

College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario

Annual Report 2022-2023

About the College

Since the proclamation of the *Regulated Health Professions Act, 1991* and the *Midwifery Act, 1991*, the College of Midwives of Ontario has regulated the profession of midwifery in accordance with all governing legislation and regulations. Our work ensures the existence of safe, ethical, high-quality midwifery care.

We are proud to work with the Ministry of Health to optimize midwifery care in Ontario.

Land Acknowledgment

The offices of the College of Midwives of Ontario are currently situated on traditional lands belonging to the Anishinabewaki, the Wendake, the Haudenosaunee, the Missisauga and Mississaugas of the Credit First Nation, and is covered by Treaty 13 with the Mississaugas of the Credit First Nation.

The College recognizes and respectfully acknowledges the past and present traditional owners of this territory and their role in the life of the region. We commit to honouring the unique cultural and spiritual relationships and practices of Indigenous Peoples to the land and waters, and their rich contributions to society.



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Letter from the Chair

Trust in Good Governance

As Chair of the College of Midwives of Ontario Council, I am proud of our Council's commitment to regulating in the public interest and achieving our strategic priorities through good governance. The College's Council members are continually seeking to improve the governance of the College. In the 2022-23 fiscal year we undertook several governance initiatives that I will highlight here.

In self-regulated professions such as midwifery, good governance includes ensuring that registrants are engaged with their regulator and aware of the opportunity to join Council and share their expertise. The College held two online "lunch-and-learn" sessions regarding the 2022 Council elections for midwives. The first offering was open to all midwives, while the second was specifically reserved for midwives who identify as Indigenous, Black and/or racialized. The sessions were well attended, and registrants voiced their appreciation of the opportunity to better understand the role of a Council member. I am delighted to report that there were six candidates nominated for the 2022 election.

For the past two years, Council has worked with a third-party governance consultant to implement an evaluation of Council's effectiveness. Each year, Council members participate in a process of self-evaluation to target areas for improvement in the following year. This evaluation includes a survey and one-on-one interviews that focused on governance and decision-making, leadership, financial performance and risk, council performance, and continuous improvement.

In December 2022, our governance consultant Sam Goodwin and staff led Council in a facilitated discussion to identify our priorities for 2023. The key areas Council adopted for 2023 are:

1. Continuous Focus on Equity, Diversity, and Inclusion;
2. Enriching Council's Understanding of its Governance Role;
3. Ongoing Reform of the College's Governance Policies and Processes.

To help meet our improvement goals, Council ran four targeted training

days. All trainings were intended to challenge Council to learn new ideas and concepts while providing refreshers on key topics for an effective Council. To meet the goal of Continuous Equity, Diversity, and Inclusion, Council attended trainings on Equity and Disability Justice and Equitable Approaches to Regulation. To Enrich Council's Understanding of its Governance Role, Council attended trainings on the Role of the Chair; Discipline Training; Governance Education; Orientation to the Inquiry, Complaints, and Reports Committee; and Orientation to the Registration Committee. Finally, to expand knowledge in the area of Ongoing Reform of the College's Governance Policies and Process, Council attended training sessions on the Regulations Governing Prescribing Drugs and Ordering Laboratory Tests, and Risk-Based Regulation. In total, the College provided 18 hours of continuing education to Council members.

In addition to Council's annual self-evaluation process, Council members participate in post-meeting and training evaluations, and Council and staff regularly review this feedback for insight and changes. I'm pleased to report that members of Council have repeatedly shared that they feel Council meetings continue to evoke a feeling of "safety," making the environment open to express their opinions and contribute to discussions freely. These self-reflections and feedback Council members provide demonstrate our ongoing growth in building a culture that is conscientious, humble, forward-thinking, and focused on our public interest mandate.

I believe that by collectively maintaining Council's culture we greatly enhance our ability to make inclusive, thoughtful, and responsible decision making. Council and staff have put a lot of effort into building an anti-oppressive environment and we continue to strive towards making our work and space equitable for all.

We have achieved a lot as a Council in this past year. I look forward to continuing our work to achieve regulatory excellence through good governance and moving forward in the College's Strategic Plan.

Sincerely,

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

Letter from the Registrar

Guided by our Principles

At the College of Midwives of Ontario, we are pleased to be returning to some stability following a challenging few years in health care and continue to further the work outlined in our Strategic Plan. On the following pages, we document our progress on our three strategic priorities for our 2021-26 Strategic Plan.

We rely on our strategic framework and guiding principles to direct our work and keep us true to our mission – even while navigating challenging external conditions. The framework is detailed on the next page of this report.

In this Strategic Plan, we added equity to our existing guiding principles of accountability, transparency, integrity, proportionality, and innovation. I wanted to take this opportunity to highlight some of the ways that our guiding principle of equity directed our work this past year.

