



Continuing Competence Program for Registered Midwives In the Northwest Territories

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Midwives Association of the Northwest Territories
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The Continuing Competence Program for Registered Midwives in the Northwest Territories

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The Continuing Competence Program for Registered Midwives in the Northwest Territories

1. Overview of the Continuing Competence Program

The purpose of the Continuing Competence Program for Registered Midwives in the Northwest Territories (CCP) is to ensure that registrants have opportunities to maintain the knowledge, skills, and judgment required to assure quality of practice in accordance with current standards of the profession.

The CCP includes the completion of mandatory courses required of all registered midwives for the annual renewal of registration as outlined in the *Midwifery Profession General Regulations*, as well as the following quality assurance components which are assessed over a three year audit cycle:

- Clinical Care
- Case Review
- Self-Assessment and Reflective Practice
- Continuing Professional Development
- Evaluation of Client Satisfaction

A registered midwife, unless they also remain registered and in good standing as a midwife in a province and that registration is unrestricted, must comply with the CCP and undergo an Audit one time in every three years of registration. An external Auditor, recommended by the Midwives Association of the NWT and appointed by the Department of Health and Social Services, will conduct the Audit, including a review of the documentation identified in this program, and will submit a Continuing Competence Program Audit Completion Form to the Registrar, Professional Licensing, Health and Social Services. Where a registered midwife has been either registered in the NWT or in active practice for less than three years at the time of a scheduled Audit, some quality assurance requirements may be prorated to reflect the number of years, or portions thereof, registered **and** in active practice in the NWT. Where a registered midwife has been registered in a province, in good standing and with unrestricted registration, for a portion of the three years leading up to a scheduled Audit, some CCP requirements may be prorated to reflect the number of years that require compliance with the CCP. Refer to the *Guide to Completion of the Continuing Competence Program*, as reviewed and amended from time to time by the Midwives Association of the Northwest Territories.

If at the end of the third year of the audit period a registered midwife has not met all the Continuing Competence Program requirements because of operational or personal circumstances beyond their control, they must complete the outstanding requirements no later than 90 days into the new audit period. Requirements completed during this 90 day extension shall be credited only to the previous three year audit period and cannot be applied to meeting requirements in the subsequent audit period.



2. Requirements for Renewal of Registration

In accordance with the *Midwifery Profession Act* and the *Regulations to the Midwifery Profession Act*, a registered midwife can apply for renewal of their certificate of registration by providing a completed renewal application form and other supporting material, along with the prescribed fee, before the expiry date of their certificate of registration.

A Registered Midwife is eligible for an annual renewal of the certificate of registration if:

- The midwife is registered and in good standing as a registered midwife in a province and the registration is unrestricted,

OR

- The registered midwife signs a statement attesting to compliance with the Continuing Competence Program described herein; **and**
- Once every three years, the Registrar receives a declaration from the Auditor advising that the registered midwife has successfully completed the Continuing Competence Program for Registered Midwives in the NWT.

AND

- The registered midwife provides proof of annual completion of a program in adult and infant cardiopulmonary resuscitation (Basic Life Support) that complies with the guidelines of the Heart and Stroke Foundation of Canada; **or**
 - The registered midwife provides proof of current BLS instructor status and teaches at least one BLS course per year; **and**
- The registered midwife provides proof of annual completion of a course in neonatal resuscitation (NRP), including intubation, that complies with nationally recognized guidelines in neonatal resuscitation as they apply to the registered midwife's scope of practice; **or**
 - the registered midwife provides proof of current NRP instructor status and teaches at least one NRP course per year; **and**
- The registered midwife provides proof of completion every two years of a course on the Fundamentals of Fetal Health Surveillance (FHS), completed either in person or online; **or**
 - The registered midwife provides proof of current FHS instructor status and teaches at least one FHS course every two years; **and**



- The registered midwife provides proof of completion every two years of a program in obstetrical emergency skills from among the accepted programs listed in Appendix A ;
or
 - The registered midwife provides proof of current obstetric emergency skills instructor status from among the accepted programs listed in Appendix A and teaches at least one obstetric emergency skills course every two years.

The registered midwife will provide to the Registrar proof of completion of the above courses to the Registrar at the time of application for annual registration renewal.

Documentation of the most recent certification in each of these courses will also be made available to the Auditor every three years in accordance with the format provided in the *Guide to Completion of the Continuing Competence Program*.



3. Clinical Care

Hands-on, clinical experience is integral to a registered midwife's knowledge, skills and ability to provide safe care. A registered midwife is required to stay clinically active in the provision of prenatal, intrapartum, postpartum, and newborn care over a rolling period of three years. At the end of each registration year, the registered midwife shall document their current clinical activity and attest to active clinical practice in the preceding three year period.

It is recommended that a registered midwife attend fifteen (15) births as either primary or second midwife over a rolling period of three years.

A registered midwife is required to demonstrate the provision of continuity of care as outlined in the Midwifery Practice Framework.

Documentation of active clinical practice must be made available to the Auditor in accordance with the format provided in the *Guide to Completion of the Continuing Competence Program*.



4. Case Review

Case review is a particular form of storytelling which supports ongoing midwifery competence. The purpose of the Case Review is to provide a confidential forum for sharing, support, education, and problem solving in a non-punitive environment. It also provides an opportunity to reflect on the provision of midwifery care in relation to the NWT Midwifery Practice Framework and Standards of Practice for Registered Midwives in the NWT.

A registered midwife must attend six case reviews per year or eighteen case reviews in three years of registration (either in person or via simultaneous electronic media). Half of the reviews must be midwifery peer reviews and the remainder may be interdisciplinary case reviews. The registered midwife must present two cases per year or six cases in three years.

Each Case Review meeting will:

- Include at least two health professionals from at least two practice sites
- Include a presentation of a case history and management
- Allow opportunity for observations and comments from the participants

Documentation of participation in case reviews over a period of three years must be made available to the Auditor in accordance with the format provided in the *Guide to the Completion of the Continuing Competence Program*.



5. Self-Assessment and Reflective Practice

A registered midwife must document a process of self-assessment and reflection designed to identify areas of strength and areas for improvement that inform goals for continuing professional development.

A self-assessment questionnaire, to be completed in each registration year, is provided to help the registered midwife engage in reflective practice and establish annual priorities and goals for learning. An evaluation of client satisfaction with midwifery care, discussed below, also contributes to the registered midwife's reflective practice.

Documentation of Self-assessment and Reflective Practice over a period of three years must be made available to the Auditor in accordance with the format provided in the *Guide to Completion of the Continuing Competence Program*.



6. Continuing Professional Development

A registered midwife must participate in continuing professional development (CPD) activities for the purpose of maintaining and enhancing knowledge, skill and experience related to the practice of midwifery. These activities can be formal and informal.

The registered midwife must complete:

Twenty hours per year or sixty hours of CPD in three years of registration. Of these required CPD hours

- A minimum of 50 percent are directly related to clinical practice.
- A minimum of 20 percent are related to Indigenous health issues, cultural safety, intercultural competency, human rights, and / or anti-racism.
- A minimum of 20 percent involve inter-professional, interactive workshops or simulations.

Required continuing professional development hours are in addition to any training needed to maintain competence in adult and infant cardiopulmonary resuscitation, neonatal resuscitation, fetal health surveillance, and obstetrical emergency skills as outlined in Section 2. Where the mandatory requirements listed in Section 2 have already been met, subsequent learning activities that are similar to the mandatory requirements may be counted towards CPD requirements in this section.

Acceptable Continuing Professional Development activities include, but are not limited to:

- Courses
- Conferences
- Workshops
- Skills drills
- Clinical rounds / Grand Rounds (attending or presenting)
- Participation in professional groups or committees
- Mentoring and teaching students
- Reading / writing / peer reviewing journal articles
- Webinars
- Teaching
- Knowledge sharing circles

Documentation of Continuing Professional Development activities over a period of three years must be made available to the Auditor in accordance with the format provided in the *Guide to Completion of the Continuing Competence Program*.



7. Evaluation of Client Satisfaction

The registered midwife is responsible to ensure that their practice responds to the needs of clients, and that clients are given opportunity to provide evaluation and feedback. The registered midwife must demonstrate that they are open and responsive to client feedback and evaluation in various forms.

The registered midwife is responsible to provide clients with a client satisfaction questionnaire to complete when they are discharged from care. The registered midwife is also responsible to facilitate and respond to client feedback in other forms. Some examples of client feedback that may be considered are questionnaires, informal written comments, verbal comments, observed behaviours, and focus group dialogue.

Documentation of the evaluation of client satisfaction over a period of three years must be made available to the Auditor in accordance with the format provided in the *Guide to Completion of the Continuing Competence Program*.



Appendix A

Programs in Obstetrical Emergency Skills accepted for Continuing Competence for Registered Midwives in the NWT:

- Emergency Skills Workshop (ESW) (Association of Ontario Midwives, Midwives Association of Manitoba, Midwives Association of the Northwest Territories, Association of Alberta Midwives, Regroupement les Sages-Femmes du Québec).
- 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 (MOREOB)¹ (Salus Global™);