

Continuing Competence Program Policy

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Purpose

The mandate of the Competence Committee is to ensure that midwives maintain currency in knowledge, skill, and judgment and to ensure high standards for the profession of midwifery and for midwives as **Primary Care Providers**. Meeting this obligation is also an important way to maintain the public's trust in midwifery practice.

The College of Midwives of Alberta (CMA) Competence Committee develops the Continuing Competency Program (CCP) for its registrants. As per the *Midwives Profession Regulation* (2019), the Continuing Competence Program has two areas: Continuing Professional Development and Competence Assessments. The *CMA Standards of Practice* (2021) provide guidance to this policy, as do the Canadian Midwifery Regulators Council (CMRC) *Competencies* and the *Alberta Competencies for Midwives* (2021). Registrants' annual Practice Permit renewal is contingent upon their currency in both Continuing Professional Development and Competence Assessment.

Scope: This policy applies to all midwives on the General and Provisional Register with the CMA.

Definitions:

Client: a person or persons who are. **Client** also includes the newborn infant of the person who enters into the contract for midwifery services.

Competent: the collection and application of measurable knowledge, skills, abilities, judgement and attitudes required by health care providers throughout their professional careers, to practice safely and ethically.

Competencies: the *Alberta Competencies for Midwives* (2021)

Continuing Competence: the ongoing ability to apply knowledge, skills, judgement and personal attributes to practice ethically and safely in a designated role and setting. This is demonstrated periodically through portfolios, exams and other measures that help the CMA determine if a registrant has remained **competent**.

Primary Care Provider (PCP): A regulated health care professional who is the initial access to the health care system. PCP's diagnose and manage a health condition, provide non-emergent treatment of a health issue or injury, and offer health care or wellness advice and programs. Depending on the circumstances, a PCP may provide emergency measures as indicated, within their knowledge and skills, until more expert health care can be obtained.

Quality Improvement: A systematic, formal approach to the analysis of practice performance and efforts to improve practice.

Standard: A norm/uniform reference point that describes the required level of achievement or performance.

Continuing Competence Program

1. Continuing Professional Development Components

Components of Continuing Professional Development (CPD) include CPD activities, regular peer case reviews, quality of care feedback evaluation records, and a self-reflection assessment. Through fulfilling these objectives, registrants will promote values of lifelong learning, reflective practice, and **quality improvement**. Each is explained more fully below:

a. CPD Activities

A continuing professional development activity is one that maintains or improves a midwife's knowledge, skills, and/or judgment as related to the practice of midwifery. The CMA has identified a wide range of education activities that registrants can use to fulfil this obligation. Continuing professional development will be carried out according to the *Continuing Professional Development Activities Policy*.

b. Peer Case Review

The purpose of a peer case review is to identify opportunities for individual and inter professional development, to meet CMA policies and **standards**. Peer case reviews will be performed four (4) times per year for both full time and part time midwives. Registrants participating must be from at least two practices and consist of at least three people. The reviews can be done in person or via teleconference/video conference, as per the Peer Review Policy.

c. Quality of Care Feedback Evaluation Records

The *Quality of Care Feedback Evaluation Record* is provided by the CMA to registrants in Alberta to obtain feedback about their care from their **clients**. Registrants review these evaluations at intervals throughout the year to consider how they can improve their practice. Questions will be provided to **clients** exactly as they are stated on the *Quality of Care Feedback Evaluation Record*. Midwives may include other questions determined to be of importance but may not delete or change the questions on the form provided by the CMA.

d. Self-reflection Assessment (applies to all the components above)

Registrants are encouraged to participate in ongoing self-assessment to promote reflective practice and accountability in maintenance and enhancement of knowledge, skills, and ability. Proof of self-assessment will be required at time of Registration Renewal on a CMA form.

2. Competence Assessment Components

For the CMA, there are two competence assessment components involved: compulsory competence assessments and individual competence assessments.

a. Compulsory Competence Assessments

The CCP requires midwives who hold General, Provisional, and New Registrant registration with the CMA to successfully complete CMA-approved courses in Neonatal Resuscitation, Obstetric Emergency Skills, Cardiopulmonary Resuscitation, and Fetal Health Surveillance at key intervals.

Reporting of the activities will be done at time of registration renewal every year by uploading completion certificates on the registration profiles housed on the CMA website. Please refer to the specific components outlined below for more requirement details.

CMA Compulsory Competence Assessments and Approved Courses

Neonatal Resuscitation (NRP)

- Annual certification
- Minimum required standard:
 - In-person course
 - Meets or exceeds the Canadian Pediatric Society's national guidelines and NRP, chapters 1-11.
- Approved Courses: Any Canadian NRP course taught by a certified CPS-NRP instructor
- Instructor Requirements: Current NRP levels 1-11 instructor status and have taught an NRP class in the last year.

Cardiopulmonary Resuscitation (CPR)

- Current certification (typically expires every two years)
- Minimum required standard: An in-person (preferred), virtual or online course that follows the guidelines of the Heart and Stroke foundation of Canada – Basic Life Support (BLS) for Health care Providers (Level C).
- Approved courses:
 - Heart and Stroke Foundation of Canada's Basic Life Support (BLS) course is acceptable for adult and infant level C, or
 - Any program recognized by the Heart and Stroke Foundation as substantially equivalent to BLS (provided it covers both adult and infant CPR).
- Instructor requirements: Maintenance of a valid BLS certification at all times, as well as having their BLS instructor certification.

Obstetrical Emergency Skills Workshops

- Certification every two years
- Minimum required standard: Successful completion of an in-person course that includes:
 - Hemorrhage (antenatal, intrapartum, and postpartum)
 - Abnormal fetal heart rate
 - Cord prolapses
 - Shoulder dystocia
 - Undiagnosed breech
 - Undiagnosed twins
- Approved Courses:
 - Advances in Labour and Risk Management (ALARM) – SOGC
 - Advances in Life Support in Obstetrics (ALSO) – College of Family Physicians of Canada
 - Emergency Skills Workshop (ESW) – Association of Ontario and Alberta Midwives
 - Midwifery Emergency Skills Program (MESP) – UBC Continuing Midwifery Professional Development
 - Managing Obstetric Risk Effectively – MORE OB, SOGC
 - More OB Requirements:
 - A copy of the registrant's online logbook detailing the Chapters and Activities completed in the last two years for the emergency skills.
 - Proof of successful completion by a More OB Core Team Member in the logbook that can include one of:
 - An Action to Consolidate Education (ACE) completed in the six emergency areas.
 - A combined workshop and ACE completed in the six emergency areas.

- Emergency drills in the six emergency areas (requires a letter from a Core Team Member verifying completion).
- Instructor Requirements: Current instructor certificate in one of the above-mentioned courses, and proof of having taught or examined the required emergency skills outlined above in the last 2 years.

Fetal Health Surveillance

- Course, module, or workshop completion every two years
- Minimum required standard – Successful completion of:
 - A current, in person or virtual Canadian fetal health surveillance course or
 - A current Fetal Health Surveillance online exam, or
 - A current Fetal Health Surveillance course taught by an approved Midwifery Education Program.
- Approved courses:
 - UBC's *Fundamentals of Fetal Health Surveillance Online Workbook and Exam*
 - A Fetal Health Surveillance refresher/renewal course provided by AHS at a hospital
- Instructor requirements: Current Fetal Health Surveillance Instructor status and proof of having taught one in-person or virtual FHS workshop within the last two years.

b. Individual Competence Assessments

The CMA may require registrants to complete CMA-directed self-assessment activities. The self-assessments are designed to have the registrant reflect on a range of competencies and/or Standards of Practice and then determine where additional education, skills, experience, and/or competence is needed. Examples include but are not limited to:

- Restricted Activities Survey
- Competence self-assessment on initial registration and periodically during their career
- Objective Structured Competence Evaluation (OSCE) for Internationally educated midwives
- Alberta Health mandated education (or sexual abuse/misconduct): specific one-time requirements for all registrants or based on practice visit and/or complaint sanctions.

Each year prior to registration renewal, the CMA Competence Committee will consider which, if any, individual competence assessments will be completed by registrants., e.g., CMA-selected activity.

References

Canadian Midwifery Regulators Council. (2021). *Canadian Competencies for Midwives*.

College of Midwives of Alberta. (2021). *Alberta Competencies for Midwives*.

College of Midwives of Alberta. (2021). *Standards of Practice for Registered Midwives in Alberta*.

Government of Alberta. (2018). *Health Professions Act: Midwives Profession Regulation*.
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Date