

College of **Midwives** of Ontario

Fair Registration Practices Report

2021



College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario

#34

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, December 14, 2022 2:52:09 PM
Last Modified: Wednesday, December 14, 2022 4:53:33 PM
Time Spent: 02:01:23
IP Address: 142.126.146.108

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Q1

Please indicate which regulator you are and your main point of contact should we require follow up.

Organization: College of Midwives of Ontario
Name of the regulated profession: Midwives
Contact Name: Kelly Dobbin, Registrar/CEO
Contact Email: k.dobbin@cmo.on.ca
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Q2

Section 1 - During the reporting period (January 1st– December 31st, 2021), please indicate if your organization has introduced any changes in the following areas impacting your registration processes by clicking on each of the appropriate boxes below. Registration requirements either through regulation, by-law or policy.

Yes,

Description of change/improvement that would impact fair registration outcomes:

- The Registration Committee approved two options to enable applicants to provide satisfactory evidence of continuing competency in neonatal resuscitation (NRP), cardiopulmonary resuscitation (CPR) and emergency skills (ES) for entry to practice accommodating ongoing limitations related to in-person training due to the COVID-19 pandemic.
- The Registration Committee continued to approve the Final Clerkship Exam as the qualifying examination under the Registration Regulation for entry to practice. Applicants who had successfully completed the Final Clerkship Exam and met all other registration requirements were required to sign an Acknowledgment and Undertaking with the College requiring the applicant to complete the Canadian Midwifery Registration Examination (CMRE) when it was next available. This enabled applicants to become registered despite the cancellation of the May 2021 administration of the CMRE by the Canadian Midwifery Regulators Council (CMRC).

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Q3 New or consolidated class of certificates or licenses	No, Description of change/improvement that would impact fair registration outcomes: No changes.
Q4 Assessment of qualifications	No, Description of change/improvement that would impact fair registration outcomes: No changes.
Q5 Timelines for registration, decisions and/or responses	No, Description of change/improvement that would impact fair registration outcomes: No changes.
Q6 Registration and assessment fees	Yes, Description of change/improvement that would impact fair registration outcomes: - The College implemented a fee reduction from \$300 to \$150 for the College's Jurisprudence Course, which is a non-exemptible requirement for a certificate of registration for all classes. The fee reduction was implemented in time to apply to all 2021 applicants. - Initial registration fees continued to be prorated and all fees can be paid at the time of registration by credit card.
Q7 Resources for applicants	No, Description of change/improvement that would impact fair registration outcomes: No changes.
Q8 Changes to internal review or appeal process	No, Description of change/improvement that would impact fair registration outcomes: No changes.
Q9 Access by applicants to their records	No, Description of change/improvement that would impact fair registration outcomes: No changes.

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Q10

Mutual recognition agreements

No,

Description of change/improvement that would impact fair registration outcomes:

No changes.

Q11

Training and resources for staff regarding registration

Yes,

Description of change/improvement that would impact fair registration outcomes:

In 2021, Council training was delivered on the following topics: - The Regulatory Journey of a Midwife - Overview of the International Midwifery Preregistration Program (IMPP) - Anti-Racism: The History of Racism in Canada Unconscious Bias and Microaggressions - Chairing Effective Meetings - Health Care and Midwifery in Indigenous Communities - Good Governance - Risk-Based Regulation Registration Committee Orientation and Training was implemented by staff and legal counsel in January 2021. In addition, new Registration Committee members were provided with orientation and training when appointed to the Committee, with specific focus on Registration Committee panels.

Q12

Relationship with third party service provider(s)

Yes,

Description of change/improvement that would impact fair registration outcomes:

- The International Midwifery Preregistration Program (IMPP) run by the Chang School of Continuing Education at Toronto Metropolitan University, formerly Ryerson University, was paused in the Fall of 2021. No enrolment for the 2021-22 academic year. The IMPP was the College's third party provider for assessment and bridging for internationally educated midwives in Ontario, helping internationally educated midwives become eligible for application and registration with the College. - To address this gap, the College immediately started work to develop an alternative for internationally educated midwives to be assessed to be able to apply for registration.

