

Fair Registration Practices Report

Midwives (2019)

The answers seen below were submitted to the OFC by the regulated professions.

This Fair Registration Practices Report was produced as required by:

- the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA) s. 20 and 23(1), for regulated professions named in Schedule 1 of FARPACTA
- the Health Professions Procedural Code set out in Schedule 2 of the Regulated Health Professions Act (RHPA) s. 22.7 (1) and 22.9(1), for health colleges.

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1. Qualitative Information

a) Requirements for registration, including acceptable alternatives

i. Describe any improvements / changes implemented in the last year.

On April 1, 2019, the College implemented a Criminal Record Screening Policy and Good Character Guide. The Policy allows for the College to require each registration applicant, and members upon request, to produce the results of a vulnerable sector screening. This in turn allows the College to better evaluate applicants' and members' character in accordance with the good character provisions under the Registration Regulation.

In December 2019, the Criminal Record Screening Policy was revised slightly to ensure the College receives results of a vulnerable sector screening that was conducted no more than six months prior to receiving an applicant's complete registration application. While the policy only ever required applicants and members to obtain a vulnerable sector check from a Canadian police service, the policy was further amended to make this explicit. Council approved the amended policy in December 2019 and the revised policy was implemented as of January 15, 2020.

The College's Good Character Guide outlines how the College and Committees assess good character and how a positive finding on a vulnerable sector screening report would be evaluated.

In May 2019, the Registration Committee reviewed the approved course list for continuing competencies, known as Continuing Competency Requirements and Approved Courses, to account for changes to CPR courses and to allow for applicants and members to complete either a health care provider level course or a basic life support course, offered by one of the approved providers, in order to meet the requirements for cardiopulmonary resuscitation as outlined in the Registration Regulation.

All information was updated on the College's website application handbook and renewal guide and published in our On Call newsletter.

ii. Describe the impact of the improvements / changes on applicants.

The Criminal Record Screening Policy was approved by Council in October 2018 with an implementation date of April 1, 2019 so that the College could implement a communication strategy informing applicants of the effective date of the policy and the required vulnerable sector check. Therefore, although there was an additional/new requirement in place, applicants were not affected as they were given advance notice of the requirements prior to

the application season and were able to prepare.

The College monitored the receipt of the vulnerable sector checks and noted that the majority of the reports met all the requirements and did not impact the registration timeline for the applicant.

In addition, the College developed a letter explaining its role and the reason applicants require a vulnerable sector check for registration. This letter helped registration applicants, where needed, when approaching their local police services to request a vulnerable sector check.

The subsequent minor revisions to the Criminal Record Screening Policy in December 2019, which were implemented in early 2020, clarified the vulnerable sector check requirements. By amending the definition of a vulnerable sector check to “a search conducted in Canada that reports information about an individual’s criminal conduct, including suspected criminal conduct in the past and present” helps applicants and members understand that the College is not requesting criminal record checks from jurisdictions outside of Canada.

Clarifying that the vulnerable sector check must have been conducted within the six months prior to the date of submission of a complete application, helps applicants understand that they must obtain a vulnerable sector check within a timeframe in accordance with when they will be submitting a complete application to the College. This prevents the applicant from running into a situation where their vulnerable sector check may no longer be valid by the time they have submitted a complete application.

Information outlining the changes to the policy as of January 15, 2020 have been posted to the College’s website and published in the College’s On Call Winter 2020 newsletter.

iii. Describe the impact of the improvements / changes on your organization.

The Criminal Record Screening Policy provides a clear rationale for the College to implement this public protection tool. Specifically, the College has a duty to regulate midwifery in the public interest and to assist with ensuring public safety. One of the ways the College fulfills this duty is by requiring applicants and members to submit a Vulnerable Sector Check to determine suitability to practise. This provides a means for the College to evaluate if an applicant is in keeping with the requirement of section 6(b) of the Registration Regulation, which reads:

6. It is a registration requirement for a certificate of registration of any class that the applicant’s past and present conduct affords reasonable grounds for the belief that the applicant,

(b) will practise midwifery with decency, honesty, integrity and in accordance with the law; and

Therefore, the implementation of the Criminal Record Screening Policy, is an important regulatory tool to help the College administer its registration program under the Registration Regulation and the *Midwifery Act, 1991*.

