



COLLEGE OF MIDWIVES
OF
ONTARIO

ANNUAL REPORT
2004-2005

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EVOLUTION OF THE COLLEGE

In the summer of 2004 the College undertook an organizational review to ensure the College infrastructure was in line with the growth of the organization. Council accepted the recommendation to restructure senior management positions in response to the organization's natural progression towards maturity. Restructuring is seen to position the College well to meet the challenges that will present in addressing the current shortage of maternity care providers in Ontario.

The realignment of senior staff functions will facilitate networking and building relationships with the government, other colleges and family health teams, as well as national and international midwifery organizations. The new structure will be headed by a Registrar. The Registrar will work closely with Council, the Director of Operations and the Deputy Registrar to ensure the College expands its participation in external opportunities presenting provincially, nationally and abroad.

In December 2004, a three-year Strategic Plan was developed by Council members and staff. Despite management and funding transitions the College met the majority of the first year strategic goals while accomplishing its regulatory functions. The plan identified three primary priorities to guide College initiatives over the next three years.

Priority 1: Structure

Change and improve organizational structure and processes

Identified actions include:

- Put new structure in place
- Improve space, workplace efficiency and availability of required technologies
- Improve the efficiency and effectiveness of Council meetings

Priority 2: Midwifery

Protect, promote and advance midwifery

Identified actions include:

- Participate in solving the maternity care crisis
- Increase availability and access to midwifery care
- Confirm the three main tenets of midwifery: informed choice, continuity of care and choice of birthplace
- Be recognized as a leader in promoting tenets and have a voice
- Improve buy-in from other health professionals, government and consumers
- Improve integration into hospitals

Priority 3: Midwives

Facilitate members/midwives in meeting CMO requirements

Identified actions include:

- Improve current regulatory requirements
- Reduce stress and reporting time for midwives
- Assist midwives in continuing to be knowledgeable and informed

The past year was a year of significant change and transition, however the College continues to embrace change as a positive catalyst for growth while recognising that transition in senior management positions requires time for adjustment.

Implementation of the restructuring plan became more complex because of staff and Council resignations - in particular those of our seasoned President and our long time Executive Director. The loss of these experienced members restricted Council's ability to implement certain new initiatives. In particular, the implementation of Outcome Based Evaluation (OBE) was delayed. Council determined OBE to be an important management tool to measure performance and ensure a focussed strategic direction of the College. The development of OBE will be a priority for Council in the coming year.

Strict budgetary limitations prevented an immediate increase in staff. Nonetheless, careful management of projects and the willingness of staff to accept increased workloads and responsibilities satisfactorily addressed this problem. Council also made the decision to await final Ministry approval of the budget prior to filling the Registrar's position.

As the midwifery profession continues to grow, the College will be under ongoing pressure to deal with a rapidly expanding membership. The new management structure will create the ability to provide a timely response to the anticipated exponential increase in the number of applications for registration, as well as participating in the many opportunities that present in the external environment.

The College acknowledges that planning for the future is dependent on the growth of the profession and the continued financial support of the Ministry. The membership of the College remains relatively small and the ability of the College to reach financial self-sufficiency is directly related to growth and attrition rates of the profession. The College looks forward to a committed and productive partnership with our new funding agency the Ontario Midwifery Program and to continued processes that respect each party's role and organizational mandate.

ABOUT THE COLLEGE

Vision

Midwifery care in Ontario is defined and guided by a history of and ongoing support for community-based midwives working in partnership with childbearing women. The CMO envisions a time when every community and every woman in the province has midwifery care as an accessible and viable option for childbearing.

Mission

The College of Midwives of Ontario ensures that its members provide competent and ethical care to the clients they serve. The CMO establishes standards that ensure its members are responsive to individual and community needs. The CMO promotes a model of care for the profession that encourages informed choice for the client and participation of women by providing standards and guidelines for the midwives that ensure quality of care and protection of the public. The CMO accomplishes these goals in an atmosphere that is responsive to the public and its members.

