



September 30, 2011

Random Practice Review Update

The CMBC is currently developing the last component of its Quality Assurance program, the Random Practice Review, as described in the *Quality Assurance Program Framework* in your Registrant's Handbook¹. To keep you informed and encourage your feedback, we will be issuing bulletins in our Newsletter during the development phase as we strive to create a process that is of benefit to midwives and serves the public interest.

Random Practice Review FAQ's

Q: What is a Random Practice Review?

A: It is an on-site peer review of a randomly selected member's practice against CMBC requirements by a BC midwife specially trained as a peer practice assessor. While peer practice reviews are a common means of assuring quality in professional practice, each profession carries them out in a slightly different manner.

Commonly, reviews cover the physical practice site and equipment, practice systems and organization, an audit of a specific number of charts, and interviews. The CMBC is carrying out research and a member consultation process to identify the best way to implement the Practice Review.

"Registrants rate the educational value of their participation highly and well over half noted that they had made changes in their practice as a result of their participation." Dr. Marla Nayer

Onsite Assessment Pilot Test Report. College of Physiotherapists of Ontario: 2006.

Q: Why is CMBC developing a Random Practice Review process?

A: Under the BC Health Professions Act, Sections 16(2) and 26.1 (enacted; expected to be brought into force in late 2012) the College *must* administer a quality assurance program via its Quality Assurance Committee. The goal is "to promote high standards amongst registrants" via a supportive and educational process (rather than a punitive disciplinary process).

Random Practice Reviews have been used by a variety of professions in Canada including midwifery, medicine, and with nurse-practitioners. Research indicates that they are an effective way to promote high standards in primary care professions.

During the development of the Random Practice Review Process, the CMBC Quality Assurance Committee and the Quality Assurance and Clinical Practice Policy Director are dedicated to keeping you informed and seeking your input.

Q: What is the purpose of a Random Practice Review?

A: The primary goals of the Practice Review are to ensure safe and accountable midwifery care and to promote improved practice among BC midwives. The process is intended to be evidence-based, transparent, supportive, unbiased, and consistent with legislative requirements, and to promote ongoing learning and continuous practice improvement.

Q: Will the Random Practice Review be punitive?

A: No. Assessors are not looking for mistakes. They are looking for both areas where members may need some additional support or education to improve their practice and for best practices that might be able to be shared with other BC midwives. In the very unlikely event that a

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**#207, 1682 West 7th Avenue
VANCOUVER, BC V6J 4S6**

Tel: (604) 742-2230

Fax: (604) 730-8908

Email: information@cmbc.bc.ca

¹The Practice Review is called "Practice Audit" in the *Quality Assurance Program Framework* last revised September 14, 2009.

serious concern for public safety is identified during a Practice Review, the legislation requires that the issue will be referred to the Inquiry Committee for investigation. Basic information about the concern that has been identified will be shared with the Inquiry Committee, but no assessments or documents related to the practice review will be shared. Under such rare circumstances the Inquiry Committee must carry out its own investigation where the midwife has the full support of legal counsel.

Q: What will be the results of a Practice Review?

A: According to the BC Health Professions Act, through the practice review process the Quality Assurance Committee may support midwives to improve their practices by recommending:

- further training and education;
- further clinical or other assessments; or
- specific practice changes.

The member will receive a confidential interim review report that outlines any required actions (e.g. revising a protocol to be in line with CMBC standards), and/or suggestions to assist in implementing the review's recommendations or to otherwise improve practice (e.g. suggesting tools that other midwives use). Members will have an opportunity to respond to an interim report before the final review report is completed.

Q: How soon will the Random Practice Reviews start happening?

A: The first Practice Reviews are planned to take place in 2013 or 2014.

Q: What is the timeframe for the development of the Random Practice Review process?

A: Throughout 2011 and 2012, external consultants will coordinate consultation with CMBC members including an e-survey to be launched in the Fall of 2011 and possible focus groups for early 2012. During this time, the consultants will also continue research into best practices in quality assurance and practice review, and create draft program design, policies, and procedures based on this research. The Quality Assurance Committee is providing oversight and input at all key stages, and the Quality

Assurance and Clinical Practice Policy Director provides ongoing support. In 2012 and 2013, once members' input has been incorporated into the plans, forms and tools will be developed, BC midwives will be trained to be QA peer assessors, and the process will be piloted with the assessors reviewing each others practices. This will not only be an opportunity to test the practice review forms and tools, but it will also provide the assessors with first hand experience about what it is like to be reviewed, underlining the importance of a fair, transparent and supportive review process.

Q: What kind of support will there be for members?

A: Members will be provided with information and support to enhance their practice prior to the launch of the Practice Review. Where there is information about anticipated areas for improvement that can arise from practice reviews based on the experiences of other professional bodies that carry out such review processes, such as the Colleges of Midwives in Ontario and Manitoba, this information will be provided to midwives in advance.

Q: Where can I find more information about CMBC's plans for a Practice Review program?

A: The CMBC website members' area includes a link to QA Development. Information will be posted here as it becomes available.

CMBC Directory 

Jane Kiltnei, Registrar and Executive Director
Direct line: (604) 742-2234
email: registr@cmbc.bc.ca

Doris Chan, Deputy Registrar/Director of Finance
Direct line: (604) 742-2235
email: dep.registrar@cmbc.bc.ca

Joanne Daviau RM, QA/Clinical Practice Policy Director
Direct line: (604) 742-2238
email: qa.director@cmbc.bc.ca

Mary Burgoyne, Director of Operations
Direct line: (604) 742-2233
email: om_admin@cmbc.bc.ca

Lisa Robinson, Executive Assistant
Direct line: (604) 742-2237
email: administration@cmbc.bc.ca

Michelle Cheng, Administrative/Registration Assistant
Direct line: (604) 742-2230
email: information@cmbc.bc.ca

REMINDER

The 2011 CMBC Annual General Meeting is Monday, October 24, 2011 for 12:00 to 4:00 pm. Guest speakers will include:

Connie Harris B.Sc. (Pharm) Pharm D. - An Antibiotic Refresher

Jeffrey Miller M.D. - Screening/Management of Hypothyroidism in Pregnancy