



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

To maintain a General certificate of registration, all members in the General class are required to actively practise the profession in accordance with the s. 12 of the Registration Regulation, made under the *Midwifery Act, 1991*. Where a member has a shortfall in birth numbers and does not meet the active practice requirements (APR), the member 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 panel consistent decision-making when:

1. assessing the extent to which shortfalls in members' 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 member'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
No or Minimal Risk	<ul style="list-style-type: none"> <li>• 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.</li> <li>• The member previously met their two-year active APR and the current shortfall is in relation to five-year active practice (i.e. the member is not a new midwife).</li> <li>• Member 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 women and newborns).</li> <li>• The member has identified by way of her submission how she is maintaining her knowledge and skills to practise as a primary care provider in all birth settings.</li> <li>• Member demonstrated extenuating circumstances, (i.e. circumstances that are beyond the member's control)               <ul style="list-style-type: none"> <li>○ Low home birth rate communities</li> <li>○ Unplanned changes to birth location and transfers of care</li> <li>○ Planned home births becoming transfers of care</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Member granted an exception under extenuating circumstances in accordance with s. 12(1)1. No shortfall plan required.</li> </ul>
Low Risk	<ul style="list-style-type: none"> <li>• APR shortfall is identified in one or more categories (primary hospital, primary out-of-hospital or total). Member's total birth numbers meet the requirement as outlined in the Registration Regulation.</li> <li>• The member previously met their two-year active APR and the current shortfall is in relation to five-year active practice (i.e. the member is not a new midwife)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Shortfall plan</b></li> </ul>

	<ul style="list-style-type: none"> <li>• Member 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 women and newborns).</li> <li>• The member has identified by way of her submission that she is maintaining her knowledge and skills to practise as a primary care provider in all birth settings.</li> <li>• The member is practising part-time but is actively participating in professional development or educational activities related to the profession.</li> </ul>	
Moderate Risk	<ul style="list-style-type: none"> <li>• 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.</li> <li>• The shortfall is related to 2-year APR (i.e. the midwife is a new midwife).</li> <li>• Member does not provide 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 women and newborns). Member may not provide intrapartum care.</li> <li>• Member does not attend births as a primary care provider.</li> <li>• Member only attends births in hospitals and institutional settings.</li> <li>• The member has not reflected on how she is maintaining her knowledge and skills to practise as a primary care provider in all birth settings.</li> <li>• The member is practising part-time with very few births.</li> <li>• The member is working as a clinical director or educator and is attending very few or no births.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Shortfall Plan or</b></li> <li>• <b>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.</li> </ul>

High Risk

- APR shortfall is identified in more than one than one category and total overall birth numbers are below the requirement outlined in the Registration Regulation.
- No clinical experience 5 years +
- Member does not provide all aspects of midwifery care in accordance with the scope of practice as set out in the Midwifery Act (i.e. prenatal, intrapartum and postpartum care to women and newborns).  
Member may not have provided intrapartum care.
- The member has not reflected on how she is maintaining her knowledge and skills to practise as a primary care provider in all birth settings.
- The member is working as a clinical director or educator and is not attending births.
- Information received that identifies member 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.

Member's or Applicant's 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"> <li>• primary</li> <li>• out-of-hospital</li> <li>• hospital</li> <li>• planned</li> <li>• total</li> </ul>	<ul style="list-style-type: none"> <li>• An APR shortfall is identified in only one category (likely primary out-of-hospital births) but total primary birth numbers and total births (hospital and out-of-hospital) meet the requirements outlined in the Registration Regulation.</li> </ul>	<ul style="list-style-type: none"> <li>• APR shortfall is identified in one or more category (primary hospital, primary out-of-hospital or total). Member's total birth numbers meet the requirement as outlined in the Registration Regulation.</li> </ul>	<ul style="list-style-type: none"> <li>• APR shortfall is identified in more than one than one category and total overall birth numbers are below the requirement outlined in the Registration Regulation.</li> </ul>	<ul style="list-style-type: none"> <li>• APR shortfall is identified in more than one than one category and total overall birth numbers are below the requirement outlined in the Registration Regulation.</li> </ul>

Key Considerations	Level of Risk			
	Low Risk	Minimal Risk	Moderate Risk	High Risk
<p>Past and future practice environment:</p> <ul style="list-style-type: none"> <li>• member provided/intends to provide 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 women and newborns)</li> <li>• member did not/does not intend to provide intrapartum care as a primary care provider</li> <li>• member provided/intends to provide care in hospital and other institutional settings only</li> </ul>	<ul style="list-style-type: none"> <li>• Member 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 women and newborns).</li> </ul>	<ul style="list-style-type: none"> <li>• Member 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 women and newborns).</li> </ul>	<ul style="list-style-type: none"> <li>• Member does not provide 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 women and newborns).</li> <li>• Member does not attend births as a primary care provider</li> <li>• Member only attends births in hospitals and institutional settings</li> <li>• The member is practising part-time with very few births.</li> </ul>	<ul style="list-style-type: none"> <li>• Member does not provide intrapartum care as a primary care provider.</li> <li>• Member did not provide 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 women and newborns).</li> </ul>

Key Considerations	Level of Risk			
	Low Risk	Minimal Risk	Moderate Risk	High Risk
Years of practice in Ontario	<ul style="list-style-type: none"> <li>The member previously met their two-year active APR and the current shortfall is in relation to five-year active practice (i.e. the member is not a new midwife).</li> </ul>	<ul style="list-style-type: none"> <li>The member previously met their two-year active APR and the current shortfall is in relation to five-year active practice (i.e. the member is not a new midwife)</li> </ul>	<ul style="list-style-type: none"> <li>The shortfall is related to 2-year APR (i.e. the midwife is a new midwife).</li> </ul>	<ul style="list-style-type: none"> <li>No clinical experience 5 years +</li> </ul>
Maintaining knowledge and skill to safely practise in all birth settings.	<ul style="list-style-type: none"> <li>The member has identified by way of her submission that she is maintaining her knowledge and skills to practise as a primary care provider in all birth settings.</li> </ul>	<ul style="list-style-type: none"> <li>The member has identified by way of her submission that she is maintaining her knowledge and skills to practise as a primary care provider in all birth settings.</li> </ul>	<ul style="list-style-type: none"> <li>The member has not reflected on and has not demonstrated how she is maintaining her knowledge and skills to practise as a primary care provider in all birth settings.</li> </ul>	<ul style="list-style-type: none"> <li>The member has not reflected on and has not demonstrated how she is maintaining her knowledge and skills to practise as a primary care provider in all birth settings.</li> </ul>
Midwifery-related work (e.g. academic, research, teaching, birth centre director)	<ul style="list-style-type: none"> <li>works as a full-time midwife providing clinical care</li> </ul>	<ul style="list-style-type: none"> <li>The member is practising part-time but is actively participating in</li> </ul>	<ul style="list-style-type: none"> <li>The member is working as a clinical director or educator and is attending very</li> </ul>	<ul style="list-style-type: none"> <li>The member is working as a clinical director or educator and is not attending</li> </ul>

Key Considerations	Level of Risk			
	Low Risk	Minimal Risk	Moderate Risk	High Risk
		professional development or educational activities related to the profession.	few or no births.	births.
<p>Other factors</p> <ul style="list-style-type: none"> <li>• willingness to address active practice shortfall/clinical deficiencies</li> <li>• risk to public</li> <li>• effect on public confidence</li> </ul>	<ul style="list-style-type: none"> <li>• Member demonstrated extenuating circumstances, (i.e. circumstances that are beyond the member's control)</li> <li>• Low home birth rate communities</li> <li>• Unplanned changes to birth location</li> <li>• Planned home births becoming transfers of care</li> </ul>			<ul style="list-style-type: none"> <li>• Information received that identifies member as a risk to public.</li> </ul>



Key Considerations	Level of Risk			
	Low Risk	Minimal Risk	Moderate Risk	High Risk
Comments:				

