

	MIDWIFERY SUPERVISION POLICY
	Date Effective: 2022-06-10
	Revised:
	Next Review Due: 2025-06-01

Background

A Registered Midwife (RM) who enters practice in PEI for the first time and is new to the profession requires a defined level of supervision. The Regulated Health Professions Act does not provide a class of registration which differentiates a new to the profession RM from a currently practicing RM, therefore the supervision policy is provided. The RHPA, Section 12 identifies the eligibility requirements for registration and the Midwifery Regulations, Section 5 provides registration requirements.

The Midwifery Regulations Section 8 provides a provisional class of registration which may be available for RMs entering practice in the province who do not meet the currency of professional knowledge and skills but meet every other requirement. In such cases, a period of supervised practice will be required.

A RM entering practice for the first time requires the support and mentorship of an experienced RM for a defined period.

Purpose

To define the requirements for supervision of a new Registered Midwife entering the profession or an RM who is in a Provisional Class of registration.

1.0 Policy

1.1 A new RM or previously registered RM is identified by CNMPEI in the registration process.

New Graduate

1.2 A newly graduated RM shall be supervised in practising midwifery by an RM, who works alongside the new RM and is available to answer questions and assist the new RM whenever the new RM requires assistance or the RM determines that assistance is required.

- 1.3 A new graduate will remain in a supervision relationship for a minimum of one year of practice which must include 40 births, if the birth requirement is not met in the first year, the supervision period continues until such time as the birth requirement is met.
- 1.4 An RM who is assigned to supervise a newly graduated RM shall have a minimum of 2 years experience working as an RM with no supervision requirements.
- 1.5 An RM must be in good standing with CNMPEI, including completion of all registration requirements in order to be eligible to supervise.
- 1.6 An RM who has a complaint against their practice or has conditions on their registration in a discipline process is not eligible to supervise.
- 1.7 An RM must declare a possible or perceived conflict of interest in relation to the new graduate RM such as familial relationship, past conflict with the individual, or any other dynamic believed to create an unhealthy work environment for either party.

Provisional Class

- 1.8 CNMPEI determines eligibility for provisional class registration and may offer that option to a new applicant whose hours of practice are not adequate to meet registration requirements.
- 1.9 The provisional class is intended only for new or returning registrants who have been practicing as a midwife in the past but do not have adequate practice hours within the past 3 years, to be eligible for registration.
- 1.10 “A midwife registered in the provisional registration part shall be supervised in practising midwifery by a midwife registered in the general registration part” (Midwifery Regulations, Section 8(3)) is understood to mean that a registered midwife in the provisional class works alongside an RM, who is available to answer questions and assist the Provisional Class RM whenever the Provisional Class RM requires assistance, or the RM determines that assistance is required.
- 1.11 The hours and births requirement for supervision in the provisional class is determined by CNMPEI, to a maximum of 1200 hours and 30 births in one year, which is assessed on a case-by-case basis.

- 1.12 An RM who is assigned to supervise a Provisional Class RM shall have a minimum of 2 years experience working as an RM with no supervision requirements.
- 1.13 An RM must be in good standing with CNMPEI, including completion of all registration requirements in order to be eligible to supervise.
- 1.14 An RM who has a complaint against their practice or has conditions on their registration in a discipline process is not eligible to supervise.
- 1.15 An RM must declare a possible or perceived conflict of interest in relation to the new graduate RM such as familial relationship, past conflict with the individual, or any other dynamic believed to create an unhealthy work environment for either party.
- 1.16 For the purpose of the regulation which states that the Provisional Class RM shall be supervised by an RM “approved by the Council”, if the RM meets the requirements described in 1.3 – 1.6, they are considered acceptable to Council.
- 1.17 Further, once the new RM has completed one month of direct supervision, the new RM must have reasonable access to an experienced RM for an additional five months or until such time as the new RM, the experienced RM and the manager agree that the new RM is confident to work independently.

New to Practice in PEI

- 1.18 A new RM entering practice in PEI shall have a period of direct mentoring (working alongside) for the equivalent of 4 – 6 weeks with an experienced RM, who shall have a minimum of 2 years experience working as an RM with no supervision requirements.
- 1.19 The mentor RM must be in good standing with CNMPEI, including completion of all registration requirements in order to be eligible to mentor.
- 1.20 The mentor RM who has a complaint against their practice or has conditions on their registration in a discipline process is not eligible to mentor.
- 1.21 An RM must declare a possible or perceived conflict of interest in relation to the new graduate RM such as familial relationship, past conflict with the individual, or any other dynamic believed to create an unhealthy work environment for either party.