

CMA Council Minutes:**Date: November 16, 2023 0952-1645****Format: Microsoft TEAMS -virtual****Recorder: ED/Registrar**

Attendees, according to Microsoft Attendance Record: Marianne King (RM Chair), David Crocker (Public Member), Kayla Blinkhorn (RM Vice Chair), Chelsey Cabaj (Public Member) gone at 1600, Melanie Bekevich (Public Member), Joy Maxwell (RM), Dustin Schinbein (Public Member) gone at 1530, Heather Martin (RM) gone for 30 minutes, Cathy Cornfield (Public Member), Megan Lalonde (RM) left at 1545, Sharon Prusky (ED and Registrar) gone from 1330-1554. Juliana Cunha (Deputy Registrar) and Shireen Mathew (Admin) are dealing with Renewal, so will be in and out of the meeting today.

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. In camera today excused Sharon, Shireen and Juliana from 1330 to 1554.

Agenda Item	Discussion	Outcomes/Actions
Welcome 1. Indigenous Learnings – How does Council want to go forward?	Marianne opened the meeting at 0952. Discuss Council position: Ideas generated included: legal information on our relationship with sovereign nations; make a land acknowledgement template for Council members and rotate Council members sharing for each meeting; occasional guest speakers (Indigenous Department at AB Health), NCIM and others; gifts for indigenous speakers; Birth Centres on Nation for In-camera learning and discussion; focus on the TRC items that focus on regulatory bodies.	Sharon to set up a schedule
Record of Council Meetings 1. Suggested edits to June 15/23 Meeting 2. Minutes of September 25/23 approval (attached)	Edits done and archived Idea of changing the format of minutes for alignment and recording wording of motions.	David moved and Chelsey seconded that we try a different format for recording meetings.

<p>3. Today's Agenda approval</p> <p>3.1 Additions to today's agenda</p> <p>3.1.1 Frequency of Council meetings</p> <p>4. Conflict of Interest Declarations based on Today's Agenda items, as per CMA Governance Policy 6</p> <p>5. Governance Policy 6 Conflict of Interest (attached fillable form) Governance Policy 7 Confidentiality (attached fillable form)</p> <p>6. Consent Agenda - submitted by the Chair at time of Agenda send-out, including briefing note with background and rationale.</p> <p>7. Ordinary Resolution- Email Resolutions since last Council Meeting</p>	<p>Chelsey suggested Council review the frequency of meetings. This is already on the agenda under item Decisions: Generative #2.</p> <p>Looking over the agenda items today..... any conflict of interest noted for you?</p> <p>Marianne reminded all Council members to get this done and submitted to Shireen via info@albertamidwives.org</p> <p>No Consent agenda today</p> <p>No Ordinary Resolution needed this meeting</p>	<p>Kayla moved and Heather seconded the approval of today's agenda Passed</p> <p>None noted</p> <p>Staff to follow up for Master list</p>
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<p><i>Decisions: Generative Items for Discussion and Decision by Council</i></p> <p>1. Standing item: Executive Committee Activities (in between Council Meetings Report)</p> <p>2. Council General items/ED work:</p> <p>2.1 Proposed Council Meetings 2024: Council consideration of the following dates for meetings on Thursdays: January 11, March 7, April 25, June 20, September 12 (in Person Strategic Planning Meeting), October 31; and December 19 if needed</p> <p>2.2 AB Gov Midwifery Initiative Letter Letter to the Minister from CMA – Regulatory perspective</p>	<p>No report today; Exec committee did not meet</p> <p>Discussion focussed on options of more frequent shorter meetings, balancing decisions work at Council with background work for staff to prepare briefing information and follow up on decisions; Bylaws additional Council Committee time and work as well as Governance Committee work; preferences for a six week time span between meetings; PM’s allowances for honorariums that do not cover prep time and have not changed in years; and other time commitments for all Council members outside of CMA.</p> <p>The idea of a joint (CMA/AAM/CMA MRU) letter was verbally agreed upon after the September 28/23 Meeting of the Minds. That has not happened. Discussion and decision: CMA introductory letter with key messages and an invitation to further discussion.</p>	<p>Kayla moved and David seconded that Council use the dates listed, with provision for place holder meetings in February, May and December as needed and Reevaluate every February, June and October. Passed</p> <p>CMA Council will draft their own introductory mandate response letter; ED to draft and sent out to Council for input</p> <p>A future ‘discussions’ paper will go onto SharePoint for Council to review and revise</p>
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<p>2.3 Interprofessional Relations at Royal Alex Hospital – CMA role in the solution (attached briefing note) (attached CRNA Interprofessional Collaboration Guidelines)</p>	<p>Discussion and decision re: CMA role with the liability perceptions by physicians, the interprofessional guide that CMA collaborated with CRNA on, potential for complaints arising from this situation and midwifery advanced authorizations that may decrease the friction with OBs.</p>	<p>Chelsey moved and Joy seconded that CMA work with AHS, the physicians and nursing colleges to proactively understand the role of midwives. Chelsey moved and Kayla seconded: CMA actively review and implement the the optimum use of mandatory learning for midwives to overcome gaps in misunderstandings among midwives regarding their role. Passed</p>
<p>2.4 Registered Midwives providing care for Family and Friends (follow up from last Council meeting)</p>	<p>Recent CMRC feedback: n=11 Not allowed: 3 (BC, Quebec, Nova Scotia) Strongly advise against r/t power differentials and risks: 4 (ON, SK, MN, Nfld) Not prohibited, documented conversation is required: 2 (PEI, YK) No position: 2 (NWT, NB) NOTES: it is hard to avoid in rural communities, Ontario has a related document and so does Yukon Direction from Council: -CMA internal discrepancy re: language between Standards and Code of Ethics</p>	<p>Heather moved and Chelsey seconded that the Council Standards and Codes Committee review the issues of Conflict of Interest in registrants providing care to family and friends, considering the CMO document and make recommendations to Council.</p>