Equity

In May 2022, as part of our Operational Planning Day activities, College staff participated in an Inclusion, Diversity, Equity and Accessibility (IDEA) workshop led by Council Chair Claire Ramlogan-Salanga where we identified specific commitments, priorities, and strategies for incorporating these values into the College's operations.

As a result, we prioritized an equity review of our internal and external recruitment procedures and strengthened our equity statement in job postings, diversified where we posted jobs externally, and incorporated questions related to equity into our job interviews.

In October 2022, we revised our organizational structure to better deliver on our strategic priorities. We created a new Governance and Strategy department which includes a governance officer position to lead our College-wide equity, diversity, and inclusion efforts. We also took action to improve accessibility on our College's website. More details on our website redesign can be found on page 14.

The College participated on a Steering Committee comprised of nine representatives from Health Profession Regulators of Ontario (HPRO) member Colleges to provide support and direction to the HPRO Anti-Racism in Health Regulation Project. The primary objectives of the project served to inform the design and development of a comprehensive set of materials for Colleges to use to build equity, diversity, and inclusion capacity and support anti-racism initiatives in health profession regulation.

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 now waives administrative costs for the name-change process for Indigenous midwives registered with the College reclaiming their Indigenous names.

While we are proud of the initiatives we have taken to create a more equitable organization, we know that this work must be ongoing. I want to thank our staff team for their commitment to upholding our guiding principles in our work, and in particular, the self-reflection that is central to equity work. I welcome hearing from clients, registrants, strategic partners, and members of the public who may have suggestions for ways to advance diversity, equity and inclusion at the College.

Thank you for taking the time to review our annual report.

Sincerely,

Kelly Dobbin
Registrar and CEO
College of Midwives of Ontario



College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario

Strategic Framework

The 2021–2016 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 Vision

A leader in regulatory excellence, inspiring trust and confidence.

Our Mission

Regulating midwifery in the public interest.

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 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.



Strategic Priority 1

Regulation that enables the midwifery profession to evolve.

Develop a responsive regulatory framework, without relying on legislative change, to ensure that all midwives, regardless of midwifery practice model, individual practice environment, or practice setting, are qualified to deliver good practice.

Regulation that enables the midwifery profession to evolve.

Registration Regulation

The College has undertaken intensive work to update our Registration Regulation under the *Midwifery Act 1991*, to bring the outdated regulation in line with the current realities of the profession with a specific emphasis on protecting the public by:

- Setting requirements to register safe, competent, and ethical midwives.
- Ensuring fair practices by removing barriers to registration.
- Reflecting modern midwifery practice.

As a result, we proposed to revoke the current regulation and replace it with a new Registration Regulation. The draft was based on consultations on our recommendations regarding new registrant conditions, clinical currency requirements, and feedback received on practice-related matters.

In addition, the proposed Registration Regulation incorporates the recent changes made to the *Regulated Health Professions Act, 1991*.

In the winter of 2023, we launched a public consultation on the proposed Registration Regulation. Additional policies will be created in relation to some sections of the regulation to further elaborate on requirements and processes.

Proposing Changes to the Designated Drugs Regulation and the *Laboratory and Specimen Collection Centre Licensing Act, 1990*

As the regulator for midwifery in Ontario, the College of Midwives of Ontario takes our public-interest mandate seriously.

We are pleased to share that we ended our 2022-23 fiscal year working in collaboration with the Ministry of Health to develop an expanded list of laboratory tests that can be ordered by midwives. We were also in consultation with the Ministry about the drugs midwives are able to prescribe and administer for their clients.

Expanding these lists will ensure clients have access to the tests and treatments required during pregnancy, birth, and postpartum, and decrease the number of consultations with other health care providers for routine tests and treatments.

Our original submission to the Ministry was to recommend midwives be able to order laboratory tests and prescribe drugs based on scope rather than a list. While the evidence demonstrates that midwives being able to work to their optimal scope is ultimately in the best interest of Ontarians, expanding the list of labs and drugs that midwives can order and prescribe is a step toward improving client care.

Regulation that enables the midwifery profession to evolve.

Blood Borne Virus Standard - Revised

On June 1, 2022, the revised Blood Borne Virus Standard came into effect. The 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 midwives to test 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 to declare that they are complying with the standard. This declaration is now included with the annual renewal for all registrants.

Second Birth Attendant Standard - Revised

The College's revised Second Birth Attendant Standard came into effect on September 1, 2022 and sets out the minimum 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 either a second midwife or 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. This standard was revised so it is achievable by all midwives by requiring second birth attendants to be competent in neonatal resuscitation.

Professional Responsibilities When Supervising Students Standard

The standard, which came into effect on September 1, 2022, defines the professional responsibilities of midwives who supervise students. Midwives supervising students are accountable

and responsible for clients in the student's care and for their professional decisions and actions.

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.

