

College of Midwives of Manitoba

NEW REGISTRANT'S POLICY

The New Registrants Policy is designed to ensure that new registrants receive the support and experience that will benefit them in entering the profession of midwifery in Manitoba as well as ensure the safest possible care to their clients during the period when they are becoming integrated into the health care system. The support that can be provided in both clinical and interprofessional situations will be a valuable asset to all newly practising midwives in Manitoba. The requirements of the New Registrants Policy are intended to assist new registrants to consolidate their existing knowledge and experience and to develop a solid foundation of confidence as a primary caregiver within a supportive environment. The CMM asks for the support of experienced mentor midwives in established practices in ensuring that new registrants have opportunities to act as primary midwife in both out of hospital and hospital setting during their new registrant year to assist them in consolidating their experience, gaining confidence in all areas of practice and meeting their two-year active practice requirements.

It is recommended that new registrants work as close to full time as possible for at least the first year of practice to assist them in consolidating their prior knowledge and experience and in developing a solid foundation of confidence as a primary caregiver within the Manitoba health care system.

POLICY

This Policy applies to all new registrants in their first 12 months of practice in Manitoba with the exception of midwives registering through Inter-Provincial Registration Reciprocity

All newly registered midwives will be granted registration with the following conditions:

1. A new registrant will work within an established practice¹
 - for a period of at least six months and
 - until she has provided care throughout pregnancy, labour, birth and the postpartum period as primary midwife to 20 women and their newborns.

For new registrants with supervision requirements, the six month period/20 births with an established practice may be concurrent with their period of supervision.

During this period of six months/20 births:

- i. A new registrant attending births in the hospital setting will attend a minimum of 5 hospital births in either the role of primary or second attendant with an experienced midwife², present for second and third stage of labour. Thereafter a new registrant may work with a nurse in the second attendant role for the second and third stage of labour.

¹ Established practice refers to a practice that has:

- i. at least one midwife who has been registered and actively practicing for at least one year in Manitoba or another regulated Canadian province.
- ii. At least one midwife who has had hospital privileges for at least three months in the community currently served

² Experienced midwife refers to a midwife who has been registered and actively practicing for at least one year in Manitoba or another regulated Canadian province.

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- ii. A new registrant shall have an experienced midwife or a physician approved under the CMM's Standard on Shared Primary Care Policy, available to her by phone for support and advice when she is providing care.
2. A new registrant will not attend out of hospital births with another new registrant, a midwife under general supervision or with a non-midwife second attendant
 - for a period of at least six months and
 - until she has attended 5 out of hospital birthsunless there is also a midwife who is not a new or supervised registrant in attendance.
 3. A new registrant will participate in monthly chart review³ with an established practice for a period of at least 12 months.
 4. If a new registrant also has supervision requirements, the terms and conditions set out in her Plan for Supervised Practice and Evaluation must be met at all times.

Reporting

Upon completion of the minimum number of births required by the *New Registrant's Policy* a new registrant must submit a Clinical Experience Report Form to the College to verify that they have met the clinical requirements. Upon receipt, CMM will send an acknowledgement and confirm that the new registrant may then begin attending births with another new registrant or a second attendant without restrictions. However, new registrants are still required to participate in monthly chart review with an established practice for a period of at least 12 months.

³ For the purpose of this document Chart Review is defined as a review of current cases on the new registrant's/practice's caseload, and at a minimum should include review of all postpartum clients, clients 36 weeks gestation or later, clients with specific concerns.