

ON CALL

Spring 2021



College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario

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FROM THE CHAIR

Dear midwives,

It has been an exceptionally difficult year, but your collective resilience remains strong and unwavering. I want to use this space to acknowledge the challenges we have all been through both personally and professionally, and to thank you for the incredible work you do.

As this third wave of COVID moves through Ontario, we have also had the added concern of increasing numbers of pregnant people contracting the disease and being hospitalized. Your continued work to support clients in decision making and the provision of care continues to be outstanding. Your response to the call for redeployment in the hospital setting reflects the care and dedication midwives have for the people of Ontario. For those midwives who have lost family members and friends during COVID-19, I want to extend my deepest sympathies.

The midwifery sector received unfortunate news this month when we learned that the Midwifery Education Program at Laurentian University was being closed. The Laurentian program was essential to the support of Indigenous, Francophone and northern Ontario midwifery. This loss to the midwifery community and province will be deeply felt.

To tackle the challenges facing us, the College continues to meet with our colleagues in the midwifery sector, including the Association of Ontario Midwives, the Midwifery Education Program, the Ministry of Health, and national partners including the Canadian Midwifery Regulators Council. Together, we are working to make sure that midwifery care can continue to be provided safely, and is accessible to clients who seek it.

I want to thank you again for everything you have done to keep your clients, families, and communities safe throughout this pandemic.

Sincerely,



Claire Ramlogan-Salanga RM
Chair, College of Midwives of Ontario



FROM THE REGISTRAR

Through the COVID-19 crisis, we have seen existing inequities in our province widen and deepen. The College's commitment to equity, diversity, and inclusion has remained steadfast and I would like to share a few updates from our work with you.

I continue to sit on the Health Profession Regulators of Ontario Anti-BIPOC Racism Committee which was created to support active commitment of all 26 member organizations to identify systemic racism and implement tangible and coordinated actions to eradicate racism against people who are Black, Indigenous, and People of Colour, and build a culture, systems, and practices that allow diversity, equity, and inclusion to thrive. The committee meets regularly and has recently hired Dr. Javeed Sukhera, psychiatrist and expert in equity, diversity, inclusion, and belonging to assist in meeting the committee's objectives.

In the past few months, all College staff undertook group training where we explored key concepts and principles of oppression and anti-oppression including diversity, equity, inclusion, human rights, racism, anti-Black racism, and privilege. These sessions laid a foundation of understanding to inform the ongoing work of organizational anti-oppression and systemic change. This training was highly valuable and I appreciated the learning opportunities it provided. We will seek to use this training in all aspects of our work going forward.

While creating our new strategic plan for 2021-2026, the College made an important change to our guiding principles as a regulator. While we remain committed to the principles of accountability, transparency, integrity, proportionality, and innovation, this year we added the principle of equity. Our new guiding principle will ensure that the pursuit of equity is built into all the work we do. You can read more about our new strategic plan on page 7.

In the past month, the College put out a call for nominations for Council Election, particularly encouraging midwives from Indigenous, Black and racialized communities, marginalized communities, rural communities, as well as midwives who are internationally educated, or practising in expanded, collaborative and/or community health team models to run for election. Council Chair Claire Ramlogan-Salanga and the College's Council Coordinator Zahra Grant held a webinar specifically for Black, Indigenous, and racialized midwives to ask questions about the College's Council.

I will continue to update you on the College's commitment to equity, diversity, and inclusion and would be happy to hear from you about how we could be doing better. Please don't hesitate to email me at cmo@cmo.on.ca at any time.

Regards,



Kelly Dobbin
Registrar & CEO
College of Midwives of Ontario

COUNCIL HIGHLIGHTS

Our Council meetings are open to members and the public. If any of these highlights from the December and March meetings interest you, you can [click to read more in the meeting materials](#).

Financial Updates

At the March 2021 meeting, Council approved the budget for the 2021-22 fiscal year. As previously projected in the College's long term financial planning the 2021-22 budget projects a deficit. This deficit will be offset by the College's existing unrestricted net assets. The College projects several more years of deficit budgets ahead, but can also project, through the use of its unrestricted net assets, its financial sustainability.

The approved budget enables the College to continue to deliver on its mandate. [You can review the full budget in the Council meeting materials](#).

Council also approved the Internally Restricted and Unrestricted Net Asset Policy to ensure financial health for the College. The Policy demonstrates accountability to members whose fees we collect annually while demonstrating accountability to the public that we will always maintain adequate resources to fulfill the duties of a regulator. It is a privilege to be in a position to restrict net assets and it has taken years of planning and fiscal restraint to get us here.

Registration Regulation

Work to review and revise the Registration Regulation has been underway since 2019 and is ongoing. The Registration Committee will continue its work in 2021 (including conducting a comprehensive survey with midwives and stakeholders) with the aim of bringing the final draft of the regulation to Council for review and approval for consultation late in 2021.

Registrar's Review

The College's Registrar-CEO is accountable for performance in three main areas:

1. Achievement of Council's strategic objectives as set out in the College's Strategic Plan
2. Compliance with the Registrar-CEO Expectations as set out in approved Governance Policies
3. Fulfillment of the duties and responsibilities of the Registrar in accordance with the *Regulated Health Professions Act, 1991*, other relevant legislation, and the by-laws of the College of Midwives of Ontario.

Each year, Council reviews the performance of the Registrar-CEO to ensure that they are meeting set expectations.

At the March 2021 meeting, Council adopted new criteria for reviewing the performance of the Registrar-CEO that better reflects their role in the organization. The new criteria is as follows:

1. Strategic Leadership and Direction Setting
2. Development and Achievement of Goals
3. Reputation and Relationship Management
4. Financial Accountability and Management
5. People and Organizational Leadership
6. Council Governance and Engagement
7. Overall Performance.

The new criteria will be in place for 2021-22.

STRATEGIC PLAN

Working with Midwives, Working for the Public.

The College has spent the last year reflecting on the changes we have made as an organization, and the changes we need to make to fulfil our potential as a regulator. These discussions culminated at our March 24, 2021 meeting, where Council approved the College's new strategic direction for 2021-2026, a plan we've called **Working with Midwives, Working for the Public**.

The College's 2017-2020 Strategic Plan launched a successful transformation of the organization. Now, we are facing new challenges and need a plan that will give us the opportunity to rise to the occasion once more.

The areas we plan to work in over the next five years are important – to us as a regulator, to midwives, to the public, and to other midwifery stakeholders. Over the next five years we will focus on three strategic priorities:

1. Regulation that enables the midwifery profession to evolve.
2. Effective use of data to identify and act on existing and emerging risks.
3. Building engagement and fostering trust with the public and the profession.

We will work in a targeted way and regularly assess our progress against our desired outcomes. You can find our 2021-2026 Strategic Framework on the next page of this newsletter.

This past year, we have all learned the importance of being able to adapt to our changing circumstances. Our 2021-2026 Strategic Plan adheres to our core mandate while allowing us to meet the changing landscape that midwives and their clients find themselves in.

We have made strategic shifts in our priorities, but our vision of inspiring trust and confidence in midwifery by leading in regulatory excellence and our mission of regulating midwifery in the public interest remain unchanged.

Our new plan will allow us to continue to grow and improve – both as a regulator and as a resource for midwives, midwifery students, and the public. We will consult with you as we continue our work together.



Strategic Framework

2021–2026



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The 2021–2026 Strategic Framework is a high-level statement of the College's vision, mission, outcomes and key priorities over the next five years. It paves the way forward for the organization, builds a stronger sense of common purpose and direction and a shared understanding of why we exist, what guides our work, and what we want to achieve as an organization.

Our Strategic Priorities

1. Regulation that enables the midwifery profession to evolve.
2. Effective use of data to identify and act on existing and emerging risks.
3. Building engagement and fostering trust with the public and the profession.

Key Outcomes We Are Expected to Achieve

1. Clients and the public can be confident that midwives possess and maintain knowledge, skills and behaviours relevant to their professional practice and exercise clinical and professional judgment to provide safe and effective care.
2. Clients and the public can be confident that midwives practise the profession with honesty and integrity and regard their responsibility to the client as paramount.
3. Clients and the public can be confident that midwives demonstrate accountability by complying with legislative and regulatory requirements.
4. Clients and the public trust that the College of Midwives of Ontario regulates in the public interest.

Our Vision

A leader in regulatory excellence, inspiring trust and confidence

Our Mission

Regulating midwifery in the public interest

Our Guiding Principles

These interrelated principles define how we strive to work as an organization, shape our culture and our relationships with the public, midwives, and partner organizations.



Accountability

We make fair, consistent and defensible decisions, incorporating diverse and inclusive views.



Equity

We identify, remove and prevent systemic inequities.



Transparency

We act openly and honestly to enhance accountability.



Integrity

We act with humility and respect and apply a lens of social justice to our work.



Proportionality

We allocate resources proportionate to the risk posed to our regulatory outcomes.



Innovation

We translate opportunity into tangible benefits for the organization.



Council Elections

The College of Midwives of Ontario will be holding Council elections to fill **two vacancies for professional member positions.**

You can vote from

June 1, 2021 to June 30, 2021

We will email you the link to vote on June 1!



STANDARDS REVIEW

Changes to standards of practice are coming into effect as of June 1, 2021.

As you may know, the College adopted a principles-based approach for developing standards of practice in 2016. As part of this shift, we introduced the Professional Standards for Midwives while rescinding 25 standards in 2018.

In 2020, after consultations with midwives, stakeholders, and members of the public, the College has made some important changes regarding College standards of practice that will come into effect on June 1, 2021.

The following standards of practice will be rescinded:

- Consultation and Transfer of Care Standard (CTCS)
- When a Client Chooses Care Outside Midwifery Standards of Practice
- Delegation, Orders and Directives

The following guiding document will be implemented:

The Midwifery Scope of Practice describes the legislative scope of practice and will replace the CTCS. The Midwifery Scope of Practice was developed to provide regulatory guidance to midwives about working within the midwifery scope of practice and what to do when a client's

clinical condition or the care they require is no longer in the midwifery scope.

The following standards and guiding documents will be amended:

The Professional Standards for Midwives to:

- set minimum expectations for midwives after a transfer of care (standard #26)
- include additional standards on delegation (standard #31) and to revise the definition of “delegation” in the Glossary of Terms
- The Guideline on Ending the Midwife Client Relationship to provide guidance to midwives in situations when a client chooses care that falls below a standard of the profession.

Please take this opportunity to [review the Midwifery Scope of Practice document and other important changes from our Standards Review](#) and send in any questions as you have them to cmo@cmo.on.ca.

We would also like to thank the hundreds of midwives who joined our webinar on the Midwifery Scope of Practice and the College's standards review. We are happy to continue answering any questions as they come up.



COLLEGE PERFORMANCE MEASUREMENT FRAMEWORK

“How well are Ontario’s regulatory health colleges protecting the public interest?” the Ministry of Health is asking health profession regulators to answer this question with the newly developed 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 now required to report on their work in the CPMF Reporting Tool. This new 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 will 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 very proud of our submission to the College Performance Measurement Framework.

In the coming months we look forward to our submission being reviewed by the Ministry and learning if there are any further areas we could grow and improve in the year ahead.

[Read our submission to the the College Performance Measurement Framework for 2020.](#)

QUALITY ASSURANCE REPORTING

In light of the extraordinary circumstances of the COVID-19 pandemic, midwives will not be required to report on their participation in the Quality Assurance Program for the 2020-21 year.

The COVID-19 pandemic has posed tremendous challenges to Ontario's health care system. Midwives, as integral care providers in the system, have been under increasing pressure since March 17, 2020 when an Emergency Order was first enacted in Ontario.

Since that time, midwives have been providing essential care to Ontario clients in a constantly shifting health care environment that is now at its most critical state since the COVID-19 outbreak was declared 14 months ago.

Midwives have had to continually adapt their practice to keep up with changes such as revised clinical practice guidelines and recommendations on Infection Prevention and Control (IPAC). One recent example is the April 21 order, when O.Reg 305/21 was enacted authorizing regulated health care providers to work outside their professions' legislated scope of practice to meet the needs of our strained health care system.

Working in this unpredictable environment has also led to the multiple reports of higher levels of stress and burn-out among health care providers than existed pre-pandemic.

To alleviate some of the pressure midwives are experiencing and to recognize the ongoing learning they continue to participate in as a result of the pandemic, the College has decided to exempt midwives from their Quality Assurance Program (QAP) reporting this year.

Midwives would have been due to report on your participation in the 2020-21 cycle of the QAP by October 1, 2021. An exemption means that you will not be required to report on your participation in the QAP for the 2020-21 year.

We still encourage midwives to continue participating in quality assurance activities, but in an effort to reduce your administrative responsibilities, you will not be required to report. We will share details about how you will apply for the 2020-21 exemption as we approach the renewal period.

Quality Assurance Program in 2022 and beyond

The College is also making changes to the QAP in coming years. Some of the biggest changes include:

- Moving from a 1-year to a 3-year reporting cycle,
- Reporting by members registered in all classes of registration,
- Accepting both peer and interprofessional case reviews with no limit on the number of interprofessional reviews,
- No pro-rating of activities for members registered in the inactive class for part of the year, and
- Using learning goals to track continuing professional development activities.

We will provide more information on how the changes to the QAP will affect your reporting later this year but wanted to give a brief overview of the changes now. If you have any questions please feel free to email gap@cmo.on.ca and we will be in touch.

RENEWAL 2021

In light of the ongoing circumstances surrounding the COVID-19 pandemic and the various pressures facing midwives, we are pleased to announce that we are streamlining renewal 2021 and extending the renewal period.

1. Renewal Period

This year the renewal period will be extended, enabling midwives to successfully renew their registration up to November 1, 2021. Renewal will continue to be implemented online and more information about registration renewal will be available to midwives in the coming months.

2. Continuing Competencies

As we shared in February 2021, the College has outlined two options for meeting the continuing competency requirements in neonatal resuscitation (NRP), cardiopulmonary resuscitation (CPR) and Emergency Skills (ES) for 2021.

- Option 1: Complete an approved continuing competency course(s) including the in-person component.
- Option 2: Complete the online components of an approved continuing competency course(s) and skills review/practice.

To further assist in easing the administrative burden for midwives during this challenging time, practising midwives will not be required to upload training certificates and will only be required to complete a declaration within the renewal form noting completion of option 1 or option 2.

Midwives should maintain records of activities undertaken should the College request the information at a later date.

[To review the options and requirements for 2021, click here.](#)

3. Active Practice Requirements (APR)

This year, midwives will not be required to submit their annual active practice reports. While midwives are expected to continue practising in accordance with the conditions on their certificates of registration, including working towards meeting the active practice requirements, midwives are not required to report their birth numbers this year.



REGISTRATION UPDATES

CMRE POSTPONED

On April 9, 2021, the Canadian Midwifery Regulators Council announced that the May 6, 2021 sitting of the Canadian Midwifery Registration Exam (CMRE) was being postponed due to the status of the ongoing COVID-19 pandemic. The exam may be rescheduled prior to the fall sitting which is due to take place on October 28, 2021.

To be eligible for registration in Ontario, applicants must have successfully completed the Final Clerkship Exam and will be asked to sign an Acknowledgement and Undertaking agreeing to write the CMRE at its next sitting.

NEW CLASS CHANGE POLICY

On April 1, 2021, a new class change policy came into effect. The Requalification Program Approval and Registrar Authorization Policy establishes a streamlined process for inactive certificate holders applying for re-issuance of a General certificate of registration, in accordance with section 15(4) (b) of the Registration Regulation, where a requalification program is required. Where an applicant meets the low risk criteria outlined in Schedule A of the Policy (Assessment Tool), the applicant may complete the established standard requalification program without being referred to a panel of the Registration Committee.

The new [Policy](#) and updated [Inactive to General Class Change Application Form](#) are available on the College's website.

Any questions related to class change may be directed to the Registration Department at regsupport@cmo.on.ca or 416-640-2252 ext. 208.

2021 REGISTRATION APPLICATION

The 2021 College of Midwives of Ontario Application Form and Handbook are [available on the College's website in the Applicants section](#).

For information on all registration requirements, including jurisprudence, continuing competencies, Vulnerable Sector Checks, transcripts, clinical experience records, letters of standing and other supporting documents, applicants are encouraged to carefully review the application form, checklist and handbook.

If you have any questions, please contact the Registration Department at admin@cmo.on.ca or call 416-640-2252 ext. 204.

COVID-19

INFORMATION FROM THE COLLEGE

Ontario Regulation 305/21 Regulated Health Professionals, made under the Emergency Management and Civil Protection Act, 1990 in effect.

In April, the College received a memo from the Ministry of Health providing information on new directives in effect in Ontario. The new regulation is available to read here: [Ontario Regulation 305/21 Regulated Health Professionals, made under the Emergency Management and Civil Protection Act, 1990](#).

A new order under the *Emergency Management and Civil Protection Act, 1990* (EMCPA) authorizes health care professionals including midwives to provide patient care services outside their regular scope of practice and enables hospitals to employ, contract, appoint or otherwise engage regulated health professionals from out-of-province.

Under this new order, health professionals, including midwives, from Ontario or out-of-province are authorized to engage outside of their regular scope of practice provided it is necessary for the health care professional to provide such services to respond to, prevent, or alleviate the effects of the COVID-19 outbreak. The services provided must also be consistent with the duties that have been assigned or the privileges that have been granted by the hospital.

The College interprets this new order to apply only to practising midwives providing care within a hospital (who are either employees of or hold privileges in that hospital). It does not permit midwives to practise outside of scope while they are working in a clinic or home setting.

This is a change from recent orders as it allows regulated health professionals with hospital privileges to provide care outside of scope, not just under delegation but under their own authority, as long as the services are consistent with the duties that have been assigned or the

privileges that have been granted by the hospital.

While this order allows midwives to work outside of scope and care for individuals who are not pregnant, recently postpartum, or newborns, midwives are still required to work within their abilities and only deliver services they are reasonably qualified to provide. A member of the College continues to be subject to the jurisdiction of the College for incompetence that occurs while the member provides services under this new order.

Registered midwives who are authorized to practise in other Canadian jurisdictions may be employed by Ontario hospitals under this new order. These midwives do not have to register with the College of Midwives of Ontario and are not permitted to work as midwives in the community setting with midwifery practice groups or at birth centres.

The College will continue to monitor the situation. Should we have any additional guidance we will be in touch in the coming days. In the meantime, we are asking midwives to let us know if you have any questions about experiences you have working in hospitals under this new regulation.

COVID-19

INFORMATION FROM THE COLLEGE

The College continues to monitor the COVID-19 pandemic and strives to provide members and the public with up-to-date and evidence-based sources when necessary.

A reminder to midwives:

When communicating to your clients in person and/or on social media platforms about issues related to the pandemic, midwives must rely on verifiable evidence-based information from reliable sources such as public health officials and all levels of government,

You may find the latest information from the College, answers to FAQs for midwives and clients, and links to trusted sources on our [COVID-19 page](#).

VIRTUAL SERVICES



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 members, stakeholders, and members of the public of this change. For current contact information, please [click here](#).

RESOURCES FOR MIDWIVES



Quick Stats

Total of 1,028 currently registered midwives as of May 6, 2021.

727	General
63	General with new registrant conditions
1	Supervised Practice
237	Inactive

2020-2021 Council Meetings

All Council meetings are public, and midwives and members of the public are encouraged to attend. Council meetings are currently being held virtually due to the COVID-19 pandemic.

Our next two Council meetings are::

Wednesday, June 23, 2021

Wednesday, October 6, 2021

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

COLLEGE EMAILS

The College sends out regular emails to let midwives know about changes to standards, new guiding documents, and consultations. If you have not been receiving emails from the College, please check your spam filters and "promotions" tab in your email inboxes and make sure to mark our emails as not spam or move them to the "primary" tab.

If you're still not receiving our emails send us a note at cmo@cmo.on.ca so we can find out why.



COUNCIL



Jan Teevan (Professional)

Jan Teevan is one of the Council's Professional Member. Located in Ottawa. Jan originally trained by apprenticeship in Calgary in the early 1980s. Jan recalls very different conditions for midwives pre-regulation and has never lost her passion for midwifery, especially home birth.

After having served nine years on the College's Council, Jan's term will end this fall. Her greatest interest in College work has been Quality Assurance, and Jan served as the Chair of the Quality Assurance Committee on multiple occasions. Jan has also served on all College Committees over the past nine years.

As Jan leaves the College of Midwives of Ontario she continues to consider the following idea. "As midwives we all come to the profession wanting to make a difference in the lives of our clients, their newborns and their families - how do we keep midwives engaged in the profession and the work we do?"

We thank Jan for her passion, experience, and dedication to the College's mandate of regulating midwifery in the public interest.

College Council

(as of May 2021)

Elected Professional Members

Claire Ramlogan-Salanga, RM, Chair

Edan Thomas, RM, Vice-Chair

Claudette Leduc, RM

Lilly Martin, RM

Karen McKenzie, RM

Isabelle Milot, RM

Maureen Silverman, RM

Jan Teevan, RM

Public Members

Donald Strickland, Vice-Chair

Pete Aarssen

Sarah Baker

Marianna Kaminska

Judith Murray

Want to know who sits
on our Committees?

[Click to find out current
Committee Composition.](#)

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