

ON CALL

Autumn 2018



College of
Midwives
of Ontario

Ordre des
sage-femmes
de l'Ontario

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MESSAGE FROM THE PRESIDENT

Updates on our submissions to the Ministry of Health and Long-term Care



Dear midwives, stakeholders, and members of the public,

The College has long sought to make changes to legislation and regulations to improve the effectiveness and efficiency of our programs; to respond to best practices in regulation; to remove barriers to the delivery of safe, timely, and quality midwifery care; and to improve client experience in the health care system.

To ensure we are fulfilling our mandate of protecting the public, all legislation and regulations that define and inform the practice and regulation of midwifery are under review.

One of our strategic priorities is modernizing legislation and regulations.

To meet our goal, the College made a submission to the Ministry of Health and Long-Term Care in January 2018, formally requesting that midwives be given the authority to order laboratory tests and prescribe drugs according to the midwifery scope of practice rather than the current list structure.

The changes we proposed are to the Laboratories Regulation (R.R.O. 1990, Regulation 682) and the Designated Drugs Regulation (Ontario Regulation 884/93). You can [read more about the submission here](#).

The Ministry reviewed our initial submission, requested some more information, and asked that we survey the membership. We have now responded to the Ministry's requests. You can [read our response to the Ministry's questions here](#).

As you may recall, we surveyed midwives earlier this summer to inform the next stage of the College's submission. Thanks to the 212 midwives who filled out the survey, we were able to submit additional information to the Ministry. You can [click here to see the results of the survey taken by midwives](#).

The College also submitted changes to our Professional Misconduct Regulation and our Quality Assurance Regulation in July 2017, but we do not have any updates on these changes at this time.

We will continue to inform midwives and the public about the status of our submissions and hope to have more news to share soon.

Sincerely,

A handwritten signature in black ink that reads "Tiffany Haidon". The signature is fluid and cursive, with a long horizontal line extending to the right.

Tiffany Haidon RM

MESSAGE FROM THE REGISTRAR

The College of Midwives of Ontario 2017-2018 Annual Report is now available



We are pleased to share our 2017-2018 College of Midwives of Ontario Annual Report with you. [You can click here to review the report.](#)

This has been a strong and productive year for us at the College, and I am so proud of the work that our team has accomplished. We are now in the second year of our Strategic Plan and our guiding principles of accountability, transparency, integrity, proportionality, and innovation have been at the centre of all of our work.

In the last fiscal year, we have worked towards meeting our priorities of modernizing legislation and regulations, implementing risk-based regulation, and encouraging public participation and engagement. You can [read our strategic plan here.](#)

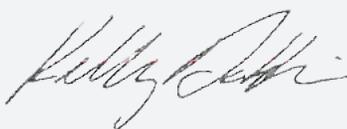
In this year's annual report, we report back on each priority, and activities we have undertaken to achieve these goals.

Our report contains updates on submissions we have made to the Ministry, new transparency initiatives we have undertaken, our public engagement strategy, and additional activities that serve our goals and mandate.

We have accomplished a lot in the past year, and we are proud of the work we have done. We are on a strong path, and I know that we can accomplish the goals we have set.

You can read more about these initiatives in this report.

Sincerely,



Kelly Dobbin RM
Registrar & CEO
College of Midwives of Ontario



COUNCIL HIGHLIGHTS

Our Council meetings are open to members and the public. If any of these highlights from the October Council meeting, held October 10 & 11, 2018 interest you, you can [click here to read more in the meeting materials](#).



College of Midwives of Ontario Council Members as of December 2017

Executive Committee 2018-2019
Council voted at its last meeting to acclaim the following council members in roles of the Executive Committee:

- Tiffany Haidon as President
- Claire Ramlogan-Salanga as Vice President (Professional)
- Jennifer Lemon as Vice President (Public)
- Jan Teevan as Executive Member at Large (Professional)
- Susan (Sally) Lewis as Executive Member at Large (Public).

Annual Financial Statements
The College's audited financial statements of operations were approved on behalf of Council at the Executive Committee meeting on September 2, 2018.

Revision to the Council President's Job Description
Council amended the Council President's job description to allow both professional and public members of Council to run for President.

The President is ultimately responsible for the fulfillment of the vision, mission, guiding

principles and strategic priorities of the Council. Public participation and involvement in the decision-making processes of Council is critical to the College's duty of regulating the profession of midwifery in the public interest.

Continuing Competencies & Approved Courses

The College has developed information and a new approved course list to assist applicants and members in determining what courses to take to meet the College's continuing competency requirements for initial and ongoing registration. [You can review the College's information on continuing competencies here.](#)

Thank you, Isabelle Milot
The College would like to thank Isabelle Milot, who has completed her term with Council for the contributions made to Council and Executive, the dedication she brought to chairing the Registration Committee, and the insightful service she provided as a professional member governing midwifery in the public interest.

PUBLIC COMMITTEE MEMBERS

The College has decided to invite members of the public to join our committees as non-council members. Read below to learn our implementation plan.

In the College's 2017-2020 Strategic Plan, Public Participation and Engagement was identified as one of our strategic priorities.

One initiative we are taking to achieve this is to allow members of the public who are not on our Council to be appointed to College Committees.

The appointment of non-Council public members exemplifies the College's commitment to public engagement by including the voices of members of the public in decision making processes.

Who will be eligible?

The College will use similar eligibility criteria that Ontario's Public Appointments Secretariat requires of public appointees, including requiring all applicants to be:

- A resident of Ontario
- Proficient in either English or French
- Able to attend meetings in Ontario.

All applicants are also required to submit a Conflict of Interest Disclosure Statement which includes disclosing any real or perceived conflict of interest and consent to a police record check.

What are we looking for?

As documented in the College's by-laws, in making an appointment to a College committee, the Council shall take into consideration location of residence, experience, expertise, availability, and other qualifications and characteristics of the candidate for appointment in order to complement the collective competencies of other Committee members. A document of relevant Council & Committee competencies will be available for reference and applicants will be encouraged to highlight in their letters

of interest any details relevant to these considerations.

The College is committed to creating space and access for members of marginalized communities to participate in the governance work of its statutory committees. Those who self-identify as a member of an equity seeking group are encouraged to apply.

How will we find public members?

We will use a variety of recruitment strategies depending on the demand for appointments. Consistently, we will use social media and email notices and liaise with practices, community health centres, and clinics to advertise openings.

What is our appointment process?

All applications will be reviewed by the Executive Committee and recommendations for appointment will be presented to Council. This appointment process for Public non-Council committee members follows the same process of professional non-Council appointments.

CRIMINAL RECORD SCREENING POLICY

At its October 11 meeting, Council approved a new Criminal Record Screening Policy for the College.

The College has a duty to regulate midwifery in the public interest. One of the ways College will fulfill this duty effective April 1, 2019, is by requiring applicants and members to adhere to the new Criminal Record Screening Policy. [Click here to review the policy.](#)

The Registration Regulation provides the grounds for establishing the “good character” and suitability of an applicant and member to practise the profession.

However, beyond self-disclosure or information coming to the attention of the College, applicants were not screened in a consistent manner to determine if they met the good character requirements of the Registration Regulation.

As midwives work with clients at a very important time in their lives, and work in a variety of practice environments, including clients' homes, it is important for us to effectively screen for good character. For these reasons, Council decided to implement a Criminal Record Screening Policy.

The aim of this new policy is to mitigate the potential risks of registering an applicant who may not practise midwifery with decency, honesty, integrity, and in accordance with the law, as required by the Registration Regulation.

Following a comprehensive review of the different processes available Council determined that College applicants should be required to submit the results of a **Vulnerable Sector Check**.

Requirements for Applicants

Effective April 1, 2019, all applicants must submit the results of a Vulnerable Sector Check as part of their application to the College. The applicant is responsible for obtaining the correct Vulnerable Sector Check and paying all related fees. Further information on this

will be provided in the registration process. You can also [review the policy here](#) for more information.

Requirements for Members

The new Criminal Record Screening Policy states that members must submit the results of a Vulnerable Sector Check to the College if the College requests. Please [review the policy here](#) for more information.

Good Character Guide

After submitting a Vulnerable Sector Check, an applicant or member may be referred to a panel of the Registration Committee. This panel would determine if the findings in the Vulnerable Sector Check mean the applicant or member does not meet the good character requirements in the Registration Regulation.

The Good Character Guide will be used as a tool to help panel members determine this, and members and applicants are encouraged to [review the **Good Character Guide** for further information.](#)

GENERAL BY-LAW CHANGES

The College's amended General By-law is [available on our website here](#). A summary of the changes can be found below.

Council has approved changes to the [College's General By-law](#). These changes were the subject of a public consultation over the summer, and we thank everyone who took the time to share their feedback.

Eligibility Criteria for Elections and Appointments and Disqualification Criteria Council approved changes to the eligibility criteria for nomination to Council, appointment to Committees as well as disqualification criteria of sitting Council members.

The amended by-law states that criminal charges, findings of criminal guilt, as well as cautions ordered by the Inquires, Complaints, and Reports Committee are included as criteria for ineligibility or disqualification. The requirement to receive an oral caution or to complete a Specified Continuing Education and Remediation Program makes a candidate ineligible if it was completed within the past three years, as these activities are considered remedial and not punitive. All of the new criteria can be found under article 5.08 Eligibility for Election, 6.12 Eligibility for Appointment, and 9.02 Disqualification of Council Members in the General By-law.

Ontario families must have trust in Council members' and non-council Committee members' personal and professional conduct, as these decision makers are accountable to the public. We believe that by holding decision makers to high and achievable standards, we are ensuring public trust in the College.

Governance training

In the effort to improve Council and Committees' competency, a training program related to the duties, obligations, and expectations of Council and Committee members is being developed by the College.



The completion of this program will be a requirement to sit on Council or a Committee.

Council approved previously attended Council orientation training and experience on Council as equivalent to the training program for existing/former Council members who choose to run for subsequent elections or choose to apply for non-Council appointments.

Appointment of non-Council public members to Committees

In the College's 2017-2020 Strategic Plan, Public Participation & Engagement was identified as one of the strategic priorities. Council also committed to increasing public involvement in the College's governance structure and in the design of the College's regulatory work. We believe that the appointment of non-Council public members demonstrates the College's commitment to public engagement and will bring the voices of the clients and the public into decisions that are relevant to them. See more about the implementation plan for the appointment of non-Council public members on page six of this newsletter.

Gender Inclusive Language

The amended By-law also addresses gender inclusive language and general improvements for clarity and cohesion with the College's governance policies.

ACTIVE PRACTICE REQUIREMENTS

The College is making changes to the way we administer the Active Practice Requirements to better align with the Registration Regulation.

At its October meeting, Council rescinded the Policy on Active Practice Requirements (APR). In place of this policy, the Registration Committee has approved a new operational process for administering the active practice requirements as outlined in the [Registration Regulation](#). The revised [Active Practice Requirements document can be read here](#).

While we recognize that birth numbers are not necessarily the best way to measure currency or competency, it is the system which currently exists under the Registration Regulation. We need to administer it effectively, and have a meaningful process to establish defensible rationales to support active practice shortfall decisions in the interest of public protection.

We determined we needed a new approach to Active Practice Requirements for the following reasons:

- To help ensure consistency with Registration Regulation
- To ensure fair and consistent decision making and administration as it relates to active practice shortfalls
- To enable a streamlined process that is clear for members, the Registration Committee and staff

- Development and use of a risk assessment tool to focus on public protection
- To provide a means to account for midwives who are practising in various models of care
- To enable the College to effectively implement the active practice requirements until such time that the Registration Regulation can be changed.

While members are encouraged to [read the new document in full here](#), we have summarized two of the major changes.

The new process adjusts member due dates for APR if the member was registered in the Inactive class for all or part of their reporting period. This makes our process consistent with the Registration Regulation

Where there is a shortfall in primary births, we will consider counting births attended by the midwife in the role of second midwife towards meeting their APR. Reported seconds can be an indication of the fact that the member is actively practising, especially in out-of-hospital settings, and midwives should be maintaining their knowledge and skills to act as a second at births.



REVISED SECOND BIRTH ATTENDANT STANDARD

The College's Second Birth Attendant has been revised and a new version came into effect on on October 1, 2018. [Click here to review the standard.](#)

The College of Midwives of Ontario's [revised Second Birth Attendant Standard came into effect on October 1, 2018](#). All members are now required to follow the revised standard and should be familiar with the changes.

As midwives are aware, the College rescinded the standard requiring two midwives at every birth, as there is no evidence to support the need for two primary care providers at a birth. There are, however, recommendations that every birth be attended by a primary care provider and a second individual who also has the skills to perform neonatal resuscitation.

The College has a duty to the public to set a minimum standard of required performance for midwives. Our Second Birth Attendant Standard assures that midwifery managed home births, where there are fewer human resources to rely on, are attended by a skilled second individual.

That is why College Council made a decision to require that all second birth attendants who provide care in homes or other out-of-hospital locations hold a certificate of completion in the Canadian Paediatric Society's Neonatal Resuscitation Program.

Council also decided to require second birth attendants who provide care in homes or other out-of-hospital locations to hold a certificate of completion in an obstetrical emergency skills program. The revised standard requiring all second birth attendants hold certificates of completion is the College's way of assuring the public that their care providers have demonstrated the knowledge and skills required to participate in an obstetrical emergency.

Over the past few months, some members shared concerns that the revised Second Birth Attendant Standard was too high for those who are not members of a regulated health profession to meet, as currently the Canadian

Paediatric Society's Neonatal Resuscitation Program will only certify regulated health professionals. Similarly, we heard that second attendants should not be required to complete the same courses as midwives with regard to the training in obstetric emergency skills.

In June, the College introduced a new waiver policy, to acknowledge that in exceptional circumstances, midwives may not be able to meet certain College standards. In these rare cases, standards may be waived.

Midwives who are confident that they will be able to demonstrate to the College that exceptional circumstances exist and that granting a waiver is in the public interest are able to submit their application. [More information can be found here.](#)

Alternate Practice Arrangements

As members are likely aware, the College is no longer issuing Alternate Practice Arrangements (APAs). The new Second Birth Attendant Standard and the Professional Standards for Midwives have eliminated the need for APAs at the College. If you would like more information, please [click here to read our July 2018 post on the subject.](#)



STATEMENT ON THE USE OF RESTRICTED TITLES

Read below to see the College's statement on the use of restricted titles and representation of qualifications to clarify who is able use the title "midwife."

Clients and the public recognize professional titles because they indicate competence and fitness to practise and mean belonging to a profession. There is a risk to client safety and public protection when unqualified individuals hold themselves out as registered professionals. Health professional regulators, including the College of Midwives of Ontario, have a duty to ensure protection for clients and the public, and tackling title misuse is an important part of this. The College will take action, including legal action, to protect the use of professional titles in situations where title misuse has been identified.

The *Midwifery Act, 1991* (Act) restricts the use of both professional titles and representation of midwifery qualifications.

Restricted Titles

The Act states: "No person other than a member shall use the title "midwife", a variation or abbreviation or an equivalent in another language."

The above provision means that only those who hold a certificate of registration issued by the College, i.e. College members, are permitted to use the restricted titles, such as "midwife" or "RM".

Representation of Qualifications

The Act also states that: "No person other than a member shall hold himself or herself out as a person who is qualified to practise in Ontario as a midwife or in a specialty of midwifery."

This provision means that only those who hold a certificate of registration issued by the College, i.e. College members, and midwifery students are permitted to hold themselves out as people who can to practise in Ontario.

Midwifery Students

It is important to note that while students are permitted to provide care within the midwifery scope of practice before they

become registered with the College, they are not permitted to use the restricted title "midwife" or "RM" or any other variation or abbreviation or an equivalent in another language. Acceptable alternatives are "midwifery student" or "student of midwifery".

Exception for Indigenous Midwives

The only exception under the Act is an Indigenous person who provides traditional midwifery services. Pursuant to the Act, they may use the title "Aboriginal Midwife" or a variation, abbreviation or an equivalent in another language, and may hold themselves out as a person who is qualified to practise in Ontario as an Aboriginal Midwife.

INFORMATION & UPDATES

Recruiting Midwifery Experts

The Inquiries, Complaints, and Reports Committee (ICRC) of the College considers obtaining an independent expert opinion to assist in the consideration of all complaints and Registrar's report investigations dealing with mortality, significant morbidity, and in matters in which there is a likelihood of a referral to Discipline. The ICRC also requests independent expert opinions in other matters on a case-by-case basis.

The College of Midwives of Ontario is recruiting midwives to work as experts who will provide independent expert opinions on behalf of the College. As an expert, you will provide your independent opinion as to whether or not a midwife met the minimum standards of practise for the profession and/or is incompetent. If you are interested in applying to be an expert, [please click here for more information on who is eligible and how to apply.](#)



Important information regarding QAP reporting

The Quality Assurance Program (QAP) section of the College's member portal is currently unavailable. For the time being, we suggest midwives personally track and record any QAP requirements and activities completed. An updated process and QAP record form will be available in the coming months. Members will be given clear guidelines at that time on how to submit their QAP and maintain compliance. If you have any questions or concerns, contact the College at cmo@cmo.on.ca

Waiver Policy

College standards set minimum expectations that must be met by any midwife in any setting or role. Standards guide the professional knowledge, skills and judgment needed to practise midwifery safely. In exceptional circumstances, midwives may not be able to meet certain College standards. In these rare cases, standards may be waived. To read the College's new Waiver Policy and find out more about what may constitute an exceptional circumstance, [click here.](#)

Canadian Midwifery Regulators Council Core Competencies

The Canadian Competencies for Midwives has been updated to reflect gender inclusive language. You can [review the revised document here.](#)

We welcome your feedback on our newsletters, and encourage you to get in touch if you would like more information on any article, or if you would like to request an update on any of the information we have shared here. Email cmo@cmo.on.ca to let us know what you think.

RESOURCES FOR MIDWIVES

College Webinars

The College is planning webinars to take place this winter. This will be done in place of our usual Member Education Day in Toronto, and will allow members across the province to participate in short webinars on subjects that affect them. We will email all members with the dates of the webinars in the coming weeks and will make each presentation available on our website for midwives and members of the public to view at their convenience.

If you have an idea for a webinar that you would like the College to work on, please email cmo@cmo.on.ca with your suggestion.

new [Guide to the Health Care Consent Act](#)

We have created a new [Guide to the Health Care Consent Act](#) to help midwives understand their professional and legal obligation to obtain informed consent prior to providing treatment to clients.

The College's professional standards require that midwives recognize clients as the primary-decision makers and provide informed choice in all aspects of care. The purpose of this guide is to outline these obligations. [Review our new guide here.](#)

new [Guideline on Ending the Midwife-Client Relationship](#)

An effective midwife-client relationship is based upon mutual trust and respect. This enables the provision of safe and effective care. Occasionally, circumstances may arise in which either the client or midwife decides to end the midwife-client relationship.

We have created a new [Guideline on Ending the Midwife-Client Relationship](#) to describe situations in which it is appropriate for a midwife-client relationship to end and the corresponding obligations of a midwife in such situations. [Click here to review the new guideline.](#)

[Jurisprudence Handbook](#)

The College has updated its [Jurisprudence Handbook](#) to reflect the current Professional Standards for Midwives. While midwives in the general class are not required to complete the College's [Jurisprudence Course](#), members are still encouraged to review the [Jurisprudence Handbook](#) as it contains a lot of helpful information. The [updated handbook can be found online here.](#)

[Health Privacy Breaches Webinar](#)

Midwives seeking additional guidance on health privacy breaches are encouraged to review this informative webinar from the Information and Privacy Commissioner. You can [watch the video here.](#)



INFORMATION & UPDATES

2018 Council Meetings

All Council meetings are public, and midwives and members of the public are encouraged to attend. Council meets in Toronto at the College office at 21 St Clair Ave E, Suite 303.

Our next two Council meetings are:

DEC	MARCH
12	20
2018	2019

Council meeting [agendas and meeting materials](#) are available on our website.



Quick Stats

Total of 956 currently registered midwives as of October 22, 2018.

688	General
79	General with new registrant conditions
12	Supervised Practice
177	Inactive

Practice Advisory

Providing Informed Choice on Pain Management

Clients may initially choose not to have pain medication as part of their birth plan but may change their minds as their labour progresses. Clients may experience confusion and frustration if a certain method of pain management cannot be provided at the time of their request. In addition to conducting an informed choice discussion in the prenatal period with clients about intrapartum pain management, midwives can create client handouts to provide to clients. The handout can address available pain management options during labour (at home or in hospital), the potential benefits and risks of the available pain management options and how external factors, such as hospital policy and staffing, could interfere with pain management being provided at the time of a client's request.

Relevant Professional Standards:

15. Support clients to be active participants in managing their own health and the health of their newborns

16 Recognize clients as the primary decision-makers and provide informed choice in all aspects of care by:

16.1 Providing information so clients are informed when making decisions about their care

16.2 Advising clients about the nature of any proposed treatment, including the expected benefits, material risks and side effects, alternative courses of action, and likely consequence of not having the treatment

16.4 Allowing Clients adequate time for decision-making

STAFF DIRECTORY



Staff Profile - Carolyn Doornekamp, Director of Operations

Carolyn has been with the College of Midwives of Ontario since 2013 as the Director of Operations. Carolyn leads the Human Resource, Information Technology, and Finance portfolios at the College. She holds an Honours Bachelor of Arts and has also completed courses and certificates in accounting, financial management, project management, and business law. Previous to her work at the College, Carolyn worked in the private sector as Director of Operations for an organization that concentrated on placing and educating international students across Canada.

In 2014 Carolyn had her baby with the help of some fantastic midwives and is proud that her work contributes to the regulation of midwifery professionals. Carolyn enjoys her bike rides to and from the office, and daily yoga.

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College Council

(as of October 2018)

Elected Professional Members

Tiffany Haidon, RM, President
Claire Ramlogan-Salanga, RM, Vice President
Lilly Martin, RM
Isabelle Milot, RM
Wendy Murko, RM
Lisa Nussey, RM
Jan Teevan, RM
Edan Thomas, RM

Public Members

Jennifer Lemon, Vice President
Deirdre Brett
Rochelle Ivri
Susan Lewis
John Stasiw

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