Prior to amending the policy to state that a vulnerable sector check be conducted no more than six months prior to the submission of a complete application to the College, an applicant was able to submit a partial application and a Vulnerable Sector Check that was dated within six months of the date of the submitted application but may not have become registered for another several months. This significantly extended the timeframe in which the Vulnerable Sector Check was completed prior to registration.

b) Assessment of qualifications

i. Describe any improvements / changes implemented in the last year.

The College’s assessment of qualifications and registration requirements remain the same.

The College’s registration application form and handbook were reviewed and updated in 2019 for improved provision of information related to the registration requirements, including the new vulnerable sector check requirement.

The Registration Committee continues to use a Registration Panel Risk Assessment Tool for Determining

Requalification Programs that are required under the Registration Regulation. The tool assists panels of the Registration Committee in making fair and consistent decisions in the public interest. Although each case is considered on its own terms and individual circumstances are always factored in, having guidance with respect to areas of risk, mitigating factors and options to address any concerns lends itself to a more robust decision-making process.

Requalification programs are only required under the Registration Regulation, when the applicant is a former member or is applying to be reinstated after suspension or revocation.

The Registration Committee reviewed the tool in March 2019 and agreed to refine the tool to identify questions for panel members under each key consideration and to better distinguish between the risk categories and possible outcomes. Having finalized the tool, it was published on the College's website under Decision Making Tools and Strategic Documents.

The College continues to rely on the International Midwifery Pre-registration Program (IMPP) at the Chang School of Continuing Education at Ryerson University for assessment of internationally educated midwives based on the demonstration of competencies.

The College continues to work closely with the IMPP to monitor their implementation of assessment practices that apply the principles of fairness, objectivity, impartiality and transparency. The IMPP submitted their 2019 annual report to the College outlining the program's practices and any updates. The IMPP continues to have an MOU with the World Education Services (WES), although the IMPP reports that to date, no applicant has been denied access to admission testing or admission related to their WES report. The IMPP relies on the third-party provider WES to only assess applicant educational credentials to better understand their midwifery training background but it is a small part of the competency assessment approach.

The IMPP provides all applicants with a comprehensive guide to using WES. The guide outlines WES processes, the credential report required by the IMPP and its cost.

The IMPP reports the following changes to the program since its last report:

- Expansion of exam practice opportunities
- Day placement in Alongside Birth Unit, ultrasound clinic, Toronto Birth Centre
- Webinar format for professional liability
- Self-testing program for the Association of Ontario Midwives' guidelines
- Updating all online and print references.

The IMPP also reports all IMPP assessors receive training over 1-2 years as interns and are supervised directly by expert assessors and staff during that time. The IMPP delivers orientation and coaching according to Ryerson's standards of fairness, impartiality, objectivity and transparency and assessors are trained to provide accommodation for applicants suffering from stress during the admissions processes to support applicants.

Accommodation is provided at all IMPP events for applicants and participants for pregnancy-related needs and breastfeeding. The IMPP physical setting is fully accessible.

All assessors are trained to fully support religious accommodation with regards to time and space provision for prayer, the scheduling of exams, and selection of food and drink made available to IMPP applicants and participants.

Applicants are supported to acquire resources appropriate and applicable to success in the admission process. During the two-day orientation session, applicants experience test-like materials, content, demonstrations, and practice written exams and objective structured clinical examinations OSCEs.

The IMPP publishes their assessment criteria on its webpages. Further opportunities for elaboration on these criteria and standards of assessment are offered to the applicant during the two-day orientation session, in-person and phone eligibility to apply confirmation interviews, and in email communication between the applicant and the IMPP.

The Canadian Midwifery Registration Examination (CMRE) continues to be the entry-to-practice examination written by all applicants, Canadian and internationally educated, and is administered nationally by the Canadian Midwifery

Regulators Council (CMRC). It is based on the Canadian Competencies for Midwives. There continue to be two sittings each year, one in May and one in October. The exam is always offered in Toronto, and in Sudbury if demand exists.

A “registerable checklist” continues to be used to ensure registration applications are processed in a consistent manner and all aspects of the application are considered both by staff and Registration Committee panel members as needed.

ii. Describe the impact of the improvements / changes on applicants.

Usage of the Registration Panel’s Risk Assessment Tool for Determining Requalification Programs has enabled the Registration Committee to critically consider how they are arriving at a decision and the reasons for their decision, thereby strengthening the decision and reasons issued to the applicant.

The IMPP bridging program continues to provide access to the profession for midwives who did not complete the Ontario Midwifery Education Programs and who can demonstrate the necessary competencies for entry-to-practice.

iii. Describe the impact of the improvements / changes on your organization.

As noted above, the improvements, such as the implementation of the risk assessment tool strengthen the ability of Registration Committee panels to make more efficient and consistent decisions. Having a clear framework to guide decision making enables panel members to arrive at decisions that better ensure fair, objective and impartial outcomes.

In addition, using the tool helps staff better understand possible gaps in regulation to inform future policy decisions.

The reporting process established with the IMPP allows the College to continue to provide input on practices that may affect applicants to help maintain fairness, objectivity, impartiality and transparency.

c) Provision of timely decisions, responses, and reasons

i. Describe any improvements / changes implemented in the last year.

A monthly panel schedule assists in timely referrals and issuance of decisions. The monthly panel schedule is posted on the College website for information.

The College continues to use an established process whereby a decision of a Registration Committee panel may be communicated to the applicant before the issuance of the written decision and reasons in certain circumstances where the information will assist the applicant in being able to meet a requirement and thereby potentially shorten the timeframe for issuance of the requested certificate of registration.

Since 2004, the IMPP has provided 100% of applicants with admission test results within 48 hours of testing by email or regular mail at the applicant's preference.

ii. Describe the impact of the improvements / changes on applicants.

The items noted above are not new and therefore there is no new impact on applicants.

Being able to begin to act on items required for the completion of a requalification program or other registration requirements prior to receiving a written decision and reasons has assisted members and applicants in moving forward in the registration process.

The IMPP consistently provides timely information to applicants on test results and offers of admission, as well as next steps.

iii. Describe the impact of the improvements / changes on your organization.

The College continues to work towards implementation of our data strategy, benchmarking and regulatory performance evaluation, to assist us in reviewing our procedures to continually improve our ability to provide timely decisions to applicants and members where possible.

d) Fees

i. Describe any improvements / changes implemented in the last year.

A significant fee increase in registration fees was necessitated in 2019 as a result of the government's sudden withdrawal of an annual operational grant to the College. The College circulated a proposed by-law amendment to stakeholders and members for consultation, considered all received comments before finalizing, approving and implementing a revised Fees and Remuneration By-law.

The current Fees and Remuneration By-law was implemented in June 2019 and made available on the College's website.

In accordance with the College's Fees and Remuneration By-law, annual registration fees increased \$350 as of October 1, 2019, for all practising members of the College. Fees for non-practising members increased for inflation by 2%. The fee increase impacted both new registrants, currently practising and non-practising members of the College.

Other fees, such as the administrative fee, fees for returned cheques and letters of professional conduct and standing remained the same. The penalty fee for late renewal or late payment of fees remained at 15% of the registration fee.

The IMPP reported that the overall cost of applying to and attending the IMPP is \$8000 and that there was no increase in costs in 2019.

ii. Describe the impact of the improvements / changes on applicants.

A new fee schedule was posted on the College's website well in advance of the implemented fee increase to ensure applicants and members were aware of the upcoming change. Applicants pay pro-rated initial registration fees and can take advantage of an installment payment option.

Although the registration fees were significantly increased, the increase was necessary in order for the College to continue regulating midwifery in the public interest. Before approving the amount of the increase, the Council approved a deficit budget for 2019-2020 and the use of current College assets, and projected several additional deficit budget years before revenue equals expenses. In addition, the College made every effort to reduce expenditures in all areas. This included cuts as follows:

- The president stipend was replaced by a per diem reimbursement payment process
- Electronic Committee and panel meetings whenever possible, eliminating travel and accommodation costs
- One Council training day was eliminated, resulting in reduced professional fees, travel and accommodation costs
- No merit increases for staff for the next two years
- Cuts to the staff benefits package for the next two years
- Hiring freeze for two years with only existing positions being replaced

Fees were clearly outlined in all renewal information on the website, in the renewal guide and electronic communications to members. In accordance with the College's Fees and Remuneration By-law, members were provided 60 days notice that fees were due.

iii. Describe the impact of the improvements / changes on your organization.

The Council of the College must ensure a secure financial positioning, which necessitated an increase in registration fees in 2019 to cover operational expenses. An increase in registration fees was critical since the government decided to remove its annual operation grant to the College.

e) Timelines

i. Describe any improvements / changes implemented in the last year.

The three-year funding agreement in place in 2019 facilitated the flow of funding from the Ontario Midwifery Program to the Transfer Payment Agencies and the Midwifery Practice Groups at the beginning of the fiscal year. In the past year, this enabled applicants to apply for registration and become registered as soon as they met all of the registration requirements.

Registration timelines otherwise have remained the same in 2019 as in 2018.

ii. Describe the impact of the improvements / changes on applicants.

Where applicants are able to meet all the registration requirements, the College has been able to immediately confirm professional liability insurance and register the applicant in line with the applicant's anticipated work start date. Therefore, applicants have not had to wait for issuance of a certificate of registration upon the release of funding, which facilitates the approval of professional liability insurance for the applicant.

iii. Describe the impact of the improvements / changes on your organization.

With the established funding agreement, the College has been able to process applications for registration as received and to issue certificates of registration without having to wait for the release of funding. This means that the registration process has been somewhat more spread out over the course of the summer and fall months, as opposed to the College having to register the majority of applicants all at the same time, within a couple of days, as funding is released.

f) Policies, procedures and/or processes, including by-laws

i. Describe any improvements / changes implemented in the last year.

Policies and Procedures

Requalification Program Policy

Council rescinded the Requalification Program Policy for the following reasons:

1. The policy is no longer needed as it reiterates what is already in the *Registration Regulation O. Reg. 168/11 under Midwifery Act, 1991, S.O. 1991, c. 31*. Specifically, the Regulation outlines under what circumstances a requalification program must be completed by an applicant or a member and that the program must be approved by the Registration Committee.
2. The Registration Panel's Risk Assessment Tool for Determining Requalification Programs, which is publicly available on the College's website, outlines the key considerations and possible outcomes for determining requalification programs on a case-by-case basis. This tool is designed to support registration panel consistent decision-making when:
 - 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
 - identifying what measures should be taken to satisfactorily address the deficiencies in the applicant's or the member's clinical experience.

The tool provides the information currently included in the Policy and more and is therefore a better resource for the

Registration Committee.

Information regarding what may be a part of a requalification program is also included in letters of referral sent to applicants.

The statement that was included in the Policy about the applicant or member bearing all costs of a requalification program is covered under the *Fees and Remuneration By-Law Article 8.2 (iii)*.

New Registrants Policy

On June 1, 2019, the New Registrants Policy and the Guidelines to the New Registrants Policy were rescinded as Council approved a new New Registrants Policy.

Under s. 12(1) 4 of the Registration Regulation, all members with a General certificate of registration must meet the following conditions in their first year of practice after receiving their initial general certificate of registration:

1. must only work within an established practice, and
2. must attend a minimum of 30 births as a primary midwife and 30 births as a second midwife with another general registrant who is not subject to this condition.

The new New Registrants Policy was developed to provide clarity and definitions to better enable members to understand the conditions outlined in the Registration Regulation and how to meet them, including what is meant by an established practice, working with other new registrants, transfers of care, practising in Ontario, counting births and removal of the new registrant conditions. Detailed information about the changes to the policy, a new form and information session are all posted on the College's website.

The New Registrants Policy does not directly impact applicants. However, it is relevant to new members of the College including those who are initially issued General (with New Registrant Conditions), Transitional or Supervised Practice certificates of registration.

Prior to the implementation of the policy, the College contacted practices, current new registrants and Supervised Practice certificate holders to explain how the policy would impact them and what to expect. Approval and implementation of the policy was also communicated directly to all members and through the College's On Call newsletter.

Transitional Certificate of Registration Policy

The Registration Committee reviewed the Transitional Certificate of Registration Policy and determined that it did not meet the College's definition of a policy, and therefore, wasn't necessary as a regulatory tool. A new Transitional Certificate of Registration information document, which describes the requirements outlined in the Registration Regulation in detail, including clarification of appropriate supervision required of Transitional certificate holders, replaced the policy. Forms relating to Transitional Certificates were also updated. Effective June 1, 2019, the Transitional Certificate of Registration Policy was rescinded by Council. All rescinded policies can be found in the Resource section of the College website.

