

CMA Council Meeting Minutes

Date: September 25, 2023 0945-1630

Format: Microsoft TEAMS

Recorder: Registrar



Attendees : Marianne King (RM Chair) called away at 1:38, David Crocker (Public Member), Kayla Blinkhorn (RM Vice Chair), Chelsey Cabaj (Public Member), Melanie Bekevich (Public Member), Dustin Schinbein (Public Member) left at 1:45pm back at 3:30, Heather Martin (RM) out from 9:49-10:56, Cathy Cornfield (Public Member), Megan Lalonde (RM), Sharon Prusky (ED and Registrar) left for in-camera at 3:38.

Regrets: Joy Maxwell (RM), Juliana Cunha (Deputy Registrar).

NOTE: In Camera option is available to Council Members and ED at any time, as per CMA Bylaws 4.7-4.9 Steps: a motion and a second is entertained by the Chair, with reasons for moving in camera, and proceeds to a vote. In camera minutes are recorded, but not published.

****NOTE:** The items discussed have been changed from the original AGENDA as discussion and priorities changed.**

Agenda Item	Discussion	Outcomes/Actions
1.Welcome 1.1 Indigenous Learnings – AFRHP Land Acknowledgement Framework - Sharon	<p>CMA President Marianne King opened the meeting and welcomed everyone.</p> <p>Sharon gave an introduction to the workshop that she attended over the summer, hosted by the Federation. Amanda Gould presented as an Indigenous person.</p> <p><i>Good Morning. My name is Sharon Prusky. I am a settler here in High River, on Treaty 7 territory, the traditional and ancestral homeland of 5 Indigenous communities: 1) Niitsitapi (Blackfoot), 2) Ktunaxa, 3) Iyahe Nakon Makoce (Stoney), 4) Metis Michif Piyii and 5) T'suutina. These communities have historical relationships to this land to this day. I am grateful for the Land and the harvest this land provides, which sustains me and my family.</i></p> <p><i>The CMA includes registrants located on Treaty 4,6,7,8 and 10 territories and Metis Nations of Alberta Region 1 and 6.</i></p> <p><i>I acknowledge the harms committed through colonization and am working to address these harms. I commit to reconciliation through the spirit and intent of the Treaty – that of peace, friendship, respect and understanding. I also</i></p>	<p>0950</p> <p>Handout shared with Council</p> <p>Heather shared that she “googles” the pronunciation of the Indigenous words.</p> <p>Sharon encouraged Council to watch the Netflix movie “The Sapphires”, a true story about Australian Aboriginal singers</p>

	<i>honor those Indigenous midwives past and present and their support in launching healthy Indigenous families.”</i>	during the Vietnam war.
2.Record of Council Meetings 2.1 Minutes of June 15/23 approval (attached as edited) 2.2 Today’s Agenda approval 2.3 Additions to today’s agenda 2.3.1 Consult and Transfer Standards of Practice requested by Competence Committee 2.3.2 Standard of practice caring for friends and family - Heather 2.4 Conflict of Interest Declarations based on Today’s Agenda items, as per CMA Governance Policy 2.6 2.5 Governance Policy 6 Conflict of Interest (attached) Governance Policy 7 Confidentiality (attached) 2.6 Consent Agenda - submitted by the Chair (Briefing note with background and rationale normally attached) 2.7 Ordinary Resolution- Email Resolutions	Chelsey suggested some edits for the Finance and Audit section on Page 7. Will be item # 3.8 today Will be item # 3.9 today Looking over the agenda items..... any conflict of interest noted for you? Anyone who has not read, signed and sent the forms back to info@albertamidwives.org , please do before the September 25 deadline. Noted with Policy 7 that is not able to be signed. No Consent agenda currently No mail resolutions occurred between Jun 15/23 and September 25/23.	Move as <u>edited</u>: Chelsey Second: David Move with additions: Heather Second: Megan No conflict noted among the current attendees. Staff to recheck Policy 7. Shireen will contact those who have not returned

<p>3. Governance: Generative Items for Discussion and <u>Decision</u> by Council</p> <p>3.1. Future Council Meetings: Reinvest in Thursdays? Eg. November 16, December 21 if needed? One In-person a year? Other days of the week in future?</p> <p>3.2 Discussion and decision regarding practice permit fees for the 2024 Renewal year</p> <p>3.2.1 Discussion regarding 2023 Second Quarter operating budget report</p> <p>3.2.2 CRA status update</p> <p>3.3 Council Committees: Governance Policy 15: Standing Committees</p>	<p>Dustin has routine standing meetings on Thursdays for work. Heather has a clinic on Nov 16, but will reschedule it. Chelsey supported an in-person meeting for team-building and Mel suggested a Strategic Planning focus for Fall of 2024.</p> <p>Council had an extended discussion last meeting re: Practice Permit fees following a presentation from Lloydsadd and review of the operating budget. Decision was deferred to this Council meeting. More discussion and debate took place today around staffing resources, the required software vendor, modeling of cashflow and the ongoing complaints and discipline process costs. CMA has a much better historical picture of expenses now and can project more effectively into the future. Messaging to registrants was also drafted; important content and mode of delivering the agreed-upon message.</p> <p>Sharon and Shireen presented the second quarter expenses and income, addressed the few outliers and fielded questions from Council members.</p> <p>Sharon reported that the last communication with Field Law in July revealed that Field Law has since discovered that besides CMA, many health regulatory colleges in Alberta have uncertain status with the CRA. Field Law has now taken on this larger project scope. No known risk for CMA to continuing as before re: CRA relationship until Field Law recommends change.</p>	<p>Thursday meeting generally good for all. Staff to schedule for 2024.</p> <p>Move: Megan Second: Kayla Maintain the Practice Permit fees at the same level for 2024, with Finance and Audit Comm to analyze options for 2025. Staff to send newsletter message</p> <p>Sharon will ask Field Law for an update for next Council Meeting.</p>
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<p>3.3.1 <u>Strategic Planning</u> - Needs 1-2 more members, preferably RM</p> <p>3.3.2 <u>Finance and Audit</u> – Needs 2 more members; 1 RM, 1 PM</p> <p>3.3.3 Meeting dates needed for each Standing Committee before Nov 16/23:</p>	<p>Discussion: Confirmed that Mel and David and Marianne are on this committee. Joy was added.</p> <p>Confirmed Chelsey. Discussed composition and the possibility of having only Public Members on this committee. Mel and Dustin agreed to be on this committee.</p>	<p>Sharon to contact Joy re: Strat Plan Committee.</p>
<p>3.4 Governance Committees: Registration and Competence</p> <p>3.4.1 Council reappoints members on both committees for another year (Bylaws) (9 year terms acceptable)</p> <p>3.4.2 Committee membership recruitment: follow up from previous interest</p>	<p>Registration Committee currently has the following membership: Chair – Cherry MacLagan, Tiffany Harrison, Helen Cotter, Luisa Franco, Hillary Johnstone Competence Committee currently has: Chair - Kayla Blinkhorn, Beth Larsson, Anna Gimpel, Lisa Cowdery and Beverley Sinnema</p> <p>Sharon gave an update on two recruits from the May Newsletter request. Awaiting reply from one and the second one had a discussion with Sharon and indicated that she would think about it some more.</p>	<p>Sharon to check Bylaws</p> <p>Staff to send out a poll for initial meetings for Strat Planning, Standards and Codes and Finance and Audit</p> <p>Move: Cathy Second: David to reappoint members of both committees for one year. Staff inform committees</p>
<p>3.5 Response to the Midwifery initiative from the Premier: Regulatory perspective on Midwifery Initiative communicated by new government</p>	<p>Letter from the Premier to the AB Health Minister re: midwifery discussed. Scope of midwifery care – using RMs to highest potential, unique role midwives play, moving from hospital to community</p>	<p>Follow up needed (staff)</p> <p>Agreed to send a letter to the Health Minister and the</p>

