

ON CALL

Summer 2020



College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario

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JOINT LETTER FROM THE COLLEGE

Over the past several weeks, the College, its staff, and Council members have had constructive and necessary conversations about systemic racism, specifically anti-Black and anti-Indigenous racism. During these conversations, we have discussed and acknowledged that the systemic racism we are seeing around the world also exists here at home in our province and our profession.

We know that systemic racism is deeply rooted in the systems of our society and that health care and health regulation are not exempt. We also know that we must make actionable changes within our sector and the system at large to dismantle the inequities that currently exist and make sure that we do not create new inequities in the future. The College is committed to seeking out change, to listening and learning from members of the Indigenous, Black, and People of Colour (IBPOC) communities and to actively participate in these needed conversations within the sector.

As a Council, we recognize that we do not control the makeup of our Council membership, but we can continue to encourage the government to re-examine its public appointments process, as well as the legislated elections process of professional members, towards the implementation of a competency-based appointments process that favours diversity and skills. We are also committed to creating new systems of participation and engagement from the IBPOC community to help us examine our work prior to decisions being made.

As a College, we recognize that we do not have the internal expertise to lead this needed change on our own. We need help to recognize, understand, and challenge our ways of governing and administering systems that may be racist or inequitable at their core. We will engage with experts and learn from those with lived experience to build a plan forward.

As a regulator of midwives, we must widen our lens and examine our responsibility to dismantle and decolonize the systems that exist in our society and to actively seek help to broaden our perspective as an organization.

We look forward to using the On Call newsletter to provide updates on our work.

Sincerely,

Claire and Kelly



Claire Ramlogan-Salanga RM
President
College of Midwives of Ontario



Kelly Dobbin
Registrar & CEO
College of Midwives of Ontario

MARCH & JUNE COUNCIL HIGHLIGHTS

Please note that due to the COVID-19 pandemic, there was no spring issue of On Call after the March Council meeting, We have decided to include a few highlights from that meeting below. Our Council meetings are open to members and the public. If any of these highlights from the March and June meetings, interest you, you can [click here to read more in the meeting materials](#).

Scope of Practice Guide

At the March Council meeting, the College's Council approved a draft Scope of Practice Guide for consultation. This guide was created as part of phase 2 of the College's standards review and after implementation of the Professional Standards for Midwives. For more information about the guide, please head to page 6.

Proposed Designated Drugs Regulation Mandatory Course

At the March Council meeting, Council approved the mandatory course midwives will be required to complete once the proposed Designated Drugs Regulation comes into effect. Read about this course and Council's decision on page 7.

New Public Members

We'd like to welcome our two newest Public members on Council, Pete Aarssen and Donald Strickland.

Mr. Aarssen has been appointed to the Client Relations, Registration, Discipline and Fitness to Practise Committees and Mr. Strickland has been appointed to the Quality Assurance, Discipline and Fitness to Practise Committees.

They have both been appointed for one-year terms and we look forward to working with them this year.

Strategic Planning Working Group Update

The College's Strategic Planning Working Group held its second meeting on June 5. Work was completed to review the outcomes, identify proposed strategic priorities, and propose additional guiding principles of the College's next strategic plan. Three strategic themes were identified that involve supporting the effective regulation of an evolving profession, data collection and analysis, and communicating the College's value. The College is currently meeting with targeted stakeholders to gather sector-wide insight to further inform our next steps in strategic planning development. Another update on this work will be provided after the next meeting.

Governance Policies

The Executive Committee reviewed the College's Governance Policies and proposed updates to align with current process and practices. These policies were initially approved in 2014 and are revised regularly, and reflect the College's approach to governance and decision-making which is based on a modified model of policy governance.

To read about the changes to the Governance Policies, please [click here](#).

2020 COLLEGE ELECTION RESULTS

The College's nomination period for election was held in June. Read about who the newest professional members are below.

