



October 2005

Kia ora and welcome to the second newsletter for 2005.

As expected Council has been busy with the implementation of several important new processes; the first Annual Practising Certificate round, the Recertification Programme, and Competence Reviews. There is information in this newsletter about each of these activities and midwives are urged to read these sections thoroughly to ensure they understand their legal obligations.

In addition Council has made progress with its review of the pre-registration midwifery education programmes. A consultation paper is included with the newsletter and there is a questionnaire for you to complete and return to us. Please return this questionnaire by 31 OCTOBER 2005. It is important that we hear your views.

Workforce issues are becoming apparent and we need to develop some coherent workforce strategies. The New Zealand College of Midwives is undertaking a stock take of the midwifery

workforce at present and its report will be completed shortly. There are currently shortages of midwives in Auckland and Wellington, but we also face a major shortage of midwives in the next few years as a result of our aging workforce, changing work patterns and low numbers of new entrants to the profession. The Midwifery Council will be working with the College and other stakeholders on strategies to address this shortage, including; return to practice programmes, increasing pre-registration student numbers, and strategies to support and maintain midwives in practice. Another parallel strategy may involve the establishment of a new maternity practitioner; the Midwife Assistant. We will provide discussion on this possibility in our next newsletter and will seek your views.

Finally, a reminder to book your flight to Wellington for the Midwifery Council Forum on Friday 4 November. We look forward to seeing you there.

Sally Pairman
Chairperson

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Review of pre-registration midwifery education

As outlined in previous newsletters Council is conducting a review of the current five pre-registration midwifery programmes through 2005. To date the review has involved:

- Discussion of issues at Midwifery Council Forum December 2004
- Responses from individual midwives to questions outlined in the April 2005 Newsletter
- Discussion at a Midwifery Council forum in June 2005 with providers of pre-registration midwifery educations, DHB educators and NZCOM.

Enclosed with this newsletter is a discussion paper that has resulted from these earlier processes. This

discussion paper raises the key issues facing pre-registration midwifery education and it seeks your views. A questionnaire is enclosed and midwives are asked to complete the questionnaire and return it to the Midwifery Council, PO Box 10-140, Wellington, by 31 October 2005.

We thank you for participating and look forward to your responses.

Council will use these responses and the earlier consultation processes to inform its development of new policy and standards in relation to pre-registration midwifery education.

Annual Recertification

All midwives must hold a current practising certificate in order to practise midwifery in New Zealand. The Annual Practising Certificate is valid from 1 April each year until 31 March the following year and it is each midwife's responsibility to ensure a valid practising certificate is held.

Midwives practising without a Practising Certificate

Council has recently been advised of the identity of a small number of midwives who have been working without a current Practising Certificate. Such activity raises several legal, ethical and professional issues.

Against the law

Section 7(2) of the Health Practitioners Competence Assurance Act 2003 is unambiguous in stating that you cannot practise midwifery unless you are registered as a midwife and hold a current midwifery Practising Certificate. Section 7(5) of the Act is also unambiguous in stating that contravention of this rule makes one liable for conviction and a fine of up to \$10,000. Council is aware that the Ministry of Health, which administers the Act, is in the process of issuing proceedings against at least one health practitioner for breach of section 7.

Professionalism

Such actions do raise serious questions about the professionalism and ethics of these midwives. Council is charged with (among other things) establishing a framework to protect the safety of the public by ensuring that midwives are fit and competent to practise. The fees charged for Practising Certificates enable the Council to carry out this statutory role. The right a registered midwife has to obtain a Practising Certificate is linked with her obligation to engage in the Recertification programme to ensure continuing competency.

No insurance cover and no payment from Section 88

As all midwives know sometimes things go wrong and professional indemnity insurance is invaluable at such times to help with financial costs and legal support. However, even if a midwife has such a policy it will not cover her if she does not have a current Practising Certificate at the time the incident took place. Nor is a midwife legally entitled to claim for services provided for any time when the midwife did not hold a current Practising Certificate.

and it gets worse.

A midwife who is the subject of a complaint in relation to an incident that occurred when she had no current Practising Certificate will also be the subject of concerns about her personal ethics and professionalism. These concerns will arise at a time when her entire practise is under intense scrutiny by possibly the Health and Disability Commissioner and ACC as well as the Council.

