

CMM CIRCULAR

Fall 2023



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Rescinded: Alternate Practice Arrangement

CMM's Alternate Practice Arrangement (APA) was rescinded at the Council meeting of September 22, 2023.

The APA process was implemented in 2018 to support inter-professional care models and in response to requests from midwives for flexibility in the delivery of midwifery care allowing for sharing care with a physician and working in a limited capacity.

Recent updates to the [Midwifery Standards of Practice](#) and the [Standard for Currency of Practice](#) have removed limitations related to:

- maximum practice group size,
- interprofessional practice, and
- minimum number of births.

Therefore, an alternate practice arrangement is no longer required in order to practice in non-traditional models.

Today's health care is focused on interdisciplinary care, and this should not require permission from the regulator. Supporting midwives to work in different models may help to address current gaps in health care services, allow midwives to use their experience and expertise to support other areas of the maternity care system and allow midwives who need the opportunity to practice in different ways to accommodate life events.

CMM will continue to ensure that midwives work within their scope and are competent to provide safe ethical care in the areas that they do practice.

CMM recognizes that barriers to flexibility in practice may continue to exist within the delivery of midwifery services but sees this as a first step towards supporting diverse opportunities.



Currency of Practice Reminder

Updates to the [Standard for Currency of Practice](#) that were implemented in July will impact the 2024 application for renewal of registration. This renewal cycle, the application for renewal of registration for practising midwives will include questions on the following requirements:

- Experience across the continuum of care (provision of prenatal, intrapartum, postpartum and newborn care) in the three years preceding renewal.
- Practice Hours (900 hours in the three years preceding renewal, or 300 hours in the one-year preceding renewal).
- Competency to continue to practice across the continuum of care.

Note: only members who have been registered for more than 24 months and have completed their 2-year currency requirements will be required to answer these questions.

Currency of Practice Q&A



How do I track my practice hours?

The CMM does not require an exact reporting of your practice hours. At renewal you will be required to confirm that you have met or exceeded the minimum requirement. Evidence to confirm you have met the minimum requirement is required only upon request. This may happen when a midwife is on the cusp of meeting the minimum threshold or is selected for a random practice assessment. More information about practice hours and how to count them is in the [Currency of Practice Q&A](#).



What if I don't meet the requirement?

Members who do not meet the requirement will be referred to the Board of Assessors to determine if they require any conditions be placed on a member's registration as per the Policy on [Currency of Practice Shortfalls](#). When making a decision the Board of Assessors takes into account a number of factors including number of shortfalls, practice circumstances, efforts to maintain competency etc. Please note that a transition period will be in place for renewal in 2024. Any members who do not meet the new currency requirement at renewal in 2024 can be measured against the previous standard. If they meet that standard, they may continue to practice without restriction and then report as per the new standard in 2025.



Read the full [Currency of Practice Q&A](#)

QUALITY ASSURANCE

QA Yearly Record

The [Standard on Quality Assurance](#) states the midwives must keep on-going records of their quality assurance activities via the [QA Yearly Record](#). This record is available as a fillable PDF form on the member profile section of CMM's website.

Every year, midwives are required to do the following:

- Complete the QA Yearly Record and retain a copy for a minimum of five (5) years.
- Sign the declaration of their completion of the QA Yearly Record on the Annual Renewal of Registration form.

When a midwife is selected for a random practice assessment (RPA) they must submit their past five (5) years of QA Yearly Records for review.

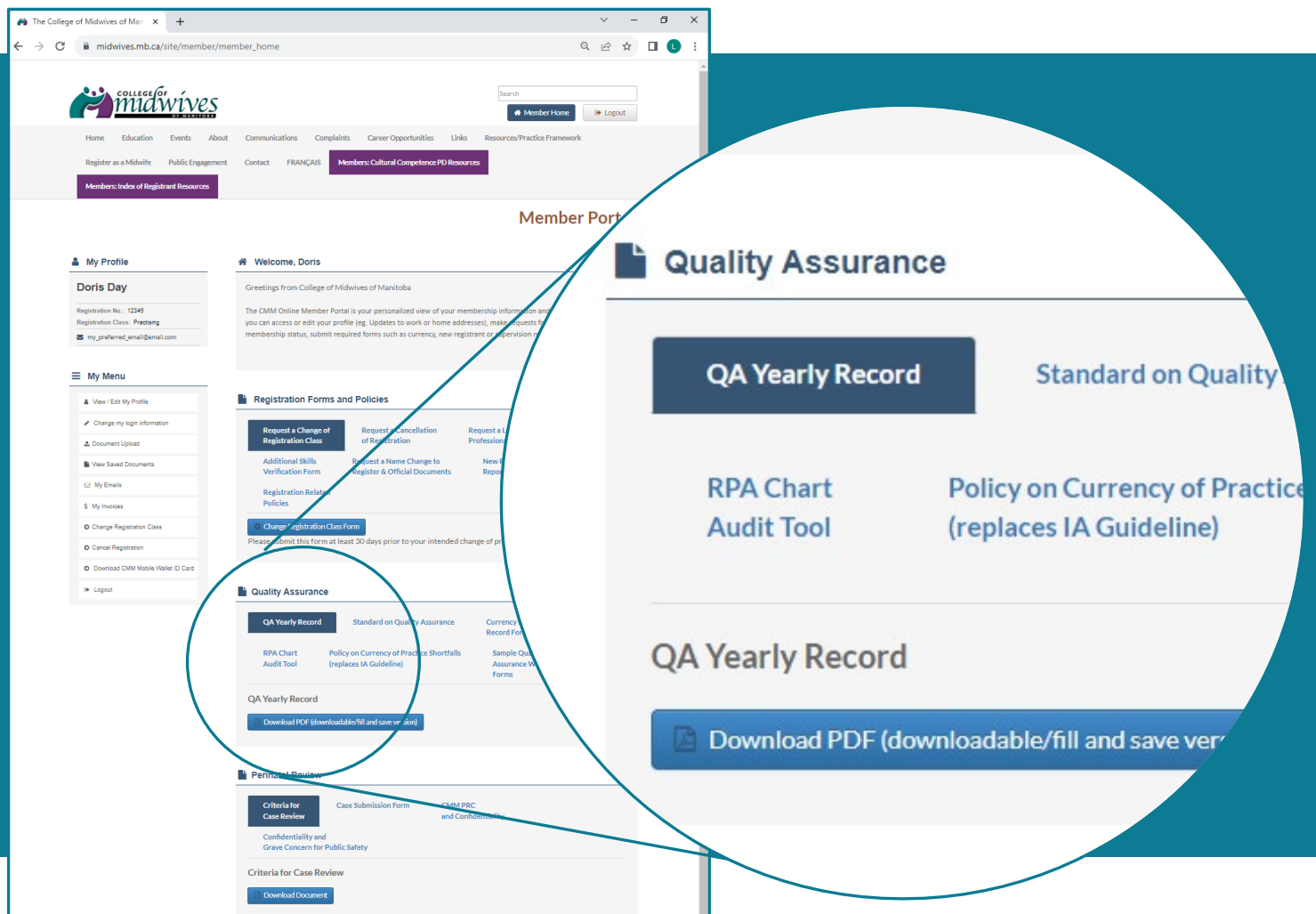


Image of the link to the QA Yearly Record form in the CMM Member Portal

OFFICE HOURS

9:00 a.m. to 4:00 p.m. Monday to Friday
(closed on Statutory Holidays)

Due to part-time status of staff and semi-virtual operation, please email admin@midwives.mb.ca or call the office at (204) 783-4520 if you need to arrange an in-person meeting.

OFFICE CLOSURES

November 13 – Remembrance Day
in Lieu

December 25 – Christmas Day

December 26 – Boxing Day

January 1 – New Year's Day

February 19 – Louis Riel Day

MOVING HOME OR OFFICE?

Changes to your work or personal address, phone number or email must be reported to the CMM. This can all be done by updating your profile in the Member Portal.

Additionally, please be reminded that Manitoba Health must be informed of changes in employment status or practice location. For more information email practitionerregistry@gov.mb.ca.

CHANGING PRACTICE STATUS?

Changes in practice status must be requested via the Member Portal using the online request form. If you are planning a change in practice status, please complete the online request form at least 30 days in advance.

CMM Will Be Moving

In February, the CMM office will relocate from its home of almost 25 years at 500 Portage Avenue in Winnipeg.

The CMM office sustained extensive flooding in 2017 and again in 2019 shortly after we had signed a lease renewal. Due to the building's age, water infrastructure is breaking down. As a result, Council supported the recommendation to not renew our lease.

In planning, CMM found other health regulators in Winnipeg working in hybrid models, combining formal office and home office settings for employees since the onset of the pandemic. We explored opportunities with those with available space within their offices.