Record Keeping Standard - Revised

The College's Record Keeping Standard was revised at the December 2022 Council meeting and became effective on April 1, 2023.

The midwifery record serves as a factual account of the client's care and is a key form of communication between midwives and between midwives and other healthcare providers. The purpose of this standard is to set out the College's requirements for documentation in, and management of, records related to the practice of midwifery. The midwifery record provides evidence to support the quality of the care and clinical decision-making, facilitates continuity of care, and reflects the client's values and preferences. To support this, the midwifery record must identify what care was provided and why, who provided the care, when the care was provided, and recommended follow-up. In telling the story of a client's care, the midwifery record must be chronological, legible, and accurate. Clients have the right to records that are complete and understandable. Those records must remain private and secure.

Regulation that enables the midwifery profession to evolve.

Language Proficiency Policy

Council passed a Language Proficiency Policy to set out the requirements for language proficiency in English or French that apply to those seeking registration. The policy also aligns with the recent amendments made to the *Regulated Health Professions Act, 1991* (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*.

Canadian Midwifery Registration Examination

The College has reinstated the Canadian Midwifery Registration Examination (CMRE) as the qualifying examination to meet the examination requirement outlined in the Registration Regulation.

The in-person exam had been disrupted by the COVID-19 pandemic. As a result, the Registration Committee temporarily lifted the requirement to complete the CMRE prior to registration, with the understanding that all registrants would take the CMRE at the first available opportunity. The Registration Committee approved the final examination from the Midwifery Education Program to serve as the qualifying exam while the CMRE was unavailable.

The CMRE is now offered online which increases accessibility for all applicants and reduces potential disruptions in the future.

Competency-Based Assessment Program

In 2022-23, we began to develop the College's new Competency-Based Assessment Program for midwives who are not able to demonstrate ongoing clinical currency and for non-practising midwives returning to practise. This will ensure that the College is

able to adequately assess the clinical competence and skills required of midwives as midwifery practice changes and evolves.





Strategic Priority 2

Effective use of data to identify and act on existing and emerging risks.

Make better use of data about midwifery practice to identify, analyze, and understand trends and areas of risk to the public to be able to maintain an effective system of regulation.

Effective use of data to identify and act on existing and emerging risks.

Professional Conduct Benchmarks

In 2017, the Professional Conduct Department set internal benchmarks based on historical data.

College staff determined that a review of the benchmarks was needed to ensure they were based on up-to-date data, current case volumes, and streamlined procedures.

New benchmarks were implemented effective April 1, 2022. We have reduced timelines for complaints and reports and have met our new benchmark in 80% of cases in 2022-23.

Alternative Dispute Resolution Process (ADR)

The College first implemented our 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.

Midwifery Registration Numbers

While the midwifery profession in Ontario grew modestly last year, the number of midwives who resigned or otherwise exited the profession was significantly higher than we have seen in previous years. The College asks resigning registrants to provide some information on why they have chosen to leave the profession and we are analyzing this data. We will continue to monitor the numbers of resignations in the next year and look for ways to address these exits as appropriate and according to our mandate.

| | 2020-21 | 2021-22 | 2022-23 |
|------------------------|---------|---------|---------|
| New Registrations | 64 | 76 | 70 |
| Resignations and Exits | 35 | 40 | 71 |

Note: The exit numbers above include registrants who were suspended in previous fiscal years and have since left the profession. Suspended registrants are not counted in the total registrants number provided each year. This accounts for any differences between these numbers and the total number of registrants published on page 18.



Strategic Priority 3

Building engagement and fostering trust with the public and the profession.

Deliver services and demonstrate our role and value as the regulator through greater engagement, openness, and accessibility so that the public and the profession have confidence that we fulfill our public protection mandate effectively, efficiently, and fairly.

Building engagement and fostering trust with the public and the profession.

Website Redesign

As part of our strategic plan, we committed to promoting understanding of the College's role and to creating greater transparency of our regulatory processes. Our website is our greatest tool for reaching the public and registrants, but we had previously received feedback that our website content could be difficult to navigate. We embarked on a website redesign process in order to better educate the public and registrants on our role and processes.

With our website redesign, we reorganized the information we present on our site to ensure it is accessible and allows the public to understand the College's role, what it means to regulate in the public interest, how our complaints and discipline processes work, and how we make decisions that affect them. We improved search functionality to make sure that site users who knew what they were looking for were able to find accurate information quickly. We also reviewed the language we used on each page of our site to consider whether it was accessible for a member of the public.

Another website improvement we made was developing a repository of decision-making tools and flowcharts to improve the transparency of our decision-making and to manage expectations appropriately. We continue to make information about our ongoing requirements, standards, and guidelines available to midwives in an engaging and accessible format.

Finally, we focused on making our public consultations easy to access and engage in to increase opportunities for registrants and members of the public to participate.

