

ON CALL

Winter 2020



College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario

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MESSAGE FROM THE PRESIDENT

Dear Midwives, Stakeholders and Members of the Public,

I would like to wish everyone a Happy New Year! As you may know, the World Health Organization has designated 2020 as the Year of the Nurse and Midwife. I am delighted that the value of the work done by our registrants and their commitment to midwifery will be recognized and appreciated by various organizations throughout the year.

Since our last edition of On Call, the College completed a 60-day public consultation on the proposed changes to the Designated Drug Regulation. During that time, we heard from 75 respondents. We truly appreciate the time taken by all to voice their opinions. I can assure everyone that Council carefully considered all comments before making its formal submission to the Ministry by the December 31, 2019 deadline set by the Minister. Currently, the College is busy working on a formal response to members and we will include it with our upcoming consultation on the proposed changes to the Prescribing and Administering Drugs Standard.

As we wait for more information on next steps from the Ministry, we are working hard to create a support plan to provide all the necessary guidance for members to ensure a smooth transition, this includes a series of webinars hosted by the College to answer any questions you may have.

At our December Council meeting, a Strategic Planning Working Group was established to create the new three to five-year strategic plan for the College to be implemented in 2021. As Chair of the working group, I look forward to working closely with the other members and reporting and consulting frequently with all of Council throughout the year. In the end, we expect to have a strategic plan that is relevant, measurable and continues to steer the College in the right direction as we set out on this new decade.

As part of the College's [Public Engagement Strategy](#), the College made it a priority to increase public participation in its regulatory work. In the fall, a new process was created to appoint members of the public to our committees to include them as collaborators and decision-makers when it comes to the College regulating in the public interest. The College was successful in achieving this goal and I would like to welcome our two newest members, Samantha Heiydt and Jill Evans to our Committees. To see our Committee structure, [please click here](#).



Claire Ramlogan-Salanga RM
President
College of Midwives of Ontario

MESSAGE FROM THE REGISTRAR

The College is planning a very busy year with anticipated changes to regulations and standards, and the development of new guides and guidelines to support members with these changes. We understand that a busy year for us results in a busy year for you, but receiving feedback from members, stakeholders and the public is an essential step in this process. We will try our best not to overwhelm you with our requests and we will take care to make our consultations as targeted and meaningful for you as possible.

As we begin our final year of the College's [2017-2020 Strategic Plan](#), I am pleased to report that we are on track to achieve all our objectives by year end. We are proud of the initiatives we have accomplished so far, and I'd like to thank Council for their clear direction and staff for their continued dedication to the work of the strategic plan that is always in addition to their core work. As Claire mentioned in her letter, Council has created a working group to build the next strategic plan and I look forward to supporting them throughout this process.

As mentioned to you in the summer issue of On Call, [the Harry Cayton report on The Inquiry into The College of Dental Surgeons of British Columbia \(BC\)](#) proposed changes to Health Profession Regulation in BC that could influence changes to our regulatory framework here in Ontario. Since then, the Ministry of Health of British Columbia has [proposed significant reforms](#), including the reduction from 20 Colleges to five Colleges, each regulating multiple professions. In this new framework, the College of Midwives of British Columbia (CMBC) and the British Columbia College of Nursing Professionals (BCCNP) have proposed a plan to amalgamate. Health regulators in Ontario are closely monitoring these changes and are committed to working together, and with our own Ministry colleagues, to ensure that any changes that may be proposed here would result in an enhanced ability to regulate effectively and be rooted in the public interest. I promise to do my part in maintaining this focus and in keeping you informed along the way.

Sincerely,



Kelly Dobbin
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 December Council meeting, held December 11, 2019, interest you, you can [click here to read more in the meeting materials](#).

Statutory Committee Composition Recommendations

Statutory Committees are mandated under the *Regulated Health Professions Act, 1991*, and comprised of both public and professional members. The College has seven committees; Executive, Discipline, Fitness to Practice, Inquiries, Complaints, and Reports, Registration, Quality Assurance and Client Relations, and they all report directly to Council. The Executive Committee provided recommendations to Council to fill Committee member and Chair roles for 2019-2020. These recommendations were approved by Council at the December meeting. You may see the composition of the College's committees [here](#).

Public Non-Council Committee Members

The College would like to welcome Samantha Heiydt and Jillian Evans as the newest Public non-Council Committee Members. Both Samantha and Jillian were appointed by Council after submitting their applications to the College. The College and Council look forward to working with both of them.

Criminal Record Screening Policy

Council approved two amendments to the Criminal Record Screening Policy. The policy now requires that Vulnerable Sector Checks must be conducted no more than 6 months prior to an applicants' registration date. To read more about the changes, please head to page 7.

Requalification Requirements Policy Rescinded

Council rescinded the Requalification Requirements Policy after the Registration Committee found that the policy no longer met the College's definition of a policy. This policy was rescinded effective immediately. Read about the background of this decision in [our Meeting Materials](#).

DESIGNATED DRUGS REGULATION UPDATE

The College provides an update on the consultation held about amendments to the Designated Drugs Regulation.

