

POLICY ON CONDITIONAL REGISTRATION AND SUPERVISED PRACTICE

This policy does not apply to any Conditional Registrants who are not subject to a period of supervised practice.

The College of Midwives of British Columbia's (CMBC's) mandate is 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 *Midwifery Scope and Model of 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 who 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 49 or Conditional (Return to Practice) Registration under Bylaw 50 and subject to supervision 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 a 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(5) or Conditional (Return to Practice) Registration under Bylaw 50(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 requirements set out in their supervision plan within 24 months of being issued a Conditional

¹ Refer to *Policy on Criteria for Supervisors and Principal Supervisors*

Certificate of Registration, as allowed for in Bylaw 48(5) or a Conditional Certificate of Registration (Return to Practice) as allowed for in Bylaw 50(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 Registration Supervision Panel 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 Registration Supervision Panel may be the Canadian Midwifery Registration Examination (CMRE), the BC Jurisprudence Examination, or both.

Supervisors

It is a registrant's responsibility to find a principal supervisor and/or supervisors. 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 their registration and who has been approved as a principal supervisor or a supervisor by the Registration Supervision Panel, except for the following:

- Supervision of up to a maximum of 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;
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- 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 and sign 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

Supervised Conditional Registrants, Conditional (Remedial) Registrants or Conditional (Return to Practice) Registrants must attend all births with a General Registrant or a physician approved as a supervisor in their supervision 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.

The Registration Supervision Panel may consider proposals by the Conditional Registrant or Conditional (Return to Practice) Registrant or recommendation by the principal supervisor other than the above exceptions.

Some General Assumptions about Supervised Practice

CMBC's expectations of supervisors are described in more detail in the *Policy on Criteria and Expectations for Supervisors and Principal 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 to report 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,

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.

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 may be required. Whether this requirement is applied to a 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.