Mandate

The mandate of the CMO is to regulate the profession of midwifery in accordance with the *Regulated Health Professions Act, 1991*. The primary responsibility of the CMO is the protection of the public, specifically the childbearing women and their infants to whom its members provide care.

As the regulatory body for the province's registered midwives, the College's main function is to administer the *Midwifery Act* in the public interest. The College was established under the *Regulated Health Professions Act, 1991* to:

- Regulate the practice of the profession and to govern the members in accordance with the legislation, the regulations and the by-laws;
- Develop, establish and maintain standards of qualification for persons to be issued certificates of registration;
- Develop, establish and maintain programs and standards of practice to assure the quality of the practice of the profession;
- Develop, establish and maintain standards of professional ethics for the members;
- Develop, establish and maintain programs to assist individuals to exercise their rights under this Code and the *RHPA, 1991*;
- Provide protection to the public by regulating the profession.

COUNCIL

The role of Council is to act as the Board of Directors. Council sets the strategic direction of the College and manages and administers its affairs. The Council of the College is comprised of thirteen members: seven professional members elected by their peers and six public members appointed by the Lieutenant Governor of Ontario. Council members work in partnership to govern the profession of midwifery in Ontario.

Council Members

April 2004 - March 2005

Professional Members

Kelly Dobbin RM	President	April 2004-January 2005
Mylene Shields RM	President	January 2005-March 2005
Carron Canning RM	Vice President	
Alison Lavery RM		
Sylvie Lemay RM		
Diane Parkin RM		
Wendy St. Laurent-Coutts RM		

Public Members

Pawanjit Gosal	Vice President
Elizabeth Beno	
Barbara Herron	
Fatima Kapasi	
Anne Lockhart	
Sue Miller	
Judy Nosworthy	

Non-Council Appointees

Heather Brechin RM
Narges Khoshnood RM
Helen McDonald RM
Linda Moscovitch RM
Rena Porteous RM

College Staff

Registrar	Robin Kilpatrick	
Executive Director	Holly Nimmons	(to December 31, 2004)
Director of Operations	Katharine McEachern	(January 2005-March 2005)
Executive Assistant	Katharine McEachern	(to January 2005)
Registration Coordinator	Jill Moriarty	
Administrator, Investigations & Hearings	Colette Raby	(Consultant: April 2004-January 2005)
Administrative Assistant	D'Arcy Atkinson	(July 2004-March 2005)
Secretary	Norma Gibbs	

COMMITTEES

There are seven statutory committees established by the *Regulated Health Professions Act (RHPA)*, the compositions of which are in accordance with the College By-laws:

- Executive
- Registration
- Client Relations
- Complaints
- Discipline
- Fitness to Practice
- Quality Assurance

These committees have the legislative responsibility to carry out specific statutory functions that are key components of self-regulation.

Executive Committee

The Executive Committee oversees all the work of the College by providing direction to staff, planning and conducting Council meetings, representing and exercising the powers of Council as necessary, initiating, reviewing and approving policies and regulations, and directing investigations. The Executive Committee has the powers to make decisions on behalf of the Council with respect to matters that require immediate attention.

Members

Carron Canning RM
Kelly Dobbin RM
Pawanjit Gosal
Barbara Herron
Mylene Shields RM

Ex Officio

Robin Kilpatrick
Katharine McEachern
Holly Nimmons

The Executive Committee and its working groups met regularly in order to effectively conduct Council business throughout the year. On behalf of and in collaboration with Council, the Executive Committee managed the organizational changes necessary with the restructuring.

The Executive Committee directs and reviews Registrar's Investigations. The Committee reviewed a mandatory report from a hospital relating to midwifery care provided at the hospital. This investigation will continue into the next fiscal year. The Committee also directed the Registrar to obtain a court injunction to prevent a former member from using the protected title "midwife".

