

FOR BCCNM REGISTERED MIDWIVES

# Policy on requirements for registrants with active practice shortfalls

## Preamble

The *Policy on Active Practice Requirements* sets a volume of active practice requirements, with the intent to ensure consolidation of midwifery skills in the context of the model and scope of midwifery in British Columbia. These skills include antepartum, intrapartum and postpartum care provided in accordance with the principles of continuity, intrapartum care as principal midwife in a hospital setting and intrapartum care as principal midwife in a home/out-of-hospital setting. This following policy applies to any midwife who does not meet their active practice requirements during their first two years of registration, as outlined in the BC College of Nurses and Midwives' (BCCNM's) *Policy on Active Practice Requirements*, or an active practice plan.

## Policy

Midwives who do not meet their active practice requirements during their first two years of registration or an active practice plan will be notified that they have a shortfall within 30 days of submitting their active practice report to BCCNM. Once notified, they are required to make a written submission to BCCNM within thirty (30) days that includes, but is not limited, to the following:

1. Reason for the shortfall, including any extenuating circumstances beyond the midwife's control;
2. Time spent non-practicing and its effect on meeting the requirements;
3. An explanation of how they have been maintaining their knowledge, skills and judgement to practice safely;
4. How their practice environment may continue to contribute to a shortfall (if applicable);
5. Information about births attended as a second midwife (if applicable);
6. Clinical practice experience prior to registration in British Columbia (if applicable); and

7. Letters of reference addressing skills consolidation in the area(s) of the shortfall (optional).

BCCNM recognizes that some midwives will not meet their active practice requirements for a variety of reasons beyond their control. Accordingly, shortfalls are dealt with on an individual basis: a meeting of the Quality Assurance Committee will be called to review the midwife's written submission. The Panel will consider all information provided and apply a holistic, risk-based assessment tool to assist in determining an outcome. Members of the Panel will use their discretion to determine an outcome. Possible outcomes include:

1. A decision that the midwife's clinical skills have been effectively consolidated and that they have met their active practice requirements through equivalent means.
2. A decision that the midwife's clinical skills must be consolidated by means of an active practice plan that includes the following:
  - a. clinical practice requirements, in the area of shortfall(s);
  - b. continuing professional development activities and/or mentorship requirements to ensure consolidation of midwifery skills in the area of shortfall; and
  - c. a timeline for completion of up to two years from either the date of first failing to meet the initial active practice requirements, the date the plan is approved, or the date when the midwife returns to practice.

An active practice plan will be developed by the Panel and BCCNM staff in collaboration with the midwife, and in the context of the midwife's practice environment.

3. A decision to refer the midwife to the Registration Committee for specific terms, limits and/or conditions to be placed on the individual's registration. This may result in a temporary change of the registrant's registration status.

## References

- College of Midwives of Ontario. 2018. *Active Practice Requirements Information*. Accessed online at: [http://www.cmo.on.ca/wp-content/uploads/2018/11/APR-Information-November-1-2018\\_Formatted.pdf](http://www.cmo.on.ca/wp-content/uploads/2018/11/APR-Information-November-1-2018_Formatted.pdf)
- College of Physicians and Surgeons of BC. 2018. *Clinical Currency*. Accessed online at: <https://www.cpsbc.ca/for-physicians/registration-licensing/licence-renewal/clinical-currency>
- Jong W. Kim, Frank E. Ritter & Richard J. Koubek. 2013. An integrated theory for improved skill acquisition and retention in the three stages of learning. *Theoretical Issues in Ergonomics Science*. 14:1, 22-37, DOI: 10.1080/1464536X.2011.573008
- Winfred Arthur Jr., Winston Bennett Jr., Pamela L. Stanush & Theresa L. McNelly. 1998. Factors That Influence Skill Decay and Retention: A Quantitative Review and Analysis. *Human Performance*. 11:1, 57-101, DOI: 10.1207/s15327043hup1101\_3

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