

SUPERVISION OVERVIEW

SUPERVISION AND APPLYING FOR A JOB

Employers you approach for work will need to know what they can expect when considering hiring a supervised midwife. Therefore, it may be important that you share the College of Midwives of Manitoba's (CMM) *Plan for Supervised Practice and Evaluation* and, where applicable, the final report from your assessment and gap training program, with your prospective employer and/or midwifery practices.

This supervision information should give the practice a clear picture of its role and what to expect from the supervised midwife.

Please note that all newly registered midwives (with the exception of those registered via reciprocity) must fulfill the requirements of the *New Registrant's Policy*. These requirements may be fulfilled concurrently with any supervision requirements.

SUPERVISION EXPLAINED

Three categories of Supervised Practice

1. **Practising Midwife with Conditions**

This is the most commonly required category of supervision. Midwives in this category may either have requirements for General Supervision, or Limited Supervision. All graduates of approved assessment and gap training programs are initially registered in this category with general supervision requirements.

2. **Conditional Registration - Supervised Practice Candidate**

This type of supervised practice is available to applicants who meet the registration requirements except for the requirements related to currency of experience. Midwives registered as a Supervised Practice Candidate are required to practice under supervision until they have met the currency requirements for registration. After completion they may be registered as a Practising Midwife or a Practising Midwife with Conditions.

3. **Conditional Registration – Examination Candidate**

This type of supervision is available to applicants who meet the registration requirements except for having successfully completed the Canadian Midwifery Registration Exam (CMRE). Examination Candidates must write the CMRE at the next available opportunity. After successful completion they may be registered as a Practising Midwife or a Practising Midwife with Conditions.

Why are graduates of approved assessment and gap training programs being registered as Practising Midwives with Conditions?

Graduates of approved assessment and gap training programs are registered as midwives with supervision requirements for two reasons: 1) to provide an opportunity to obtain further

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orientation to practice in Manitoba; and 2) to provide an opportunity to demonstrate the clinical competence required for unsupervised practice.

What supervision means

Supervision in any of the above categories of supervision means that you will be working within a *Plan for Supervised Practice and Evaluation*.

An individual *Plan for Supervised Practice and Evaluation* will be prepared for you once the CMM has your complete application for registration and the final report from your assessment and gap training program. A *Plan for Supervised Practice and Evaluation* can be created for you prior to receiving a job offer. The *Plan for Supervised Practice and Evaluation* must be reviewed by your prospective practice group and employer, and be signed by you, and your primary supervising midwife before registration can be issued. One member of the practice group must be designated as the 'primary supervisor'. This midwife will sign off on all supervision reports, verifying that you have completed the tasks required. This primary supervisor must sign the enclosed *Agreement to Act as Supervising Midwife*, which needs to be returned to the CMM prior to your registration.

Your registration as a midwife under supervision is only valid while practising under supervision. Should the supervision be terminated for any reason, and you are unable to find another supervisor you must either resign or change your registration to non-practising. Failure to do so will result in your registration being revoked.

- A. In the case of **Graduates of Approved Assessment and Gap Training Programs**, this *Plan for Supervised Practice and Evaluation* will be based on your final report from your assessment and gap training program and will outline the areas that need to be addressed in order for your supervision requirements to be removed. The *Plan for Supervised Practice and Evaluation* will consist of a number of births to be attended and a minimum amount of time that you will be required to work in a community based practice (see '*Sample Plan for Supervised Practice and Evaluation*'). There may be other clinical requirements in the plan, and you will be made aware of these prior to the plan being implemented.
- B. In the case of a **Supervised Practice Candidate** this *Plan for Supervised Practice and Evaluation* will be based on your requirements to meet currency numbers. For those Supervised Practice Candidates who are also graduates of an approved assessment and gap training program your *Plan for Supervised Practice and Evaluation* may also include the details outlined above in (A).
- C. In the case of an **Examination Candidate** this *Plan for Supervised Practice and Evaluation* will consist of general supervision until your exam results have been received. For those Examination Candidates who are also graduates of an approved assessment and gap training program your *Plan for Supervised Practice and Evaluation* may also include the details outlined above in (A). Examination Candidates must write the CMRE at the next available opportunity. After successful completion they may be registered as a Practising Midwife or a Practising Midwife with Conditions. An Examination Candidate who does not pass the CMRE will be removed from the register and must reapply as a practising midwife once they have passed the CMRE.

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Length of Supervision

The length of time you will be practising as a midwife under supervision will depend on how long it takes you to fulfill the requirements of your plan. The minimum time period for supervision is three months, but most graduates of assessment and gap training programs will take from six to nine months to complete the *Plan for Supervised Practice and Evaluation*. General supervision cannot last more than 12 months. You may suspend your period of general supervision by switching to the non-practising register. At a minimum, during your period of supervision you and your primary supervisor will be required to report quarterly on the progress of the supervision.

If you or any of your supervisors anticipate any problems regarding completing the requirements of your *Plan for Supervised Practice and Evaluation* these should be brought to the attention of the CMM as early as possible in the supervision period.

What happens when a member completes their *Plan for Supervised Practice and Evaluation*?

The CMM provides templates for all required reports. When all supervision tasks are complete, both you and the primary supervisor must provide the final report, verifying that you have completed all of the supervision requirements and that you are competent to provide primary care without supervision. Once the CMM approves this signed form your *Plan for Supervised Practice and Evaluation* requirements will be removed; however the conditions of the *New Registrants Policy* will still apply, if applicable. The conditions of the *New Registrants Policy* will remain until they are completed.

What happens if, at the end of 12 months of supervision, the *Plan for Supervised Practice and Evaluation* is not complete or if the Supervisor will not sign off on competence?

An individual can only be registered under general supervision for a maximum of 12 months. If supervision is not complete, or if your primary supervisor will not sign off on your competence to provide primary care at the end of the maximum 12-month period, you must either switch to non-practising, resign your registration or have it revoked. Any extenuating circumstances that may impact the length of supervision must be reported the CMM as they occur. Only in rare circumstances can an extension be considered. The CMM requires quarterly reports from the supervising midwife so that any supervision issue will be identified and addressed before the end of supervision. If the CMM is concerned that a midwife may not complete their Plan for Supervised practice in within 12 months, their employer may be notified.

Please note: *Inability to meet limited supervision requirements related to OOH births due to lack of opportunity may be extended beyond the 12 month period.*

If you anticipate any problems in completing your *Plan for Supervised Practice and Evaluation*, please inform the CMM as soon as possible.

Criteria for Approval of Supervisors

Any supervising midwives (or other health professionals) must be approved by the CMM as per the criteria stated in the *Standard on Supervised Practice*. Once the CMM receives a signed *Agreement to Act as Supervising Midwife* the approval process begins.

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The CMM will determine whether the candidate's circumstances (including practice environment, professional conduct, history and their interaction with the CMM and its committees) satisfy the Board of Assessors that the candidate will be able to carry out their role as supervisor responsibly, professionally and competently.