



**Midwifery Council of New Brunswick**

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

## **Guidelines: Continuing Competency Professional Development**

The Midwifery Council of New Brunswick (MCNB) requires all registered midwives to participate in Continuing Competency Professional Development (CCPD), to demonstrate ongoing competence to practise the full scope of midwifery care.

The Principles of Midwifery Care, the Standards of Practice for Registered Midwives, and the Code of Ethics, provide the framework for CCPD by reflecting on the values and priorities of the profession and the continuous improvement of practice. This framework is focused on being supportive and educative and assisting each midwife to examine her professional role, to identify individual strengths and opportunities for growth, and to develop learning needs relevant to maintaining competence.

As part of the CCPD, the midwife will complete a minimum of 15 points of professional activity and a minimum of 15 points elective continuing education over a three (3) year period. Points are awarded to each professional/educational activity. Professional development activities are expected to reflect the integration of knowledge, skills, leadership, attitudes and values related to the professional scope of midwifery practice. Professional activities/education that are required to be included during the three (3) year assessment period are: related to Lactation Consultation, Peer case review, Quality Assurance, and Fetal Health Surveillance.

Included below are guidelines and tools in order to complete the CCPD in relation to the portfolio outlined in the **Policy: Continuing Competency and Professional Development**.

### **5. Components of a Portfolio:**

- 5.1 Elective Continuing education activities (over 3 year period)
- 5.2 Professional Activities (over 3 year period)
- 5.3 Evaluation and Reflection of Activities
- 5.4 Record of completed Self-Assessment tool and professional development plan

#### **5.1 Continuing Education Activities:**

Points Per Annum

Courses, in-person and online (per course as awarded by MCNB)	5-15
Fetal Health Surveillance (FHS)	10
MORE OB (excluding Emergency Skills)	10
Conferences: Attendance per conference	5
Conferences: Presentations	10
Workshop, skills session or Seminar attendance (2 or < hours)	2
Workshop or Seminar attendance (2 or > hours)	5



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Workshop or Seminar presentation	5
Postgraduate education: Master's or PhD program per year	15
Postgraduate diploma relevant to midwifery practice	15

### **5.2 Professional Activities:**

#### **5.2.1 Quality Assurance activities- working with Colleagues**

Peer case review – in attendance but not presenting a case (2 or > per annum)	5
Peer Case review - presentation	5
Practice case review with the midwives of the practice	2
Critical incident reviews	5
Clinical audits (per audit)	5
Attendance at Quality Assurance Rounds - in hospital ( 2 or >)	5
Perinatal/M & M rounds - in hospital (2 or >)	5
Participation on Hospital Committee	5
Participation as Chair on Hospital Committee	10

#### **5.2.2 Leadership and Engagement with the profession:**

Attendance at professional Annual General Meetings - per meeting	5
Professional leadership: e.g organising midwifery events, member scientific committee, developing policy, protocol or guidelines	10
Participation in professional development committee (e.g. MCNB)	10
Participation in midwifery association committee	5
Participation as Chair on midwifery association committee	10
Participation in a journal or research group	5
Teaching midwifery skills courses i.e. NRP, More OB, ESW	10
Primary Preceptor of students in clinical placement	15
Preceptor of students in clinical placement	10
Mentoring colleague - orientation	5
Mentoring colleague - short program e.g. bridging program	10
Mentoring other health professionals in maternity related care	5



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### 5.2.3 Research activities

Conducting a midwifery research project	15
Participation/ assistance in midwifery research projects	5
Publications in Midwifery journals/texts or other professional journals/texts	10
Peer reviewer for referred journal - per article	5
Midwifery journal article or book review for publication	5
Presentation of research at continuing education session	10

### 5.2.4 Other:

Voluntary service overseas	10
Expert witness activities	10

### **5.3 Evaluation and Reflection of Activities:**

Each professional activity should have a brief written reflection on the midwife's learning and how it applies to their midwifery practice included in the portfolio.

For example:

- the midwife's understanding of the education and information presented,
- its applicability or otherwise to her practice and her professional development plan,
- any changes she has made to her practice as a consequence of attending the activity or completing the education,
- any further action she will undertake as a result.

### Developing a Learning Plan:

A professional development plan provides a structured process to develop an ongoing schedule of learning objectives based on the learning needs identified from the Midwife's self assessment of her portfolio. A professional development plan allows the midwife to analyse her reflections in relation to the competencies of registered midwives and the standards of practice. From this analysis she can determine the most important area(s) to focus on for the upcoming practice year.

It will also help the midwife to choose elective educational and professional activities that will be most appropriate for ongoing professional development.



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Questions to help formulate learning objectives may include:

- What knowledge/skill do you want to obtain?
- How will you acquire this knowledge or skill?
- What performance do you expect to demonstrate as a result of this new learning?
- When will this learning be accomplished?
- How does this relate to your midwifery practice?

Tracking the activities on a professional development plan will assist in the self assessment for the next practice year. Questions may include:

- Is the learning objective completed?
- Were the learning objectives realistic, measurable and achievable?
- Did the learning activities provide the opportunity to meet the learning objective?
- Were there any challenges associated with completing your learning activities?
- Did you encounter any resistance in completing your objective?
- Have you documented your experience in your portfolio?

### **Suggested Templates for Elective Education and Professional Activities Reports for Portfolio**

<b>Title of Education Session/Activity:</b>		
Date	Duration	Presenter
Briefly describe the content of the presentation:		
How did the information relate to your work?		
What effect has the information had in the way you undertake your role?		



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<b>Type of Professional Activity:</b>		
Date	Duration	Participants (if relevant)
Briefly describe the content of the activity:		
How did the information relate to your work?		
What effect has the information had in the way you undertake your role?		



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<b>Title of Committee:</b>		
Date	Meeting frequency	Participants (if relevant)
What is the role/activity of the group?		
How does this relate to your work?		
What effect has your participation had in the way you undertake your role?		