



MEMBER COMMUNIQUÉ

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MESSAGE FROM THE PRESIDENT

HPRAC review presents unparalleled opportunity

As most of our members know, the Health Professions Regulatory Advisory Council (HPRAC) will be reviewing the scope of practice for midwives in Ontario. This opportunity to broaden the framework in which midwifery can explore the model, the scope, skill enhancement, community development, and sustainability for the profession is also our opportunity to shine as leaders in promoting a way of caregiving that puts women at the centre of care. We are confident that the outcome of the review will be to enable our members to more readily adopt best practices, respond to individual community needs, self-define sustainable practice, and continue to provide excellent services to women and families.



I experienced midwifery for the first time as a consumer 28 years ago. The foundational principles of the care I received then are virtually unchanged today, even though many things, including regulation, have changed around me. Over time, I have learned that there are many ways to achieve and uphold these principles in practice. The opportunity to explore this even further in my role as President of the College is very exciting. I feel really proud and privileged to be here at this time in our evolution.

My own midwife's gift has led to a tidal wave of change

I remember thinking that my experience with midwifery care should be a given across the health care system, as opposed to the stark dichotomy I experienced in other areas of the medical community at that time. I realized that my midwife, by simply providing the philosophy of care that we know, changed my expectations and ability to advocate for my family's health care and for myself. Little gestures like demanding copies of my records, and asking the physician to please sit down while answering my questions. I laugh at it now, but I know that the need to assert myself in this way was a gift I received from her. A gift that she and all of the others that came before and after her continue to give. I have been afforded the blessing of seeing the ripple effect of these simple gestures begin to create a tidal wave of change.

HPRAC is reviewing scope of practice for those professions that are most directly involved in interprofessional care, to ensure that there are no legislative, regulatory, structural or process barriers to members ... working to the maximum of their scope of practice or to working in interprofessional settings or teams."

HPRAC's invitation to review our scope and consult with us regarding our contributions to interprofessional collaborative care represents an exciting opportunity for our profession. This review reflects the current initiatives with respect to interprofessional care and will hopefully open doors to enable midwives to use all their skills.

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COLLEGE OF
MIDWIVES
OF ONTARIOORDRE DES
SAGES-FEMMES
DE L'ONTARIO

Children's Aid Society

Below is the website address for the Children's Aid Society of Ontario, for those midwives who might be working with a client involved with the CAS. On the map of Ontario, you can just click on your area or region to obtain the contact information for your nearest CAS office.

<http://www.oacas.org/childwelfare/locate.htm>

The AOM will be working with the CAS in the coming months to disseminate further information to members. Please see the AOM site for details.

www.aom.on.ca

FROM THE REGISTRAR'S DESK

Interprofessional care has become the watchword for many of the initiatives launched by Ontario's Ministry of Health and Long-Term Care and other organizations working within the province's health care system. (Please see the article below.) An increasing body of evidence supports the assumption that interprofessional care enhances the delivery of care for clients and contributes to improved job satisfaction for the care provider. Interprofessional care related studies and pilot projects have demonstrated improvements to continuity and quality of care, reduced clinical and administrative errors, and overall enhanced outcomes. These kinds of system improvements could support midwives in improving the maternity care available in their communities and finding better balance in their professional lives, while continuing to provide the care that produces consistently high levels of client satisfaction.



Deborah Adams, Registrar

What I think is most important to highlight is the fact that midwives, who have always worked from a philosophical base that recognizes and utilizes the benefits of collaborative care, are well poised to be active contributors to interprofessional care. In the coming year, as the Ministry increases its focus on IPC, the College will be working to support both those members who have been able to establish or join effective interprofessional teams and those who continue to struggle to do so.

To this end, the College is working on a number of initiatives geared to providing support to members working in interprofessional care teams and settings. These initiatives include ongoing efforts with provincial stakeholders to address hospital privilege issues for midwives, as well as making a submission to the Health Professions Regulatory Advisory Council in response to their consultation guide on interprofessional collaboration among health colleges and professionals. We will keep members posted over the coming months.

COMMUNICATING WITH MEMBERS

CMO submits statement on Interprofessional Care

In response to requests for comments by the Health Professions Regulatory Advisory Council, the College has submitted to the Council its Statement on Interprofessional Care, which affirms the College's support for IPC and commits the CMO to "undertake activities to facilitate midwives' participation in interprofessional care."

The statement emphasises the fact that midwives are perfectly positioned to participate in IPC because they regularly work in collaboration with other health care professionals.

On June 28, 2007, Minister of Health and Long-Term Care George Smitherman asked that HPRAC find ways for the health care professions to work collaboratively.

HPRAC acknowledges that a "growing number and variety of interprofessional models are emerging" and maintains that "any initiatives should be directed to finding ways to assist health regulatory colleges and their members to work collaboratively, rather than competitively, and to learn from and about each other through mutual respect and shared knowledge."

CMO's Deputy Registrar Robin Kilpatrick participated in HPRAC's consultation workshops last autumn, and the College will be attending future workshops to be held this summer.

Look for the College's statement on its website: <http://www.cmo.on.ca/communications.asp>

You can find the HPRAC's Consultation Discussion Guide at:

<http://www.hprac.org/en/reports/resources/>

Recently Published

"The National Midwifery Assessment Strategy: Building Bridges" has been published in the Spring 2008 (Volume 7, Number 1) issue of the *Canadian Journal of Midwifery Research and Practice*. Its authors include **Robin Kilpatrick, Deputy Registrar of the College**. Robin has been a key member of the Canadian Midwifery Regulators Consortium, which developed the National Assessment Strategy, intended to help more internationally trained midwives to practise in Canada.

The NAS has undertaken the following projects: 1. initiating the national Canadian Midwifery Registration Exam; 2. developing and expanding the International Midwifery Credentials database; 3. developing the Multi-Jurisdictional Midwifery Bridging Programme; 4. developing a website used by regulators, internationally educated midwives, and others. The CMRC's work has been invaluable, and its members have worked successfully to advance midwifery in Canada.

For NAS reports, please visit the CMRC website at <http://www.cmrc-ccosf.ca>

You will find a copy of this article on the website of the *Canadian Journal of Midwifery Research and Practice* at <http://ojs.library.ubc.ca/index.php/cjmrp/issue/current>

New policy analyst

Julie Kivinen began work with the College at the beginning of February. She has a long history of supporting midwifery and women's health care initiatives – her first job as a teenager was helping out with administration at a midwifery clinic, and she hasn't been able to shake the birthing bug since then.

Julie is a pregnancy and labour doula and counts the births she has attended as her greatest learning experiences. She earned her Master's degree in sociology from the University of Amsterdam. Her thesis research analysed the context of midwifery policy in the Netherlands and Dutch women's experiences of midwife-attended homebirths. Julie's professional background is in policy research, and she has held positions with the federal government, community organizations in Ontario and British Columbia, as well as Simon Fraser University, and Lakehead University.

"I feel very excited and privileged to be joining an organization whose purpose is to ensure that Ontario's women and babies have access to the best maternity care possible," says Julie. "I get to put my research background to good use, while working on issues that I'm really passionate about. It's the perfect combination for me."

Julie will be involved in the College's scope of practice review submission and all of the ensuing policy-related work.



PROFESSIONAL PRACTICE UPDATE

Change of Practice Status: don't leave without telling us

The CMO would like to remind its members that they must notify the College, in advance, if they intend to take a leave of absence. There are three types of leaves:

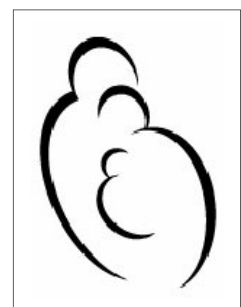
- **Reduced practice (temporary)** - less than 12 months
- **Inactive** - 12 consecutive months or more
- **Resignation (permanent)**

The length and type of your leave could affect your liability insurance and membership fees. A refund or reduced fees apply only to the inactive (12 consecutive months or more) category, provided that the member gives notice to the College, on the appropriate form, prior to the start date of the leave and returns the registration documents.

