



The College of Midwives of Alberta

# ANNUAL REPORT

2015



College of  
**Midwives**  
of Alberta

## ANNUAL REPORT

For the year ended December 31, 2015

### 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.

Marylyn Waters



**2015 Elected Council Members:**



Diane Rach, RM:  
President



Cassandra Evans, RM:  
Vice-President



Theresa Barrett, RM:  
Treasurer

**2015 Appointed Public Members:**

Elaine Noel-Bentley (resigned Jan. 17 2015)

**2015 Committee Chairs:**

Cassandra Evans: Registration Committee

Thersa Barrett: Conduct and Competency Committee

Luba Butska: Practice Review Committee

**2015 College Staff:**

Sheila Harvey, RM, PhD: Registrar

Marylyn Waters: Executive Director

Margaret Barnes: Clerical Assistant



## **Council of the College of Midwives of Alberta:**

### **President's Annual Report:**

Diane Rach – President



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

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

### **Summary of Activities during 2015**

The College, now in its third year, continued to move forward on many of the initiatives that were commenced in 2013.

The registration process continues to evolve. The AAM served notice on the College that they no longer wished to support the College expenses through contributions from the course of care payments. The College altered the registration fee to reflect the full cost of the regulatory services. Further refinements continue to be made to the Prior Learning and Experience Assessment process to improve clarity and fairness.

The College has dealt with several appeals of decisions by the Registration Committee to deny registration to applicants from educational programs which did not prepare them adequately meet the Alberta Competencies. The processes were long, arduous and expensive but the Health Disciplines Board has supported one of the Registration Committee's decisions, at this time.

The College continues to work with Mount Royal University (MRU) Midwifery Education Program to maintain their program approval. CMA renewed MRU's level 1 approval which is good for one year. Plans were made with MRU to maintain the approval and move to level 2 approval when able.

The College continues to work on the process of moving from the Health Disciplines Act to the Health Professions Act. We were recently informed that the government has decided to make the movement of midwifery to the Health Professions Act a priority. This has the potential to significantly shorten the original timeline. The process 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 Council (CMRC). 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 that are not yet regulated.

The College was also represented at meetings of the Alberta Health Services Midwifery Workforce Planning Committee. The plan sets out a process to support the growth of midwifery in Alberta including supporting the start-up of new practices. Unfortunately, the plan is not tied to funding and so far has not had the impact that was hoped for.

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>
P7	Midwifery Client Records and Record Keeping: Revised	Ongoing revisions
P15	Continuing Competence Policy	April 20, 2015
P11	Supervision and Reporting Policy: revised	August 8, 2015

### **Plans for 2016**

The College continues to search for a new Registrar. The salary for the position has been increased and hours of work have been increased to reflect the current work required. Several candidates have expressed interest but so far a suitable candidate has not been secured.

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.

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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.

Respectfully submitted

Diane Rach RM

President





## **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. Sheila Harvey has given notice of her intentions to retire pending identifying a suitable replacement. The hours and salary have been adjusted to better reflect the growing workload of this position and the College has advertised the position.

### **Registrations:**

The Re-Registration of members was carried out in November/December of 2014 for the 2015 Registration year. Throughout the year additional registrations were completed as well as the re-registration for 2016. The following chart gives the historical record of registrants.

<b>Registrants</b>	<b>Jan. 2013</b>	<b>Dec. 2013</b>	<b>Jan. 2014</b>	<b>Dec. 2014</b>	<b>Jan. 2015</b>	<b>Dec. 2015</b>	<b>Jan. 2016</b>
Full General	55	60	63	78	75	86	82
New Registrants	2	6	8	11	9	14	8
Restricted	15	4	4	2		2	4
Temporary	4	3	2	1	1	0	0
<b>Total Active Registrants</b>	<b>76</b>	<b>73</b>	<b>77</b>	<b>92</b>	<b>85</b>	<b>102</b>	<b>94</b>
In-Active	7	7	6	6	9	7	8
Students	0	0	23	30	37	38	39
<b>Total Registrants</b>	<b>83</b>	<b>80</b>	<b>106</b>	<b>128</b>	<b>131</b>	<b>147</b>	<b>141</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.

