

ON CALL



College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario

Summer
2023





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April Special Council Meeting Highlights

Language Proficiency Policy

Midwives practising in Ontario must have a high level of professional language, in a range of communication domains including information sharing, arranging consultations, communicating emergency management, counseling, and facilitating informed choice and consent. Midwives must also be able to function competently in academic environments for ongoing professional education, review of academic papers and medical literature, and to present clinical case management in practices and hospitals.

On April 14, 2022, Bill 106 (*Pandemic and Emergency Preparedness Act, 2022*), received Royal Assent. As part of this bill, the *Regulated Health Profession Act, 1991* (RHPA) was amended (along with the filing of Ontario Regulation 508/22) requiring health professions to recognize the language proficiency tests approved under the *Immigration and Refugee Protection Act* (IRPA). In addition to any tests already accepted for registration purposes, health professions are now required to recognize these new tests to meet any language proficiency requirement.

To meet the above requirements and based on the Registration Regulation, Council passed a Language Proficiency Policy to set out the requirements for language proficiency in English or French that applies to those seeking registration.

Under the new policy, applicants must demonstrate language proficiency in one of the following ways:

- Graduation from a recognized program of

midwifery education in English or French in any jurisdiction in Canada;

- Registration as a midwife in a Canadian jurisdiction;
- Successful results on an English or French language proficiency test acceptable to the College.

[You can review the new policy on our website.](#)

Registration Regulation

Council reviewed the draft proposed Registration Regulation along with the information received in our public consultation earlier this spring. Council approved the draft regulation for submission to the Ministry. See page six for more information.

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 video conference.

The next Council meeting is in October.

June Council Meeting Highlights

June Council Training

Elizabeth Brandeis, RM, from the Association of Ontario Midwives presented to Council on the objectives and activities of their Midwifery Sustainability Project.

Council also reviewed the key lessons from previous training days and discussed how they can be understood and applied in practice of good governance by Council and committee members.

Annual Reports from Committees

Council approved reports from the College's standing committees. Please [review page ten and onwards](#) of the Council package for reports from the Executive Committee; Inquiries, Complaints and Reports Committee; Registration Committee; Quality Assurance Committee; Discipline Committee; Fitness to Practise Committee; and Client Relations Committee.

Operational Plan Progress Report

Each year, Council approves an annual operational plan that outlines planned initiatives to meet the desired outcomes of the strategic plan. College staff met in person earlier this year to plan out our 2023–2024 strategic initiatives.

Kelly Dobbin, Registrar and CEO of the College, presented on the progress of our operational plan as part of her Registrar's Report with a visual report that represents both the narrative that was provided to Council in March 2023 and outlines our planned activities for 2023–2024 and beyond. [The presentation is included on page 66 of the Council package.](#)

Registrar Review

As part of our commitment to accountability and transparency, the Council's Executive Committee reviews the Registrar's performance annually. This year's review was conducted with the support and guidance of consultant Sam Goodwin and presented to Council at the June 2023 meeting.

Audited Financial Statements

The College engaged Hilborn, L.L.P. financial auditors to perform our annual financial audit. Council approved the Audited Financial Statements for the 2022–2023 fiscal year, and [they are included on page 38 of the Council package.](#)

Council Election Results

The College would like to congratulate Maryam Rahimi-Chatrri, Claire Ramlogan-Salanga, and Edan Thomas on their election to Council for a three-year term commencing in October 2023.

We also thank Karen McKenzie for putting her name forward for election and for her thoughtful contributions to Council over the past three years.

As a self-regulated profession, midwives are involved in determining the rules that govern the profession. Council members have the opportunity to contribute to the profession by helping to ensure that the public interest is protected. Thank you to all the midwives who voted in this important election.

Prescribing Drugs and Ordering Labs

The College continues to work towards expanded lists of the laboratory tests midwives can order and perform and the prescription drugs that midwives can prescribe and administer.

Laboratory Tests

On March 27, the College submitted to the Ministry of Health the list of laboratory tests, approved at the March Council meeting, to be included in Schedule 2 of the General Regulation (O. Reg. 45/22) under the *Laboratory and Specimen Collection Centre Licensing Act, 1990*. We are corresponding with the Ministry about the next stage of this process and will advise midwives and the public when we have additional information.

