



Midwifery Council of New Brunswick

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

Policy: Continuing Competency and Professional Development

Continuing Competency and Professional Development (CCPD) is the means by which midwives develop and maintain knowledge, skills, attitudes, behaviours, and clinical judgement through a self-directed process. It is also the means by which midwives broaden the interpersonal and interprofessional skills required to improve client care (CMBC, 2017).

In accordance with the Code of Ethics and the Standards of Practice, the Midwifery Council of New Brunswick (MCNB) requires for registration renewal, all midwives to participate in CCPD to demonstrate on an ongoing basis how they have maintained their competence and enhanced their practice.

Continuing Competency and Professional Development consists of five (5) essential components:

1. Declaration of competence to practise across the Midwifery Scope of Practice.

The midwife will complete an application form for **annual** registration renewal and will also sign a declaration that she is competent to practise across the scope of midwifery practice.

2. Ongoing participation in Continuing Competency and Professional Development

The midwife will sign a statement **annually** that she is participating in CCPD.

3. Compulsory Continuing Education Requirements - Prescribing Guidelines for Midwives with Advanced Competencies

OPIOIDS AND BENZODIAZEPINES: SAFE PRESCRIBING FOR MIDWIVES

The midwife will provide documentation of the successful completion of University of British Columbia's Continuing Professional Development e-learning course "Opioids and Benzodiazepines: Safe Prescribing for Midwives"¹ within 1 year of registration with MCNB.

With the revision of the Canadian Midwifery Regulators Council (CMRC) "Canadian Competencies for Midwives"² (Dec 2020) along with the inclusion of this course material at Canadian Midwifery Education Programs, Council accepted the Therapeutics Committee's recommendation (Oct 2021) to require midwives to attain this advanced competency. See MCNB Schedules for Ordering³ for prescribing guidelines.

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SEXUALLY TRANSMITTED INFECTIONS (STI) MANAGEMENT

The midwife will provide documentation of the successful completion of University of British Columbia's Continuing Professional Development e-learning course "Midwifery STI Screening & Treatment Course"⁴ within 1 year of registration with MCNB.

With the revision of the Canadian Midwifery Regulators Council (CMRC) "Canadian Competencies for Midwives"² (Dec 2020) the future inclusion of this course material at Canadian Midwifery Education Programs, the prevalence of STIs and the ability to increase access to primary health care, Council accepted the Therapeutics Committee's recommendation (Sept 2022) to require midwives to attain this advanced competency. See MCNB Schedules for Ordering³ for prescribing guidelines.

HORMONAL CONTRACEPTIVES

The midwife will provide documentation of the successful completion of University of British Columbia's Continuing Professional Development e-learning course "Hormonal Contraceptive Therapy Course"⁵ within 1 year of registration with MCNB.

With the revision of the Canadian Midwifery Regulators Council (CMRC) "Canadian Competencies for Midwives"² (Dec 2020) the future inclusion of this course material at Canadian Midwifery Education Programs, the ability to increase access to primary health care, given that all midwives discuss contraception with all clients, it is an appropriate extension to prescribe for hormonal contraceptives. The Council accepted the Therapeutics Committee's recommendation (Sept 2022) to require midwives to attain this advanced competency. See MCNB Schedules for Ordering³ for prescribing guidelines.

The midwife will also provide documentation of the successful completion of the compulsory education requirements prior to the **annual** renewal of registration date.

Council Approved Courses

Timeframe

Neonatal Resuscitation (NRP)	Annually
Midwifery Emergency Skills (MES)	Every 2 years
Cardiopulmonary Resuscitation (CPR)	Annually

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The following compulsory continuing education activities are required and available to MCNB registered midwives throughout the year through their Regional Health Authority (RHA), often offered in a multidisciplinary context together with physicians and nurses active in providing maternal and newborn care. Midwives are expected to enroll and successfully complete these *skills* courses.

NEONATAL RESUSCITATION

The required standard of performance is completion of a course which meets or exceeds the Canadian Paediatric Society's Neonatal Resuscitation Program (NRP) with skills required for a primary care provider and as applicable within the midwife's scope of practice. The midwife will maintain NRP provider status through **annual** completion of NRP provider course – including intubation and umbilical vein catheterization. It is every registrant's responsibility to regularly review and practice all of the components of NRP skills to maintain competence.