Tough love

While Council has taken a more lenient view of this issue in the first six months of its new system, this will not continue. In future any midwives found to be working without a Practising Certificate will be referred to the Professional Conduct Committee.

Blaming your employer or the DHB for not checking that you have an APC is not an excuse. Annual Practising Certificates expire on 31 March and it is illegal to practise after that date if you do not have your new one.

Apply in time

We know there were delays in the Annual Practising Certificate renewal process at the beginning of this year and next year we will work to ensure midwives who apply in reasonable time receive their Practising Certificates well before the end of March. However it is your responsibility to send in your application promptly after you receive your renewal notice. If you do not send in your APC renewal application until mid March we cannot guarantee you will receive it before 31 March.

Pass it on

Newsletters are sent out to midwives who hold current Annual Practising Certificates and those who are not working but who have paid to be on our mailing list. This means that any working midwives who do not hold a current Practising Certificate may not read this message. The Council believes the actions of such midwives undermine the whole profession so, please, spread the word.

APC Cards – please note

Council advises all midwives to keep their APC cards safely. Because of the risk of misuse the theft or loss of cards and the implications of having duplicate cards in existence as a serious matter: Theft of cards should be logged with the Police.

If you lose your card please advise the Deputy Registrar by telephone on (04) 474 0707 or by email: nick@midwiferycouncil.org.nz
We will shortly charge a fee for issuing a replacement APC.

Annual Report to 31 March 2005

The Council's first substantive Annual Report to the Minister of Health is at the printers. A copy will be placed on the website as soon as it is available.

RECERTIFICATION PROGRAMME

We are continuing to work hard to get the Recertification Programme running smoothly. This involves:

- approving education providers and courses to facilitate midwives meeting the compulsory and elective continuing education requirements;
- establishing the processes for midwives to provide evidence, and for Council to record for each midwife, her practice across the scope and points gained for compulsory and elective education and professional activities;
- establishing the process for checking that in each three year cycle each midwife has met all the requirements to demonstrate ongoing competence;
- liaising with NZCOM to ensure that their Midwifery Standards Review process will be accessible to all midwives;
- establishing a formal audit process for the compulsory education courses;
- establishing a formal audit process for the Midwifery Standards Review component of the Recertification Programme;
- establishing a formal audit process for individual midwives' compliance with the programme.

Compulsory continuing education – approved providers and courses

Polytechnic and University Schools of Midwifery, District Health Boards and the New Zealand College of Midwives (national and regional) are automatically approved education providers for the compulsory continuing education courses. Council has also approved individual education providers. Only approved education providers may offer the compulsory continuing education courses. Midwives are reminded that they must attend a technical skills workshop and breastfeeding workshop once every three years and that they must attend adult CPR and neonatal resuscitation updates every year.

The compulsory continuing education courses that have already been approved at the time of going to print are in the table below. Note that compulsory courses are not allocated points.

Name of Provider	Name of course
New Zealand College of Midwives	Technical skills Workshop
Otago Polytechnic	Technical Skills Workshop
CPIT	Technical Skills Workshop
Waitemata DHB	Technical Skills Workshop
Counties Manukau DHB	Technical Skills Workshop
Auckland DHB	Technical Skills Workshop
Birthspirit	Technical Skills Workshop
Midwifery Education Services	Technical Skills Workshop
Counties Manukau DHB	Breastfeeding Study Day
All DHBs	CPR Updates
All DHBs	Neonatal resuscitation updates

Elective continuing education courses - education providers and courses.

Any midwifery education provider may offer elective continuing education courses to midwives, but courses must be submitted to Council for allocation of points. There are also other requirements that these providers must meet as detailed in Council's document 'Education for Education Providers', available on our website. The elective courses that have had points allocated at the time of going to print are in the table on the following page.

The approval process for compulsory education courses and the allocation of points to elective education courses is ongoing. Once courses are received and either approved or allocated points the courses are listed on the website. If you know of a course which you think is appropriate to be included as an elective for midwives, please encourage the provider to apply to Council for allocation of points.

The criteria for approval as an education provider, for compulsory education courses and for allocation of points for continuing education courses are in our document "Information for Education Providers" which is available from our website: www.midwiferycouncil.org.nz.