Orientation and Assessment Program

The College developed and launched our Orientation and Assessment Pilot Program for internationally educated midwives.

Internationally educated midwives who successfully complete the College's Orientation and Assessment Program will have met the educational component required for entry into practice and be eligible to write the Canadian Midwifery Registration Exam (CMRE).

The program is designed to orient internationally educated midwives to fundamental midwifery concepts in a Canadian and Ontarian context. For the College, it is also a way to assess their skills and competencies to provide internationally educated midwives a pathway for entry into the profession.

Changes to ICRC Process

The Inquires, Complaints, and Reports Committee (ICRC) made changes to their process regarding oral cautions for midwives. The language of the oral caution is now provided to the parties within the ICRC's decision and all oral cautions are delivered virtually through a video meeting. Through these changes, midwives are receiving education in a more immediate time frame, and know what to expect. Clients and members of the public benefit from this education happening quickly and effectively.

Building engagement and fostering trust with the public and the profession.

Practice Advice

Under this strategic priority, we identified the need to create a repository of practice advisories on our website, which we completed this year. We recognize the importance of providing practice advice to registrants, clients, other professionals, and members of the public. We have published information on our practice advisories on page 19.

New and Updated Resources

Guide to Filing a Complaint

The College updated our step-by-step guide for clients and other members of the public who wish to file a complaint with the College to include information on Alternative Dispute Resolution (ADR). This revision combines two previously published guides to create a comprehensive resource for clients, providing considerations for the client to assist them in deciding which process is better for them.

Resource for Midwives – Complaints and Investigations

The College recognizes that midwives may find it stressful when the College makes inquiries into a midwife's practise, or when the midwife becomes the subject of a complaint or College investigation. The formal process for complaints and investigations are outlined in legislation and each step of the process is designed to ensure fairness for all parties. We updated our previous resource, Complaint Process for Midwives, to include investigations, so midwives know what to expect should they be the subject of a complaint or investigation.

Mandatory Reporting Reference Tool for Midwives. Regulated health professionals, including midwives and those who work with or employ them have legal and ethical obligations to make reports to the College in certain situations. Filing a report when required ensures that the College is aware and able to address concerns related to professional misconduct and capacity which assists the College in achieving its mandate. To help midwives understand their reporting requirements, the College has created a new Mandatory Reporting Reference Tool for Midwives. This easy-to-navigate chart outlines common reporting scenarios, and provides information about when, how, and what information to include when making a report.

Surveying Our Registrants

Midwifery Practice Hours

The College surveyed registrants to understand their current midwifery practice, in order to set realistic currency and active practice expectations that all midwives are able to meet. The survey was designed to allow us to collect baseline data on how midwives in Ontario practise, and we conducted it for the second time in 2022, with plans to conduct it annually for at least three years to track how responses change. This year, 361 registrants responded.

Midwifery Scope of Practice

The Midwifery Scope of Practice document was implemented on June 1, 2021. In the 2022-23 year we surveyed registrants to find out how midwives are using the document and related resources and received 129 responses which will inform future revisions to the document.

College Performance Measurement Framework

On March 31, 2023, the College submitted to the Ministry of Health and posted on our website our 2022 College Performance Measurement Framework (CPMF) report.

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,
- work with external partners, such as other regulatory colleges, educational programs, and the broader healthcare system to improve public protection.

Through the CPMF, the College continues to demonstrate how we are meeting the standards to effectively regulate in the public interest and focus on continuous improvement.

With the ongoing implementation of transparency in our decision-making processes, including clearly identifying the public interest rationale and evidence in all Council and Committee materials, we continue to demonstrate a high regulatory standard. In addition, our structured regulatory policy development process continues to include regulatory impact assessments to ensure these decisions are based on a proper evaluation of risk, solid evidence, and a thorough analysis of options and impacts. This process was used to develop the recommendations for modernizing and updating the Registration Regulation, which was circulated for public consultation in early 2023. The consultation materials included detailed information on the rationale for all proposed changes.

Work on several of our strategic initiatives during the year, such as the website redesign and midwifery scope of practice survey, further support and enhance transparency of our decision-

making processes and our ability to engage with members of the public, registrants, and system partners. This work informs the development, revision, and implementation of standards and regulatory policies, processes, and information.

Throughout this reporting year, the College worked in collaboration with Health Profession Regulators of Ontario (HPRO) partners to build the capacity of health colleges by developing tools for a consistent framework to advance, embed, and sustain equity, diversity, and inclusion in our regulatory functions.





By the Numbers

The following pages provide a summary of some of our work from the past year registering midwives, assisting registrants and the public with practice advice questions, and investigating complaints and reports.

All figures on the following pages are from the April 1, 2022 - March 31, 2023 fiscal year.

