

# College of Midwives of Ontario



## ANNUAL REPORT

*April 1998 - March 1999*



CMO   
COLLEGE OF MIDWIVES OF ONTARIO

IN ONTARIO, THE  
PROFESSION OF  
MIDWIFERY IS SELF-  
REGULATED THROUGH THE  
COLLEGE OF MIDWIVES OF  
ONTARIO WHICH WAS  
CREATED UNDER THE  
*MIDWIFERY ACT* AND THE  
*REGULATED HEALTH  
PROFESSIONS ACT, 1991*  
*(RHPA).*

**Ce rapport est disponible en  
français sur demande.**

PHOTO ON FRONT COVER: HOLLY  
NIMMONS AND STELLA MIHEVC



ANGUS OG KENDE BAIN AND  
CMO PRESIDENT ZOE KENDE.

# THE VISION

OF THE COLLEGE OF MIDWIVES OF ONTARIO IS FOUNDED ON A COMMITMENT TO ENSURE THAT MIDWIFERY CARE IS COMPETENT, ETHICAL AND RESPONSIVE TO INDIVIDUAL AND COMMUNITY NEEDS. MIDWIFERY CARE IN ONTARIO IS DEFINED AND GUIDED BY A HISTORY OF, AND ONGOING SUPPORT FOR, COMMUNITY-BASED MIDWIVES WORKING COOPERATIVELY IN PARTNERSHIP WITH CHILDBEARING WOMEN.

# THE MANDATE

OF THE CMO IS TO PROTECT THE PUBLIC THROUGH SELF-REGULATION, IN ACCORDANCE WITH THE *RHPA*. THE PUBLIC INTEREST IS SERVED BY ONTARIO'S REGISTERED MIDWIVES BEING ACCOUNTABLE FOR THE CARE THEY PROVIDE TO CHILDBEARING WOMEN AND THEIR NEWBORN INFANTS.



SOME OF THE SATISFIED CLIENTS OF THE SUDBURY COMMUNITY MIDWIFERY PRACTICE.

## HIGHLIGHTS OF 1998 - 99

- Registration of 33 new professionals
- Second PLEA Program concluded with 25 successful candidates
- Member Consultation Forums in six locations around the province: Thunder Bay, Ottawa, Northwest Toronto, Northeast Toronto, London, and Kitchener/ Waterloo area
- Supervision Handbook
- Quality Assurance Program reports received
- CMO By-laws review
- Election plan research and development
- Planning for CMO's first conference and general meeting
- PLEA Program revisions and the 1999 PLEA Program begins

# PRESIDENT'S MESSAGE

*This year marked the fifth year of regulated midwifery practice in Ontario.*

*The College* was happy to register many of the second group of Prior Learning and Experience Assessment Program (PLEA) graduates. This year, a third group of candidates entered the PLEA Program. The College is also very pleased that the third year of Midwifery Education Programme (MEP) graduates are registered and practising in the province. Congratulations to all newly registered midwives.

Council has experienced many changes in this last year. Holliday Tyson, after a short but effective term as President until November 1998, moved into the staff position of Co-Registrar, joining our Interim Registrar Robin Kilpatrick. Catherine Ruskin, our Vice-President



MATTHEW JOHN VAN DEN BOSCH, ANGUS OG KENDE BAIN, AND CMO PRESIDENT ZOE KENDE.

until September 1998, accepted a position practising midwifery in British Columbia. The positions of Executive Officers were filled by myself as President, and Martha Aitkin and Elaine Bremer as Vice-Presidents, professional and public. Dianne Pudas was appointed as a professional member from Thunder Bay, and Charlotte Clay-Ireland has joined our Council as a public member from the Peterborough area. I would like to express my appreciation to all Council and staff, who were most supportive in this time of transition.

This year, the College completed the first component of the Quality Assurance Programme (QAP), with all registrants asked to voluntarily report by January 1999. The College has begun planning the first election of professional Council members and our first general meeting. Member Consultation Forums were held across the province, during which members discussed issues relating to the QAP, community standards, and the Standards, Policies and Guidelines of the College.

The College acknowledges with gratitude the continued financial support of the Ontario Ministry of Health. Looking forward after the first five years of regulation, the College is undertaking long-range financial planning. Because funding from members will continue to be quite small for many years, the College is pleased with the government's continued commitment to support our activities while we carefully plan for the future.

Finally, I wish to thank our staff, an extremely productive team whose members deserve much praise for their commitment and their excellent work. Thank you to D'Arcy Atkinson, Anabela Ferreira, Robin Kilpatrick, Jill Moriarty, Holly Nimmons, Holliday Tyson and Licien Valverde.