In addition, the Committee accomplished the following:

- Approval of a Pilot Project Process
- Revision of Committee Terms of Reference
- Revision of Job Descriptions
- Revision of Personnel Policies

The Executive Committee appoints and directs the activities of the following Working Groups:

Finance Working Group

Members

- Kelly Dobbin RM
- Barbara Herron
- Mylene Shields RM

Ex Officio

- Robin Kilpatrick
- Katharine McEachern
- Holly Nimmons

The purpose of the Finance Working Group is to oversee financial and budgetary planning directives of the College. The Finance Working Group prepared and monitored the budget for presentation and submission to the Ministry of Health and Long-Term Care. The group worked closely with representatives from the accounting firm Hillborn Ellis Grant LLP in the production of accurate and fiscally responsible financial statements. The College received, implemented and reported on funds related to specific one time dedicated projects, such as Investigations and Hearings. The Finance Working Group began the contract negotiation process and ultimately signed the first contract with the Ontario Midwifery Program (OMP).

Government Relations Working Group

Members

- Kelly Dobbin RM
- Pawanjit Gosal
- Sue Miller

Ex Officio

- Katharine McEachern
- Holly Nimmons

The Government Relations Working Group was established to discuss and develop a plan to bring heightened awareness of the midwifery profession and the College to provincial government and the members of the provincial parliament. A change in government leadership and positive strides in support of midwifery de-prioritized the work of this group.

Internal Risk Management Working Group

Members

Carron Canning RM
Kelly Dobbin RM
Pawanjit Gosal
Sylvie Lemay RM
Mylene Shields RM
Wendy St. Laurent-Coutts RM

Ex Officio

Robin Kilpatrick
Holly Nimmons

The Internal Risk Management Working Group is comprised of Chairs from the Executive, Quality Assurance, Complaints, Discipline and Fitness to Practice Committees. The mandate of the group is to identify trends and issues in midwifery care, develop strategies to optimise the quality of midwifery care and refer to the applicable Committee for follow-up. The group met to develop a work plan for the coming year.

Scope of Practice Working Group

Members

Kelly Dobbin RM
Sylvie Lemay RM
Mylene Shields RM

Ex Officio

Robin Kilpatrick

The Scope of Practice Working Group was established to review the midwifery scope of practice under Council's direction and suggest amendments to the *Midwifery Act*. The group developed the *Intubation Discussion Paper* that was presented for discussion to members at the Member Consultation Forums as a first step to expansion of the scope. Expansion of the scope of practice as authorized by the *Midwifery Act* ensures that midwives are able to continue to practice in accordance with professional community standards and provide comprehensive midwifery care as primary care providers.

Registration Committee

The Registration Committee is mandated to provide direction to the College and the Registrar with regard to registration processes.

Members

Carron Canning RM
Fatima Kapasi
Anne Lockhart
Sue Miller
Diane Parkin RM
Mylene Shields RM
Narges Khoshnood RM

Ex Officio

Robin Kilpatrick

This year, the Registration Committee reviewed and revised a number of policies and guidelines relating to requirements for obtaining and maintaining registration.

The Registration Committee considered issues such as multiple routes of entry to the profession, member stress reduction, and facilitation of the Ontario model. As a result of this review, policies were amended to allow members more flexibility in practice without jeopardizing the fundamental principles of midwifery care and competence.

The Registration Committee accomplished the following:

- Approval of the *Guideline to the Policy on Active Practice Shortfall*
- Revision of the *Policy on Active Practice Shortfall*
- Revision of the *Policy on Student Participation in Client Care*
- Revision of the *Policy on Active Practice Reporting*

Registration Panels

The Registration Committee appointed four panels to review specific registration issues. Two panels met to review active practice shortfalls reported by two members. A third panel met to develop a re-qualification program for a former member of the College wishing to return to practice in Ontario. The fourth panel met to discuss revisions to a supervision plan.

Registration Program Planning Group (RPPG)

The Registration Program Planning Group is responsible for development and implementation of registration programs and reports to the Registration Committee. The group liaises with the International Midwifery Pre-Registration Program (IMPP).

Members

Carron Canning RM
Kelly Dobbin RM
Mylene Shields RM

Ex Officio

Robin Kilpatrick

The group reviewed and provided recommendations for revision of the Midwifery Language Proficiency Test (MLPT), reviewed curriculum changes with and provided feedback to IMPP representatives.

