision.

It is also my firm belief that moving forward, this guideline will accelerate Bangladesh towards achieving the SDGs. With the swift and steady advancement of the midwifery profession, education and services, Bangladesh will attain their goals in maternal health. UNFPA hopes to continue its work with the Government of Bangladesh to improve the quality of midwifery services and education, for future midwives, midwifery faculty and all the women of Bangladesh. Together, we can collectively work towards reaching our goal of zero preventable maternal deaths in Bangladesh.

A handwritten signature in black ink, appearing to read 'Asa Torkelsson', is positioned above the printed name.

Dr. Asa Torkelsson
Representative
UNFPA Bangladesh

Table of Contents

1. Introduction
 - 1.1 *Background*
 - 1.2 *Purpose of the Policy*
 - 1.3 *Policy objectives; vision; mission; Goal*
 - 1.4. *Guiding Principles*
 - 1.5. *Policy formulation process*
2. Midwifery Education and training
 - 2.1 *Objectives of Midwifery education*
 - 2.2 *Core Values for midwifery education*
 - 2.3 *Midwifery curricula*
 - 2.4. *Midwifery Education Institutions*
 - 2.5. *In-service training*
 - 2.6. *Accreditation*
3. Midwifery Services
 - 4.2. *Midwifery Workforce*
 - 4.3. *Midwifery Services*
 - 4.4. *Integrated Sexual and Reproductive Health and Rights*
 - 4.5 *Enabling Environment*
4. Research and Information
5. Directorate General of Nursing and Midwifery (DGNM -as Central Administrative Body)
6. Bangladesh Nursing and Midwifery Council (BNMC -as Regulatory Body)
7. Bangladesh Midwifery Society (BMS -as Professional body)

Introduction

The MOH&FW initiated development of a cadre of internationally standard midwives in the health care system of Bangladesh, as a response to the commitment by the Honorable Prime Minister in the United Nations General Assembly in 2010 during the 'Every Woman Every Child Initiative.' The ministry created 3000 midwives posts in the public sector. The three-year Midwifery Diploma course started in 2012 and currently functions in 38 existing nursing colleges and institutes. In addition, 16 private midwifery institutes also began enrolling midwifery students.

Maternal and newborn mortality is particularly high in Bangladesh when compared to other developed countries. We have been able to determine many of the reasons for high maternal and newborn mortality, in addition to the challenges existent in Bangladesh. The challenge is to improve the quality of maternal and newborn care, especially to address the SDG target (i.e., to reduce maternal mortality below 70/100000 from the existing status).

It is evident from the different parts of the world that midwives, trained to international standards and in an enabling environment, offer a path to reduce the maternal and newborn mortality and morbidity, through improving availability and quality of care. Midwives globally play an essential role in promoting sexual reproductive health and reducing maternal mortality and morbidity. The Government of Bangladesh has expressed its commitment in this respect by updating the Nursing Act into the Nursing and Midwifery Act as well as upgrading the Nursing Directorate into the Nursing and Midwifery Directorate.

To realise the potential impact of the midwifery care, there is a need for a deliberate system of principles directed towards a policy. A policy dedicated for the midwives must cover education, legislations, in-service training, service delivery, professional development, and accreditation. The policy for midwives can support changes in the health care system to provide safe, effective, patient centered, timely, efficient, and equitable maternal and newborn care in community and hospital settings.

Bangladesh must maximize the use of these new midwives by ensuring strong regulation, quality education, and enabling environments for midwifery-led care. To achieve this, a strong midwifery policy is essential for guiding the government plan, objectives and activities.