3.5.1 ED Meeting with AB Health Workforce Planning (Rosemary Adesanwo)	<p>Changes to current system: CMA is experiencing AHS barriers to legislated registration timelines for New Registrants, Labour Mobility midwives and Internationally-educated midwives. Funding source and management of RMs in this province (who, where, for what), eg. Liability insurance logistics.</p> <p>Met twice over the summer. Not a lot known re: provincial directive/initiative yet. Will involve CMA, AHS, AAM, MRU. Rosemary Adesanwo (AB Health Workforce Planning Unit) understands original intent of midwives' profession from the public position (access to full scope midwifery care as an alternate to the medical model), and that midwives are Primary Care Providers, working fluidly between hospital and community.</p>	<p>Premier re: CMA willingness to meet and discuss/consult on the following and develop and implement a plan: Using RMs to highest potential, safety of clients, CMA perspective on the AB Health midwifery scene. Staff to draft and circulate to Council.</p>
3.6 Practice Statistics Policy – Continuing Competence	<p>From Competence Committee, Kayla presented an overview of the policy. This policy needs Council approval before further progress of the proposed Alternate Practice Program. Much discussion on continuity of care requirements, timelines for Base, what other jurisdictions are doing, continuing competence audit processes, registrants who are not meeting previous practice stats requirements. CMA is currently reviewing registrants who are not achieving current practice stats.</p>	<p>Both draft documents will be circulated to Council for review and comments back to Sharon by October 10, Then to Competence Comm to analyse and audit</p>
LUNCH LUNCH at 1147 Return at 1220	LUNCH LUNCH at 1147 return at 1220 LUNCH	LUNCH LUNCH
3.6.1 Alternate Practice Program (APP) -information update (see attached Briefing Note and Draft Program Handbook)	Competence Committee introduced the formal documents for discussion, citing cross Canada research and that this Handbook framework is similar to BCCNM. About ten registrants have contacted CMA, keen to see the details of the CMA Alternate Practice Program.	<p>See decisions for Practice Statistics Policy. Tabled until legal opinion and review by</p>

<p>-address balance among risk of midwifery burnout, public mandate and learner requirements.</p> <p>3.7 Students being paid in fourth year for Second Birth Attendant role: request to discuss from MRU Program Director</p> <p>-regulatory -workforce</p>	<p>Council had been given an overview of the situation, background, research from other Canadian Jurisdictions and the decision. Additionally, a flow diagram from Field Law was introduced, related to Right Touch Regulation as a reference. Discussion followed, based on the presented information, with the note that no matter what Council decides, there must be rationale and the CMA will have to change the language in both the Second Birth Attendant and Student Clinical Placement Policies, for clarity. Areas include: students cannot be doing back up solo, and must have an MRU-approved preceptor with them at a birth. Also state that pay for fourth years is not within CMA jurisdiction (use BCCNM wording), risks involved with students doing large volume of backup. Need for a Guidance document.</p>	<p>Competence Committee at next meeting</p> <p>Decision: This is NOT a regulatory issue; CMA has no jurisdiction in this matter. Follow up: Change both policies to clarify that a 4th year student cannot do backup on their own without an MRU-approved preceptor. Need Guide doc.</p>
<p>3.8 CMA Consult and Transfer Standards – Competence Committee request for Council discussion</p>	<p>Competence Committee encourages better understanding for midwives of these standards and also external groups involved – like health care providers, especially around the silent areas of twins and breech. AHS PMAO also needs to support the CMA Standards with other health care providers in the system. Discussion: Options of: 1) Leave the responsibility with each RM and their competence or, 2) Have planned breech birth and management of twin pregnancies and birth on the CMA Advanced Practice Activity list, with required coursework to do, despite the emergency skills (ESW) training that all midwives do to manage breech and twins. Registrants need to refer to the CMA Standards stating that RMs must adhere to their professional responsibility and know their limits on knowledge and skills for any aspect of midwifery care.</p>	<p>Comp Comm review current lists for Rest Activities, and status of planned Breech and reference to twins. Ask AHS for support and consistency on the CMA Stds and the AHS Transfer Policy. Refer changes to Consult and transfer Standards to</p>

<p>3.9 Standards related to midwives caring for family and friends: Heather</p>	<p>Further clarification needed on twins and shared care and how that is set up in the CMA Consult and Transfer Standards.</p> <p>Point that the CMA Standards of Practice and the Code of Ethics may not be aligned when it comes to midwives caring for family and friends. Council discussion was around the fact that childbearing and birth are often normal physiological processes, not medical procedures; comparison to other colleges (eg. Pharmacy) where it is clear that prescribing cannot be done for family and friends (rationale being that it is best practice for practitioners to remain objective, independent in assessments, except in emergency situations); College of Midwives of Ontario (CMO) position and standards around clear conversations and informed decision-making with clients; and difference between caring and prescribing.</p>	<p>Standards and Codes Committee.</p> <p>Item referred to Standards and Codes Comm (S&C) and Sharon will get the CMO document for preparation. Item to return to Council at a future meeting.</p>
<p>4. Governance. Strategic Direction/Discussion and/or approval by Council</p> <p>4.1 Standing: Executive Committee Report (in between Council Meetings Report)</p> <p>4.1.1 Approval to sign Software vendor contract with Pontem Innovations.</p>	<p>Marianne: Executive Committee met on July 28/23 to discuss the proposal for software from Pontem Innovations. The Pontem contract would replace the current contract with Ola Tech. This new Pontem contract was negotiated through our contract Field Law resource Renee Gilead. Rene is satisfied with the final contract and gave CMA the advice to go ahead with it. Executive Committee approved this contract signing on behalf of CMA Council.</p>	<p>Council supported Exec Comm decision and approved this contract.</p>