For both inactive status and resignation, the member must return the annual registration certificate, registration card, and photo ID to the CMO. The College notifies the AOM, the OMP, and other government and health care authorities, including the Office of the Registrar General.

On the College's website, you will find complete details and definitions of leave categories, including the change of status form you must complete, as well as the College's policy and guidelines. In the "For CMO Members" section, just access "Members' Responsibilities" and then "Status." www.cmo.on.ca

Notifying the College **before** you take a leave of absence will help to avoid difficulties **after** you do so.



Staff changes

Upasana Sharma has joined the College as the Coordinator of Investigations and Hearings, and our Quality Assurance Program. She can be reached by phone at 416.327.5504. For QA matters, email her at QAP@cmo.on.ca. For investigations and hearings issues, email her at landH@cmo.on.ca. Look for a profile of Upasana in the next issue of the newsletter.

Naakai Garnette left the College but not the midwifery community. She is currently a first-year student at the Ryerson MEP and became a mother to baby Liyaah on May 9. We will miss Naakai but are glad to know that she will continue to devote her considerable talent and energy to the growth of midwifery in this province.

Contact the President

We urge you to contact College President Mylene Shields with your ideas or concerns. You can reach her at: president@cmo.on.ca.

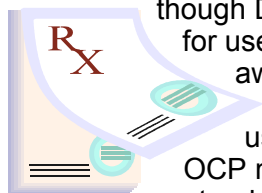
This mailbox is checked weekly. For urgent matters, contact the College staff. Their contact information is listed in the masthead of every newsletter.

PROFESSIONAL PRACTICE UPDATE CON'T

Prescriptions for All-Purpose Nipple Ointment*

Although the College's proposed amendments to the drug regulation (submitted in 2004-5) contain the substances required to allow midwives to prescribe the nipple ointment compound on their own authority, this regulation has not yet been passed. Therefore, members must seek the appropriate consultation with a physician in order to have a valid prescription prepared.

The Ontario College of Pharmacists (OCP) sets standards for its members for filling prescriptions, setting out the requirements for a valid prescription. Although Dr. Newman has made available a blank prescription form for use by other health professionals, CMO members should be aware that the OCP does not consider this a valid prescription, and it is very likely that it will not be filled. Further, in using this prescription form, CMO members are placing OCP members at professional risk of breaching their College's standards of practice.



For your reference, the OCP specifies the following requirements for a valid prescription for their members:

- ✓ Name and address of patient
- ✓ Name of drug, drug strength, and quantity
- ✓ Full instructions for use of drug
- ✓ Full date (day, month, and year)
- ✓ Refill instructions, if any
- ✓ Printed name and signature of prescriber (If outside of an institution, include address and telephone number of location where medical records are kept.)

The OCP also recommends that midwives include the designation "Registered Midwife" or "RM" following their name on the script to enhance awareness of midwives' prescribing authority among pharmacists. The OCP rules and regulations indicate that Standing Orders are not acceptable.

The College understands that this may create delays in the treatment of nipple pain for their breastfeeding clients; therefore, midwives may wish to explore options to make this compound available in the event it is needed.

**Dr. Jack Newman's prescription*

MESSAGE FROM THE PRESIDENT

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Recently, I have been truly inspired by the response to the College's scope of practice survey, as well as by the discussions that took place at the AOM AGM this year. I can see a lot of 'big picture' thinking taking place, and your contributions clearly convey the excitement we all feel about the long overdue attention being given to our profession and the contribution we make to families and maternity care in Ontario and abroad.

Thank you to everyone for responding to our survey and for entrusting to us the work needed to carry out the initiatives brought about by this review. We will be bringing your ideas, energy, enthusiasm, and commitment to the table for discussion and - we are certain - implementation.