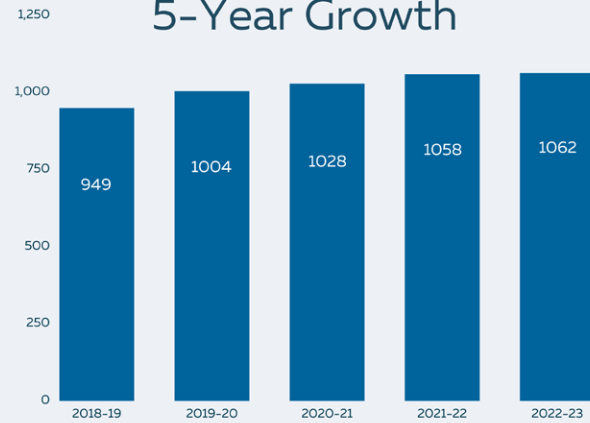
By the Numbers: Registration

1062 Registered Midwives

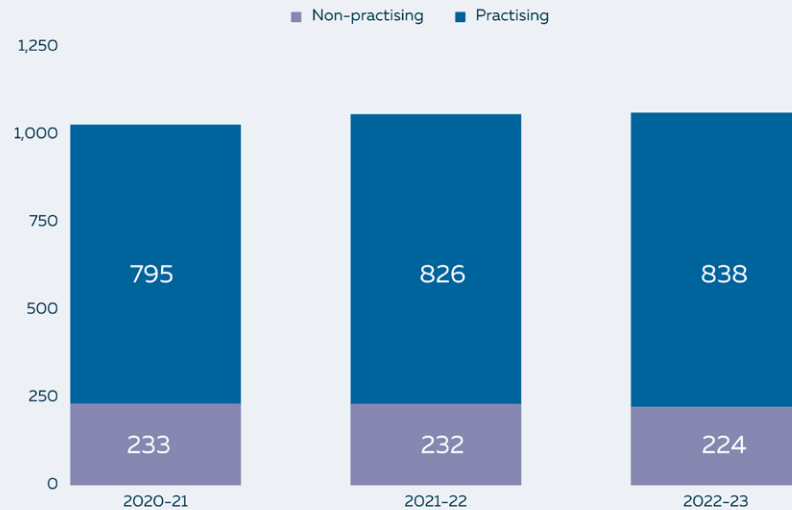
-  765 General Class
-  3 Supervised Practice Class
-  70 General Class with New Registrant Conditions
-  224 Inactive Class



