

Action Plan: College of Midwives of Manitoba (CMM)

✓ Complete

In response to the Fairness Commissioner's Recommendations, the College of Midwives of Manitoba proposed the following Action Plans as of July 2011.

OMFC Recommendations	Action Plan	Status as of May 2016	Update
<p>1. That the College provide clear, complete and accurate information about its assessment and registration process. A new information package is called for that includes details about:</p> <ul style="list-style-type: none"> • Registration and documentation requirements • Alternative documentation and access to records • Language proficiency requirements, language assessment and upgrading opportunities • The Jurisprudence Exam and the National Exam • The appeals process and rights of appeal • The relationship between the College and the Multi-Jurisdictional Midwifery Bridging Program • Timeline and fee information for the College, the MMBP and the National Exam • Student Registration and the possibility of supervised practice in the Assessment and Bridging Program. 	<p>1. With regard to the Fairness Commissioner's recommendation to provide clear, complete and accurate registration and assessment information, the CMM has begun to develop a new information package.</p> <p>Information regarding registration and documentation requirements – application, application guidelines and a checklist – is now available on the CMM's website. Next phases involve providing information regarding the National Exam, the appeals process, the relationship between the CMM and the MMBP, student registration and timelines. The CMM website will provide direct links to the MMBP policies concerning alternative documentation and language proficiency requirements.</p> <p>The CMM has engaged a plain language website review with the OMFC and has requested OMFC funding for website development.</p>	<p>✓</p> <p>✓</p> <p>2012</p>	<p><i>*MMBP aspect of this action item not relevant as it is no longer in operation and has been replaced in MB by the Manitoba Assessment and Gap Training (MAGT) program for internationally educated midwives. The CMM website provides information about the current assessment, gap training and registration process for internationally educated midwives.</i></p>
<p>2. That the College approach the MMBP to develop a strategy to deal with qualified applicants when demand exceeds the number of available spots.</p>	<p>2. With regard to the Fairness Commissioner's recommendation to reconsider the 'take-the-most-qualified-first' when supply exceeds demand for the acceptance into the MMBP, the CMM will bring this matter to the MMBP's All-Partners Forum as a participating member December, 2011. At least in the near future, evidence does not suggest demand will exceed supply. Increasing capacity of the MMBP to match the number of eligible applicants will depend on funding support.</p>		<p><i>MMBP aspect of this action item not relevant as it is no longer in operation and has been replaced in MB by the Manitoba Assessment and Gap Training (MAGT) program for internationally educated midwives. There is currently no restriction on the number of applicants that can be assessed via written and clinical exams. The number of applicants eligible for gap training continues to be lower than capacity.</i></p>

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<p>3. That the College work with the MMBP to reduce the cost and time of the program and registration process. This needs to include an exploration of the possibility of offering the five to six week 'Intensive I' in Manitoba.</p>	<p>3. With regard to the Fairness Commissioner's recommendation to work to reduce the cost and time of the MMBP and offer the Core Intensive in Manitoba, the CMM and the MMBP recognize and are committed to ensuring accessibility. The current MMBP sustainability plan involves rotating the location of the intensive among some of the participating jurisdictions: Manitoba is anticipated to host the intensive in 2013. Current fees for the MMBP are well below cost recovery and not out of line with other professional bridging programs. Funding requests will be made to the provincial governments of participating jurisdictions prior to October 2011.</p>	<p>✓ 2014</p>	<p><i>*The MAGT is currently funded by Manitoba Health, Seniors and Active Living, and there is no cost to be assessed. Costs encountered by applicants include an application fee, fees associated with required documentation, texts and other resources, transportation, loss of income and possible relocation.</i></p>
<p>4. That the College request the MMBP and National Body review their expiration policies for language test scores to ensure they are applied appropriately.</p>	<p>4. and 5. With regard to the Fairness Commissioner's recommendation for a review of the MMBP's language test expiration policies and appeal policies, the CMM will recommend to the MMBP that language test score and appeal policies be reviewed as per the information provided by the OMFC. By September 2011, we will suggest this be a part of the MMBP's upcoming review of its application process.</p>	<p>✓ 2014</p>	<p><i>*English language skills are tested during the written and clinical assessment portions of the Manitoba IEM Assessment Process. A separate language proficiency test is not required.</i></p>
<p>5. That the College request the MMBP review its appeal policy restricting appeals only to decisions not in accordance with policy.</p>			<p><i>MMBP aspect of this action item not relevant as it is no longer in operation and has been replaced in MB by the Manitoba Assessment and Gap Training (MAGT) program for internationally educated midwives.</i></p>
<p>6. That the College develop and implement an alternative route to registration for IEMs for whom the MMBP is not accessible.</p>	<p>6. With regard to the Fairness Commissioner's recommendation to develop an alternative route to registration, the CMM has launched a two pronged approach. Accessibility is being addressed as the MMBP evolves out of its piloting phase: a rolling assessment will be introduced so that applicants will be informed sooner of their eligibility; the accelerated option is being revised and broadened in a manner that will increase the number of near practice-ready applicants in this shorter program; and the CMM is seeking funding for individual candidates, including 'return for service agreements' with the provincial government.</p> <p>Secondly, the CMM has entered into planning with the University College of the North (UCN) to provide an assessment and advance standing process that will provide an alternative route to registration for IEMs who may not qualify for the MMBP.</p>	<p>✓</p>	<p><i>MMBP aspect of this action item not relevant as it is no longer in operation and has been replaced in MB by the Manitoba Assessment and Gap Training (MAGT) program for internationally educated midwives.</i></p>

OMFC Recommendations		Action Plan	Status as of May 2016	Update
7.	That the College assess and give fair consideration to applications for student registration from applicants from non-approved midwifery education programs	7. With regard to the Fairness Commissioner's recommendation for the College to allow student registration for applicants from non-approved midwifery education programs, the CMM is working with the UCN to offer a 'visiting student' course that will allow for this possibility. This will give internationally educated midwifery students the opportunity to access Manitoba midwives as preceptors and exposure to midwifery practice in the province.		
8.	That the College review its practices to ensure the review, transition or absence of policies does not interfere with and delay the assessment of applications and the delivery of merit-based registration decisions.	8. With regard to the Fairness Commissioner's recommendation to review its practices to ensure that the absence or transition of policies does not interfere or delay assessment and the delivery of registration decisions, the CMM believes that with the actions being implemented, along with the CMM's willingness to work within our means and with the OMFC, other stakeholders and our members to ensure transparent, objective, impartial and fair registration practice, this recommendation is and will continue to be fulfilled.	-	