On June 1, 2020, the College of Midwives of Ontario requested nominations from members to run for three open positions on its Council. Nomination forms were due June 30, 2020, and the College is pleased to announce that the following three members have been acclaimed as professional members of the College's Council for the 2020-2023 term:

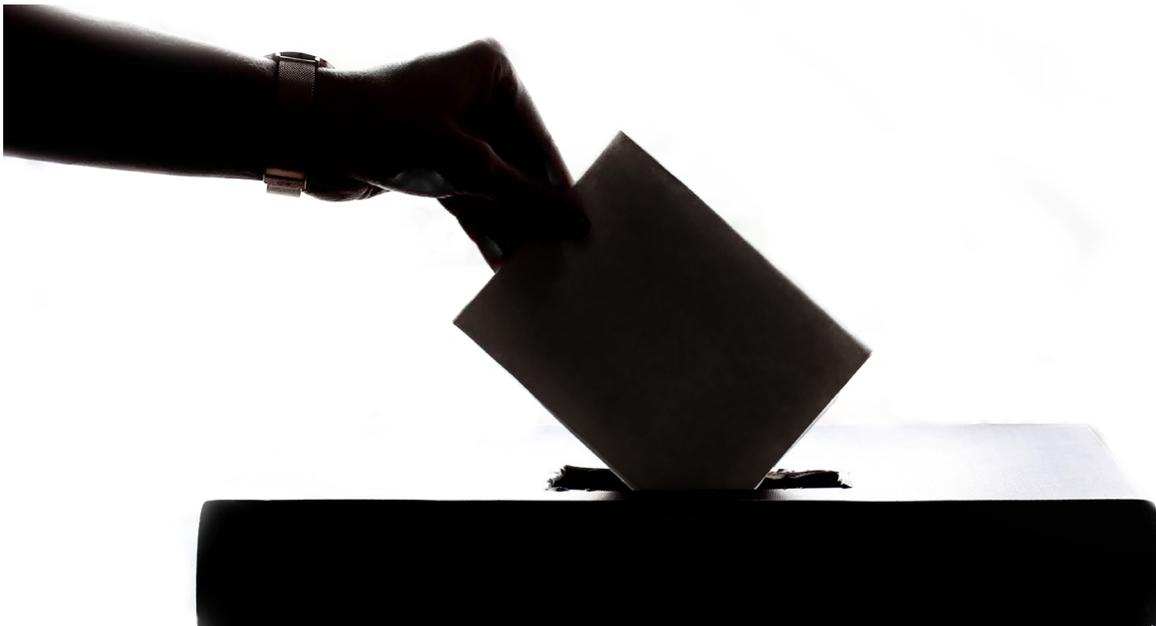
- Claire Ramlogan-Salanga, RM
- Edan Thomas, RM
- Karen McKenzie, RM

Because the positions were acclaimed, there will be no election held in August.

Claire Ramlogan-Salanga and Edan Thomas have both been elected for their second consecutive terms and Karen McKenzie will be joining Council for her first term. We congratulate and look forward to Claire, Edan, and Karen serving as professional members on our Council.

Lisa Nussey did not run for re-election and will be leaving Council after the next Council meeting in September. Please join us in thanking Lisa for all of her hard work and contributions to Council over her past term.

We'd like to thank all nominators and nominees for participating in this process.



SCOPE OF PRACTICE GUIDE

The Scope of Practice Guide provides guidance to members on their legislated role and activities. Read more about the guide and when it will be available below.

At the March Council meeting, Council reviewed a draft version of the Scope of Practice Guide. This guide was developed at the direction of Council following the implementation of the Professional Standards for Midwives and upon launching Phase 2 of the College standards review.

Council agreed that the consultation on the Scope of Practice Guide should be paused due to the COVID-19 pandemic as they felt that midwives may be too overwhelmed to be able to take the necessary time to read through the guide and provide valuable feedback to the College.

The College has shared a draft of the guide with a few stakeholders for initial review and feedback and will provide an update to members at a later date for when the consultation will go live.

