



Annual Report

2010 - 2011

The College of Midwives of Manitoba wishes to acknowledge the funding provided by the Government of Manitoba Department of Health. This financial support is essential in enabling the College to fulfill its responsibilities while it continues to develop and grow as a regulatory body.



College of Midwives of Manitoba (CMM)

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Front Cover: Paisley Laine Anaka
Born January 12th, 2011 at 17:51 at
home in The Pas.

6lbs 13 oz 20.5 inches (born at 37
weeks)

Very happy parents - Baileigh and Paul

Inside Cover: Nuna Alice Leslie Mauro
was born at home on June 23, 2009 at
18:36 pm. At birth, Nuna weighed 8lbs.
15oz and was 21 inches long. Nuna's
mother is midwife Nathalie Pambrun,
RM, (Non-practicing).

CMM Mission

The purpose of the College is to protect the safety of the public in the provision of midwifery services in Manitoba; to support midwives in the provision of safe and effective midwifery services in Manitoba; and to develop and enforce the standards of midwifery care.

Commitment to Equity

The College is committed to the goal of equity in the practice of midwifery which includes: providing service to women who historically have been under-represented or under-served by the health care system; and recruiting midwives with diverse backgrounds, experience and knowledge. Such recruits may drawn from groups including immigrants and newcomers to the province, visible minorities, Aboriginal persons, persons with disabilities, and persons who live in rural or remote communities.

College Staff

Janice Erickson, BA, RM - Registrar (non-prac.)
Patty Eadie, BA, BSW- Executive Director
Kathy Kirby - Administrative Officer
Charlotte Onski - Bookkeeper

Governing Council of the College

Kelly Klick, RM..... Chairperson
Janice Erickson, RM, (non-prac.).....Registrar - Ex-officio
Gisele Fontaine, RM.....Elected Council member
Kari Hammersley, RM.....Elected Council member
Darlene Birch, RM.....Appointed Council member (KD)
Thelma Mason.....Appointed Council member (KD)
Terri McKenzie.....Appointed Public Representative
Erin Eleuterio.....Appointed Public Representative

Chairperson & Registrar's Report **Kelly Klick, RM and Janice Erickson, RM, (Non-practicing)**

It is our pleasure to provide the annual Chairperson & Registrar's Report for the College of Midwives of Manitoba for the 2010-2011 fiscal year.

REGISTRATION

On March 31, 2011 the College had 53 midwives registered (36 practicing and 17 non-practicing). This represents an increase of 3 in our overall membership, but a decrease by 4 in the number of members practicing. It's too early and somewhat difficult to determine if this is a trend or not. It may be that members are starting to leave practice for the long term, or we may see that many of these members return to practice after a temporary leave. It is clear however that this year there were fewer midwives providing care to Manitoba mothers. The reasons for this are worth investigating and the College has started to do this. We've submitted a proposal together with MAM to request that Manitoba Health take the lead on coordinating a recruitment and retention strategy for midwifery in Manitoba. We will be expanding our change of practice forms to gather info regarding a midwife's reasons for leaving practice. This information will hopefully provide us with information to be able to consider possible solutions to increasing the number of midwives in the province and retaining the ones we have.

GOVERNING COUNCIL

The Council of the College is the governing body of the College, and as such manages and conducts the affairs of the College and exercises the rights, powers and privileges of the College. The College is a committee-run organization that relies on its membership and public representatives to make decisions and undertake the activities that make up the College's mandate. Decisions made at the committee level receive their final acceptance via the Council. The commitment that committee and Council members give is reflected in the excellent work coming out of the College. The Council has convened regularly this past year and has reviewed many issues that are important to the membership and other stakeholders.

Many, many hours were spent in discussion and action around such continuing items as amendments to the midwifery regulation, midwifery education in Manitoba, standards of practice, quality assurance the Regulated Health Professions Act, working with the Manitoba Fairness Commissioner, and updates about the Women's Health Clinic Birth Centre. This year Council thought it timely to do a personnel review of the College staff, job descriptions and organizational function; we are in the midst of that process as we go to press.

CANADIAN MIDWIFERY REGULATORS CONSORTIUM (CMRC)

The College remains a committed and active member of the CMRC, and continues to hold the position of Secretariat. The CMRC is an organization of Canadian midwifery regulators and includes members from all of the currently regulated provinces and territories in Canada. The CMRC is looking forward to new membership in the coming years from jurisdictions that have recently or are soon to be regulating midwifery, including Nunavut and New Brunswick. In addition to ongoing initiatives and projects of the CMRC (Canadian Midwifery Registration Exam, Multijurisdictional Midwifery Bridging Program, work with the Federal Office of Controlled Substances), the CMRC completed a project funded by HRSDC to inform newly or soon-to-be regulated jurisdictions about midwifery legislation in the rest of Canada, and about the requirements on the Agreement on Internal Trade.