Processes

The College completed year three of voluntary participation in the Risk Assessment Checklist Program developed by the Healthcare Insurance Reciprocal of Canada (HIROC). The registration checklist provided by HIROC focuses on registration practices related to registering and licensing in a fair and consistent manner. The completion of the registration HIROC checklist facilitated further review of internal registration procedures and information to help with implementing efficient, fair and consistent registration practices, which also align with the OFC's fair registration practices, and may inform other policy/procedure development/changes.

Plans for Supervised Practice and Evaluation

The supervised practice class enables an applicant who meets all the requirements for a General certificate except the clinical experience requirements outlined in the Registration Regulation to become registered to practise under supervision. A Plan for Supervised Practice and Evaluation is required by the Registration Regulation and developed to address the deficiencies in the applicant's clinical experience. The Plan template, supervised practice information and process for developing Plans was reviewed and updated by the Registration Committee. The Registration Committee approached revisions with the goal of simplifying and clarifying the language of the Plan and definitions to align with current practice and to better explain the requirements and accountabilities of applicants, Supervised Practice certificate holders and supervisors.

By-laws

The College's Fees & Remuneration By-law was revised in 2019 to include an increase in membership fees for the registration year commencing October 1, 2019.

ii. Describe the impact of the improvements / changes on applicants.

Policies

Rescinded Requalification Program Policy – no impact on applicants as the policy was replaced with the Registration Panel's Risk Assessment Tool for Determining Requalification Programs, which is more detailed and transparent. This information is included in the referral letters and the tool is available on the College's website.

New New Registrants Policy – For applicants who were issued a General certificate of registration on or after June 1, 2019, they are required to practise in accordance with the new registrant conditions outlined in the Registration Regulation and explained in the new policy. The new registrant conditions of working in an established practice for a period of one year and not attending births with another member with new registrant conditions until the member has attended 30 births as primary midwife and 30 births in the role of a second, are not new. However, it is now clear what is acceptable in terms of counting births where there is a transfer of care and that only the births attended while holding a General certificate count towards meeting the new registrant conditions. Members may not count births they attended while holding other certificates of registration, such as Supervised Practice or Transitional. This is because members in these classes of registration are not yet working towards skill consolidation as is intended by the new registrant conditions outlined in the Registration Regulation.

In fairness to those members who already held Supervised Practice certificates of registration prior to June 1, 2019, they were allowed to count the births they attended prior to June 1, 2019 towards meeting both their supervised practice requirements and new registrant requirements.

Having implemented this policy has enabled the College to provide enhanced information for new registrants to help them in understanding the requirements and how to meet them. Improved availability and clarity of information has improved communication with applicants and members.

Rescinded Transitional Certificate of Registration – No impact on applicants as the policy was replaced with detailed information and all requirements that were included in the policy are outlined in the Registraton Regulation.

Processes

HIROC checklist - Participation in the HIROC risk assessment checklist helps the the College to continue to review our practices for registering applicants in a fair and consistent manner.

Plans for Supervised Practice and Evaluation – reviewing and updating the template, forms and information has provided clarity for applicants and members around what is required as part of supervised practice.

By-laws

A significant fee increase in registration fees was necessitated in 2019 as a result of the government's sudden withdrawal of an annual operational grant to the College. The College circulated a proposed by-law amendment to stakeholders and members for consultation, considered all received comments before finalizing, approving and implementing a revised Fees and Remuneration By-law.

The current Fees and Remuneration By-law was implemented in June 2019 and made available on the College's website.

In accordance with the College's Fees and Remuneration By-law, annual registration fees increased \$350 as of October 1, 2019, for all practising members of the College. Fees for non-practising members increased for inflation by 2%. The fee increase impacted both new registrants, currently practising and non-practising members of the College.

A new fee schedule was posted on the College's website well in advance of the implemented fee increase to ensure applicants and members were aware of the upcoming change. Applicants pay pro-rated initial registration fees and can take advantage of an installment payment option.

Although the registration fees were significantly increased, the increase was necessary in order for the College to continue regulating midwifery in the public interest. Before approving the amount of the increase, the Council approved a deficit budget for 2019-2020 and the use of current College assets, and projected several additional deficit budget years before revenue equals expenses. In addition, the College made every effort to reduce expenditures in all areas.

Fees were clearly outlined in all renewal information on the website, in the renewal guide and electronic communications to members. In accordance with the College's Fees and Remuneration By-law, members were provided 60 days notice that fees were due.

iii. Describe the impact of the improvements / changes on your organization.