If members would like to review the draft Scope of Practice Guide, one was provided at the March Council meeting. Access the meeting materials [here](#).

DESIGNATED DRUGS REGULATION UPDATE

The College's Council has approved the mandatory course on prescribing controlled drugs and substances. Read more about this course below.

As you know, the College has been working with the Ministry of Health to make changes to its Designated Drugs Regulation since 2004. You can read more about these proposed amendments [here](#). In the fall of 2019, the College held a consultation with members, stakeholders and members of the public on the proposed changes to the regulation. In December, the College submitted the proposed regulation to the Ministry before their December 31, 2019, deadline. We thank everyone who provided feedback on the proposed changes and the College will provide a response to the feedback received in the coming weeks. The regulation is currently posted on [Ontario's Regulatory Registry](#) until July 27, 2020.

One of the changes in the proposed regulation is that midwives will have the authority to prescribe and administer controlled drugs and substances for clinical conditions that are in midwives' scope of practice. While there are very few indications that would require prescribing and administering controlled drugs and substances, there are benefits and potential risks to midwives prescribing these medications on their own authority. Because of the possible risks (including abuse, misuse and diversion), all midwives currently registered in Ontario and midwifery applicants will be required to undertake a College approved mandatory training in prescribing and administering opioids and benzodiazepines.

In advance of the proposed changes to the regulation coming into effect the College's Council approved the mandatory course on prescribing controlled drugs and substances for midwives at the March 2020 meeting. Opioids and Benzodiazepines: Safe Prescribing for Midwives is an online course offered by the University of British Columbia. The course is made up of 16 chapters, nine cases studies and a final exam.

The College will provide members with more information about when they must complete this course at a later date. To read the minutes from the March Council meeting, please [click here](#).

ACCOMMODATION POLICY

The College has developed the Accommodation Policy for members or applicants to help reduce barriers or obstacles.

The Accommodation Policy was created to outline circumstances in which accommodation may be required by members or applicants and to describe the process of providing accommodation.

This policy is consistent with the Ontario Human Right's Code, the legal duty to accommodate and the *Accessibility for Ontarians with Disabilities Act, 2005*.

Applicants or members of the College who are seeking accommodation must contact the College to request the accommodation as soon as possible and preferably at least 15 business days before a College deadline.

To request accommodation or to read more about the policy, please [click here](#).



COMPLAINTS AGAINST PRACTICE OWNERS

Read below to learn about why practice owners are named in some complaints.

As the regulators of midwifery in Ontario, it is the responsibility of the College to investigate complaints concerning the conduct of its individual members.

When a complainant has an issue or complaint about a midwifery practice group, the formal complaint is lodged against the individual midwives who are, or were, the practice owners at the relevant time. This is because practice owners are collectively responsible for the activities of the practice as a whole, including all policies and protocols.

In order for the College to proceed with an investigation, the complainant must identify the conduct or actions that are of concern. The following are a few examples in which practice owners are accountable for:

- Failing to have a reasonable and transparent client intake process
- Terminating care without proper cause
- Failing to ensure essential operational and clinical supplies are available within the practice
- Failing to take reasonable steps to ensure that a midwife or another care provider known to the client is available to attend the birth
- Not ensuring that information publicized about the practice is accurate and verifiable
- Not establishing a system to deal with clients' expressed concerns promptly, fairly, and openly

The College can help the complainant identify the midwives who were practice owners at the relevant time. Once the College receives confirmation of a formal complaint against practice owners, a notification will be sent to the practice within 14 days. Each practice owner (midwife) will also receive a notice of complaint from the College and it will include a copy of the complaint and a copy of their prior decisions (if any).

Complaints initiated against practice owners are processed in the same manner as other complaints. Depending on certain criteria being met, it could be processed through the Alternative Dispute Resolution (ADR) or the regular complaints process through the Inquiries, Complaints and Reports Committee (ICRC). More information on the College's complaints process is available on the [Complaints](#) page of the College's website.

