



April 30, 2012

Random Practice Review Survey Results

Excellent Response

Between December 1st and 15th, 2011, CMBC registrants participated in an online survey to help inform the development of the Random Practice Review process as a part of the College's Quality Assurance Program.

We were very pleased that of the 222 registered midwives invited, 127 of you responded. This is a response rate of 57% which is considered very good for this type of survey. Thank you!

Comparing those who responded (e.g. from urban or rural, or solo or group practices) to the make-up of the CMBC membership we confirmed that responses came from a relatively representative sample of our registrants, with the exception that non-practicing members are under-represented. Also, a slightly higher percentage of rural-based midwives responded (36%) than is in the general membership (30%).

Report Coming Soon

Inspiration Point Consulting, the company that was contracted to carry out this survey, has been working to analyze the large amount of quantitative and qualitative data received in the survey, and to provide a summary of the data in report form to the CMBC and to registrants. While some initial results are detailed in this newsletter, the full report will be ready in late Spring.

In the meantime, your suggestions have been passed on to CMBC staff and committees and many improvements to the Registrant's Handbook and to specific policy areas are in process or have been implemented.

Key Concerns

Three key concerns about the Random Practice Review were expressed by registrants: the time required (both number of work hours and the time span between aspects of the process), worry that the process may be punitive, and that it may be unfair and biased.

"...hope that we won't have tonnes more work to do."

"I am not looking forward to this process – but on the other hand I see the value to this process."

"I want to feel safe and come away with encouragement [and] positive criticism."

"I hope that we won't be punished."

BC's Health Professions Act requires health regulators to develop quality assurance programs to assess their members' professional performance to ensure competence and public safety.

These, and other concerns, have been shared with the Quality Assurance Committee. Committee members are committed to creating a fair and supportive review process. They appreciate all the excellent suggestions that members have made.

Registrant Suggestions

"I would like to see the documents the assessors will be using and the criteria they will be assessing – a checklist perhaps – so that I have the opportunity to go through that checklist many months in advance to ensure that I can check completed/done/ok to every item – I'd like to be prepared and know the expectations."

Members provided many suggestions for making the Random Practice Review process beneficial and efficient for members. While in some cases suggestions are at odds with one another, the committee plans to review and incorporate as many of these suggestions as possible into the process.

continued on page 2

Published by the College of Midwives of British Columbia as a means to share information with its members and subscribers. The Newsletter is mailed to all members, purchasers of the CMBC Registrant's Handbook and other interested parties. Questions, responses and suggestions regarding the content of the Newsletter are welcome, and should be directed to:

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

Tel: (604) 742-2230

Fax: (604) 730-8908

Email: information@cmbc.bc.ca

Suggestions included ensuring registrants have:

- Full and detailed information about the process;
- Advance notice and time to adequately prepare;
- Checklists and templates;
- Preparatory workshops;
- Access to a resource person;
- Mechanisms for peer-to-peer information sharing.

Overall registrants want the Random Practice Review process to be:

- Simple and straightforward;
- Relevant and meaningful to midwives;
- Based on clear expectations, not open to interpretation;
- Designed to allow for a diversity of practice styles.

The members of the Quality Assurance committee agree.

Do other professions have random practice reviews?

This was a common question that arose in the online survey. Yes, many other professions do have random practice review processes as part of their quality assurance programs. Physicians across the country have implemented practice reviews for many years. Midwives in Ontario and Manitoba have practice reviews, and processes are currently being developed for midwives in other provinces. A range of other professions across the country also use practice review including, for example, Ontario physiotherapists and occupational therapists. In B.C., doctors, nurse practitioners, optometrists, and naturopaths participate in full practice reviews. Other BC professions, such as psychologists, nurses, speech and hearing health professionals, and dental hygienists, employ more limited audits.

Lab Requisition Forms

The midwife lab requisition form is out of date and a new maternity lab requisition form is being developed by the British Columbia Medical Association (BCMA) and the Ministry of Health (MOH) Requisition Committee for use by midwives, physicians and nurse practitioners. The Requisition Committee is a joint committee of the BCMA and MOH mandated to review outpatient diagnostic requisition forms, to ensure appropriate test ordering, reduce over-utilization, and assist in creating records for audit purposes.

The CMBC Multidisciplinary Standards of Practice Committee has asked the Requisition Committee to update the requisition form to include all the tests that midwives can now order.

Until a new form is implemented, the Requisition Committee asks all practitioners to continue using the existing forms in compliance with the Medicare Protection Act.

