

2023 Registration Review Report

College of Midwives of Manitoba



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Introduction

The Fair Registration Practices Office (FRPO) issues this registration review report for the College of Midwives of Manitoba (CMM) under authority of The Fair Registration Practices in Regulated Professions Act (act). Registration reviews are conducted at times specified by the director of fair registration practices and in accordance with the review provisions in the act, section 15.1, 15.2, and 15.3. The purpose of this review is to determine compliance with the legislation and to identify areas that may need improvement. Compliance to the legislation refers both to the fairness of assessment and registration practice, with particular attention to the fair consideration of internationally educated applicants, as well as the co-operation of the regulator with the director.

Manitoba's fairness legislation was amended in December 2021. This review is largely restricted to the consideration of compliance regarding three new duties in the Fair Registration Practices Code: a duty that assessment criteria be necessary, a duty to abide domestic trade agreements and a duty to notify FRPO regarding changes in assessment and registration practice. Outstanding issues raised in previous registration review reports may also be raised or result in further recommendation for action.

This registration review results in an FRPO statement of compliance for the regulator. Reviews that result in recommendations to change practice or policy contain an action plan response from the regulator.

To provide context, a brief description of CMM's state of progress under fairness legislation to date precedes the compliance analysis. The report also includes appendices containing a flowchart of the registration process for internationally educated applicants, as well as registration data. Data is the latest information available at the time of review completion.

State of Progress

The College of Midwives of Manitoba (CMM) is committed to the fair assessment and registration of internationally educated midwives. Since the introduction of Manitoba's fairness legislation in 2009, CMM has worked co-operatively with FRPO and taken significant measures to support the registration of internationally educated midwives (IEM).

Midwifery education and scope of practice in Canada differs from other areas of the world such that all internationally educated midwives require some measure of gap training to qualify for registration.

Since midwifery became a regulated profession in Manitoba in 2000, midwifery education, assessment and gap training opportunities in the province have seen numerous changes. Throughout this evolving history, CMM has taken a strong leadership role with educators, employers and the province supporting IEM assessment and gap training opportunities:

- developing a dedicated prior learning assessment for IEMs
- collaborating in a multi-jurisdictional assessment and gap training program
- working with the former midwifery program at the University College of the North to support IEM gap training opportunities
- collaborating with Manitoba Health and the bridging program at Ontario's Toronto Metropolitan University (formerly Ryerson University), to pilot an assessment and gap-training program
- supporting the completion of practicums in the province for IEMs enrolled in out-of-province bridging programs

In addition to their work supporting IEM assessment and gap training, CMM has taken other measures to ensure fair practice. This includes work:

- improving application and online registration material; current information is well-organised, step-by-step with helpful links and resources
- ensuring reasonable documentation requirements co-ordinated with third parties
- providing helpful self-assessment tools and information about Canadian midwifery practice
- offering strong personal support and advice to applicants

Fair Practice Analysis

I. Assessment criteria must be necessary – act, 8(4)

The criteria used in an assessment of qualifications must be necessary to assess competence in the practice of the profession.

With regard to substantive assessment criteria in a profession, for instance, the type and level of academic training required or the level of scrutiny brought to assess qualifications, FRPO recognises the authority of self-regulated professions setting these standards and will only question these requirements in the circumstance they are patently unreasonable. FRPO's evaluation focuses on the ways in which criteria and requirements may be unnecessary, unduly burdensome, or potentially result in forms of systemic discrimination, particularly as they may affect internationally educated applicants (IEAs).

CMM's compliance to necessary assessment criteria

At this time, FRPO does not have concerns with the reasonableness and necessity of CMM's assessment criteria and requirements for registration. CMM is compliant with this duty. Substantive qualifications for IEMs include academic training, professional experience and the completion of bridge training and national exam.

II. Duty to comply with domestic trade agreements – act,4(1)

A regulated profession must ensure that its registration practices comply with the obligations of a domestic trade agreement.

The Manitoba government has labour mobility obligations that extend to regulated occupations, under both Chapter 7: Labour Mobility of the Canadian Free Trade Agreement (CFTA) and Article 13: Labour Mobility of the New West Partnership Trade Agreement (NWPTA). In Manitoba, regulated professions are required to comply with labour mobility obligations under The Fair Registration Practices in Regulated Professions Act, section 4(1), The Labour Mobility Act, section 3(1) and for health professions, under The Regulated Health Professions Act, section 32(3).

In the regulated occupations, the purpose of these obligations is to provide labour mobility through license-to-license recognition. This needs to occur without any material requirements for training, experience, examinations or assessments — CFTA, Article 705, paragraph 1, NWPTA, Article 13, paragraphs 1 and 2.

CMM's compliance to abide labour mobility obligations

CMM's labour mobility policy is compliant under this duty. FRPO identifies no concerns. CMM's requirements for individuals registered and in good standing in other provincial jurisdictions applying for registration in Manitoba comply with the provisions set out in the Canadian Free Trade Agreement and the New West Partnership Agreement.

III. **Notice of changes in registration practices – act, 5(2)**

A regulated profession that proposes to change its registration practices, as described in the information provided under clause (1)(a), must notify the director of the proposed change, at the time and in the manner and form required by the director.

CMM's compliance to the duty to notify

In preparation for this registration review, FRPO requested updates regarding changes to assessment and registration practice. CMM updated FRPO regarding several policies. CMM is compliant with the duty to notify.

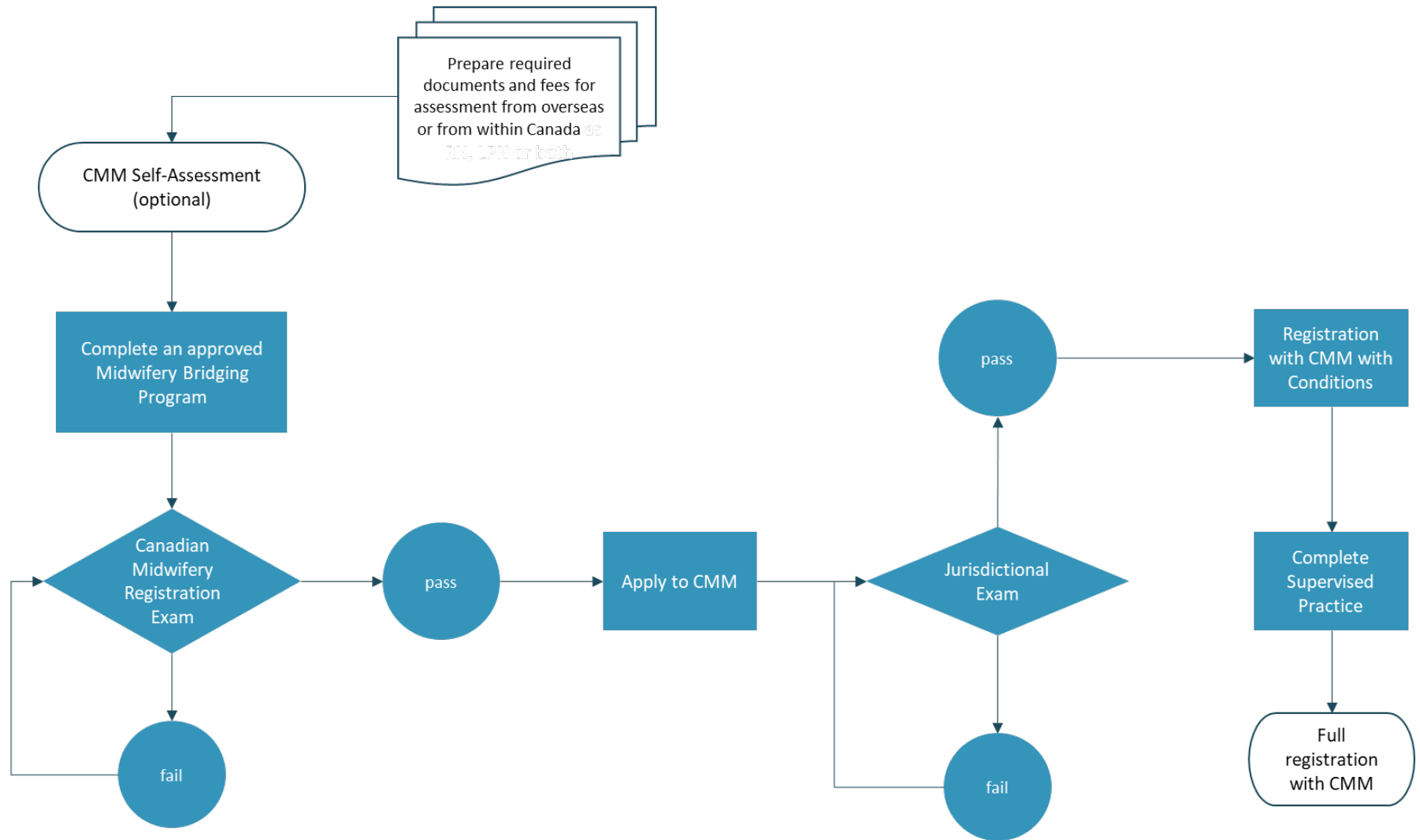
Compliance

The Fair Registration Practices Office's (FRPO) 2023 registration review of the College of Midwives of Manitoba (CMM) examines their compliance to three duties in the Fair Registration Practices Code of Manitoba's fairness legislation; assessment criteria are necessary, labour mobility obligations are respected and FRPO is notified regarding changes in assessment and registration practice.

At this time, FRPO finds the CMM to be compliant to each of the duties under review and has no outstanding issues. No recommendations are issued.

FRPO commends CMM for its compliance and their work ensuring fair assessment and registration practice for internationally educated midwives and mobility applicants.

Appendix 1 – Registration Process for Internationally Educated Applicants



College of
Midwives
of Manitoba



84
Registered
Members

(As of December 2021)

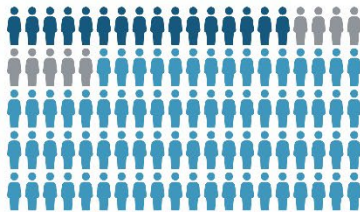
2011-2021 Internationally Educated Applicant Data



115

applications

Application Outcomes



registered - **16%** | in process - **9%** | file closed - **76%**

Closed File Status



Top Countries of Education



applicants were educated in **20**
different countries



Median Time to Registration

1.6 years

2012-2021 Domestic Applicant Data



44

applications

31 (70%)

registrations