

# College of **Midwives** of Ontario

## Fair Registration Practices Report 2022



College of  
**Midwives**  
of Ontario

Ordre des  
**sages-femmes**  
de l'Ontario

#29

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, August 04, 2023 9:25:38 AM  
**Last Modified:** Friday, August 04, 2023 11:37:26 AM  
**Time Spent:** 02:11:48  
**IP Address:** 142.169.16.215

---

Page 1: Fair Registration Practices Report 2022

Q1

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

College of Midwives of Ontario  
Contact: Nancy Tran, Director of Registration, n.tran@cmo.on.ca

---

**Q2**

Section 1 - During the reporting period (January 1st– December 31st, 2022), 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:

- In 2020 and 2021, in-person delivery of the Canadian Midwifery Registration Examination (CMRE) was disrupted due to the pandemic, which temporarily impacted applicants' ability to meet the registration requirements. As a result, the Registration Committee approved the Midwifery Clerkship Exam, which is typically completed as part of the midwifery education program, as the qualifying exam to satisfy the registration requirement. In 2021, the CMRE exam was made available online, which meant that it would be accessible to all applicants, regardless of where they were applying. Transitioning to an online version was also intended to reduce any potential disruptions. Prior to the May 21, 2022, sitting, the College, via the Registration Committee, reinstated the exam CMRE as the qualifying examination to meet the registration requirement outlined in the Registration Regulation. This version of the exam aligns its blueprint with the revised Canadian Competencies for Midwives, which came into effect in 2022. - The College previously relied on Toronto Metropolitan University to deliver the International Midwifery Pre-registration Program for internationally-educated midwives (IEMs). Toronto Metropolitan University suspended the program in August 2021, which meant that IEMs had no pathway into the profession. As a result, the College quickly developed and launched its very own Orientation and Assessment Program for IEMs. While mandatory, the program is not a bridging program or meant to be additional training for experienced midwives. The program is meant to orient the IEMs' practice in a Canadian/Ontario context. For the College, it is also a way to assess their skills and competency while providing IEMs a pathway for entry in the profession. At the end of 2022, the program was launched as a pilot. The program is delivered on a cost-recovery basis online, including exams, which made it accessible to individuals not currently residing in Ontario. There is one in-person component at the end of the program, which is focused on assessing the candidate's clinical competencies.

**Q3**

Assessment of qualifications

**No**

**Q4**

Timelines for registration, decisions and/or responses

**No,**

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

With the filing of Ontario Regulation 508/22, made under the Regulated Health Professions Act, 1991, the College reviewed its registration practices to assess whether it meets the prescribed timelines outlined in regulation. Apart for exceptional cases, the College is already within the timelines set by the government (see quantitative section).

---

**Q5**

Registration and assessment fees

**Yes,**

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

Even though fees are outlined in our bylaws, the College has exercised some flexibility in terms of its application to benefit both applicants and registrants. For example, the College does not collect fees associated with requesting class change. The College has also continued to reduce the fee for the jurisprudence exam, a requirement for all applicants, from \$300 to \$150. In addition, guided by the Truth and Reconciliation Commission of Canada's Call to Action #17, the College implemented a policy to waive all administrative costs for the name-change process for Indigenous midwives registered with the College reclaiming their Indigenous names.

---

**Q6**

Resources for applicants

**Yes,**

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

The College continues to improve information available on its website and application materials to ensure that registration requirements are clear.

---

**Q7**

Changes to internal review or appeal process

**No**

**Q8**

Access by applicants to their records

**No**

**Q9**

Mutual recognition agreements

**Yes,**

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

With the reinstatement of the CMRE, the College's registration practice aligns with the rest of the country, who require this same assessment for entry-into-practice.

---

**Q10**

Training and resources for staff regarding registration

**Yes,**

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

- In the fall of 2022, 3 representatives from the College (Chair of Council, Registrar and staff) attended the Canadian Network of Agencies for Regulation conference. - The College became an active participant of the HPRO Anti-BIPOC Racism project, which has helped inform staff training opportunities on the topic. - College Council received a number of trainings throughout this period on the following topics: o Planning for Continuous improvement o Drug-Lab regulation o Equity and Disability Justice o Governance Education o Discipline and Fitness to Practice o Lessons from Governance Transitions o Finance o HPRO Anti-Racism project Staff provided Orientation and Training for the Registration Committee including new members. In addition to the Council DEI trainings listed above, as part of its Operational Planning day activities, College staff participated in an Inclusion, Diversity, Equity and Accessibility (IDEA) workshop which identified specific commitments, priorities, and strategies for incorporating these values into the College's operating structure.

---

**Q11**

Relationship with third party service provider(s)

**Yes,**

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

In 2022, the College entered into new agreements with third-party providers to deliver specific services related to registration: - The College contracted a consultant, who had extensive experience delivering bridging programs for IEMs to develop and deliver our own Orientation and Assessment program. - As previously stated, the College reinstated the CMRE as the qualifying examination required for registration. This examination is delivered through the Canadian Midwifery Regulators Council. The College is a member of the Council and contributes to the decision-making at the policy level. - In late 2022, the College launched a request for proposal to develop a competency-based assessment framework which would assist and facilitate the Registration Committee's decision-making process.

**Q12**

Accreditation of educational programs

**No,**

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

The College does not have any authority to accredit education programs under the Midwifery Act, 1991 or the Registration Regulation. The College is working with the government to change the Registration Regulation, which would enable the College to recognize (not accredit) midwifery programs in Canada for the purposes of registration, which would open up pathways to registration for non-practising Canadian midwives.

**Q13**

Technological or digital improvements

**Yes,**

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

The College reinstated the CMRE as the qualifying examination required for registration. This examination is delivered through the Canadian Midwifery Regulators Council. The exam is available online and is therefore accessible to all applicants regardless of where they were applying.

## 2022 Fair Registration Practices Report

**Q14**

Anti-racism and inclusion-based policies and practices

**Yes,**

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

In March 2021, Council approved the 2021-2026 Strategic Framework which incorporated DEI into our guiding principles. The College's guiding principles define how we strive to work as an organization, shape our culture and our relationships with the public, midwives, and partner organizations. The new principle Equity was added, committing to identifying, removing and preventing systemic inequities in our work. Guided by the Truth and Reconciliation Commission of Canada's Call to Action #17, the College implemented a policy whereby all administrative costs for the name-change process for Indigenous midwives registered with the College reclaiming their Indigenous names would be waived.

**Q15**

Organizational structure

**Yes,**

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

The Registration team underwent a few changes to better address the needs of the department: two new roles were created: a director and an officer. Two new registration coordinators were hired.

**Q16**

Contingency or continuity of operations plans

**Yes,**

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

The CMRE is now available online, which reduces any potential disruptions in the event of any global disaster. As a result of these changes, the College reinstated the exam as the qualifying examination to meet the registration requirement. The College accepts all application electronically, and our jurisprudence course is also available online.

**Q17**

Documentation requirements for registration

**No**

**Q18**

English / French language proficiency testing

**No**

**Q19**

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

- |   |  |
|---|--|
| 1 | <b>Quick development and implementation of the Orientation and Assessment program, which provided for a pathway to registration for internationally-educated midwives.</b>   |
| 2 | <b>Drafting a new proposed Registration Regulation, with the support of registrants and the public (not yet approved by the government).</b>   |
| 3 | <b>Reinstatement of the CMRE. The new version is available online which is more accessible and reduces potential disruptions. This version also aligns its blueprint with the revised Canadian Competencies for Midwives, which went in effect early 2022.</b> |
- 

**Q20**

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 | <b>No pathway for registration for IEMs since Toronto Metropolitan University suspended delivery of the IMPP. The College had to quickly develop an Orientation and Assessment program, along with policies related to eligibility criteria. The Program was launched at the end of 2022 and the College began accepting applications at that time.</b> |
|---|---|
- 

**Q21**

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.

**No,**  
Other (please specify):  
The Orientation and Assessment Program does not include a placement and therefore no Canadian experience requirement.

---

**Q22**

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 ,**  
**French,**  
Other (please specify):  
French materials available upon request.

---



## 2022 Fair Registration Practices Report

<b>Q23</b>	
Membership Data Demographics Data As of December 31, 2022, please indicate the number of members in each gender category identified below and the number of total members.	
	Total Male <b>4</b>
	Total Female <b>1042</b>
	Total Non-binary <b>16</b>
	Gender not provided <b>0</b>
	Overall Total <b>1062</b>

---

<b>Q24</b>	
In relation to your members: Do you collect race-based data?	<b>No</b>

---

<b>Q25</b>	
Do you collect other identity-based or demographics data?	Yes,
	Other (please specify):
	Birthdate

---

<b>Q26</b>	
Do you plan to collect race-based data in the future?	Yes,
	If yes, please indicate the type::
	We intend to collect race-based data as part of our data strategy which is one of our strategic initiatives. The specific types of data will be determined shortly.

---

<b>Q27</b>	
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 <b>830</b>
	Provisional/Limited <b>3</b>
	License/Certificate <b>0</b>
	Emergency <b>0</b>
	License/Certificate <b>0</b>
	All other classes <b>229</b>
	Overall Total <b>1062</b>

---

<b>Q28</b>	
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	<b>909</b>
Other Canadian Provinces and Territories	<b>18</b>
USA	<b>28</b>
Other Countries	<b>107</b>
Multiple and/or Unspecified Jurisdiction	<b>0</b>
Total	<b>1062</b>

---

**Q29**

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	<b>United Kingdom, 31</b>
2	<b>USA, 28</b>
3	<b>Iran, 26</b>
4	<b>China, 6</b>
5	<b>Venezuela, 5</b>
6	<b>Ethiopia, 3</b>
7	<b>India, 3</b>
8	<b>Netherlands, 3</b>
9	<b>Poland, 3</b>
10	<b>France, 2</b>
11	<b>Guyana, 2</b>
12	<b>Lebanon, New Zealand, Peru, Russia, Syria, 2</b>

**Q30**

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	<b>1</b>
Total Female	<b>68</b>
Total Non-binary	<b>2</b>
Gender not provided	<b>0</b>
Overall Total	<b>71</b>

**Q31**

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

**No**

**Q32**

Do you collect other identity-based or demographics data?

**Yes,**  
If yes, please indicate the type:       :  
Birthdate

**Q33**

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, 2022:

0

## 2022 Fair Registration Practices Report

### Q34

Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2022 for the following categories as applicable.

Number of Applicants	<b>64</b>
Number of Applicants Licensed/Certified	<b>61</b>
Average Time to Process Application in Weeks from First Point of Applicant Contact	<b>4</b>
Average Time to Process Application in Weeks from Receipt of all Required Documents	<b>0</b>

---

### Q35

Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2022 for each of the following categories as applicable.

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

---

### Q36

Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	<b>4</b>
Number of applicants fully licensed/certified	<b>3</b>
Average Time to Process Application in Weeks from First Point of Applicant Contact	<b>10</b>
Average Time to Process Application in Weeks from Receipt of all Required Documents	<b>0</b>

---

## 2022 Fair Registration Practices Report

### Q37

Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	<b>3</b>
Number of applicants fully licensed/certified	<b>1</b>
Average Time to Process Application in Weeks from First Point of Applicant Contact	<b>11</b>
Average Time to Process Application in Weeks from Receipt of all Required Documents	<b>0</b>

---

### Q38

Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

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

---

### Q39

Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	<b>68</b>
Number of applicants fully licensed/certified	<b>64</b>
Average Time to Process Application in Weeks from First Point of Applicant Contact	<b>5</b>
Average Time to Process Application in Weeks from Receipt of all Required Documents	<b>0</b>

---

## 2022 Fair Registration Practices Report

### Q40

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2022 for each of the categories as applicable.

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

---

### Q41

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

As USA is not covered under questions 34-37, question 38 relates to USA only.

Since the College does not currently have applicants from multiple jurisdictions, question 39 is a combination of questions 34-36

---

### Q42

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	<b>Ethiopia, 1</b>
2	<b>United Kingdom, 2</b>

---

### Q43

Processing Time As of December 31, 2022, how many full licenses/certificates did your organization issue?

65

---

### Q44

Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2022, according to the following timelines.

0 – less than 3 months	<b>65</b>
3 months – less than 6 months	<b>0</b>
6 months – less than 12 months	<b>0</b>
12 months – less than 18 months	<b>0</b>
18 months – less than 24 months	<b>0</b>
24 months and greater	<b>0</b>

---

**Q45**

Age of Active Applications As of December 31, 2022 what were the total number of active applications in your case inventory?

4

**Q46**

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	<b>3</b>
3 months – less than 6 months	<b>0</b>
6 months – less than 12 months	<b>1</b>
12 months – less than 18 months	<b>0</b>
18 months – less than 24 months	<b>0</b>
24 months and greater	<b>0</b>
<b>TOTAL</b>	<b>4</b>

**Q47**

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, 2022). 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	<b>5</b>
Other Canadian Provinces and Territories	<b>0</b>
Certificate to Certificate (Labour Mobility)	<b>0</b>
USA	<b>0</b>
Other International	<b>2</b>
Multiple and/or Unspecified Jurisdictions	<b>0</b>
<b>TOTAL</b>	<b>7</b>

**Q48**

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, 2022). 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	<b>0</b>
Other Canadian Provinces and Territories	<b>0</b>
Certificate to Certificate (Labour Mobility)	<b>0</b>
USA	<b>0</b>
Other International	<b>0</b>
Multiple and/or Unspecified Jurisdictions	<b>0</b>
<b>TOTAL</b>	<b>0</b>

## 2022 Fair Registration Practices Report

<b>Q49</b>	Ontario	<b>21</b>
Other Licenses/Certificates of Registration ProcessedPlease 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, 2022). 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 and Territories	<b>0</b>
	Certificate to Certificate (Labour Mobility)	<b>0</b>
	USA	<b>0</b>
	Other International	<b>8</b>
	Multiple and/or Unspecified Jurisdictions	<b>0</b>
	<b>TOTAL</b>	<b>29</b>

---

<b>Q50</b>	Ontario	<b>2</b>
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, 2022). 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	<b>0</b>
	USA	<b>0</b>
	OtherCountries	<b>0</b>
	Multiple and/or Unspecified Countries	<b>1</b>
	<b>TOTAL</b>	<b>3</b>

---

<b>Q51</b>	Ontario	<b>0</b>
State the number of reviews and appeals that your organization processed in the reporting year (January 1- December 31, 2022). 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	<b>0</b>
	USA	<b>0</b>
	OtherCountries	<b>0</b>
	Multiple and/or Unspecified Countries	<b>0</b>
	<b>TOTAL</b>	<b>0</b>

---

<b>Q52</b>	Ontario	<b>2</b>
State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2022). 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	<b>0</b>
	USA	<b>0</b>
	OtherCountries	<b>1</b>
	Multiple and/or Unspecified Countries	<b>0</b>
	<b>TOTAL</b>	<b>3</b>

---

## 2022 Fair Registration Practices Report

<b>Q53</b>	Ontario	<b>0</b>
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, 2022). 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	<b>0</b>
	USA	<b>0</b>
	OtherCountries	<b>0</b>
	Multiple and/or Unspecified	<b>0</b>
	Countries	<b>0</b>
	TOTAL	<b>0</b>

---

### Q54

List the top three reason for appeals (by percentage) of a registration decision

1	<b>n/a</b>
2	<b>n/a</b>
3	<b>n/a</b>

---

### Q55

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

1	<b>n/a</b>
---	------------

---

### Q56

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

1	<b>n/a</b>
---	------------

---

### Q57

Please provide any additional comments you may have:

The College of Midwives of Ontario interprets "provisional license/certificate" as being equivalent to our "transitional certificates" under Ontario Regulation 168/11. Holders of transitional certificates can practice without limitations but must provide evidence of having successfully completed the qualifying examination.

The College of Midwives of Ontario interprets "alternative class of license/certificate" as being equivalent to our "Supervised Practice certificates" pursuant to Ontario Regulation 168/11. Holders of these certificates can only practice under the supervision of an approved supervisor.

For questions 50-56, the College only referred cases to the Registration Committee. No registration decisions were made before the case was referred to the Committee.

---