ALERT – Midwives in their first year of practice in New Zealand.

All practising midwives should now know that as part of the Recertification Programme they are required to undergo a Midwifery Standards Review (MSR) at least once every three years. Council has determined that midwives working as Lead Maternity Carers must undertake MSR once each year, while those working as core midwives must undertake MSR once every three years. However some other midwives are also required to be reviewed more frequently as follows:

- New graduate midwives, and midwives who have completed a Return to Practice Programme, must be reviewed at the end of their first year in practice, at the end of their third year and then three-yearly (unless they are working under Section 88, in which case they must be reviewed annually)
- Midwives from overseas who are newly registered with the Midwifery Council of New Zealand, or returning to New Zealand after a period away and renewing their Annual Practising Certificate, must be reviewed at the end of their first year in practice, at the end of their third year and then three-yearly (unless they are working under Section 88, in which case they must be reviewed annually)

More details are available in the Recertification Programme policy document available from the website.

Booking your Midwifery Standards Review

The New Zealand College of Midwives to conduct the Reviews but it is the responsibility of each individual to contact the Administrator to book her Review. Please contact Candace at NZCOM National Office by phone on (03) 377 2732 or email at admin@nzcom.org.nz. Reviews are undertaken from February until December in most regions and occur approximately 6-8 weeks after a midwife has paid.

Council is very concerned to hear that a number of midwives have booked reviews and then cancelled at the last moment. While this makes it extremely difficult for the College to administer and provide reviews, it will also make it impossible for midwives to meet their obligations under the Recertification Programme. LMC midwives are required to be reviewed annually and those who do not meet this requirement will not be issued with a Practising Certificate.

Name of Provider	Name of course	points allocated
AUT, Massey University, Victoria University & Otago Polytechnic	Any postgraduate (500 level) midwifery paper (0.25 EFTS or more)	40 points
Otago Polytechnic	Preparing a Professional Portfolio	10 points
Otago Polytechnic	Clinical Practice updates (on-line courses)	1 point each update
NZCOM	NZCOM Partners in Change: Addressing Smoking in Pregnancy programme	15 points
NZCOM	Family Violence Intervention workshop	15 points
ALSO	Advanced Life Support in Obstetrics	20 points (assessed pass); 15 points (attendance only).
Birthspirit Ltd	Spirit of Birth, Nature, Nurture and Evidence	10 points
Christchurch Polytechnic (CPIT)	Short Course - Laboratory tests	5 points
Christchurch Polytechnic (CPIT)	Short course - Pharmacology and Prescribing update	10 points
Christchurch Polytechnic (CPIT)	Short course - Professional Portfolio	5 points
Christchurch Polytechnic (CPIT)	Short Course - Evidence informed practice	5 points
Christchurch Polytechnic (CPIT)	Short course - Examination of the Newborn	5 points
Christchurch Polytechnic (CPIT)	Short Course - Genetics	2 points
Counties Manakau DHB	Diabetes Study day	5 points
Counties Manukau DHB	Breastfeeding Study Day	5 points
Health e-Learning (Denise Fisher)	Breastfeeding Essentials	10 points
NZNO	HPCA Act Update	1 point
NZNO	Professional boundaries	1 point
Denis Walsh	Evidence based care for normal labour and birth	10 points
Waitemata DHB	Cannulation Workshop	2 points
Waitamata DHB	Perineal Suturing	10 points
Manukau Institute of Technology	Cultural Safety	5 points
Manukau Institute of Technology	Te Tiriti o Waitangi	5 points
Otago Polytechnic	Pharmacology and Prescribing for Registered Midwives (degree paper)	30 points
Otago Polytechnic	NZ Midwifery for Registered Midwives (degree paper)	30 points
Otago Polytechnic	Management of Third Stage of Labour	10 points
Otago Polytechnic	Evidence and Use in Practice	10 points
Otago Polytechnic	Nutrition for Pregnancy and Childbirth (degree paper)	30 points
TABS (Trauma and Birth Stress)	TABS Study Day	10 points
Victoria University Wellington	Real World Midwifery: Sustaining Clinical Practice (3 workshops)	10 points per workshop
Midwifery Education Services (Motueka)	Professional Development Mechanisms and Meeting the Challenges of Midwifery Practice	10 points
Midwifery Education Services (Motueka)	Professional Support and Development and the Challenges and Complexities of Midwifery Practice Today.	10 points
Massey University	Pharmacology and Prescribing	25 points
Counties Manukau DHB	Prescribing and pharmacology update for midwives	5 points
Counties Manukau DHB	Neonate Study Day	5 points
Counties Manukau DHB	Being a Safe Midwife Study Day	5 points
Counties Manukau DHB	Professional Development Study Day	5 points
Midwifery Education Services	Professional Development Mechanisms & Meeting the Challenges	15 points
Midwifery Education Services	Professional Support & Development & the Challenges & Complexities of Midwifery Practice Today	15 points
Victoria University	Normal Birth Workshop	5 points
Victoria University	Evidence Based Care Workshop	5 points
Victoria University	Managing Risk Workshop	5 points

