

ON CALL

Spring 2022



College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario



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Message from the Chair and Registrar

In our winter edition of *On Call*, we talked about the commitment we have to respond to the changes that are happening around us, both in a health regulatory context and as an organization that can play a role in influencing necessary systemic change.

In March, as part of our day-long training session, we planned three important training sessions to better equip our Council to respond to these changes and to govern effectively while doing so.

Lessons From Governance Reform

Chantal Bélisle, the Deputy Registrar of the Ontario College of Teachers (OCT), along with her colleague, Jason Bennett, Interim Director of Corporate and Council Services joined us to share the experience OCT had as they worked through making governance reforms, including an overview of the challenges, what went well, and the lessons learned through their extensive reform process that began in 2017.

Additionally, we had the benefit of learning about the impact these changes are having on OCT.

The Ministry has indicated for some time now that governance reforms in the health regulatory sector are likely. We anticipate that election-based appointments to Council will be replaced by competency-based appointments in the near future and that there will likely be a separation of Council membership from statutory committee membership.

It was invaluable to our Council and College staff to learn about the reforms OCT has made in their governance model as it gives us important



Claire Ramlogan-Salanga, RM, Chair



Kelly Dobbin, Registrar and CEO

information to evaluate our own governance model and to plan for future change.

Finance Training

Stefano Biscotti, the College's Director of Operations, joined us to give Council members an overview of the financial responsibilities that come with being a member of Council, as these roles come with an obligation to oversee the financial well-being of the College. Stefano took Council members through the specifics of what this means as well as the existing policies related to finances, including areas where responsibility has been or can be delegated.

Financial oversight of an organization isn't always something Council members are prepared for when they are elected, so this session included a thorough overview of the various financial statements generated each year, as well as a summary of the annual audit process.

The finance training session helps empower Council members to fulfill their fiduciary duty with a full understanding of what it entails.

Anti-Racism Project Report

Dr. Javeed Sukhera was invited to speak to Council about the findings of his report entitled Advancing Equity and Anti-Racism in Health Profession Regulation which was commissioned by Health Profession Regulators of Ontario (HPRO) to inform work on these issues in the sector.

In Dr. Sukhera's session, he shared important insights about the impact of systemic racism and discrimination against marginalized people within the health regulatory context. Throughout this session, and in breakout sessions afterward, we discussed how we can establish a responsive dynamic that includes Council, Council committees, College staff, midwives, and the clients we serve.

The work toward more equitable practices is relevant every day, but we're particularly mindful this month as we recognize both Indigenous History Month and Pride Month 2022.

This anti-racism project is a reminder that every aspect of the College is impacted by this work, from how we structure our organization to the policies we set and how we manage financial matters.

We look forward to sharing the steps we're taking to establish more equitable practices within the College mandate to incorporate the input, perspective, and needs of all historically marginalized groups in our decision-making and actions.

From all of us here at the College and on Council, we wish you a safe and relaxing summer.

~ Kelly and Claire



"If you have come to help me you are wasting your time. But if you recognize that your liberation and mine are bound up together, we can walk together."

~Lilla Watson



"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."

~Barack Obama



"Never doubt that a small group of thoughtful committed citizens can change the world: Indeed it's the only thing that ever has."

~Margaret Mead



March Council Highlights

Budget Approved

Like most other organizations, the College eagerly awaits seeing the pandemic in its rear-view mirror. While we were hopeful in anticipating a return to office in the fall of last year only to have the Omicron wave reset plans, we've collectively learned that we will be working in a hybrid environment going forward.

As a result, our approach to budgeting for the 2022-2023 fiscal year was done with a greater awareness of the continued influence of the pandemic on both revenue and expenses and which line items would begin to show signs of resuming more normalized operations under this new normal.

Last year the College approved and operationalized its Internally Restricted and Unrestricted Net Asset Policy as a fiscally responsible measure to help manage the ebbs and flows of unforeseen events or planned deficit years. The College is projected to hold almost a full 6 months of unrestricted net assets (or reserves) at the start of fiscal 2022-2023.

What this means is our planned deficit in 2022-2023 will be offset by the College's existing unrestricted net assets. The College projects several more years of deficit budgets ahead but is expected to hit its breakeven year in 2025-2026 and as a result can comfortably project, using its unrestricted net assets without fully depleting them, its financial sustainability over that period.

As the College moves toward its break-even year in 2025-2026, our ability to project and consider

membership fee holds or reductions will become clearer. Doing so any earlier would result in faster depletion of these unrestricted assets and create vulnerability in the College's ability to sustain major unforeseen events during deficit years.

The College is mindful of the financial burden its membership fees place on midwives and continues to commit to our mandate and work to find cost savings against its projected budgets ahead of our breakeven year when sustainable changes to membership fees can be contemplated.

Please refer to the [March council meeting materials](#) for more details on the 2022-2023 budget that was approved by Council in March.

College Council Members

Elected Professional Members

Claire Ramlogan-Salanga, RM, Chair
Edan Thomas, RM, Vice-Chair, Professional
Hardeep Fervaha, RM
Claudette Leduc, RM
Lilly Martin, RM
Karen McKenzie, RM
Isabelle Milot, RM
Alexia Singh, RM

Appointed Public Members

Donald Strickland, Vice-Chair, Public
Pete Aarssen
Marianna Kaminska
Judith Murray
Oliver Okafor
Jacqueline Morrison

Council meetings are open to midwives and the general public. They are currently held by videoconference.

The next Council meeting is June 22, 2022.

College Performance Management Framework

“How well are Ontario’s regulatory health colleges protecting the public interest?” the Ministry of Health asks health profession regulators to answer this question with the College Performance Measurement Framework (CPMF).

Health regulatory colleges exist to serve the public interest. To demonstrate how well colleges are doing their job and to help continually improve accountability, transparency, and oversight, all colleges are required to report on their work in the CPMF Reporting Tool. This tool was developed by the Ministry, together with Ontario’s health regulatory colleges, subject matter experts, and the public.

The CPMF covers a wide variety of topics, including how colleges:

- perform as an organization,
- register applicants,
- measure practice improvement of regulated health professionals,
- process complaints about their registrants, and
- work with external partners, such as other regulatory colleges, educational programs, and the broader healthcare system to improve public protection.

The CPMF also shares raw data about Ontario’s regulated health professionals and their

participation in practice improvement. There is data about the number of complaints and the type of those complaints, and how many health professionals participated in practice improvement activities.

Finally, the CPMF details each college’s commitment to making improvements over the next year, giving clear action plans.

Colleges update the CPMF report annually, noting any progress on areas identified for improvement and adding new or updated information required by the Ministry of Health. These reports are one of the many ways colleges demonstrate their commitment to Ontarians.

We are proud of the work that staff, Council, and Committee members have engaged in to demonstrate our success in protecting the public interest. We look forward to receiving feedback from the Ministry and to continuously improving on our important work.

[Read our College Performance Measurement Framework submission for 2021.](#)

New Laboratory Regulation

The Ministry of Health approved a new regulation, Regulation (Reg.) 45/22 – General, made under the *Laboratory and Specimen Collection Centre Licensing Act* (LSCCLA), which comes into effect on July 1, 2022, except for the reporting requirement related to the Ontario Laboratories Information System (OLIS), which will come into effect on January 1, 2023.

The College had an opportunity to provide feedback on the proposed changes last year and reiterated our position that Appendix B of the Laboratories Regulation 682 (which limits and specifically lists the tests that a midwife may order from an Ontario laboratory) be rescinded and to permit midwives to order tests in accordance with the midwifery scope of practice. This change

was again not considered, and the existing list remains unchanged and appears as Schedule 2 under the new regulation.

The College also provided feedback in consultation meetings to support the change that allows Indigenous midwives practising under the exemption to the *Midwifery Act* (midwives using the title Aboriginal Midwife) to now be able to collect specimens and access laboratory tests for their clients in the same manner as midwives registered with the College. This is a positive change, and the College fully supported this necessary amendment to allow for seamless access to necessary tests for Indigenous clients under the care of Aboriginal Midwives.

Blood Borne Virus Standard

On June 1, 2022, the revised Blood Borne Virus standard came into effect. The standard is designed to protect the public from a preventable infection with a blood-borne virus that may be transmitted from a midwife during care.

The revised standard requires testing every three years for Hepatitis C and HIV, and every year for Hepatitis B if no evidence of immunity exists.

The revised standard also requires midwives who perform exposure-prone procedures (e.g., perineal repair) to declare that they are complying with the standard.

This declaration will be included with the annual renewal.

[Visit our website to review the revised standard.](#)

Continuing Competencies

In 2020 and 2021, the College implemented temporary options due to the disruptions to available training in neonatal resuscitation (NRP), cardiopulmonary resuscitation (CPR) and emergency skills (ES) due to the COVID-19 pandemic.

As most public health restrictions are now lifted, the College has removed the temporary options and is proceeding with regular requirements for continuing competencies for 2022.

Therefore, as noted last year, all practising members must have full training in NRP, CPR and ES, including the in-person components, by the October 1, 2022 renewal deadline, as applicable.

As a reminder, all training must be completed in accordance with the [College's Continuing Competency Requirements and Approved Courses document](#) and on the following schedule:

NRP – every year

CPR and ES – every two years

Therefore, if you have not completed full training or your training certificate is due to expire (based on the above schedule) prior to October 1, 2022, action is required.

Please note, with the launch of the 8th edition of the NRP, midwives are still required to complete the Advanced (lessons 1-11) course, which includes intubation.

Visit the [Continuing Competencies section on our website](#) for more information about the training

requirements for 2022 and approved course providers.

The College will continue to monitor the situation with respect to course availability and will notify members should any changes be required.



Please contact the Registration Department by email at registration@cmo.on.ca if you have any questions.

Quality Assurance

Quality of Care Evaluation (QCE) Information for Midwives

The Quality Assurance department of the College has received a few inquiries about the obligations required of midwives regarding Quality of Care Evaluation (QCE) forms and wanted to take the opportunity to address it with all members to clarify expectations.