MMBP

The Multi-jurisdictional Midwifery Bridging Project (MMBP) is an assessment and bridging program for internationally educated midwives. It is an ongoing project of the CMRC and is being delivered with educational partners from University of British Columbia (UBC) and Mount Royal College. In 2010-11 the College registered one midwife who participated in the MMBP. The MMBP is currently in its second offering and again there is one candidate participating that intends to practice in Manitoba upon completion. The MMBP is also developing a sustainability plan in efforts to secure ongoing funding for the program. The jurisdictions being served by the MMBP have expanded to include Nova Scotia, and there is interest from Nunavut and New Brunswick as well. More info regarding the MMBP can be found at www.midwiferybridging.ca.

AIT

The Agreement on Internal Trade (AIT) continues to provide for full labour mobility for midwives moving within other regulated Canadian jurisdictions. The CMRC has coordinated the revision of policies, procedures and resources to ensure all relevant information is available to the receiving jurisdiction. More information can be found at <http://www.gov.mb.ca/tce/lmi/labourmobility/index.html>

REGULATED HEALTH PROFESSIONS ACT

The College continues to participate in consultations with the Manitoba government as it rolls out the *Regulated Health Professions Act*. The government's intent with this legislation is to ensure all 22 regulated health professions in Manitoba are governed under one act, with consistent, uniform regulations with an enhanced focus on patient safety and accountability. The Manitoba Speech and Hearing Association, the College of Registered Nurses of Manitoba and the College of Physicians & Surgeons of Manitoba will be the first to transition to the RHPA. The College has begun consultations to develop a plan to ensure that we engage members and other stakeholders appropriately in this transition. An oversight committee will soon be formed. We expect to transition our legislation in the next 5 to 7 years. Although there may be some opportunity for expanding our current scope of practice during this transition, this legislation will not have a dramatic impact on the day-to-day work of midwives, but rather will impact the work requirements and parameters of the College as the regulatory body.

FAIR REGISTRATION PRACTICES IN A REGULATED PROFESSION ACT

The *Fair Registration Practices in a Regulated Profession Act* states that all regulated professions have a duty to provide registration practices that are transparent, objective, impartial and fair. The College has been working with the Office of the Manitoba Fairness Commissioner (OMFC) while it undertakes a "Registration Practice Review". The review consists of an examination, via a compliance evaluation tool, of all information available and processes required for registration. A large part of this review includes the process for registration of internationally educated midwives. The OMFC completed this review in March 2011 and overall had very positive findings. Over the next year the College will identify priorities for change based on the findings of the review and work to improve our information and processes.

MIDWIFERY EDUCATION IN MANITOBA

The College recognizes that there have been both many challenges and gains in midwifery education this year.

KOBP

UCN saw further attrition of both students and faculty of the KOBP to the point that the program is longer being offered. This is a significant loss for midwifery education in northern Manitoba for the moment. UCN has indicated its commitment to continuing to provide midwifery education in the north; however plans for a future intake into the north have not yet been finalized. In addition, the Pathways program may not continue, which could leave some aspiring midwives without an avenue to education. The College continues to support midwifery education in Manitoba and has responded to all requests from stakeholders to engage in going forward with the vision of “growing our own”. Special mention must be made to both the Education and the Kagike Danikobidan committees for their significant work around these issues.

BMP

UCN’s Bachelor of Midwifery Program (BMP), which is offered in Winnipeg, started in September 2010 and its eight students have successfully completed their first year. The small cohort of students includes students from rural Manitoba as well as from the Aboriginal community. Midwives in Winnipeg have been engaged as preceptors for the students’ first clinical placement. The College has been working closely with faculty of the BMP to ensure that program is being delivered as described and that potential concerns are identified and addressed as soon as possible.

MANITOBA HEALTH

The College continues to meet regularly with Manitoba Health to ensure that it remains informed of the initiatives of Manitoba Health and vice versa. Items that are reviewed at that table include our financial responsibilities to Manitoba Health, items related to legislation, midwifery data housing and access, recruitment/retention, and upcoming Manitoba Health initiatives such as “Partnerships for Primary Care”.

MIDWIFERY PRACTICE

At request of members the College sent out letters and statements regarding the use of non allopathic drugs and regarding providing care to family members. The College was also able to secure two legislative amendments to Schedule B of the *Midwifery Regulations* to assist members in their work: the addition of both uterotonics and drugs for the treatment of anaphylaxis. Both of these changes were accompanied by standards describing the standards, limits and conditions for prescribing and administering these medications.

PUBLIC REPRESENTATIVES AND KD MEMBERS

Although the College is a member based organization, it is the Public Representatives and members of Kagike Danikobidan that provide us with the ability to be connected to those that we serve. Because they serve on the College’s committees and on Council, they help to ensure fair and responsive processes to deal with matters in front of the College.

Although 2011 saw a decrease in the numbers of practicing midwives in Manitoba, we’re confident will all the initiatives taking place in the province at this time that this trend will be reversed. As always, the work of the College remains, and continues to grow as we work for the future. We thank everyone involved with the College in any way.

Complaints Committee Report Kelly Klick, RM, Chairperson

The Complaints Committee considers and acts on complaints about a midwife's professional competence or conduct. Any person may make a complaint in writing to the registrar about the conduct of a midwife. The College received no complaints for the 2010 year! Midwives must be doing a great job out there!

