



Supervision Information

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Note:

Submit your application to the College once you have completed the IMPP and found a practice. You must apply for registration with the College within two-years of completing the IMPP.

The College of Midwives of Ontario will prepare your individualized Supervision Plan once your registration application and the final IMPP report is received at the College office.

This plan will then be sent to you for signature including the signature of all practice members. You will need to return the signed plan to the College office including a completed Agreement to Act as Supervising Midwife form. Processing of your application will then resume.



Searching for a Practice

From the time you graduate from the IMPP, you have two years in which to become registered with the College. Beyond that two-year time frame, you are no longer eligible for registration and would need to repeat the program in order to become eligible again.

Practices you approach for a placement will need to know what they can expect when accepting a Supervised Midwife, if they have not mentored a supervised midwife before. We suggest that you share the supervision information with your prospective practices.

This supervision information should give the practice a good idea of what to expect from a Supervised Midwife.



Supervision Explained

Why IMPP graduates are being registered as Supervised Midwives

There are three classes of registration with the College of Midwives of Ontario, General, General with Conditions and Supervised.

IMPP graduates are registered as Supervised midwives for two reasons 1) to provide them with the opportunity to obtain the clinical numbers required for registration as a General registrant and 2) to provide an opportunity for further orientation to practice in Ontario.

What Supervision means

Supervision means that you will be working within a Supervision Plan. This Supervision Plan will be based on your final IMPP report and will outline the areas that need to be addressed in order for your Status to be changed to General with Conditions. It will consist of a number of births to be attended and a minimum amount of time that you will be required to work in a community based practice (See Example Supervision Plan, attached). There may be other clinical requirements in the plan, but you will be aware of these prior to the plan being drawn up.

An individual Supervision Plan will be prepared for you once the College has both your application for registration and the IMPP final report. When the Supervision Plan is prepared it will be sent to you and all members of the practice must sign it before registration can be issued. One member of the practice must be designated as the Supervising Midwife. This midwife will act as a mentor and will sign off on all supervision reports, verifying that you have completed the tasks required. The Supervising Midwife must sign the enclosed Agreement to Act as Supervising Midwife and return it to the College along with the signed supervision plan.

A supervised certificate of registration is valid only while the midwife is under supervision. Therefore, you may not be registered prior to your start date with the practice. Should the supervision be terminated for any reason, you must either resign your registration with the College or have it revoked.

Supervision Explained - Continued

Length of Supervision

The length of time you will be working under supervision will depend on how long it takes you to fulfill the birth requirements of your plan. The minimum time period for supervision is three months, but most IMPP graduates will take from 6 to 9 months to complete the supervision plan. Supervision *cannot* last more than 12 months. You and your supervising midwife will be required to report periodically on the progress of the supervision.

What happens when the Supervision Plan is complete

At the beginning of your supervision, the College will send you a Final Supervision Report. When all supervision tasks are complete, both you and the Supervising Midwife must sign off on the report, verifying that you have completed all of the Supervision Requirements and that you are competent to provide primary care without supervision. Once the College receives this signed form, your registration class will be changed to General with Conditions for the remainder of your first year of Registration. The conditions on your certificate of registration will be those of the New Registrants Policy (see your Registrant's Binder). These conditions will remain until you have completed the requirements of the New Registrant's policy, at which time your registration class will be changed to General.

What happens if, at the end of twelve months, the Supervision Plan is not complete or if the Supervisor won't sign off on competence

A supervised certificate of registration can be issued for a maximum of 12 months. If supervision is not complete, or if your supervisor will not sign off on your competence to provide primary care at the end of the maximum 12 month period you must either resign your registration or have it revoked.

The College requires periodic reports from the supervising midwife so that any supervision issues will be identified and addressed before the end of supervision. If you anticipate any problems in completing your supervision plan, the earlier you inform the College the better.



