

FOR BCCNM REGISTERED MIDWIVES

Policy on new registrant requirements

Preamble

The *Policy on New Registrant Requirements* 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 (BC) and to ensure the safest possible care to their clients during the period when they are consolidating clinical skills. The support provided in both clinical and interprofessional situations is a valuable asset to all newly practicing midwives.

New registrants are recommended to work as close to full time as possible for at least the first year of practice, with the goal of meeting the initial practice requirements of the *Policy on Active Practice Requirements*. This is in order to consolidate their prior knowledge and experience and assist them in developing a solid foundation of confidence as a primary caregiver within the BC health care system. It is expected that experienced midwives who have agreed to provide mentorship will ensure new registrants have the opportunity to act as principal midwife in both the home and hospital setting in order to assist new registrants in consolidating their experience, gaining confidence in offering choice of birth place and meeting their initial active practice requirements.

Definitions

Caseload: A client or group of clients for whom the midwife (and/or their team) has agreed to provide with primary care.

Continuity of Care¹: Means the provision of midwifery services during the antepartum, intrapartum and postpartum periods, to a client by a registrant or small group of registrants known to the client and includes twenty-four (24) hour on-call availability of care from a midwife known to the client.

Established Practice: A practice that:

- provides care consistent with the full scope of practice as described in the *Midwifery Model and Scope of Practice*;

¹ As defined in the Bylaws for the British Columbia College of Nurses and Midwives

- 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 BCCNM's *Policy on Inter-Provincial Registration Reciprocity*. If it is a solo practice with a midwife who has been registered through inter-provincial registration reciprocity, the midwife must have been providing midwifery care for at least three months in BC; and
- has at least one midwife who has had hospital privileges for at least three months and has a midwife or midwives who have current hospital privileges in the community served.

Experienced Midwife: A midwife who is not subject to the *Policy on New Registrant Requirements*.

New Registrant: A newly registered midwife in BC in their first 12 months of practice and/or a midwife who has not met the terms of this policy. Exception: Midwives who register through BCCNM's *Policy on Inter-Provincial Registration Reciprocity* and who have successfully met the new registrant requirements of their previous province of practice will be assessed to determine whether they will be subject to the new registrant requirements.

Principal Midwife: The midwife who takes responsibility for and provides midwifery services as the primary care provider during the intrapartum period.

Significant Home Birth Experience: 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.

Policy

All new registrants shall meet the following terms and conditions:

1. The new registrant works in an established practice sharing caseload with another midwife, midwives and/or primary care providers (if practicing within a BCCNM approved alternate practice arrangement) 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 new-borns².
2. The new registrant submits a signed copy of the *New Registrant Mentorship Agreement* to BCCNM for review and approval. If the new registrant chooses to work in more than one practice, a *New Registrant Mentorship Agreement* from each practice is submitted, reviewed and approved.

² Transfers of care may be counted for up to 20% of the 20 births, so long as the registrant remained as principal midwife following the transfer or, if care was transferred, continued to provide supportive care.

3. The new registrant does not work as a solo practitioner until they have submitted their *New Registrant Requirements Reporting Form – Part 1* to BCCNM and has received confirmation that the requirements of point 1 above were successfully met.
4. Should a new registrant work in an alternate practice arrangement in any capacity, they must give special consideration to how they will meet the requirements of this policy as well as the *Policy on Active Practice Requirements*.
5. The new registrant arranges for reasonable off-call time.
6. The new registrant working in the hospital setting works 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 BC.
7. The new registrant only attends home births with experienced General or Temporary Registrants or physicians until the requirements of this Policy have been met. Exceptions may be requested in writing after the first six months of practice and considered by BCCNM if a new registrant has significant home birth experience. The new registrant may only provide locum coverage for a midwifery practice so long as the practice has other experienced General or Temporary Registrants who agree to provide mentorship to the new registrant during the locum period.
8. If a new registrant is a Conditional Registrant, that the terms and conditions set out in the new registrant's Plan for Supervised Practice and Evaluation must be met at all times. The new registrant's experience as a Conditional Registrant may count towards meeting the requirements of this Policy.
9. The new registrant participates in a minimum of six peer case reviews during their first 12 months of practice with at least one review in each quarter. Each peer case review will include a review of at least two cases and be attended by at least four midwives, including at least three General registrants who are not subject to the new registrant requirements. A minimum of four of the reviews must be attended by a mentor midwife of the new registrant. At least one peer case review must include participation from midwives belonging to at least two different practice groups. Peer case reviews carried out by a group of midwives in a hospital department may count toward meeting the new registrant peer case review requirement. The new registrant will submit the *New Registrant Requirements Peer Case Review Log – Part 2* to BCCNM upon completion of this requirement.
10. When a practice provides care to clients with considerable risk factors, with a higher than usual caseload, or has unique geographical constraints, BCCNM may ask the practice to provide a detailed mentorship plan for the new registrant before registration will be granted.
11. 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 submitted under the *Proposal to Establish a Practice in an Underserved Community*.
12. If a new registrant leaves BC to practice midwifery in another midwifery regulated Canadian jurisdiction prior to completing the new registrant requirements in BC, they may count the

experience in the other jurisdiction towards meeting the BCCNM new registrant requirements. Should the new registrant meet the new registrant requirements of the other regulated Canadian jurisdiction prior to returning to practice from Non-practising or reinstatement of registration in BC, BCCNM will request proof from the jurisdiction where the requirements have been met. They will be asked to fill out BCCNM's *New Registrant Requirements Reporting Form – Part 1* and BCCNM's *New Registrant Peer Case Review Log – Part 2* with their experience from outside of BC. BCCNM will evaluate the information provided to determine whether the registrant has met the BCCNM requirements.

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