Meeting the requirements for an APC

Obtaining an APC in 2006/07 and 2007/08

From the 2006/07 APC renewal round midwives will have to declare, among other things, that they are engaged in the Recertification Programme. In the 2006/7 APC renewal round Council will be checking that LMC midwives have completed MSR and that all midwives have undertaken the annual compulsory education requirements. Those who do not meet requirements will not be issued with an APC.

Obtaining an APC in 2008/09 and subsequent years

Three years from now and thereafter, before issuing a Practising Certificate, Council will have to be sure that:

- the midwife has practised across the Scope within the previous three-year period
- the midwife has maintained a professional portfolio containing information about and evidence of:
 - i) the required compulsory education; and
 - ii) 40 points of elective education; and
 - iii) 60 points of professional activities
- the midwife has participated in NZCOM's MSR process as required.

Each time you apply for a Practising Certificate after the 2008/09 APC round you will be required to demonstrate the recertification requirements in the previous three-year period, ie. 2005 – 2008, or from 2009 the three-year period will be 2006 – 2009 and so on.

While some compulsory components must be undertaken each year, the Midwifery Council strongly recommends that midwives undertake some elective continuing education courses and some professional activities each year and do not leave these all until the last minute. Make sure you book your MSR for the required timeframes.

Providing Evidence of participation in the Recertification Programme

Because providing evidence that competence is being maintained is to be an essential part of meeting the criteria for an Annual Practising Certificate, the Council's aim is to develop a robust but straightforward and midwife-friendly system to record that evidence. Council will provide a "three-year template" for midwives to summarise their activities and number of points accumulated. Eventually midwives will be able to record this information directly onto the website, as part of the Council's strategic plan is to develop an interactive website so that midwives can access their own records and record their points and professional activities online.

Midwives also need to maintain their portfolios with more detail of activities such as copies of course attendance certificates and reflections on what has been learned and how practice has changed as a result.

What you need to do

1. Record work across the Scope.

Every midwife needs to keep a summary of

- type of work done
- the time spent doing it
- where it was done
- what competencies the work meets

Each midwife will need to decide how much time she needs to spend working in scope areas in which she doesn't normally work.

2. Proof of completion of compulsory and elective courses.
 - Midwives need to keep their certificates of completion for audit purposes.
 - Reflection on what has been learned and how practice has changed as a result
 3. Proof of professional activities
- Every midwife must record a summary of
- type of activity undertaken
 - the time spent doing it
 - reflection on what has been learned and how practice has changed as a result

What course providers will do

- Providers are to provide individual midwives with Certificates of Achievement / Attendance
- Providers will keep a record of attendees, which they send in to Council for audit cross checking.

What the College of Midwives will do

- NZCOM will provide Council annually with:
 1. a list of midwives who have been reviewed, with an indication of any developing trends
 2. the number of special reviews carried out.

What the Midwifery Council will do

- Midwives who have not satisfactorily completed all elements of the Recertification Programme at the end of any three year period will not be able to automatically renew their APC.
- Such midwives will be referred to the Recertification Committee which will manage each midwife on a case by case basis.
- A percentage of midwives (the target is 10%) will be selected for Recertification Audit each year using a geographical and practice setting spread.

As with any new system we expect there to be teething problems but please work with us to make the system work well. We will constantly review the Recertification Programme and the recording system and undertake a formal review each year. Please let us know if you have any questions about how the programme is working for you and also your suggestions as to how it might work better. We would rather help you solve any problems than not know about them.