Q13

Accreditation of educational programs

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

No changes.

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Q14 Technological or digital improvements	No, Description of Change/Improvement that would impact Fair Registration Outcomes: No changes.
Q15 Anti-racism and inclusion-based policies and practices	No, Description of Change/Improvement that would impact Fair Registration Outcomes: No changes.
Q16 Organizational structure	No, Description of Change/Improvement that would impact Fair Registration Outcomes: No changes.
Q17 Contingency or continuity of operations plans	No, Description of Change/Improvement that would impact Fair Registration Outcomes: No changes.
Q18 Documentation requirements for registration	No, Description of Change/Improvement that would impact Fair Registration Outcomes: - Ongoing ability for applicants to submit all supporting documents electronically. - Continued to work with the IMPP and MEPs to obtain certain documentation directly from the relevant institutions.
Q19 English / French language proficiency testing	No, Description of Change/Improvement that would impact Fair Registration Outcomes: No changes.

Q20

Section 2 – If applicable, please list your organization’s top three accomplishments during the reporting period that relate to fair registration practices.

- 1 **Ongoing ability to register applicants despite the cancellation of the May 2021 Canadian Midwifery Registration Examination (CMRE).**
 - 2 **Options provided to enable applicants to meet the continuing competency requirements for entry to practice despite disruptions to in-person course offerings for NRP, CPR and ES due to the COVID-19 pandemic.**
 - 3 **Transition of the CMRE to an online format that could be undertaken from anywhere in the world with remote proctoring. Although the College does not administer the CMRE, we worked with our fellow midwifery regulators through the Canadian Midwifery Regulators Council (CMRC), who is responsible for the examination, to facilitate this change. The first online administration of the CMRE took place in October 2021.**
-

Q21

Section 3 – If applicable, please list the top three risks that impacted your organization’s ability to achieve better registration outcomes for applicants during the reporting period. Please also indicate the measures you have taken to mitigate the impacts of these risks.

1	<p>Risk: The Chang School of Continuing Education at Toronto Metropolitan University, formerly Ryerson University, was unable to offer the International Midwifery Preregistration Program (IMPP bridging program for internationally educated midwives) for the academic year September 2021-2022. Therefore, during this period the College did not have a third party provider to assess internationally educated midwife applicants who do not otherwise meet the non-exemptible education requirement under the Registration Regulation. Mitigation Measure: College immediately took steps to develop an alternative pathway to registration for qualified internationally educated midwives. The College secured a consultant expert to develop an orientation and assessment program for the College and in June 2022 Council approved the pilot program to be used to establish equivalency for entry to practice under s. 8(1)1.iii. of the Registration Regulation.</p>
2	n/a
3	n/a

Q22

Section 4 – Do you believe that you have a Canadian Experience Requirement (CER)? If so, please describe the applicant competencies that you seek to develop through this requirement in the comment box below CER: work experience or experiential training obtained in Canada.

Yes,
 Other (please specify):
 The IMPP bridging program which ran until the summer of 2021, included a 12-16 week placement at a midwifery practice group in Ontario. This was part of the bridging program as it provided the ability to assess the entry to practice Canadian Competencies for Midwives within a real practice setting. It also provided orientation to the practise of midwifery in Ontario and the ability for the internationally educated midwives to attend clinic, attend births in hospital and the community and provide continuity of care under the supervision of a mentor and preceptor. This provided IMPP participants with contacts within the midwifery community and references for future hospital privileges, while also helping to develop and assess core competencies. This experience was also used towards meeting the current clinical experience requirements under the Registration Regulation. In the College’s new orientation and assessment pilot program, there is currently no placement and therefore no Canadian experience requirement.

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Q23

QUANTITATIVE SECTION The following quantitative information is collected for the purpose of discerning statistical changes and trends related to a regulator's membership, application volumes, licensure/certification results, and appeals year over year. Languages Indicate the languages in which you make available application materials and information about the application process.

English ,

Other (please specify below),

Other (please specify):

Available in French upon request.

Q24

Membership Data Demographics Data As of December 31, 2021, please indicate the number of members in each gender category identified below and the number of total members.

Total Male	3
Total Female	1056
Total Non-binary	0
Gender not provided	0
Overall Total	1059

Q25

In relation to your members: Do you collect race-based data?

No

Q26

Do you collect other identity-based or demographics data?

Yes,

Other (please specify):

We collect date of birth.

Q27

Do you plan to collect race-based data in the future?

Yes,

If yes, please indicate the type::

To be determined.

Q28

Class of License/Certificate Data As of December 31, of the reporting year, please indicate the number of members under each class or license category as applicable.

Full/Independent Practice	747
Provisional/Limited License/Certificate	11
Emergency License/Certificate	0
All other classes	301
Overall Total	1059

Q29

Jurisdiction where members were initially trainedAs of December 31, of the reporting year, please indicate the membership type and total number of registered members for each category listed below.

Ontario	905
Other Canadian Provinces and Territories	16
USA	32
Other Countries	106
Multiple and/or Unspecified Jurisdiction	0
Total	1059

Q30

Please indicate the total number of registered members for the top 12 international countries or jurisdictions where these individuals obtained their initial education in the profession or trade.

1	30 - United Kingdom
2	32 - USA
3	26 - Iran
4	6 - China
5	5 - Venezuela
6	3 - India
7	3 - Netherlands
8	2 - France
9	2 - New Zealand
10	2 - Poland
11	2 - Ethiopia
12	2 - Guyana

Q31

Applications Data Demographics Data Indicate the number of applicants who filed an application between January 1 and December 31 of the reporting year, in each applicable category.

Total Male	1
Total Female	79
Total Non-binary	0
Gender not provided	0
Overall Total	80

Q32

No

In relation to the applications, you received:Do you collect race-based data?

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Q33

Do you collect other identity-based or demographics data?

Yes,

If yes, please indicate the type: :
We collect date of birth.

Q34

Category of Applicants Number of applicants who voluntarily or involuntarily (through inactive and lapsed applications) withdrew from the application process between January 1 and December 31, 2021:

2

Q35

Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2021 for the following categories as applicable.

Number of Applicants	65
Number of Applicants Licensed/Certified	64
Average Time to Process Application in Weeks from First Point of Applicant Contact	4
Average Time to Process Application in Weeks from Receipt of all Required Documents	3

Q36

Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2021 for each of the following categories as applicable.

Number of applicants	0
Number of applicants fully licensed/certified	0
Average Time to Process Application in Weeks from First Point of Applicant Contact	0
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q37

Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	1
Number of applicants fully licensed/certified	1
Average Time to Process Application in Weeks from First Point of Applicant Contact	5
Average Time to Process Application in Weeks from Receipt of all Required Documents	5

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Q38

Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	9
Number of applicants fully licensed/certified	9
Average Time to Process Application in Weeks from First Point of Applicant Contact	6
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q39

Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	3
Number of applicants fully licensed/certified	3
Average Time to Process Application in Weeks from First Point of Applicant Contact	5
Average Time to Process Application in Weeks from Receipt of all Required Documents	3

Q40

Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	0
Number of applicants fully licensed/certified	0
Average Time to Process Application in Weeks from First Point of Applicant Contact	0
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

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Q41

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	0
Number of applicants fully licensed/certified	0
Average Time to Process Application in Weeks from First Point of Applicant Contact	0
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q42

Please provide any additional comments you may have for questions 33-41.

The College of Midwives of Ontario has the following classes of registration:

1. General class: Practice with no restrictions.
2. Supervised Practice class: Practice under supervision.
3. Transitional class: Practice with restrictions and under supervision.
4. Inactive class: Not practising.

