

COLLEGE OF MIDWIVES OF ONTARIO

ANNUAL REPORT 2013-2014

COLLEGE OF
MIDWIVES
OF ONTARIO



ORDRE DES
SAGES-FEMMES
DE L'ONTARIO

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ABOUT THE COLLEGE

The College of Midwives of Ontario (CMO) is the self-regulating body of the province's 701 Registered Midwives. Ontario midwives provide primary care to women during pregnancy, labour and delivery and continue to provide care to mothers and babies during the first six weeks postpartum. Registered Midwives are available to their clients 24 hours a day during the course of care and attend births in hospital or out-of-hospital according to the woman's choice and to professional protocols.

In the 2013/14 fiscal period (April 1, 2013, to March 31, 2014), according to Better Outcomes Registry Network (BORN), Registered Midwives provided care 19,242 women in Ontario. Of these women, 3,469 (18.0%) gave birth at home, 15,615 (81.2%) gave birth in hospital, 115 (0.6%) gave birth in another location, 42 gave birth at a birth centre (0.2%), and fewer than 6 gave birth at a nursing station.

Our Mission

The CMO promotes a model of care that protects informed choice, choice of birthplace and continuity of care and that is delivered by midwives as primary health care providers.

Our Mandate

The CMO protects the public by regulating the profession of midwifery in accordance with the Regulated Health Professions Act (RHPA) and by setting the minimum standard of professional behaviour and clinical practice expected of Midwives in Ontario.

Our Vision

Every woman in Ontario has access to safe, quality midwifery care.

MESSAGE FROM THE REGISTRAR & PRESIDENT

The April 1, 2013, to March 31, 2014, fiscal year began with the announcement of the Registrar's planned retirement in November. As Robin Kilpatrick had served as Registrar and Deputy Registrar since the College's inception, this was recognized as a significant loss. Nonetheless, Council, led by President Barbara-Ann Borland, began the immediate work of finding a replacement while the College, under a new management structure, continued regular operations.

Kelly Dobbin, an inactive midwife, former CMO President and policy consultant to the College, assumed the position of Registrar in November. Celebrations honouring Robin's history and contribution to midwifery were held throughout the month and we continue to wish Robin well in her retirement from the sector.

Also in November, Council met to review their vision, mission and mandate and to develop a strategic plan for the 2014/15/16 cycle. Council formally approved the following strategic priorities in February: (i) the strengthening of our relationship with members; (ii) increasing financial independence; and, (iii) demonstrating leadership and innovation in provincial, national and international health regulation. Time and resources were allocated to achieving these priorities by the end of 2016.

The College introduced new Standards of Practice to the membership at member education day. While most of the new standards were implemented on January 1, the College halted implementation of others to conduct broader consultation and allow more time for members to make necessary changes in their practices in order to be compliant.

The broader consultation benefited members and the College as it led to increased dialogue with stakeholders and members, an enhanced process for standards revision in general, and, in the end, improved standards to protect the public.

Pre-opening assessments of birth centre facilities were conducted in December and January for the Ottawa Birth and Wellness Centre and the Toronto Birth Centre, respectively. As a new program for the College, a tremendous amount of time and resources were dedicated to this project. Collaboration by all parties, including the staff of the Independent Health Facilities Branch, resulted in their opening, and increased choice of birthplace for women in those communities.

The College continued its work with the Regulatory Programs Unit to process the regulation regarding Neonatal Intubation. A plan to train all midwives in neonatal intubation was designed for implementation in the fall of 2014.

Additionally, the College met regularly with stakeholders to address issues in the health and midwifery sector. Of particular importance was the College's participation in a multi-stakeholder Hospital Integration Working Group that considered existing challenges of the limited number of hospital privileges for midwives as well as uneven scopes of practice within hospitals across the province. The working group aims to propose solutions to address these challenges in the coming months.

As President and Registrar, we would like to thank the Council for their continued leadership and vision as well as the staff for their achievement in delivering quality programs throughout a year marked by organizational change. We would also like to thank the public and our members for their partnership in achieving the College's vision of providing safe, quality midwifery care in Ontario.

We're excited and prepared for the work ahead in the 2014/15. As always, we welcome your feedback, thoughts and comments.



Barbara-Ann Borland, RM
President



Kelly Dobbin, RM, MA, MSc
Registrar

REPORT FROM COUNCIL

The Regulated Health Professions Act (RHPA) and the Midwifery Act require Council to establish and appoint seven statutory committees and to allow Council to establish other committees as members deem appropriate. The seven required statutory committees are the Executive; Quality Assurance; Registration; Inquiries, Complaints, and Reports; Discipline; Fitness to Practise; and Client Relations. Each committee includes representation of both appointed public and elected professional members of Council. The information in this report covers key accomplishments made in the 2013/14 fiscal period (April 1, 2013, to March 31, 2014).

COUNCIL

Professional Members

Barbara-Ann Borland, RM, President
Wendy Murko, RM, Vice President (Professional)
Tiffany Haidon, RM
Tia Sarkar, RM
Jan Teevan, RM
Edan Thomas, RM
Lilly Martin, RM (term commenced September 2013)
Mary Hunking, RM (term completed September 2013)
Sara Booth, RM (resigned October 29, 2013)
Ann Montgomery, RM (past president/ex-officio completed December 2013)

Non-Council appointed committee members:

Diane Parkin, RM
Carron Canning, RM
Mylene Shields, RM
Sharon Swift, RM
Heather Brechin, RM
Ann Montgomery, RM

Public Members

Samantha Heiydt, Vice President (Public)
Caroline Brett
Rochelle Dickenson
Jennifer Lemon
Joan A. Pajunen
Gemma Salamat

EXECUTIVE COMMITTEE

Barbara-Ann Borland, RM, Chair
Tiffany Haidon, RM
Samantha Heiydt
Wendy Murko, RM
Ann Montgomery, RM, ex-officio
Joan A. Pajunen

Policies established by the College's Council direct the College's affairs. The Council consists of 15 members: 8 professional members elected from the College's membership of Registered Midwives and 7 public members appointed by Order-in-Council of the Lieutenant Governor of Ontario to represent the public interest. For the year 2013/14, one public position was vacant and one professional position was vacant from November 1, 2013, to March 31, 2014.

Member Education Day: November 13, 2013 at Columbus Centre, Toronto

The College made presentations regarding the following:

- The Standards of Practice: presented the significant revisions to the Standards of Practice C
- Practice Assessment Workbook (PAW): Introduction of the PAW (purpose, history, development)
- Q & A session at end of each presentation

Key Accomplishments

Council adopted the International Confederation of Midwives' definition of the midwife.

Standards of Practice

Council approved the following Standards of Practice:

- Continuity of Care (January 2014)
- Home and Out-of-Hospital Births (January 2014)
- Informed Choice (January 2014)
- The Ontario Midwifery Model of Care (January 2014)
- Delegation, Orders and Directives (January 2014)
- Interprofessional Collaboration (January 2014)
- Ambulance Transport (January 2014)
- Blood Borne Pathogens (January 2014)
- Caring For Related Persons (January 2014)
- Complementary and Alternative Medicine (January 2014)
- Diagnostic Imaging (January 2014)
- Laboratory Testing (January 2014)
- Newborn Eye Prophylaxis (January 2014)
- Nitrous Oxide-Oxygen Blends (January 2014)
- Prescribing and Administering Drugs (January 2014)
- Routine Childhood Vaccinations (January 2014)
- Vaginal Birth After Cesarean Section and Choice of Birthplace (January 2014)
- When a Client Chooses Care Outside Midwifery Standards of Practice (January 2014)

Council approved the following Standards of Practice to come into effect on July 1, 2014:

- Essential Equipment, Supplies and Medication (July 2014)
- Practice Communication (July 2014)
- Clinical Education and Student Supervision (July 2014)
- Epidural Monitoring and Management (July 2014)
- External Cephalic Version (July 2014)
- Surgical Assistant in Obstetrics (July 2014)
- Induction and Augmentation of Labour (July 2014)
- Twin and Breech Births (July 2014)

Council approved the following Standards of Practice that to come into effect on January 2015:

- Consultation and Transfer of Care (January 2015)
- Practice Protocols

COMMITTEE REPORTS

REGISTRATION COMMITTEE

Gemma Salamat, Chair
Wendy Murko, RM
Barbara-Ann Borland, RM
Caroline Brett
Lilly Martin, RM
Joan A. Pajunen