5-Year Growth



Registered Midwives Practising vs. Non-practising

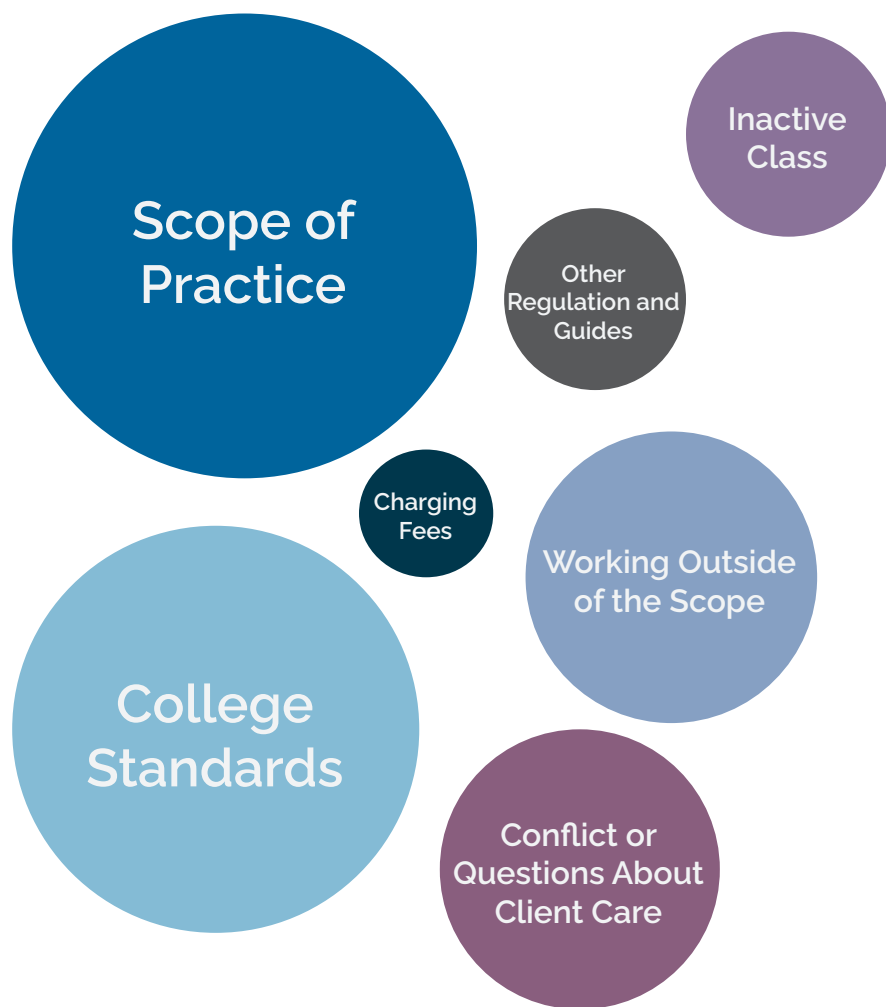


Source of New Midwives

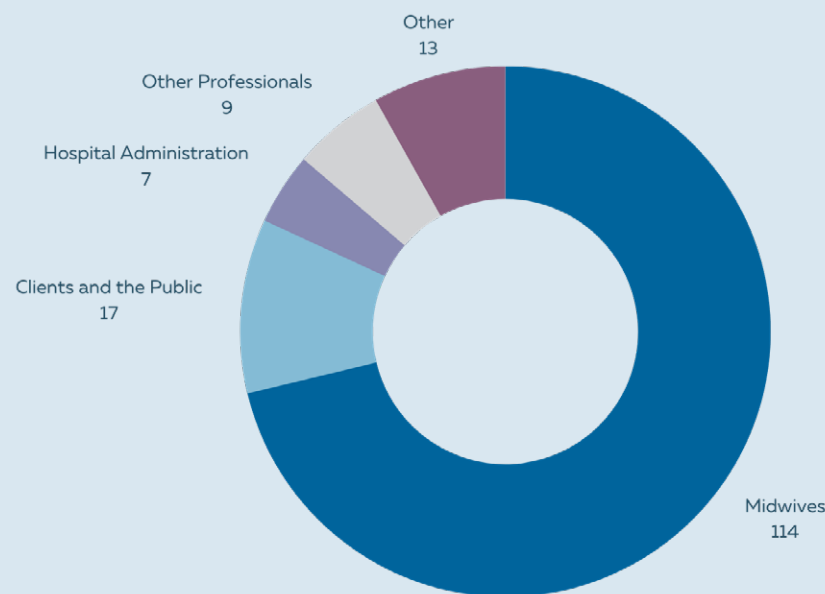


By the Numbers: Practice Advice

Topics of Practice Advice Inquiries



Source of Practice Advice Inquiries



We are pleased to be seen as a trusted resource for registrants and the public. In the last fiscal year we had 160 practice advice conversations via phone calls and emails.

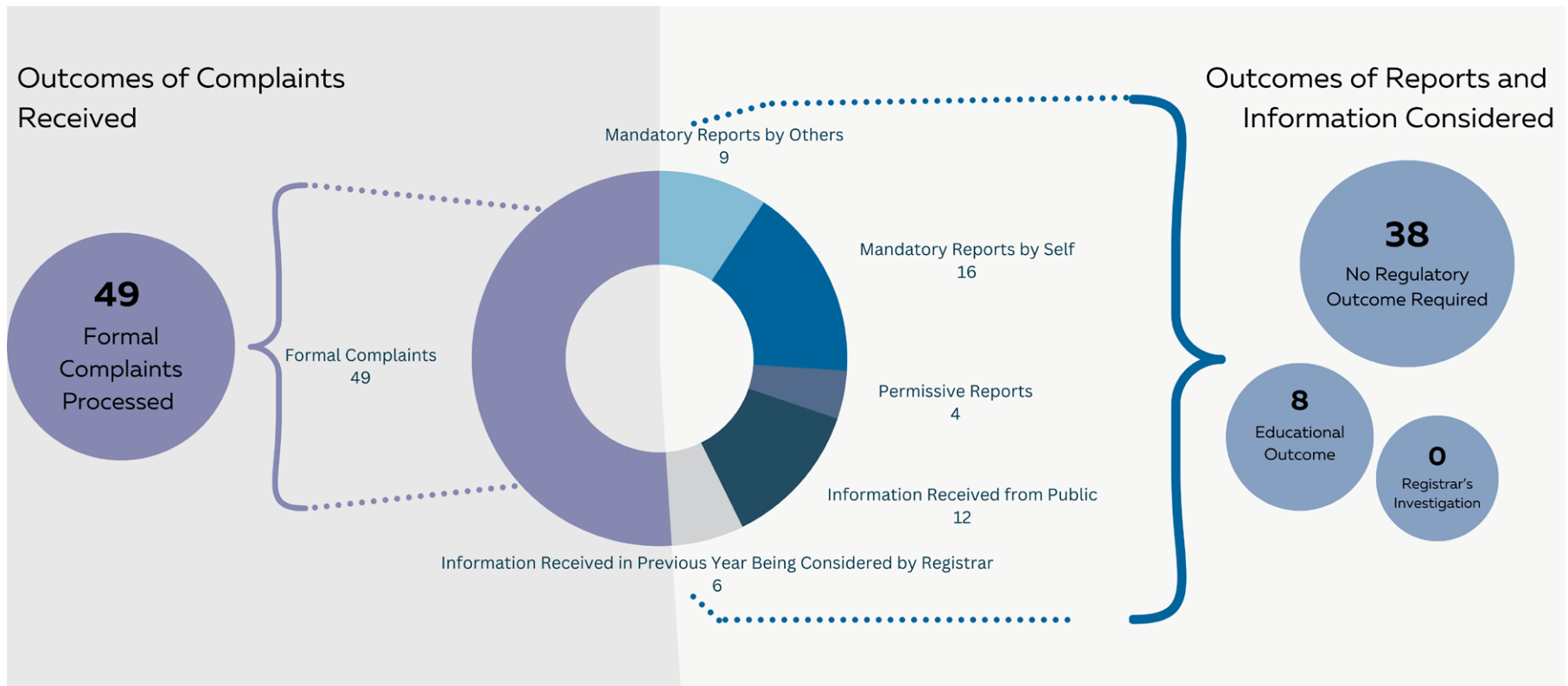
By the Numbers: Complaints, Reports, and Investigations