Zoe Kende, President

# CO-REGISTRAR'S MESSAGE

*In fall 1998*, the first CMO Member Consultation Forums gave us the opportunity to meet with many members, acquaint them with the new Quality Assurance Program (QAP), and identify the program's expectations.

The Forums provided a valuable opportunity to hear members' concerns. The CMO is committed to holding Member Forums in various locations around the province every two years.

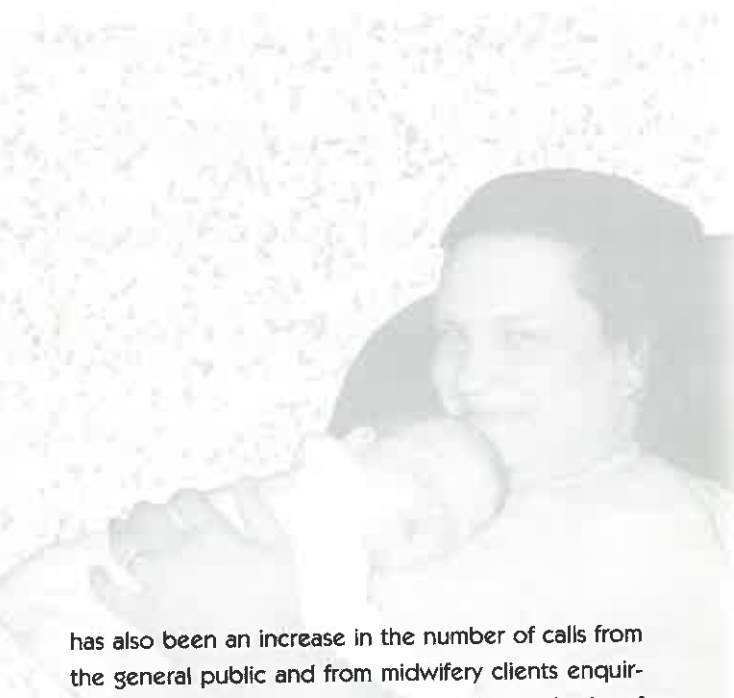
Thirty-three new midwives were registered this year, 22 from the MEP graduate pool and 11 from the PLEA graduate pool. Further development of the PLEA Program this year improved assessment approaches and made the program more accessible to candidates.

CMO staff responded to numerous requests from Ontario hospitals for information about midwifery and midwives' integration into hospital. Staff attended and presented at hospital rounds on both clinical and policy issues.

As part of valuing and developing liaisons with numerous organizations that are concerned with obstetric care, the CMO met with a representative of the Society of Obstetricians and Gynecologists of Canada (SOGC). We look forward to continuing to develop inter-organizational cooperation.

The CMO continued its regular meetings with the MEP and the Association of Ontario Midwives (AOM). We made regular presentations to MEP students about College work, including an information package for graduates preparing to apply for registration. In May 1998, the Interim Registrar met with the Canadian Confederation of Midwives to discuss inter-provincial reciprocity.

There were five new formal complaints about members this year. The CMO observed an increase in the number of requests from members for clinical practice advice, and suggestions from members for updating and improving policy and procedures. There



has also been an increase in the number of calls from the general public and from midwifery clients enquiring about the scope, model, and standards of midwifery practice in Ontario.

Each year brings new challenges and opportunities. It is our goal to creatively meet these challenges and anticipate opportunities for growth. We appreciate the input that we receive from members. We encourage members to continue to communicate with the College, and we commit ourselves to responding.



Robin Kilpatrick  
Co-Registrar



Holliday Tyson  
Co-Registrar

## EXECUTIVE COMMITTEE

### *Members:*

Holliday Tyson (Chair until November 1998), Zoe Kende (Chair from November 1998), Martha Aitkin, Elaine Bremer, Judith Preston, Catherine Ruskin (until September 1998)

### *Ex-Officio:*

Robin Kilpatrick (Co-Registrar), Holliday Tyson (Co-Registrar from November 1998), Holly Nimmons (Executive Co-ordinator)

### *Mandate:*

The Executive Committee oversees all work of the College by providing direction to staff, planning and conducting Council meetings, representing and exercising the powers of Council as necessary, initiating, reviewing and approving policies and regulations, and directing investigations.

*The year began* with the search for a new Registrar, bearing in mind the members' continued support to hire a general registrant. As of the application deadline, the CMO had received no applications from the membership. Subsequently, Holliday Tyson submitted her application for the position of Co-Registrar. The Council had previously approved a position-sharing arrangement. After Holliday's application was accepted, a formal interview took place, after which a job-sharing plan was designed. Holliday was hired as Co-Registrar, sharing the position with Robin Kilpatrick, as of November 1, 1998.