Policies, Procedures and Processes

Changes to the registration policies and updating of processes has facilitated the ability of staff to more effectively communicate with applicants and members and to provide more comprehensive and comprehensible information, via the College website.

Improved policies, processes and information helps the College apply consistent procedures and ensure compliance with legislative requirements. It is also helps to align the College's processes with changes in the regulatory and practice environments.

By-laws

The Council of the College must ensure a secure financial positioning, which necessitated an increase in registration fees in 2019 to cover operational expenses. An increase in registration fees was critical since the government decided to remove its annual operational grant to the College. Consequently, in the next few years the College will achieve financial sustainability when revenue equals expenditures.

g) Resources for applicants

i. Describe any improvements / changes implemented in the last year.

The College continues to enhance its website for the public, applicants and midwives. In addition, the College has met the accessibility website standards set by the Accessibility for *Ontarians with Disabilities Act, 2005* (AODA), and continues to ensure compliance. This allows for greater accessibility, transparency, and the ability to present registration information and policies with updated information, and targeted to specific audiences.

The Resource section of the website provides direct access to College's regulations, by-laws, policies, standards of practice, decision tools, guiding documents, reports and Council packages.

ii. Describe the impact of the improvements / changes on applicants.

Applicants have continued access to detailed and updated website information describing the registration application processes and costs.

iii. Describe the impact of the improvements / changes on your organization.

Improved resources and information enables College staff to process registration applications more efficiently and to be more effective in responding to inquiries.

h) Review or appeal processes

i. Describe any improvements / changes implemented in the last year.

No changes in 2019.

ii. Describe the impact of the improvements / changes on applicants.

No changes, no impact on applicants in 2019.

iii. Describe the impact of the improvements / changes on your organization.

No changes, no impact on the organization in 2019.

i) Access to applicant records

i. Describe any improvements / changes implemented in the last year.

No changes in 2019.

ii. Describe the impact of the improvements / changes on applicants.

No changes, no impact on applicants in 2019.

iii. Describe the impact of the improvements / changes on your organization.

No changes, no impact on organization in 2019.

j) Training and resources for registration staff, Council, and committee members

i. Describe any improvements / changes implemented in the last year.

The College continued to offer regular training for members of Council and staff. In 2019 Council participated in training related but not limited to risk-governance, risk-based regulation, risk management, decision deliberation, decision tools, decision writing, unconscious bias, roles and responsibilities, and facilitation.

New College online governance education modules were launched and completed by Council in early 2019. These modules, available on the College's website, are required by College by-laws to be completed by individuals seeking appointment to Council or to a College committee. Completion of these online modules are also required of public members appointed by the government to the Council.

The College continues to be a member of the Ontario Regulators for Access Consortium (ORAC) and staff attended all but one ORAC meeting in 2019.

New members of the Registration Committee received orientation and training on their legislative authority under the Health Professions Procedural Code and the Registration Regulation, as well as panel process and decision making scenarios.

ii. Describe the impact of the improvements / changes on applicants.

Ongoing training helps to ensure efficiency and compliance with legislative authority of the Registration Committee and the principles of fairness, transparency, objectivity, and impartiality, which contribute to better regulatory outcomes.

iii. Describe the impact of the improvements / changes on your organization.

Expanding Council, Committee and staff knowledge of governance, risk-based regulation, risk management, professional competence and decision writing, amongst other things, enhances the College's capacity to critically assess our programs, policies, regulations and tools and lends itself to consistent decision making.

k) Mutual recognition agreements

i. Describe any improvements / changes implemented in the last year.

No changes in 2019.

ii. Describe the impact of the improvements / changes on applicants.

No changes in 2019.

iii. Describe the impact of the improvements / changes on your organization.

No changes in 2019.

l) Other (include as many items as applicable)

i. Describe any improvements / changes implemented in the last year.

No other items that have not been identified in previous questions.

ii. Describe the impact of the improvements / changes on applicants.

No other items that have not been identified in previous questions.

iii. Describe the impact of the improvements / changes on your organization.

No other items that have not been identified in previous questions.

Describe any registration-related improvements/changes to your enabling legislation and/or regulations in the last year

There have been no registration-related amendments to our enabling legislation nor our regulations in the last year.

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2. Quantitative Information

a) Languages

Indicate the languages in which application information materials were available in the reporting year.

