

**Continuing Competency Program
For Registered Midwives
In the NWT**

Established by the
Midwives Association of the Northwest Territories and Nunavut
January 31, 2005

1. Introduction to Renewing Registration

Registered Midwives renew their registration by submitting a renewal application, 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 midwife in a province
- A registered midwife holds valid certification in adult and infant cardiopulmonary resuscitation from a program that complies with the guidelines of the Heart and Stroke Foundation of Canada.
- A registered midwife holds valid certification in neonatal resuscitation, including intubation, through the completion of a course that meets the National Guidelines for Neonatal Resuscitation as they apply to the registered midwife's scope of practice.

Or

- The midwife has completed the continuing competency requirements described in this program.
- The midwife signs a statutory declaration about her completion of the Continuing Competency Program
- Once year in every three years, the Registrar receives a Practice Audit Completion Form from the Practice Auditor advising of the completion of the Continuing Competency Program
- A registered midwife holds valid certification in adult and infant cardiopulmonary resuscitation from a program that complies with the guidelines of the Heart and Stroke Foundation of Canada.
- A registered midwife holds valid certification in neonatal resuscitation, including intubation, through the completion of a course that meets the National Guidelines for Neonatal Resuscitation as they apply to the registered midwife's scope of practice.

2. The Continuing Competency Program in the NWT

Practice Audit / Practice Auditor

A registered midwife must arrange for a Practice Audit one time in every three years of registration. A Practice Auditor, selected by the Midwives Association of the NWT and NU, will undertake the Practice Audit, including a review of the documentation identified in this program. The Practice Auditor will submit a Practice Audit Completion Form to the Registrar, Professional Licensing, Health and Social Services.

2.1. Number of Births

A registered midwife must have attended fifteen (15) women as primary midwife over three years of registration.

- A "primary midwife" means a midwife who assumes primary responsibility for providing all aspects of midwifery care including prenatal, intrapartum and postpartum care of the newborn.
- Of those fifteen (15) cases, a minimum of ten (10) cases must demonstrate "continuity of care".
- "Continuity of care" means providing care to the same woman through at least four prenatal visits, labour and delivery, the newborn examination and at least one postnatal visit.

Documentation of this care must be made available to the Practice Auditor.

2.2. Clinical Practice Forms

Registered midwives must complete clinical practice forms, as recommended by the Midwives Association of the NWT and NU for purposes of documenting the requirements under item **2.1** above. The completed Clinical Practice forms must be made available to the Practice Auditor.

2.3. Peer Case Review

A registered midwife must attend four Peer Case Review meetings per registration year (either in person or via simultaneous electronic media), two of which must be reviews of cases where the midwife acted as the primary midwife. The purpose of the Peer Case Review is to provide a forum for education, support and problem solving. It also demonstrates the accountability of the registered midwife. Each Peer Case Review meeting will:

- Include at least four health professionals
- Include a presentation of a case history and management
- Involve a discussion of Practice Framework and Standards of Practice and their application to the case.
- Consider observation and comments from the participants

Documentation of the Peer Case Review and meeting must be made available to the Practice Auditor in a format recommended by the Midwives Association of the NWT and NU.

2.4. Self Assessment and Reflective Practice

A registered midwife must use a process of self-assessment and reflective practice to compare her practice to the Standards of Practice and identify goals for further professional development. This is a personal means of considering and examining her practice. A registered midwife may keep a personal journal, join in regular discussions with a peer group, and consider annual priorities and goals for learning. Documentation of the Self-Assessment and Reflective

Practices must be made available to the Practice Auditor in a format recommended by the Midwives Association of the NWT and NU.

2.5. Continuing Education and Professional Development

A registered midwife must participate in continuing education / professional development activities for the purpose of maintaining and enhancing knowledge, skill and judgment. These activities can be formal and informal.

The registered midwife must complete:

- Twenty hours per year or sixty hours over three years of registration,

A minimum of 50 percent of continuing education / professional development is directly related to clinical practice.

This professional development is in addition to any training needed to maintain the certifications in adult and infant cardiopulmonary resuscitation, and neonatal resuscitation, including intubation.

- A nationally recognized program in the management of obstetrical emergencies, or a documented program of relevant person study within the practice group in the management of obstetrical emergencies.

Documentation of the continuing education / professional development activities must be made available to the Practice Auditor in a format recommended by the Midwives Association of the NWT and NU.

2.6. Evaluation of Client Satisfaction

The registered midwife must ensure that her clients are provided with a client satisfaction questionnaire when they are discharged from care. Registered midwives will ask that the clients complete the form and return it to a designated address. The client evaluation of midwifery care contributes to registered midwives' reflective practices and to ensuring that the practice responds to the needs of the clients. The completed questionnaires will be made available to the Practice Auditor.