Where a midwife is a current NRP instructor, the midwife will be considered to have met the above requirement when she provides evidence of: a) current NRP instructor status; and b) having taught at least one NRP course (including intubation and umbilical vein catheterization) in the previous twelve (12) months.

CARDIOPULMONARY RESUSCITATION

The midwife will be certified **annually** in cardiopulmonary resuscitation (CPR). The minimum required standard of performance is the designated program of the Heart and Stroke Foundation of Canada, Basic Life Support (BLS) for Healthcare Providers (Level C) which covers the following core areas for CPR and emergency cardiac care:

- Adult cardiopulmonary resuscitation
- Pediatric cardiopulmonary resuscitation
- Two-rescuer scenarios
- Use of bag valve mask
- Manage foreign-body airway obstruction
- Use of Automated External Defibrillator (AED)

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Policy: Continuing Competency and Professional Development

All courses offered must be delivered by certified instructors and must be delivered at a level equivalent to the Heart & Stroke Foundation Health Care Provider (Level C) standards & guidelines.

Acceptable certification courses include:

- Any Level C CPR course offered as a hospital in-service for RHA employees
- Heart and Stroke Foundation of Canada: BLS for Healthcare Providers (Level C)
- St. John Ambulance: CPR HCP
- Canadian Red Cross: CPR/AED Level HCP

Where a midwife is a certified CPR instructor in any of the above programs, the continuing competency requirement is met when evidence is provided of:

- a) a current instructor certificate for one of the accepted courses; and
- b) evidence of having instructed or examined a course in the previous twenty-four (24) months.

Midwives wishing to take any other courses not listed above to meet this requirement must seek pre-approval from the College.

MIDWIFERY EMERGENCY SKILLS

All midwives are required to successfully complete a course or assessment in emergency skills in obstetrics **every two years**. The required standard of performance is successful completion of a full-day course or assessment that covers emergency management in the following areas:

- Shoulder dystocia
- Cord prolapse
- Undiagnosed breech
- Undiagnosed twins
- Fetal well-being
- Postpartum haemorrhage

Acceptable courses/assessments include:

- Midwifery Association of New Brunswick: Emergency Skills Workshop
- College of Midwives of BC or College of Midwives of Ontario Emergency Skills
- assessments held in conjunction with registration examinations

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Policy: Continuing Competency and Professional Development

- Midwives Association of BC: Midwives Emergency Skills Program (MESP)
- Association of Ontario Midwives: Emergency Skills Workshop (ESW)
- Midwives Association of Manitoba: Emergency Skills for Midwives Course
- Society of Obstetricians and Gynaecologists of Canada:
 - Advances in Labour and Risk Management (ALARM) ⁶
 - Managing Obstetrical Risk Efficiently (MOREOB) ⁷
- College of Family Physicians of Canada:
 - Advances in Life Support in Obstetrics (ALSO) ⁸
- Ontario Midwifery Education Programme or UBC Division of Midwifery: Emergency Skills course
- Any course accepted by the Quality Assurance Committee of the MCNB as equivalent

All courses offered to meet this requirement must be delivered by certified instructors.

Where a midwife is a certified instructor in any of the above programs, the continuing competency requirement is met when evidence is provided of:

- a) a current instructor certificate for one of the accepted courses; and
- b) evidence of having instructed or examined in each of the six emergency areas outlined above in the previous twenty-four (24) months.

To qualify for emergency skills recertification, verification of currency through the MORE OB program is needed by providing a copy of your participant online Log Book Report detailing specific logged in chapters and activities **for the previous two years in the six emergency areas noted above.**

Acceptable proof of successful completion will be recorded in the Log Book Report by a Core Team Member of MORE OB which may include;

- an ACE (Action to Consolidate Education) completed in the six emergency areas,
- a combined Workshop and ACE completed in the six emergency areas;
- Emergency Drills in the six emergency areas.

Please note that skills drills completed by the participant in the six emergency areas must be verified by a letter from a Core Team Member. A midwife who is a Core Team Member must provide separate verification from another Core Team Member that she has successfully completed the ACE in the six emergency areas.

All Programs must be offered in Canada in order to meet the requirements for MCNB continuing competency in Emergency Skills.