COMMITTEE MEMBERS

Kelly Klick, RM (Chairperson)

Terri Mackenzie, (Appointed Public Representative)

Karen Macloskie, RM

Carol Griffin, RM

Lingou Chen, RM

Darlene Mulholland, (Appointed KD Representative)

Committee to Select Public Representatives Kelly Klick, RM, Chairperson

There are two committees that are specifically written into the Midwifery Act. One is Kagike Danikobidan (KD) and the other is the Committee to Select Public Representatives. Why are these singled out in our *Act* when there are so many other committees that are a part of the CMM? To me this points to the great importance of having public members be a part of our College. Public representatives come with important roles to our meetings: they are neither midwives nor administrators of the College and therefore are not tied to the pressures of the profession or the daily workings of our organization. They provide invaluable opinion regarding how a policy or decision might affect Manitoba midwifery clients. They seek clarity about items that we might be rushing through, reminding us to keep a global view of our actions. They focus on the process in ways that members and administrators cannot, keeping the process transparent and reasonable. And their presence changes the dynamic of the meetings or discussion for the better. For this and for their commitment to the families of Manitoba, we give them a big thank you.

COMMITTEE MEMBERS

Kelly Klick, RM, (Chairperson)

Kirsten McFarlane, (Rural Appointed member)

Tanya Jonasson, (Member appointed by the Women's Health Clinic)

Erin Eleuterio, (Appointed member)

Education Committee Report
Janice Erickson, RM, (non-prac.)
(Acting Chairperson)

The Education Committee was actively reviewing midwifery education programs at the University College of the North (UCN) as well as the Multijurisdictional Midwifery Bridging Project (MMBP).

The Education committee received and reviewed UCN's proposal for a Baccalaureate of Midwifery Program, (BMP) to be offered in Winnipeg. After completing its review, the committee recommended interim approval of the program. The interim approval was subject to certain conditions being completed. At such the BMP launched in September 2010 and eight students entered the program. The Education Committee has been monitoring the program's ability to meet the CMM's conditions.

The Education Committee was actively involved in the External Review that UCN conducted of the KOBP program as well as responding to the findings of the review. This included engagement with both UCN and the Council on Post Secondary Education (COPSE). To date UCN has not widely released the findings of the external review, and it appears has not acted on the recommendations. In the latter half of 2010-2011, the KOBP did not have any faculty or staff, and had only two students enrolled. UCN indicated that it was unlikely that the KOBP would be delivered in its original design in the future. The Education Committee has been working for several years to try and complete the approval process for the KOBP but given the factors above the Education Committee must consider removing the approval of the KOBP. This decision-making process is still ongoing. Discussions with UCN and COPSE regarding how to best plan for a future intake of students in a midwifery program in the north are also ongoing. The Education Committee is advocating for greater stakeholder involvement in these discussions.

The Education Committee did not receive any additional information for review this year regarding UCN's program for recognition of prior learning process for midwifery, Pathways. Discussions were ongoing at the end of the year to determine the capacity of midwifery across the province to support this program.

The Education Committee also reviewed a report and evaluation on the Multi-Jurisdictional Midwifery Bridging Project (MMBP) and approved it as a route to registration in Manitoba.

COMMITTEE MEMBERS

Carolyn Nykiforuk, RM

Kari Hammersley, RM

Melissa Langlais, RM

Sara Corrigan, (Appointed Public Representative)

Lori Peters, (Appointed Public Representative)

Freda Lepine, (Appointed KD Representative)

Board of Assessor's Report Sheila Mills, RM, Chairperson

The Board of Assessors met eight times this year to conduct its work. We have registered 4 new midwives who are now working in various regions throughout the province. Registration renewals and required follow up was an agenda item during the months of March and April. In addition the committee reviewed a new registration package for members that included new forms compliant with the Office of the Fairness Commissioner (OMFC) recommendations as well as a development of a permanent Photo ID Card for members to be used in conjunction with the annual registration card.

The Committee wishes to thank Kathy for her hard work on the Photo ID Cards; she did a beautiful job!

The Committee also reviewed the Guideline for Supervision as well as the Supervised Practice for Hospital Birth and Out of Hospital Birth documents.

Thank you to the members and our valuable Public Representatives for a year of work well done!

COMMITTEE MEMBERS

Sheila Mills, RM, (Chairperson)

Cara McDonald, RM

Marla Gross, RM

Marlaine Anderson-Lindsay, (Appointed Public Representative)

Dawn Leroux, (Appointed Public Representative)

Perinatal Review Committee Gisele Fontaine, RM, Chairperson

In its work to monitor compliance with midwifery standards the College is pleased to report that the Perinatal Review Committee reviewed 12 midwifery cases this past year. In instances where the outcome of the case was deemed to be 'theoretically preventable', recommendations were made to the midwives involved, and dialogue invited for continued education and refinement of midwifery skills.

In its ongoing work for the upcoming year the Perinatal Review Committee has plans to share the knowledge gained through case reviews with all midwife members via a communiqué highlighting pertinent knowledge through case examples.

