

The Comparison of Midwives Professionalism in Indonesia and England

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The Comparison of Midwives Professionalism in Indonesia and England

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ABSTRACT

Professionalism is a multidimensional concept which introduces cognitive, behavior, and psychomotor as the main features of it. Midwifery service management gives a chance for midwives to develop. Midwives professionalism in a country is different from one another. It is determined by the midwifery regulation in each country. Literature review was used as the method of the research with descriptive analysis as the method in analyzing the data. In England, midwives professionalism is regulated by Nursing and Midwifery Council, while in Indonesia, it is regulated by Law No. 4 of 2019 about midwifery. There were some similarities between midwifery practice, as both of them gave midwifery care during pregnancy, labor, post-partum bleeding, family planning, and newborn care. It was different from midwives in England which were able to give any care based on their competence and authority. There were also some differences of professionalism indicators, as the midwives in England have full responsibility and professionalism function in caring the patients. In addition, midwives in England use social media to communicate between colleagues, patients, and society. There were some similarities and differences of midwives professionalism. The similarities and differences were in term of regulation, practice, and professionalism indicators. There were some professionalism indicators which could be applied in Indonesia, such as the requirement for midwives to be able in keeping a confidential information, giving complete information to the patient about her medical condition, giving effective and suitable midwifery care in every cycle, making effective documentation.

Keywords: Midwives Professionalism, Indonesia, England, Midwifery Care

INTRODUCTION

Professionalism is an important element of a profession. Professionalism is an undeniable, complex, variative, and dynamic process. It is an important character of any career level. The concept of professionalism is expressed in numbers of professional terminologies, has a long history, particularly in the social context¹. Midwives are expected to professionally give health care with full of responsibility².

Midwifery professionalism as a multidimensional concept introduces cognitive, behavior, and psychomotor as the main features of professionalism. The midwifery professionalism consequences are explained as compatible and incompatible³. Professionalism in midwifery is represented in an intended relationship which is supported by the environment as the facilitator to perform professionalism practice. The professional midwife is able to take responsibility for her action whenever administer a mistake⁴.

Midwifery practice triggers midwives to be professional, such as being responsible to improve their professionalism by keeping on studying and developing their knowledge, able to be a good example for others, supporting the suitable midwifery care for the target and society, activating person and information evidence-centric practice, also professionally leading⁵.

Midwives professionalism in a country is different from one another. It depends on the midwifery regulation in every country. Each country has its professionalism indicators to create qualified midwives which meet the perception of a good midwife. The definition of professional midwives can be the operational definition for the need of curriculum development. A midwife should possess the good communicative ability. Full of affection, kind, supportive (affective domain), knowledgeable (cognitive domain), and

skillful (psychomotor domain) may be the main contribution to midwives professionalism. Besides education and research, the ability of a midwife in treating a woman as a person, adopting approach and awareness for women are also required. A good midwife should be able in giving good compensation to the midwifery care⁶.

MATERIAL AND METHODS

The research method used is the literature review, which contains a description of the theory, findings and other research materials obtained from reference materials to be used as the basis of research activities. The analysis used descriptive research is to provide an overview of the research subject based on data from variables obtained from the group of subjects studied and not intended to test hypotheses.

RESULT

1. Midwifery Regulation

a. England

In England, midwifery regulation was established in 1902, and the basic principles were never changed ever since. However, the circumstances of midwifery circumstances were expanded to accommodate some of the practices. It is now defined in the temporary laws which become habit and practice. It means the midwifery regulation is regulated differently from the other professions⁷. The regulation affects the different public protection which clashes with the stakeholders. The overview regulates present health care professionalism regulation in England⁸.

The modernization in all elements of midwifery regulation's

scope needs more responses from the larger stake holders⁹. The recommendation focuses on the role and accountability in some functions included in the midwifery regulation while answering the questions about health service professionalism regulator's role within the system¹⁰.