In October, the Executive Committee facilitated Council elections for the positions of Executive Officers, since Catherine Ruskin had submitted her resignation to Council as of September 1998. Council agreed to a proposal that the job of Vice-President be filled by both a public and a professional member. All positions were filled by acclamation, with Zoe Kende as President, and Martha Aitkin and Elaine Bremer as Vice-Presidents professional and public.

Consultation with membership on a variety of issues, including a presentation and workshop on the Quality Assurance Program, was conducted in forums across the province. The Quality Assurance Regulation was submitted to the government, and the Quality Assurance Program initial phase was begun and completed this year, after members reported in January 1999.

The Executive and Council approved establishing the Ontario Midwifery Language Proficiency Test as a requirement for all applicants who are seeking registration with the CMO to complete in order to demonstrate English (or French) language fluency.



CMO COUNCIL (MAY 1999). L TO R, SITTING: HOLLIDAY TYSON, ZOE KENDE, KAY HANSON, MARTHA AITKIN. L TO R, STANDING: PATRICIA MISCAMPBELL, LESLEE LOFTUS, ROBERT LAWN, JUDITH PRESTON, ELAINE BREMER. ABSENT: CHARLOTTE CLAY-IRELAND, DIANNE PUDAS.

Recruitment for three vacant professional Council positions was undertaken. All three positions remained vacant at the end of this reporting period. Plans to hold the first election for professional Council positions are underway, and the election plan will go to Council in the spring of 1999. Dianne Pudas from Thunder Bay was appointed this year as a professional member, and Charlotte Clay-Ireland of the Peterbor-



ANABELA FERREIRA, SECRETARY, AND JILL MORIARTY, PLEA ADMINISTRATOR.

ough area replaced Dan Callaghan as a public member. A position paper is being prepared on non-Order-in-Council (non-OIC) appointments of professionals in order to reflect the current needs of the College.

The Executive continued to liaise with the Midwifery Education Programme (MEP), the Association of Ontario Midwives (AOM), various branches of the Ministry of Health, the Federation of Health Regulatory Colleges of Ontario, and other health- and professional-related organizations. Continued work on interprovincial reciprocity policies and procedures is being co-ordinated with the Registration Committee, and the Executive maintains contact with other provincial midwifery regulatory bodies and professional associations. During this year the Executive generally met monthly, augmented by occasional meetings with committee chairs before or after Council meetings.

## FINANCES

During this reporting period, the Finance Sub-committee was folded back into the Executive Committee. Council approved retaining Hilborn Ellis Grant LLP as financial consultants to provide ongoing financial expertise and advice to the College. Audited financial statements for the 1998-1999 reporting year were produced and presented to Council for approval. Along with staff, the Executive Committee monitored cash flow and reallocated funds within the budget accordingly. The CMO's operating budget and PLEA Program budgets were revised and reduced to meet government direction. The 1999-2000 budget was prepared and is in negotiation with the Ministry of Health as approved by Council. The financial reporting format was revised to reflect current accounting standards. A long-range financial plan is currently being developed, for approval by Council and subsequent presentation to the Ministry of Health.

*The Executive* and all its sub-committees were very active this year. Terms of reference for all committees were revised and a great deal of work was accomplished in the following sub-committees:

### BY-LAWS SUB-COMMITTEE

(Martha Aitkin, Elaine Bremer, Holly Nimmons)

CMO began revising existing By-laws for approval in fall 1999, including the CMO's election plan for professional Council members.

### PLANNING SUB-COMMITTEE

(Elaine Bremer, Zoe Kende, Holly Nimmons, Judith Preston, Holliday Tyson)

This sub-committee focussed on the following areas:

- co-ordinating the CMO's consultation forums,
- planning of the CMO's first conference and general meeting for November 1999,
- co-ordinating the Council's next Strategic Planning Workshop,
- preparing an Orientation Process for new Council appointments, and
- researching and developing the CMO's first Election Plan.





### PLEA IMPLEMENTATION AND PLANNING COMMITTEE

*(Zoe Kende, Robin Kilpatrick, Jill Moriarty, Holly Nimmons, Holliday Tyson)*

The PLEA Program continues to require ongoing attention from the Executive; therefore, the PLEA Implementation and Planning Committee (PLEA-IPC) was established as a liaison group of staff, Executive and Registration Committee members devoted to procedure development and policy recommendations. We agreed to endeavour to deliver the PLEA Program every year. The third Program timeline was approved and is underway for 1999. The Executive approved initiating an external PLEA Program evaluation to start with the 1999 Program. The CMO continues to work closely with the provincial government's Access to Professions and Trades Unit (APT) in the information-sharing and showcasing of the CMO PLEA Program. The Executive approved a policy and procedures for sharing exams, in order to respond to requests from sister provincial organizations.

### HUMAN RESOURCES SUB-COMMITTEE

*(Robert Lawn (Chair), Holliday Tyson (until November 1998), Judith Preston, Zoe Kende (from November 1998), Holly Nimmons)*

The mandate of the Human Resources Sub-committee is to develop policies and procedures for the College to establish and maintain appropriate relations between the College and its employees and to ensure equitable treatment for all employees.

#### The committee

- completed and presented to the Executive and then to Council new personnel policies.
- participated in the revision of the terms of office and responsibilities of the President and Vice-President of Council and in the creation of the position of a second Vice-President, a position to be filled by a public member.
- completed a set of terms of reference for the Human Resources Sub-committee.
- participated in the preparation of employment contracts for the Co-Registrar positions and in the preparation of a job-sharing plan for the Co-Registrars. The plan includes periodic reviews of the job-sharing to be carried out by the sub-committee. The first review was scheduled for early April 1999.
- initiated a comprehensive study of staff compensation policies in other small colleges and organizations in the Greater Toronto Area. The committee plans to develop a compensation plan for staff of the College by the fall of 1999.
- developed and presented to the Executive and to Council, policies on conflict of interest and confidentiality.



MIDWIVES JOAN BECKER, MAGGIE FIORAVANTI, AND ROYCE ENTWISTLE DURING THE CMO'S MEMBER CONSULTATION FORUM HELD IN ST. JACOBS.

## CLIENT RELATIONS COMMITTEE

### *Members:*

**Leslee Loftus (Chair),  
Catherine Ruskin (until  
August 1998), Diane Parkin\*,  
Charlotte Clay-Ireland,  
Martha Aitkin.**

\* non-OIC statutory committee appointment

### *Mandate:*

**The Client Relations Committee is mandated to develop and implement a client relations program to augment professional behaviour, and increase awareness of and build a prevention framework for issues such as sexual abuse.**

*The committee* developed an information statement on the fund for therapy and counselling. It includes the process of application and approval, as well as the administration procedures involved.

An article was prepared for the *College Bulletin* on "Survivors of Sexual Abuse."

"A Midwife's Guide to Appropriate Professional Behaviour with Clients" is near completion. This document was presented at the Member Consultation Forums. Valuable comments received from members will determine the necessary revisions to a final draft.

A review is planned for the committee to determine necessary projects for the continued development of a comprehensive Client Relations Program, with ongoing work in sexual abuse prevention strategies and member education.

## COMPLAINTS COMMITTEE

### Members:

Catherine Ruskin (Chair until August 1999), Kay Hanson (Chair as of September 1999), Charlotte Clay-Ireland, Linda Moscovitch\*, Judith Preston, Dianne Pudas

\* non-OIC statutory committee appointment

### Mandate:

The Complaints Committee is responsible for investigating complaints received concerning the conduct of midwives to determine if there is evidence of professional misconduct, incompetence or incapacity. A Complaints Panel may resolve a complaint or refer it to the Discipline Committee.

Under the *Regulated Health Professions Act (RHPA)*, the College of Midwives must investigate all complaints it receives about midwifery care and, when necessary, it must prosecute and administer discipline and incapacity hearings for midwives suspected of committing acts of professional misconduct and/or incompetence. The primary goal of the Complaints Committee is public protection by enhancing the competence of members. To date, there have been no referrals to the Discipline Committee.

The number of complaints in this reporting year has outstripped the ability of the regular membership of the Complaints Committee to deal with them promptly. We have three requirements: a 120-day time limit imposed by the RHPA, a wish to investigate complaints as expeditiously as possible to preserve public and member confidence in the process, and a need for a panel composed of, at a minimum, one public member of the College Council and two registered midwives. As a result, we have on two occasions requested the assistance of members who are not on the College Council, and they have graciously agreed to participate, with the full support of their practice partners.

This year the College received five complaints against members: of these, one decision has been made. In the decision, the allegations were found to be unsubstantiated and therefore no action was taken. Another case that remained open from the previous year was dismissed by the Complaints Panel.

A working group of members of the Discipline, Complaints, and Executive Committees has been struck to formalize a procedure and criteria for Alternative Dispute Resolution.

The development of a Complaints Committee Handbook has been on hold, delayed by the need to process complaints within our time limits.