1.1. Background

Maternal mortality fell dramatically from 574 in 1990 to 176 in 2013 (UN estimate). Since then mortality rates have plateaued, and despite positive projections MDG 5 was not met. Currently most women give birth at home without skilled attendance, while those who have access to facilities find it challenging to avail quality routine and emergency care. To further reduce the decline in maternal morbidity and mortality, the presence of competent midwives in health facilities is critically needed. Midwifery competencies include comprehensive reproductive and sexual health including, antenatal, intrapartum, post-partum, newborn, family planning, and post-abortion care as well as good understanding of healthy living, hygiene and nutrition. For midwives to be fully effective, ensuring midwife-led maternity care is essential this enables midwives to identify problems, provide necessary care and initial treatment followed by advice and/or referral to a supportive interdisciplinary team, as appropriate.

The International Confederation of Midwives (ICM) definition of a midwife calls for required standard pre-service education, achievement of competencies, governed by appropriate regulations, and ideal settings for adequate standard clinical practice, based on global evidence. Bangladesh is in the process of transitioning its health care system to the use of professional midwives and midwifery-led care. In spite of significant effort put toward for establishing the cadre of professional midwives, confusion continues around who a midwife is, and how she can best contribute to a strong health care system.

The governing bodies overseeing midwifery in Bangladesh are the Directorate General of Nursing and Midwifery Services (DGNM), the Bangladesh Nursing and Midwifery Council (BNMC), and the Directorate General of Health Services (DGHS). The DGNM falls under the nursing discipline and medical education division of the Ministry of Health and Family Welfare, whereas the BNMC is a semi-autonomous regulating body. Bangladesh's Nursing and Midwifery Act was approved by the cabinet, chaired by the Honorable Prime Minister, and the Parliament on February 29, 2016. The decision was supported by the Obstetrics and Gynecologists Society of Bangladesh (OGSB). DGNM and BNMC working groups provided strategic directives, standard operating procedures, models of care, and a job description quality midwifery education and practice in Bangladesh.

Although the governing bodies overseeing midwifery are focused on the importance of the midwifery profession, gaps remain in enabling the potential of midwives. A national policy is therefore needed to assure the sustainability of strong midwifery education, regulation, and integration of professional midwives in all areas of sexual and reproductive health services.

1.2. Purpose of the Policy

Midwifery is expanding throughout the health care system in Bangladesh, without documented and approved policy guidelines. The Directorate of Nursing and Midwifery Services under the Ministry of Health and Family Welfare, has for the first time initiated policy guideline development for the Strengthening of Midwifery Services. The developed policy will guide the Directorate of Nursing and Midwifery Services, DGHS, DGFP, and other stakeholders especially in the private sector, to provide standard education and strengthen midwifery care as well as address challenges to contribute towards improvement of health care in the country. This policy document has been developed with the following aims:

1. Create a positive environment for midwifery governance, leadership and practice.
2. Promote midwifery education, training, regulation, and accreditation.
3. Promote quality midwifery care to strengthen the health care system.
4. Support and monitor development of midwifery profession and ensure access to quality midwifery service.
5. Streamline midwifery workforce projection, production, career development, and management in the line of SDG targets.
6. Integration of midwifery care with other allied care in communities and hospitals.

1.3. Policy Objectives

The proposed policy has been set up with the following objectives in consideration:

- Attain and maintain the highest possible standards of midwifery practice by midwives in health care facilities
- Attain and maintain international standards in midwifery education, training, continuing professional development, and research
- Strengthen professional regulatory framework and professionalism for midwives
- Strengthen leadership of midwives at all level of healthcare
- Promote midwives leading reproductive, pregnancy, birth, and newborn care across Bangladesh through treatment of every patient with respect and dignity
- Ensuring excellence in midwifery care to contribute to universal health coverage and sustainable development goal

Vision

Formulate a national policy that ensures excellence in midwifery education and facilitates a functional and dynamic midwifery workforce capable of providing quality reproductive, pregnancy, birth, and newborn care across Bangladesh through treatment of every patient with respect, dignity.

Mission

- To serve the community at all levels with a regulated, client centered, responsive, accessible, and sustainable midwifery care, ensured by an educated, autonomous, skilled, and motivated midwifery workforce
- To work with community and other relevant stakeholders to identify and develop appropriate and effective ways to reduce maternal and newborn mortality and morbidity
- To facilitate and support communities with access and provision of quality and skilled maternity care

Goal

To ensure the existence of a safe, disciplined, accountable, and competent midwifery workforce that is capable of delivering safe, client- centered responsive, quality care to the people of Bangladesh.