We are pleased to report that there is a great space in the College of Registered Nurses of Manitoba building located at 890 Pembina Highway in Winnipeg that is perfect for CMM's scaled-back office footprint needs. The space accommodates room for CMM staff when working in office, and for Council and committee meetings to take place when indicated (with the bonus of a large, convenient onsite parking lot for those attending). CMM will secure a shorter-term lease - approximately two years - which will allow time for staff and Council to further assess CMM's needs, without having to lock into a 5, 7 or 10-year lease.

While there is a bit of sadness with moving from its roots, there is great enthusiasm about occupying a more suitably sized and priced space, in a building that is newer!

SELF-REGULATION

Committee Impact on Regulatory Decisions

The CMM:

- Is committed to equity in the practice of midwifery, which includes providing services to people who historically have been under-served by the health care system and supporting the removal of systemic barriers within the practice of midwifery;
- Is committed to acting on the Truth and Reconciliation Commission of Canada's (TRC) Calls to Action – to aim to ensure that midwives provide care that is equitable, accessible, flexible, non-judgmental, nurturing, accepting, respectful and safe; and,
- Maintains, in its Strategic Priorities 2023-2027, to support the registration and retention of Indigenous midwives.

If we step back in history for a moment, when the *Midwifery Act* was drafted pre-2000, an important clause was written into it from which the Kagike Danikobidan standing committee was born.

Committees

- 8(5) The council shall establish
- (b) a standing committee to advise the college on issues related to midwifery care to aboriginal* women;

Twenty-three years later Kagike Danikobidan continues to provide its advice to the CMM.

From the governance perspective, as shared in the CMM Summer 2023 Circular, the work undertaken by CMM's statutory and standing committees contributes to the regulatory functions of the College and supports Council in meeting its mandate, which is that the College upholds the responsibilities of regulating midwifery in the interest of public safety.

To this end, KD recommended a submission in response to a funding opportunity provided by First Nation and Inuit Health Branch (Manitoba) for a project to identify the need for, components of and best model of delivery for an effective and responsive mentor model for newly registered Indigenous midwives in Manitoba, and any potential supports that would be a benefit to Indigenous midwife mentors to sustain them in their role as mentors. CMM did so with success, and Ashley Hayward was contracted as Project Researcher. Work began October 1st.

As CMM members – professional, appointed public members or appointed community members - participating on CMM Council and committees - in this example, Kagike Danikobidan - your voices directly affect CMM's work as a regulatory body, which is the premise of self-regulation.

*(The language in the *Midwifery Act* is dated; CMM utilizes the word Indigenous)



Building Support for Indigenous Midwives

The CMM, with Kagike Danikobidan's endorsement, was successful in receiving funding from First Nation Inuit Health Branch (Manitoba) for a project designed to collect information related to a future mentorship program for Indigenous midwives. The goal is to identify the need for, components of, and best model of delivery for an effective and responsive mentor model for newly registered Indigenous midwives in Manitoba, and any potential supports that would be of benefit to Indigenous midwife mentors to sustain them in their role as mentors. The first stage of this work is to conduct interviews with Registered Indigenous midwives, Indigenous Student (midwives) and personnel within Midwifery Programs that have BIPOC Mentorship Programs. Your voice counts.

About Ashley Hayward, Project Researcher

Ashley is a PhD candidate in Peace and Conflict Studies from the U of M. Her research focuses on supporting the development of an urban Indigenous doula program in partnership with Aboriginal Health and Wellness Centre and other community partners. Ashley is Red River Métis with family ties to the community of St. Francois Xavier, just West of Winnipeg. Ashley works full time at the U of W as a Research Manager for the Kishaadigeh Collaborative Research Centre led by Dr. Jaime Cidro.

College of Midwives of Manitoba
Kagike Danikobidan

Explore and define the ideal mentorship model for newly registered Indigenous Midwives

- * Are you a midwife with experience mentoring or being mentored?
- * Are you keen to share insight on what constitutes an effective mentorship in the field?
- * Are you passionate about increasing the number of Indigenous midwives and ensuring their long-term retention?

Strengthen the next generation of Indigenous midwives

— & —

Contribute to the development and operationalization of a responsive mentorship framework

If interested, please contact:
mentorship@midwives.mb.ca

 COLLEGE OF midwives OF MANITOBA

Research Project Recruitment Poster