

# ON CALL



College of  
Midwives  
of Ontario

Ordre des  
sages-femmes  
de l'Ontario

Autumn  
& Winter  
2023







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# October Council Meeting Highlights

## Council Trainings

Council and Committee Members attend a training day prior to Council each quarter. On October 11, there were three training sessions and Council and Committee Members attended both in person and via video conference.

Rania El-Muggamar, an Anti-Oppression Consultant and Liberation Educator, held the morning's training session on anti-racism and anti-oppression in board governance. Her workshop guided Council and Committee Members towards implementing measurable, goal-oriented long-term equity, meaningful inclusion, and anti-oppressive practices.

In the afternoon, Council Member Isabelle Milot presented on the evolving models of midwifery care, including sharing her experiences and lessons running a postpartum clinic for the past two years.

Finally, Erica Richler from SML Law presented an engaging discussion on identifying, preventing, and addressing conflicts of interest in the College's context.

## Council Meeting

Council meetings are always open to the public. We post the Council package publicly in advance of each meeting. If you are interested in any of the items discussed at Council, [click here to read the full Council package](#) and briefing notes related to each item.

## Budget Re-forecast

Council voted to approve a revised budget for 2023-24. Due to postponed spending from the

last fiscal year and newly anticipated spending adjustments in key areas, the initial budget for 2023-24 no longer provided the most accurate financial position. The revised budget enables the College to continue to deliver our mandate and strategic priorities while also measuring the College's performance against a more accurate budget.

## External Auditor Review

Council reviewed the Annual Assessment of the External Auditor from the Executive Committee. Council's Executive Committee uses a tool created by the College for reviewing the external auditor annually. In addition to the annual review process, the Committee uses a comprehensive review tool every three years.

Council voted to reappoint Hilborn, L.L.P as the College's external auditor for the 2023-24 fiscal period.

## Integrated Community Health Services Centres Act, 2023

On September 25, 2023, the *Integrated Community Health Services Centres Act, 2023* (ICHSCA) came into force. The ICHSCA repeals and replaces the *Independent Health Facilities Act, 1990*. The College recently met with the Ministry and separately with the two Ontario Midwife-Led Birth Centres to discuss the changes.

The College's [Midwife-Led Birth Centre Facility Standards and Clinical Practice Parameters](#) have been updated to reference the new legislation. This update was provided to Council for their information.

# October Council Meeting Highlights

## Executive Committee Composition

Council elected the members of its Executive Committee at the October meeting. The Executive Committee performs governance, audit and finance, and risk oversight responsibilities. The Executive Committee is composed of the chair, two vice-chairs, and two members of Council. Congratulations to this year's committee, comprised of: Claire Ramlogan-Salanga, RM, Chair; Edan Thomas, RM, Vice-Chair (Professional); Donald Strickland, Vice-Chair (Public); Marianna Kaminska, Public-At-Large; Isabelle Milot, RM, Professional-At-Large.

## New Council Members at the October Meeting

The College welcomes new Council Members Maryam Rahimi-Chatrri, RM and Tina Walia-Rao.

Maryam was elected to Council in the June, 2023 election. Prior to joining Council, she served on the Registration Committee of the College of Midwives of Ontario for three years as a Non-Council Member.

Tina Walia-Rao is a new public Council Member and was appointed in July, 2023.

Both Maryam and Tina joined the October, 2023 in-person Council Meeting

## Thank You to Outgoing Council Members

The College would like to extend our thanks to Karen McKenzie for her thoughtful contributions to Council over the past three years. As a member of Council, Karen sat on the Client Relations Committee; the Discipline Committee; the Fitness to Practise Committee; the Inquiries, Complaints,

and Reports Committee; and the Registration Committee.

We also thank Oliver Okafor who was on Council for two years of his appointed three-year term. In that time Oliver was a member of the Registration Committee; the Client Relations Committee; the Discipline Committee; and the Fitness to Practise Committee.