Nursing and midwifery regulation of 2001 gives authority for Nursing and Midwifery Council to regulate midwifery and nursing in England. It is similar to the authority of the regulator for professionalism in the other health service. The authority includes the ability to establish and conserve the list of all qualified nurses and midwives to perform their practices in England; define the standard for professional education including their practice and behavior; also act toward the standard violation. All of the nurses and midwives are supposed to complete their sustainable professionalism development and join the training to be registered in every three years.

b. Indonesia

as a human resource in health, midwives take a significant role in achieving health improvement objectives, by giving midwifery care to the society¹². Midwife is a woman graduated from a midwifery education and has been registered as the formal requirement based on the law and regulation¹³. In conducting midwifery practice, midwives get the authority to perform maternity health care, pediatric health care, reproductive health care, also the

information about family planning. In performing health care, midwives are fully responsible for the practice even when they are professionally sued¹⁴.

Legal protection toward midwife as a profession is in Law no 36 of 2009 about health, Law No. 36 of 2014 about health worker, Ministerial Decree No. 369 of 2007 or 369/Menkes/SK/III/2007 about the Standard of Midwifery Professionalism, and Ministry of Health Regulation No. 28 of 2017 about Midwifery license and practice act, also professional code of ethics for midwife.

Meanwhile, the change in the regulation about midwife's authority is regulated by some legal condition. Before Law No. 4 of 2019 about midwifery officially established, midwife's authority was regulated by Ministry of Health Regulation No. 28 of 2017 about Midwifery License and Practice Act, Ministerial Decree No. 900 of 2002 or 900/Menkes/SK/VII/2002 about registration and midwifery practice. It was then renewed into Ministry of Health Regulation No. HK. 02.02/Menkes/149/2010 about the license for midwifery practice to be then renewed again into 1464/Menkes/Per/X/2010.

2. Midwifery Practice

a. England

The registered midwives are expected to be able in understanding and performing the normal delivery process, also identifying the complication might happen to the mother and her baby.

The patient would know when they need to ask for help and performing the emergency procedure with the other health professional. It is important for the midwife to give unbiased information and be able to effectively communicate with patients and their family¹⁵.

Midwives should be able to perform their knowledge and competence in many fields. The principles are related to professional competence. It includes the competence in identifying every complication might happen to the patient, how to access the suitable emergency assistance based on the procedure and also how to apply the proper emergency procedure. Midwives should be able to perform effective, professional, and ethical midwifery practice, develop individual skill, also achieve high-quality service through evaluation and research. In giving midwifery care, effective midwifery care based on the professionalism standard is highly needed. There are some midwives authorities during the midwifery practice. It includes carrying effective communication with the patients, diagnosing pregnancy while holistically observing the patients, determining and offering programs to give care and support for women, giving midwifery care based on patients' need, supporting the delivery process, performing emergency proper emergency procedures, examining and caring newborn baby, collaborating with the other medical worker during the period of newborn care, make a recommendation letter to the other medical professional in case of

complication, observing the patient during post-partum bleeding, supplying health education and support about mother and child care, providing information about family planning service.

b. Indonesia

In performing midwifery practice, Indonesian midwives perform a practice which is in accordance with their authority and competence. The competence is included in the needed knowledge, skill, and manner for midwives to carry midwifery practice. Most of the competences are considered as the basic knowledge from the midwifery practice education. The addition skill is defined as skills obtained during the learning by doing the process. It is the part of midwifery practice preparation which is based on individual need¹⁶.

Competence is very important as it defines the curriculum for midwifery education, also as the information provider for the policymaker to understand the contribution of midwives in giving midwifery care. The concept of competence and belief might not be the same, but they are correlated. Belief can be defined as confidence as the washback of award and achievement for the quality of someone's performance. Meanwhile, competence is defined as the ability to successfully and efficiently perform something¹⁷.

In the Health Ministerial Decree No. 369 of 2007 or 369/Menkes/SK/III/2007 about the standard of midwives professionalism, it is regulated that

midwives competences in performing midwifery service include the ability of midwife to give midwifery care for mother, newborn baby, and the family, give the information about pregnancy planning program and parental preparation, give antenatal care including early detection, treatment and referential for particular complication, give care during the delivery process, handling emergency case, give treatment during post-partum bleeding and breastfeeding, perform newborn and toddler care, giving midwifery care for reproductive disorder patient¹⁸.

3. Midwives Professionalism Indicators

a. England

The Nursing and Midwifery Council (NMC) regulates 680,000 registered midwives in England. Codes of ethics for professionalism and professionalism standard should be highly valued to perform midwifery service. The codes of ethics have been revised for three times and have been developed through consultation with the stakeholders. There are many synergies formed with the other registered professionals by highly value the codes of ethics. The act also supports multidisciplinary teamwork, as nurses and midwives who highly value the code of ethics may help a lot in accomplishing service quality and patients' safety¹⁹.

Codes of ethic significantly affect nurses and midwives as the front liner, managing team, and service organizer. The professionalism indicators in

England are giving complete information to the patients about their medical condition, possess medical responsibility for the patients, giving suitable midwifery care in all life cycle based on the patients' need, using all means of communication including social media, effectively make documentation, giving clear explanation about drugs administration to the patients.

Codes of ethics are the basis for the service during midwifery practice, for example, forwarding the patient to the referral doctor in case of emergency. Nurses and midwives should have known about the code of ethics revision, understanding and reflecting the codes of ethics will be the compulsory focus for NMC registration revalidation every three years for nurses and midwives. The codes of ethics can also be the focal point which is useful to maintain professionalism values and principles.

b. Indonesia

Interpersonal competence and self-professionalism development should be possessed by midwives. A midwife should possess awareness, competency, and interpersonal skill, also professional wisdom²⁰.

Midwifery codes of ethics in Indonesia contain authority which explained in the opening part, objectives, also chapters²¹. The indicators of midwives professionalism cling to the philosophy, professional ethics, and legal aspects, responsible, perform collaboration and choose the proper

referral, improve education, competent, and give advocacy.

Discussion

The midwifery service in Indonesia and England are different in term of regulation, practice, and professionalism indicators. The midwifery regulation in England employ Nursing and Midwifery Council, whether Indonesia sticks to Law No. 4 of 2019 about Midwifery. In term of midwifery practices, both Indonesia and England give midwifery care for women in their pregnancy, delivery process, postpartum bleeding, newborn baby, also give information about family planning. However, midwives authority in Indonesia were still limited. It is different from the midwives in England which were able to give any midwifery care based on their competence and authority. There were also some differences of professionalism indicators between Indonesia and England, as the midwives in England have full responsibility and professionalism function in caring the patients. In addition, midwives in England use social media to communicate between colleagues, patients, and society.

Midwifery service practice is determined by midwives professionalism, as professionalism is an important part of midwifery practice. Professionalism is characterized by decision making based on autonomically evidence and educational value. Professionalism is in an intended relationship which is supported by the environment as the facilitator to perform professionalism practice. The professional midwife is able to take responsibility for her action whenever administer a mistake²¹.

Midwifery practice triggers midwives to be professional, such as being responsible to improve their professionalism by keeping on studying and developing their knowledge, able to be a good example for

others, supporting the suitable midwifery care for the target and society, activating person and information evidence-centric practice, also professionally leading²². There are some indicators of midwives' success in delivering midwifery services. The professionalism indicators are fulfilled when the service is consistent. Midwifery service management gives a chance for midwives to develop. Midwives should provide the patients with safe, effective, and social-centric midwifery services. During the delivery of the services, midwives should perform responsibility, competence, and give advocacy. Both Indonesia and England have their own professionalism regulation which depends on the regulation maker of each country.

Conclusion

There were some similarities and differences of midwives professionalism in Indonesia and England. The similarities and differences were in term of regulation, practice, and professionalism indicators. There were some professionalism indicators which could be applied in Indonesia, such as the requirement for midwives to be able in keeping a confidential information, giving complete information to the patient about her medical condition, giving effective and suitable midwifery care in every cycle, making effective documentation, also performing clear explanation and management about drug administering to the patients.

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