Message for Recertification Programme Course Providers

Providers of all compulsory and elective courses are reminded that they must retain records of attendees of all courses for a period of three years as these will be needed as part of the Council's audit of midwives' portfolios. If you wish, such records may be forwarded to the Midwifery Council after the completion of each course. The information needed is the midwife's name, registration number, the name of the course and date attended. Please also retain course evaluations for each course as these will also be part of any audit process. Thank you for your co-operation.

Competence Reviews

The purpose of the Health Practitioners Competence Assurance Act is to protect the health and safety of the public by providing mechanisms to ensure that health practitioners are competent and fit to practise their professions. When concerns are raised about whether a midwife is practising to the required standard of competence the Council must make inquiries into her/his practise and consider whether a review is necessary. The Act defines "required standard of competence" as meaning the standard of competence reasonably to be expected of a midwife practising within the midwifery Scope of Practice.

From time to time Council receives notifications of concerns about midwives from other health professionals or recommendations by the Health and Disability Commissioner at the conclusion of his investigation of a consumer complaint. Since September last year Council has referred seven midwives for Competence Reviews as a result of these notifications.

Required standard of competence

The Competencies for Entry to the Register of Midwives are the entry-level criteria to measure competence. In addition, the Code of Ethics and Guidelines in the "Midwives Handbook for Practice" published by the New Zealand College of Midwives 2005 and the "Consensus Statements" published regularly by NZCOM represent best practice.

Midwives are also required to be aware of and comply with the requirements of:

- Maternity Services Notice pursuant to Section 88 of the New Zealand Public Health and Disability Act 2000
- Medicines Act 1981
- Medicines Regulations 1984
- Misuse of Drugs Act 1975
- Misuse of Drugs Regulations 1977
- Privacy Act 1993
- Health Information Privacy Code 1994
- Code of Health and Disability Services Consumers' Rights 1996
- all other relevant legislation

Competence Review Panels

The Council has established a Pool of experienced and respected midwives to assist Council conduct Competence Reviews. Normally a Competence Review Panel comprises two people, one Council member who is the Convener and one midwife drawn from the Pool. One of the most important criteria for selection to a Panel is that at least one member must have experience working in a similar setting to the midwife being reviewed. Panel members are required to sign a confidentiality agreement in which they undertake not to reveal or release any personal or health information obtained about the midwife under review or her clients except as required to do so during the course of the review.

Council provides a Panel with Terms of Reference for each Review together with a copy of all relevant reports, correspondence or other information. The Terms of Reference detail:

- why the Review is to be carried out
- the particular areas on which the Review is to focus
- the activities that should be carried put (as a minimum) to assess competence

Reviews may include such activities as:

- interviews and discussions with the midwife

- interviews with the midwife's colleagues and other related professional people (eg pharmacist, medical practitioner, employer; health professional complainant)
- reviewing files and records
- oral questioning eg of findings, diagnostic tests, clinical recommendations
- reviewing the midwife's portfolio and engagement in the Recertification programme
- review of prescribing practice or patterns
- review of practice systems (LMC)
- observation of consultations and interactions with clients (subject to client consent),
- written or oral tests,
- case scenarios,

Council expects the midwife to tell her employer, her professional partners or associates and/or any DHB with whom she has an Access Agreement that the Review is taking place, before the Convener contacts them. The Panel will not normally seek information from the midwife's clients or from a consumer complainant.

The midwife's rights

Council acknowledges that receiving notification of a Review can be upsetting. Council's objectives are that the review process is fair and that the Review is as constructive, supportive and educative as possible.

At the same time as establishing the Review Panel the Council will give written notice to the midwife informing her of:

- the substance of the concerns and reasons why the Council has decided to review her practice; and
- any information relating to her competence that the Council already has;
- the terms of reference of the Review (s37);
- the proposed composition of the of the Panel;
- her liability for her own costs;
- her rights and responsibilities.

The midwife under review is entitled to:

- know what matters have been raised which are of concern to the Panel; and
- be heard on the matter either personally or by way of a representative; and
- suggest relevant persons to whom the Panel should speak; and
- have a chosen support person present when she is heard on the matter.

