

Continuing Professional Development Activities Policy

Policy Number: P15a

Date Approved: September 23, 2021

Date for Review: Fall 2022 – update needed after initial year



Purpose

The mandate of the Competence Committee is to ensure that midwives maintain currency in knowledge, skills and judgement, and to ensure high standards for the profession. Meeting this obligation is also an important way to maintain the public's trust in the practice of midwifery.

This policy outlines one aspect of the continuing professional development area within the Continuing Competence Program. Through completion of these requirements, midwives will promote values of lifelong learning, reflective practice, **quality improvement** and **continuing competence**.

Scope

This policy applies to New Registrants as well as midwives on the General, Provisional and Courtesy register with the College of Midwives of Alberta (CMA).

Definitions

Advanced Authorizations: approval by the CMA Registrar or the Registration Committee allowing a midwife to engage in one or more of the **restricted activities** set out in Section 17 of the *Midwives Profession Regulation (2019)*.

Basic entry-to-practice competencies: the entry-to-practice competencies expected of midwives, upon completion of their midwifery education program to provide safe, ethical competent care in both institutional and community settings, as set out in the Competencies. These basic competencies are also the minimum competencies required for ongoing registration with the CMA.

Continuing Competence: the ongoing ability to apply the knowledge, skills and judgment to practice safely and ethically 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.

Continuing professional development activity: an activity that maintains or improves a midwife's knowledge, skills, or judgment as related to the practice of midwifery.

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

Research: a systematic investigation to identify, create and/or confirm existing or new concepts, knowledge, methodologies and understandings.

Restricted Activities: activities performed as part of providing a health service that requires specific competencies and skills to be carried out safely. Restricted activities authorized for midwives are listed in Sections 16 and 17 of the *Midwives Profession Regulation*.

Policy

The Competence Committee has identified a wide range of education activities that registrants can use to fulfill this obligation. These are listed below. Midwives are required to complete and log in **three activities per year**. Information on documentation is outlined below.

These activities are *in addition* to the Compulsory Competence Assessment activities (eg. NRP, CPR, ES, FHS, and any CMA-selected activity). Please refer to the Continuing Competence Program Policy #15 on the CMA Website.

These activities are required for Renewal of Practice Permits.

- Midwives will determine their own learning needs and then choose a variety of learning activities that enhance their professional development and promote improvement of knowledge, skills, and judgement.
- Self-reflection is an integral part of lifelong learning, professional development and accountability; there is a self-reflection activity requirement, following completion of any **one** of the activities.

Learning Activities can originate from the workplace, and can be in-person or virtual. There are no CMA-required hour limits on activities, nor is there any credit system tied to activities.

Activities need to be relevant to the practice of Midwifery.

Approved activities:

- Conferences, seminars and courses: presentation and/or attendance
- AAM sponsored activities and workshops, eg. Anti-oppression, Documentation
- Interactive workshops or modules, in person or online
- Teaching and/or preceptorship, mentorship of a new registrant, supervision of a PLEA Candidate
- More OB topics
- Writing or formally reviewing articles for publication
- AHS Hospital rounds, modules and/or in-services
- Learnings on Indigenous health, Truth and Reconciliation calls to action, etc.

- Reviewing print-based or flat media (journal articles, online rounds, webinars, podcasts)
- Serving on a panel, committee, board of a regulatory organization or association (SOGC, CMA, AAM, Alberta Federation of Regulated Health Professionals, etc.)
- Serving on a clinical committee or working group (eg. patient safety, **quality improvement**, quality assurance, perinatal review, etc.). This could be local, provincial, or national
- Coursework towards Bachelor's, Master's or PhD degree in a related field
- Exams, interviews, or other competence assessments (eg. CMA **Restricted Activities** Survey)
- Development of Clinical Practice Guidelines
- Work with the CMA: eg. policy development, serving on CMA Council and Standing Committees, standards of practice, **basic entry-to-practice competencies**, and **advanced authorizations**).
- Conducting or participating in a **research** project

This list is not exhaustive

Documentation:

For Renewal in the Fall of 2021, at least one activity will be documented. The Continuing Professional Development Activity Log (Appendix A) is used to document these activities. This form is available online during renewal and Midwives can also upload proof of completion if applicable (certificates, etc.) into their profile.

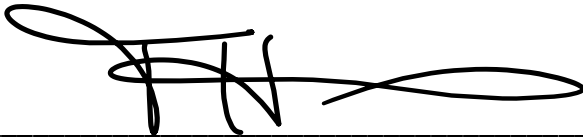
Midwives are required to complete and log in **three activities in the years after 2021**.

One of the logged activities will be used for the required self-reflection activity. The midwife will complete the online Professional Development Self Reflection Tool (Appendix B). This Tool will be saved into their profile.

References

College of Midwives of Alberta. (2021). *Continuing Competence Program Policy #15*

Government of Alberta. (2018, December). *Midwives Profession Regulation*.
https://www.qp.alberta.ca/documents/Regs/2018_237.pdf



September 24, 2021

Tiffany Harrison, President
College of Midwives of Alberta

Date

Appendices

Appendix A: Continuing Professional Development Activity Log

Appendix B: Professional Development Self Reflection Tool

Appendix B

Continuing Professional Development Self Reflection Tool

Please use this form to reflect upon and capture what you have learned as a result of participating in this professional development event over the past year. You can upload this in your profile. You may want to save this form or review it in your profile to help evaluate how your practice has developed or changed over time.

Registrant Name: _____

Concept/Event/Activity: _____

Date: _____

What new ideas and concepts did I learn?	What practices or concepts were reinforced?

Which of the following Alberta Competencies for Midwives (2021) apply to the idea or concepts?

To view these Competencies, please see the CMA website: Policies and Guidelines> Standards of Practice> 2021 Alberta Competencies for Midwives.

General Competencies

Specific Competencies

- Antepartum Care
- Intrapartum Care
- Postpartum Care of the Newborn Client
- Postpartum Care of the Client
- Education and Counselling
- Sexual and Reproductive Care
- Professional, Legal and other Aspects of the Profession
- Professional Development

Ways I used these ideas and processes to impact my practice over the last year:

Ideas I want to explore further, and my plan to learn more about this topic: