



Registration Panel Risk Assessment Tool for Determining Active Practice Requirements Shortfall Plans and Outcomes

To maintain a general certificate of registration, all registrants in the general class are required to actively practise the profession in accordance with s. 12 of the Registration Regulation, made under the *Midwifery Act, 1991*. Where a general registrant has a shortfall in birth numbers and does not meet the active practice requirements (APR), the registrant is referred to a panel of the Registration Committee for consideration of a shortfall plan, existence of extenuating circumstances or the need for a term, condition or limitation to be imposed on the certificate of registration.

This tool is designed to support registration panels in making consistent decisions when:

1. assessing the extent to which shortfalls in registrants' active practice affect their ability to provide competent midwifery care, and
2. identifying what measures should be taken to satisfactorily address the deficiencies in the registrant's active practice.

Refer to the definitions of risk categories when completing the tool. Please consider all relevant factors.

Definitions of Risk Categories and Possible Outcome

Risk Category	Description	Outcome
<p>No or Minimal Risk</p>	<ul style="list-style-type: none"> • An APR shortfall is identified in only one category (likely primary out-of-hospital births) but total primary birth numbers (hospital and out-of-hospital births) meets or exceeds the requirement as outlined in the Registration Regulation. • The registrant previously met their two-year active APR and the current shortfall is in relation to five-year active practice (i.e. the registrant is not a new midwife). • Registrant provides all aspects of midwifery care in accordance with the scope of practice as set out in the <i>Midwifery Act</i> (i.e., prenatal, intrapartum and postpartum care to clients and newborns). • The registrant has identified by way of their submission how they are maintaining their knowledge and skills to practise as a primary care provider in all birth settings. • Registrant demonstrated extenuating circumstances, (i.e. circumstances that are beyond the registrant's control) <ul style="list-style-type: none"> ○ Low home birth rate communities ○ Unplanned changes to birth location and transfers of care ○ Planned home births becoming transfers of care 	<ul style="list-style-type: none"> • Registrant granted an exception under extenuating circumstances in accordance with s.12(1)1. No shortfall plan required.
<p>Low Risk</p>	<ul style="list-style-type: none"> • APR shortfall is identified in one or more categories (primary hospital, primary out-of-hospital or total). Registrant's total birth numbers meet the requirement as outlined in the Registration Regulation. • The registrant previously met their two-year active APR and the current shortfall is in relation to five-year active practice (i.e., the registrant is not a new midwife) 	<ul style="list-style-type: none"> • Shortfall plan

	<ul style="list-style-type: none"> • Registrant provides all aspects of midwifery care in accordance with the scope of practice as set out in the <i>Midwifery Act, 1991</i> (i.e., prenatal, intrapartum and postpartum care to clients and newborns). • The registrant has identified by way of their submission that they are maintaining their knowledge and skills to practise as a primary care provider in all birth settings. • The registrant is practising part-time but is actively participating in professional development or educational activities related to the profession. 	
<p>Moderate Risk</p>	<ul style="list-style-type: none"> • APR shortfall is identified in more than one category and overall birth numbers (primary and total) are below the requirement outlined in the Registration Regulation. • The shortfall is related to two year APR (i.e. the midwife is a new midwife). • Registrant does not provide all aspects of midwifery care in accordance with the scope of practice as set out in the <i>Midwifery Act, 1991</i> (i.e., prenatal, intrapartum and postpartum care to client and newborns). Registrant may not provide intrapartum care. • Registrant does not attend births as a primary care provider. • Registrant only attends births in hospitals and institutional settings. • The registrant has not reflected on how they are maintaining their knowledge and skills to practise as a primary care provider in all birth settings. • The registrant is practising part-time with very few births. • The registrant is working as a clinical director or educator and is attending very few or no births. 	<ul style="list-style-type: none"> • Shortfall Plan or • Terms, Conditions & Limitations: 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.

High Risk

- APR shortfall is identified in more than one category and total overall birth numbers are below the requirement outlined in the Registration Regulation.
 - No clinical experience for five or more years.
 - Registrant does not provide all aspects of midwifery care in accordance with the scope of practice as set out in the *Midwifery Act, 1991* (i.e., prenatal, intrapartum, and postpartum care to clients and newborns). Registrant may not have provided intrapartum care.
 - The registrant has not reflected on how they are maintaining their knowledge and skills to practise as a primary care provider in all birth settings.
 - The registrant is working as a clinical director or educator and is not attending births.
 - Information received that identifies registrant as a risk to public.
- **Terms, Conditions & Limitations:** 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 to public interest and safety. Terms, conditions and limitations appear on the public register.

Name: _____

Key Considerations	Level of Risk			
	Low Risk	Minimal Risk	Moderate Risk	High Risk
<p>Total birth attendance as outlined in the Registration Regulation and extent of shortfall</p> <ul style="list-style-type: none"> • primary • out-of-hospital • hospital • planned • total 	<ul style="list-style-type: none"> • An APR shortfall is identified in only one category (likely primary out-of-hospital births) but total primary birth numbers and total births (out-of-hospital and hospital) meet the requirements outlined in the Registration Regulation. 	<ul style="list-style-type: none"> • APR shortfall is identified in one or more category (primary out-of-hospital, primary hospital or total). Registrant's total birth numbers meet the requirement as outlined in the Registration Regulation. 	<ul style="list-style-type: none"> • APR shortfall is identified in more than one category and total overall birth numbers are below the requirement outlined in the Registration Regulation. 	<ul style="list-style-type: none"> • APR shortfall is identified in more than one category and total overall birth numbers are below the requirement outlined in the Registration Regulation.

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<p>Past and future practice environment:</p> <ul style="list-style-type: none"> • Registrant provided/ intends to provide all aspects of midwifery care in accordance with the scope of practice as set out in the <i>Midwifery Act, 1991</i> (i.e. prenatal, intrapartum and postpartum care to clients and newborns) • Registrant did not/does not intend to provide intrapartum care as a primary care provider • Registrant provided/ intends to provide care in hospital and other institutional settings only 	<ul style="list-style-type: none"> • Registrant provides all aspects of midwifery care in accordance with the scope of practice as set out in the <i>Midwifery Act, 1991</i> (i.e., prenatal, intrapartum, and postpartum care to clients and newborns). 	<ul style="list-style-type: none"> • Registrant provides all aspects of midwifery care in accordance with the scope of practice as set out in the <i>Midwifery Act, 1991</i> (i.e., prenatal, intrapartum, and postpartum care to clients and newborns). 	<ul style="list-style-type: none"> • Registrant does not provide all aspects of midwifery care in accordance with the scope of practice as set out in the <i>Midwifery Act, 1991</i> (i.e., prenatal, intrapartum, and postpartum care to clients and newborns). • Registrant does not attend births as a primary care provider • Registrant only attends births in hospitals and institutional settings • The registrant is practising part-time with very few births. 	<ul style="list-style-type: none"> • Registrant does not provide intrapartum care as a primary care provider. • Registrant did not provide all aspects of midwifery care in accordance with the scope of practice as set out in the <i>Midwifery Act, 1991</i> (i.e. prenatal, intrapartum, and postpartum care to clients and newborns).

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Years of practice in Ontario	<ul style="list-style-type: none"> The registrant previously met their two-year active APR and the current shortfall is in relation to five-year active practice (i.e. the registrant is not a new midwife). 	<ul style="list-style-type: none"> The registrant previously met their two-year active APR and the current shortfall is in relation to five-year active practice (i.e. the registrant is not a new midwife) 	<ul style="list-style-type: none"> The shortfall is related to two year APR (i.e. the registrant is a new midwife). 	<ul style="list-style-type: none"> No clinical experience in five or more years.
Maintaining knowledge and skill to safely practise in all birth settings.	<ul style="list-style-type: none"> The registrant has identified by way of their submission that they are maintaining their knowledge and skills to practise as a primary care provider in all birth settings. 	<ul style="list-style-type: none"> The registrant has identified by way of their submission that they are maintaining their knowledge and skills to practise as a primary care provider in all birth settings. 	<ul style="list-style-type: none"> The registrant has not reflected on and has not demonstrated how they are maintaining their knowledge and skills to practise as a primary care provider in all birth settings. 	<ul style="list-style-type: none"> The registrant has not reflected on and has not demonstrated how they are maintaining their knowledge and skills to practise as a primary care provider in all birth settings.
Midwifery-related work (e.g. academic, research, teaching, birth centre director)	<ul style="list-style-type: none"> The registrant works as a full-time midwife providing clinical care 	<ul style="list-style-type: none"> The registrant practises part-time but is actively participating in 	<ul style="list-style-type: none"> The registrant works as a clinical director or educator and is attending very 	<ul style="list-style-type: none"> The registrant works as a clinical director or educator and is not attending

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		professional development or educational activities related to the profession.	few or no births.	births.
Other factors	<ul style="list-style-type: none"> • Registrant demonstrated extenuating circumstances, (i.e., circumstances that are beyond the registrant's control). • Communities with a low home birth rate. • Unplanned changes to birth location. • Planned home births becoming transfers of care. 			<ul style="list-style-type: none"> • Information received that identifies registrant as a risk to the public.

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Comments: