



## REGISTRATION PANEL RISK ASSESSMENT TOOL FOR DETERMINING REQUALIFICATION PROGRAMS

All members and applicants re-entering active practice are required to demonstrate clinical competence in accordance with the requirements set out in the Registration Regulation, made under the *Midwifery Act, 1991*. Where a member or an applicant has a clinical experience shortfall or deficiency, a requirement for clinical experience may be met by successfully completing a requalification program that has been approved by a panel of Registration Committee for that purpose.

This tool is designed to support registration panel consistent decision-making when:

1. assessing the extent to which deficiencies identified in a member's or an applicant's clinical experience affect their ability to provide competent midwifery care, and
2. identifying what measures should be taken to satisfactorily address the deficiencies in the applicant's or the member's clinical experience.

**Member's or Applicant's Name:** \_\_\_\_\_

Key Considerations	Level of Risk			
	No or Minimal Risk	Low Risk	Moderate Risk	High Risk
<b>Overall clinical experience (may include time practising outside of Ontario)</b> <b>Births:</b> <ul style="list-style-type: none"> <li>- primary</li> <li>- seconds</li> <li>- out-of-hospital</li> <li>- hospital</li> </ul> <ul style="list-style-type: none"> <li>• A birth shortfall determines if the member is referred to a panel in</li> </ul>	Birth number shortfall in a primary out-of-hospital category only but overall birth numbers (primary, seconds and total) meet requirements outlined in the regulation.  Practised in	Birth number shortfall in primary out-of-hospital, overall birth numbers (primary, seconds and total) are close to meeting the requirements outlined in the regulation.  Practised in another jurisdiction as a primary	Birth number shortfall in more than one than one category and overall birth numbers (primary, seconds and total) are below the requirement.  No births in one or more categories.	No recent clinical experience.

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<p>the case of class change from Inactive to General</p> <ul style="list-style-type: none"> <li>• It is important to look at the overall birth attendance to understand how the member previously practised.</li> <li>• A shortfall in one category simply indicates that there may be a need for the requalification program to focus on that area, but it is dependent on the other factors too and panels should focus on the overall experience/competence of the member.</li> <li>• The member may have a birth shortfall but had been actively practising for two years in the four years prior to application.</li> </ul>	<p>another jurisdiction as a primary care provider prior to application.</p>	<p>care provider prior to application.</p>		

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<p><b>Years of practice as a midwife and time away from practising the profession.</b></p> <ul style="list-style-type: none"> <li>• Did the member work sufficiently to have consolidated their skills?</li> <li>• How long has the member/applicant been inactive/resigned/revoked?</li> <li>• When the member was practising, were they working full time or part time?</li> <li>• Was the member on parental leave or other leave?</li> <li>• Did the member/applicant complete their new registrants year?</li> </ul>	Experienced midwife. & Short period of time away from practice	Experienced midwife & Somewhat short period of time away from practice	New to practising in Ontario & Somewhat short period of time away from practice.  OR Experienced midwife & Long period away from practice.	New to practising in Ontario & Long period away from practice.
<p><b>Practice environment</b></p> <ul style="list-style-type: none"> <li>• How did the member/applicant practice prior to going inactive or leaving the profession?</li> <li>• Did the member/applicant</li> </ul>	Member provided prenatal, intrapartum and postpartum care to women and newborns before moving into inactive/resigning/revocation and intends to practice in a similar way upon return to practise.	Member/applicant provided prenatal, intrapartum or postpartum care to women and newborns before moving into inactive/resigning/revocation but is planning to work in a limited way upon return to practise.		Member/applicant did not provide prenatal, intrapartum or postpartum care to women and newborns before moving into inactive/resigning/revocation but

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<p>provide care to full scope?</p> <ul style="list-style-type: none"> <li>• How will the member/applicant be practising when they return?</li> <li>• Were they practising in an EMCM or will they be practising in an EMCM?</li> <li>• Was/will the member/applicant be a part of a large practice group or working as a sole proprietor or at a small isolated practice?</li> </ul>		<p>Member/applicant practised in a limited model prior to moving into inactive/resigning/revocation and intends to practice in the same limited way upon return to practise.</p>		<p>intends to practise to full midwifery scope upon return to practise.</p>
<p><b>Skills requiring review as identified by the member in the competencies self-assessment document</b></p> <ul style="list-style-type: none"> <li>• Based on the other factors, does it look like the member/applicant critically self-assessed?</li> <li>• If areas for review have been identified, how critical are those skills and what type of requalification would address the gaps? E.g.</li> </ul>	<p>Identified no skills requiring review in the Competencies Self-Assessment Questionnaire and panel confident that this aligns with the other factors and the member's/applicant's circumstances.</p>	<p>Skills identified as needing review in the Competencies Self-Assessment Questionnaire and member/applicant has adequately addressed how they will update their knowledge/skills</p>	<p>Skills identified as needing review in the Competencies Self-Assessment Questionnaire require training and possible supervision.</p>	<p>Skills identified as needing review in the Competencies Self-Assessment Questionnaire require training, examinations and/or supervision.</p>

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document review, training, shadowing, orientation, supervised practice, course? <ul style="list-style-type: none"> <li>Has the member/applicant provided a learning plan?</li> </ul>				
<b>Midwifery-related work (e.g. academic, research, teaching, other)</b> <ul style="list-style-type: none"> <li>Has the member/applicant maintained knowledge and skills by way of other work related to the profession?</li> <li>Has the related work included clinical components?</li> <li>Has the work been in Ontario?</li> <li>What is the extent of this work? E.g. recent/ongoing.</li> <li>Was/is the work directly related to the profession or primary health care?</li> </ul>	Has been doing midwifery-related clinical work	Has been doing midwifery related work, with some clinical components	Has not been doing any midwifery related work or activities.	Has been completely away from health care.
<b>Other factors (e.g. changes in profession; risk to public)</b>	No changes No other information	Changes requiring review No other information	Significant changes requiring review, training and possible supervision.	Significant changes requiring review, training and possible

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<ul style="list-style-type: none"> <li>• What practice protocols/guidelines/standards have changed since the member/applicant last practised in Ontario?</li> <li>• Does this member have a professional conduct history with the College?</li> <li>• Is there other information available that suggests this member/applicant may be a risk to the public?</li> </ul>				<p>supervision.</p> <p>Member/applicant may be a risk to the public. Other issues.</p>
<p><b>Comments:</b></p> <p>Where does the member/applicant fall in each category?</p> <p>After considering all key considerations, how would you overall assess the member/applicant and where would you place them in terms of risk?</p> <p>What type of requalification program is appropriate for this member/applicant and why? Your reasons should come from the above key considerations and mitigating factors.</p>				

## Possible Panel Outcomes

No or Minimal Risk	Low Risk	Medium Risk	High Risk
<p><b>Requalification Program with No Supervised Practice:</b> To provide midwife with opportunity for orientation to the current practice of midwifery in Ontario through review of current legislation, standards or clinical practice guidelines</p> <ul style="list-style-type: none"> <li>Member acknowledges current clinical experience and active practice shortfall and has addressed how they have maintained competence.</li> <li>The panel does not have concerns regarding the member's competence.</li> </ul>	<p><b>Requalification program with short period of Supervised Practice or shadowing/orientation requirement:</b> To provide the midwife the opportunity to refresh their midwifery skills/knowledge within the context of the Ontario midwifery practice.</p> <ul style="list-style-type: none"> <li>Member acknowledges current clinical experience and active practice shortfall and has addressed how they have maintained competence.</li> <li>Self-assessment and learning plan identify some gaps that can be easily addressed.</li> <li>The panel does not have concerns regarding the member's competence.</li> </ul>	<p><b>Requalification Program with Supervised Practice and possible training/courses:</b> To provide the midwife the opportunity to refresh their midwifery skills/knowledge within the context of the Ontario midwifery practice and ensure competence to be a primary care provider.</p> <ul style="list-style-type: none"> <li>The panel has concerns regarding the member's competence that require formal evaluation of the member's practice through supervised practice and other requirements.</li> </ul> <p>Or</p> <p><b>Requalification Program and Terms, Conditions &amp; Limitations:</b> Restrictions imposed on the General certificate of registration that limit how the midwife may practise. The midwife must comply and may only practise under the terms to ensure public interest and safety. Terms, Conditions and Limitations appear on the public register.</p> <p>Voluntary terms, conditions or limitations are considered to enable member to return to practising without supervised practice.</p>	<p><b>Requalification Program, including possible training, exams, Supervised Practice and Terms, Conditions &amp; Limitations:</b> Restrictions imposed on the General certificate of registration that limit how the midwife may practise. The midwife must comply and may only practise under the terms to reduce risk public interest and safety. Terms, Conditions and Limitations appear on the public register.</p> <ul style="list-style-type: none"> <li>The panel has concerns regarding the member's competence.</li> <li>The member has ongoing professional conduct matters.</li> <li>The member has not critically self-assessed and has not developed a learning plan.</li> <li>Information indicates that the member may be a risk to the public and the matter requires review by the Registrar.</li> </ul>