Generally a review will begin with a discussion between the Panel and the midwife. It will end with the Panel disclosing to the midwife what they have found during its investigations and giving the midwife an opportunity to respond.

Review panel's report

Within 21 days of completing the review the Review Panel will report its findings and recommendations in writing to the Council. After considering the report of the Review Panel, if the Council decides that the midwife has failed to meet the required standard of competence it must make one or more of the following orders:

- that the midwife undertakes a competence programme
- that one or more conditions be included in the midwife's scope of practice
- that the midwife undertakes an examination or assessment
- that the midwife be supervised by another midwife.

Competence Programmes

To date the Competence Reviews have all resulted in the requirement for midwives to undertake a Competence Programme. These include such things as completion of specific midwifery courses such as a prescribing course; or in some cases midwives have been required to undergo more extensive re-education through completion of aspects of the pre-registration midwifery education programme.

Two midwives were also found to pose a risk of harm to the public under section 39 and were suspended until they have met the requirements of the Competence Programme and any other requirements that may have been imposed.

Suspension

If the Council believes, based on the findings and opinions of the Review Panel, that the midwife poses a risk of harm to the public then the Council must, under the Health Practitioners Competence Assurance Act, suspend the midwife. The making of such an order is subject to the midwife having the right to first make submissions. The midwife is sent a copy of the Council's order and the Competence Review Panel's report.

Although the Council has the obligation to suspend or impose conditions on practice if it considers such action necessary to protect the public, it hopes that this power will be exercised infrequently. A Competence Review is not intended to be disciplinary in nature. It is designed to protect the public by making an assessment in a collegial way, to be educative for the midwife and focus on assisting her to improve her standard of practice. Council hopes that over a period of time, when all midwives are engaged in the Recertification Programme and all midwives have become used to seeking opportunities for personal, intellectual and professional growth, the need to conduct Competence Reviews and the need to suspend midwives whose practise is unsafe, will be reduced.

Audit of Technical Skills Workshops

As these courses are new Council has decided to audit some programmes in 2005. Over the next few weeks Council is auditing the following programmes:

- Otago Polytechnic Technical Skills Workshop
- Counties Manakau DHB Technical Skills Workshop
- Auckland DHB Technical Skills Workshop
- Waitemata DHB Technical Skills Workshop
- Birthspirit Technical Skills Workshop

If you have attended a technical skills workshop through any of these providers you may receive a request for feedback from Council. Please participate as we are keen to ensure that the new technical skills workshops are all of good quality and meet the needs of midwives and the profession.

Media Comment

The Council recently decided how it will deal with enquiries from the media, whether about matters affecting the profession as a whole or about individual midwives. Some information about midwives is required by the Health Practitioners Competence

Assurance Act to be public information, but in relation to the release of other information the Council will be guided by the following principles:

- Confidentiality of personal information held by Council about individual midwives must be preserved.
- Public health and safety is to be protected and release of information to the media may be warranted in some circumstances.
- Release of information to the media should be controlled because of the potential for dramatic impact as "news" which information released in other ways to the public does not have.
- In any media comment the confidentiality of consumers and their families must be preserved.
- A spokesperson on behalf of the Council must be knowledgeable about the matter being commented on and have the authority of the Council to comment.

National Midwifery Examination in 2006

One of the changes when the Council took over regulation of the midwifery profession was that the former "State" examination, the examination sat by final year midwifery students as part of meeting the requirements for registration, was re-named the "National Midwifery Examination". Up until now the Council has followed the previous "State Exam" timetable in offering the final exam in November (at the end of the Bachelor of Midwifery programme) and also in March and July for those who had not completed the course requirements in November or who had failed and needed to re-sit.

Due to the small numbers sitting in March and July, Council has decided to drop the July option and from now on the National Examination will be run only in November and March each year. Council will review this decision if changes are made to the length of the academic year as a result of the Council's review of pre-registration midwifery education programmes.

November Forum – Note your Diary

Last year's Inaugural Forum was very successful and a welcome opportunity for Council to explain its policies, get feedback from midwives and to discuss professional issues. This year the Forum will be a one day affair on Friday 4th November, in Wellington. As this newsletter goes to print we are finalizing the venue and cost and these will shortly be advertised on the website and a registration form and programme will be available for download from the website.

The interim programme includes the following:

- Council's pre-registration midwifery education review
- Midwifery education funding issues
- Funding of the Council's activities
- Recertification programme – requirements, feedback, issues, ideas
- Workforce issues
- Feedback about Registration and APC processes eg overseas qualified midwives

We look forward to seeing you there. Watch the website for details. 7

Changed your name or address?

If you change your name and want it changed on the Register please let us know. We do require evidence such as a copy of your marriage certificate or birth certificate (depending on which way you are changing), deed poll or statutory declaration. Our mailing address is PO Box 10 140, Wellington.

It is your legal obligation to advise us of changes to your residential, postal and work address. You can let us know about any change by:

- Using the change of address form available on our website on the 'For midwives' page. This is our preferred way.
- By phone: (04) 474 0707 or (04) 474 0740
- By email: or info@midwiferycouncil.org.nz

Midwifery Council Fees

The funding difficulties experienced by Council and actions taken to attempt to obtain funding have been well canvassed in earlier editions of "Midpoint". We finished the year (to 31 March 2005) with a deficit of \$297,520, less than expected but nevertheless a substantial burden. The Minister of Health has made it clear that the profession has to fund its own regulatory authority.

Council has carefully reviewed its projected income and expenditure over the next two years and beyond as well as the cost of each of its regulatory activities. Council must be able to generate a surplus in order to be able to fund improvements to its services to the profession as well as adequately carry out its statutory functions relating to registration, education and professional competence and conduct. Council considers it is also part of prudent financial management to establish a small reserve fund to pay for unbudgeted large expenses such as a greater number of proceedings than budgeted for at the Health Practitioners Disciplinary Tribunal. Fees paid by the profession are Council's only source of income.

Accordingly Council has decided it has no option but to increase some of its fees, including the APC. New fees will be gazetted shortly and will apply from 2006. Council anticipates that on current estimates no further increases will be required for the next few years but this does depend on the number of Competence Reviews, Professional Conduct Committee hearings and Health Practitioner Disciplinary Tribunal hearings not exceeding the budgeted figures as these are among the most costly of Council's functions.

The budgets on which the new fees are based will continue to make it possible for Council to subsidise the cost for every midwife to undertake Midwifery Standards Review.

The new fees are as follows. Those not listed remain the same.

Application for Registration by overseas qualified midwife	\$1000
Application for Registration under Trans Tasman Mutual Recognition principles	\$660
Annual Practising Certificate	\$600 (reducible per quarter)
Monitoring fee applicable to Interim Practising Certificates	\$150 payable in addition to APC fee

Workforce shortages – return to practice

As mentioned earlier there is increasing evidence of midwifery shortages in Auckland and Wellington and that we will face significant shortages of midwives in the next few years. As midwives are the bulk of the maternity workforce this is of real concern to the maternity services.

Council is discussing a number of strategies in collaboration with NZCOM and will also be raising its concerns with the Ministry of Health.

An immediate strategy is to encourage those midwives who have recently decided not to renew their midwifery APCs to return to midwifery practice. Council will be writing to those midwives to identify who fall into this category and seeking information about what factors may encourage them to return to midwifery practice.

One possibility may be the development of a standard 'return to practice' programme approved by Council for delivery by DHBs and Schools of Midwifery. While Council does have a return to practice process (see our website), this requires individual assessment against the competencies for entry to the profession and the development of an individual professional development plan to address any identified gaps. It has been suggested that a more standardized process may be more attractive to midwives who are considering returning to the workforce and Council is keen to discuss this with these midwives.

If you are aware of any midwives currently not practising and who may consider returning to the workforce, please ask them to make contact or provide us with their contact details so we can approach them individually.

Contact us:

- By phone: (04) 474 0707 or (04) 474 0740
- By email: or info@midwiferycouncil.org.nz

Finally

- Please return the pre-registration midwifery education questionnaire to Midwifery Council, PO Box 10-140, Wellington by 31 October 2005
- Don't forget to book your Midwifery Standards Review for 2005 – contact Candace at NZCOM National Office by phone on (03) 377 2732 or email at
- Don't forget to book your flight for Midwifery Council Forum 4 November 2005 in Wellington (see website for programme and registration form)