Designated Drugs Regulation

As midwives are aware, the Designated Drugs Regulation sets out a list of drugs midwives can prescribe and substances that midwives can administer by injection or inhalation on a midwife's own authority within the scope of midwifery practice. The regulation has not changed since 2010 and has not kept up with changes in practices.

In 2018, we made a submission to the Ministry to remove the list in the Designated Drugs Regulation and replace it with the authority to prescribe any drug or substance within the scope of midwifery practice.

We have been communicating with the Ministry over the past few years to find the right path forward for Ontarians. In April 2023, the College received a letter from the Ministry of Health's Assistant Deputy Minister Dr. Karima Velji directing the College to update the current

regulation by expanding the list in the current regulation. The letter encourages the College to submit a proposed Designated Drugs Regulation with an updated list as soon as possible.

While the evidence demonstrates that midwives being able to work to their optimal scope is ultimately in the best interest of Ontarians, it is undeniable that expanding the list of labs and drugs that midwives can order and prescribe will improve client care.

We have created an updated list based of additional drugs reflecting current midwifery practice, based on changes in practice, the College's 2018 survey on designated drugs, and recent conversations with the Association of Ontario Midwives. We are now working with the Ministry to understand what they consider in scope and plan to continue to work with the Ministry to update the Designated Drugs Regulation. We will bring the updated list to the Quality Assurance Committee in the summer of 2023.



Registration Regulation Consultation

At the special meeting held on April 26, 2023, Council reviewed the feedback received on the proposed Registration Regulation following a 60-day public consultation. As part of the proposed changes, Council agreed to add fetal health surveillance as a registration requirement to the draft Registration Regulation and the proposed Registration Regulation was submitted as drafted to the Ministry of Health by the May 1, 2023 deadline.

The addition of a new registration requirement to the proposed Registration Regulation was a significant change, which required another 60-day consultation in accordance with the *Regulated Health Professions Act, 1991*. Following Council's direction, the College launched a second public consultation on May 1, which closed on June 30, 2023.



Emergency Class Policy

Under the *Regulated Health Professions Act, 1991* (RHPA) and Registration Requirements Regulation (O. Reg. 508/22), all health professions have been mandated to submit proposed regulations to create an emergency class of registration. These provisions were included in the proposed Registration Regulation submitted to the Ministry.

While it is unlikely that health professions will need to rely on the emergency class in the near future, Council has approved a new policy that would allow the College to operationalize

this new class of certificate in an event of an emergency.

The Emergency Class Policy describes the circumstances when the College can issue emergency class certificates, how the emergency will continue to be assessed, and what happens when the emergency is considered to be resolved.

You can [read the new Emergency Class Policy on the College's website](#). The policy will come into effect when the Emergency provisions of the Registration Regulation come into force. We will update midwives when this occurs.

Orientation and Assessment Pilot Program

Orientation and Assessment Pilot Program extended for two more cycles.

The candidates currently enrolled in the first cycle of the Orientation and Assessment Pilot Program are more than halfway through the program. They are currently in the process of completing the three online modules in preparation for the in-person intensive scheduled in September. Those who successfully complete the program will be eligible to write the Canadian Midwifery Registration Exam in October.

Initially, Council approved the pilot for one cycle. At their June meeting, Council decided to extend the pilot for two more cycles to allow the collection of sufficient data before they can recommend whether the Orientation and Assessment Pilot Program should become the permanent route of entry for internationally educated midwives.

What is the Orientation and Assessment Pilot Program?

The College of Midwives of Ontario is proud of the new Orientation and Assessment Pilot Program for internationally educated midwives 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 Pilot Program to meet the requirements for registration to practise in Ontario. Internationally educated midwives who successfully complete the College's Orientation and Assessment Pilot 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 internationally educated midwives to apply for registration with the College to practise in Ontario.

If you or someone you know is an internationally educated midwife who wants to practise midwifery in Ontario, [this webpage has all the information](#) on how to become eligible and meet the requirements to apply for registration with the College of Midwives of Ontario.



Centering Equity-Deserving Groups in Midwifery Care:

A Revision of the CMRC Core Competencies Appendix

Are you a Canadian midwife who is interested in advancing inclusive care for marginalized groups?

The Canadian Midwifery Regulators Council (CMRC) is looking for midwives who are advocates for inclusive care, or who identify as a member of a marginalized group, to participate in a steering committee to review the CMRC Canadian Competencies for Midwives Appendix.

GOAL?

Enhance and adapt the Appendix to better address the needs of midwifery clients who are Indigenous, racialized, (im)migrants, under-housed, members of the 2SLGBTQIA+ community, persons with disabilities, and to support other marginalized groups.

YOUR ROLE:

Participate in four virtual steering committee meetings during the month of September, 2023.

RISKS OR BENEFITS?

There are no significant risks . You will receive an honorarium of \$750 in recognition of your time & contributions.



Annual Renewal Period Opens in August

Renewing your Registration

Following your initial registration with the College, you must renew your registration annually by October 1. The Registration Regulation, along with the College's By-laws, outline the requirements for midwives in Ontario to maintain their registration.

We will send out information about this year's online renewal process once renewal has launched. We will publish FAQs for midwives with questions about renewal, class changes, resignation, or active practice requirements. We'll

also provide a step-by-step guide for midwives who are renewing for the first time or would like more detailed information.

Professional Development Portfolio

Midwives are not required to submit Professional Development Portfolio activities to the College in 2023. The first deadline to submit Professional Development Portfolio activities is October 1, 2024 for most midwives. [Learn more about the Professional Development Portfolio.](#)



Disclosure Questions at Renewal

Why does the College ask disclosure questions at renewal?

One of the steps in the College's annual renewal process is answering disclosure questions. These questions are to make sure that the College is aware of any events that may have occurred since the last renewal period that could affect a midwife's ability to provide safe care and have not been previously reported to the College.

Renewal is not the only time in the year that midwives are required to report certain information to the College, and we have put together a [Mandatory Reporting Reference Tool](#) to outline the instances where a midwife must make a report.

As the College, we can only act on information we are made aware of. These disclosure questions and the responses received assist the College in regulating the profession in the public interest as they ensure the College is aware of risks to the public and therefore able take steps to address the concern where necessary.

What does the College do with the information provided?

Following renewal, the Professional Conduct Department will review all responses and may contact midwives to obtain further information or to confirm the disclosure. We assess each report fairly and transparently, using the [Registrar's Investigation Decision Making Tool](#) as a guide. The College provides more information to those midwives contacted and our correspondence will be individual to the declaration made.

What should midwives remember when making a disclosure at renewal?

The disclosure questions are to be answered “Yes” or “No.” Any question answered with a “Yes,”

must include further details such as relevant dates and whether the event was previously reported.

Midwives are required to answer the disclosure questions based on an event(s) not previously disclosed to the College, in any jurisdiction. If a midwife has previously made a disclosure but new information is available, that information must be provided.

In previous years, there has been some confusion about what information midwives are required to report as part of their disclosure questions. We've put together a non-exhaustive list of some of the instances that a midwife would or would not have to disclose.

- Midwives are not required to tell us about complaints or investigations at the College of Midwives of Ontario.
- Midwives are required to report any new events, and to report any new information from previous reports. Midwives are not required to report an event that they have previously disclosed.
- If there is a judgment or settlement in a court proceeding, that must be reported to the College. Midwives are not required to report the initiation of a court proceeding.
- Midwives must only report if their hospital privileges were terminated as a result of conduct concerns. Midwives do not have to report if their hospital privileges were voluntarily terminated for another reason (e.g., moving practices.)
- Midwives are required to report if they are the subject of a coroner's inquest. Midwives do not have to report being involved in a coroner's review of a case.

Contact conduct@cmo.on.ca with any questions.

Thinking About a Class Change?

Before making a request for a class change, please read the important information below to see how your practice may be impacted.

There are two types of class changes:

General class (eligible to practise) to inactive class (not practising)

Inactive class registrants of the College may continue to use the title Registered Midwife, or RM, but are not permitted to practise midwifery in Ontario while in the inactive class.

