

# Midpoint

## Midwifery Council New Zealand Newsletter

Guardians of Professional standards

► December 2019



### **Ngā mihi mahana ki a koutou katoa**

After being with the Council since December 2003, initially as Deputy Chairperson until November 2010 and since then as the CEO/Registrar, the time has come for me to step away from midwifery regulation and maternity into a new phase of my life – retirement. I am leaving the Council and Wellington at Christmas and moving to Waipu, my turangawaewae and the place in New Zealand I feel most spiritually connected to.

Maternity, either through the experience of five pregnancies or active consumer involvement at local, regional and national levels, has been a major focus of my life since 1978. I have witnessed and been an active part of so much during that time and seen so much change – most of it good and resulting in safe and fulfilling maternity experiences for woman and their families. Of course, there is always the not so good and things we can and need to do better but dwelling on that diverts attention from what the international best quality evidence tells us – New Zealand's midwifery-led, continuity of care model of maternity care is safe, high quality and cost effective.

It has been deeply satisfying to have been involved in the Midwifery Council since its establishment in December 2003. We started with no staff, no money and what we inherited from the Nursing Council relating to the regulation of midwives. What we did have though is what has always stood out in New Zealand's maternity system – women with knowledge, experience, commitment, determination, pride and passion who want the best outcomes for mothers and their babies. Through their hard work, we now have a Council with well established policies and

processes, respected and trusted by key stakeholders to carry out its work with integrity, fairness and accountability.

Over the years, it has been a privilege to work with and develop relationships with so many great people. I especially acknowledge current and former Council members and staff, the other regulatory authorities who have been on this HPCAA journey with us, international regulators, the College of Midwives, the Ministry of Health maternity advisors, and of course midwives and consumers. I know I leave the Council in very good hands. Thank you all

*Sharron Cole, CEO/Registrar,*

*Midwifery Council of New Zealand*



*Whaia e koe te iti kahurangi.*

*Ki te tuoho koe, me he maunga teitei*

*Seek the treasure of your heart.*

*If you should bow your head, let it be to a lofty mountain.*



## New CEO/Registrar

Dr Susan (Sue) Calvert, the new Chief Executive/Registrar has worked for the Council since 2008, first as the Midwifery Advisor, then as the Deputy Registrar. She has provided operational and professional advice to inform decisions made by the Council and has professionally overseen the fitness to practice, registration and accreditation functions that relate to the regulation of midwives under the HPCA Act. While working for the Council, she undertook her doctorate on the topic of how practising midwives maintain their competence to practise their profession.

In announcing the appointment, the Chair of the Council Chris Mallon said “Over the years, Sue has also developed strong and valuable working relationships with our key stakeholders and with the Midwifery Council staff. The Council has every confidence that Sue brings an impressive skill set and in-depth knowledge and experience of the midwifery sector. We believe she will excel, and we look forward to seeing her grow in her new leadership role.”

Congratulations Sue and every success in your new role.

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## Short term position for midwifery advisor

**The Midwifery Council is seeking expressions of interest from suitably qualified and experienced midwives to undertake a short-term contract providing professional midwifery advice within the secretariat.**

The role will include providing advice on matters of competence, education and other aspects of midwifery practice to support other staff in their work.

It will also provide advice to midwives in the sector. Excellent writing skills are required.

This is a great opportunity for the right person to gain experience in midwifery regulation.

This role will be full time for four months and is Wellington based. Please contact the [secretariat](#) for the position description or speak to Sue Calvert if you want more information.

If this short term opportunity sounds like you, please apply as soon as possible with your CV and cover letter telling us a bit about what makes you a good fit. We will be reviewing CVs as we go so apply now!



**Who me – biased?**

**He ngākau haukume tōku?**

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## Cultural safety: Understanding bias in health care

Under the HPCA Act, the Council sets the standards of cultural competence for midwives. These are set out in the Council's [Statement on Cultural Competence](#).

As part of fulfilling this responsibility, the Council has implemented a number of initiatives over the years, incorporating Tūranga Kaupapa into the Competencies by which all midwives practise, and also particularly focusing on the undergraduate midwifery education programmes and on

assumptions, biases and values and cultural safety are two key components of cultural competence.

The Council believes that midwives will find the Health Quality and Safety Commission's modules on [understanding bias in health care](#) very helpful.

These are:

- Understanding and addressing implicit bias
- Te Tiriti o Waitangi, colonisation and racism

internationally qualified midwives as they transition into New Zealand practice.

The Council is aware however of the importance of practising midwives being culturally competent so that mothers and babies receive safe, culturally appropriate and professional midwifery care that meets their needs in their circumstances.

Critical consciousness whereby an individual steps back to understand their own

• Experiences of bias.

The videos aim to encourage health professionals to examine their own biases, how they affect the health care they provide and their interactions with consumers. There is a particular focus on ethnic bias.

You can access these modules which are under 35 minutes in total on the HQSC website. They have been approved by the Council as continuing midwifery education.



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### **Amendments to the Overseas Competence, Return to Practice and Return to New Zealand practice programmes**

At its meeting in October 2019, the Council amended the requirements of the above competence programmes adding GAP education as a mandatory requirement. GAP education focuses on recognising which women have an increased chance of having a growth restricted baby and planning appropriate care. Key elements are the use of customised antenatal GROW charts, with appropriate follow up when there are concerns about fetal growth and generation of a customised birthweight centile when each baby is born.

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## **Recertification Programme**

The Midwifery Council considered the requirements of the Recertification Programme for midwives at its October 2019 meeting and decided for the year 1st April 2020-31st March 2021 there will be no changes to the content of the programme.

However, the Combined Emergency Skills Day is now called the Midwifery Emergency Skills Refresher.

You can find out information on the programme requirements [here](#).

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## Amendments to the HPCA Act 2003

### Draft Naming policy

One of the amendments to the Health Practitioners Competence Assurance Act 2003 (HPCAA) in April this year is to require all regulatory authorities to have a naming policy. The naming policy was developed in accordance with section 157B of the HPCAA, which states that the purpose of the naming policy is to:

- enhance public confidence in midwives by providing transparency about the Council's disciplinary procedures and decision-making processes; and
- ensure that midwives whose conduct has not met expected standards may be named where it is in the public interest to do so; and
- improve the safety and quality of health care.

This draft policy has been reviewed by and been amended as a result of feedback from a law firm, the Health and Disability Commissioner, the Office of the Privacy Commissioner and the Ministry of Health.

Following this round of consultation with the maternity sector and other stakeholders, it will be further revised as necessary and finalised at the Council's March meeting, to be in place by the required date of 11 April 2020.

Submissions on the [draft naming policy](#) close on Wednesday 15 January 2020.

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## Fees consultation

The consultation for proposed adjustments to the Midwifery Council's fees in the 2020/21 financial year closed on Wednesday, 20th November 2019.

Invitation for feedback was sent by email to 3996 midwives and the proposal was published on the Midwifery Council website.

Feedback was received from 15 individuals and organisations (including 1 DHB, 1 School

which constitutes a less than 0.5% response rate, and was considered by the Council on Tuesday, 26th November 2019.

The Council made changes to the proposed fees as a result of the feedback. You can see these in the [consultation feedback document](#). The other fees remain the same as set out in the consultation paper. The approved fees will be gazetted this month and will come into effect in January 2020.

## APC applications for 2020/21 practising year

### Online applications for 2020/21 annual practising certificates will open in February.

We urge you to log on to the Midwifery Council [website](#) well before then so that you remember how to do so.

If you have forgotten your password, click on Login tab on website homepage and then click "Request new password".

You will need to know the email address which is recorded for you in our Register.

If you have difficulties, do not create a new account and instead, contact the Council.

When you are logged in, check your contact details are correct and that our record of your Recertification Programme courses is up to date. If you have completed a course that is not recorded, please send us a copy of the course certificate. If it's not recorded, it means we don't know you have done it.

The gazetted fees are: \$415 APC fee and \$50 disciplinary levy = \$465

There is a late fee for those who have held a practising certificate in the 2019/20 year but who have not applied by 1 April 2020. After analysis of the additional staff time involved in processing late applications, the Council has reduced the fee from \$200 to \$100.



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## DIARY



**January – December – International Year of the Midwife**

### **30/31 January**

Council meeting and Cultural Competence workshop/planning day

### **February**

APC applications for the 2020/21 practising year open

### **19/20 March**

Council meeting and strategic planning day

Council offices



The Council is located on:

Level 5

22-28 Willeston St

Wellington

Midwifery Council of New Zealand

PO Box 9644

Wellington 6141

If you are not a practising midwife and do not wish to receive this newsletter please contact [info@midwiferycouncil.health.nz](mailto:info@midwiferycouncil.health.nz)



**Midwifery Council**  
Te Tatau o te Whare Kahu

[www.midwiferycouncil.health.nz](http://www.midwiferycouncil.health.nz)

**Address:**

Level 5 (reception)  
22 Willeston Street  
Wellington Central  
Wellington 6011

PO Box 9644  
Marion Square  
Wellington 6141

**Contact:**

**Phone:** +64 (4) 499 5040

**Fax:** +64 (4) 499 5045

**E-mail:** [info@midwiferycouncil.health.nz](mailto:info@midwiferycouncil.health.nz)