



Guide to Returning to Practice (when current Clinical Experience Requirements have not been met)

Are you considering returning to midwifery practice after a three-year absence from clinical practice? Or are you considering returning to standard model midwifery practice after working in an alternate practice arrangement where you did not provide prenatal care, intrapartum care in hospital, intrapartum care at home and/ or postpartum care for more than three years? If your answer is yes, this guide is for you.

Definitions:

Alternate Practice Arrangement (APA) - the delivery of midwifery care with an [BCCNM-approved exemption](#) to Standard 6.1 (providing care during pregnancy, labour, birth and postpartum), Standard 6.4 (no more than four primary care providers known to the client), and/or Standard 7.2 (providing care in all settings) of British Columbia College of Nurses and Midwives' (BCCNM) [Standards of Practice](#).

Current Clinical Experience Requirements - a BCCNM [requirement](#) that midwives remain clinically active in the provision of prenatal, intrapartum (home and hospital), and postpartum care over a rolling period of three years in order to be eligible for practicing registration with BCCNM. Midwives must meet their [current clinical experience requirements](#) every year in order to have their practicing registration renewed, unless they are in an approved APA.

Supervised Practice Experience (SPE) - a BCCNM term used to describe the clinical practice and education requirements that a midwife, who has not met their current clinical experience requirements, must complete under the supervision of another midwife (or midwives). It aims to ensure a midwife is practice-ready in all aspects of midwifery care after an absence. A SPE is an individual, time-bound written plan, developed by the midwife, in collaboration with BCCNM staff, and approved by a Panel of the BCCNM Registration Committee.

Key tips:

- Start this process at least 12 months before you intend to start your SPE.
- Plan for your SPE to take up to 12 months to complete, depending on the volume of births required (the higher the volume of the practice, the sooner you will complete your SPE).
- Plan on not being paid (or paid much) during your SPE.
- Plan to become current in all aspects of midwifery care (prenatal, intrapartum at home and hospital, and postpartum care) even if you intend to work in an APA.
- Factor in delays from BCCNM, MABC and hospital administration due to statutory holidays and summer holidays; follow up frequently to ensure you have done your due diligence in submitting applications and information.



Steps to Returning to Practice

12 months before you intend to return to practice under supervision:

Find a midwifery practice (or practices) that will provide you with supervision in a supportive and sustainable way. Ensure they offer both home and hospital births. Receive in writing, from the practice(s), confirmation that they will supervise you during your SPE. Contact the hospitals where you will need privileges to work in the practice(s) selected. Receive, in writing, confirmation from medical staff leader at the hospital (s) that they will support you in providing temporary privileges, for the sole purpose of achieving your SPE.



Eight months before you intend to return to practice under supervision:

Contact BCCNM and let them know you wish to reinstate your registration (return to practice). Request to reinstate your registration on a date at least four weeks before you wish to start your SPE. For example, if you want to start your SPE (i.e., working under supervision) on October 1st, request that your registration be reinstated on September 1st. BCCNM will then ask you to complete a series of steps as described [here](#).

Complete these steps. Your application will be classified as [complex](#): you will be asked to draft the terms of an SPE. A BCCNM registration advisor will assist you in creating your SPE. Anticipate a fair amount of back-and-forth, timely communication between you and your registration advisor. Your SPE will be based on your previous experience as a midwife, length of time away from clinical practice and your activities while on leave. Be prepared to repeat your BCCNM [New Registrant Requirements](#) and [Active Practice Requirements](#) if you did not complete them prior to your leave. Consider whether you want to regain any specialized practice certificates previously held during your period of supervised practice and incorporate this into your SPE.

Submit your final SPE to BCCNM.

Make a plan to complete NRP, CPR, ESW and FHS, as required by the BCCNM QA Program and [Policy on Continuing Competencies](#) prior to your reinstatement date.



Three months before you intend to return to practice under supervision:

Contact the practice you will be working with and provide them with the version of the SPE that will go before the Panel. Confirm your start date, work schedule, and if/how you will be paid. Review the [MSC Preamble and Payment Schedule](#) to determine how your supervisors can bill for your supervision: inform your supervisors as such.



Two months before you intend to return to practice under supervision:

Contact the Midwives Association of BC (MABC) to request a change of status from non-practicing to practicing, to take effect on the **same day you** requested your reinstatement with BCCNM (i.e., September 1st, in keeping with the previous example). Let them know you will be under supervision as this will reduce your fees.

Submit your application for hospital privileges and complete any/all courses required by



Medical Affairs/Credentialing that can be done before your privileges are in effect (i.e., documentation, hand hygiene, safe prescribing, online CST orientation, etc.).

Ensure you are current in NRP, CPR, ESW and FHS as required by the BCCNM QA Program and [Policy on Continuing Competencies](#).

Confirm with BCCNM that your SPE application is scheduled to go before a Panel of the Registration Committee in time for a decision to be made and your registration reinstated for your requested start date.

Ensure you have received confirmation from BCCNM that your SPE has been approved. Once confirmed:

Confirm with BCCNM and MABC that they have what they need to process your registration changes, on the date you requested (i.e., September 1st).

Provide copy of your approved SPE to Medical Affairs/Credentialing.



Day of your intended registration change:

Ensure you have received confirmation from BCCNM and MABC that your registration reinstatement and status change are in effect. Once confirmed:

- Inform Medical Affairs/Credentialing at the hospitals where you have applied for privileges of your registration change and provide them with proof of liability coverage.
- Request a Certificate of Professional Conduct from BCCNM, to be released to the hospital(s) where you applied for privileges, through BCCNM's [Online Services](#). Follow up with BCCNM's registration staff by phone or email after to ensure they understand the urgency of the request because otherwise it can take up to 4-6 weeks to be sent.
- Complete your community-based orientation.
- Start any non-hospital aspects of your SPE (i.e., clinic, home visits, home births, etc.).



One to four weeks after your registration change:

Await confirmation that your hospital privileges have been approved. Once approved:

Complete your hospital orientation and electronic medical records training required (as applicable).

Start the hospital-based aspects of your SPE (i.e., assessments, hospital births).



You are now ready to embark on your SPE- congratulations!