Practice owners may mitigate complaints by ensuring that all standards of practice are met, and that any policies or protocols are reviewed and updated when necessary. The [Professional Standards for Midwives](#) set out the expectations of practice owners.

REGISTRATION RENEWAL 2020

Registration renewal is coming quickly! A reminder to members that registration renewal will begin August 1, 2020, and must be completed before the October 1, 2020 deadline. Like last year, renewals will be completed through the College's online Member Portal. Once you have logged in to the Member Portal, please follow the prompts to complete your renewal.

All members who wish to maintain their registration with the College for the 2020-2021 membership year must complete and submit the online renewal form, NRP continuing competency evidence where required, and payment by the October 1, 2020, deadline. See the *Continuing Competency Requirements for Renewal 2020* article on page 11 in this newsletter for further information.

The 2020 renewal fees are as follows.

Registration Class	2020 Fees
General, Supervised Practice	\$2,600
Inactive	\$1,169

The two permitted instalment amounts will be communicated to members in August.

Renew Early!

We encourage all members to renew early! Early renewal will allow a member to access an updated registration wallet-card, which can then be provided to hospitals and/or birth centres to confirm renewed registration. A penalty fee will be added to any renewal submission that is incomplete, incorrect and not completed or corrected by October 1, 2020. Any renewal that is received by the College after the renewal deadline will also have a penalty fee applied.

If you are concerned about your submission and would like College staff to review your renewal application, please ensure that you submit your renewal in August as it will allow for any discrepancies to be amended before the October 1, 2020 deadline. Renewals received in September may not receive the same attention by College staff.

If you have any questions, or need further clarification, please email: regadmin@cmo.on.ca.

CONTINUING COMPETENCY REQUIREMENTS FOR RENEWAL 2020

Please note that additional details have been added since the e-blast sent to members on June 17, 2020,

Given the circumstances surrounding the COVID-19 pandemic and a lack of availability of continuing competency courses since March 2020, for renewal 2020, practising members will only be required to provide satisfactory evidence of training in Neonatal Resuscitation (NRP) to the College no later than October 1, 2020. Evidence of training in Emergency Skills (ES) and Cardiopulmonary Resuscitation (CPR) for registration renewal 2020 will not be required.

Members holding Inactive class registration with the College are not required to submit any evidence of continuing competencies for registration renewal.

For 2020 renewal only, satisfactory evidence of NRP consists of having one of the following:

1. Valid NRP card uploaded to the Member Portal. Valid means your certification will not be expired as of October 1, 2020.
2. An NRP card that expired a year or less than one year ago uploaded to the Member Portal.
3. An NRP card that expired more than a year ago and the required College form uploaded to the Member Portal confirming that since October 1, 2019, you have:
 - reviewed relevant materials, textbooks, and guidelines related to neonatal emergency skills;
 - discussed and practised responses to hypothetical neonatal emergency case scenarios and practised hypotheti-

cal neonatal emergencies with one or more members of the College, who meet one of the following:

- who successfully renewed their registration as a practising member with the College for 2019-2020;
- who since October 1, 2019, changed class from Inactive to General and was not required to sign an Acknowledgement and Undertaking; or
- who became registered to practise with the College since October 1, 2019.
- reflected on what you learned and discussed and have addressed any issues or shortcomings in your knowledge, skills and judgment that are relevant to your practice.

For option three, the required form will be available in the Renewal section of the College's website. Members who will be completing option three should keep a record of what they reviewed, who they reviewed it with and when.

NRP instructors are required to provide both evidence of having taught a course within the past 12 months and evidence of being an instructor with relevant certificates and documents uploaded to the Member Portal. If an instructor is not able to provide this evidence, then the instructor must complete option three above.

CONTINUING COMPETENCY REQUIREMENTS FOR RENEWAL 2020

For renewal 2020, evidence for ES and CPR will not be required, however, if you do have current ES or CPR to upload to the Member Portal or to add on the renewal form, you may add them. Please note that members are still required to maintain their competence to provide care in these areas. If you feel that you are not competent, then you should take an ES and/or CPR course as needed.

