

## **POLICY ON REQUIREMENTS FOR REGISTRANTS WITH ACTIVE PRACTICE SHORTFALLS**

Should a Registrant fail to meet the two-year requirements for active practice as outlined in the College of Midwives of BC's (CMBC) *Policy on Active Practice Requirements for Registrants in their First Two Years of Practice*:

1. Within 30 days of receiving notification from CMBC, the Registrant will complete a brief competency self-assessment questionnaire, propose a plan for meeting the active practice requirements within a consecutive 24-month period and, if necessary, provide CMBC with a detailed written explanation outlining the reasons for the shortfall. The proposed plan should address:
  - both the specifics of how the Registrant intends to acquire the primary care birth numbers in home, hospital and the overall birth numbers; and
  - any situation in the community which contributed to the shortfall (e.g. lack of hospital privileges or lack of support for out-of-hospital birth).
2. Where the shortfall is in either hospital or out-of-hospital births, the Registrant should also provide documentation to confirm that choice of birthplace is being offered to clients.
3. The proposed plan, the Registrant's self-assessment, and all supplementary documentation will be reviewed and adjudicated on by the Active Practice Panel of the Quality Assurance Committee.
4. Typically, the Registrant will have 24 consecutive months from, at the earliest, the date of first failing to meet the two-year active practice requirements or, at the latest, 24 consecutive months from the time the plan is approved by the Active Practice Panel of the Quality Assurance Committee, or from the date when a Non-Practising Registrant returns to practice to:
  - provide midwifery care to at least forty women, twenty of whom the Registrant attended as a principal midwife, with ten of these twenty births occurring in a hospital and ten in an out-of-hospital setting. Twenty of the forty women must have received care from the Registrant in pregnancy, labour, birth and the postpartum period;
  - meet any additional terms and conditions described in the plan to address gaps in midwifery skills and competence as set by the Active Practice Panel; and
  - where necessary, the plan will be developed in consultation with the Registrant to ensure that the Registrant has the support necessary to confidently and safely continue, or return to practice.
5. If the Registrant stopped practicing without addressing a shortfall and has subsequently been out of practice for three years or more, the Active Practice Panel may recommend to the Approval Panel of the Registration Committee that specific terms and/or conditions be placed on the individual's registration while the plan is

being addressed. This may result in a temporary change of the Registrant's registration status.

Once the requirements of an Active Practice Plan are met, the Registrant will continue to be responsible for maintaining their competency and currency of skills, and will thus be required to provide proof of compliance with the conditions and requirements established in CMBC's Quality Assurance Program (QAP).

If the requirements of an Active Practice Plan are not fulfilled in the 24 month period, the Registrant may be required to complete a requalification process approved by the Quality Assurance Committee. Requalification may result in a temporary change of the Registrant's registration status.