Once the College processes the class change to inactive, the following occurs:

1. Your professional liability insurance is suspended. Inactive registrants are not permitted to practise midwifery in Ontario.
2. Your Public Register information is updated, and an updated wallet card will be available through the Registrant Portal.
3. Midwifery stakeholders are notified.
4. Your class change is confirmed by email.
5. Your registration fees are re-calculated and a refund is issued to you. The refunded amount is the pro-rated difference between general fees paid and inactive fees for the remainder of the registration year.

The College makes best efforts to process the request within 10 business days. Refunds take approximately four to six weeks.

Please note that all inactive registrants wishing to return to the general class will undergo a review to ensure current clinical experience and active practice in accordance with the Registration Regulation and any College policies.

For more information about the inactive class and not practising midwifery, please review the [Inactive Class Information document](#).

Inactive class (not practising) to general class (eligible to practise)

To return to the general class, registrants in the inactive class must meet the required current clinical experience consisting of active practice for at least two years out of the four years immediately before the date of application.

If you don't meet the clinical experience and active practice requirements, you will be required to complete a requalification program before you can move to the general class. Your request [may be referred to a Registration Committee panel](#). Should that be the case, you will be advised in writing and be provided an opportunity to make further written submissions for consideration by a Panel of the Registration Committee.

Continued on next page...

Thinking About a Class Change?

The written submission plays a pivotal role in the determination of your requalification program. This is your opportunity to explain to the Registration Committee panel why you have a shortfall, your practice prior to going inactive, how you intend to practise, how you've been maintaining your competence and finally, any information you wish for the panel to consider. The panel's decision focuses mainly on ensuring that you are able to safely return to practise but will also take into account your circumstances. For that reason, it is fundamental that registrants provide detailed answers in their submission.

[Learn more about the Registration Committee Panel Review Process.](#)

Please plan ahead and read the instructions and deadlines listed on your referral letter carefully to avoid any delays in processing your request.

You must allow a minimum of eight weeks to process your request. The Registration Committee panel meets monthly, and applications may be deferred if registrants fail to provide full and complete submissions. In addition, you should account for the possibility of needing to complete a requalification program prior to being re-issued a general certificate.

How do I request a class change?

Registrants who want to change their current class must submit their [Change of Class application form to the College.](#)

Please contact the College at registration@cmo.on.ca if you have any questions.



Practice Advice: Accountabilities and Responsibilities During Transitions in Care

Case Scenario

A midwife is at a client's home as the primary care provider for a planned home birth. At 15 minutes postpartum, the client's bleeding begins to increase and the midwife's assessment is that the client requires another level of care to manage the haemorrhage. After a discussion with the client, the midwife calls for an ambulance and calls the hospital to notify them of their impending arrival. The paramedics arrive within 10 minutes and begin the process of transfer to hospital.

What does the midwife need to know in order to manage this situation?

Transitions in care occur when there is a transfer of responsibility and accountability for the client's care between a midwife and another care provider. During a transition in care, also known as a transfer of care, midwives should always know who is accountable and ensure this accountability is communicated to the client and to other members of the care team. A well-structured handover of accountability requires effective communication and supports continuity of care.

In this scenario, if the client is stable and alert, the midwife should be clear with them prior to the transport to hospital who will be accountable for their care. The midwife should explain to the client that when their care is formally transferred to the physician in the receiving hospital, the midwife will no longer be their most responsible provider (MRP). It is important to manage the client's expectations regarding their care and explain the limitations of the midwifery role after the transfer of accountability takes place.

The midwife is also responsible for communicating this accountability to the other health care providers involved in the client's care including the attending paramedics, and the nurses and the physicians at the hospital. College standards require that midwives confirm with the receiving physician that they are MRP once the transfer occurs and to ensure this is documented in the client's record.

In their role as a care provider who is not the client's MRP, College standards require that the midwife works together with the MRP to provide care that is in the best interest of the client. This involves working with the care team after the transfer of care, to come to a clear understanding about what role the midwife will play in this client's care.

Continued on next page...