Role of the Supervising Midwife

The Supervising Midwife for an IMPP graduate will be responsible to the College for the following:

- ✓ Providing appropriate mentoring to the Supervised Midwife, as outlined in the Supervision Plan
- ✓ Attending one peer case review with the IMPP graduate during the period of supervision.
- ✓ Reporting to the College periodically on the progress of the supervision and informing the College of any current or anticipated problems
- ✓ Assessing the IMPP graduate for competency in the areas outlined in the Supervision Plan
- ✓ Signing a final report to verify that the IMPP graduate has completed the assigned tasks in the Supervised Plan and is competent to provide primary care without supervision



Sample Supervision Plan

PLAN FOR SUPERVISED PRACTICE AND EVALUATION

Name of Supervised Midwife:

Supervised Midwife

Practice Group:

Supervising Practice

Supervising Midwife:

Supervising Midwife

Start Date of Supervision:

*July 1, 2005**

* Actual period of supervision is a maximum of twelve months commencing on the date of issue of the Supervised certificate of registration and ending upon completion of the Supervision Plan.

Supervision Objective: The objective of this period of supervision is to correct any deficiencies or gaps outlined in *Supervised Midwife's* Final IMPP report dated 7/30/04.

Plan for Addressing Birth Attendance Requirements

BIRTH ATTENDANCE REQUIREMENTS

Minimum Births Required for Supervised Practice	15
Primary Births 3 home birth as primary midwife 3 hospital births as primary midwife 2 home or hospital births as primary midwife	8
Primary or Second Births 1 home birth as primary or second midwife 1 hospital birth as primary or second midwife	2
Courses of care providing Continuity (as defined by the supervision plan)	15

Minimum of 3 months in a community-based practice, offering choice of birth place, continuity of care and postpartum care in the home setting.

SUPERVISION REQUIREMENT: Continuity of Care

Continuity of Care includes care in the prenatal period, labour, birth and the postpartum period to six weeks. For the purposes of this Supervision Plan, continuity of care will count as fulfilling the continuity of care requirement when it includes a minimum of eight visits: three prenatal visits, attendance during labour and birth, two postnatal visits and an additional three visits in either the prenatal or postnatal period.

To be addressed by:

- Providing continuity of care to a minimum of 15 women and their newborns.
- Conducting a minimum of six prenatal visits at various stages of pregnancy, including booking visits, second and third trimester visits and including a minimum of one prenatal home visit, under the supervision of a registered midwife from the supervising practice group and at least one visit to be supervised by the supervising midwife.
- Conducting a minimum of six postpartum visits under the supervision of a registered midwife in the supervising practice group including at least three visits within the first week postpartum, one at six weeks postpartum and one hospital visit. The supervising midwives must observe at least one of these postpartum visits.
- Conducting the remainder of the 15 courses of care needed to fulfil Continuity of Care requirements. Supervision must be provided, in the form of weekly chart reviews, by the supervising midwife or an alternate registered midwife appointed by the supervising midwife.
- Being assessed for competency in the provision of continuity of care during the prenatal and postnatal period by the supervising midwife.

SUPERVISION REQUIREMENT: Home Births

To be addressed by:

- Attending a minimum of one home birth in the role of primary midwife with the supervising midwife in attendance from the onset of active labour.
- Attending a minimum of two home births in the role of primary midwife with a registered midwife from the supervising practice providing supervision by phone from the onset of active labour until such a time as the second midwife is normally called to attend. Minimally, phone contact with the supervisor will begin with the first assessment in active labour and continue every four hours until the supervisor is called to attend.
- Attending a minimum of one home birth in the role of second midwife with a registered midwife from the supervising practice in attendance.
- Being assessed for competency in the provision of midwifery care at home births by the supervising midwife.

SUPERVISION REQUIREMENT: Hospital Births

To be addressed by:

- Attending a minimum of one hospital birth in the role of primary midwife with a registered midwife from the supervising practice in attendance from the onset of active labour. In at least one instance, one of the supervising midwives must be the supervisor.
- Attending a minimum of two hospital births in the role of primary midwife with a registered midwife from the supervising practice providing supervision by phone from the onset of active labour until such a time as the second midwife is normally called to attend. Minimally, phone contact with the supervisor will begin with the first assessment in active labour and continue every four hours until the supervisor is called to attend.
- Attending a minimum of one hospital birth in the role of second midwife with a registered midwife from the supervising practice in attendance.
- Being assessed for competency in the provision of midwifery care at hospital births by the supervising midwife.

SUPERVISION REQUIREMENT: Additional Primary Births

To be addressed by:

- Attending a minimum of an additional two births in the role of primary midwife at either home or hospital births.
- For the above births and for any additional primary births that occur while under supervision, supervision must be provided, in the form of weekly chart reviews, by the supervising midwife or an alternate registered midwife appointed by the supervising midwife.