Client Relations Committee

The Client Relations Committee is mandated to develop and implement policies and procedures to prevent sexual abuse of clients and to define appropriate professional relations between the members of the College and their clients. The intent of a mandated client relations program is to augment professional behaviour, increase awareness of and build a prevention framework for issues such as sexual abuse.

Members

Elizabeth Beno
Fatima Kapasi
Alison Lavery RM
Judy Nosworthy
Diane Parkin RM
Mylene Shields RM

Ex Officio

Robin Kilpatrick

The Committee completed its *Sexual Abuse Prevention Plan* in 1995 and *A Midwife's Guide to Appropriate Professional Behaviour with Clients* in 2000. Both documents provide pertinent guidelines for providing quality care.

Complaints Committee

The Complaints Committee is mandated to investigate complaints concerning the conduct of members to determine whether there is any evidence of professional misconduct, incompetence or incapacity. The Committee appoints a Panel to consider each complaint and may resolve the complaint or refer it to the other Committees.

Members

Carron Canning RM
Pawanjit Gosal
Alison Lavery RM
Sylvie Lemay RM
Anne Lockhart
Linda Moscovitch RM
Judy Nosworthy
Rena Porteous RM
Donna Wood RM

Ex Officio

Robin Kilpatrick

The fiscal year opened with six complaints in progress that were carried over from the previous year. During the fiscal year twelve new complaints were received. At the end of the fiscal year the Committee reported that seven cases were concluded, leaving eleven complaints before the Committee for consideration. The closed cases included two cases dismissed with no further action required, two cases closed with remedial action required, one withdrawn by the complainant, and two cases determined to be outside the jurisdiction of the Committee.

Ten of the complaints received at the College were filed by clients or by members of the public. Two complaints were made about a practice member by other members of the same practice. Three letters received at the College resulted in formal complaints against more than one member involved in the care. The Committee identified communication as the central issue in the majority of cases. There were a number of cases where improved documentation was recommended. There were no cases taken to the Health Professions Appeal and Review Board for review.

Discipline Committee

The Discipline Committee is mandated to conduct hearings to deal with allegations of a member's professional misconduct or incompetence upon referral from either the Executive or Complaints Committees. Hearings are conducted in accordance with the *Regulated Health Professions Act*.

Members

Elizabeth Beno
Wendy St. Laurent-Coutts RM
Barbara Herron
Helen McDonald RM
Fatima Kapasi
Sue Miller
Diane Parkin RM
Mylene Shields RM

Ex Officio

Robin Kilpatrick

There were no referrals of incompetence or professional misconduct to the Discipline Committee and no Discipline Hearings were held in this fiscal year.

Fitness to Practice Committee

The Fitness to Practice Committee is mandated to protect the public from members who cannot practice safely or competently due to mental or physical incapacity. The committee conducts hearings to investigate allegations of a member's incapacity to practice upon a formal referral from the Executive Committee.

Members

Elizabeth Beno
Fatima Kapasi
Wendy St. Laurent-Coutts RM
Helen McDonald RM
Sue Miller
Mylene Shields RM

Ex Officio

Robin Kilpatrick

There were no referrals of incapacity to the Fitness to Practice Committee and no hearings were held this fiscal year.

Quality Assurance Committee

The Quality Assurance committee is mandated to develop the standards, policies, guidelines and regulations for the practice of midwifery.

Members

Sylvie Lemay RM
Heather Brechin RM
Pawanjit Gosal
Barbara Herron
Alison Lavery RM
Wendy St. Laurent-Coutts RM
Donna Wood RM

Ex Officio

Robin Kilpatrick

The Quality Assurance Committee accomplished a significant amount of work revising, developing and implementing College regulations, standards and policies. Members were consulted and feedback was considered in the development of materials.