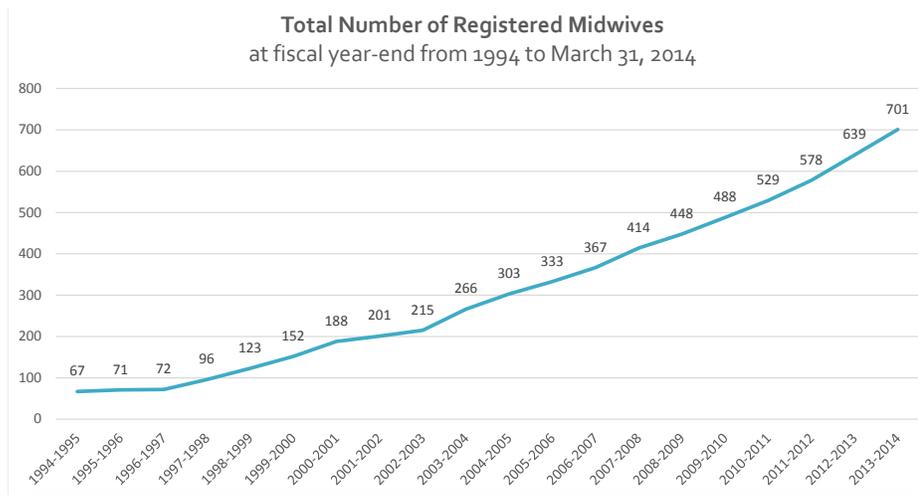
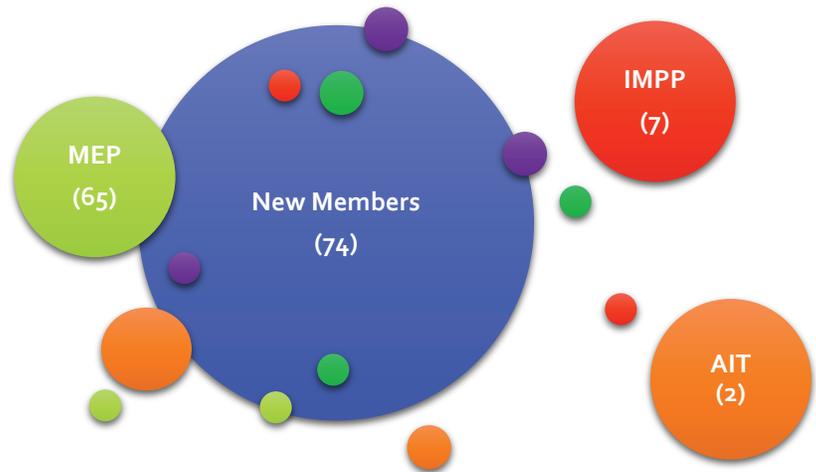
The Registration Committee provides direction to the College and the Registrar with regard to the registration process.

Between April 1, 2013, and March 31, 2014, 18 registration panels were held. These panels addressed issues related to active practice requirements (14), supervision (1), re-application (1), Agreement on Internal Trade (AIT) (1) and application without current clinical experience (1).

The CMO registered 74 new members. Of those, 65 were graduates from the Midwifery Education Program (MEP), 7 completed the International Midwifery Pre-registration Program (IMPP), and 2 previously registered in another Canadian Province (AIT).

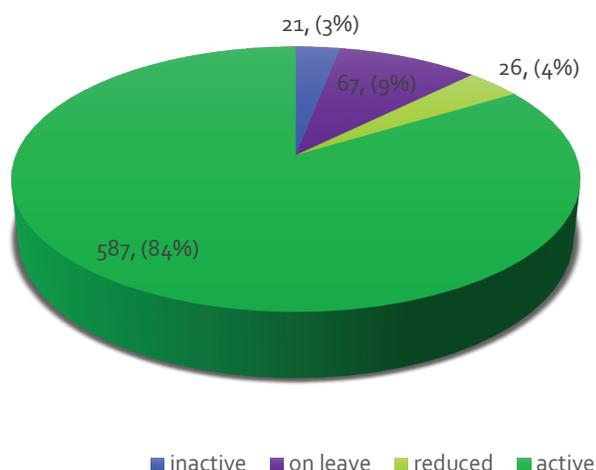
In addition, 2 former members re-registered with the College and one member retired. Thirteen members resigned their membership in 2013/14.