We would also like to thank Robyn Berman for her contributions to Council over the past year. Robyn sat on the Registration Committee; the Discipline Committee; and the Fitness to Practise Committees.

## College Council Members as of December 2023

### Elected Professional Members

Claire Ramlogan-Salanga, RM, Chair  
Edan Thomas, RM, Vice Chair  
Hardeep Fervaha, RM  
Isabelle Milot, RM  
Jyothy Nair, RM  
Naa Yoyo Nartey-Khama  
Maryam Rahimi-Chatrri, RM  
Alexia Singh, RM

### Appointed Public Members

Donald Strickland, Vice Chair  
Marianna Kaminska  
Jacqueline Morrison  
Judith Murray  
Tina Walia-Rao

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



# December Council Meeting Highlights

## Council Trainings

On December 5, there were two training sessions and Council and Committee Members attended via video conference. Council and Committee Members received training from the College's Director of Operations, Lieran Docherty, on the College's financials and how to engage with the College's budget, quarterly statement of operations, and expectations of the external audit.

The College's Governance Officer, Zahra Grant, delivered a training session on overcoming bias. This peer-learning workshop helped participants define and understand bias, how it can impact decisions, and ways to mitigate its influence while working on College Council, committees, and panels.

## New Council and Committee Members

Naa Yoyo Nartey-Khama, RM was elected in November, 2023 in the College's by-election

for a professional Council Member to serve the remainder of the vacated term that runs from 2022-25. Naa joined the December Council Meeting.

Council is also welcoming three new Non-Council Public Members and one Non-Council Professional Member to its committees; Rebecca Forte, Jennifer Lemon, Richard Yampolsky, and Karen McKenzie RM. They will attend their first meetings in these roles in 2024.

We post the names of all Council and Committee Members on our website and [have updated the page to reflect the 2023-2024 committee terms.](#)

If you are interested in joining the College's committees as a Non-Council Member for the next term, please [review the information here and submit your application.](#)

# Happy Holidays



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# NEW: Designated Drugs and Substances Regulation

**The Drug Regulation will be expanded in 2024 to improve client care through more direct access to necessary drugs and substances. In the new year, the new regulation will set out additional 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 new regulation adds drugs and substances to the list of drugs that midwives may prescribe and/or administer on their own authority. These new drugs and substances will reduce the need for midwifery clients to seek care from a physician for treatment that is within the midwifery scope of practice, improving the quality and timeliness of care for clients.

The changes to the list include hormonal contraceptives, expanded analgesia, additional antibiotics, updates to the vaccines that a midwife can administer to include many routine vaccines clients receive during pregnancy, and other additions to align with current best practices.

The College of Midwives of Ontario worked with the Ministry of Health over the past few years to find the right path forward for Ontarians. We are happy to see this movement towards expanding the list of drugs and substances that midwives can prescribe and administer on their own authority.

While we are pleased with this expansion to the list, the College recognizes that specified lists of drugs and substances are at risk of becoming outdated as new drugs and substances become available and practice standards change. We will continue to work with the Ministry to find a sustainable solution for clients to continue to receive optimal care by midwives as medication treatment evolves.

We are building a webpage dedicated to helping midwives and the public navigate these changes and will share the site in the new year. We will also be holding a webinar for registrants in the new year and will email details soon. Please feel free to email us at [cmo@cmo.on.ca](mailto:cmo@cmo.on.ca) with any questions.





# Laboratory and Specimen Collection Centre Licensing Act, 1990

The College continues to work towards expanded lists of the laboratory tests midwives can order and perform.

The College submitted an updated list of laboratory tests to the Ministry of Health in the spring of 2023. We are still in discussions with the Ministry about the next stage of this process and have recently received feedback from the Ministry. We responded in late November, 2023

with additional information about the tests we have proposed.

The College hopes this will be moving forward in the early new year and will advise midwives and the public when we have additional information as to when the Ministry will update Schedule 2 of the General Regulation under the *Laboratory and Specimen Collection Centre Licensing Act, 1990*.