The Quality Assurance Committee accomplished the following:

Development of the *Carboprost Drug Card*
Revision of *When a Client Chooses Care Outside of Midwifery Standards of Practice*
Revision of *Essential Equipment, Supplies and Medications*
Revision of *Designated Drugs Regulation*: addition of Carboprost

The following work is in progress

- Revision of the *Informed Choice Standard* - a central tenet of midwifery care.
- A review of the policies and procedures regarding the granting of Temporary Alternate Practice Arrangements (TAPA). The College anticipates this review will result in a simplified application and renewal process.
- A detailed review and revision of the *Laboratory Testing and Diagnostic Imaging* guidelines was undertaken this fiscal year. The Committee updated the current guidelines to include a number of new tests and procedures to ensure midwives continue to provide primary care to their clients.
- Development of a third amendment to the *Designated Drugs Regulation* to expand the currently approved list of drugs.

Quality Assurance Panels

Quality Assurance Panels were struck to review and render decisions on the five audits performed in 2003. In 2004, five additional random practice audits were performed. Panels of the Committee met and rendered decisions on the five audits performed in 2004. The recommendations and suggestions reported by the auditors fell into the general categories of regulations, records and record-keeping, informed choice, practice protocols and continuity of care.

Blood Borne Pathogen Expert Panel

The Blood Borne Pathogen Expert Panel was established by the Quality Assurance Committee to review and recommend ways to reduce the risk of transmission of blood borne pathogens to clients and optimise safe practice.

Quality Assurance Program Planning Group (QAPPG)

The Quality Assurance Program Planning Group is mandated to monitor, administer and implement the Quality Assurance Program on behalf of the Quality Assurance Committee.

Members

Barbara Herron
Sylvie Lemay RM
Michelle Kryzanasuskas RM (consultant)

Ex Officio

Robin Kilpatrick
Holly Nimmons

Every midwife registered in the province of Ontario is required to annually participate in the Quality Assurance Program administered by the College. The Program consists of continuing education and professional development, peer case review, quality of care evaluation, self-assessment and practice audit components. The 2004 Quality Assurance Program reported 89% compliance by our members.

2003 was the first year the random practice audit component of the Quality Assurance Program was implemented. A midwife consultant was hired to coordinate the random practice audits as well as to liaise directly with practice auditors and prepare assessment and reporting tools for the program. The consultant also evaluated the random practice audit process.

A detailed report on the 2003 audits was produced and circulated to the membership. Overall the report found the audited members were providing safe care within the midwifery model. The report indicated that examination of members' practices is a positive process that provides midwives with the opportunity to review their practices and procedures, identifies those that might need updating or revision and offers a mechanism for improvement.

ACTIVITIES & ACCOMPLISHMENTS

Regulations

The College currently has proposed amendments for Professional Misconduct, Registration, and Designated Drugs Regulations before the Ministry of Health and Long-Term Care. The submissions before the Ministry include rationales, recommendations from stakeholders as well as feedback gathered from member consultation and legal counsel.

Registration Regulation

The Ministry's Direct Payment and Regulatory Programs Policy Unit (DPRPPU) requested that the College prepare a chart of all proposed amendments and rationales that have been submitted over the past five years. The College looks forward to having an approved regulation that more accurately reflects the current environment.

Designated Drugs Regulation

The *Designated Drugs Regulation* was amended to add Carboprost through an expedited amendment process. This was in response to the unavailability of one of the two authorized drugs.

In 2003 the College had decided to amend the drug regulation to list classes of drugs as opposed to naming specific drugs. In fiscal 05, the College prepared the proposal for submission and initiated consultations with the College of Physicians and Surgeons of Ontario (CPSO), the Ontario Medical Association (OMA), the Ontario College of Pharmacists (OCP), the Pharmacists Association of Ontario and the College of Nurses (CNO) to gain support for the proposed amendment. In support of the proposal, draft standards were developed to describe the classes of drugs being requested and the specific situations in which they would be applied.

The proposed amendments to move to classes of drugs were submitted, but not accepted by DPRPPU. The College subsequently began expansion of the designated drug list to provide a more comprehensive list of drugs available for midwives to prescribe and/or administer. This amendment will be submitted to the Ministry in the next fiscal year.