The work of the Perinatal Review Committee is integral to the protection of public safety. The Committee appreciates the participation of midwives in educational case reviews with the aim of enhancing midwives' knowledge, skill and judgement in providing midwifery services.

COMMITTEE MEMBERS

Gisele Fontaine, RM, (Chairperson) Sari Fogg, RM

Lingou Chen, RM Lara Petkau, RM

Abigail T. Larson, RM Dr. Ferd Pauls, MD.

Sari Fogg, RM

Standard's Committee Report Lisa Harcus, RM, Chairperson

The Standards Committee defines and reviews the practice standards of the College, conducts periodic practice audits, and ensures that the needs of the community are met by the College and its members.

Priority Practice Standards:

- *Out-of-Hospital Handbook*
- *Standard for Out of Hospital Birth*
- *Guideline for the Management of Pregnancy Beyond 41 Weeks Gestation*
- *Standard for Postpartum Care of Mother & Infant*
- *Standard for Use of Second Attendant*
- *Providing Care to Family Document*
- *Guideline for Management of the Third Stage Labour*
- *Guideline for Vaginal Birth After one Previous Segment Caesarean Section, (VBAC) allocated will enable us to hire a researcher who will assist with gathering current evidence in relation to VBAC.*

Documents currently under review of Council:

- *Guideline for Supervision*
- *Supervises Practice in Hospital*
- *Supervised Practice for Out of Hospital Birth*
- *Guideline for Providing Care to Women with a High BMI*

Documents approved by Council

- *Standard, Limits and Conditions for Prescribing and Administering Antihistamines or Drugs for the Management of Anaphylaxis*
- *Standard, Limits and Conditions for Prescribing and Administering Uterotonics*
- *Guideline for the Management of Maternal Group B Streptococcus*

COMMITTEE MEMBERS

Lisa Harcus, RM, (Chairperson)

Gordana Lemez, RM

Darlene Birch, RM, (Appointed KD Representative)

Rebecca Wood, RM

Jennifer Bamford, (Appointed Public Representative) resigned

Gisele Fontaine, RM

Regina Legaspi, (Appointed Public Representative)

Marla Gross, RM

Gillian Doucet Campbell, (Appointed Public Representative)

Joelle Ross, RM, (Non-Prac)

And many thanks to Kathy and Patty for their ongoing support and valued contributions.

Quality Assurance Committee Report **Rebecca Wood, RM, Chairperson**

In 2010-2011, the Quality Assurance Committee reviewed and revised the committee's Terms of Reference. A highlight of this work has been the inclusion of a representative of the Kagike Danikobidan Committee.

The Committee also worked consistently this year to overhaul the College's quality assurance random practice audit tools so that they could be used successfully for random practice audits of entire midwifery practice groups. Practice group audits will replace the single practitioner audits that had been undertaken in previous years. This redevelopment work has been mandatory for a sound audit process. The Committee strongly believes that the information gained from the group audits will be extremely useful for monitoring compliance with standards in a broader sense, as midwives do not work in isolation. The College wishes to thank the College of Midwives on Ontario for sharing its practice audit resources with the CMM.

The first group audit is scheduled for the upcoming fall. It is our sincere hope to make the Random Practice Audit process straight forward and educational for College members.

COMMITTEE MEMBERS

Rebecca Wood, RM, (Chairperson)

He Hu, RM

Karen Macloskie, RM,(Non-prac.)

Darlene Mulholland, (Appointed KD Representative)



Midwife Michelle Kryzanasuskas, holding baby Paisley Laine Anaka.(Front cover)

Kagike Danikobidan (KD) Report
Freda Lepine, Chairperson
Darlene Birch, RM, Co-Chairperson

Education Program Involvement

Kanaci Otinawawasowin (KOBP)

Kagike Danikobidan (KD) has taken on the role in the past of advising the College regarding the Kanaci Otinawawasowin (KOBP). In the past year this has mostly taken the form of dialogues regarding the reparations to students and strategizing regarding the College's position on developments and management of the midwifery education programming of UCN. The College continues to consult with KD for its expertise in terms of midwifery education development in the North. KD has advocated on behalf of the KOBP students through their representation on the KOBP Advisory Committee of UCN, their involvement with the MKO Northern Chiefs, in individual community promotion, and through representation on the Provincial Midwifery Education Working Group. KD has a student representative member that keeps the committee apprised of the actions and involvement of the students of the (former) KOBP.

The KOBP Advisory Committee of UCN has not met since the spring of 2010. At the final meeting of the Advisory Committee, members were told that an External Review of the KOBP would be completed and distributed by approximately May 2010. The External Review was never distributed to members of the Advisory Committee. KD made a special request of the CMM that a copy of the Review be shared when it was received. The Review was received by the Chairs of KD on January 26th and will be reviewed at the upcoming meeting of KD on May 13th, 2011. On initial assessment, the External Review confirms the original strengths of the KOBP and supports the overall perceptions if those directly involved. There is an excellent analysis of the many challenges and flaws in the delivery of the program and excellent recommendations. Recommendations were made in all areas including process, communication, community preparation, student supports, and supports for instructors, and orientation.