The College receives information by way of formal complaints and mandatory and permissive reports from midwives, employers and facility operators, and other members of the public. One aspect of the College's mandate is to address concerns that are raised by clients and other members of the public about midwifery care.

For information that is not a formal complaint, the Registrar will consider the information guided by the Registrar's Investigation Decision Making Tool to determine whether a regulatory outcome or further actions are required in the public interest.

The numbers below demonstrate the source of the information received and how they were processed.

Sources and Outcomes of Information Received in 2022-23 Regarding the Conduct of Midwives



By the Numbers: Inquiries, Complaints, and Reports Committee (ICRC)

23 ICRC cases carried forward from previous fiscal year in 2022-23
 — a decrease from 30 in 2021-22

25 ICRC cases in progress at fiscal year end in 2022-23
 + an increase from 22 in 2021-22

49* New ICRC cases in fiscal year
 + an increase from 34 in 2021-22
*Forty-nine new complaint files were a result of receiving 32 complaints. Eight complaints involved more than one midwife.

46 Closed ICRC cases in fiscal year
 + an increase from 42 in 2021-22

Decision Breakdown - Closed Cases

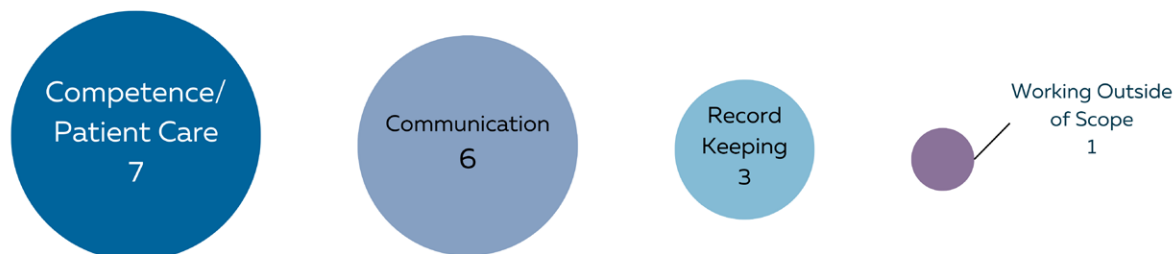


Note: One case had both a SCERP and advice given.

8

The Health Professions Appeal and Review Board issued eight decisions on appeals from cases at the College of Midwives of Ontario. All eight decisions upheld the decisions of the College.

Themes of completed matters where action was taken by the ICRC





Discipline Decision

A contested hearing regarding a registrant's management of hyperbilirubinemia was held in the previous fiscal year on January 10, 11, 12 and February 28, 2022.

A panel of the Discipline Committee issued their decision on May 24, 2022 and made no findings of professional misconduct against the registrant.

The College has published the decision on our website. [You can read the document here.](#)

The College of Midwives of Ontario Council

The College’s work is overseen by a Council, which sets the strategic direction of the College and ensures our long-term success. Council also holds staff accountable for the way we fulfill our regulatory mandate and duties.

Council meets a minimum of four times a year to stay accountable to members of the public, registrants of the College, and our sector partners. Meetings are open to all midwives and to the public to attend.

Each year, the College holds online elections for professional member vacancies on Council. These positions are filled by candidates who are registered midwives with the College. At the College of Midwives of Ontario, the Council year begins each October.

Council Composition from April 2022-October 2022

Elected Professional Members

- Claire Ramlogan-Salanga, RM, Chair
- Edan Thomas, RM, Vice-Chair, Professional
- Hardeep Fervaha, RM
- Claudette Leduc, RM
- Lilly Martin, RM
- Karen McKenzie, RM
- Isabelle Milot, RM
- Alexia Singh, RM

Appointed Public Members

- Donald Strickland, Vice-Chair, Public
- Pete Aarssen
- Marianna Kaminska
- Jacqueline Morrison
- Judith Murray
- Oliver Okafor

Council Composition from November 2022-March 2023

Elected Professional Members

- Claire Ramlogan-Salanga, RM, Chair
- Edan Thomas, RM, Vice Chair, Professional
- 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, Public
- Marianna Kaminska
- Jacqueline Morrison
- Judith Murray
- Oliver Okafor



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 2022-23 fiscal year.

A summary of the Audited Financial Statements can be found on the following pages.

COLLEGE OF MIDWIVES OF ONTARIO

SUMMARY FINANCIAL STATEMENTS

MARCH 31, 2023

Report of the Independent Auditor on the Summary Financial Statements

To the Council of the College of Midwives of Ontario

Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2023, and the summary statement of operations for the year then ended, and related note, are derived from the audited financial statements of the College of Midwives of Ontario (the "College") for the year ended March 31, 2023.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria described in the note to the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements of the College and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated June 27, 2023.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria described in the note to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.



Toronto, Ontario
June 27, 2023

Chartered Professional Accountants
Licensed Public Accountants

COLLEGE OF MIDWIVES OF ONTARIO

Summary Statement of Financial Position

| March 31 | 2023 | 2022 |
|---|------------------|-----------|
| | \$ | \$ |
| ASSETS | | |
| Current assets | | |
| Cash and cash equivalents | 3,714,928 | 3,354,643 |
| Accounts receivable | 9,786 | 8,567 |
| Prepaid expenses | 76,723 | 41,088 |
| | 3,801,437 | 3,404,298 |
| Capital assets | 39,633 | 64,087 |
| | 3,841,070 | 3,468,385 |
| LIABILITIES | | |
| Current liabilities | | |
| Accounts payable and accrued liabilities | 260,699 | 210,579 |
| Deferred registration fees | 1,250,975 | 1,222,369 |
| Deferred project funding | 14,688 | 26,840 |
| | 1,526,362 | 1,459,788 |
| Deferred lease incentives | - | 4,977 |
| | 1,526,362 | 1,464,765 |
| NET ASSETS | | |
| Invested in capital assets | 39,633 | 61,513 |
| Internally restricted for therapy and counselling | 16,000 | 16,000 |
| Internally restricted for investigations and hearings | 300,000 | 300,000 |
| Unrestricted | 1,959,075 | 1,626,107 |
| | 2,314,708 | 2,003,620 |
| | 3,841,070 | 3,468,385 |

COLLEGE OF MIDWIVES OF ONTARIO

Summary Statement of Operations

| Year ended March 31 | 2023 | 2022 |
|---|------------------|------------------|
| | \$ | \$ |
| Revenues | | |
| Registration fees | 2,572,692 | 2,463,486 |
| Administration and other fees | 72,951 | 61,788 |
| Project funding | 76,618 | 63,639 |
| | 2,722,261 | 2,588,913 |
| Expenses | | |
| Salaries and benefits | 1,404,720 | 1,523,092 |
| Rent and utilities | 205,843 | 191,252 |
| Professional fees | 191,473 | 122,173 |
| Council and committees | 135,441 | 145,366 |
| Office and general | 122,105 | 107,436 |
| Information and communications technology | 99,290 | 98,883 |
| Projects | 76,618 | 63,639 |
| Investigations and hearings | 71,698 | 134,374 |
| Membership dues and fees | 57,368 | 55,797 |
| Amortization | 24,454 | 47,436 |
| Quality assurance program | 22,163 | - |
| | 2,411,173 | 2,489,448 |
| Excess of revenues over expenses for year | 311,088 | 99,465 |

COLLEGE OF MIDWIVES OF ONTARIO

Note to Summary Financial Statements

March 31, 2023

1. **Basis of presentation**

These summary financial statements are derived from the audited financial statements of the College of Midwives Ontario (the "College") for the year ended March 31, 2023, which were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

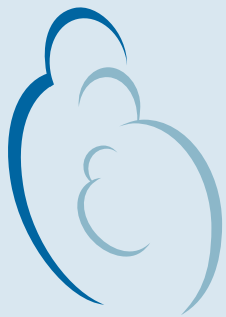
Management prepared these summary financial statements using the following criteria:

- (a) the summary financial statements include a statement for each statement included in the audited financial statements, except for the statements of changes in net assets and cash flows;
- (b) information in the summary financial statements agrees with the related information in the audited financial statements; and
- (c) major subtotals, totals and comparative information from the audited financial statements are included.

The audited financial statements of the College are available to members upon request from the College.

HILBORN

LISTENERS. THINKERS. DOERS.



College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario