

Standard of Practice 3: **Continuing Competence**

As part of the CMA Annual Practice Permit Renewal, midwives on the General and Provisional CMA register must participate in the CMA **Continuing Competence** Program and meet the criteria for successful completion as determined by the CMA Competence Committee. This information is included in the [Continuing Competence Program Manual](#) on the CMA Website.

The **Continuing Competence** Program includes two components:

1. Compulsory Self-Directed Professional Development Activities, and
- 2. Competence Assessments**

Annual Registrant Responsibilities

1. Compulsory Self-Directed Professional Development Activities must be completed and recorded in a manner that is satisfactory to the CMA Competence Committee. These activities are:
 - a. Continuing Professional Development Activities, as part of the Self-Directed Professional Development Plan, will be used by registrants to create their yearly individual learning plans and is available in each registrant's portal on the CMA website.

The Self-Directed Professional Development Plan components include:

i. Reflection of Current Practice

Registrants must reflect on professional risks and supports to their competence goals, in order to determine what areas they need/want to develop. Registrants must review and use corresponding CMA and/or other midwifery-related reference documents, eg. the [CMA Standards of Practice](#), [Alberta Competencies for Midwives](#), [CMRC Competencies](#), [CMA Code of Ethics](#), to find content areas that match their competence goals.

ii. Creation of Professional Development Plan and Selection of Continuing Professional Development Activities (CPD Activities)

Based on the reflective process and review of useful resources registrants must identify learning needs, develop aligned learning objectives and plan continuing professional development (CPD Activities) to create a self-directed professional development plan. The Self-Directed Professional Development Plan will be undertaken during the next registration year to achieve the learning objectives.

iii. Self-Evaluation of Completed Professional Development Plan

Registrants must perform self-evaluation process related to how the Self-Directed Professional Development Plan components were achieved over the previous year. They must then develop or revise their Professional Development Plan for the subsequent year

- b. **Peer Case Reviews:** professional engagement with peers regarding midwifery clinical care, through dialogue and feedback
 - c. **Client** Evaluation of Midwifery Care Feedback process
2. **Competence Assessments** must be complete and documentation submitted to the CMA for the following:

a. Regularly Scheduled **Competence Assessments**

Successful completion and current certification or recertification in CMA-approved courses is required in: Neonatal Resuscitation, Emergency Skills, Cardiopulmonary Resuscitation and Fetal Health Surveillance at the intervals and format required

b. Focused **Competence Assessments**

These are selected for completion at the discretion of the Competence Committee. These include but are not limited to: examinations, modules, interviews, practice visits, file reviews and other methods of evaluation. These may involve individual registrants, categories of registrants, or all general and provisional registrants

Ongoing Registrant Responsibilities

1. Retain all documentation related to the requirements set out above for at least five (5) years after the registration cycle in the year they are developed respecting any or all the activities
2. Provide upon request, evidence of having met the requirements of the **Continuing Competence** Program through the CMA audit process. A random selection of registrants is drawn yearly for audit and in accordance with criteria established by Council, with evaluation of all or parts of a registrant's **Continuing Competence** Program submissions

3. Undertake any remedial actions in response to direction by the Competence Committee, in accordance with *s. 40 (1) and s. 51(5) (b) (ii)* of the *HPA*, and *Midwives Regulations 22-24*, as a result of the audit process. Remedial actions may be at the registrant's own cost

Registrant Failure to Comply With Continuing Competence Program Requirements

In accordance with the CMA **Continuing Competence** Program and the applicable sections of the *HPA*:

1. A registrant does not complete the annual compulsory self-directed professional development requirements and/or the required **competence assessments**, they may be ineligible to renew their practice permit
2. A registrant has not completed one or more requirements of **the Continuing Competence** Program, has not maintained proper records, provides false or misleading information, is considered incapacitated or has unsatisfactory results on a **competence assessment**
3. A registrant fails to comply with either direction given or a condition imposed

The Competence Committee may choose to do any of the following, as appropriate to the circumstances:

- a. Direct a registrant to undertake one or more actions as mandated by the Competence Committee within the specified time period
- b. Impose conditions on the registrant's practice permit in accordance with the *HPA*
- c. Refer the matter to the Complaints Director as a complaint for **unprofessional conduct**, subject to the **confidentiality** provisions of the *HPA*
- d. Direct the Registrar to cancel the registrant's registration and practice permit