Language	Yes/No
English	Yes
French	No
Other (please specify)	n/a

Additional comments:

b) Gender of applicants

Indicate the number of applicants in each category as applicable.

Gender	Number of Applicants
Male	0
Female	93
None of the above	0

Additional comments:

c) Gender of members

Indicate the number of members in each category as applicable. Select the option that best corresponds to the terminology used by your organization.

Gender	Number of Members
Male	1
Female	991
None of the above	0

Additional comments:

d) Jurisdiction where applicants obtained their initial education

Indicate the number of applicants by the jurisdiction where they obtained their initial education¹ in the profession or

trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
80	3	1	Germany 1 Mexico 1 Morocco 1 New Zealand 1 Russia 1 Venezuela 4 Total 9	0	93

¹ Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

e) Jurisdiction where applicants who became registered members obtained their initial education

Indicate the number of applicants who became registered members in the reporting year by the jurisdiction where they obtained their initial education¹ in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
73	2	1	Germany 1 Morocco 1 New Zealand 1 Russia 1 Venezuela 4 Total 8	0	84

¹ Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

f) Jurisdiction where members were initially trained

Indicate the total number of registered members by jurisdiction where they obtained their initial education¹ in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
842	16	31	Algeria 1	0	992

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Belgium 1		
			China 7		
			France 2		
			Germany 1		
			Guyana 1		
			Hungary 1		
			India 1		
			Iran 25		
			Lebanon 1		
			Malta 1		
			Morocco 1		
			Netherlands 3		
			New Zealand 2		
			Nigeria 1		
			Peru 1		
			Philippines 1		
			Poland 3		
			Russia 2		
			S. Africa 1		
			Sweden 1		
			Switzerland 1		
			Syrian Arab Republic 1		
			U.K. 38		
			Venezuela 5		
			Total 103		

¹ Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

g) Applications processed

Indicate the number of applications your organization processed in the reporting year:

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 st to December 31 st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
New applications received	78	2	1	8	0	89
Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)	80	3	1	9	0	93
Inactive applicants (applicants who had no contact with your organization in the reporting year)	0	0	0	0	0	0
Applicants who met all requirements and were authorized to become members but did not become members	0	0	0	0	0	0
Applicants who became FULLY registered members	52	2	0	0	0	54
Applicants who were authorized to receive an alternative class of licence³ but were not issued a licence	0	0	0	0	0	0
Applicants who were issued an alternative class of licence³	21	0	1	8	0	30

from January 1 st to December 31 st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
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¹ An alternative class of licence enables its holder to practice with limitations, but additional requirements must be met in order for the member to be fully licensed.

Additional comments:

Applicants issued an alternative class of licence/registration, such as Transitional or Supervised Practice registration, subsequently become registered in the General class.

h) Classes of certificate/license

Indicate and provide a description of the classes of certificate/license offered by your organization.

You must specify and describe at least one class of certificate/license (on line a) in order for this step to be complete.

#	Certification	Description
a)	General	Description (a)
		Practice with no restrictions.
b)	Supervised Practice	Description (b)
		Practice under supervision.
c)	Transitional	Description (c)
		Practice with restrictions and under supervision.
d)	Inactive	Description (d)
		Not practising.

Additional comments:

i) Reviews and appeals processed

State the number of reviews and appeals your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1st to December 31st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
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Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee	3	0	0	0	0	3
Applicants who initiated an appeal of a registration decision	1	0	0	0	0	1
Appeals heard	0	0	0	0	0	0
Registration decisions changed following an appeal	0	0	0	0	0	0

Additional comments:

j) Paid staff

In the table below, enter the number of paid staff employed by your organization in the categories shown, on December 31 of the reporting year.

When providing information for each of the categories in this section, you may want to use decimals if you count your staff using half units. For example, one full-time employee and one part-time employee might be equivalent to 1.5 employees.

You can enter decimals to the tenths position only. For example, you can enter 1.5 or 7.5 but not 1.55 or 7.52.

Category	Staff
Total staff employed by the regulatory body	13
Staff involved in appeals process	2
Staff involved in registration process	5

Additional comments:

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3. Submission

I hereby certify that:

Name of individual with authority to sign on behalf of the organization:

Kelly Dobbin

Title:

Registrar & CEO, College of Midwives of Ontario

Date:

2020/02/28