KD has been aware that the KOBP has been plagued by ongoing issues with lack of communication an accountability, negligence in addressing problems as they arose, lack of consultation with students and staff, no evaluation plan built into the program, offering of misleading information, and lack of institutional support of Aboriginal programming on the part of UCN. This has resulted in no follow-up of student completion plans, no provision of instruction of grading of courses, no transfers, no transfer of credits to date, no student representation on the KOBP Advisory Committee, and finally no KOBP. The end result of the ongoing issues with the KOBP has been a decline in student population to the point where the KOBP is no longer being offered. It is devastating for this committee to realize the loss of this excellent Aboriginal Midwifery Education Program and its impact on the people of Manitoba.

The Bachelor of Midwifery Program (BMP) offered by UCN in Winnipeg began in September of 2010. Intake was open to all with one or two spots reserved for Aboriginal candidates. KD has not been approached by the BMP for any input or support but would like to offer support to the Aboriginal students in the program. It is the opinion of KD that the BMP would have benefited from formal sharing of the experience of the staff and students of the KOBP since most of the common curriculum had been covered in the four years of KOBP.

Meetings

KD has had two meetings this past year, one in May in Winnipeg where we met with the representatives of the Winnipeg Birthing Centre, and another in October in Norway House. The meeting in Norway House was a first experience of KD meeting in a Northern community. The committee met in Norway House Indian Hospital where Midwifery care is provided. Managers of community maternal health programs from Norway House and OCN/The Pas were invited as was Rachel Olson, Aboriginal Researcher who is writing her doctoral thesis on maternal evacuation.

Accomplishments

KD Provided a briefing note and a letter of appreciation to the MKO Chiefs for passing resolutions supporting the KOBP and students and also the establishment of Birthing Centres in the North. Jurisdictional issues that were hindering the program were discussed and a letter was sent from MKO to UCN president Denise Henning.

We have sent a congratulatory letter to Nunavut for having midwifery entrenched in their legislation this year. We felt it important to acknowledge other jurisdictions across Canada that are implementing midwifery legislation and education and the importance of midwifery to all Aboriginal peoples.

As usual, bi-yearly meetings provide barely enough time to deal with the immediate issues affecting midwifery related Aboriginal women. So much more could be done to promote midwifery among Aboriginal communities. Alternative funding was suggested in order for our committee to be more active. KD requested a standing member on the College Quality Assurance Committee and had a member appointed in addition to members sitting on Council and other College committees.

We continue to believe that midwifery care is essential in the north and that it is key to repatriating birth to northern communities and to safe care for mothers and babies. As part of the commitment of the federal government of Canada to improvements in maternal and child health, they need look no further than their own backyards.

COMMITTEE MEMBERS

Darlene Birch, RM

Freda Lepine, Chairperson

Maggie Flett/Alternate: Ruth Ellen Flett

Thelma Mason

Darlene Mulholland

Nelliane Cromarty

Doris Young

Nathalie Pambrun, RM

Sandy Johnson, (KOBP Student)/Alternate: Audrey Foudre,
(KOBP Student)

Canadian Midwifery Regulators Consortium (CMRC)

The College continued to hold the position of Secretariat for the Canadian Midwifery Regulators Consortium this past year. A highlight of our work this year has been the completion of a project funded by Human Resources and Skills Development Canada (HRSDC) which allowed the development of a guide for Canadian regulators and for jurisdictions not yet regulated in Canada including Newfoundland, Labrador, Prince Edward Island and the Yukon.

The Guide provides specific information for each provincial/territorial structure and incorporates the processes we have developed in order to be in compliance with the AIT labour mobility directives on a pan-Canadian basis. It was designed to continue to foster a continued sense of connectedness and trust between jurisdictions, each working within their own provincial/territorial frameworks while at the same time needing to comply with the requirements of the AIT and uphold the protection of the public in the provision of midwifery services.

A Memorandum of Understanding (to replace the former Mutual Reciprocity Agreement established in 2001) also formed part of this project work, and cements a continued strong agreement amongst regulators on the various baseline principles of midwifery regulation including definitions, processes, common standards, use of a common approach to proof of professional conduct, the agreement to use national competencies and a competency based approach, consultation mechanisms and the articulation of the CMRC mediation role in any disagreements that may arise. It is a foundational document.

The funding also allowed development of a clear policy on joining CMRC, and allowed for updating of the Proof of Professional Conduct letter. This the tool used by regulators to gather and provide the necessary information regarding applicants moving between provinces and territories to work.

The CMRC is grateful and proud of the relationship with HRSDC.

It cannot go without saying that at the time of the Annual General Meeting, CMRC Chairperson Kris Robinson is in Durban, South Africa, representing the Americas at the International Confederation of Midwives (ICM) at ICM's 29th Annual Triennial Congress. The ICM supports, represents and works to strengthen professional associations of midwives and to secure women's rights and access to midwifery care before, during and after childbirth on a global basis. ICM has 106 member association in 94 countries.