Overview of complaints cases between April 1, 1998 and March 31, 1999

	Complaints Panel	Registrar's Investigation	Carried from Previous Year	Status at Year End	
				Open	Closed
1	✓		✓		✓
2	✓		✓	✓	
3	✓		✓	✓	
4	✓		✓		✓
5	✓			✓	
6	✓			✓	
7	✓			✓	
8	✓			✓	
9	✓			✓	
10		✓	✓	✓	

## DISCIPLINE COMMITTEE

### *Members:*

Elaine Bremer (Chair), Martha Aitkin, Katrina Kilroy\*,  
Robert Lawn, Patty McNiven\*

\* non-OIC statutory committee appointment

### *Mandate:*

The Discipline Committee is responsible for ensuring that a framework exists to conduct a hearing to deal with allegations of a member's professional misconduct or incompetence. Hearings are initiated by direction from the Executive or Complaints committees. The Chair of the Discipline Committee selects a panel from the membership of the committee. The Discipline Panel is responsible for conducting the hearing according to the regulations set out in the RHPA. The Discipline Committee also reviews and is responsible for agreeing to settlements agreed upon in the case of Alternate Dispute Resolution.



ELAINE BREMER, CMO VICE-PRESIDENT (PUBLIC), CHAIR, DISCIPLINE COMMITTEE, MEMBER, EXECUTIVE AND REGISTRATION COMMITTEES.

*There were* no referrals to the Discipline Committee this fiscal period. The Discipline Handbook is being finalized. The committee is working with the Complaints Committee to develop an Alternate Dispute Resolution policy and procedures document.

## FITNESS TO PRACTICE COMMITTEE

### *Members:*

Patricia Miscampbell (Chair), Zoe Kende, Meryn Tate

### *Mandate:*

The role of this committee is to protect the public from midwives who cannot practice safely or competently due to mental or physical incapacity. The committee is bound by a statutory mandate to conduct hearings that investigate allegations of a member's incapacity to practice acting upon a formal referral from the Executive Committee. The committee also assumes a proactive, preventative role by collecting information and making recommendations on a number of issues affecting ability to practice. The committee conducts incapacity hearings in circumstances where allegations of incapacity cannot be resolved through other channels. The committee is committed to resolving complaints before the hearing stage.

*The committee* finalized and submitted terms of reference to Council for approval. In the upcoming year the committee plans to develop a position paper on Fitness to Practice issues associated with midwifery burnout.

## QUALITY ASSURANCE COMMITTEE

### *Members:*

Martha Aitkin (Chair), Dianne Pudas,  
Kay Hanson, Robert Lawn,  
Leslee Loftus, Helen MacDonald\*,  
Karen MacLeod

\* non-OIC statutory committee appointment

### *Mandate:*

**This statutory committee is responsible for developing and implementing the College's Quality Assurance Program (QAP), and for developing the standards, policies, guidelines and regulations for the practice of midwifery.**

*The first completed* Quality Assurance Program forms from members began arriving at the CMO office in early 1999. The excellent rate of compliance and especially the impressive number of hours of continuing education logged by members in this first year of the program demonstrate a strong commitment to the provision of quality midwifery care. The 1999 kits were distributed with only a few changes. Ongoing work of the QAP Sub-committee includes evaluation of the first year of the program, further refining of those elements of the program already in use, and completion of the Self-Assessment element.

Another major focus of the QA Committee this year was preparation for the Member Consultations Forums which were held in the fall of 1998. The QA Committee contributed a survey designed to solicit member input regarding the use of narcotics in midwifery practice. Members in attendance at the forums also provided direction to the QA committee regarding revision of the Indications of Mandatory Discussion, Consultation and Transfer of Care (IMDCTC) document and the discussion regarding possible addition of antibiotics to the midwife's pharmacopoeia.

## 1998 Quality Assurance Program

Quality Assurance Program binders were distributed in February 1998 to all members who had completed their first two years of active practice. These binders contained the QA regulation, guidelines, and report forms for the components being implemented, and a continuing education survey for all participants. The components implemented for 1998 were:

- Continuing Education and Professional Development
- Peer Case Review
- Evaluation of Client Satisfaction

The components for initial implementation that had been agreed to with the Professional Relations Branch were activities that most midwives in the province had been participating in since before the regulation of midwifery.

The QAP Sub-committee held a QAP Information Day on March 25, 1998, to provide members with an opportunity to discuss questions or concerns with the committee. An information sheet was prepared, incorporating all questions that were addressed to the committee; this was distributed to all members in April 1998. Due to the small number of questions from members on March 25, the sub-committee informed members that they could submit questions in writing by June 2, 1998. In the fall of 1998 members were reminded of the reporting requirements and next steps for the QAP; a follow-up reminder was sent in December 1998. The deadline for submission of reports was January 15, 1999.