Since 1994, College membership has increased from 67 registered midwives to 701 registered midwives, as of March 31, 2014.



Membership summary

The College has 701 registered midwives in Ontario as of March 31, 2014.



INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

Caroline Brett, Chair
 Tiffany Haidon, RM
 Samantha Heiydt
 Wendy Murko, RM
 Joan A. Pajunen
 Edan Thomas, RM

The Inquiries, Complaints and Reports Committee (ICRC) investigates public complaints and information the College receives through reports to determine whether there is any evidence of professional misconduct, incompetence or incapacity. Based on this information, the Committee determines whether a disciplinary or fitness to practise hearing is required or if some other action would better serve the public interest.

Investigations & Hearings Summary, 2013/14	
# of complaints cases brought forward from fiscal year 2012/13	39
# of new complaints cases opened in 2013/14 fiscal year	23
# of cases that were completed in 2013/14 fiscal year	20
# of cases carried forward into 2014/15 fiscal year	43
- SCERP monitoring	8
- appealed to HPARB	10
- at investigation stage	13
- at decision stage	9

FITNESS TO PRACTISE COMMITTEE

Lilly Martin, RM, Chair
Jennifer Lemon
Gemma Salamat
Tia Sarkar, RM
Jan Teevan, RM

The Fitness to Practise Committee is mandated to protect the public from members who cannot practise safely or competently because of mental or physical incapacity.

There were no Fitness to Practise Committee proceedings this year.

DISCIPLINE COMMITTEE

Lilly Martin, RM, Chair
Jennifer Lemon
Gemma Salamat
Tia Sarkar, RM
Jan Teevan, RM

The Discipline Committee conducts hearings to deal with allegations of a member's professional misconduct or incompetence upon referral from the Inquiries, Complaints and Reports Committee (ICRC). The committee conducts hearings in accordance with the Regulated Health Professions Act (RHPA), Health Professions Procedural Code.

Summary of discipline cases

The College's first discipline hearing in over 10 years commenced on March 5, 2012. The evidence portion of the hearing lasted 54 days and final arguments before the panel concluded on March 4, 2013.

Discipline hearings are open to the public and the results are required to be published. In the 2013/14 fiscal year, the panel continued deliberating and completing its decision. This decision is released, as prescribed by the RHPA, once it has been finalized.

No new cases were referred to discipline in the fiscal year.

QUALITY ASSURANCE COMMITTEE

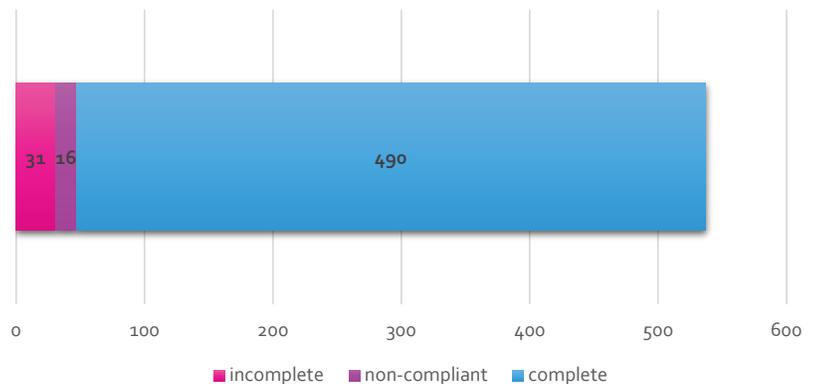
Jennifer Lemon, Chair
Barbara-Ann Borland, RM
Rochelle Dickenson
Tia Sarkar, RM

The Quality Assurance Committee (QAC) develops standards, policies, guidelines and regulations for the CMO. The QAC also monitors and oversees the Quality Assurance Program (QAP).

In fiscal 2013/14, two quality assurance committee panel files were carried over from 2012/13 fiscal; one as a result of a referral from the Health Professions Appeals and Review Board and the other due to non-compliance with Random

Quality Assurance Program 2013

(totals exclude new registrants and members on leave)



Practice Audit requirements. Five additional QAC panels were held in order to review QAP exemption requests.

Over the course of the fiscal year, the QAP random practice audit program continued its transition and underwent revisions to commence the use of Criteria Based Audits, now referred to as Criteria-Based Assessments (CBA), as the primary random practice audit tool. In addition, the QAP added a new tool for self-assessment, the Practice Assessment Workbook (PAW).