The College would like to thank members for providing feedback to the 60-day public consultation for the proposed changes to the Designated Drugs Regulation. The regulation was submitted by December 31, the deadline set by the Ministry. In total, the College received 75 responses from midwives, stakeholders and members of the public. The College appreciates all feedback received and made changes to the proposed regulation after carefully considering all comments submitted during the consultation. The College is currently working on a formal response to address all issues raised during the consultation. This response will be shared with members in the coming months.

In order to successfully implement the amended Designated Drugs Regulation, the College will be proposing changes to the Prescribing and Administering Drugs Standard. Over the next few months, the College will be conducting several consultations and encourages members to provide their feedback.

The College aims to provide all members with the necessary guidance and resources to ensure that they have the right tools and knowledge for a smooth transition. Part of this plan includes a series of webinars for midwives to learn about the upcoming changes and answer any questions members may have. More details about these webinars and tools will be shared with members in the coming weeks.



UPDATES TO THE CRIMINAL RECORD SCREENING POLICY

Changes to this policy will allow the College to capture a snapshot of the applicant's criminal record closer to the time that they become registered with the College.

Two minor amendments were made to the Criminal Record Screening Policy to clarify the vulnerable sector check requirements. These amendments were approved by Council at the December 2019 meeting.

The Policy now states that the required Vulnerable Sector Check must be from a Canadian police jurisdiction and must be conducted no more than six months prior to the date of submission of a complete application. Previously, 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 few months. This significantly extended the timeframe in which the Vulnerable Sector Check was completed prior to registration.

Applicants and members will now find that Vulnerable Sector Check is defined in the Policy as, “a search conducted in Canada that reports information about an individual’s criminal conduct, including suspected criminal conduct in the past and present.”

These amendments came into effect on January 15, 2020, and you may review the [amended policy here](#).

For more information on complete applications and obtaining a Vulnerable Sector Check, visit the [College’s website here](#).

DISCIPLINE SUMMARY

Hearing Information

The hearing was held on November 23, 2019 at the College's office. The hearing was uncontested and proceeded by way of Agreed Statement of Facts and Joint Submission on Penalty.

Findings

The Discipline Committee found that Ms. Nasrin Bandari Vali committed acts of professional misconduct, in that she had failed to maintain a standard of practice of the profession, and engaged in an act or omission relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as unprofessional.

Failure to Maintain Standard of Practice

It was found that Ms. Bandari Vali:

Failed to maintain the standard of midwifery practice with respect to the management of fetal movement and fetal growth after certain appointments or upon receiving certain test results by:

- Failing to institute increased surveillance of fetal wellbeing, including failure to appropriately counsel the Client to monitor fetal movement counts,
- Failing to conduct an in person maternal assessment,
- Failing to inform the Client about maternal contributors for small-for gestational age fetus to intrauterine growth restriction,
- Failing to ensure that the plan of care for the investigation and management of the maternal or fetal aspects of the potentially small for gestational age fetus,

Discipline Definitions

Agreed Statement of Facts

A document negotiated by the College and the Member whereby the College and the Member agree to certain facts of the case. It is filed as an exhibit at the hearing and the content is referred to in the Decision document the Panel prepares.

Joint Submission

This document is agreed upon by both the Member and College prior to the hearing and proposed to the Panel. A Discipline panel must accept a joint submission on penalty unless it would be contrary to the public interest and bring the administration into disrepute.

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DISCIPLINE SUMMARY CONTINUED

- Failed to maintain the standard of midwifery practice with respect to the management of preterm labour or preterm prelabour rupture of membranes (PPROM) by failing to conduct an in-person assessment of the Client following the Client's reported concerns on certain dates;
- Failed to maintain the standard of midwifery practice with respect to record keeping (or ensure the student did so);

By doing so, it was agreed that Ms. Bandari Vali engaged in conduct that, having regard to all the circumstances, would reasonably be regarded by members as unprofessional.

Order

The Discipline Committee ordered:

- An oral reprimand;
- A one-month suspension on Ms. Bandari Vali's certificate of registration;
- Terms, conditions or limitations that Ms. Bandari Vali complete;
- A course relating to the management of preterm labour, preterm pre-labour rupture of membranes and pre-labour rupture of membranes (PROM);
- A 1,500 word reflective paper on the diagnoses and management of the intrauterine growth restriction and small-for-gestational-age fetuses, including a discussion on screening for risk factors;
- Practise under indirect supervision for a period of six months, which includes consulting with an approved supervisor regarding any clients who report signs or symptoms of PPRM, PROM, preterm labour, or decreased fetal movement; and participating in regular chart reviews.
- Pay to the College costs in the amount of \$3,500.00.

At the conclusion of the hearing, Ms. Bandari Vali waived her right to appeal and the reprimand was administered.

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DISCIPLINE SUMMARY CONTINUED

The Standards

This content is not meant to be a reflection of this Member's conduct, but rather an opportunity to educate all members on the Standards of Practice relating to supervision.

Midwives often play a role in supervising or mentoring students. All members are expected to act in accordance with College standards in circumstances where a student relationship is present.

A midwife does not have to be physically present for every client visit or test review, however, they are ultimately responsible and accountable for ensuring that students under their supervision are providing care in accordance with the standards of practice.

The College's [Standard on Record Keeping](#) sets out the minimum requirements for midwives practising in Ontario. Midwives in a supervisory role must ensure that any documentation recorded by the student is complete, accurate and in accordance with this standard. This would include, but is not limited to documentation in every examination, all discussions with the Client related to client care, decision-making and any management plans.

The College's [Clinical Education and Supervision Standard](#) sets out that midwives are accountable for the care their students provide. It also sets out that midwives must clearly communicate the student's level of involvement in client care. It is important to remember that even when under indirect supervision midwives are accountable for the care their students provide and must be fully informed of any assessments, concerns, recommendations and follow-up plans provided to the client prior to the midwifery student concluding the visit.

The [Professional Standards for Midwives](#) sets out that all members in a supervisory role should act by role modelling integrity and leadership, facilitating a student's learning, providing opportunities for consolidating knowledge, and providing honest and objective assessments of their competence.

PRACTICE ADVISORIES

Updating & Using Client Binders

Client binders are an important way of providing information to clients and setting expectations regarding their care. As a result, the client binder should always align with midwifery practise. For example, if the client binder states that the client's fundal height will be measured at certain times during their care, midwives should perform the measurements at these stated times. Midwives are encouraged to regularly review and update their client binders to ensure that they accurately reflect their practise.

In addition, midwives are reminded that client binders are an appropriate way of relaying information to only those clients who have the literacy skills to read the materials and are willing to receive information in that form.

Relevant Professional Standards

14. Listen to clients and provide information in ways they can understand.

16.1 Recognize clients as the primary decision-makers and provide informed choice in all aspects of care by providing information so that clients are informed when making decisions about their care

23. Be accountable and responsible for clients in your care and for your professional decisions and actions

Protecting Personal Health Information on Electronic Devices

Midwives are reminded that personal health information accessed over electronic devices such as phones and computers should not be accessible to family members or friends using those devices. Midwives should implement privacy protection measures such as the use of passwords, encrypted software and using separate devices for work-related purposes.

Relevant Professional Standards

37. Take every reasonable precaution to protect the confidentiality and privacy of your clients' personal health information, unless release of information is required or permitted by law.

Relevant Resource:

[Guide on Personal Health Information & Protection Act](#)

RESOURCES FOR MIDWIVES

New Registrants Policy Information Session & FAQs

A helpful video was created to answer questions members may have about this policy.

The College has developed a new informational video containing helpful information about the New Registrants Policy.

The video, less than five minutes in length, helps explain the New Registrants Policy that came into effect on June 1, 2019, and the conditions imposed on a member's initial General certificate of registration.

The College created this video as a tool to help members better understand policies and regulatory changes in a more interactive way. The College will continue to create short, informative videos to present complex information to members. To view the video, [please click here](#).

Additionally, the College created a Frequently Asked Questions document to help answer members' questions. To access this document, [click here](#).



RESOURCES FOR MIDWIVES

2020 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:

March	June
25	24
<hr/>	<hr/>
2020	2020

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



Quick Stats

Total of 999 currently registered midwives as of January 31, 2020.

712	General
77	General with new registrant conditions
13	Supervised Practice
197	Inactive



COUNCIL AND STAFF



Judith Murray (Public)

Judith Murray is the Director of Market Access Canada. As an experienced professional in advocating for patient's needs, she collaborates with multiple healthcare stakeholders and provincial governments to ensure that medicine is accessible, and barriers do not exist for patients in need.

Judith has worked with past health ministers in Ontario and many non-profit and philanthropic organizations for Canadians health and access rights, and she considers this an asset to her public member role with the College of Midwives of Ontario.



Maureen Silverman (Professional)

Maureen has served on the College's Council since 2018 and also sits on the Executive, Inquiries Complaints and Reports, Discipline and Fitness to Practise committees.

Maureen has been actively involved in the rapid growth of midwifery in her community and established two midwifery practices, Midwives of York Region and Family Care Midwives. In addition to working as a midwife, Maureen is an AOM ESW facilitator, Adjunct Professor at Ryerson University and Managing Partner at Family Care Midwives. For 10 years she was the Head Midwife at Mackenzie Health Hospital, raising the visibility of midwifery to ensure midwives had a voice at decision-making tables in the hospital.

When she's not working on midwifery Maureen, a former professional violinist, loves listening to music, creating healthy meals, and staying physically fit so she can travel to play with her 4 grandchildren.

College Council

(as of November 2019)

Elected Professional Members

Claire Ramlogan-Salanga, RM, President
Lilly Martin, RM
Isabelle Milot, RM
Lisa Nussey, RM
Maureen Silverman, RM
Jan Teevan, RM
Edan Thomas, RM, Vice-President (Professional)

Public Members

Deirdre Brett
Susan "Sally" Lewis, Vice-President (Public)
John Stasiw
Marianna Kaminska
Judith Murray

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