

Standard:	Registration and Continuing Competencies
Approved By:	CMNL
Date Approved:	September 2019
Date to be Reviewed:	
Effective Date:	September 2019



REGISTRATION AND CONTINUING COMPETENCIES For Registered Midwives Practicing in Newfoundland and Labrador

Midwives must renew their registration yearly and meet requirements that will ensure their knowledge, skill and judgement remain current and that they continue to provide safe, effective, appropriate and ethical midwifery care to their clients. Specifically, the Midwives Regulations <https://www.assembly.nl.ca/Legislation/sr/regulations/rc160017.htm#8> states that midwives must participate in continuing education programs, professional development, case peer reviews and various other quality assurance activities. Midwives must maintain current certificates in Emergency Skills, Neonatal Resuscitation, Cardiopulmonary Resuscitation, and Fetal Health Surveillance. Each year a midwife must provide proof that they have completed at least 1000 hours of midwifery practice within the preceding four year period, including attendance at a minimum of 20 births as primary midwife. Five of these births must include continuity of care defined as no more than four midwives involved in the client’s care, and a minimum of three prenatal visits, intrapartum care, and three postnatal visits. Furthermore, it is expected that midwives offer informed choice discussions that support low risk home birth. Midwives are expected to have a minimum of five planned primary home births, and attendance as primary or second midwife at four actual home births during the four years. Exceptions for a reduced home birth rate, with explanation, can be directed to the NLCHP (Newfoundland and Labrador Council of Healthcare Providers) and CMNL for consideration a minimum of 8 weeks prior to the registration due date.

In addition to the minimum required midwifery hours and birth numbers, Registered Midwives need to maintain current applicable certifications by the NLCHP renewal date. The CMNL in partnership with the NLCHP approves each course based on an objective set of criteria. Courses not listed in this policy must be pre-approved by the CMNL and NLCHP in order to be accepted as evidence of continuing competency.

1. Emergency Skills

All midwives are required to successfully complete a course and assessment in emergency skills in obstetrics **every two years**. The required standard of performance is successful completion of a course or assessment that meets or exceeds the College of Midwives of Newfoundland and Labrador’s criteria for Emergency Skills assessment in accordance with the Act.

Currently accepted courses:

- Emergency Skills Workshop (ESW) Association of Ontario Midwives, Midwives Association of Manitoba, Association of Alberta Midwives, Regroupement les Sages-Femmes du Québec).

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- Midwifery Emergency Skills Program (MESP) (Association of Midwives of British Columbia)
- Obstetric Emergency Skills courses administered by a recognized Canadian Midwifery Education Program or Bridging Program.
- Advances in Labour and Risk Management (ALARM), (Society of Obstetricians and Gynecologists of Canada)
- Managing Obstetrical Risk Efficiently (MORE^{OB}) (Salus Global™)

Note: The MORE^{OB} program is an ongoing three year program that Regional Health Authorities fund for their staff. Some hospitals are currently providing this program, but others have already completed it. Once a hospital has completed the program there may not be the opportunity for the midwife to meet the two-yearly requirement using MORE^{OB} and so another program will need to be considered.

2. Neonatal Resuscitation

All midwives are required to successfully complete all sections of the Neonatal Resuscitation Program administered by the Canadian Paediatric Society and be assessed **annually**. The required standard of performance is completion of a course that meets or exceeds the National Guidelines for Neonatal Resuscitation as they apply within the midwife's scope of practice.

3. Cardiopulmonary Resuscitation

All midwives are required to successfully complete a Basic Life Support (BLS) or CPR-Healthcare Providers (HCP) course that includes adult, child and infant CPR **every two years**. This must include in person training.

The standard is successful completion of a course that meets or exceeds the following currently accepted courses:

- BLS for Healthcare Providers (C) (Heart and Stroke Foundation of Canada)
 - CPR/AED Level HCP (Canadian Red Cross)
 - CPR HCP (Lifesaving Society)
 - CPR HCP (St. John Ambulance)
 - CPR HCP (First Aid 4U)
- CPR internally provided for healthcare providers by the Regional Health Authority

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4. Fetal Health Surveillance

All midwives are required to successfully complete a fetal health surveillance program **every three years** either by attending a program offered for hospital staff or by completing a program approved by the CMNL and NLCHP.

CMNL and NLCHP approved FHS activities are:

- The Fundamentals of Fetal Health Surveillance: produced by the Canadian Perinatal Programs Coalition.
- University of British Columbia (UBC) CPD: Fundamentals of Fetal Health Surveillance online course and exam.

Continuing Education, Professional Development, Case Peer Reviews and Quality Assurance

In addition to the minimum midwifery hours and certifications, Registered Midwives are responsible for accessing and completing continuing education (CE) and professional development (PD) activities, and participate in regular case peer reviews. When calculating time spent on continuing education (CE) and professional development (PD) one clock hour = one continuing education hour for an activity. These activities will be required for yearly registration renewal and are part of the Council's Quality Assurance Review. They are defined in the Council's Quality Assurance Policy:

<http://www.nlchp.ca/file/55e085f67f506QA%20program%20Approved%20April%2023%202015.pdf>

1. Continuing Education – 15 hours annually

A continuing education activity is one that maintains or improves a member's knowledge, skills or judgement as related to the practice of midwifery. CE hours may include related seminars, webinars, conferences, in-service education, multi-discipline clinical rounds and/or case reviews, distance or e-learning, credit-based learning, discipline specific professional journal review with reflection, and publishing in peer review journals.

2. Professional development – 15 hours annually

PD refers to skills, knowledge and activities undertaken for personal development, career advancement and professional commitment. Professional development encompasses all types of facilitated learning opportunities including formal higher learning, directed programs and conferences, and informal learning opportunities in practice. PD also includes participating in

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mentorship and preceptorship, membership in the professional association and attendance at meetings, and representing the provincial midwives at a national level.

3. Midwifery Case Peer Reviews- Four per year

Registered midwives will participate in a minimum of four case peer reviews per year. These must include a minimum of three midwives from a minimum of two practices, and a minimum of one case.

4. Quality Assurance Program

Registered midwives will provide a system for clients to provide feedback following their course of care. Midwives are expected to reflect on two areas for improvement and write a short summary action plan describing effort to improve, either individually or as a practice.

Note: Registered midwives are expected to keep records/notes of the minimum required continuing education, professional development, peer reviews, and QAP action plans as the NLCHP may request them at any time as part of their ongoing auditing process. Exceptions for any of the criteria in this Registration and Continuing Competencies Policy must be formally written, explained and requested a minimum of 8 weeks prior to the registration due date to the NLCHP and CMNL for consideration.