



<b>Guideline Name</b>	<b>Guidelines For New Registrants (New Graduates)</b>	<b>Number</b>	G 04
<b>Date Approved by Council:</b> November 9, 2017	<b>Effective Date:</b> January 1, 2018	<b>Revised by Council:</b>	
<p><b>Purpose</b></p> <p>The College of Midwives of Alberta (CMA) supports new graduates as they enter the profession of Midwifery in Alberta and integrate into the health care system. These Guidelines for new registrants are designed to ensure that new graduates consolidate their prior knowledge and experience while receiving the necessary support. The guidelines are intended to assist new registrants in developing a solid foundation of confidence as a primary caregiver. The ultimate goal is to ensure that the safest possible care is provided to their clients. The support that can be provided in both clinical and inter-professional situations will be a valuable asset to all newly practicing Midwives.</p> <p>It is acknowledged that these guideline will effectively delay new registrants from setting up new practices in previously un-serviced areas of the province. However, Midwives who move into under-serviced areas following a year of experience with an established practice will be in a stronger position as a result of that experience.</p> <p>In addition, these guidelines set a higher standard thereby assisting Registered Midwives to more easily obtain registration from other Canadian jurisdictions.</p> <p><b>Guidelines for new registrants:</b></p> <p>New registrants are expected to practice under the following conditions:</p> <ol style="list-style-type: none"> <li>1. A new registrant will work within an established practice for a period of at least twelve months.</li> <li>2. A new registrant will complete a minimum of 30 births as the principal Midwife with continuity of care, and 20 births as the Midwife second attendant.</li> <li>3. For Out of Hospital births, a new registrant will make every effort for the duration of their new registrant period to have a Midwife who is a General Registrant and who has completed her new registrant year as second attendant.</li> <li>4. For In Hospital births, a new registrant may be the primary midwife with any qualified second birth attendant. (see P13).</li> <li>5. A new registrant will participate in monthly Chart Reviews with a General Registrant who has completed her new registrant year.</li> </ol>			

6. A new registrant should have one principal assigned Mentor Midwife(s) during this period of registration. Other General Registrant midwives, who have completed their new registrant year, may serve as supporting mentors.

Please see the supporting documents to these Guidelines for further details.

#### DEFINITIONS

**Established practice:** See Established Practice Policy P1

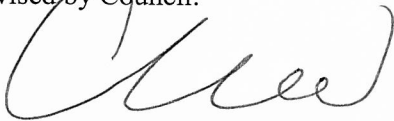
**Second Midwife birth attendant:** See Second Birth Attendant Policy P13.

**Chart Review** - For the purpose of this document Chart Review is defined as a review of current cases on the new registrant's/practice's caseload, and at a minimum should include review of all postpartum clients, clients 30 weeks gestation or later, clients with specific concerns

**Mentor Midwife** – a General Registrant Midwife, who has practiced without restrictions for at least one year in Alberta, is in good standing with CMA, and is working within the established practice, who is assigned to a new registrant and who agrees to be available to the new registrant in-person or by phone 24/7 for support and advice.

Approved by Council:

Revised by Council:



NOVEMBER 30/2017

Cassandra Evans RM, President

Date

College of Midwives of Alberta



## Supporting Documents to the Guidelines for New Registrants

College requirements for continuity of care and informed choice for clients should remain at the forefront of any arrangements that are being considered in order to meet the guidelines for New Registrants.

**A signed Mentor Identification Form should be completed and sent to the CMA prior to the new registrant beginning practice.**

1. The new registrant's year should include reasonable off-call time and holidays.
2. Mentor Midwives will be available to the new registrant in-person or by phone 24/7 for support and advice. In the event that the assigned Mentor Midwife is unavailable (vacation/days off) it is expected the new registrant and Mentor will designate another Mentor Midwife to be available to the new registrant during that time.
3. The Mentor(s) work to ensure that new registrants have opportunities to act as the principal Midwife in both the home and hospital setting during their new registrant's year to assist them in consolidating their skills, and developing a solid foundation of confidence as a primary caregiver in Alberta.
4. The new registrant may elect to fulfill a maximum of half of the new registrant's requirements in another Canadian jurisdiction provided that this experience can be verified to the CMA's satisfaction.
5. Upon completion of the new registrant's year, the new registrant will submit a completed **Reporting Form** to the CMA office. This form will be placed in the registrant's file.



## Mentor Identification Form

<b>Name:</b>	<b>Registration #</b>
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The new registrant's Guidelines are designed to ensure that new registrants receive the support and experience necessary as they enter the profession of Midwifery in Alberta and to ensure that the safest possible care is provided to their clients while new registrants integrate into the health care system. The mentorship of new registrant's requested by the CMA is an integral part of achieving this goal.

A Mentor Midwife is a General Registrant Midwife who has practiced without restrictions for at least one year in Alberta and is in good standing with the CMA, working within the established practice, who is assigned to a new registrant and who agrees to be available to the new registrant in-person or by phone 24/7 for support and advice.

**Practice Information:**

**Name of established practice where the new registrant will work:**

**Name of Midwife Mentor(s): (please add more if necessary)**

Name of Primary Mentor	Signature
Other Mentors	

Completed form to be submitted to the CMA office prior to the new registrant beginning practice.



## New Registrant Reporting Form

<b>Name:</b>	<b>Registration #</b>	<b>Registration date:</b>
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**Record of Clinical Experience:**

Primary/Principle Midwife	Second Midwife
Total # of births attended (30 required)	Total # of births attended (20 required)

**Practice Information:**

Name of established practice where the experience was obtained:

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I certify that I have completed monthly chart reviews with my assigned mentor or a General Registrant Midwife at the established practice. \_\_\_\_\_ Initial Midwife

\_\_\_\_\_ Initial Mentor

I certify that the information provided in this form is accurate and complete and that supporting documentation is available for review at the established practice.

\_\_\_\_\_  
Signature of New Registrant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Mentor Midwife

\_\_\_\_\_  
Date

Completed form to be submitted to the CMA office .