

New Registrant Mentorship Agreement

All newly registered midwives in British Columbia (BC) must comply with the British Columbia College of Nurses and Midwives' (BCCNM) *Policy on New Registrant Requirements*¹. Among other requirements, the policy requires each new registrant to work in an established practice sharing caseload with another midwife or midwives, who have agreed to provide mentorship in-person or by phone 24/7 for support and advice for:

- a. a period of at least six months and
- b. until the new registrant has provided care as principal midwife, in accordance with the principles of continuity of care, to at least 20 clients and their newborns.

BCCNM expects that the mentor midwife/midwives will provide the new registrant with support in all clinical, administrative and interprofessional situations as related to the practice of midwifery. They will also ensure that the new registrant has the opportunity to act as principal midwife in both the home and hospital setting in order to consolidate their knowledge, skills and judgement as a primary care provider. The mentor midwife/midwives must agree to be available to the new registrant 24/7 in person or by phone (or other immediate forms of electronic communication) when the new registrant is actively providing care.

BCCNM recommends that the new registrant and the mentor midwife/midwives discuss and enter into an agreement setting out the following terms for the mentorship period:

- expectations of mentor;
- expectations of new registrant;
- schedule and contact information;
- financial arrangements;
- schedule and method for providing and receiving feedback;
- schedule of practice meetings, chart review and peer case review;
- internal and external resources to address conflict, e.g. BCCNM, other midwives in the practice, an outside facilitator, etc.; and
- process for documenting and addressing concerns between mentor and new registrant and reporting to BCCNM.

Pending New Registrant

I, (name) _____ upon registration as a midwife in BC, will be working in the following established midwifery practice with the listed midwife or midwives as mentors:

Practice name: _____

Midwife or midwives: _____

Signature: _____ Date: _____

¹ The Policy on New Registrant Requirements applies to all new registrants in their first 12 months of practice in British Columbia except for midwives registering through inter-provincial registration reciprocity. If the registrant has not completed the new registrant requirements in the province/territory where they are currently registered, all or some conditions of the new registrant requirements may apply.

Mentor Midwife/Midwives

- I/We have read the *Policy on New Registrant Requirements* and have agreed to provide mentorship to the above named new registrant.
- I/We also understand that it is my/our responsibility to report to BCCNM any safety concerns of the practice of the new registrant during the mentorship period.
- I/We will fill out and sign the New Registrant Requirements Report Form once the new registrant has completed the mentorship period.

Mentor midwife name:: _____ Signature: _____ Date: _____

Mentor midwife name:: _____ Signature: _____ Date: _____

Mentor midwife name:: _____ Signature: _____ Date: _____

Mentor midwife name:: _____ Signature: _____ Date: _____

Mentor midwife name:: _____ Signature: _____ Date: _____

Mentor midwife name:: _____ Signature: _____ Date: _____

New Registrant Requirements Reporting Form – Part 1

(To be submitted to BC College of Nurses and Midwives upon completion of point 1 of the Policy on New Registrant Requirements.)

New registrant name: _____

To be completed by the New Registrant

I confirm that I have fulfilled the following components of the new registrant requirements by:

- working within an established practice sharing caseload with a mentor midwife or midwives for a total period of at least 6 months, and
- providing care throughout pregnancy, labour and the postpartum period as principal midwife to 20 clients and their newborns.

Duration of Mentorship		# of Births attended	# of Home Births attended as Principal Midwife	# of Hospital Births attended as Principal Midwife	New Registrant Comments (if any)
From (mm/dd/yy)	To (mm/dd/yy)				

Signature: _____ Date: _____

To be completed by the Mentor²

- I confirm that the above mentioned new registrant has worked within an established practice sharing caseload with me and received my mentorship for the duration of time said below:

Duration of mentorship: From (mm/dd/yy) _____ to (mm/dd/yy): _____

Please answer the following questions (please tick <input checked="" type="checkbox"/> in the Yes/No box as appropriate) and provide any additional comments:	Yes	No
Do you have any concerns of the new registrant practice as independent primary care practitioner without mentorship?	<input type="checkbox"/>	<input type="checkbox"/>
Do you agree that the new registrant is ready to practice as a solo practitioner if they wish?	<input type="checkbox"/>	<input type="checkbox"/>
Would you recommend that the new registrant continue practicing in group practice until the registrant has completed the first year of registration?	<input type="checkbox"/>	<input type="checkbox"/>

Comments (if any):

Mentor's name: _____

Signature: _____ Date: _____

2 Each mentoring midwife, whether from the same midwifery practice or a different practice who has provided mentorship is required to complete this section of the form and use the comments section to provide feedback, if any, to BCCNM. The mentoring midwife may choose to submit separate mentorship report to BCCNM should they desire. Please append more pages of the form as necessary.

New Registrant Requirements Reporting Form – Part 2

(To be submitted to BC College of Nurses and Midwives upon completion of point 9 of the Policy on New Registrant Requirements.)

NEW REGISTRANT PEER CASE REVIEW LOG

As set out in the Policy on New Registrant Requirements, all newly registered midwives who are subject to the policy must participate in peer case reviews adhering to the following requirements:

- a minimum of six peer case reviews during the first 12 months of practice with at least one review in each quarter;
- each peer case review must include a review of at least two cases;
- each peer case review must be attended by at least four midwives, including at least three Practising Midwife registrants who are not subject to the new registrant requirements;
- a minimum of four peer case review must be attended by the mentor midwife of the new registrant; and
- at least one peer case review must include participation from midwives belonging to at least two different practice groups.

Peer case reviews refer to care to date and can include the review of cases at any time during the antenatal, intrapartum and postpartum period while care is current or once it has been completed. No details of the cases reviewed should be recorded in any format. A review of this nature is not protected under Section 51 of the Evidence Act therefore it is important to ensure the anonymity of the cases being reviewed and not to produce any documents from the review outside the log.

Please complete and submit your peer case review log to BCCNM after your first 12 months of registration.

New registrant name:: _____

	Date	Number of Midwives ³	Number of Practices/Sites Reprinted ⁴	Reviewed by Tele-conference, In-Person or other	Hospital Department Rounds ⁵		Number of Cases Reviewed ⁶	Number of Home Births	Number of Hospital Births	Number of Transfers from Home to Hospital
					Yes	No				
Session 1 ³ :										
Session 2:										
Session 3:										
Session 4:										
Session 5:										
Session 6:										

³ Where a large number of midwives are in attendance, an estimate can be used i.e. > 4.

⁴ Where a large number of practices are in attendance, an estimate can be used i.e. > 2.

⁵ Peer case reviews carried out by a group of midwives in a hospital department may count toward meeting this peer case review requirement, so long as some reviews address care provided at an out-of-hospital birth.

⁶ Cases may include: antenatal only; or antenatal, labour and birth; or antenatal, labour and birth and postpartum.