Case Study: The BC College of Physicians and Surgeons' Medical Practice Assessment program began in the 1980s because it was "recogniz[ed] that the quality assurance and peer review activities, which took place on a daily basis when physicians worked in hospitals, [were] being removed as physicians increasingly confined their practices to the office." The program's purpose is to be "educational, not disciplinary". It aims to assess 200 physicians annually, including both GPs and specialists. This is a peer review process with random selection from two pools – the general physician population and older physicians. The process involves a site visit with office inspection, a review of 15 client charts, and a discussion. To date, approximately 90% of physicians assessed are meeting expected standards. Source: <https://www.cpsbc.ca/about-college/mpac>

Information about the Random Practice Review process is available under QA Development in the Members Only Section of the CMBC website

Home Birth Transport Plan: Reminder to Registrants

Registrants must have a transport plan in place with **all** hospitals to which emergency transport from a planned home birth might be required in order to ensure a safe and smooth transport from home to hospital when required. A copy of each plan should be on file with the College. See Policy for Home Birth Transport Plan in your Registrants' Handbook.

CMBC Directory

Jane Kilthei, 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

NEW

Acupuncture Course for Midwives

The College of Midwives is pleased to announce that a certification program has been approved under the College's *Framework for Midwife Certification for Acupuncture use in Labour and in the Immediate Postpartum* after a consultation process with the College of Traditional Chinese Medicine Practitioners and Acupuncturists of British Columbia (CTCMA).

For course information and registration please visit: www.acupunctureformidwifery.com

Updating Standards and Policies

In the recent online survey about the Random Practice Review registrants offered a number of useful suggestions. While the Registrant's Handbook was found to be generally clearly written, registrants told us that it is challenging to navigate and find needed documents. We are happy to report that work is currently underway to address this. All new updates are being sent to midwives in both a highlighted format, with the changes noted, and in a clean copy, to help you quickly identify what is new or recently revised.

In the next Registrant's Handbook update you will notice a table of contents, a cross referencing index and a pregnancy and lactation risk category have been added to the *Standards, Limits and Conditions for Prescribing, Ordering and Administering Drugs*.

A similar format is underway for the *Standards, Limits and Conditions for Ordering and Interpreting Screening and Diagnostic Tests*.

Policies on guidelines and protocols found in the Registrant's Handbook have been updated to make clear what is expected of registrants. The *Policy on Records and Record Keeping* has been expanded to include more detail around such things as the requirements for record storage and retention consistent with the College's bylaws.

Our goal is to update guidelines and policies on an ongoing basis to ensure these are current, evidence-based and as clear as possible.

Thanks to everyone who provided input. We will continue to use it to inform ongoing updates to policies and guidelines. Please let us know if you come across other specifics that may need clarification or updating.

Registrants - Have you lost your user info for the member-only section of the CMBC Website?

Your User Name and Password can be found at the top of the memo which you receive each year with your new registration certificate and card.

AGM 2012

The College of Midwives of BC will hold their Annual General Meeting on Monday, November 5, 2012.

Details will follow.

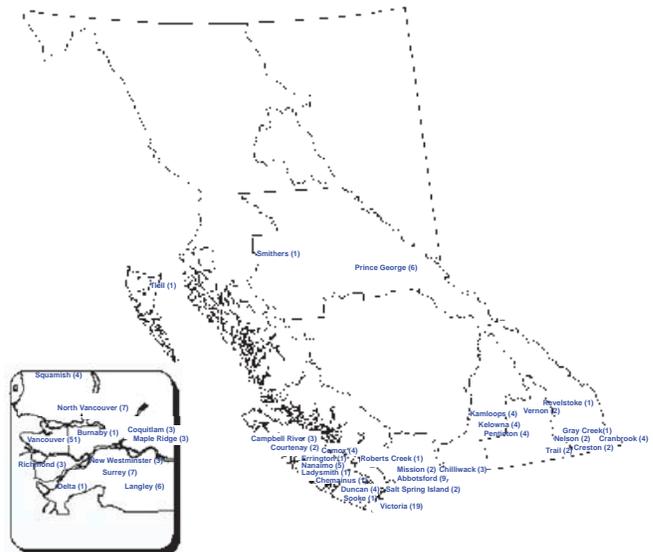
Midwifery Demand Data Reporting – Reminder

Thank you to those registrants who have submitted your *Midwifery Demand Data Report* on time. This waitlist data is important to support the Ministry of Health in making more accurate health human resources planning projections for midwives in BC.

For registrants who have not yet submitted these reports, please remember they are due monthly.

Demand data reporting is a requirement under the *Policy on Records and Record Keeping and Midwifery Data Collection Requirements*.

REGISTERED MIDWIVES IN BRITISH COLUMBIA
April 26, 2012



* Numbers in brackets above refer to practicing midwives

Health Authority	General Registrants ¹	Conditional Registrants	Non-Practising Registrants ²	In Process
Northern	8			
Interior	25	1	6	
Vancouver Island	42	1	13	1
Vancouver Coastal	65	1	15	
Fraser	36	2	7	
Totals	176	5	41	3³

1. Includes two Temporary Registrants
2. Based on last practice address
3. Includes two applicants who have not yet established where they will practice