

ON CALL

Summer
Autumn
2022



College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario



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June Council Highlights

Financial Statements

The College had its annual financial audit which was executed virtually in May and continued into June. The Executive Committee met with the auditors by videoconference to ask questions and to provide oversight during the audit process and again to review the draft Financial Statements with the auditors. They were approved by Council in June. A summary copy of our audited financial statements can be found in this year's [Annual Report](#).

Council Code of Conduct Updates

Council approved changes to the Governance Principles Policy, Council Role Description Policy, and Council and Committee Member's Role and Code of Conduct Policy. The policies now emphasize Council's role in ensuring decisions are equitable, protecting the public from discriminatory practices. All Council decisions are made in the public interest while considering the diverse communities that midwifery is practiced in.

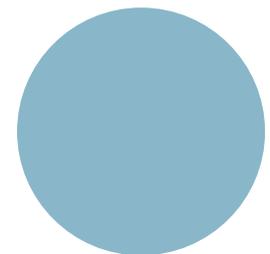
Orientation and Assessment Program

Council approved the College's new Orientation and Assessment Program Pilot, designed to establish equivalency in qualifications between internationally educated midwives and midwives who have received a degree in health sciences (midwifery) from an Ontario university. You can read more about the work the College is doing on the Orientation and Assessment Program on page 8.

June Council Training

Last June, our Council training focused on Discipline and Fitness to Practise Committee Training and a Chairing Panel. Council was joined by Luisa Ritacca from Stockwood Barristers who led the Council through a review of the terms of reference for these committees as well as the rules of procedure for conducting Discipline and Fitness to Practise hearings.

The second session was moderated by College staff member Zahra Grant who led a conversation with our existing Chairs to discuss their experiences in the role as well as provide tips and insights to Council members who may be interested in the position.



September Council Highlights

Alternative Dispute Resolution Process (ADR)

The College first implemented its ADR program in 2019, and this year staff conducted a review of the program to determine its efficacy and where improvements could be made. At Council, the Inquiries, Complaints, and Reports Committee (ICRC) proposed changes to the way the College administers the ADR program.

Council approved the changes, which include expanding criteria to allow more complaints to be eligible for ADR when the practice or conduct concerns do not pose a serious risk of harm to clients and it is in the public interest to do so.

Effective October 1, 2022, the ADR Eligibility Policy was rescinded and replaced with the newly approved ADR Policy. The ADR Facilitator Policy was also revised, and its name was changed to the ADR Mediator Policy, effective October 1, 2022.

The College has also updated the Guide to Filing a Complaint to include information on ADR and removed the Guide to ADR as it is covered in the Guide to Filing a Complaint and the ADR Policy. The updated policies can be found on our website in the [policies section here](#), and the new guide can be found on our website in the [guides section here](#).

September Council Training

In September, we held a Council training session on equity and disability justice, with a presentation from David Lepofsky, Chair of the Accessibility4Ontarians with Disabilities Act Alliance. Council discussed issues of accessibility and disability, and the role that regulatory bodies like the College have in policy-making.

Council also had a governance education session, reviewing the mandate and responsibilities of Council with a focus on statutory committees and the function of panels.

Executive Committee

The College's new Executive Committee was selected at the September Council meeting. Congratulations to Chair Claire Ramlogan-Salanga, Vice Chair (Public) Donald Strickland, Vice Chair (Professional) Edan Thomas, Member at Large (Public) Jacqueline Morrison, and Member at Large (Professional) Isabelle Milot. Thank you for your willingness to take on these important roles.

College Council Members

Elected Professional Members

Claire Ramlogan-Salanga, RM, Chair
Edan Thomas, RM, Vice Chair
Robyn Berman, RM
Hardeep Fervaha, RM
Karen McKenzie, RM
Isabelle Milot, RM
Jyothy Nair, RM
Alexia Singh, RM

Appointed Public Members

Donald Strickland, Vice Chair
Marianna Kaminska
Jacqueline Morrison
Judith Murray
Oliver Okafor

Council meetings are open to midwives and the general public. They are currently streamed for observers by videoconference.