The number of current registrants as of December 31, 2021 totalled 1,059 consisting of these registration classes:

747 General

11 Supervised Practice

75 General with new registrant conditions

226 Inactive

0 Transitional

Q43

Jurisdiction where applicants obtained their initial education Please indicate the total number of applicants for the top 12 international countries or jurisdiction where applicants obtained their initial education in the profession or trade.

1	3 - USA
2	2 - United Kingdom
3	1 - Ethiopia
4	1 - Ghana
5	1 - India
6	1 - Ireland
7	1 - Peru
8	1 - Tunisia
9	1 - Venezuela
10	Not applicable
11	Not applicable
12	Not applicable

Q44

Processing Time As of December 31, 2021, how many full licenses/certificates did your organization issue?

64 (General/General with new registrant conditions)

Q45

Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2021, according to the following timelines.

0 – less than 3 months	63
3 months – less than 6 months	1
6 months – less than 12 months	0
12 months – less than 18 months	0
18 months – less than 24 months	0
24 months and greater	0

Q46

Age of Active Applications As of December 31, 2021 what were the total number of active applications in your case inventory?

1

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Q47		1
Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.	0 – less than 3 months	1
	3 months – less than 6 months	0
	6 months – less than 12 months	0
	12 months – less than 18 months	0
	18 months – less than 24 months	0
	24 months and greater	0
	TOTAL	1

Q48		1
Other Licenses/Certificates of Registration Processed Please indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1-December 31, 2021). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.* An alternative class of license/certificate enables the holder to practice with limitations, but additional requirements must be met for the member to be fully licensed/certified.	Ontario	1
	Other Canadian Provinces and Territories	0
	Certificate to Certificate (Labour Mobility)	0
	USA	3
	Other International	9
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	13

Q49		0
Other Licenses/Certificates of Registration Processed Please indicate the number of applications, If applicable, who were issued an emergency license/certificate that your organization processed in the reporting year (January 1-December 31, 2021). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Ontario	0
	Other Canadian Provinces and Territories	0
	Certificate to Certificate (Labour Mobility)	0
	USA	0
	Other International	0
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	0

Q50		0
Other Licenses/Certificates of Registration Processed Please indicate the number of Provisional license/certificate or alternative class of license/certificate holders who were fully licensed/certified by your organization which were processed in the reporting year (January 1-December 31, 2021). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Ontario	0
	Other Canadian Provinces and Territories	0
	Certificate to Certificate (Labour Mobility)	0
	USA	0
	Other International	0
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	0

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Q51	Ontario	2
Number of Reviews and Appeals Processed State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2021). For applicants who were subject to an internal review or who were referred to a statutory committee of your governing council, such as a Registration Committee. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	0
	USA	0
	OtherCountries	1
	Multiple and/or Unspecified Countries	0
	TOTAL	3

Q52	Ontario	0
State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2021). For applicants who initiated an appeal of a registration decision. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	0
	USA	0
	OtherCountries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

Q53	Ontario	0
State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2021). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	0
	USA	0
	OtherCountries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

Q54	Ontario	0
State the number of registration decisions changed following an appeal and/or review that your organization processed in the reporting year (January 1-December 31, 2021). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	0
	USA	0
	OtherCountries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

Q55	
List the top three reason for appeals (by percentage) of a registration decision	
1	Not applicable
2	Not applicable
3	Not applicable

Q56

List the top five reasons (by percentage) for not Issuing a License/Certification to Internationally Trained Individuals

- | | |
|---|-----------------------|
| 1 | Not applicable |
| 2 | Not applicable |
| 3 | Not applicable |
| 4 | Not applicable |
| 5 | Not applicable |
-

Q57

List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

- | | |
|---|-----------------------|
| 1 | Not applicable |
| 2 | Not applicable |
| 3 | Not applicable |
| 4 | Not applicable |
| 5 | Not applicable |
-

Q58

Please provide any additional comments you may have:

No additional comments.