Laboratory Testing and Diagnostic Imaging

The guidelines for *Laboratory Testing and Diagnostic Imaging* were reviewed and revised to include a number of tests most applicable to primary care practiced by midwives. The amendments and rationales will be submitted to the Ministry in the coming year.

Membership

As of March 31, 2005 the College had three hundred and three registered members. In Fiscal 05 the College registered fifty new midwives and twenty-two members resigned. The fifty new registrants were made up of twenty-eight graduates of the Midwifery Education Program, eighteen graduates of the International Midwifery Pre-registration Program, three registered through the Mutual Recognition Agreement (MRA) and one through a re-qualification program designed for former members.

Policy Revision and Development

A policy consultant was hired to coordinate the review and revision of the College's policies and standards and to develop new documents according to Council direction. The consultant worked collaboratively with the Quality Assurance and Registration Committees and senior staff. This project is ongoing.

A midwife consultant was contracted to review the random practice audit component of the Quality Assurance Program. The consultant produced a detailed report on the 2003 random practice audits that was distributed to members.

Systems

In this fiscal year the College began upgrading the computer network and desktop systems. This created a more secure and stable networking environment and greater organizational efficiency.

Communications

Five issues of *The College Bulletin* were produced and distributed to members and subscribers. The French Language Registrant Binder was completed and made available to members and subscribers who wish to receive College documents in French.

Website Updates

The College continued to improve on member and public communication through the College website. Seven comprehensive website updates were posted. The website now provides members with easy access to reporting forms and deadlines for submission to facilitate member reporting. In addition, current documents and new information is posted to keep members informed of College activities. Decisions from all Discipline Hearings are published on the website. Public areas of the website contain updated member and practice group listings, as well as current documents to facilitate access to midwifery care and an understanding of the profession in Ontario.

Privacy

The College continued development and implementation of policies and procedures related to the federal government's privacy legislation, *Personal Information Protection and Electronic Documents Act (PIPEDA)* and the provincial *Personal Health Information Protection Act (PHIPA)*. The College provided members with an update to the comprehensive privacy toolkit that was developed in collaboration with the Federation of Health Regulatory Colleges of Ontario.

Council Manual Project

The Council Manual was a major project undertaken and completed in the fiscal year. It arose from strategic priorities set in 2004 and was developed as a working resource manual designed to assist Council members during their terms of office. The manual provides historical context, outlines the College's governance model and details the College's infrastructure, policies and procedures, thus facilitating standardized orientation of Council members. Council plans to conduct intermittent reviews of the manual in order to ensure the contents evolve with the experience of the Council members using it and the processes of the College.

Member Consultation Forums

The College held six Member Consultation Forums in June 2004. Members participated at nine locations across the province. Approximately half the College's members attended, representing 90% of the practice groups throughout the province. College representatives met with professional members to consult on a variety of professional issues including scope of practice and expanded scope, lab test list amendments and record keeping. The objective of the forums was to ensure open dialogue between midwives and the College regarding current services and future plans for the provision of midwifery services in the province. The 2004 Forums were significant in that College representatives consulted members on more than a dozen focus areas. Forum participants' feedback was overwhelmingly positive and reported that events were useful, informative and educational.

A comprehensive forum report was distributed to members in November 2004. Following the forums the College incorporated items raised during the consultations into the operations and programs of the organization. Five areas of particular interest to the membership were sustainability of the profession, scope of practice, hospital relations, membership communication, and membership education. The College continues to integrate these issues on a regular basis through strategic planning review, forum consultation review and committee work plan development and implementation.

INTRA-PROFESSIONAL PARTICIPATION

Provincial

Stakeholder Participation

The College is committed to regular communication with key stakeholders including the representatives from the Association of Ontario Midwives (AOM), the Midwifery Education Program (MEP) and International Midwifery Pre-registration Program (IMPP). The College continued to liaise regularly with midwifery stakeholders regarding areas of mutual concern such as midwifery human resource planning and issues such as maintaining public safety. Ongoing communication and consultation resulted in opportunities for creative idea sharing and problem solving.

