



College of  
**Midwives**  
of Alberta

The College of Midwives of Alberta

# ANNUAL REPORT

2014



## The College of Midwives of Alberta (CMA)

### Annual Report - 2014

#### Our Mandate

The CMA mandate is to serve and protect the public interest by regulating midwifery practice in accordance with The Health Disciplines Act, the Midwifery Regulation, the Standards of Competency and Practice, the Bylaws of the College and any other relevant legislation. The goal of the CMA is to register qualified, competent midwives to provide safe, high quality care to women and their families in the province of Alberta.

The College's first duty is to public safety and second duty is to the midwives of Alberta, to support them in the provision of safe and effective midwifery services.

#### 2014 Elected Council Members:

Diane Rach RM: President

Cassandra Evans: Vice-President

Theresa Barrett: Treasurer

#### 2014 Appointed Public Members:

Elaine Noel-Bentley (Oct)

#### 2013 College Staff:

Sheila Harvey, RM, PhD: Registrar

Marylyn Waters: Executive Director

Margaret Barnes: Clerical Assistant

## Report of the Office of the Registrar

**Registrar: Sheila Harvey, RM, PhD**

**Executive Director: Marylyn Waters**

**Administrative Assistant: Margaret Barnes**



It is the duty of the College to provide both fiscally responsible operations and to respond to the public's concerns. The Registrar is responsible to respond to concerns and questions from the public, to review the registration applications of all midwives for practice in Alberta and maintain an up to date registry. The office manages the day to day operations of the College and is the usual first contact for new midwives looking to practice in Alberta. To meet the growth of the College a new Clerical Assistant was employed on a part-time basis beginning April 2014.

## Registrations:

The Re-Registration of members was carried out in November/December of 2013 for the 2014 Registration year. Throughout the year additional registrations were completed as well as the re-registration for 2015. The following chart gives the historical record of registrants.

| Registrants                     | January 2013 | December 2013 | January 2014 | December 2014 | January 2015 |
|---------------------------------|--------------|---------------|--------------|---------------|--------------|
| General                         | 55           | 60            | 63           | 78            | 75           |
| New Registrants                 | 2            | 6             | 8            | 11            | 9            |
| Restricted                      | 15           | 4             | 4            | 2             |              |
| Temporary                       | 4            | 3             | 2            | 1             | 1            |
| <b>Total Active Registrants</b> | <b>76</b>    | <b>73</b>     | <b>77</b>    | <b>92</b>     | <b>85</b>    |
| In-Active                       | 7            | 7             | 6            | 6             | 9            |
| Student Registrants             | 0            | 0             | 23           | 30            | 37           |
| <b>Total Registrants</b>        | <b>83</b>    | <b>80</b>     | <b>106</b>   | <b>128</b>    | <b>131</b>   |

**New Applications for Registration:**

Applications for Registration as a Midwife are received in three ways. Application for registration from midwives practicing in other Canadian provinces (AIT), from midwives practicing and/or trained internationally (PLEA), and from graduates of Approved Canadian Midwifery Education programs.

| <b>Applications received:</b> | <b>Jan - Dec 2013</b> | <b>Jan – Dec 2014</b> |
|-------------------------------|-----------------------|-----------------------|
| <b>AIT</b>                    | 0                     | 8                     |
| <b>PLEA</b>                   | 7                     | 3                     |
| <b>Canadian Grads</b>         | 4                     | 5                     |

As part of the application process, the college oversees the writing of the Canadian Midwifery Registration Examination (CMRE) and the Objective Structured Clinical Exams (OSCE). During the 2014 year the College hosted the CMRE and held two full sets of OSCE's.

|      | Spring 2013 | Fall 2013 | Spring 2014 | Fall 2014 |
|------|-------------|-----------|-------------|-----------|
| CMRE | 9           | 2         | 9           | 0         |
| OSCE | 0           | 5         | 5           | 3         |

**Appeals of Registration Decisions:**

There is an appeal to the Health Disciplines Board pending as a result of decisions made by the college regarding PLEA and Registration Applications.

**Concerns and Complaints:**

**When the College of Midwives of Alberta receives a written complaint or concern about a midwife, our focus is always on fairness, client safety and opportunities to improve midwifery practice.**

The Registrar receives the concerns or complaints regarding midwifery practice in Alberta and decides how to proceed based on options available under the *Health Disciplines Act*.

- 1) Refer to the Practice Review Committee, with the agreement of the originator of the allegation,

- 2) **Initiate an Investigation:** When an allegation is complex, involves multiple issues or alleges a serious breach of professional conduct, the Registrar will seek further information through preliminary investigation. Preliminary investigations require significant resources and are time-intensive. Once all the information has been gathered, the Registrar may dismiss the complaint or send it to a disciplinary hearing.

**Disciplinary Hearing** – complaints that cannot be resolved informally or involve serious accusations of professional misconduct are referred to a hearing. A Complaint Panel is comprised of three members of the Conduct and Competency Committee. The Complaint Panel considers the evidence and the testimony of any witnesses before coming to a decision.

The Complaint panel may decide:

- the complaint does not support a finding of professional misconduct,
- the complaint does support a finding of unskilled practice and/or professional misconduct,
- the conduct is detrimental to the best interests of the public,
- the conduct contravenes the Act or the Midwifery Regulations,
- the registered member displays a lack of knowledge, skill or judgment in the practice of midwifery.

Typically a penalty is imposed, which may include a monetary fine, cost of proceedings, direction for further education, assessment and treatment, conditions on a practice and/or suspension or cancellation of the midwife's registration.

A 30-day appeal period is available to both the midwife and the complainant.

**Summary of Activity:**

|                                   | 2013 | 2014 |
|-----------------------------------|------|------|
| Files open as of Jan. 1           | 6    | 8    |
| New Files received Jan 1 – Dec 31 | 5    | 2    |
| Files closed                      | 3    | 5    |
| Files still open as of Dec 31     | 8    | 5    |

| <b>Disposition on Intake*:</b> | 2013 | 2014 |
|--------------------------------|------|------|
| Dismissed                      | 1    | 1    |
| Referred to Practice Review    | 3    | 1    |
| Referred to Investigation      | 3    | 2    |
| Proceeded to Hearing           | 1    | 2    |

\*How the complaint was dealt with when first received. Disposition may change as more information is obtained.

**Provincial and National Meetings:**

The Registrar represented the College at the provincial level, at meetings of the Health Disciplines Board, the Alberta Federation of Regulated Health Professions, Foreign Qualification Recognition (FQR) Stakeholders Forum and the Joint Meeting of AHS, AAM, MRU and CMA as well as nationally at the Canadian Midwifery Regulators Council.

**Plans for 2015:****NetCare:**

The registrar is working toward Midwifery Custodianship for NetCare for all midwives to enable out-of-hospital access. This has involved continued revisions to P7: Midwifery Client Records and Record Keeping to meet their requirements.

**HWAP/OHS Grant Application: Increasing OHS Knowledge Base Among Regulated Health Professionals**

The College is collaborating with the Regulatory bodies of eleven other health professions and have applied for a grant through Occupational Health and Safety. The intent of the proposed project is to develop educational resources for use by all regulated health professional and their staff, and guidance documents specific to community healthcare settings, to promote the prevention of, and ensure follow-up of occupational exposure to bloodborne pathogens – Hepatitis B virus (HBV), Hepatitis C Virus (HCV), and Human Immunodeficiency Virus (HIV).



## **Council of the College of Midwives of Alberta: President's Annual Report:**

### **Members of Council**

Diane Rach – President

Cassandra Evans – Vice President

Theresa Barrett - Treasurer

### **Statement of Purpose / Goals**

The Council is responsible for the governance of the midwifery profession in Alberta in order to protect public safety. This is accomplished through setting standards for practice and ensuring that the standards are met through registration and disciplinary processes.

### **Summary of Activities during 2014**

In its second year, the College has moved forward on many of the initiatives that were commenced in 2013.

The processes for registration and renewal of registration developed and refined by the College were put to the test and found to function well. Some minor adjustments have been made. A number of portfolios were assessed for internationally educated midwives using the Prior Learning and Education Assessment process.

An Education Program Approval Process, developed by the College, was completed. Mount Royal University (MRU) applied to have its Bachelor of Midwifery Programme approved and was granted a level 1 approval which is good for one year. Plans were made with MRU to maintain the approval and move to a level 2 approval when able. An external evaluation of the Education Program Approval process was also initiated.

The College was able to secure the necessary approval from Alberta Health to begin the process of moving from the Health Disciplines Act to the Health Professions Act. This involves writing new by-laws, Standards of Practice and Standards of Competency and new policies. These will be circulated for Stakeholder input then revised as needed. When this step is completed the government will write the legislation then we wait for it to be approved. Moving to the Health Professions Act will give midwifery greater autonomy and more control over our practice.

The College was represented at meetings of the Canadian Midwifery Regulator's Consortium (CMRC). The CMRC became a registered society in March 2014, taking over the Multi-jurisdictional Midwifery Bridging Program (MMBP) and absorbing its' program into the CMRC. The MMBP no longer exists as a separate entity. The name of the CMRC was also changed to Canadian Midwifery Regulator's Council. Efforts were made to move a number of initiatives forward including a national bridging program, a national midwifery educational assessment program and support of the establishment and integration of midwifery in provinces and territories who are not yet regulated.

The College was also represented at meetings of the Alberta Health Services Midwifery Workforce Planning Committee. A draft plan to support the growth of midwifery in Alberta including supporting the start-up of new practices is under development.

During the past year the College worked diligently on the development of new policies, guidelines and statements. This includes;

| <b>Policy Number</b> | <b>Policy Name</b>                                   | <b>Date of Council Approval</b> |
|----------------------|--|---------------------------------|
|                      | Code of Ethics                                       | December 20, 2013               |
| P7                   | Midwifery Client Records and Record Keeping: Revised | May 12, 2014                    |
| P1                   | Established Practice Policy: Revised                 | June 20, 2014                   |
| P5                   | Policy on Student Registration: Revised              | Sept 23, 2014                   |
| S1                   | Statement of VBAC                                    | Feb. 21, 2014                   |
| S2                   | Statement on Collaborative Practice                  | Sept. 23, 2014                  |
| S3                   | Statement on Insurance and Risk Management           | Dec. 12, 2014                   |

### **Plans for 2015**

The College will continue to develop the necessary standards and policies for movement to the Health Professions Act.

The ongoing assessment for recognition of the Mount Royal University Midwifery Education Program will be undertaken.

The College will continue to develop policies, guidelines and statements related to midwifery practice in Alberta.



The College will continue to work in partnership with the other midwifery stakeholders to develop a workforce plan that will support the establishment of new midwifery practices in Alberta and the growth of the profession in Alberta generally.

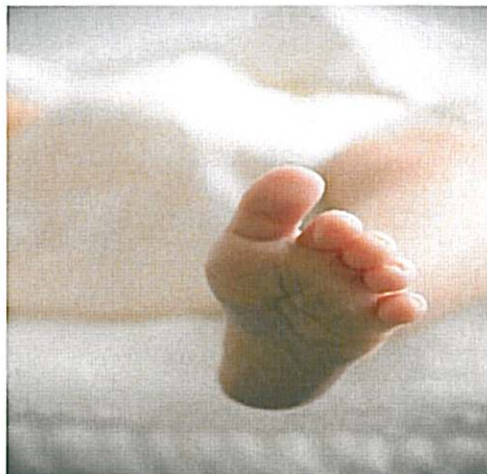
**Looking Forward**

An addition has been made to the continuing competency requirements for a fetal health surveillance course which will become effective in 2016. All members are encouraged to read the updated continuing competency document and arrange to fulfill the fetal health surveillance requirement before January 1, 2016.

It also appears highly likely that the College will no longer be receiving course of care based payments through the Alberta Association of Midwives. This will require an adjustment to the registration fee that will be charged directly to each midwife for registration and renewal of registration.

Respectfully submitted

Diane Rach RM  
President



## **Treasurer's Annual Report**

Theresa Barrett – Treasurer

### **Statement of Purpose / Goals of committee:**

The purpose of the treasurer is to oversee and present budgets, accounts and financial statements to the Council. The treasurer liaises with Executive Director and / or the bookkeeper about financial matters and ensures that appropriate financial systems and controls are in place.

### **Summary of Activities during 2014**

Income reported for 2014 was comprised of Member registration fees, Course of Care payments, Alberta Health Grant for Legacy Hearings, Education Program Evaluation, PLEA applications, and OSCE fees for a total annual income of:

\$317,285

Expenses for the year:

\$288,365

For a balance of Revenue in Excess of Expenses:

\$28,920

The Audited Financial statements are included with this report.

### **Plans for 2015**

Budget for 2015 is based on an estimated 85 members, 2375 Courses of Care and 5 PLEA applications for a budget total of \$211, 250.00.

The detailed budget for 2015 is included and will be presented at the AGM.



**Plans for 2015**

- To develop continuing competency (Fetal Health Surveillance course) and peer review requirements for midwifery practice in Alberta
- To work closely with the CMA board as we work together in preparation for moving to the Health Professions Act
- To continue to assess new applicants for registration
- To re-evaluate practice requirements for initial registration and for re-registration

|                               |   |                       |   |
|-------------------------------|---|-----------------------|---|
| <b>Committee Name:</b>        | <b>Conduct and Competency Committee</b>   |                       |   |
| <b>Committee Chairperson:</b> | <b>Theresa Barrett</b>                    |                       |   |
| <b>Committee Members:</b>     | <b>Cathy Harness<br/>Megan Dusterhoft</b> | <b>Sub-Committee:</b> | <b>Jane Baker<br/>Anne Leblond<br/>Shannon Sutherland</b> |

**Statement of Purpose / Goals of committee:**

The purpose of the Conduct and Competency Committee (CCC) is to ensure that all midwives adhere to the Alberta Midwifery Regulation, Standards of Competence and Standards of Practice and Ethics, which can be found in the Midwifery Registrants handbook or on the College web site.

**Summary of Activities during 2014**

Catherine Eldridge completed the investigators report and can be used as an investigator for complaints given to the College.

The Conduct and Competency Committee has also attended many Field Law Workshops that focused on key issues pertaining to the processes in a Hearing.

The Registrar forwarded the Colleges' first complaint to the Committee, which has been reviewed and moved forward to a hearing.

**Plans for 2015**

The Conduct and Competency Committee will be attending more Hearing Workshops. Committee will be reviewing other hearings.

|                               |   |                       |  |
|-------------------------------|---|-----------------------|--|
| <b>Committee Name:</b>        | <b>Practice Review Committee</b>                    |                       |  |
| <b>Committee Chairperson:</b> | <b>Luba Butska</b>                                  |                       |  |
| <b>Committee Members:</b>     | Luba Butska<br>Kimberley Schmidt<br>Joy West-Eklund | <b>Sub-Committee:</b> | Carol Stehmeier<br>Vivian Maclean<br>Joanna Greenhalgh |

**Statement of Purpose / Goals of committee:** *From Terms of Reference, our "Purpose"*

*The Practice Review Committee of the College may:*

- *On its own initiative, and shall, at the request of the Health Disciplines Board, conduct a review of the practice of a midwife*
- *After a review, provide advice and make recommendations to the midwife as to the practice of midwifery by that midwife*
- *Inquire into, report to and advise the College with respect to:*
  - *The assessment and development of educational, experiential and practice standards*
  - *The evaluation of standards of competence of midwives generally, and*
  - *The practice of midwifery generally*

**Summary of Activities during 2014**

- One practice review completed, triggered by a concern
- Finalized templates to be used for Practice Review Committee reports to the Registrar; these can be used by future committees and new committee members

**Plans for 2015 (if applicable) (cf goals above)**

- Continue to conduct practice reviews as the Registrar or Council deem necessary
- Prepare a document for practice self-assessment for midwives and practices in Alberta