Practice Advice: Accountabilities and Responsibilities During Transitions in Care

Related Standards

The following [Professional Standards](#) apply to midwives:

- 26. Collaborate with the MRP, after a transfer of care, to provide care that is in the best interest of the client.
- 28. Consult with or transfer care to another care provider when the care a client requires is beyond the midwifery scope of practice or exceeds your competence, unless not providing care could result in imminent harm.
- 29. Provide complete and accurate client information to the consultant at the time of consultation or transfer of care.

- 30. Ensure that clients and health care providers know who the most responsible provider throughout the client's care is, including when there are delegations, consultations, and transfers of care.

The following [Record Keeping Standards](#) apply to midwives

A midwife is responsible for documenting all care they provide to a client according to the following:

1. Every transfer of, and discharge from care as well as the reason for the transfer or discharge.

Privacy Webinar

The College of Midwives of Ontario and the College of Physiotherapists of Ontario welcomed privacy expert and health lawyer Kate Dewhirst to host a webinar for all registrants on April 27. Topics that were discussed include circle of care and working with Ontario Health Teams, privacy and the use of social media, the role of a Health Information Custodian, sharing information with families, disputes between caregivers about privacy, and more.

We've published the [webinar to our website and invite you to watch the video at your convenience.](#)



Let's Talk Privacy with Kate Dewhirst

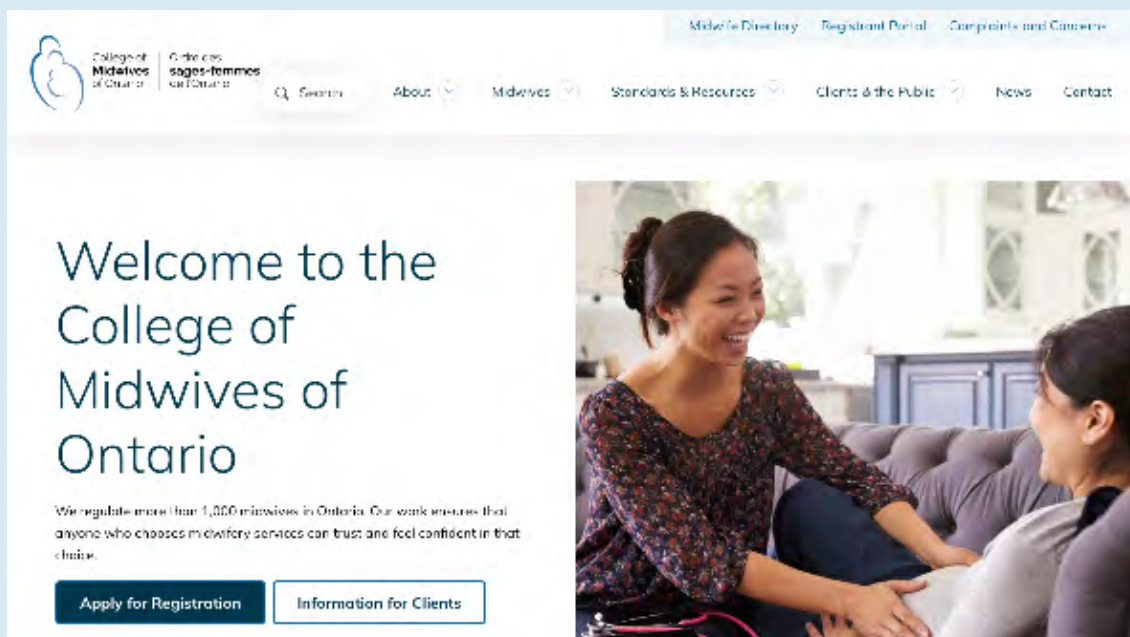
The College of Midwives of Ontario and the College of Physiotherapists of Ontario welcomed privacy expert and health lawyer Kate Dewhirst to provide privacy information for regulated health professionals.

College Updates & Resources

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Current College Membership
1,090 registered midwives as of
June 30, 2023

757	General
86	General with new registrant conditions
2	Supervised practice
0	Transitional
245	Inactive



The College has completed a website redesign to improve search functionality and navigation on the site.

After surveying website users in the last two years, the College has finished making website improvements to address concerns around search functionality and ease of navigation on the site. We've also created a new consultations page to foster engagement and will be continuing to build a practice advisory repository on the site.

College Staff Directory

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