Peer Case Review

Supervised Midwife will attend peer case review with *Supervising Midwife* a minimum of one time within the period of supervision, presenting one case in which she provided care at the session.

Limitations

During the period of this Plan for Supervised Practice and Evaluation *Supervised Midwife* may only attend births under the supervision of general members of the supervising practice group, Supervising Practice.

Supervised Midwife may not practice as a midwife outside of the scope of this Plan for Supervised Practice and Evaluation.

Plan for Reporting to the College

At the end of the supervision period, the reporting midwife and the supervised midwife will submit a written report, provided by the College, stating whether or not, in their opinion, the supervised midwife has satisfactorily completed the supervision plan and is capable of providing primary midwifery care without supervision. This report will be reviewed by the College of Midwives and, in the event that all plans and requirements set out in this Plan have

been fulfilled, the College will register the supervised midwife as a member of the College of Midwives of Ontario holding a general with conditions certificate of registration. In the event that supervision is terminated by either party, the certificate of registration of the supervised midwife is automatically revoked. If the supervision is terminated prior to the completion of the supervision period, the reporting midwife will submit to the College a Final Report detailing all completed aspects of the Plan, as well as any other issues relevant to the supervision.

The Supervised Midwife, the Supervising Midwife and the Practice Group all agree that if it becomes apparent that these supervision arrangements are not proceeding satisfactorily, the College may terminate these supervision arrangements on one week's written notice to the parties. If that occurs, the Supervised Midwife agrees that her certificate of registration for supervised practice automatically expires, and that it may be reissued if she obtains alternate supervision arrangements acceptable to the College and if the total Period of Supervision will not exceed twelve months. The purpose of this clause is to protect the public and/or to increase the likelihood that the Supervised Midwife is able to successfully complete the supervision plan prior to the end of the 12-month maximum Period of Supervision.

In the event that, at the end of the Period of Supervision,

- the supervised midwife and the supervising midwife do not submit a written report stating that the supervised midwife has satisfactorily addressed all gaps or deficiencies outlined in this plan and is capable of providing primary midwifery care without supervision; or
- The College determines that any plan or requirement set out in the Plan has not been fulfilled;

the consequences are as follows:

The Period of Supervision may be extended, provided the total Period of Supervision does not exceed twelve (12) months, during which the supervised midwife will continue to hold a supervised practice certificate of registration;

OR

If the Period of Supervision cannot be extended because it would then exceed twelve (12) months, the supervised practice certificate of registration will be revoked.

DATED AND SIGNED BY:

We the undersigned have read and agree to this supervision plan which is expected to commence on July 1, 2005 as reflected on the certificate of registration.

Supervised Midwife	Date
Supervising Midwife, Supervising Practice	Date
Practice Midwife, Supervising Practice	Date
Robin Kilpatrick, Deputy Registrar For the College of Midwives of Ontario	Date



Agreement to Act as Supervising Midwife

I, _____, Registration number _____ agree to act as
(Name of Supervising Midwife) (Registration #)
supervising midwife for _____. I understand that I will be
(Name of IMPP graduate)

responsible to the College for the following:

- providing appropriate mentoring to the supervised midwife, as outlined in the Supervision plan
- ensuring that mentoring continues in my absence while off call or on holidays
- notifying the College immediately if I am, for any reason, unable to continue as supervising midwife
- attending at least one peer case review with the supervised midwife during the course of the supervision period
- submitting interim reports on the progress of the supervision as required in a timely manner and informing the College of any current or anticipated problems
- assessing the supervised midwife's competency to provide primary care and submitting a final report to the College within 12 months of the start of the supervision

I currently hold a General certificate of registration and have held a General certificate of registration for a minimum of one year. I am not currently under investigation by the College, and have not entered into any undertakings with the College.

I understand that the period of supervision cannot exceed 12 months and that if the supervised midwife is not judged competent to provide primary care at the end of 12 months of supervision, her certificate of registration will be revoked.

I have read the supervision plan and I understand the areas to be supervised.

I certify that the information provided in this form is complete and accurate.

Signature of Midwife

Date

Signature of Witness

Witness Name (Print)