Kris sits as a member of the ICM regulation committee and as such has been involved in the ICM Global Standards for Midwifery Regulation (2011) that have been developed in response to requests from midwives, midwifery associations, governments, UN Agencies and other stakeholders. The goal of these standards is to promote regulatory mechanisms that protect the public (women & families) by ensuring safe and competent midwives provide high standards of midwifery care to every woman and baby. These standards were developed in tandem with the development of global standards for midwifery education and the revision of the ICM essential competencies for basic midwifery practice. Together, the ICM essential competencies and the global standards for regulation and education provide a professional framework that can be used by all affiliated with midwifery to strengthen the midwifery profession and raise the standard of practice in respective jurisdictions.

**COLLEGE OF MIDWIVES OF
MANITOBA**

Financial Statements
For the year ended March 31, 2011

COLLEGE OF MIDWIVES OF MANITOBA

Financial Statements

For the year ended March 31, 2011

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Independent Auditors' Report

To the Members of COLLEGE OF MIDWIVES OF MANITOBA

We have audited the accompanying financial statements of COLLEGE OF MIDWIVES OF MANITOBA, which comprise the statement of financial position as at March 31, 2011, and the statements of changes in net assets and of operations for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of COLLEGE OF MIDWIVES OF MANITOBA as at March 31, 2011 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

BDO Canada LLP

Chartered Accountants

Winnipeg, Manitoba
June 17, 2011

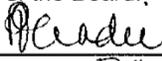
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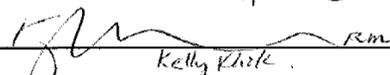
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COLLEGE OF MIDWIVES OF MANITOBA
Statement of Financial Position

March 31	2011	2010
Assets		
Current Assets		
Cash and short-term investments	\$ 113,271	\$ 85,434
Accounts receivable	7,997	44,760
Prepaid expenses	3,581	5,284
	<u>124,849</u>	<u>135,478</u>
Capital assets (Note 2)	<u>7,283</u>	<u>10,302</u>
	<u>\$ 132,132</u>	<u>\$ 145,780</u>
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 24,478	\$ 30,856
Deferred Contributions		
Accreditation, Approval and Standards Review (Note 3)	12,997	14,800
Complaints and Investigation (Note 4)	89,482	83,586
Employees Pension Plan (Note 5)	-	6,000
Personnel Committee (Note 6)	2,000	-
Prior Learning Experience and Assessment (Note 7)	-	1,876
Prior Learning Experience and Assessment Appeal (Note 8)	-	2,000
Standards Quality Assurance (Note 9)	3,000	3,000
Public Education (Note 10)	500	-
Umbrella Health Legislation (Note 11)	3,100	2,000
	<u>111,079</u>	<u>113,262</u>
	<u>135,557</u>	<u>144,118</u>
Commitments (Note 13)		
Net Assets		
Net invested in capital assets	7,283	10,302
Unrestricted	<u>(10,708)</u>	<u>(8,640)</u>
	<u>(3,425)</u>	<u>1,662</u>
	<u>\$ 132,132</u>	<u>\$ 145,780</u>

On behalf of the Board:


Fathy Eadie Executive Director


Kelly Rhik Director

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

COLLEGE OF MIDWIVES OF MANITOBA
Statement of Changes in Net Assets

For the year ended March 31			2011	2010
	Net Invested in Capital	Unrestricted Net Assets	Total	Total
Balance, beginning of year	\$ 10,302	\$ (8,640)	\$ 1,662	\$ 1,172
Excess of revenue (expenses) for the year	(3,229)	3,012	(217)	490
Adjustment to unrestricted net assets	-	(4,870)	(4,870)	-
Invested in capital assets	210	(210)	-	-
Balance, end of year	\$ 7,283	\$ (10,708)	\$ (3,425)	\$ 1,662

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

COLLEGE OF MIDWIVES OF MANITOBA
Statement of Operations

For the year ended March 31	2011	2010
Revenue		
Manitoba Health - general operations	\$ 170,200	\$ 170,200
Practicing, non-practicing and student members	62,754	65,197
Manitoba Health & Healthy Living (IEHP)	-	23,000
Candidate fees - PLEA program	-	21,421
Resource materials and handbooks - PLEA program	60	107
PLEA program (Note 7)	1,876	-
Accreditation, Approval and Standards Review (Note 3)	1,803	-
Employees Pension Plan (Note 5)	6,000	-
Miscellaneous		
Other	789	3,467
CMRC - project overhead	2,000	-
	245,482	283,392
Expenses		
Administration	192,560	190,338
PLEA program	1,962	26,295
Governance		
Kagike Danikobidan committee	17,825	11,531
Governing council	8,838	9,057
Complaints committee	-	1,468
Quality assurance committee	1,934	3,473
Perinatal review committee	3,020	3,920
Standards committee	2,690	3,253
Board of assessors committee	1,274	2,124
Education committee	1,964	2,422
Public representative selection committee	1,000	-
Accreditation, Approval and Standards Review (Note 3)	-	5,800
Complaints and Investigation (Note 4)	5,000	8,000
Employees Pension Plan (Note 5)	-	6,000
Quality Assurance (Note 9)	-	3,000
Umbrella Health Legislation (Note 11)	1,100	2,000
Amortization	3,229	3,971
Canadian Midwifery Registration Exam (CMRE)	1,000	250
Public Education (Note 10)	500	-
Education program evaluation (Note 3)	1,803	-
	245,699	282,902
Excess of revenue (expenses) for the year	\$ (217)	\$ 490