HPRAC will be scheduling a consultative process before the autumn. We will keep you informed of the progress of the review process.

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We welcome your feedback.
Email your comments to:
ea@cmo.on.ca

College Seeks Practice Auditors

Practice audits are a required component of the College's Quality Assurance Program and are also used by the College in the resolution of complaints. The College is seeking three well-organized and enthusiastic midwives to join our team of Practice Auditors. Working as a College Practice Auditor will provide you with an exciting opportunity for both professional development and personal growth.

Duties Include:

1. Working both independently and as a part of a team to carry out practice audits according to College procedures;
2. Reviewing practice protocols, administrative procedures, and business practices to determine compliance with College regulations, standards, policies, and guidelines;
3. Examining client charts to monitor clinical practice and to determine compliance with College regulations, standards, policies and guidelines;
4. Writing interim and final reports, based on templates provided by the College.

As representatives of the College, Practice Auditors must present a calm, professional demeanor and maintain strict confidentiality.

Eligibility Criteria:

1. General registration with no conditions
2. Not in default of return of any required reports
3. Not in default of any payment of fees
4. Minimum of five years of active practice
5. Assessor and/or preceptor for MEP, AOM, or CMO
6. Not under investigation for professional misconduct, incompetence, or incapacity
7. Not the subject of a Disciplinary or Incapacity proceeding
8. Not suspended or revoked within the previous six years

Training is provided. Practice Auditors are asked to make a commitment to work with the College for three to five years. Compensation is at the rate of \$50.00/hour, plus expenses.

If you are interested in this position, please send a cover letter and résumé by June 30, 2008, to:

Robin Kilpatrick, Deputy Registrar
College of Midwives of Ontario
55 St. Clair Avenue West, suite 812
Toronto, ON M4V 2Y7
rkilpatrick@cmo.on.ca

Strategic Plan

Find out where your College is going and how it plans to get there. You can now find the CMO's Strategic Plan for 2008-2011 on the College's website. To learn more about the College's priorities and goals for the coming years, use the URL listed below. Also included in the Plan are the responses from the member and client surveys.

<http://www.cmo.on.ca/communications.asp>

Cystic fibrosis added to new screening test list

The Province of Ontario has added cystic fibrosis to its list of Newborn Screening Tests and to the Schedule of Benefits for Laboratory Services.

This addition does not mean a change to current midwifery practice. It does mean that this addition will "change the description of newborn screening test in Appendix B (midwives) to: 'Newborn Screening Test for amino acidopathies, fatty acid oxidation defects, organic acidemias, endocrinopathies, hemoglobinopathies, biotinidase, galactosemia or cystic fibrosis' ". To learn more, go to:

http://www.health.gov.on.ca/english/providers/program/ohip/sob/lab/reg552_addendum_20080301.pdf

CMO Core Values Statement

Integrity

- We treat people with respect, fairness, honesty, patience, understanding and trust.
- We are an equal-opportunity employer and respect diversity.
- We are a responsible corporate citizen committed to the health and safety of individuals and the environment.

Respect

- We respect the potential and dignity of all individuals and the equal rights of our members.

Professional behaviour

- We practise high ethical and professional standards.

Balanced approach

- We strive for realistic goals that allow the College to achieve successes while allowing employees and council members to balance personal and professional lives.

Empowerment

- We believe that the contribution of qualified and motivated individuals is essential to achieving the College's Mission.
- We learn from our successes and failures.

Transparency

- We are committed to openness, integrity, and accountability in the execution of our mandate.
- We take responsibility for our decisions at the individual and organizational levels.

Innovation

- We strive to achieve excellence through innovation and continuous improvement.
- We believe that taking calculated risks encourages growth, new discovery and supports seizing opportunities to be innovative.

Partnership

- We value building strong partnerships with other maternity care stakeholders and the public we protect. We seek these partnerships to reach common objectives and strengthen them through collaboration that acknowledges the needs, goals, strengths, and limitations of all parties.

Approved by the College's Council on Tuesday, January 8, 2008.