

COLLEGE OF MIDWIVES OF BRITISH COLUMBIA

CONDITIONAL REGISTRATION AND SUPERVISED PRACTICE POLICY

The College of Midwives of British Columbia (CMBC) is mandated to protect the public interest by regulating the profession of midwifery under the *Midwives Regulation* and subject to the *Health Professions Act*. We have a commitment to ensure that CMBC's registrants are safe, competent practitioners, who can and do practise according to the principles of the BC *Model of Midwifery Practice*.

Ensuring that all supervision occurs under the direction of a General Registrant who has demonstrated midwifery knowledge and clinical experience which corresponds to, or exceeds, the registration requirements for General Registration in the Bylaws, who has demonstrated practice experience in the BC scope and model, and meets CMBC's requirements for being a supervisor¹ is essential to ensuring that supervision is consistent with the BC midwifery scope and model of practice.

Registration and Supervised Practice Requirements

A potential registrant eligible for Conditional Registration under Bylaw 48, Conditional (Remedial) Registration under Bylaw 48.1 or Conditional (Return to Practice) Registration under Bylaw 48.2 will be issued a Conditional Certificate of Registration when a supervision plan has been approved by the Supervision Panel of the Registration Committee or the Inquiry Panel of the Inquiry Committee where applicable, and the registrant has found a principal supervisor and/or supervisor(s) whom the appropriate Panel has also approved. CMBC will provide a potential registrant with a draft supervision plan based on any identified deficiencies or gaps in knowledge, competencies and/or clinical experience so that the applicant can provide input before the Panel approves the plan. All supervision requirements must be met within a year or less, except for Conditional (Remedial) Registrant where an extended period of time may be required to meet conditions. For a supervision plan to be extended beyond one year, the Registration Supervision Panel must believe there is merit in addressing the requirements over a period of up to two years and recommend extending Conditional Registration under Bylaw 48(4) or Conditional (Return to Practice) Registration under Bylaw 48.2(4).

The period of Conditional Registration, Conditional (Remedial) Registration or Conditional (Return to Practice) Registration does not begin until the supervision plan is in place, signed by the Registrant, the principal supervisor and the Registrar, and a relevant Certificate of Registration is issued.

A Conditional Registrant or Conditional (Return to Practice) Registrant who does not satisfactorily complete any required educational upgrading courses and/or supervision

¹ Refer to *Criteria for Supervisors and Principal Supervisors*

requirements set out in a supervision plan within 24 months of being issued a Conditional Certificate of Registration as allowed for in Bylaw 48(4) or a Conditional Certificate of Registration (Return to Practice) as allowed for in Bylaw 48.2(4) must complete additional educational requirements and sit a registration exam before being eligible to apply for reinstatement of registration. The educational requirements will be set by the Supervision Panel of the Registration Committee and can range from a full course of study at an approved midwifery education program to selected courses focused on specific gaps already identified by the assessment and supervision process. The registration exam required by the Supervision Panel of the Registration Committee may be the Canadian Midwifery Registration Examination (CMRE), the BC Jurisprudence Examination, or both.

Supervisors

It is not CMBC's responsibility to find principal supervisors or supervisors for Conditional Registrants, Conditional (Remedial) Registrants or Conditional (return to practice) Registrants, and CMBC has no authority to require a General Registrant to undertake supervision.

All supervision must be provided by a midwife who is a General Registrant without conditions on the General Registrant's certificate and who has been approved as a principal supervisor or a supervisor by the Supervision Panel of the Registration Committee, except for the following:

- Supervision of up to a maximum five hospital births as principal midwife may be provided by an approved physician supervisor working in collaboration with a General Registrant as defined in the bylaws;
- Where there are continuity of care requirements for supervision, an approved physician supervisor may provide supervision in collaboration with a General Registrant for up to a maximum of five courses of continuity of care, as long as the balance of continuity of care requirements are supervised by a General Registrant. A Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant with continuity of care requirements must be supervised by a General Registrant for a minimum of five courses of care. If the total continuity of care requirement is less than five, all of the required courses of care must be supervised by a General Registrant;
- Supervision of certain discrete skills not necessarily connected to the midwifery model of practice may be provided by another regulated health care professional, such as a physician, for a skill such as suturing, or by a nurse, for a skill like IV therapy, working in collaboration with a General Registrant as defined in the bylaws and as approved by the Registration Supervision Panel or Inquiry Panel where applicable.

One General Registrant is named as the principal supervisor for a given Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant, but that Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant may also be supervised by other General Registrants. These individuals must be approved by the Registration Supervision Panel or Inquiry Panel where applicable, named in the supervision plan and have the opportunity to review the plan before beginning supervision.

A principal supervisor may only supervise one Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant at a time in the role of principal supervisor with the following exceptions:

- where supervision requirements are particularly discrete (e.g. five births as principal midwife in one setting or the other - home or hospital, or two or three courses of continuity, or one or two discrete skill areas such as suturing or IV skills); or
- where the Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant currently under supervision is nearing completion of the plan and only requires supervision at births and chart review; or
- two of the Conditional registrants, Conditional (Remedial) Registrants or Conditional (Return to Practice) Registrants are in part-time practice and will not require supervision at the same time.