Applications received:	Jan - Dec 2013	Jan – Dec 2014	Jan – Dec 2015
AIT	0	8	4
PLEA	7	3	5
Canadian Grads	4	5	9

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 2015 year the College hosted the CMRE and held two full sets of OSCE's.

	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015	Fall 2015
CMRE	9	2	9	0	11	5
OSCE	0	5	5	3	4	5

### **Appeals of Registration Decisions:**

The two appeal hearings were heard by the Health Disciplines Board (HDB) as a result of decisions made by the College regarding PLEA and Registration Applications from 2014. The HDB upheld the first decision and the second decision is pending. In their decision, the HDB directed the Registration Committee to provide the appellants with a clear description of their deficits and the additional requirements needed for registration.

### **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.

If a finding of Professional misconduct or unskilled practice is made, a sanction may be imposed. This could 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	2015
Files open as of Jan. 1	6	8	5
New Files received Jan 1 – Dec 31	5	2	1
Files closed	3	5	2
Files still open as of Dec 31	8	5	4

<b>Disposition on Intake*:</b>	2013	2014	2015
Dismissed	1	1	1
Referred to Practice Review	3	1	1
Referred to Investigation	3	2	0
Proceeded to Hearing	1	2	0

\*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 and the Joint Meeting of AHS, AAM, MRU and CMA as well as nationally at the Canadian Midwifery Regulators Council.

### **Graduation of First Class, Bachelor of Midwifery, Mount Royal University**

President: Diane Rach, Registrar: Sheila Harvey and Honorary Midwife: Peggy Anne Field represented the College at the graduation ceremonies for the first class of the Mount Royal University Midwives. Peggy Anne gave an address to the graduands.

### **Professional Collaboration**

The College is collaborating with the Regulatory bodies of eleven other health professions and have received for a grant through Occupational Health and Safety. The intent of the 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).

Funding was received, our portion of \$15000 was combined with collaborating Health professions. A consultant has been hired and work has begun on the project. It is expected to be completed in early 2017.

### **FQR Grant Application: Jurisprudence and Culture Learning Module and Examination**

The College applied for and received a grant of \$95,000 to develop and implement an online learning module and examination for Alberta Jurisprudence and Culture of Midwifery directed at assisting Internationally Educated Midwives in their transition to Midwifery in Alberta. An advisory committee of expert midwives and educators has been formed. ROCKETFUEL PRODUCTIONS, a program development company has begun working with the CMA gathering content. We plan to have this ready for testing in early 2017.

### **NetCare:**

The registrar continues to work toward Midwifery Custodianship for NetCare for all midwives to enable out-of-hospital access. This has involved continued revisions to Policy #7: Midwifery Client Records and Record Keeping to meet their requirements.

### **PLANS FOR 2016**

The office of the Registrar has 5 main projects for 2016:

- 1) Proceed with the development of the Regulation Policy for the move to the Health Professions Act.
- 2) Make NetCare available to midwives in the community.
- 3) Develop the Culture and Jurisprudence Project to the pilot stage.
- 4) Continue to support the Blood Borne Pathogen Exposure project.
- 5) Develop new policy for a revised PLEA / Registration Application process.



## **Treasurer's Annual Report**

Theresa Barrett – Treasurer

### **Statement of Purpose**

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

### **Summary of Activities during 2015**

The budget for 2015 was based on Membership registration fees, CoC payments and PLEA applications. Throughout the year, the College has obtained additional funds from The Education Program Evaluation as well as Foreign Qualification Recognition innovation Fund (Jurisprudence grant).

For total annual income of:       \$423,575

Expense for the year:               \$411,914

Surplus:                               \$11,661

The Audited Financial statements are included with this report

### **Plans for 2016**

We have changed the amount of payment we receive. The College now charges members \$2,750.00 for their registration, as we are not receiving Courses of care payments from the AAM. Our Budget for 2016 is based on members' fees, PLEA applications and student payments.

Members	90	\$2,750	<b>\$24,750.00</b>
PLEA	5	\$1,500	<b>\$7,500.00</b>
Students	36	\$100	<b>\$3,600.00</b>
Inactive	5	\$150	<b>\$750.00</b>
Total income			<b>\$259,350.00</b>

A detail of 2016's Budget is included and will be presented at the AGM.

The College is also arranging for registration fee payments to be prorated quarterly based on when members apply. In conjunction, members will get a prorated refund if they cancel their registration.

Payments through e-transfer will be made available for those who do not want to opt for the traditional mail-in checks.

## **Committee Reports**

Committee Name:	<b>Registration Committee</b>	Annual Report
Committee Chairperson:	Cassie Evans RM	2015
<b>Committee Members:</b> Christy LeBlanc RM Marie Wilkenson RM Mary Landsiedel RM Gaelyn Anderson RM		

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

To identify the criteria necessary to determine the eligibility for new registration, initial registration and annual renewal of registration for midwives applying for registration with the College of Alberta midwives.

Our goal is to ensure public safety and the success of registered midwives through a process that ensures each midwife registered has the competence (knowledge, skill, attitude and judgment) required to practice as an independent, autonomous primary care practitioner.



### **Summary of Activities during 2015**

The Registration Committee assessed a number of new applicants in accordance with our regulations. Our team determined appropriate restrictions when necessary. The committee worked to ensure proper and timely follow up for restricted practice was completed.

The committee worked alongside our legal counsel to address registration applications by applicants who have been denied their PLEA by the assessors. Two applicants that were denied their PLEA applied directly to our committee for registration. After being denied registration by the registration committee the applicants appealed to the Health Disciplines Board. The Board upheld our decisions and gave the committee a number of recommendations on how to improve our registration process and ensure we

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are following the Health Disciplines Act. The committee is working on addressing these recommendations.

As chair of the registration committee have worked with Theresa Barrett (Chair, Conduct and Competency) and Luba Butska (Chair, Practice Review Committee) over the past few months to develop the foundation for a quality assurance program for CMA.

The Education Program Assessment Committee (EPAC) was created to formally assess the Mount Royal Bachelor of Midwifery Program in order to become an approved education institution that meets the CMA's requirements for a new registrant. The EPAC is a sub committee of the registration committee. The second level one approval was completed and granted to the Mount Royal Midwifery Program last fall.

### Plans for 2016

- To ensure that documentation surrounding registration and supervision of restricted registrants is clear
- 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 and re-registration
- EPAC committee to move to level 2 evaluation of Mount Royal University
- To facilitate the initiation of a Quality Assurance Committee that will take over the development and rolling out of the Quality Assurance Program in 2017





<b>Committee Name:</b>	<b>Conduct and Competency Committee</b>		
<b>Committee Chairperson:</b>	<b>Theresa Barrett</b>		
<b>Committee Members:</b>	Cathy Harness Megan Dusterhoft Abigail Luck	Anne Leblond Mia Fothergill Ali Reimer Shannon Sutherland	Joy West – Eklund Joanna Greenhalgh Jane Baker (resigned Feb.2015) Kirsan Gafvels (resigned Oct. 2015)

**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 website.

**Summary of Activities during 2015**

The CCC continued to attend many tribunal workshops throughout the year, as well as observing Hearing Tribunal DVD's. The workshop and DVD provided value information and answered many questions we had regarding the Hearing process. Six members of the CCC attended a Privileged Briefing on Tribunal Membership in October, 2015.

In 2015, a Hearing Panel consisting of three members of the committee participated in 2 disciplinary hearings in which decisions were made.

As the College continues to be the registration and disciplinary body for midwives in Alberta, the committee created a Publishing Policy draft. This policy describes the process by which the CMA's Hearing Tribunals will publish hearing and discipline summaries. The draft policy is currently being reviewed by legal counsel.

**Plans for 2016**

The Committee is working on creating an online brochure, which explains the procedure of how an individual (general public or health care practitioner including Midwives) files a complaint.

The CCC will continue to attend tribunal workshops and review tribunal DVD's to better prepare themselves for any complaints that come to the College.



<b>Committee Name:</b>	<b>Practice Review Committee</b>	
<b>Committee Chairperson:</b>	<b>Luba Butska</b>	
<b>Committee Members:</b>	Luba Butska Kimberley Schmidt Joy West-Eklund	Carol Stehmeier Vivian Maclean 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 2015**

- Chair participated in Quality Assurance Working Group
- One practice review was completed Fall 2015

#### **Plan for upcoming year:**

- Continue to conduct practice reviews as the Registrar or Council deem necessary