Please note that for the next renewal deadline of October 1, 2021, all practising members will be required to show evidence of current training in NRP, ES and CPR in accordance with the College's [Continuing Competency Requirements and Approved Courses](#), unless notified otherwise by the College.

Frequently Asked Questions About Continuing Competencies

1. Can option three for NRP be completed virtually?

Yes, for NRP option three you are not required to complete an in-person portion since a virtual format to discuss and practise hypothetical emergency scenarios with another midwife or midwives is deemed acceptable by the College. Please retain a record of what was reviewed, who was part of the review, and when it occurred.

2. For option three, can the hypothetical scenarios component be done within my midwifery practice group?

Yes, you may complete the hypothetical scenarios component for NRP as a group at your practice. Each midwife should retain a brief written record of activities, including dates and College members involved.

3. If I will be Inactive as of October 1, 2020, what am I required to submit?

If you will be registered in the Inactive class as of October 1, 2020, you are not required to provide the College with proof of continuing competencies. However, if you intend to return to practice soon and wish to provide your continuing competency documents to the College, you may do so. Inactive members are still required to complete and submit a renewal application, pay registration renewal fees, and submit active practice reports no later than October 1, 2020.

4. What if I cannot complete training to meet the continuing competency requirements in 2021 due to the pandemic?

The College will continue to monitor the availability of continuing competency courses during the pandemic and will provide members with an update as necessary.

ACTIVE PRACTICE REQUIREMENTS

All members must report their Active Practice Report (APR) numbers by October 1, 2020. Reports are to be submitted in the Member Portal for the reporting period July 1, 2019, to June 30, 2020.

If you are in the General class, you are required to actively practise midwifery to maintain currency and the ability to practise in all birth settings (out-of-hospital and hospital). Members are required to report based on the births they attended between July 1, 2019, and June 30, 2020.

If you have been inactive during the reporting period July 1, 2019, to June 30, 2020, and/or continue to hold an Inactive certificate, you are still required to submit a report and enter zero where applicable.

In order to meet the requirements in the Registration Regulation, members must meet the following minimum birth numbers when they are next due to meet APR:

Active Practice Requirements	2-year	5-year
Primary Out-of-Hospital Births	10	25
Primary Hospital Births	10	25
Total Births (including seconds)	40	100

APR due dates are communicated to members in the APR tab of the Member Portal.

QUALITY ASSURANCE PROGRAM REQUIREMENTS

The deadline to submit your Quality Assurance Program requirements is October 1, 2020. Read more about these requirements below.

Just a reminder to members in the General or Supervised Practice class, including New Registrants, that they are required to report their Quality Assurance Program (QAP) requirements by October 1, 2020.

Members may log into the Member Portal to record their continuing education and professional development activities in the Quality Assurance Program section. Entries must include the date, location, number of hours, learning needs, goals and content.

Once members submit their QAP and it meets the requirements, they will receive a Notice of Compliance. If a member has not met the requirements of the program, they will be issued a Notice of Non-compliance. Members who receive this notice are required to submit an administrative fee (\$50) and the [QAP Barriers to Compliance](#) document.

If members require an exemption from reporting QAP because of illness or any other circumstance the Quality Assurance Committee (QAC) considers appropriate, they must submit a QAP [Exemption Request](#) form to be reviewed by the QAC.

More information about the QAP, including requirements, reporting and exemptions can be found [here](#).

QUALITY ASSURANCE PEER & PRACTICE PROGRAM ASSESSMENTS

The Quality Assurance Peer and Practice Program assessments will be conducted with 10% of the College's membership on an annual basis. Read more about the latest round below.

The new Quality Assurance Peer and Practice Program Assessments were successfully completed earlier this year. The College began the assessments in January 2020 and 10% of membership were randomly selected to be assessed.

The peer and practice assessments are required for all health regulated professions in accordance with the *Regulated Health Professions Act, 1991*. These assessments allow members to demonstrate their professional knowledge, skills and judgment with a peer assessor.

Based on the feedback received from assessors, and members who were assessed, the College will make small revisions to the program. These revisions will be presented to the Quality Assurance Committee for approval in September.

The next round of assessments will begin in January 2021. More details will be announced later this year.

RESOURCES FOR MIDWIVES

Frequently Asked Questions for Midwives and Midwifery Clients

The College created the Frequently Asked Questions (FAQs) for midwives and midwifery clients at the beginning of the COVID-19 pandemic. A reminder to members to check these pages frequently as the College continues to update questions and answers on an ongoing basis. To access the College's FAQs relating to COVID-19 please click [here](#).

Practice Advisories

Reporting Name Changes to College

While certificates of registration are issued in a midwife's legal name, if a midwife uses a common name that is different from their legal name or changes their legal name, this must be reported to the College. The College's public register will be updated accordingly, which enables midwives to be easily found, thus ensuring accountability to clients and the public.

Relevant Legislation

s. 42 of the Professional Misconduct Regulation

Failing to take reasonable steps to ensure that any information provided by or behalf of the member to the College is accurate.

Role at Births of Midwives in the Inactive Class

Midwives in the inactive class should always be clear about their role during a birth they are attending and ensure that they are not practising the profession while attending the birth. For example, attending births as a relative or friend to provide emotional support would not constitute practising midwifery. However, taking on a clinical role during the birth, such as administering an I.V. or using a doppler to monitor the fetal heart rate, would constitute practising midwifery.

Relevant Legislation

s. 15(3) of the Registration Regulation

It is a condition of an inactive certificate of registration that the member shall not engage in the practice of midwifery.

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:

September

30

2020

December

9

2020

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



Quick Stats

Total of 1,049 currently registered midwives as of July 15, 2020.

- 729 General
- 97 General with new registrant conditions
- 14 Supervised Practice
- 209 Inactive



COUNCIL AND STAFF

Pete Aarssen (Public)



With decades of financial planning and executive management experience, Pete Aarssen has acquired the experience and credentials to be among the best educators in support of elder planning issues. Pete enjoys a command of the history, current state and future needs of elder Canadians and their families. He has served in the Canadian Armed Forces (RCAF) and has traveled extensively throughout Canada and abroad. Pete has earned three financial planning designations; CFP (Certified Financial Planner) CLU (Chartered Life Underwriter), and CH.F.C. (Chartered Financial Consultant). Pete is also a Certified Agricultural Farm Advisor with the accompanying professional designation CAFA and is a charter member of the Canadian Institute for Elder Planning Studies, and has earned the Elder Planning Counselor designation or EPC.

Pete resides near Wyoming Ontario. He has four, now adult children and three grandchildren and is an avid outdoorsman and volunteer.

Claudette Leduc (Professional)



Claudette Leduc, RM is an elected professional member of the College of Midwives of Ontario (CMO) Council, just completing the first of a three-year term. As a Francophone woman, a registered midwife, a midwifery consumer and a supporter of women's health, Claudette is passionate about evidence based and informed choice guided clinical care and self-regulation of the midwifery profession. She is one of the founding members of Sages-Femmes Rouge Valley Midwives and holds privileges at Scarborough Health Network (SHN) and Lakeridge Health Ajax site. She was one of the architects of the newly formed Department of Midwifery at SHN and serves as the interim Chief of the Department at the Centenary site. Claudette graduated from the Ryerson Midwifery Education Program in 2004 having previously worked as a critical care nurse; she has 34 years of experience as a health care provider in the hospital and community sectors. Claudette is an active member of the Francophone community in the greater Toronto area and is strongly committed to offering French Language care to the Francophone community. Claudette also enjoys precepting students and mentoring new midwives.

College Council

(as of June 2020)

Elected Professional Members

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

Public Members

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

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