1.4. Guiding Principles

The guiding principles of this National Midwifery Policy in accordance with the International Confederation of Midwives standards are as following:

- Promote rights of all women to professional midwifery care (including family planning and emergency obstetric care) that is available, accessible and acceptable, and of good quality
- Develop midwifery services and systems guided by health needs, evidence, and strategic priorities
- Ensure continuum of care from home to tertiary level hospital with accountability and responsibilities
- Use internationally agreed safe standards of care, education and regulation
- Be sustainable within the health system
- Be sensitive to gender and culture and deliver respectful care to all women, their partners, and families
- Ensure enabling environment for midwifery practice with professional autonomy
- Use evidence-based data from different reports and other research documents for realistic interventions and programmes
- Ensure human rights, non-discrimination, transparency, and accountability
- Plan and provide midwifery services based on equity, integrity and respect for gender and human rights

1.5. The Policy Formulation Process

The policy has been formulated under the leadership of the Directorate General of Nursing and Midwifery. The formulation process was participatory and consultative, which involved several key stakeholders from different sectors; including nursing and midwifery leadership from Nursing and Midwifery training institutions, service sector, representative from DGHS, DGFP, Ministry, professional bodies, and regulatory bodies, other health professional groups, and NGOs. The working modalities also included a working group with a specific TOR that aimed to identify the areas for policy formulation. Different sections were initially allocated to individual group members on the basis of their skill, knowledge, and specialization. Afterward, group members edited the drafted document through a series of consultations and meetings. Additionally, various national, regional, and global policy documents were also reviewed and incorporated into the policy document. Finally, a national level consultation with development partners was held and the document finalized after incorporating observations and comments.

2. Midwifery Education

2.1. Policy objective of midwifery education

To attain the highest standard of midwifery education to produce a cadre of professional midwives who will function autonomously within the scope of midwifery practice in accordance with the ICM standards and existing country acts and regulations.

- The MoH&FW and BNMC should regulate the midwifery education in public, NGO, and private sectors related to licensing, registration, and accreditation of midwifery educational institutions and midwife;
- The diploma in midwifery education shall be overseen by BNMC, and BSc and master's degree in midwifery should be under the respective university
- Development of national guidelines for selection and deployment of midwifery faculty members
- Ensure that midwifery faculty members are predominantly midwives (teachers and clinical preceptors/clinical teachers) who work with experts from other disciplines as needed
- Ensure that midwifery faculty members are self-governing and responsible for developing and leading the midwifery education program
- Ensure that midwifery educational programs have a dedicated teaching team which includes those who are expert teachers of midwifery practice, as well as experts in academia and research
- Ensure opportunities for continuous professional development of faculty and all midwives in the public, NGO, and private sectors

- Develop national network of midwifery educational institutions to promote standard education
- Establish a national research center on midwifery to promote excellence in midwifery through linking with global authorities;
- Ensure standard infrastructure and organogram for quality and effective functionality of each midwifery educational institutions
- Ensure dedicated organogram for midwifery departments in the DGNM and BNMC for supervision, monitoring, mentoring of midwifery educational institutions in public, NGO, and private sectors to ensure the compliance of quality midwifery education
- Ensure standard clinical facilities for clinical practices of midwifery students
- Ensure the central admission test system in the public, NGO, and private midwifery educational institutions for enrollment of the midwifery student to maintain quality and uniformity
- Ensure mandatory 6months internship after passing the midwifery diploma course.

2.2. Core Values in Midwifery Education

The mission of the midwifery educational institutions in Bangladesh should be to support midwives in the advancement of the midwifery care, education and research for achieving optimal health of women in their life span. The core values should be:

- Excellence in midwifery education, clinical practice, research, and ethical standards. Side-by-side excellence in professional responsibilities, accountability, and integrity
- Evidence based care
- Formal education from an accredited midwifery education program
- Promote culture of inclusiveness
- Woman-centered care and respect for the client
- Sexual and reproductive health care through promotion and education on disease, complication prevention, and informed decision making
- Advocacy for the promotion of quality care
- Partnership with women, family members, and members of the health care team for the integration of midwifery care into the health care system

2.3. Midwifery Curricula

- Support midwifery educational institutions to develop and implement curricula that take into account the quantity, quality, and relevance of the midwifery workforce to meet changing national needs
- Ensure ICM-recommended competency-based midwifery curriculum for each level of midwifery education i.e. diploma, BSc and masters.
- Evaluate and update of the midwifery curriculum at a regular interval for inclusion of recent advancements of midwifery care, proper community engagement, and national health priorities
- The curricula should have both theory and practice in proportion as per ICM standard;

2.4. Midwifery education institutions (public and private; in future universities for BSc and masters; linkage with global institutions)

2.5. Midwifery In-service Training

Policy objective: To attain and maintain the highest standards in midwifery training

- MoH&FW, in consultation with other stakeholders, shall regularly determine the need and priority areas of midwifery in-service training and develop a national in-service, Continuous Professional Development (CPD) training policy for midwives
- Conduct need assessment system before conducting training and also impact assessment after completion of training at a specific time interval
- Develop a national network and abroad, of different midwifery training institutes focusing on the transfer of recent advanced technology
- Ensure availability of web-based education and training programme
- Develop MIS training for individual midwives
- Establish a national institute for providing multi-disciplinary training in midwifery
- National guideline to develop the selection of trainees nationally and internationally

2.6: Accreditation

Policy objective: Attainment of the highest standard of midwifery education and practice for the midwives through establishing structured and accountable national accreditation policy

- BNMC will be the focal organisation for conducting accreditation processes for giving certificate to the midwifery institution for midwifery education
- Nursing and Midwifery Council should have approved accreditation guidelines and tools to accredit private and public educational institutes in midwifery
- Include an authorized accreditation committee and assessment team to approve accreditation certificates to the midwifery institutes for a particular period of time based on the assessment result.
- Establish an assessment team that will follow tools in the accreditation guidelines to gather data and analyze the findings with necessary comments and report to the BNMC accreditation committee
- Ensure weighted grading system to be valid as per accreditation guidelines.
- At least 6 months prior to expiration, the particular institute should send written request to BNMC for re-accreditation

3: Midwifery Services

3.1. Midwifery Workforce

Policy objective: To develop midwifery workforce in number and quality at facility and community level for providing sexual and reproductive health care in public and private sector with the attainment of highest standards

- The national workforce planning for midwifery workforce should aim to achieve SDG targets, national HR workforce planning, and HR strategy
- Establish posts from tertiary level to community level, in accordance with the work load and community engagement
- Create job opportunities for midwives in the private sector, especially in the private and NGO hospitals and clinics
- Develop a national deployment plan with retention of midwives at hard-to-reach areas, distant places, and low-performing areas of maternal health care
- Develop career pathways to promote the profession of midwives, job description, scope of work with accountability framework within the health system

- Ensure private sector working midwives have a proper marketing policy
- Develop and establish a system for providing incentives for midwives working in the remotest and hard-to-reach areas
- Ensure midwives are exclusively deployed to deliver sexual and reproductive health care services at all levels of the health system (specifically including Emergency Obstetric Newborn Services, PFP, and gender-based violence)
- Prepare midwives for leadership roles in providing sexual and reproductive health care
- Increase national budget for recruitment, training, and retention of midwives to improve midwifery services
- Ensure PMIS for the midwifery workforce to track deployment, retention, promotion, and training

3.2. Midwifery Service Delivery

Policy objective: To attain and maintain highest possible standard of care and patient safety in midwifery practice by the midwives

- Maintain and ensure service delivery from midwives is safe, quality, effective, client centered, responsive, timely, and equitable
- Establish service delivery modalities for the midwives according to the nationally approved maternal and newborn midwifery care model, scope of practice and job description to provide a continuum of care on sexual and reproductive health and rights
- Certify that only registered and certified midwives from BNMC can practice midwifery in the hospital and community setting
- Ensure midwives follow the evidence-based guideline to improve the quality of care and practice
- Ensure effective and smooth integration of midwifery care between midwives and other obstetrical care providers
- Ensure midwifery care does not vary in quality because of personal characteristics such as gender, ethnicity, geographic location, and socio-economic status
- Recognize midwives as responsible and accountable professionals who work in partnership with women to deliver autonomous quality continuum of maternal and newborn care according to their scope of practice in the community and hospital setting

- Assist midwives to provide necessary support, care, and advice during pregnancy, labour, and the postpartum period including conduction of normal delivery
- Provide care for the newborn and the infant, including preventive measures, the detection of complications in mother and child, and also the carrying out of emergency measures
- Enable access for midwives to specialist help for referral of women identified as being in need of help
- Ensure dedicated organogram of midwifery department in the DGNM for supervision, monitoring, mentoring of midwifery services in public, NGO, and private sectors
- Ensure SMIS within DHIS-2 platform to capture midwifery workforce performance, especially to tracking maternal and newborn care, family planning, GBV and adolescent health in the public, private, and NGO sector in the hospital and community setting
- Develop community midwifery care within primary health care
- Establish an institutionalized national quality improvement structures and system with clear standards for midwifery care is critical for sustained quality improvement interventions.
- Ensure such systems and structures are established and operationalized across all the levels of health service delivery from national, district, Upazilla, union, and community level
- Establish quality improvement (QI) systems for the midwifery care within the national Quality Improvement Secretariat framework
- Sensitize the concerned stakeholders on the issue of quality midwifery care
- Development, adoption, and implementation of quality improvement standards, approaches, tools, and indicators on midwifery care to be integrated within the existing health system and collaboratively with the National Quality Secretariat
- Establish and ensure functionality of quality improvement initiatives on midwifery care at all levels of service delivery through existing quality improvement committees
- Development and implementation of clinical mentorship and supervision guidelines

3.3. Integrated Sexual and Reproductive Health and Rights Activities/Program

Policy objective: To establish midwives as focal person in the facility and community level to provide coordinated sexual and reproductive health care and rights

- Mainstream midwives within the national health sector program to provide an integrated comprehensive sexual and reproductive health and rights care
- Ensure the engagement of the other service providers and key stakeholders to provide SRHR services by the midwives in a coordinated and integrated way
- Ensure midwifery services is systematically integrated with all areas of SRMNAH (ANC/PNC, maternity care EmONC, newborn care MPDSR, HIV/AIDS, STI, family planning, cervical and breast cancer screenings, fistula, health sector response to GBV, adolescent health, etc.)
- Ensure midwives follow national and global evidenced based guidelines for providing quality SRHR care

3.4. Enabling Environment

Policy objective: To create an enabling environment for the midwives to provide autonomous quality continuum of sexual and reproductive health care and rights

- Create enabling environment for the midwives working in the public and private sector so that they can contribute significantly to quality and effective sexual and reproductive health care including maternal and newborn health
- The deployment, transfer, career development, reward, and deputation policies should support to create an enabling working environment of the midwives
- Advocate to support midwives in autonomous, respectful, evidence based, midwife-led care model practices
- Ensure security in working place, housing, ownership, and acknowledgement of the midwifery care by the midwives at all level
- Support coordinated approach with the relevant stakeholders in the working place to provide targeted care
- Ensure continuous professional development, supervision, and mentoring for the midwives in the public, NGO, and private sector
- Establish and ensure midwives have a right to uniforms which enable ready identification by the public and promote public image

4. Information and Research

Policy objective: To build capacity and conduct research by midwives along with effective utilization information

- Establish information management mechanisms and maintain effective monitoring and dissemination of information related to recruitment, deployment, retention, training, and services to assess and monitor equity and access to midwifery services
- Develop interfaces between nursing and midwifery and other health agency information systems to enhance continuity of care, reduce duplication of data
- Incorporate midwifery data into central HRI System and service related data in DHIS-2
- Establish research unit within BNMC (to allow recruitment of expert researchers to act as guide and build capacity; flexibility for collaboration with universities/ research organisations at home and abroad)
- Undertake initiatives to build capacity of midwifery faculty, students and midwives in general for conducting quality research.
- Commission dissertation and studies to students and faculty in collaboration with the midwifery institutions, as part of graduate curriculum.
- Develop on-line knowledge bank/ repository with easy access by all;
- Engage midwives to conduct evidence-based research on midwifery care
- Ensure utilization of research findings in midwifery practice and to improve education and accreditation processes;
- Encourage conduction of midwifery research with national and international research institutes
- Encourage investments on resources in order to utilize research findings to inform and influence midwifery policymaking, education, and practice

5. Directorate General of Nursing and Midwifery (Administrative body) Roles and Responsibilities

The Directorate General of Nursing and Midwifery (DGNM) is the central body and focal point from which all activities relating to public sector nursing and midwifery in Bangladesh are managed. This includes all involved in nursing and midwifery education and practices. The DGNM has similar responsibilities in terms of executive authority to other Directorates under the Ministry of Health and Family Welfare (MoH&FW). The DGNM is a member of most policy making committees at national level relating to health services and education within the public sector. The DGNM is one of the four current Directorates within the MoH&FW. It is the highest body for managing the overall administration of public sector nursing services and education in Bangladesh. Its main responsibilities are:

- National nursing policy development and application
- Strategic and operational planning
- Operational plan delivery, budget management and procurement as required
- Nurse and non-nurse employee administration, including appointments, promotions, transfers
- Pre-service and in-service educational planning and management: Nursing Institutes and Nursing Colleges
- Planning and management of development projects
- Annual awards for best performance in nursing education and services
- Coordination with BNMC
- Collaboration and coordination with other directorates, Ministries, national and international organisations

6. Bangladesh Nursing and Midwifery Council (Regulatory body)

Roles and Functions of Bangladesh Nursing and Midwifery Council (BNMC)

Policy objective: To attain the highest standard of BNMC as a regulatory and accreditation body in the country for midwifery education and practice

- Establish the Bangladesh Nursing and Midwifery Council to function as an autonomous body and regulated by the Bangladesh Nursing and Midwifery Act and Bylaws
- Ensure registration, licensing renewal, and cancellation authority for all types of midwives and allied professionals and also midwifery educational institutions

- Determine the definition and the use of title “midwife” in accordance with the existing country act, bylaws, and the International Confederation of Midwives M global standard of midwife
- Maintain and regulate standard of midwives and allied professionals’ education, practices, and professional code of conduct
- Maintain professional registers, setting standards of entry to the profession, instituting code of conduct, and making decision of professional fitness to practice
- The council will be the supervisory authority to oversee the safety, quality and professional practice of midwives, and also develop guidelines to define standards of practice and best practices
- Investigate allegations and professional misconduct, and take subsequent actions necessary against allegations and misconduct
- Participate and contribute to national health policy making
- Approve and update the midwifery courses and curriculum in accordance with the ICM standard
- Responsible for standardizing the examination system in the public and private sector
- Responsible as the accreditation authority for all basic and postgraduate midwifery degree of midwives within the country and abroad
- Maintain accreditation standard of midwifery educational institutes in accordance with approved national accreditation guideline and with an aim to produce quality midwives and improve the quality of health care
- BNMC is the highest body to ascertain the accreditation status, re-accreditation, and cancellation of accreditation status of midwifery institutions
- Responsible in developing and updating guidelines for complaints, malpractice, and performance issues in accordance with the existing act and bylaws. Council to be authorized to form committee and subcommittee to handle the professional complaints and malpractices
- Promote the accreditation system of the midwifery training institute in the public and private sector to promote the quality of midwifery training institutes
- BNMC to be allowed to collect its own revenue and also to receive grant from MOH&FW for the management of the council

7. Bangladesh Midwifery Society (Professional Body)

Policy objective: To develop the organisation as a highest quality and effective professional body for the improvement of the midwifery profession

- The Bangladesh Midwifery Society is the highest professional body for midwives. The association needs to follow the existing rules and regulations of the country for their registration, executive committee formation, election, functionality, determining membership fees and utilization of any kind of fund.
- The Bangladesh Midwifery Association is also registered under the International Midwifery Association (ICM). The association's major role is the professional development of midwives, compliance with ethical issues, code of conduct, creating career opportunity, networking with international and national midwifery institutions, midwifery association, and midwives.
- The Association functions as an autonomous body with its own management, legal status, infrastructure, resources, information, communication systems, and membership policy
- Registered midwives (according to country definition) and student midwives can be members of the Association
- The Association and members should take part in the country health policy and maternal and newborn strategy development and also in improving quality of health care
- Active participation of the Association is needed for demand creation in advocacy for midwife-led quality reproductive, maternal and newborn care with community, policy makers, managers, and the media
- Build coalition of partners and manage partner relationships
- Ensure mechanisms for liaison between professional associations and regulating bodies of midwifery and other professional and regulatory bodies.

Working Committee on National Midwifery Policy

1.	Tandra Sikder Director General	Directorate General of Nursing and Midwifery	Chairperson
2.	Subhash Chandra Sarker Additional Secretary (Nursing & Midwifery)	Ministry of Health & Family Welfare	Advisor
3.	Sabina Yeasmin Deputy Secretary (Nursing Education)	Ministry of Health & Family Welfare	Member
4.	Pobitra Kumar Sikder Deputy Director, PM-MNCH	Directorate General of Health Services	Member
5.	Representative (Medical Education)	Directorate General of Health Services	Member
6.	Fahmida Sultana Deputy Director (MCH-FP)	Directorate General of Family Planning	Member
7.	Shuriya Begum, Registrar	Bangladesh Nursing and Midwifery Council	Member
8.	Dr. Md. Mofiz Ullah, Lecturer	Khulna Nursing College	Member
9.	Khairun Nahar Nursing Superintendent	Dhaka Medical College & Hospital	Member
10.	Doly Maria Golsalvase Principal	Prime Nursing College	Member
11.	Representative	BRAC University (Midwifery Programme)	Member
12.	Halima Akter, President	Bangladesh Midwifery Society	Member
13.	Nuruzamman National Professional Officer, -HRH,	WHO	Member
14.	Md. SAJ Musa Special Advisor to Representative	UNFPA	Member
15.	Rondi Anderson International Midwifery Specialist	UNFPA	Member
16.	Malin Bogren International Midwifery Specialist	UNFPA	Member
17.	Farida Begum National Programme Officer	UNFPA	Member
18.	Pronita Raha National Midwifery Officer	UNFPA	Member

Stakeholder members on National Midwifery Policy

SL/No	Name & Designation	Organisation
MoH&FW		
1.	Subhash Chandra Sarker Additional Secretary (Nursing & Midwifery)	Ministry of Health & Family Welfare
2.	Nazrul Islam Joint Secretary, (Health Education Division)	Ministry of Health & Family Welfare
3.	Ms. Rokeya Khatun Deputy Secretary (Nursing)	Health Division, Nursing Wing
DGHS/DGFP		
4.	Director (Admin)	Directorate General of Health Services
5.	Dr. Mohammed Sharif Director (MCH) & Line Director(MC- RAH)	Directorate General of Family Planning
6.	Dr. Mushair-ul-Islam PMCM, MNC and AH	Directorate General of Health Services
7.	Dr. Md. Abdul Majid DPM (EOC), MH, MNC&AH	Directorate General of Health Services
DGNM		
8.	Zahera Khatun Director (Education & Finance)	Directorate General of Nursing and Midwifery
9.	Sufia Khatun Director	Directorate General of Nursing and Midwifery
10.	Mariam Begum Deputy Director (Admin & Midwifery)	Directorate General of Nursing and Midwifery
11.	Nazma Pervin Deputy Director (Training)	Directorate General of Nursing and Midwifery
12.	Daulatun Nessa Divisional Assist. Director (Nursing)	Dhaka Divisional office
13.	Shirina Akther Assistant Director (Admin)	Directorate General of Nursing and Midwifery
14.	Shahinoor Begum Assistant Director (Coordination)	Directorate General of Nursing and Midwifery
15.	Dr. Md. Mofiz Ullah Lecturer	Khulna Nursing College
16.	Rehana Akhter District Public Health Nurse	Civil Surgeon Office, Dhaka
17.	Md. Khairul Kabir Programme Manager	Directorate General of Nursing and Midwifery
18.	Salma Khatun Deputy Director (Ex)	Directorate General of Nursing and Midwifery

BNMC

20.	Shuriya Begum Registrar	Bangladesh Nursing and Midwifery Council
21.	Rashida Akhter Deputy Registrar	Bangladesh Nursing and Midwifery Council
Nursing College/ Institute/ Hospital		
22.	Jacinta Olyempia Gomes Principal	Dhaka Nursing College, Dhaka
23.	Shaleha Begum, Principal	Mymensingh Nursing College
24.	Khairun Nahar Nursing Superintendent	Dhaka Medical College Hospital
25.	Monju Rani Sarker Principal	Nursing Institute (NI), Mitford, Dhaka
26.	Nasima Parvin Principal (In charge)	College of Nursing, Mohakhali, Dhaka
27.	Flora Arinda Principal	Nursing Institute, Faridpur
28.	Suraya Begum Principal	Sher-e-Bangla Nagar Nursing College
29.	Dolly Maria Gonsalvase Principal	Prime Nursing College
30.	Midwifery Student	Dhaka Nursing College, Dhaka
31.	Midwifery Student	Nursing Institute, Mitford, Dhaka
Private and Partner Organisation		
32.	Dr. Shelina Ahmed Health advisor	DFID
33.	Prof. Laila Arjumand Banu President	The Obstetrical and Gynaecological Society of Bangladesh
34.	Prof. Rowshan Ara	The Obstetrical and Gynaecological Society of Bangladesh
35.	Sufia Khatun Education Secretary	Bangladesh Midwifery Society

36.	Dr. Momena Khatun Senior Health Advisor	Global Affairs of Canada
37.	Dr. Monira Parveen Community Field Adviser	Co-water-HRH
38.	Representative (Midwifery Programme)	BRAC University
39.	Md. Nuruzzaman National Professional Officer -HRH WHO Country Office, Bangladesh	WHO
40.	Chung Yul Lee Director, NIANER,	KOICA
41.	Dr. Zahirul Islam	SIDA
42.	Dr. Afsana Karim Program Director MaMoni HSS & SNMP Project	SNMP, Save the children
43.	Dr. Khairul Alam Deputy Director, SNMP	SNMP, Save the children
44.	Morsheda Parvin Senior Specialist, Education	UCEP
45.	Rondi Anderson International Midwifery Specialist	UNFPA
46.	Dr. SAJ Musa Special Adviser to Representative	UNFPA
47.	Anna von Horsten International Midwifery Specialist	UNFPA
48.	Farida Begum Project Technical Officer-Midwifery	UNFPA
49.	Pronita Rani Raha National Midwifery Officer	UNFPA
50.	Rabeya Basri National Midwifery Officer	UNFPA
51.	Md. Shamsuzzaman Project Technical Officer -RH, UNFPA	UNFPA

Strengthening the National Midwifery Programme (SNMP)