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

COLLEGE OF MIDWIVES OF MANITOBA Summary of Significant Accounting Policies

For the year ended March 31, 2011

Revenue Recognition	The organization follows the deferral method of accounting for contributions which includes donations and government grants. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.						
Contributed Services	In the normal course of business, the organization receives volunteer assistance in carrying out its service delivery activities. Volunteer services are not recognized in the financial statements.						
Capital Assets	<p>Capital assets are stated at cost less accumulated amortization. Amortization based on the estimated useful life of the asset is calculated as follows:</p> <table><tr><td>Furniture and fixtures</td><td>5 years straight-line basis</td></tr><tr><td>Computers</td><td>5 years straight-line basis</td></tr><tr><td>Equipment</td><td>10 years straight-line basis</td></tr></table>	Furniture and fixtures	5 years straight-line basis	Computers	5 years straight-line basis	Equipment	10 years straight-line basis
Furniture and fixtures	5 years straight-line basis						
Computers	5 years straight-line basis						
Equipment	10 years straight-line basis						
Financial Instruments	<p>The organization utilizes various financial instruments. Unless otherwise noted, it is management's opinion that the organization is not exposed to significant interest, currency or credit risks arising from these financial instruments and the carrying amounts approximate fair values.</p> <p>The fair values of cash and cash equivalents, accounts receivable and accounts payable approximate their carrying value because of their short-term maturity of these instruments.</p> <p>The organization classifies its financial instruments into one of the following categories based on the purpose for which the asset was acquired. The organization's accounting policy for each category is as follows:</p> <p><i>Loans and Receivables</i> - These assets are non-derivative financial assets resulting from the delivery of cash or other assets by a lender to a borrower in return for a promise to repay on a specified date or dates, or on demand. They arise principally through the provision of goods and services (accounts receivable), but also incorporate other types of contractual monetary assets. They are initially recognized at fair value and subsequently carried at amortized cost, using the effective interest rate method, less any provision for impairment. The organization has classified accounts receivable in this category.</p>						

COLLEGE OF MIDWIVES OF MANITOBA Summary of Significant Accounting Policies

For the year ended March 31, 2011

Financial Instruments (continued)

Held-for-trading - This category is comprised of certain investments in equity and debt instruments, stand-alone derivatives, other than those designated as hedging items, and embedded derivatives requiring separation. The organization has classified all cash, bank indebtedness and investments in this category. They are carried in the balance sheet at the fair value with changes in fair value recognized in the income statement. Transactions costs related to instruments classified as held-for-trading are expensed as incurred. Fair values are determined directly by reference to published price quotations in an active market.

Other Financial Liabilities - Other financial liabilities include all financial liabilities. These liabilities are initially recognized at fair value and subsequently carried at amortized cost using the effective interest rate method.

Statement of Cash Flows

A statement of cash flows has not been presented since the sources and uses of cash are readily apparent from the information included in the financial statements.

New Accounting Pronouncements

In December 2010, the Accounting Standards Board and Public Sector Accounting Board (Boards) issued new standards for not-for-profit organizations (NPOs). For private sector NPOs, they have a choice of International Financial Reporting Standards ("IFRS") or accounting standards for NPOs.

The Boards require NPOs to adopt their respective standards for year ends beginning on or after January 1, 2012. Until the date of transition to the new standards, all NPOs will continue to follow the current Canadian Institute of Chartered Accountants Handbook – Accounting Part V – Pre-Changeover Standards.

COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements

For the year ended March 31, 2011

1. Nature and Purpose of Organization

The College of Midwives of Manitoba (CMM) is the regulatory body for the profession of midwifery in the province of Manitoba, Canada. It was established on June 28, 1997 when the provincial legislature gave Royal Assent to the Midwifery and Consequential Amendments Act. The CMM is a non-profit organization and is therefore exempted from income taxes.

2. Capital Assets

	2011			2010		
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
Machinery and equipment	\$ 1,838	\$ 551	\$ 1,287	\$ 1,838	\$ 368	\$ 1,470
Furniture & fixtures	10,228	9,699	529	10,228	9,393	835
Computers	37,752	32,285	5,467	37,544	29,547	7,997
	\$ 49,818	\$ 42,535	\$ 7,283	\$ 49,610	\$ 39,308	\$ 10,302

3. Deferred Contributions - Accreditation, Approval and Standards Review

These deferred contributions represent internally restricted funding for the required accreditation process, approval of education and bridging programs, and ongoing review of current standards of practice in Manitoba.

	2011	2010
Balance, beginning of year	\$ 14,800	\$ 9,000
Amount recognized to offset expenses-program approval	(1,803)	(2,200)
Transfer for Birth Center development role	-	4,000
Transfer for standards development	-	4,000
Balance, end of year	\$ 12,997	\$ 14,800

**COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements**

For the year ended March 31, 2011

4. Deferred Contributions - Complaints and Investigation

These deferred contributions represent restricted funding received from Manitoba Health for future complaints and investigation and interest earned on investments held.