<p>4.2 Prescribing and Administration of Schedule 1 Drugs information for registrants on the CMA website – clarity needed</p> <ul style="list-style-type: none"> - feedback from AB Health Regulation Unit - Draft notice for website review Related Restricted Activities <p>??Change to legislation needed??</p>	<p>Situation: still confusion over what Schedule 1 drugs are, and different interpretations re: the Restricted Activities of prescribing, dispensing and administering drugs for midwives. Council discussion regarding the information received from AB Health on the definitions of “prescribing”, “dispensing” and administering” and how to set up a reference sheet for clear and succinct messaging. Need to define “incidental to the Practice of Midwifery” as well.</p> <p>and update the Notice or send it to SOP and COE Council Committee</p>	<p>Council to send feedback to Sharon, then it will go to Competence Comm and out to Council by email again before posting on the CMC Website.</p>
<p>4.3 Standards of Practice- Continuing Competence, Diagnostic Testing and Virtual Care</p>	<p>These have arrived back from AB Health.</p>	<p>Competence Committee will review comments at the Oct 23/23 meeting, then on to S & C before a return to Council.</p>
<p>4.4 ED/Registrar Report</p>	<p>In addition to the material already covered, Sharon offered the following Complaints Status update:</p> <p>HDA: Two midwives working on items following agreed statement of facts and a consensus hearing process. Pending one hearing not yet rebooked and one more agreement. That will finalize the HDA complaints.</p> <p>HPA: 31 complaints total since May of 2019. 10 finished, 21 still open. Of that 21, 1 is at practice visit with Comp Comm, 3 are at the decision stage, 1 is awaiting hearing dates (for October), 1 at Inquiry stage and 15 are at Investigation stage (most with Complaints Director and a few with contracted Investigator IRISS)</p>	<p>CMA Complaints Director is presenting the complaints status at the Meeting of the Minds Group on September 28/23, goal for shared strategies to decrease complaints.</p>

<p>4.4.1 CMA Reports due and submitted: CMRC and Labour Mobility due in October</p> <p>4.4.2 Newsletter items</p> <p>4.5 Governance Education Governance modules Please see link below to the Governance training: <u>Governance Under the Health Professions Act - 12 Key Principles of Good Governance for Council</u> <u>https://afrhp.org/resources/governance-under-the-health-professions-act-an-introduction-for-council/</u></p> <p>4.6 Indigenous Midwifery regulatory discussion and decision re: next steps (Briefing note attached – living document)</p>	<p>Update given</p> <p>Publish in October with a special renewal letter wording re: Practice permit fees from Council</p> <p>Password: GoVHP@2020</p> <p>Placeholder</p>	<p>Shireen will follow up with those who have not submitted completion</p>
<p>5. Governance Committees Reports and action for Council</p> <p>5.1 Registration Committee</p> <p>5.1.2 Terms of reference revision</p> <p>5.2 Competence Committee</p> <p>5.2.1 Terms of reference revision</p> <p>5.2.2 Advanced Practice Activity Policy</p>	<p>Updates:</p>	<p>Tabled</p> <p>Activities as previously discussed</p>

5.2.3 Practice Statistics Policy		<p>Tabled, pending Comp Comm revisions</p> <p>Tabled, pending Comp Comm revisions</p>
6. Operations		
<p>6.1 ED/Registrar Performance Review and Salary; seeking Council Approval.</p> <p>(In Camera portion once content presented)</p>	<p>On June 19/23 Executive Committee met to:</p> <p>1. Review and discuss the annual Executive Director/Registrar performance review. Performance Review was positive.</p> <p>2. Discuss the salary. This proposed amount has been placed in the budget for this position for the 2023/2024 fiscal year.</p> <p>In camera held without ED from 3:38 pm until 4:23 pm.</p>	<p>Matter referred to F&A committee for details.</p>
7. Adjournment:		4:23.
8. Date of Next Meeting:	November 16/23, Dec if needed to deal with business	