

NEW REGISTRANTS POLICY

All newly registered midwives¹, those registered as general registrants and as conditional registrants, will be granted registration with the following conditions:

1. A new registrant will work in an established practice² sharing care³ with a mentor midwife or midwives for a period of at least six months and until the new registrant has provided care throughout pregnancy, labour, birth and the postpartum period as principal midwife to 20 clients and their newborns⁴. Upon completion of these requirements, the new registrant will submit a completed New Registrant Requirements Reporting Form to the College of Midwives of BC (CMBC). A new registrant cannot work as a solo practitioner until after they have submitted the New Registrant Requirements Reporting Form to CMBC and have received confirmation that they have met the requirements of this section.
2. During the first six months of registration, when a new registrant is working in an established practice, the registrant is expected to have experienced general registrants from the registrant's practice group, or other experienced general registrants, or physicians approved under the CMBC's *Shared Primary Care Policy*, who have agreed to be available to the new registrant in-person or by phone 24/7 for support and advice when the new registrant is providing care or to attend to the new registrant's clients when needed.
3. While the new registrant is expected to practice consecutively for the six month period, this time period may include reasonable off-call time and holidays.
4. If a new registrant practises in an established practice where practice volume is low, the new registrant may choose to work in another practice with higher volume to meet the requirements.
5. A new registrant will participate in peer case reviews a minimum of every two months reviewing a total of at least 12 cases in a minimum of six sessions. Each peer case review session will consist of at least four midwives including a mentor midwife and the new registrant. At least one peer case review must include participation from midwives belonging to at least two different practice groups. The new registrant will submit their peer case review log to CMBC after 12 months of registration.

¹ This Policy applies to all new registrants in their first 12 months of practice in British Columbia with the exception of midwives registering through the CMBC's *Policy on Inter-Provincial Registration Reciprocity*. However, if the registrant has not completed the new registrant requirements of the regulatory college with which the applicant is currently registered, the *New Registrants Policy* may apply.

² Established practice refers to a practice that:

- i. Has at least one midwife who has been registered and actively practicing for at least one year in British Columbia or another Canadian province designated in the CMBC's *Policy on Inter-Provincial Registration Reciprocity*.
- ii. Has at least one midwife who has had hospital privileges for at least three months and has midwives who have current hospital privileges in the community served.
- iii. Provides care consistent with the full scope of practice of BC registered midwives, including continuity of care and choice of birth place as described in the *Midwifery Model of Practice*.

³ Please see *Continuity of Care Policy* to define sharing care.

⁴ Please refer to CMBC bylaws for the definition of continuity of care.

6. Where a practice provides care to a significant number of women with social or clinical risk factors or a higher than usual caseload volume, CMBC may ask the practice to provide a plan for the support and mentorship of the new registrant.
7. A new registrant working in the hospital setting will normally work with a nurse assisting the new registrant in the second attendant role for the second and third stage of labour, as is usual for other general registrants working in hospital in British Columbia.
8. A new registrant will attend home births with an experienced general registrant whenever possible within the new registrant's first three months of practice. In particular, a new registrant in the first three months of practice should not attend home births with other new registrants unless one of the new registrants in attendance has significant home birth experience. A new registrant in the first three months of practice will not attend home births with conditional registrants, conditional (remedial) registrants, conditional (return to practice) registrants or with second birth attendants unless there is also an experienced general registrant in attendance.
9. It is recommended a new registrant attend home births with experienced registrants throughout the new registrant's first year of practice, unless the new registrant has significant home birth experience⁵.
10. Approval of second birth attendants for new registrants after the first three months of registration is contingent upon the new registrant having sufficient home birth experience.
11. If a new registrant is a conditional registrant, the terms and conditions set out in the new registrant's *Plan for Supervised Practice and Evaluation* must be met at all times. A six month period in an established practice may be concurrent with a period of supervision.

CMBC requirements for continuity of care and informed choice for clients should remain at the forefront of any arrangements that are being considered in order to meet the requirements of the *New Registrants Policy*.

RATIONALE FOR THE NEW REGISTRANTS POLICY

The *New Registrants Policy* is designed to ensure that new registrants receive the support and experience that will benefit them in entering the profession of midwifery in British Columbia as well as ensure the safest possible care to their clients during the period when they are becoming integrated into the health care system. The support that can be provided in both clinical and interprofessional situations will be a valuable asset to all newly practicing midwives.

⁵ Experience should not only include functioning as the principal midwife at more than five births in an out-of-hospital setting, but also the management of complications such as postpartum hemorrhage and neonatal resuscitation in the home setting, as well as the management of transports from home to hospital.

It is recommended that new registrants who are new graduates work as close to full time as possible (30 course of continuity of care and attendance at 40 to 60 births) for at least the first year of practice to assist them in consolidating their prior knowledge and experience and in developing a solid foundation of confidence as a primary caregiver within the BC health care system. This 12 month period should include reasonable off-call time and holidays. CMBC asks for the support of experienced mentor midwives in established practices in ensuring that new registrants have opportunities to act as principal midwife in both the home and hospital setting during their new registrant year to assist them in consolidating their experience, gaining confidence in offering choice of birth place and meeting their two-year active practice requirements.

CMBC recognizes that this policy will effectively delay some new registrants from setting up new practices in previously un-served areas of the province. However, midwives who move into under-served areas following six months of experience with an established practice will be in a stronger position as a result of that experience. In addition, having had hospital privileges previously may facilitate obtaining privileges at a new hospital.

In special circumstances the Quality Assurance Committee will consider proposals from new registrants to establish a practice in an underserved community during their new registrant period as long as there is an experienced midwife who will have hospital privileges and who will be a part of the practice and provide mentorship and back-up during the new registrant period. Please see: *Guideline for New Registrants Submitting a Proposal to Establish a Practice in an Underserved Community*.