The next Council meetings is December 7, 2022.

Reclaiming Indigenous Names

The Truth and Reconciliation Commission of Canada's Call to Action #17 directs all levels of government to enable residential school survivors and their families to reclaim and use their Indigenous names on all government documents.

In response to the Call to Action, the College of Midwives of Ontario waives administrative costs for the name-change process for Indigenous midwives registered with the College reclaiming their Indigenous names. [Click here for more information.](#)

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The College of Midwives of Ontario waives administrative costs for the name-change process for Indigenous midwives registered with the College reclaiming their Indigenous names.

Letter of Professional Standing Form

The Letter of Professional Standing request form has been updated. [Please visit our website to ensure you are using the most up-to-date version of the form.](#)

Why would I need a Letter of Professional Standing (LOPS)?

A Letter of Professional Standing issued by the College of Midwives of Ontario verifies the registration of a midwife, including current registration status. See form for further details of information provided.

Such a letter is normally required by Ontario hospitals, birth centres, midwifery practice groups, midwifery regulators outside of Canada, and other institutions for privileging purposes, employment or to confirm registration. This letter can also be used if applying to another profession inside Canada.

[To request a Letter of Professional Standing, please complete and return this form to the College.](#)

New Standards of Practice

Second Birth Attendant Standard

The College's revised Second Birth Attendant Standard came into effect on September 1, 2022 and sets out the requirements for midwives working with a second birth attendant.

The Professional Standards for Midwives requires that all births must be attended by a midwife and a second birth attendant defined as an individual, other than a midwife registered with the College of Midwives of Ontario, who works with a midwife to provide care during labour, birth and the immediate postpartum, not in a subsequent postpartum visit. The Second Birth Attendant Standard sets out the minimum requirements for midwives working with second birth attendants.

This standard was revised so it is achievable by all midwives by requiring midwives work with second birth attendants who are competent in NRP rather than certified in NRP.

Professional Responsibilities When Supervising Students Standard

The College has created a new standard which came into effect on September 1, 2022, to define the professional responsibilities of midwives who supervise students.

The midwifery student's ability to develop the appropriate professional values, knowledge, skills, and behaviours is largely influenced by their supervisors and the learning environment in which they are supervised and mentored.

Similarly, client safety that is at the core of quality midwifery care, is inseparable from a good learning

environment and culture that values and supports students.

Appropriate clinical supervision enables students to learn and achieve professional competence, confidence, and autonomy, ultimately ensuring safe and appropriate client care.

Midwives supervising students are accountable and responsible for clients in their care and for their professional decisions and actions.

Blood Borne Virus Standard

On June 1, 2022, the revised Blood Borne Virus standard came into effect, replacing the Blood Borne Pathogens Standard.

This 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. The declaration is included in the annual renewal process.

[Visit our website to review the new and revised standards.](#)

New Standards of Practice

Midwives

How do these new standards affect midwives?

Second Birth Attendant

The previous standard was not achievable by midwives practising in some rural practices that were unable to reliably find second birth attendants certified in neonatal resuscitation (NRP). We updated the standard and now require midwives work with second birth attendants who are **competent in NRP** rather than certified in NRP to ensure that midwives practising in all areas of the province are able to meet the Professional Standards and the Second Birth Attendant Standard.

Professional Responsibilities When Supervising Students:

The College has created the new standard to clarify what is expected for midwives supervising students. We do not anticipate that midwives will have to change the way they practice to meet this new standard.

Blood Borne Virus Standard:

Midwives are required to test every three years for Hepatitis C and HIV, and every year for Hepatitis B if no evidence of immunity exists. Most practising midwives will be required to declare compliance with the standard during their annual registration renewal, as detailed above.



Orientation and Assessment Program

The College has launched our new Orientation and Assessment Program for internationally educated midwives (IEM) who wish to practise midwifery in Ontario.

In the recent past, internationally educated midwives would have attended the International Midwifery Preregistration Program (IMPP) at Toronto Metropolitan University. That program concluded in 2021 and the College committed to ensuring that internationally educated midwife applicants had a route of entry into the profession.

Going forward, internationally educated midwives who have not practised in Canada or attended one of Ontario's Midwifery Education Programs must apply to the Orientation and Assessment Program to meet the requirements for registration to practise in Ontario.

Internationally educated midwives who successfully complete the College's Orientation and Assessment program will be deemed to have equivalency to the qualifications of an Ontario Midwifery Education Program graduate and be eligible to write the Canadian Midwifery Registration Exam (CRME), enabling IEMs to apply for registration with the College to practise in Ontario.

There are five eligibility requirements which IEMs must meet to enroll in the orientation and assessment program. Before submitting an application, IEMs must consider the following:

- Are you a Canadian Citizen, Permanent Resident or authorized under the Immigration

and Refugee Protection Act (Canada) to engage in employment in Canada?

- Have you completed a formal structured midwifery education program anywhere in the world?
- Have you or will you complete an International English Language Testing System (IELTS) academic test (or equivalent test) with a score of seven or above in all components?
- Have you practised as a midwife providing clinical care in the previous six years?
- Have you attended a minimum of 100 births as the midwife in charge? (A maximum of 60 of these births can have taken place during your midwifery education. A minimum of 40 of these births must have taken place during your experience as a practising midwife after the completion of your midwifery education.)

Internationally educated midwives enrolled in the Orientation and Assessment Program may spend up to nine months completing the College's online assessment modules, 14 days in the in-person comprehensive assessment intensive, and then will be eligible to take the Canadian Midwifery Registration Exam (CMRE).

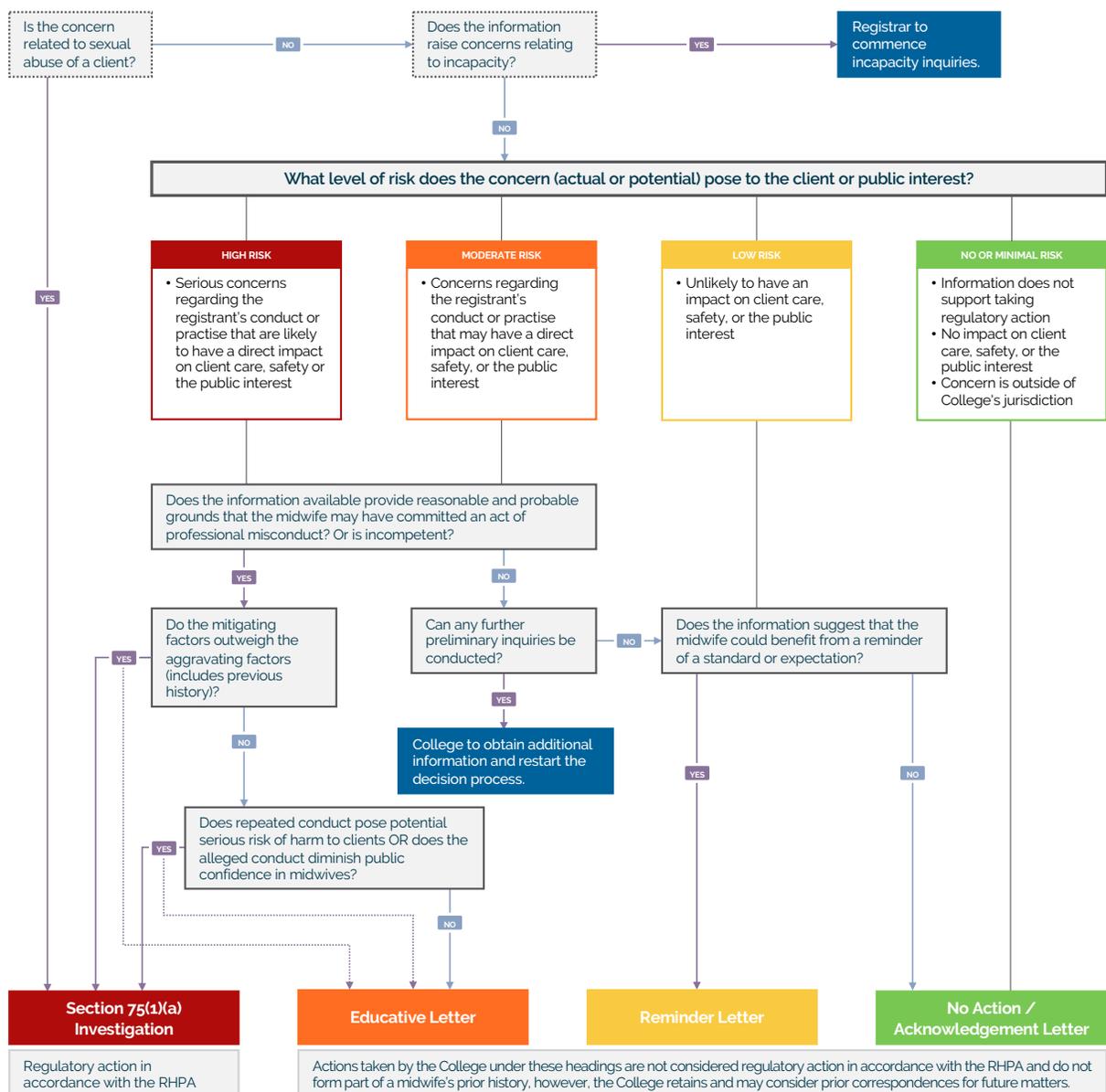
We anticipate the first 14-day in-person comprehensive assessment intensive will be held in spring 2023, in advance of the CMRE's May 2023 sitting.