Each year members will be randomly selected and their practices will then complete the PAW. No members were randomly selected to complete the PAW or the CBA within their practices in the fiscal year

CLIENT RELATIONS COMMITTEE

Rochelle Dickenson, Chair
Barbara-Ann Borland, RM
Samantha Heiydt
Jan Teevan, RM
Edan Thomas, RM

The Client Relations Committee (CRC) develops and implements policies and procedures to prevent sexual abuse of clients and to define appropriate professional relations between the members of the College and their clients.

FINANCIAL STATEMENTS



Independent Auditor's Report

To the Council of the
College of Midwives of Ontario

We have audited the accompanying financial statements of the College of Midwives of Ontario, which comprise the statement of financial position as at March 31, 2014, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the College's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the College of Midwives of Ontario as at March 31, 2014, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

A handwritten signature in black ink that reads "Hilborn LLP".

Toronto, Ontario
September 24, 2014

Chartered Professional Accountants
Licensed Public Accountants

COLLEGE OF MIDWIVES OF ONTARIO

Statement of Financial Position

March 31	2014 \$	2013 \$
ASSETS		
Current assets		
Cash and cash equivalents (note 4)	1,121,780	833,552
Accounts receivable (note 5)	83,751	11,637
Member fees receivable (note 6)	324,132	290,464
Prepaid expenses	16,570	16,267
	1,546,233	1,151,920
Capital assets (note 7)	42,002	45,641
Intangible assets (note 8)	8,928	27,709
	50,930	73,350
	1,597,163	1,225,270
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities (note 9)	389,589	313,941
Deferred membership fees	547,878	489,071
Deferred project funding (note 10)	49,933	138,847
Due to the Ontario Ministry of Health and Long-Term Care - Ontario Midwifery Program (note 11)	259,316	259,316
Due to the Ontario Ministry of Health and Long-Term Care - Regulatory Policy Unit (note 12)	275,116	-
	1,521,832	1,201,175
Deferred funding related to capital assets (note 13)	7,438	8,553
	1,529,270	1,209,728
NET ASSETS		
Invested in capital and intangible assets	43,492	64,797
Internally restricted (note 14)	10,000	10,000
Unrestricted	14,401	(59,255)
	67,893	15,542
	1,597,163	1,225,270

COLLEGE OF MIDWIVES OF ONTARIO

Statement of Operations

Year ended March 31	2014 \$	2013 \$
Revenues		
Government grant - operations (notes 2, 11 and 12)	411,384	581,473
Government grant - special funding (notes 2 and 5)	73,656	-
Government grant - project funding (notes 2 and 10)	286,593	41,905
Government grant - capital and intangible asset funding (notes 2 and 13)	1,861	1,509
Membership fees	1,080,943	944,414
Administration fees	54,897	41,490
Other income	13,849	13,388
	1,923,183	1,624,179
Expenses		
Salaries and benefits	712,297	705,119
Consulting fees (schedule 1)	68,597	51,960
Council and committees	132,507	89,031
Insurance	3,619	2,812
Telephone	16,242	22,474
Office and general (schedule 2)	81,884	62,691
Rent and utilities	68,117	64,292
Quality assurance program	5,103	1,570
Investigations and hearings	393,479	512,666
Federation of Health Regulatory Colleges of Ontario	8,475	8,475
Canadian Midwifery Regulators Consortium	15,000	15,000
Canadian Midwifery Registration Exam	1,258	4,471
Information technology	51,348	16,058
Birth Centres (note 10)	247,339	41,905
eHealth Ontario (note 10)	39,254	-
Amortization - capital assets	9,160	14,740
Amortization - funded capital assets	1,861	-
Amortization - intangible assets	3,434	6,345
Amortization - funded intangible assets	-	1,509
Loss on disposal of capital and intangible assets	11,858	10,874
	1,870,832	1,631,992
Excess of revenues over expenses (expenses over revenues) for year	52,351	(7,813)