# Recent Timeline on the Proposed Changes to the Designated Drugs Regulation and Laboratory and Specimen Collection Centre Licensing

2016	<b>June 2016</b> - The College met with the Ministry of Health to propose regulatory changes including removing lists of drugs and laboratory tests, replacing the lists with the ability to prescribe and administer drugs and order laboratory tests in accordance with the midwifery scope of practice.
2017	<b>September 2017</b> – The College received a request from then Minister of Health Eric Hoskins, requesting the College submit changes that would lead to increased access to laboratory tests and expanding the drugs and substances midwives can prescribe and administer.
2018	<p><b>January 2018</b> – The College made a submission to the Ministry requesting that the list of drugs and substances in the current Designated Drugs Regulation be rescinded to instead allow midwives access to any drug or substance approved by Health Canada, within the scope of midwifery practice. We heard at this time that the Ministry was not willing to move from lists to broad prescribing and would only consider including categories of drugs and substances in the drug regulation.</p> <div> <p>Note: Our submissions about laboratory tests and designated drugs are considered separately by the Ministry of Health because they are part of two separate pieces of legislation. The Designated Drugs Regulation is under the <i>Midwifery Act, 1991</i>, and the list of approved laboratory tests is included in the <i>Laboratory and Specimen Collection Centre Licensing Act, 1990</i>.</p> </div> <p><b>June 2018</b> – General election and change in government.</p>
2019	<p><b>May 2019</b> – The College received a letter from then Minister of Health Christine Elliott requesting that the College amend the Designated Drugs Regulation made under the <i>Midwifery Act, 1991</i> to include categories of drugs and substances.</p> <p><b>September 2019</b> - The College's Council proposed changes to the Designated Drugs Regulation and approved sending the proposal to the public for a 60-day public consultation. Following conversations with the Ministry, the College's proposal was for the regulation to refer to categories of drugs. The consultation was open until November 2019.</p> <p><b>December 2019</b> – Council received the results of the public consultation and submitted the proposed Designated Drugs Regulation to the Ministry.</p>
2020	<b>March 2020</b> – Policy changes did not proceed during the beginning of the COVID-19 pandemic.
2022	<b>November 2022</b> – College of Midwives of Ontario Registrar Kelly Dobbin met with Dr. Karima Velji, Assistant Deputy Minister and Chief of Nursing and Professional Practice in the fall. The College followed up from this meeting in November to share our public-interest argument for expanding the laboratory tests midwives can order, and the drugs and substances that midwives can prescribe and administer.
2023	<p><b>February – March 2023</b> – The College Registrar and Council Chair wrote to Deputy Premier and Minister of Health Sylvia Jones to share our proposal for expanding the laboratory tests midwives can order, and the drugs and substances that midwives can prescribe and administer within the midwifery scope of practice. The Minister advised the College that the government has started work towards expanding midwives' authority to order additional laboratory tests and allowing midwives to perform certain point of care tests. The College thanked the Minister for this commitment and continued to share evidence regarding proposed changes to the Designated Drugs Regulation.</p> <p><b>March 2023</b> - 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 under the <i>Laboratory and Specimen Collection Centre Licensing Act, 1990</i>.</p> <p><b>April 2023</b> – The College received a letter from Assistant Deputy Minister Dr. Karima Velji directing the College to update the current Designated Drugs Regulation by expanding the list of drugs and substances authorized to be prescribed and administered by midwives in the current regulation. The letter encouraged the College to submit a proposal as soon as possible.</p> <p><b>July 2023</b> – The College's Council approved the proposed Designated Drugs and Substances Regulation for submission to the Ministry. Council also decided to seek approval from the Minister to exempt the College from holding another 60-day public consultation as the list had not fundamentally changed from the one Council had approved and consulted on in 2019.</p> <p><b>August 2023</b> – The College submitted the new proposed Designated Drugs and Substances Regulation to the Ministry for consideration.</p> <p><b>September 2023</b> – Deputy Premier and Minister of Health Sylvia Jones granted her approval to waive the 60-day consultation, citing unique circumstance and the proposed regulation amendments' consistency with the College's submission in 2019.</p> <p><b>October 2023</b> – The Ministry launched their three-week consultation on the proposed changes to the Designated Drug Regulation.</p> <p><b>December 2023</b> - The College and the Ministry met to discuss the feedback received from the public consultation.</p>
2024	The College expects that the proposed Designated Drugs and Substances Regulation will be implemented early in 2024. We will continue to communicate with midwives and the public to share information as it becomes available and ensure the safe implementation of the new regulation.



# Registration Regulation

## Proposed Changes to the Registration Regulation

The College consulted with the public and registrants regarding proposed changes to the Registration Regulation at the beginning of 2023. As Council reviewed the feedback received on the proposed Registration Regulation, they decided to amend the proposed regulation and add fetal health surveillance as an entry-to-practise requirement to the draft regulation.

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 the proposed regulation in the spring. The College received a total of 76 comments as part of the public consultation with the majority in favour of adding fetal health surveillance as an entry-to-practise registration requirement.

At the October meeting, Council approved the inclusion of the fetal health surveillance competency requirement for general class registration in the proposed Registration Regulation and directed the College to submit this amendment to the Ministry of Health.

## Emergency Class Provisions in Effect

Under the *Regulated Health Professions Act, 1991*, all health professions were mandated to submit proposed regulations to the Ministry of Health in order to create an emergency class of registration.

Over the summer, we worked with the Ministry of Health to finalize the regulatory language adding an emergency class to the current Registration Regulation. The emergency class came into effect on August 31, 2023.

With these new provisions in effect, the College's Council or the government could request the College to issue certificates of registration under the emergency class if it is in the public interest to do so.

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](#).

# Orientation and Assessment Pilot Program

**Congratulations to the first cohort of the Orientation and Assessment Pilot Program!**

We are very happy to share that the first cohort of the Orientation and Assessment Pilot Program have all successfully completed the program. The internationally educated midwives who completed the program were able to write the Canadian Midwifery Registration Examination (CMRE) at the October sitting date prior to applying for registration with the College.



## 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 Pre-registration 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.

Currently, 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.



# Furthering our Equity Work

**We rely on our strategic framework and guiding principles to direct our work and keep us true to our mission. In the 2021-26 Strategic Plan, we added equity to our existing guiding principles of accountability, transparency, integrity, proportionality, and innovation. Below are some recent equity-related initiatives we have undertaken at the College.**

In order to hold ourselves accountable, we have developed an Equity, Diversity, and Inclusion framework to guide our work. Our equity framework identifies four key areas of focus for the College which include Governance, Organizational Goals, Strategic Relationships, and Regulatory Objectives.

The framework is informed by anti-racism, anti-oppression, accessibility, intersectionality, and cultural safety practices. Our outcomes reflect the commitments expressed in our guiding principles, governance policies, and organizational values statements.

Earlier this year, College staff participated in the Health Profession Regulators of Ontario anti-racism project steering committee, tasked with developing tools to assess and guide College engagement with equity, diversity, and inclusion. Staff piloted the self-assessment tools internally,

and presented to Council at its December meeting.

We were proud to be recognized by the Office of the Fairness Commissioner (OFC) in their October newsletter as an example of a regulator taking an innovative approach to reconciliation. The OFC highlighted our decision to waive administrative costs for the name-change process for Indigenous midwives registered with the College reclaiming their Indigenous names and mentioned our review of the Truth and Reconciliation Commission's Calls to Action.

To keep all registrants, clients, stakeholders, and members of the public updated on our equity initiatives, we have created a new page on our website. The Equity, Diversity, and Inclusion page shares our new framework, recent initiatives, relevant news posts, helpful resources, and a glossary of terms. [You can visit our new page here.](#)

We take our commitment to equity seriously and will continue to communicate about our initiatives with registrants and the public. We welcome any feedback or suggestions.

**Equity. We identify, remove, and prevent systemic inequities.**

*College of Midwives of Ontario 2021-2026 Strategic Framework.*





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# Student Engagement Strategy



## Survey: Student Engagement Strategy

The College of Midwives of Ontario's strategic priorities include building engagement and fostering trust with the public and the profession. We see improving our engagement with students as a crucial element of achieving this priority.

Our goal is to make sure that applicants and new registrants understand the College, our role, and their responsibilities to the public.

We are looking to demonstrate to students that their relationship to the College will be broader than annual registration and quality assurance reports – that our standards and guiding documents relate to their practice on a day-to-day basis.

We've launched a survey for students and midwives in their first three years of practice, requesting feedback that can help shape our Student Engagement Plan.

We also value the feedback that faculty members and preceptors can provide in guiding our student engagement work, and plan to regularly connect with midwives who are in those roles. Preceptors and faculty members can help us understand how to improve our engagement by filling out the survey for preceptors and faculty members and by sharing the survey with students.

[Share your Feedback](#)



# Thinking About a Class Change?

**Before making a request for a class change, please read the important information below to better understand the class change processes and timelines.**

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. 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, including your professional liability insurance provider which suspends your coverage.
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.

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

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.

## **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 for class change.

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 do not meet the requirements, your practise 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 on ensuring that you are able to safely return to practise and 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 for class change 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](mailto:registration@cmo.on.ca) if you have any questions.

# Sexual Abuse Prevention Policy

**This policy sets out the College's definition of the beginning and end of a midwife-client relationship and assists midwives in complying with the provisions of the *Regulated Health Professions Act, 1991* (RHPA) that address sexual abuse.**

The College's Sexual Abuse Prevention Policy was scheduled for review this year in accordance with the College's regular cycle of reviewing policies to ensure currency. Council last approved revisions to the Sexual Abuse Prevention Policy in June 2019.

Council approved the following changes to the policy:

- Under "Definitions", the RHPA's definition of "Spouse" is now included.
- Under, "The Beginning and Termination of a Midwife-Client Relationship:"
  - The existing bullet points were arranged in the order of what a client may most understand a direct interaction to be.
  - A clarification was made of what is not considered a direct interaction.

[The revised Sexual Abuse Prevention Policy is available on the College's website.](#)

# Professional Development Portfolio

As midwives are aware, the College has introduced a new Professional Development Portfolio as part of our Quality Assurance Program.

We have published [information on the new program on our website](#) as well as a [video that gives an overview of the program](#).

## What is the Portfolio Program?

Midwives will develop a personalized Learning Plan to update or expand professional skills or areas of knowledge they want to improve. These unique plans will guide you as you engage in ongoing self-assessment, complete professional development activities, and take part in case reviews in group settings.

This evidence-based program replaces the College's previous Quality Assurance Program requirements.

The new Professional Development Portfolio has four components:

1. Self-assessment. This will assist you in developing your learning goals for the three years of the program.
2. Learning Plan. Each midwife will complete three learning goals over the three-year reporting period.
3. Case reviews. Midwives who have been registered in a practising class at some point in the three year period may have to complete case reviews. The number of case reviews required depends on the amount of time the midwife is in a practising class (general, supervised practice, transitional).
4. Declaration. All midwives are required to declare their professional development activities every three years. Midwives will be able to submit their declaration in the Registrant Portal. More information on when you will be required to report is found on our website.

## Who must participate?

All midwives—including those in the inactive class—will be required to submit a declaration of completion to the College via the Registrant Portal by the reporting deadline.

We can make accommodations for midwives who experience barriers to participating in, or reporting on, their Professional Development Portfolio.

## When do I report?

You must submit your first declaration of completion three years after you become registered with the College. For those registered on or before October 1, 2021, you must submit in 2024.

After your initial reporting deadline, your Portfolio life cycle will start over, and you'll be required to submit every three years thereafter.

We've provided a [table of reporting deadlines on our website here](#).

The College is here to support you in understanding these changes. Please contact [gap@cmo.on.ca](mailto:gap@cmo.on.ca) with any questions about the new Professional Development Portfolio. We have also published an FAQ on the following page.





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# Webinar: Professional Development Portfolio

## January 29 - RSVP



## FAQ - Professional Development Portfolio

### Do I have to meet one learning goal per year?

No. Midwives are required to create and meet three learning goals over the three-year reporting period which allows you to have short-term goals and long-term goals. Learning goals might be longer term if a workshop is being held on a date months or a year away, if you're participating in a program with a set completion day, or simply if you think your learning would benefit from the extra time. You are able to decide whether your three goals are short-term, long-term, or a mix.

### Can I change my learning goals throughout the reporting cycle?

Yes. You are required to create and meet three learning goals over the three-year reporting

period but these goals can be flexible. If your learning needs change, for example you move practices and your new client base has different needs, you may decide to revise your learning goals. The aim of the professional development portfolio is to identify what your learning needs are and address them.

### How do I report on the portfolio?

You will submit your declaration through the Registrant Portal.

Continued on next page...

# FAQ - Professional Development Portfolio continued

## Why am I in year 3 of the Portfolio if 2024 is the first year of declarations?

Midwives are required to complete the Professional Development Portfolio every three years. For all midwives registered on or before October 1, 2021, the reporting cycle began on October 2, 2021, and ends on October 1, 2024. These midwives are now in the third year of the reporting cycle, even though 2024 will be their first year of declaring completion with the College.

Registration Date	Initial Reporting Deadline
On or before October 1, 2021	October 1, 2024
Between October 2, 2021 – October 1, 2022	October 1, 2025
Between October 2, 2022 – October 1, 2023	October 1, 2026
Between October 2, 2023 – October 1, 2024	October 1, 2027
Between October 2, 2024 – October 1, 2025	October 1, 2028

## How do I request an exemption?

Midwives who are unable to meet their Professional Development Portfolio requirements due to exceptional circumstances; such as illness, parental leave, or disability leave; can apply for an exemption. A midwife can request either a full exemption, where the midwife has no reporting obligations for the entire three-year Professional Development Portfolio cycle; or a partial exemption, where the midwife completes some, but not all, of the requirements.

An Exemption Request form must be submitted at least 15 business days prior to the October 1 reporting deadline. The College encourages all midwives requesting an exemption to complete the form well in advance of this date in case an exemption is not granted. Please submit all exemptions forms to [qap@cmo.on.ca](mailto:qap@cmo.on.ca).

## Why do I need to do case reviews/how many do I need to do?

Case review is a mandatory component of the Professional Development Portfolio that facilitates learning and discussion among midwives to improve practice. Midwives in the general, supervised practice, and transitional classes at some point in the three year period, may have to complete case reviews.

The number of peer case reviews required is based on the length of time a midwife is registered in a practising class during their three-year reporting cycle. Please refer to the information below to determine how many case reviews you are expected to complete:

### Total months in a practising class (transitional, supervised practice, general):

36 or more: 12 case reviews required  
24–35: 8 case reviews required  
12–23: 4 case reviews required  
0–11: 0 case reviews required.

Midwives who have been in a practising class (transitional, supervised practice, general) for 11 or fewer months of the three-year reporting cycle are not required to participate in case reviews, however they are still required to participate in learning plan activities.

## Where do I find the forms to complete?

The forms for the [Learning Plan](#) and the [Case Reviews](#) can be found on our website. [You can download a copy and complete them.](#) They are in fillable PDF.

# VBAC Position Statement Retired

**At the December meeting, Council decided to retire the Vaginal Birth After Caesarean Section (VBAC) Position Statement from our website. This change is effective January 5, 2024.**

Vaginal Birth After Caesarean Section and Choice of Birthplace was first approved by Council in 2013 as a standard of practice. In 2018, when the Professional Standards came into force, the Quality Assurance Committee considered rescinding the standard, recognizing that the new Professional Standards for Midwives adequately addressed the minimum standard.

At that time, increasing pressure from hospitals was contributing to limiting the choice of birthplace for this population of clients and was placing undue pressure on midwives to recommend hospital birth for clients requesting out-of-hospital birth. Council decided to rescind the standard and approve the Vaginal Birth After Caesarean Section and Choice of Birthplace Position Statement to reinforce the Professional Standards for Midwives as it related to this particular clinical scenario.

Following a recommendation from the Quality Assurance Committee, Council decided to retire the statement, as it is now considered redundant as midwives are expected to centre the client as the primary decision maker in all of their health decisions.

The Professional Standards for Midwives continue to set the minimum expectations for providing safe, person-centred care to midwifery clients. Midwives must continue to offer choice of birthplace and informed client-led decision-making to meet the standard of ethical and safe midwifery care.

If you have any questions about how to uphold the standards in a variety of clinical scenarios, please email [practiceadvice@cmo.on.ca](mailto:practiceadvice@cmo.on.ca). You can also review our practice advisory on the next page.





# Practice Advice: VBAC

The College provides advisory services for midwives and members of the public who have questions related to the College standards, and the legislation and regulations that govern midwifery practice in Ontario. You can [read our past practice advisories on our website](#).

## Case Scenario

You are thrilled to see that your previous client is returning to your clinic for their second pregnancy. During your 20-week visit, your client explains that they feel their previous planned hospital birth gave them access to interventions which, they feel, ultimately led to their birth by caesarean section. This time, they wish to avoid the hospital altogether, and are planning a home birth.

Midwives provide choice of birthplace to their clients. Each midwife is responsible for providing information related to health care choices which positions the client as the ultimate decision-maker in their own health care. In the Professional Standards for Midwives, there are numerous standards which explain a midwife's duty of care in this respect.

For example:

- 15. Support clients to be active participants in managing their own health and the health of their newborns.
- 16. Recognize clients as the primary decision-makers and provide informed choice in all aspects of care by:
  - 16.1. providing information so that clients are informed when making decisions about their care
  - 16.2. advising clients about the nature of any proposed treatment, including the expected benefits, material risks and side effects, alternative courses of action, and likely consequences of not having the treatment
  - 16.3. making efforts to understand and appreciate what is motivating clients' choices
  - 16.4. allowing clients adequate time for decision-making
  - 16.5. ensuring treatment is only provided with the client's informed and voluntary consent unless otherwise permitted by law
  - 16.6. supporting clients' rights to accept or refuse treatment
  - 16.7. respecting the degree to which clients want to be involved in decisions about their care.
- 18. Provide clients with a choice between home and hospital births.
- 19. Provide care during labour and birth in the setting chosen by the client.

Continued on next page...

# Practice Advice: VBAC continued

The College of Midwives of Ontario will retire the Vaginal Birth After Caesarean Section (VBAC) and Choice of Birthplace Statement as of January 5, 2024 as the information provided in the statement is already reflected in the Professional Standards. As in many other clinical scenarios, the decision to birth outside of hospital for this population may require additional layers of consent documentation and care planning to mitigate risks, reduce harm, and support client autonomy.

Midwives have the knowledge, skills, and judgment to support out of hospital birth for clients with a history like prior caesarean section.

Midwives should work to their fullest possible scope and to their greatest level of skill to maintain a trusting and mutually respectful relationship with their clients in order to reduce harm and address points of conflict over care. Additionally, it is appropriate to advocate for client choice with community health partners, including at point of transfer of care and in development of hospital policies around supporting client choices.



# Resources for Midwives

There are numerous resources available from the College to guide and inform both midwives and the public on topics related to the practice of midwifery.

The [Guides and Publications](#) section of our website shares documents written for midwives and clients to understand College procedures and requirements of midwives. Three guiding documents are linked here in the newsletter and we encourage you to review the website for additional resources at your convenience.

## Guideline on Managing Personal & Practice Health

### Guideline on Managing Personal & Practice Health

This guideline assists midwives in recognizing sources of stress, mental illness, and addiction. It provides suggestions on how to manage personal health and wellness.

[Download](#) 

## Guide to the Health Care Consent Act

### Guide to the Health Care Consent Act

Lays out the obligations of midwives in obtaining consent from clients for treatment.

[Download](#) 

## Guide on Compliance with Personal Health Information Protection Act (PHIPA)

### Guide on Compliance with Personal Health Information Protection Act (PHIPA)

Provides an overview of the responsibilities of midwives in handling personal health information.

[Download](#) 



# Annual Report 2022-23

Our 2022-23 Annual Report has been submitted to the Ministry of Health and posted to our website. This year's report highlights the progress we have made on the strategic priorities as outlined in our 2021-26 Strategic Plan.

We are proud of the work that we have accomplished over the last fiscal year and encourage you to review the report at your convenience.



College of  
**Midwives**  
of Ontario

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

## Annual Report 2022-2023

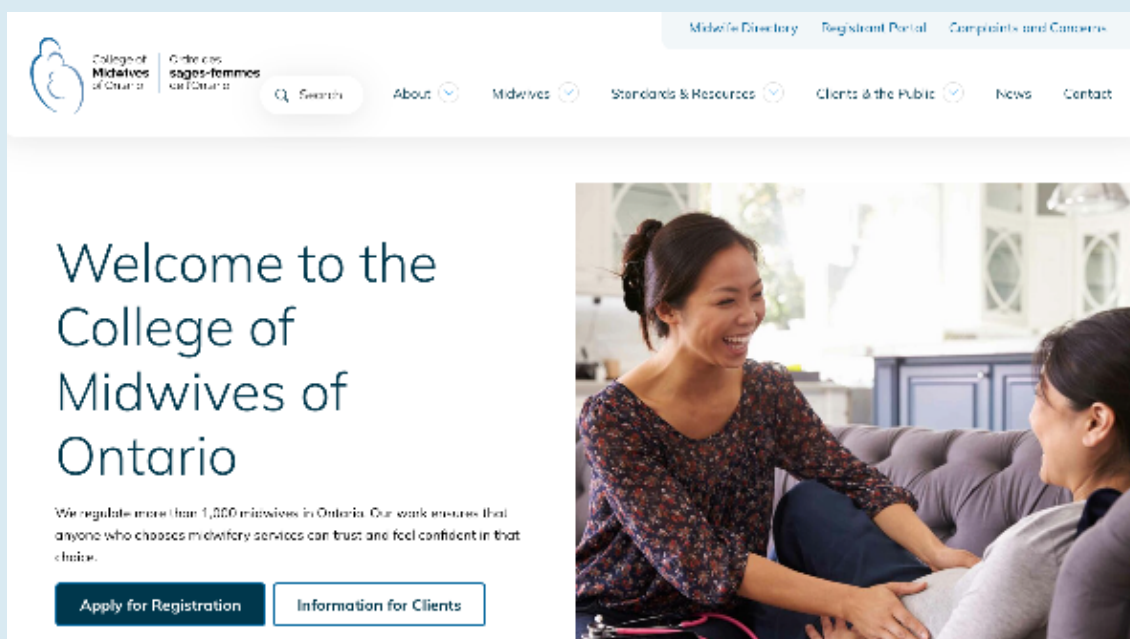
[Read Report](#)

# College Updates

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**Current College Membership**  
1092 registered midwives as of  
December 7, 2023.

775	General
73	General with new registrant conditions
2	Supervised practice
0	Transitional
242	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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