We are not yet accepting applications for the Orientation and Assessment Program and we will update our [website with more information](#) as it becomes available.

Registrar's Investigation Decision Making Tool

When information about a registrant's conduct or actions (that is not a formal complaint) comes to the attention of the College, the Registrar has a responsibility and obligation to take the steps necessary to address the alleged conduct or actions of the registrant. This decision-making tool assists the Registrar to determine an appropriate outcome relative to risk to the public. The tool demonstrates a consistent, and transparent formula that guides the Registrar's decision-making (but remains discretionary) when it considers information and decides on whether a regulatory outcome or further actions are required in the public interest.

The College may decide to conduct preliminary and informal inquiries as part of the process. Preliminary inquiries are not always required but may include obtaining additional information from the source and/or the registrant, or obtaining a copy of the midwifery record relevant to the alleged conduct. The nature of the preliminary inquiries will vary from case to case, depending on the alleged conduct and potential risk to the public.



Council Election Results

Throughout the month of June, the College of Midwives of Ontario held its annual elections for three professional member positions on its Council.

We are pleased to announce the results of the College's 2022 Council Election. A total of 331 members, or 31% of eligible voters, cast ballots in the election.

Six candidates ran for three Council positions for the 2022-2025 Council term. The successful candidates were:

- Isabelle Milot
- Jyothy Nair
- Robyn Berman

Congratulations to Isabelle, Jyothy, and Robyn.

We would like to thank the other three candidates Maureen Silverman, Claudette Leduc and Maryam Rahimi-Chatrri for standing in the election.

The College would also like to thank all voters for participating in this process.

The election was conducted in accordance with the College's by-laws and internal procedures. Voting was conducted online through a secure voting software company and the results were provided to us in a comprehensive report. The process and results have been scrutinized for any potential voter fraud and the results have been verified.

The College extends our thanks to outgoing Council Members Pete Aarssen, Claudette Leduc, RM and Lilly Martin, RM.

Pete Aarssen joined the College Council as a public member in 2020. He has served as the chair of the Client Relations Committee, and as a member of the Registration Committee, the Inquiries, Complaints, and Reports Committee, Discipline Committee, and Fitness to Practise Committee.

Claudette Leduc's most recent term on the College of Midwives of Ontario Council spanned three years. Claudette served on the Executive Committee, the Inquiries, Complaints, and Reports Committee, Discipline Committee, and Fitness to Practise Committee.

Lilly Martin completes a nine-year term on the College's Council, and has been active on all Council Committees during her time on Council. Most recently, Lilly has been the Chair of the Quality Assurance Committee and served on the Inquiries, Complaints, and Reports Committee, Discipline Committee, and Fitness to Practise Committee.

We also would like to thank Christi Johnston, RM, who served for six years as a non-Council member of the College's committees.

Welcome New Council Members

Jyothy Nair and Robyn Berman were elected this year to join the College's Council.

Jyothy Nair

Jyothy Nair first completed an Honours Bachelor of Arts degree from the University of Toronto in 2003 followed by an Honours Bachelor of Health Sciences in Midwifery from Ryerson University in 2012.

She has served midwifery clients across cultural, ethnic, and rural/urban geographical locations, and has first-hand experience with the diversity of midwifery practice in Ontario.

These experiences furthered inspired her to become a Senior Emergency Skills Workshop (ESW) Instructor and a contributor in the ESW Work Group, improving and updating scenarios using evidence-based practice and research.

A life-long learner, Jyothy completed her nursing degree from Nipissing University in 2017 and worked as a full-time RN in the NICU, and palliative care as a casual nurse.

As a newly elected Council Member, Jyothy hopes to make a difference in maintaining the standards of the profession as a BIPOC representative and experienced midwife.

Welcome, Jyothy!

Robyn Berman

Robyn became a registered midwife in 2017, and currently works as the Clinical Lead Midwife at the Ottawa Birth and Wellness Centre. Prior to working as a midwife, Robyn worked with pregnant people and families as a birth and postpartum doula and breastfeeding educator. She also has experience in Human Resources, Marketing and Advertising, Publishing and Account Service and is completing an MBA with a Leadership designation

Robyn believes that accessing perinatal care that is equitable, inclusive, and evidence based is every birthing person's right. She wants to work to ensure that all clients and the public are confident midwifery is regulated to optimize safety and improve outcomes.

Welcome, Robyn!



Annual Report

The College has released our 2021-2022 Annual Report.

This past year has allowed us to begin to see a new normal as we emerge from lockdowns and restrictions into learning to live with COVID. Despite the challenges we've experienced, it's been gratifying to see how people continue to care for and support each other.

The College continued to adapt to the changing times and, as always, we made decisions to ensure the public receives uninterrupted, quality care from their midwives.

We're pleased to share that staff and the College's Council have made good progress towards achieving our strategic priorities laid out in the Strategic Plan. [You can read more about our work in our Annual Report.](#)



Survey: Midwifery Practice Hours

The College is requesting information to understand your current midwifery practice. Your responses will help us set realistic expectations that all midwives are able to meet.

The survey will allow us to collect baseline data on how midwives in Ontario practise. We are conducting this survey for the second time and will conduct it annually for at least three years to track how responses change against a set of baseline questions that were asked in the previous annual surveys. Last year, 248 midwives completed the survey – thank you for your participation!

We are hopeful that many midwives will choose to participate in this survey, so we have accurate information about your practice to be able to set clinical currency requirements that reflect current midwifery practice, including practice outside the midwifery practice group model.

The survey is anonymous, and submissions cannot be linked to participants in any way. Individual responses will remain confidential and will be combined with the responses from all survey participants. This survey will take approximately five minutes to complete and will be available until December 1, 2022.

[Take the Practice Hours Survey](#)

Survey: How Can *On Call* Improve?

Thank you to everyone who has taken the time to fill out our survey on *On Call*! We've heard that members are seeking more practice advice and examples of how College standards and guidance could be applied to common scenarios midwives face. We will be making some changes based on what we've heard in future editions of the newsletter.

We're keeping the survey open to receive more feedback. Will you take our anonymous 3-minute survey to help improve *On Call*?

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

[Take the On Call Survey](#)

College Updates & Resources



Virtual Office

The College's continues to operate a virtual office.

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

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

Discipline Decision

The College released a new Discipline Decision in May 2022.

The recent decision for a contested hearing was released earlier this year and has been published alongside all other [Discipline decisions on the College's website](#).

The midwife's name has been redacted in this decision, as there was no finding of professional misconduct against the midwife.

[The College encourages midwives to review this decision.](#)

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