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Every three (3) years, the midwife will provide documentation of the successful completion of the following compulsory education requirements as per the MCNB Guidelines: Continuing Competency and Professional Development:

- **A minimum of 15 points of professional activities**
- **A minimum of 15 points of elective continuing education**

and must include;

- **Lactation Consulting activities/education**
- **Peer case review**
- **Fetal Health Surveillance**
- **Quality Assurance activities**
- **STI Management**
- **Hormonal Contraception**

4. Competence across the Scope of Midwifery Practice

Midwives must maintain a contemporaneous record of their clinical and CCPD activities and retain all material related to proof of completion/attendance (certificates, reflective worksheets, etc.) where applicable. Midwives are required to submit their updated record on a three-year cycle. Proof of completion and/or attendance may be subject to audit and as such, all material related to activity completion should be kept for six years.

Midwives will submit **annually at renewal of registration**, the completion of the “**CMRC Midwife Self-Assessment Tool**”⁹ noting their competence and work experience across all aspects of the scope of midwifery practice in relation to the clinical core competencies for midwives. Midwives should keep a record of their caseload statistics and client evaluation process.

Core competencies for midwives include:

- Education and counselling
- Antepartum care
- Care during Labour and Birth and the Immediate Postpartum Period
- Care of the woman during the Postpartum Period, including Breastfeeding

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- Care of the Newborn and Young Infant
- Well Woman Care, Sexuality, and Gynaecology.

5. Professional Portfolio: Education and Professional Activities

Portfolios offer a place in which to store all the professional activities relevant to a midwifery career. Portfolios provide a way to review, evaluate and re-evaluate both a midwife's current situation and her professional goals and progress plans for the future. The process involves self-reflection and evaluation of a midwife's knowledge and skills, current practice and experience as well as analysis of a range of perspectives of the available evidence, and an exploration of how new evidence is translated into practice. Professional activities consist of activities that support and enhance competence in practice. Professional activities include professional leadership, and teaching and mentoring midwives. Many of these activities are ones that midwives are engaged with on a daily basis, that contribute to the betterment of the midwifery profession, and the provision of maternity care to the public.

Audit of Registration Renewal

The Council reserves the right to evaluate the midwife's participation in the CCPD or any component of the CCPD at any time. The full portfolio will be submitted upon request by the Midwifery Council.

References:

1. University of British Columbia's Continuing Professional Development e-learning course "Opioids and Benzodiazepines: Safe Prescribing for Midwives". Accessed February 9, 2022 at [Opioids and Benzodiazepines: Safe Prescribing for Midwives | Course | UBC CPD](#)
2. Canadian Midwifery Regulators Council. (2020). Canadian Competencies for Midwives. Accessed February 9, 2022 at https://cmrc-ccosf.ca/sites/default/files/pdf/CMRC%20competencies%20Dec%202020%20FINAL_3-e_Jan%202022.pdf

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3. MCNB Schedules for Ordering. (2017). Accessed February 9, 2022 at https://www.midwiferycnb.ca/uploads/1/2/4/1/124158264/2017_schedules_for_ordering.pdf
4. University of British Columbia's Continuing Professional Development e-learning course "Midwifery STI Screening & Treatment". Accessed October 20, 2022 at [Midwifery STI Screening & Treatment Course | Course | UBC CPD](#)
5. University of British Columbia's Continuing Professional Development e-learning course "Midwifery Hormonal Contraception Course". Accessed October 20, 2022 at [Midwifery Hormonal Contraception Course | Course | UBC CPD](#)
6. Society of Obstetricians and Gynaecologists of Canada: Advances in Labour and Risk Management (ALARM). Accessed February 9, 2022 at <https://sogc.org/en/events-and-education/education/alarm/en/content/events/alarm-courses.aspx?hkey=3733a4f9-530a-4e18-9f39-7b5e4840e47e>
7. Society of Obstetricians and Gynaecologists of Canada: Managing Obstetrical Risk Efficiently (MOREOB)
8. College of Family Physicians of Canada: Advances in Life Support in Obstetrics (ALSO). Accessed February 9, 2022 at <https://www.aafp.org/cme/programs/also.html>
9. Canadian Midwifery Regulators Council (2022). CMRC Midwife Self-Assessment Tool.

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