<p>2.5 CMRC Apology: CMRC Apology to Indigenous Peoples (attached) ? CMA endorse? ? agree and willing to act on the action statements?</p>	<p>This item was introduced to Council as a request from CMRC to consider following CMRC and adopting the Apology statement and work on the action items listed in the document. There was extended conversation around if it was CMA's role to do this, if there was merit in endorsing such a document, how CMA would go about addressing the Calls to Action and some suggestions for rewording.</p>	<p>David moved and Heather seconded that CMA Council accept the document and work to follow through on the actions, with a request to have input on the CMRC document as time and learning permits. Motion carried</p>
<p>2.6 Minimum Data Standard (waiting for Standards to be released)</p>	<p>Standards have not been sent to CMRC yet from this Canadian Source.</p>	<p>tabled</p>
<p>2.7 Public Member appointments – AB Health update</p>	<p>Update: AB Health says that it will be at least March 2024 before any changes are made. Thanks to Chelsey for her two terms on the CMA Council. Both Chelsey and David are now extending their time as Public Members.</p>	<p>Annual Public Member evaluations are to be done by Dec 31/23. Sharon will send Chelsey the CMA Council gift. mention to AB Health to increase the honorarium rates.</p>
<p>2.8 Restructuring of AHS – email from AFRHP Executive Director shared on Nov 8/23</p>	<p>There will be an official announcement November 9.</p> <ul style="list-style-type: none"> • Significant changes in AHS and AH will bring more control into the Ministry. • AHS budget will be redistributed to four organizations: Mental Health (will report to the Ministry of Mental Health and Addiction), Continuing Care, Primary Care 	<p>Marianne will attend a Q&A re: this on Nov 27/23</p>

	<p>(all report to AH), and Acute Care (reports to AH, operated by AHS).</p> <ul style="list-style-type: none"> • Each will have an overarching body of some sort to direct traffic. • 12 geographical advisory councils and one indigenous council that will oversee all four streams of work. • The budget will be based on population health. • New system to be live in one year. • An “Integration Council” will ensure four organizations are integrating. • AH will subsume the "one health system" services that were part of AHS, including procurement, planning, etcetera. • AHS will end up being an operator, not a regulator or funder, but will maintain their continuing care sites despite becoming <i>almost</i> entirely focused on acute care services. • Workforce strategy will also be centralized in AH as well. 	
1230 Lunch 1230 Lunch	1230 Lunch 1230 Lunch 1230 Lunch 1230 Lunch 1230 Lunch	1230 Lunch 1230 Lunch
Returned at 1300	Council Meeting recommenced at 1300	
3. Council Committees:	Governance Policy 15: Standing Committees Reports and Recommends for Decision	
3.1 Finance and Audit (F&A) – Needs a chair appointed from Council	<p>Council Members: Melanie Bekevich, Chelsey Cabaj, Dustin Schinbein</p> <p>Chelsey gave an overview of the meetings since initiation: November 3, 10 and 15, and anticipated activities of the committee on a long term financial plan, with an historical base to work from.</p>	<p>Appointed Chair: Chelsey, Moved by Mel and seconded by Kayla</p> <p>Chelsey will send out a video for Council on Financial Planning</p>

<p>-Discussion regarding 2023 Third Quarter operating budget report (available November 10/23 after F&A meeting)</p>	<p>Discussion on ¾ Operating Report: Sharon and Shireen reviewed the budget and addressed the variances, noting that the budget is on track.</p>	<p>Approval of the budget information; Finance and Audit Committee will take it away, analyze and bring back the projected 2024 budget for Council approval</p>
<p>-Discuss and adopt Terms of Reference (attached update of Nov 8/23)</p>	<p>Review of the Terms of Reference (a good template for all Council Committees)</p>	<p>Council reviewed the Terms of Reference; F&A will revise the few changes and return it to Council for approval</p>
<p>-ED/Registrar Performance Review and Salary change for 2023</p>	<p>Update from F&A re: 2023 budget viewpoint, based on Exec Committee approval of salary change. In anticipation of an in-camera session, Marianne asked if the ED had any information to add. ED requested that council confine their discussions to 2023 for the proposed salary increase and that the 2024 would need to be analyzed first in December 2023. Marianne asked if the Finance and Audit Committee had all of the necessary information from the ED. They do. Went in camera and all staff were excused at 1330.</p>	<p>Returned from in camera at 1554 with the following motions: Chelsey moved and Megan seconded the approval of the COLA (4.6%) effective June 1, 2023 for the Executive Director. Passed David moved and Chelsey seconded that Council approve an amendment to the 2023 budget to include a 4.6% COLA for staff. Passed. Megan moved and Heather seconded that Council have F&A complete a 5 year Financial Plan. Passed.</p>
<p>3.2 <u>Strategic Planning –</u></p>	<p>Council Members: Mel, David, Marianne and Joy</p>	<p>Mel was appointed as Chair by Council</p>

<p>-Needs a chair appointed from Council</p> <p>-Date of initial meeting: (current clients and Indigenous and BIPOC)</p> <p>3.3 <u>Codes and Standards</u></p> <p>-Needs a Chair appointed from Council</p> <p>-Discuss Terms of Reference</p> <p>-Decide on a meeting date</p>	<p>Council Members: Heather, Megan, Cathy, David</p>	<p>Sharon will arrange a meeting to happen before next Council meeting</p> <p>Council appointed David as Chair. Sharon will arrange a meeting of this committee before next Council meeting</p>
<p><u>Approval by Council Governance:</u></p> <p><u>Direction/Discussion</u></p> <p>1. Council items:</p> <p>1.1 Unlawful Midwives (see attached link)</p> <p>1.2 Ongoing Governance training for CMA Council</p> <p>-How does Council want to approach this? Eg. governance tools presentations by Council members each meeting, ? topics? Making good decisions, human rights considerations, guest speakers? New Bylaws education?</p>	<p>David shared a link: https://www.cbc.ca/news/canada/british-columbia/tragic-outcomes-including-death-cited-in-b-c-advisory-warning-of-unlawful-midwives-1.7019983</p> <p>Both Kayla and Marianne commented on the merits of doing these modules.</p>	<p>This area can tie into Indigenous learnings as well. Sharon to plan a session</p>

<p>1.3 Pathways to Indigenous midwifery (placeholder)</p> <p>2 Governance Committees:</p> <p><u>2.1 Registration Committee:</u></p> <ul style="list-style-type: none"> -Next meeting for later November 17, 2023 -New /revised Terms of Reference as per CMA Bylaws needed <p><u>2.2 Competence Committee:</u></p> <ul style="list-style-type: none"> -New Terms of Reference needed as per Bylaws -Peer Case Review rollout -Practice Statistics Policy -Planned Breech Birth and twins management for Midwives -Client Evaluation of Care Policy roll out planned for January 2024 -CPR certificates, possible ESW extensions 	<p>Placeholder</p> <p>Awareness: Other jurisdictions may be forced to accept IEMs under labour mobility from Nova Scotia. Impact on CMA discussion:</p> <ul style="list-style-type: none"> -New <i>Patient Access to Care Act</i> (April 2023) in Nova Scotia. While it is intended to reduce administrative barriers to health care, it means that a midwife registered in another Canadian jurisdiction can register in Nova Scotia. IEMs may not require a bridging program or the CMRE either. <p>Kayla gave a short update on all of the continuing competence components the committee has been working on as per the items listed. Highlighted the Advanced Practice Activity Policy and DRAFT of the CMA List of Restricted Activities (Advanced Authorizations and the Enhanced Restricted Activities) that the Competence Committee and AHS PMAO have been discussing and aligning. Two procedures remain for council discussion: planned breech and planned twin birth – should they appear on the Enhanced Restricted Activities List or not? Issues of gaining competence in these two areas is a question, education courses are available, but what does ‘competent mean?’, are these any different than the unplanned breech or twins, regardless of the setting.</p> <p>There have been challenges for midwives to obtain full written evaluations and in-person courses for CPR,FHS, NRP and ESW.</p>	<p>Competence Committee will take the information from Council and decide on Planned twin and breech birth on Nov 27/23 meeting.</p> <p>Competence Committee will audit the CPR, NPR, ESW and FHS and decide on regulatory steps to take.</p>
<p>3. Complaints and Discipline:</p> <ul style="list-style-type: none"> -Report 	<p>HDA: 1 waiting for a half-day hearing</p> <p>1 at the agreement stage, working out details</p>	

<p>-Discussion with Mtg of the Minds group (soon to have name change) and AHS PMAO re: CMA analysis of complaints and themes</p>	<p>HPA: 32 total since May 2019, 10 completed. Seven new cases so far in 2023. Of the 22 remaining, 4 are at Inquiry stage; 10 are in investigation stage (CD has 5 and IRIS has 5); 2 are at post investigation decision; 3 are set for Hearing, one on Nov 24, and 3 for 2024, with one of those a 3-4 day Hearing); and 2 are designated as Practice Visits (one for documentation, one for expired drugs). Themes include: Lack of Public/client awareness of what RMs do, lack of knowledge from HCPs on what RMs do (one peds and one OB, two EMS), conflict between RMs. Investigator Contract updated, with future need to focus on decreasing costs, alternate contracts.</p>	
<p>Operations 1. Exec Director/Registrar Report</p> <p>2. Deputy Registrar: Juliana 2.1 Reports submitted: ABC and Labour Mobility due in October 2.2 Registration Report (attached)</p>	<p>Five items were shared: (see attached) <u>Software vendor</u> process for transition of data is underway. <u>CNAR Conference</u> and <u>CMRC Annual board meeting</u> were held in Vancouver in October, CNAR attended by Juliana and Sharon – much focus on kinder, more compassionate regulation. Marianne could not attend the CMRC meetings, only Sharon. Apology to Indigenous peoples brought for CMA endorsement from CMRC. <u>AB Health</u>: a connection has been found between AB Health Regulation unit and Alberta Medical Association, for acceptance of referrals from midwives. There may be a lead on ordering ultrasounds by midwives here as well. <u>MRU</u>: C AMED was involved more than anticipated in the Accreditation process for the MRU BMid Program. Report is scheduled to be out by the end of the year. CMA will have some involvement in the recommendations.</p> <p>As shown and attached.</p>	

2.3 Renewal started Nov 1 st until Nov 30 th .		
3. Administration: Shireen 3.1 CRA status (attached letter) 3.2 Newsletter: Publish later November	Field Law has finished their work Resp virus season and community births, masking decisions Renewal reminders: get your renewal done Interprofessional relations: client focussed care, kindness and compassion to other HCP's. Reminder of our Code of Ethics and Standards of Practice.	
Date of Next meeting:	January 11, 2024	Land Acknowledgement: Heather please
Adjournment:	1645	