	2011	2010
Balance, beginning of year	\$ 83,586	\$ 74,421
Interest earned on investments	896	1,165
Transfer from operations	5,000	8,000
Balance, end of year	\$ 89,482	\$ 83,586

5. Deferred Contributions - Employees Pension Plan

Deferred contributions represent internally restricted funding for the employer portion of the newly implemented pension plan.

	2011	2010
Balance, beginning of year	\$ 6,000	\$ -
Amount recognized to offset expenses	(6,000)	-
Transfer from operations	-	6,000
Balance, end of year	\$ -	\$ 6,000

6. Deferred Contributions - Personnel Committee

These deferred contributions represent honorarium funds for members of the Personnel Committee established in 2010. The Committee was established with the goal of conducting a personnel review of the CMM staff.

	2011	2010
Balance, beginning of year	\$ -	\$ -
Transfer from deferred contributions - Appeal	2,000	-
Balance, end of year	\$ 2,000	\$ -

COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements

For the year ended March 31, 2011

7. Deferred Contributions - Prior Learning Experience and Assessment

These deferred contributions represent internally restricted funding for the further implementation of a rigorous PLEA process - assessor training.

	2011	2010
Balance, beginning of year	\$ 1,876	\$ -
Amount recognized to offset expenses-program approval	(1,876)	-
Balance, end of year	\$ -	\$ 1,876

8. Deferred Contributions - Prior Learning Experience and Assessment Appeal

These deferred contributions represent restricted funding to be used in the event of an appeal of the PLEA program by a participant.

	2011	2010
Balance, beginning of year	\$ 2,000	\$ 2,000
Transfer to deferred contributions - Personnel Committee	(2,000)	-
Balance, end of year	\$ -	\$ 2,000

9. Deferred Contributions - Standards Quality Assurance

These deferred contributions represent restricted funding for the development and implementation of quality assurance mechanisms.

	2011	2010
Balance, beginning of year	\$ 3,000	\$ -
Transfer from operations	-	3,000
Balance, end of year	\$ 3,000	\$ 3,000

COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements

For the year ended March 31, 2011

10. Deferred Contributions - Public Education

These deferred contributions represent restricted funding for an annual public meeting / public education initiative to be held in the fall of 2012 to correspond with the opening of the Birth Centre in Winnipeg.

	2011	2010
Balance, beginning of year	\$ -	\$ -
Transfer from operations	500	-
Balance, end of year	\$ 500	\$ -

11. Deferred Contributions - Umbrella Health Legislation

These deferred contributions represent internally restricted funding for activities related to migration to the Regulated Health Professions Act as required by the Health Professions Regulatory Reform Initiative.

	2011	2010
Balance, beginning of year	\$ 2,000	\$ -
Transfer from operations	1,100	2,000
Balance, end of year	\$ 3,100	\$ 2,000

**COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements**

For the year ended March 31, 2011

12. Pension Plans

During the year, the organization contributed \$7,868 on behalf of its employees.

Eligible employees of the organization are members of the Healthcare Employees Pension Plan (a successor to the Manitoba Health Organization Inc. Plan) (the "Plan") that is a multi-employer defined benefit pension plan. Plan members will receive benefits based on the length of service and on the average of annualized earnings during the best five years of the last ten years prior to retirement, termination or death, that provides the highest earnings.

Pension assets consist of investment grade securities. Market and credit risk on these securities are managed by the Plan by placing plan assets in trust and through the Plan investment policy.

The most recent actuarial valuation of the plan as at December 31, 2007 indicated a solvency deficiency of \$61,050,000. The plan deficiency will be funded over five years commencing in 2008 out of the current contributions in each respective year. A change in the underlying actuarial assumptions could cause a change in the actuarial value of accrued pension benefits and required service contributions. Employer contribution rates were increased on January 1, 2011 to 7.8% of pensionable earnings up to the yearly maximum pensionable earnings limit ("YMPE") and 9.4% on earnings in excess of the YMPE. Contribution rates for employees remained unchanged at 6.8% and 8.4% respectively.

On April 1, 2012 employee contribution rates will increase to 7.6% of pensionable earnings up to the YMPE and 9.2% on earnings in excess of the YMPE. On April 1, 2013, both employer and employee contribution rates will increase to 7.9% of pensionable earnings up to YMPE and 9.5% on earnings in excess of the YMPE.

13. Lease Commitment

The organization has an operating lease for its premises at approximately \$1,215 per month to July 14, 2012.

14. Capital Management

The organization considers its capital to comprise of its unrestricted net assets and net invested in capital balances. There have been no changes to what the organization considers to be its capital since the previous period.

The organization manages its capital to ensure it retains sufficient resources to enable it to carry out its mission. The organization endeavours to manage its unrestricted net assets on a break even basis in the longer term. Net invested in capital represents the organization's investment in capital assets and does not represent cash resources.