



Midwifery Council of New Brunswick

**Conseil de l'Ordre des sages-femmes
du Nouveau-Brunswick**

2018-2019 Annual Report

July 31st, 2019

Vision:

The people of New Brunswick have access to comprehensive, high quality midwifery care provided by regulated midwives.

Mission:

To serve the public interest by regulating and advancing safe, professional midwifery care throughout the province of New Brunswick

Mandate:

As per the *Midwifery Act* includes;

- a) to regulate the practice of midwifery,
- b) to establish, maintain and promote standards of the practice of midwifery,
- c) to establish, maintain, develop and promote standards of professional ethics in the practice of midwifery.

Executive Summary

This is the third annual report for the Midwifery Council of New Brunswick/Conseil de l'Ordre des sages-femmes du Nouveau-Brunswick (MCNB) and captures the work and activities of the Council between April 1st, 2018 – March 31st, 2019.

The primary activities of the MCNB were;

- Registration of the fourth midwife, registration of temporary midwives covering various leaves and renewal of registrations.
- Establishment of Non-Active category for registration.
- Development of By-laws.
- Development of Complaints Process.
- Preparing for the introduction of Second Attendants.
- The MCNB continued to participate as a member of the Canadian Midwifery Regulators Council (CMRC) with the Registrar as a Director.

Council Meetings & Membership

The Midwifery Council met 10 times this year with an average meeting length of 60 minutes.

Dr. Deborah Harding - Registered Midwife (Chair)

Heather Bursey - Department of Health

Tina Emond – Nurses Association of New Brunswick

Dr. Erica Frecker – College of Physicians and Surgeons of New Brunswick

Virginia Gillmore – Public representative

Melissa Langlais - Registered Midwife

George Murray – New Brunswick College of Pharmacists, until his departure on December 6th, 2018. Awaiting the appointment of new pharmacist member that was submitted on March 13th, 2019.

Kelly Ebbett – Registrar

Activities of the Council

Local/Provincial:

- Implementation of Midwifery continued - ongoing communication and collaboration with the Department of Health and Horizon Health Network. The Registrar participated and attended meetings as a member of the Clinical Care Committee.
- Grant Agreement completed for Council funding (April 2018).
- Completion and submission of Budget proposal for 2018-2019 Fiscal year (October 2018).
- Review of the Registrar's hours:
 - o The Registrar was hired on the part time basis of 2 days a week in 2016. However, with the necessary workload, the weekly hours of the Registrar have exceeded the estimation for a second year in a row. Following review, discussion and with funds being available, the Council agreed to increase the Registrar's hours to 2.5 days per week for this 2018-2019 year.
- Registrar's attendance at the 1st Perinatal Education Day hosted by Horizon (May 2018).
- Registrar present at opening of the Legislature and Throne Speech on November 20th, 2018.
- Policy work and approval process related to Second Attendants:
 - o The involvement of health care professionals in the role of second attendants is an established part of midwifery programs across Canada. As two qualified professionals are required at all births, including for home births, second attendants are vital in small or

rural practices. This allows for greater access for planned home births, provides a balance in on-call schedules for the midwife and sustainability of the program.

- MCNB continued to prepare for this role by approving an application process for interested professionals and developed the Second Attendant Home Birth Training (August 15th, 2018). MCNB is leading the way nationally by making this training mandatory for all second attendants in New Brunswick. The rationale is to provide greater understanding and collaboration of the role amongst a variety of health care professionals attending home births with midwives as per MCNB's Policy: Second Attendants.
 - On March 13th, 2019, it was announced that a second attendant program could begin under Horizon's Midwifery Program with nurses (Registered Nurses only) until the Treasury Board completes its work to class a position for second attendants. At which point all health care professionals within MCNB's policy will be able to apply to be approved as a second attendant.
- Review of the Continuing Competency and Professional Development (CCPD) program with the midwives, following their 1st year in practice in New Brunswick (November 2018).
 - Client evaluation form developed for the CCPD of midwives and distributed through the practice (February 2019).
 - Policy development of Non-Active Practice Category of Registration (December 2018).
 - Development of the Complaints Process document – adopted February 13th, 2019.
 - Development of MCNB By-Laws (Adopted December 12th, 2018).
 - Registration of temporary midwives beginning January 2019.
 - A challenging year for staffing of midwives, 4 leaves of absence of the 4 permanent positioned midwives, located in 1 practice in Fredericton within Horizon Health Network. A concern has been raised of an inequity in healthcare for the francophone population. From January 2019 – March 31st, only 1.5 temporary

midwife positions were filled. Waiting lists are lengthy for midwifery care across the province. It is apparent more permanent midwifery positions in Fredericton, as well as other areas of NB, are needed.

- Renewal of registration for all of New Brunswick's registered midwives (March 2019).
- Completed annual CIHI Health Workforce data collection (March 2019).

National:

- MCNB Registrar instituted as a Director to CMRC Board.
- Annual jurisdictional report submitted to CMRC August 2018.
- Registrar and Chair attended the annual CMRC meeting in Banff, Alberta in October 2018.
- Registrar and Chair attended the Canadian Network for Agencies of Regulation (CNAR) in Banff, Alberta October 2018.
- Participation and harmonization projects of policies and documents with fellow Canadian midwifery jurisdictions across the CMRC.
- CMRC Membership renewal.
- Membership in CMRC committees:
 - Canadian Midwifery Registration Exam (CMRE) Committee;
 - Professional Practice Committee (which has a priority project of exploring and harmonizing advanced competencies across midwifery practice; and
 - Registration Affairs Committee - MCNB Registrar elected as Chair.

Number of Registered Midwives in New Brunswick as of March 31st, 2019

Total of 6 registered midwives with MCNB

Active practice = 2

Non-Active practice = 4

Future Goals and Objectives 2018-2020

With status of work update (2019)

Goal #1	Amend the Midwifery Act by 2020.	<u>Update</u>
Objective	Clarification and amendments to effect move from a public to private Act.	Researching and developing amendments to be in accordance with a self-regulating body (ie: composition of Council and the inclusion of midwifery students).
Objective	Complete Governance Structure for Council.	By-laws completed December 12 th , 2018. Awaiting French translation, followed by the posting to the MCNB website.
Goal #2	Revise and create Council policies and guidelines, in accordance with the continuing development in other Canadian midwifery jurisdictions by 2020.	<u>Update</u>
Objective	Evaluate the Continuing Competency Program (CCP)	Reviewed and revised policies and guidelines accordingly on December 12 th , 2018 - now known as the Policy: Continuing Competency and Professional Development (CCPD).
Objective	Collaboration with the CMRC in ongoing communication with other jurisdictions.	CMRC Registration Affairs Committee struck. MCNB Registrar elected as Chair.
Objective	Review and develop a process for recognizing advanced competencies in accordance with educational programs, current midwifery practice and the CMRC.	The CMRC is now reviewing "Advanced Competencies". MCNB will continue to work in association with CMRC processes.
GOAL #3	Regulated Midwives are practicing across the province.	<u>Update</u>
Objective	To collaborate with Department of Health and Regional Health Authorities (RHA) in relation to the ongoing practice of midwifery in NB and, to provide assistance should the midwifery program be expanded.	Ongoing collaboration. Registrar's participation in the Horizon Clinical Care Committee continues.

GOAL #4	Provide framework for the establishment Second Attendants by 2019.	<u>Update</u>
Objective	Collaborate with Department of Health and Regional Health Authorities to implement qualified second attendants as per MCNB policy.	Meeting held on March 13 th , 2019 to begin implementation of Second Attendants. Work currently in progress.

Committees of the Midwifery Council

Therapeutics Committee:

Mandate: The therapeutics committee makes recommendations on the following subjects:

- (a) the classification of drugs a midwife may prescribe and administer; and
- (b) the screening and diagnostic tests a midwife may order and interpret.

Members: Dr. Deborah Harding RM – acting Chair

Ashley Kaye RM

Dr. Erica Frecker MD (OB/GYN)

Dr. Louise Plant MD (Family Practice)

George Murray – (Pharmacist) until his departure on Dec 6th, 2018

Kelly Ebbett (Registrar) as secretary

Committee met once on October 31st, 2018 as per By-laws.

Registration Appeal Committee:

Mandate: To receive appeals from those applicants denied registration and make the final decision.

Members: Melissa Langlais RM

Dr. Deborah Harding RM

Virginia Gillmore – public representative

- There was one applicant who was denied registration. No appeals were received.

Complaints Committee:

Mandate: A person may make a complaint in writing to the Registrar of a registered midwife. The Registrar shall refer the complaint to the Complaints Committee, if the conduct or actions complained of may constitute professional misconduct, incompetence or incapacity. *Section 39(3) Midwifery Act.*

Members: Ashley Kaye RM

Ann Montgomery RM

Lisa Ouellette – public representative

- No complaints received. The Complaints committee did not need to convene this year.

Discipline Committee:

The Discipline Committee may receive allegations from the Complaints committee. A hearing may be held. Direction would then be provided to the Registrar regarding the registered midwife's registration.

Members: Melissa Langlais RM

Barbara Borland RM

Nicole Basque – public representative

- No complaints received, and the Discipline committee did not need to convene this year.

Policies and Guidelines

- ✓ Guidelines: Equipment and Supplies for Home Birth **Revised** August 15th, 2018
- ✓ Policy: Second Attendants **Revised** August 15th, 2018
- ✓ Guidelines: Second Attendants **Adopted** August 15th, 2018
- ✓ Policy: Membership Fees **Revised** August 15th, 2018
- ✓ Policy: Clinical Midwifery Experience Requirements for Initial Registration **Reviewed** August 15th, 2018
- ✓ Policy: Use of Title **Reviewed** August 15th, 2018
- ✓ Policy: Display of Certificate **Reviewed** August 15th, 2018
- ✓ Guidelines: Continuing Competency and Professional Development **Revised** September 12th, 2018.
- ✓ Policy: Continuing Competency and Professional Development **Revised** December 12th, 2018. This document now combines the former Policy: Compulsory Continuing Education Requirements (Nov 2016) and Continuing Competency Program Renewal of Registration document (Oct 2016).
- ✓ Policy: Non-Active Practice Category for Registration **Adopted** December 12th, 2018
- ✓ MCNB By-Laws **Adopted** December 12th, 2018

Midwifery Council of New Brunswick/Conseil de l'Ordre des sages-femmes du Nouveau-Brunswick

Financial Statements

(Unaudited - See Notice to Reader)

As at March 31, 2019

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NOTICE TO READER

To the Board of Directors
Midwifery Council of New Brunswick/Conseil de l'Ordre des sages-femmes du
Nouveau-Brunswick.

On the basis of information provided by management, we have compiled the statement of financial position of Midwifery Council of New Brunswick/Conseil de l'Ordre des sages-femmes du Nouveau-Brunswick as at March 31, 2019 and the statements of operations and changes in net assets for the year then ended. We have not performed an audit or a review engagement in respect of these financial statements and, accordingly, we express no assurance thereon. Readers are cautioned that these statements may not be appropriate for their purposes.

Fredericton, NB
June 3, 2019

Nicholson & Beaumont
Chartered Professional Accountants

Independent member of Porter Héту International, Professional Services Group.

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Midwifery Council of New Brunswick/Conseil de l'Ordre des sages-femmes du Nouveau-Brunswick

Statement of Operations and Changes in Net Assets

(Unaudited - See Notice to Reader)

For the Year Ended March 31, 2019

	<u>2019</u>	<u>2018</u>
Revenue		
Grants	\$ 75,000	\$ 75,000
Registration and application fees	2,011	3,158
Interest income	<u>122</u>	<u>-</u>
	<u>77,133</u>	<u>78,158</u>
Expenses		
Amortization	211	302
Conferences	5,564	1,865
Consulting	500	633
Honoraria	4,100	3,835
Insurance	3,431	3,346
Interest and bank charges	100	79
Meals and entertainment	645	190
Office expenses	4,431	4,543
Professional fees	18,535	13,214
Salaries and wages	42,490	32,381
Travel	<u>2,572</u>	<u>2,296</u>
	<u>82,579</u>	<u>62,684</u>
Excess of revenues over expenses (expenses over revenues)	(5,446)	15,474
Surplus - Beginning of year	<u>30,442</u>	<u>14,968</u>
Surplus - End of year	<u>\$ 24,996</u>	<u>\$ 30,442</u>

Midwifery Council of New Brunswick/Conseil de l'Ordre des sages-femmes du Nouveau-Brunswick

Statement of Financial Position

(Unaudited - See Notice to Reader)

As at March 31, 2019

	<u>2019</u>	<u>2018</u>
Assets		
Current		
Cash	\$ 25,654	\$ 30,467
Investments	1,000	1,000
Accounts receivable	407	-
Prepays	<u>2,633</u>	<u>2,553</u>
	29,694	34,020
Property and equipment - Note 2	<u>493</u>	<u>704</u>
Total assets	<u>\$ 30,187</u>	<u>\$ 34,724</u>
Liabilities		
Current		
Accounts payable and accruals	\$ 5,191	\$ 4,282
Net Assets		
Surplus	<u>24,996</u>	<u>30,442</u>
Total liabilities and net assets	<u>\$ 30,187</u>	<u>\$ 34,724</u>

Midwifery Council of New Brunswick/Conseil de l'Ordre des sages-femmes du Nouveau-Brunswick

Notes to Financial Statements

(Unaudited - See Notice to Reader)

For the Year Ended March 31, 2019

1. Purpose of the organization

The Midwifery Council was established as per the Midwifery Act. Its purpose is to regulate the practice of Registered Midwives in the province of New Brunswick. The organization is registered as a not-for-profit organization under the Income Tax Act, and as such, is exempt from income taxes.

2. Property, plant and equipment

	<u>Original cost</u>	<u>Accumulated amortization</u>	<u>Net book value</u>	
			<u>2019</u>	<u>2018</u>
Computer hardware	\$ <u>1,184</u>	\$ <u>691</u>	\$ <u>493</u>	\$ <u>704</u>