The Registration Supervision Panel or Inquiry Panel where applicable will use its discretion in terms of approving supervision arrangements for one General Registrant to be principal supervisor for more than one Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant under the above circumstances.

Attending Births as a Conditional Registrant

A Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant must attend all births with a General Registrant or a physician approved as a supervisor in her plan².

The only exception the Supervision Panel may consider must be based on a recommendation to the Panel from a Principal supervisor as follows:

The principal supervisor may recommend that a Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant who has an overall supervision requirement of 15 courses of care or more and who has successfully completed 10 of those courses be permitted to attend births in hospital with the nurse in the role of second birth attendant, as long as at least 10 births have been supervised in hospital and all other competency-based supervision requirements have been met. This recommendation should only be made when the principal supervisor is confident in both the competence of the Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant and the adequacy of the staffing and support available in the hospital. These births must be supervised by retrospective chart review as per supervision plan requirements. All remaining home births must continue to be supervised directly by an approved supervisor.

The principal supervisor may recommend that a Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant who has completed all of the supervision requirements and is awaiting approval of a change in registration status to General Registration be permitted to attend births in hospital with a nurse in the role of second birth attendant.

² A Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant cannot attend births with a second birth attendant, another Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant or a new registrant unless a general registrant approved as a supervisor is also present.

Continuity of Care Requirements

Wherever there are continuity of care requirements, the average period of time for demonstrating continuity is generally six to eight months, but in some cases could be as little as three months. This period of supervision will include a designated number of courses of care under supervision, and will normally include involvement in the provision of midwifery care in all trimesters, throughout labour and birth and up to six weeks postpartum within the supervising practice.

A principal supervisor may recommend that a Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant be considered complete in the continuity of care requirement after a minimum of three months, so long as all specific course-of-care requirements have been met and the Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant has demonstrated competence in providing primary care to both mothers and newborns throughout pregnancy, labour, birth and up to six weeks postpartum.

For an individual course of care to count toward meeting supervision requirements for continuity it must meet the minimum requirement of attendance at seven visits plus the labour and birth. At least three of the required visits must be in the antepartum period and at least one of the required visits must be in the postpartum period, with the balance occurring either in the antepartum or postpartum.

Some General Assumptions about Supervised Practice

CMBC's expectations of supervisors are described in more detail in the document *Expectations of Supervisors*.

In general it is assumed that supervision will progress through stages involving the supervised midwife observing the provision of care by a General Registrant, being directly supervised in the provision of care by a General Registrant, and then being supervised through a process of regular chart review until the principal supervisor is confident that the Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant can practice competently as an independent primary caregiver. Unless otherwise approved by the Registration Supervision Panel or Inquiry Panel where applicable, the birth itself must still be directly supervised by a General Registrant or a physician named in the supervision plan until a change of registration status to General registration is approved.

All supervision plans contain requirements for group peer case review and for the principal supervisor and the supervised midwife reporting progress to CMBC. If there is a pre-existing relationship between the Conditional Registrant, Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant and the General Registrant who is providing principal supervision, the Registration Supervision Panel or Inquiry Panel where applicable may also assign an auxiliary supervisor, who would be involved in reviewing written assignments and additional chart review and who would report separately to CMBC.

All Conditional Registrants are expected to spend at least two weeks in another established midwifery practice other than that of their principal supervisor. Where a Conditional Registrant's total supervision requirements are for less than five births as principal midwife, the requirement for observation may be reduced to a minimum of one week in another practice at the discretion of the Registration Supervision Panel or Inquiry Panel where applicable. Where there is a pre-existing relationship with the principal supervisor, or if the

principal supervisor is a solo practitioner, two months in another practice is required. Whether this requirement is applied to Conditional (Remedial) Registrant or Conditional (Return to Practice) Registrant is at the discretion of the Registration Supervision Panel or Inquiry Panel where applicable.

If the potential Conditional Registrant is a graduate of a bridging program approved by CMBC, the Conditional Registrant may apply to the Registration Supervision Panel to waive or reduce requirements for observed visits or births in the supervising midwifery practice if the Conditional Registrant's principal supervisor was the clinical preceptor for bridging, and the Conditional Registrant is approved for Conditional Registration within nine months of the date of the graduation from a bridging program. If the proposed principal supervisor was not the clinical preceptor for the bridging program, the potential Conditional Registrant may apply to the Registration Supervision Panel to waive requirements for observation in a second established BC Midwifery practice on the condition that the Conditional Registrant is approved for Conditional Registration within nine months from the date of graduation.

Decision-making

Supervision reports will be reviewed by the Supervision Panel or Inquiry Panel where applicable at regularly designated intervals and at any time requested by a principal supervisor and/or supervisors.

It is the Registration Supervision Panel and/or Inquiry Panel, not the principal supervisor or supervisors, who decide if the supervision requirements have been met.