Since the implementation of the new Quality Assurance Regulation in November 2020, there is no longer a requirement to submit evidence to the College of and the actions taken in response to QCEs. Instead, the requirement to evaluate client care is written into the Professional Standards for Midwives.

The Professional Standards have broadened the previous expectations around QCEs to allow more flexibility and creativity in how midwives and practices approach client evaluations.

Here is a summary of the current requirement:

In the Professional Standards, under the principle of Professional Knowledge and Practice, standard #9 and #12 state,

9. Continuously monitor and make efforts to improve the quality of your practice using reflection, and client and peer feedback.

Midwives who are practice owners must also:

12. Develop and maintain quality improvement systems to support the professional performance of midwives and to enhance the quality of client care.

The College defines Quality Improvement Systems as:

developing and maintaining an approach for evaluating and improving client outcomes. Quality improvement is a team process and includes monitoring and data collection, including client feedback, implementation of quality improvement measures, and evaluation.

While there is no longer any expectation to report details of how Quality Improvement Systems operate and are done (i.e. during the renewal period), it is expected that evidence would be available and provided if requested.



Quality Assurance

Status of the Professional Development Portfolio

The Professional Development Portfolio was introduced to midwives in January 2022 and replaces the previous Quality Assurance Program (QAP). As the program is implemented, information, resources and tools [can be found on the College website](#).

The Portfolio operates on a three-year cycle, so the first reporting year will be 2024. Midwives will NOT be required to report anything Quality Assurance-related for the 2022 renewal.

The full rollout of the program was intended for January 2022, however, due to the circumstances of the COVID-19 pandemic, this has been delayed.

Midwives should still participate in continuing education and professional development activities and peer and interprofessional case review.

Information about participating in this program will be available in fall 2022. To learn more, please contact qap@cmo.on.ca.



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Current College Membership
1,069 registered midwives as of June 1, 2022

- 736 General
- 67 General with new registrant conditions
- 7 Supervised Practice
- 15 Transitional
- 244 Inactive

Council Elections

The College of Midwives of Ontario is holding Council elections from June 1, 2022, to June 30, 2022, to fill three vacancies for professional member positions. Six candidates have put their names forward for election. Each term consists of a duration of three years. The next term will begin September 28, 2022.

On June 1, all eligible electors (based on the criteria in the [General By-Law](#)) received an email from the College via a platform called Election Runner with a link to cast your ballot and instructions on how to vote. You will also be able to review the platforms of each of the six candidates to better inform your decision.

Thank you to everyone who has submitted nominations for this year's election!

Election Inquiry Regarding Information Sessions

In April, the College held two Information Sessions for midwives considering putting their name forward for election. They included one open to all midwives and one reserved for midwives from Indigenous, Black and racialized communities.

The College received an anonymous inquiry as to why the College has taken this approach. The inquiry is included verbatim below, along with the College's response.

"During the second webinar for midwives from Indigenous, Black, and racialized communities, only midwives, Council Members, and staff from those communities will remain for the question-and-answer periods. The webinars will not be recorded or broadcast live."

I'm wondering why this stance has been taken? If the goal is to foster equality, inclusion, respect and understanding, why is the second webinar promoting division? How are we expected to learn from another if we are excluded based on skin colour and ethnicity or family of origin? This seems completely counterproductive to me.'

College Response to Inquiry

At the College, we are committed to fostering an environment of equity, inclusion, respect, and understanding. While we continue to support equality, we are striving to uphold equity for members of the public and registrants.

Creating and maintaining safe and exclusive spaces for specific communities is not intended to promote division. Instead, we are purposeful about providing opportunities for these spaces to occur, the rationale being that we acknowledge that as an institution we are not exempt from the influence and impacts of structural racism.

We understand that white supremacy continues in many spaces and that racialized communities have experienced historical exclusion from power and decision-making spaces such as the Councils of Regulatory Health Colleges and these impacts remain to this day.

Our efforts here are to recognize the disenfranchisement and alienation these communities continue to experience in these spaces and to work toward creating an environment where these communities can feel welcome, safe and included.

College Updates & Resources

2022 Dates to Remember



June 1-30 - Election



June 22 - Council



September 28 - Council



October 1 - Renewal deadline



December 7 - Council



Virtual Office

The College's office remains closed and we are continuing to provide services virtually with minimal disruptions.

When the College resumes in-person services it will notify registrants, stakeholders, and members of the public of this change.

For current contact information, [please visit our website](#).



Survey: How Can *On Call* Improve?

We want to hear from you! Take our anonymous survey to help improve *On Call*.

The College uses our quarterly newsletter *On Call* to provide quick and easy-to-read information about activities at the College, changes to midwifery standards and regulations in Ontario, and other news affecting the regulation of midwifery.

We always appreciate feedback from readers about how we can share this information more effectively.

Take our 3-minute survey and help us improve *On Call*.

[Take the Survey](#)

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