Sub-committee members reviewed the 1998 QAP reports submitted by members. A draft summary report was presented to the QA Committee. The following is a summary of the report:

- 120 members were eligible to report
- 108 reports were received
  - of the 12 reports not returned, nine were members on leave
- of the 108 reports returned,
  - 95 were complete
  - 13 were incomplete

## REGISTRATION COMMITTEE

### *Members:*

Zoe Kende (Co-Chair), Patricia Miscampbell (Co-Chair),  
Elaine Bremer, Kay Hanson, Elana Johnson\*,  
Holliday Tyson (until November 1998)

\*non-OIC statutory committee appointment

### *Ex-Officio:*

Robin Kilpatrick (until November 1998),  
Holliday Tyson (after November 1998)

### *Mandate:*

The Registration Committee develops and administers the process through which qualified individuals may apply for and become registered midwives.

*Once again,* the Registration Committee had a year balanced between the fine-tuning of our PLEA Program, and ongoing registration policy work.

Following the October 1998 Council meeting, the committee held additional monthly meetings with Co-Registrar Robin Kilpatrick, devoted to the development of a "Supervision Handbook". This handbook, completed in April 1999, contains the policies and procedures relevant to supervised practice. The handbook was developed to assist all parties and will be issued to each supervised midwife. The handbook was distributed to all Ontario midwifery practices.

The committee continues to act as direct liaison with the PLEA department through representation on the PLEA-IPC. With the completion of a second PLEA Program and the initiation of a third, ongoing evaluation and fine-tuning is producing a program which is our final prototype. Special mention must be made of PLEA Administrator Jill Moriarty and Co-Registrar Holliday Tyson, whose fine work in the ongoing development of PLEA is an asset to the program.

There has been limited panel activity this year. The Supervision Panel met twice during the year, developing policy which allows existing templates for supervision plans to be based on PLEA reports, and further panel involvement only in complicated cases. The Active Practice Panel met once this year, to execute a decision regarding a reported shortfall of active practice requirements, and to develop an internal policy regarding shortfall administration. An application for registration was referred to a Registration Panel when the applicant refused the imposition of conditions on her registration. The matter was not resolved prior to the end of this reporting period.

There has been a tremendous amount of activity in policy and procedure development and revision over the last year. The following summary represents policies developed or revised in this past reporting period:

### **Revised:**

- Policies on Ontario Midwifery Language Proficiency Test
- Standard on Role of Second Birth Attendant
- New Registrants Policy
- Creating a Supervision Plan
- Criteria for Supervisors
- **PLEA**
  - Policies on Evaluation of Multifaceted Assessment (PLEA)
  - PLEA University Course Requirements

### **Developed:**

- Definition of the Role of Second Midwife
- Policy on Prospective Registrants Practising out of Province
- Policy on Interprovincial Registration Reciprocity
- Reassessment Policy on Core Competency
- Philosophy on Supervised Practice
- Regulations and Requirements of Supervised Practice
- Supervised Practice Overview
- Policy for Structuring of Supervision Plans
- Definition of Terms for Supervised Practice
- **PLEA**
  - Eligibility Criteria for PLEA Exemption Oral Exam/Interview
  - Policy Regarding the Age of a PLEA Candidate's Experience
  - Emergency Skills Written Exam Policy
  - Policy on Missed Exams
  - Verification of Clinical Experience
  - Translation Policy
  - Nursing Core Competencies Policy
  - Time Limit on Accepted Applications
  - Repetition Limit on Sitting Exams
  - Official Date of Assessment
  - Midwifery in Ontario
  - Emergency Skills – PLEA
  - Policy on Extension of PLEA Status

The committee has begun reviewing the Registration Regulation in order to revise and to prepare amendments.

# Prior Learning and Experience Assessment Program Report



GRADUATES OF THE 1998 PRIOR LEARNING AND EXPERIENCE ASSESSMENT PROGRAM.

*The CMO's main focus* for the PLEA Program during this period has been to streamline and simplify the process, both for candidates and for the College. Our goal has been to make the process more accessible for candidates, more manageable administratively for the CMO, and to ensure that the PLEA Program operates on a cost-recovery basis.

At the beginning of this reporting period, the second PLEA Program was underway, with staff planning Multifaceted Assessment 3 (MFA 3). Based on the CMO's experience gathered during the first sitting of MFA 3, revisions were made to the exam structure and content. These changes received positive feedback from both candidates and assessors. MFA 3 took place in June of 1998 with 40 candidates attending a total of 14 written and clinical exams over the course of five days. Of these 40 candidates, 25 successfully completed the exams.

The Midwifery in Ontario Course, a course orienting PLEA candidates to Ontario midwifery practice issues, was offered in October of 1998. It was attended by 24 candidates from the 1998 PLEA Program and four candidates from the previous program. Again based on the CMO's experience from the first PLEA Program, this course was reduced from two weeks to five days. A Self-Study Module was developed for pre-reading material. This year, in addition to topics such as the history of midwifery in Ontario and professional liability insurance, clinical workshops were held on intravenous administration, suturing, and physical assessment.

Staff made extensive revisions to the 1999 PLEA Program Orientation Book, incorporating the policy and procedural changes which had been approved during the course of the 1998 Program. One of the most striking changes to PLEA for the 1999 program has been the simplification of the application process. Changes to the PLEA eligibility requirements, approved by Council in July of 1998, allowed the CMO to relieve most candidates of the need to obtain extensive documentation regarding their past clinical experience which was often difficult or impossible to retrieve. Changes to this requirement will make the process more accessible to applicants trained outside North America.

The PLEA general information package was updated and a flyer circulated to interested parties informing them of the start of the 1999 PLEA Program. In December of 1998, an informal information session was held for prospective candidates of the 1999 program.

## PLEA Candidate Registration Status as of March 31, 1999

Program	Registered	Pending Registration
1996	23	4
1998	6	19

Date	Event	Number of Participants
<b>1998 PLEA Program</b>		
June 1998	MFA 2	40 (including 4 for Emergency Skills)
October 1998	Midwifery in Ontario	27
<b>1999 PLEA Program</b>		
	Orientation Book orders	78
December 1998	Information Session	30

## Ontario Midwifery Language Proficiency Test

Test Date	Number of Examinees	Number of Successful Completions
February 1999	22	10

# Welcome

## UPDATE ON COLLEGE MEMBERSHIP STATUS

(between April 1998 and March 1999)

### WELCOME TO THE FOLLOWING 33 NEWLY REGISTERED MIDWIVES:

Arsenault, Stephanie Martha  
 Bright, Anita  
 Canning, Carron Lynda  
 Clarke, Janet Nicola  
 Cull, Melita  
 Davies, Margaret  
 Dean, Sharon Rose  
 Dempsey, Mary Joanne  
 Desgranges, Chantal  
 Downer, Yvette Valerie

Geraci, Johanna  
 Lambert, Dawn Elizabeth  
 Lemay, Sylvie B.  
 Løvold, Ann  
 Luciuk, Andrea M.  
 Maju, Sandra  
 McParland Stephenson, Sharon  
 Meyer, Susan L.  
 Monk, Hilary Anne  
 Ouwerkerk, Alice Johanna  
 Patry, Patricia Katherine  
 Pearce-Kelly, Tracy  
 Peterson, Wendy J.  
 Roach, Nicole Maria  
 Schuster, Samantha  
 Shields, Mylene

Stainton, Sara Louise  
 St. Laurent-Coutts, Wendy Allyson  
 ten Westeneind, Audrey  
 Tudor, Tory M.V.  
 Wilson, Julie A.  
 Woodhouse, Anne Kristine  
 Younger, Deborah

#### Resigned:

Sexsmith, Kelly Marlene  
 Tanner, Louise

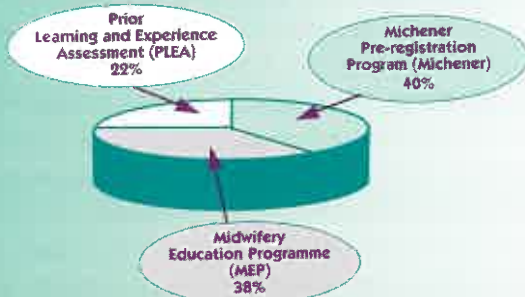
#### Retired:

Elsie Cressman

### CMO Membership Growth Over the Years

1994 as of March 31/94	1995 as of March 31/95	1996 as of March 31/96	1997 as of March 31/97	1998 as of March 31/98	1999 as of March 31/99
67	71	72	96	123	154

### Membership Breakdown (as of March 31, 1999)



19 MEP graduates

37 MEP graduates  
 23 PLEA graduates

59 MEP graduates  
 34 PLEA graduates



## COUNCIL MEMBERS

*(April 1998 to March 1999)*

Council and committee compositions changed over the course of this reporting year. The following list represents all members of the Council who served during any portion of this year, as well as their committee positions.

### Martha Aitkin

**professional member**

Vice-President, Chair of Quality Assurance Committee, member of Executive and Discipline Committees, Planning and By-laws Sub-committees

### Elaine Bremer

**public member**

Vice-President, Chair of Discipline Committee, Member of Executive and Registration Committees, By-laws and Planning Sub-committees

### Charlotte Clay-Ireland

**public member**

Member of Client Relations and Complaints Committees

### Kay Hanson

**professional member**

Chair of Complaints, Member of Registration and Quality Assurance Committees

### Zoe Kende

**professional member**

President, Chair of Executive Committee, Co-Chair of Registration Committee, member of Fitness to Practice Committee, Human Resources and Planning Sub-committees

### Robert Lawn

**public member**

Chair of Human Resources Sub-committee, member of Quality Assurance and Discipline Committees

### Leslee Loftus

**public member**

Chair of Client Relations Committee, member of Quality Assurance Committee

### Patricia Miscampbell

**public member**

Chair of Fitness to Practice Committee, Co-Chair of Registration Committee

### Judith Preston

**public member**

Member of Executive and Complaints Committees, Human Resources and Planning Sub-committees

### Dianne Pudas

**professional member**

Member of Quality Assurance and Complaints Committees

### Catherine Ruskin

**professional member**

Vice-President, Chair of Complaints Committee, member of Executive and Client Relations Committees

### Holliday Tyson

**professional member**

President, Chair of Executive Committee, member of Registration Committee and the Human Resources Sub-committee

## COLLEGE STAFF

*(between April 1998 and March 1999)*

### Atkinson, D'Arcy

Assistant to the Registrar

### Ferreira, Anabela

Secretary/PLEA Assistant

### Kilpatrick, Robin

Co-Registrar/Interim Registrar

### Moriarty, Jill

PLEA Administrator

### Nimmons, Holly

Executive Co-ordinator

### Tyson, Holliday

Co-Registrar (as of November 1998)

### Valverde, Licien

Assistant to the Executive Co-ordinator



D'ARCY ATKINSON, ASSISTANT TO THE REGISTRAR.

## Auditors' Report on Condensed Financial Statements

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To the Council of the  
**College of Midwives of Ontario**

The accompanying condensed statement of financial position and statement of operations are derived from the complete financial statements of the **College of Midwives of Ontario** as at March 31, 1999 and for the year then ended on which we expressed an opinion without reservation in our report dated June 3, 1999. The fair summarization of the complete financial statements is the responsibility of the College's management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the condensed financial statements.

In our opinion, the accompanying condensed financial statements fairly condense, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These condensed financial statements do not contain all the disclosures required by generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the College's financial position and results of operations, reference should be made to the related complete financial statements.

*Hilborn Ellis Grant LLP*

Toronto, Ontario  
June 3, 1999

**Hilborn Ellis Grant LLP**  
Chartered Accountants

## Condensed Statement of Financial Position

March 31, 1999	1999 \$	1998 \$
<b>ASSETS</b>		
Current Assets	363,878	250,336
Capital Assets	46,863	38,071
	<b>410,741</b>	<b>288,407</b>
<b>LIABILITIES</b>		
Current Liabilities	179,516	122,072
<b>NET ASSETS</b>		
Net assets invested in capital assets	46,863	38,071
Net assets internally restricted for adjudication	120,000	120,000
Unrestricted net assets	64,362	8,264
	<b>231,225</b>	<b>166,335</b>
	<b>410,741</b>	<b>288,407</b>

## Condensed Statement of Operations

Year ended March 31, 1999	1999 \$	1998 \$
<b>Revenues</b>		
Government grant	325,902	362,069
Membership fees	153,399	122,581
Registration programs	90,399	48,171
Other	13,051	7,079
	<b>582,751</b>	<b>539,900</b>
<b>Expenses</b>		
Salaries and benefits	283,495	268,518
Professional fees and consultants	29,219	51,169
Council and committees	39,132	66,294
Insurance	3,603	2,303
Telephone	17,645	21,811
Printing and postage	17,393	11,517
Office and general	29,889	25,774
Amortization	10,360	8,817
Registration programs	71,416	55,669
Quality assurance	1,129	2,695
Adjudication	7,537	14,793
Member communication	7,043	-
	<b>517,861</b>	<b>529,360</b>
Excess of revenues over expenses for year	<b>64,890</b>	<b>10,540</b>

Complete audited financial statements available upon request from the office of the Registrar.



**College of Midwives of Ontario  
Ordre des sages-femmes de l'Ontario**

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