

<i>Administrative Policy:</i>	Criteria for Approval of Supervisors
<i>Reference #:</i>	PADMIN_C091212
<i>Approved by:</i>	EXECUTIVE
<i>Date approved:</i>	October 2012
<i>Date Revised:</i>	n/a
<i>Attachments:</i>	none



## Criteria for Approval of Supervisors

### BACKGROUND

Supervising midwives administer the plan for Supervised Practice and Evaluation on behalf of the College. In applying their knowledge of the model of midwifery care in Ontario, their understanding of the CMO standards of practice and their clinical experience, they are responsible to the College for providing appropriate mentoring to the supervised midwife and assessing the supervised midwife's competency to provide primary care and submitting reports to the College.

### PURPOSE

To guide the Registration Committee in deciding whether it will approve a supervisor and to ensure that the criteria for approval are clear and consistent.

### RATIONALE

To ensure registration practices are transparent, objective, impartial and fair.

### LEGISLATION

The relevant legislation, regulations and by-laws regarding registration with the College of Midwives includes:

- the *Health Professions Procedural Code*, being Schedule 2 to the *Regulated Health Professions Act*, 1991, as amended from time to time
- Registration Regulation made under the *Midwifery Act*, 1991

### SCOPE

This policy applies to all departments and administrative offices of the College, to all College officers, to Council and committee members and employees, to all Registered Midwives proposing to act as supervisors and to all applicants for registration in the supervised class.

### POLICY & CRITERIA

When deciding whether it will approve a supervisor (pursuant to its authority under paragraph 13(7)2 of Regulation 168/11), the Registration Committee will determine whether the candidate's circumstances including practice environment, conduct, history and her interaction with the College and its committees satisfy the Registration Committee that she will be able to carry out her role as supervisor responsibly, professionally and competently.

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## PROCEDURES

1. If proposed supervisors are deemed by staff to meet the criteria to act as supervisors, staff will process the supervision plan.
2. If staff reviews the proposed supervisor's circumstances and has concerns that the midwife does not meet the criteria, the Registration Committee will be asked to review the proposed supervisor to determine if the supervisor is appropriate. In arriving at that determination, staff and the Registration Committee will consider such factors as:
  - the prior experience of supervised midwives with the proposed supervisor or her practice
  - the prior experience of New Registrants with the proposed supervisor or her practice
  - the general practice environment of the proposed supervisor, including frequency of complaints and reports about the practice
  - the proposed supervisor's prior history with the College
  - whether the proposed supervisor is currently under investigation
  - whether the proposed supervisor has terms, conditions and limitation in place
  - whether the proposed supervisor has been directed to complete a Specified Continuing Education or Remediation Program
  - whether the proposed supervisor has signed an undertaking with the College
  - any other factors that tend to demonstrate, in the opinion of the Registration Committee, that the proposed supervisor may be unable to provide a successful supervision experience
3. Staff and the Registration Committee will also consider the complexity of the supervision, particularly in light of such factors as:
  - The past experience of the proposed supervisor in supervising midwives
  - the number of midwives in the practice