Association of Ontario Midwives (AOM)

The College and the AOM met to discuss shared concerns and interests and to collaborate on improving process and communication with members. Ongoing communication is seen as crucial to integrate the interests of our shared membership. The President and Registrar attended the AOM Annual General Meeting, participated as part of a panel on "Sustaining a Midwifery Practice Group as a Healthy Business" and participated on a panel presentation on the Consensus Statement.

Midwifery Education Program (MEP)

The College continued to present information to all levels of students of the Midwifery Education Program throughout the year. Early communication with prospective members is fundamental to positive integration of students into regulated midwifery.

Joint Risk Management Working Group (JRMWG)

The JRMWG is comprised of representatives from the College of Midwives of Ontario, the Association of Ontario Midwives and the Midwifery Education Program. The group's mandate is to discuss and recommend ways to improve the quality of midwifery care and manage potential areas of risk of harm to clients. The group developed member education initiatives in areas such as practice management and inter-practice working relations and informed choice to educate members on ways to improve their care and as a positive way to assist members to manage their practice.

Midwifery Pilot Project Review Committee (MPPRC)

The Midwifery Pilot Project Review Committee (MPPRC) comprised of representatives from the College, the Association and the Education Program, was established to review proposals from midwives to address innovative approaches to the provision of midwifery care. The MPPRC developed the Pilot Project Overview and Criteria to guide the application and review process. The College hosted a telephone information session

prior to the first application deadline and posted information and application packages on the College website. Two applications were received and reviewed by the Committee with one application receiving approval. The approved application utilizes nurse practitioners as second birth attendants and in the provision of pre- and postnatal care. The College continues to participate on this Committee as it moves into the second round of applications.

National

Canadian Midwifery Regulators Consortium (CMRC)

The Registrar and Executive Director (and later the Director of Operations) acted as Chair and Secretariat respectively for the Canadian Midwifery Regulators Consortium (CMRC) and as participants along with the President. The College participated in several national initiatives, including the National Assessment Strategy (NAS) and narcotics prescription and administration by midwives.

National Assessment Strategy (NAS)

The NAS research project is to seek information about the best possible assessment practices for a successful national assessment strategy for foreign-educated midwives. The College participated in the development and approval of national core competencies for midwives, the first of its kind for midwives in Canada. These have been developed to provide information to internationally educated midwives about the profession of midwifery in Canada. The Core Competencies will provide a base for the development of national assessment processes and outline the knowledge and skills expected of an entry-level midwife in Canada.

Office of Controlled Drugs and Substances (OCDS)

The Office of Controlled Drugs and Substances oversees the Controlled Drugs and Substances Act. As a CMRC member the College participated in the development of a proposal to expand the authority of midwives to prescribe and administer controlled substances.

Mutual Recognition Agreement (MRA)

The purpose of the Mutual Recognition Agreement (MRA) is to establish the conditions under which a midwife who is registered in one Canadian jurisdiction will have her qualifications recognized in another Canadian jurisdiction that is a Party to the Agreement. A review and revision of the original agreement signed in 2001 was begun in 2005.

Canadian Association of Midwives (CAM)

The President and Registrar attended the CAM conference in Calgary, Alberta. Topics included collaborative care, rural and remote midwifery and informed choice. The conference provided an important opportunity for networking and discussion of midwifery at a national level.

INTER-DISCIPLINARY PARTICIPATION

Provincial

Federation of Regulated Health Professions of Ontario (FHRCO)

The President and Registrar attended the two Federation meetings, including the Annual General Meeting. College representatives and Committee members attended Discipline and Complaints workshops designed for Federation members. Ongoing networking provides valuable insight from other Colleges.

The College provided members with an update to the comprehensive privacy toolkit developed in collaboration with the Federation of Health Regulatory Colleges of Ontario.

Health Professions Regulatory Advisory Council (HPRAC)

The College received notice that the Minister of Health requested a review of the *Regulated Health Professions Act* by HPRAC. The College began preparing a submission as the review will include profession specific Acts, such as the *Midwifery Act*.

National

Multidisciplinary Collaborative Primary Care Maternity Project (MCP²)

The Multidisciplinary Collaborative Primary Maternity Care Project (MCP²), funded by Health Canada, was created to address the human resource shortage crisis that exists in the provision of intra-partum care to pregnant women. The Registrar attended as the CMRC representative the first meeting of the group held in the fiscal year and will continue to participate in the project through the next year.

FINANCIAL STATEMENTS

The College of Midwives of Ontario wishes to acknowledge the funding provided by the Ministry of Health and Long-Term Care (MHLTC). The financial support from the Ministry is essential in enabling the College to fulfil its responsibilities while it continues to develop and grow as a regulatory body.

The responsibility for our funding was transferred from the Health Professions Regulatory Policy and Programs Branch (HPRPPB) to the Ontario Midwifery Program (OMP). The reporting requirements contained in our funding contract required revisions to internal financial practices and procedures and was a major objective attained this fiscal year. The revision incorporated accounting, bookkeeping and performance assessment methodologies.

Main objectives achieved in budgetary planning include:

- Alignment of quarterly reporting with Ministry templates including program outcomes and measurement methodology
- Modification of current financial reports for accurate comparatives and efficient methodologies
- Revision of meeting and project timelines to align more effectively with Ministry timelines
- Bookkeeping modifications to ensure distinction between Ministry funds and other revenue received by the College

COLLEGE OF MIDWIVES OF ONTARIO

CONDENSED FINANCIAL STATEMENTS

MARCH 31, 2005

Hilborn Ellis Grant LLP
Chartered Accountants
Toronto, Ontario





Hilborn Ellis Grant LLP
Chartered Accountants

Auditors' Report on Condensed Financial Statements

To the Council of the
College of Midwives of Ontario

The accompanying condensed statement of financial position and statement of operations are derived from the complete financial statements of the **College of Midwives of Ontario** as at March 31, 2005 and for the year then ended on which we expressed an opinion without reservation in our report dated June 9, 2005. The fair summarization of the complete financial statements is the responsibility of the College's management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the condensed financial statements.

In our opinion, the accompanying condensed financial statements fairly condense, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These condensed financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the College's financial position and results of operations, reference should be made to the related complete financial statements.

Toronto, Ontario
June 9, 2005

Hilborn Ellis Grant LLP
Chartered Accountants

COLLEGE OF MIDWIVES OF ONTARIO

Condensed Statement of Financial Position

March 31, 2005	2005	2004
	\$	\$
ASSETS		
Current assets	444,440	426,099
Capital assets	47,992	38,139
	492,432	464,238
LIABILITIES		
Current liabilities	391,388	392,058
NET ASSETS		
Net assets invested in capital assets	47,992	38,139
Unrestricted net assets	53,052	34,041
	101,044	72,180
	492,432	464,238

COLLEGE OF MIDWIVES OF ONTARIO

Condensed Statement of Operations

Year ended March 31, 2005	2005	2004
	\$	\$
Revenues		
Government grant	283,400	383,400
Membership fees	424,765	382,636
Subscriptions	7,995	10,058
Interest income	3,314	3,680
Other income	12,923	10,698
	<u>732,397</u>	<u>790,472</u>
Expenses		
Salaries and benefits	374,885	316,049
Consulting fees	95,385	51,079
Council and committees	45,746	53,894
Insurance	9,582	8,333
Telephone	12,969	15,003
Office and general	64,225	49,671
Rent and utilities	-	-
Communication	14,912	19,314
Amortization	9,939	9,000
Quality Assurance Program	2,850	-
Practice audits	22,161	25,155
Investigations and hearings	22,166	19,195
PIPEDA	11,562	-
Policy review	4,095	-
FHRCO Public Education	8,000	-
Canadian Midwifery Regulators Consortium	5,056	4,094
	<u>703,533</u>	<u>570,787</u>
Excess of revenues over expenses for year	<u>28,864</u>	<u>219,685</u>

Complete audited financial statements available upon request from the office of the Registrar.