COLLEGE OF MIDWIVES OF ONTARIO

Statement of Changes in Net Assets

Year ended March 31

	Invested in capital and intangible assets \$	Internally restricted (note 14) \$	Unrestricted \$	2014 Total \$
Balance, beginning of year	64,797	10,000	(59,255)	15,542
Excess of revenues over expenses (expenses over revenues) for year	(33,077)	-	85,428	52,351
Purchase of capital assets	9,941	-	(9,941)	-
Purchase of intangible assets	1,831	-	(1,831)	-
Balance, end of year	43,492	10,000	14,401	67,893

	Invested in capital and intangible assets \$	Internally restricted (note 14) \$	Unrestricted \$	2013 Total \$
Balance, beginning of year	72,610	10,000	(59,255)	23,355
Excess of revenues over expenses (expenses over revenues) for year	(31,959)	-	24,146	(7,813)
Purchase of capital assets	13,999	-	(13,999)	-
Purchase of intangible assets	10,147	-	(10,147)	-
Balance, end of year	64,797	10,000	(59,255)	15,542

COLLEGE OF MIDWIVES OF ONTARIO

Statement of Cash Flows

Year ended March 31	2014 \$	2013 \$
Cash flows from operating activities		
Excess of revenues over expenses (expenses over revenues) for year	52,351	(7,813)
Adjustments to determine net cash provided by (used in) operating activities		
Government grant - operations	(411,384)	(581,473)
Government grant - special funding	(73,656)	-
Government grant - project funding	(286,593)	(41,905)
Government grant - capital and intangible asset funding	(1,861)	(1,509)
Amortization - capital assets	9,160	14,740
Amortization - funded capital assets	1,861	-
Amortization - intangible assets	3,434	6,345
Amortization - funded intangible assets	-	1,509
Recognition of deferred funding related to intangible assets	8,553	-
Recognition of internally generated intangible assets previously capitalized as an expense	8,625	-
Loss on disposal of capital and intangible assets	11,858	10,874
	(677,652)	(599,232)
Change in non-cash working capital items		
Decrease (increase) in accounts receivable	(72,114)	19,776
Increase in member fees receivable	(33,668)	(32,127)
Decrease (increase) in prepaid expenses	(303)	3,455
Increase (decrease) in accounts payable and accrued liabilities	75,648	(384,413)
Increase in deferred membership fees	58,807	57,819
	(649,282)	(934,722)
Cash flows from investing activities		
Purchase of capital assets	(9,941)	(13,999)
Purchase of funded capital assets	(9,299)	-
Purchase of intangible assets	(1,831)	(10,147)
Purchase of funded intangible assets	-	(10,062)
	(21,071)	(34,208)
Cash flows from financing activities		
Receipt of government grant - operations	686,500	1,025,236
Receipt of government grant - special funding	73,656	-
Receipt of government grant - project funding	198,425	168,952
	958,581	1,194,188
Net change in cash and cash equivalents	288,228	225,258
Cash and cash equivalents, beginning of year	833,552	608,294
Cash and cash equivalents, end of year	1,121,780	833,552

COLLEGE OF MIDWIVES OF ONTARIO

Schedules to Financial Statements

Year ended March 31

Consulting fees

Schedule 1

	2014	2013
	\$	\$
Financial	30,058	21,103
Legal	28,539	30,057
Other	10,000	800
	<u>68,597</u>	<u>51,960</u>

Office and general

Schedule 2

	2014	2013
	\$	\$
Supplies	37,789	31,080
Equipment rentals	8,815	9,996
Resource library	3,071	2,404
Printing, postage, and courier	16,140	9,578
Memberships, conferences and advertising	16,069	9,633
	<u>81,884</u>	<u>62,691</u>

STAFF LISTING

Kelly Dobbin, RM	Registrar (as of November 1, 2013)
Robin Kilpatrick	Registrar (retired as of November 1, 2013)
Carolyn Doornekamp	Director of Operations
Julie Kivinen	Director of Policy
Naakai Garnette	Director of Regulatory Affairs
Gina Dawe	Registration Coordinator
Melanie Ramkissoon	Investigations and Hearings Coordinator
Amy Fournier	Quality Assurance Coordinator
Monica Zeballos-Quiben	Executive Assistant
Rachel Rapaport Beck	Policy Analyst - Birth Centres
Michelle Kryzanasuskas, RM	Clinical Practice Advisor
Sarah Meyer	Program Coordinator
Dianne Gardner	Reception
Mary D'Andrea	Bookkeeper

College of Midwives of Ontario

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