



Midwifery
Regulatory Council
of Nova Scotia
mrcns.ca

ANNUAL REPORT

April 1 2024 – March 31 2025

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Our website can be found at www.mrcns.ca

About the Council

The Midwifery Regulatory Council of Nova Scotia (MRCNS) was established in 2009 to regulate the profession of midwifery in the province, in accordance with the *Midwifery Act* and *Regulations*, as well as the *Council Bylaws*.

The Council is responsible for:

- (a) regulating the practice of midwifery in accordance with the registration, licensing and professional conduct processes set out in the *Act* and the *Regulations*;
- (b) establishing, maintaining and promoting standards of midwifery practice; and
- (c) approving and promoting a code of ethics.

Vision, Mandate and Mission

Vision

An innovative and trusted leader in Midwifery regulation.

Mandate

The legislated mandate of the Midwifery Regulatory Council of Nova Scotia is to serve and protect the public interest by regulating the practice of midwifery.

Mission

We protect the public by ensuring that all registrants engaged in clinical midwifery practice are safe, competent and ethical practitioners, and;

- We set practice standards and a code of ethics;
- We register and licence those qualified to practice midwifery;
- We intervene to ensure safe and ethical practice; and
- We approve midwifery education programs.

Guiding Principles

- Accountability: We act openly and honestly to enhance accountability.
- Transparency: We make fair, consistent, and defensible decisions.
- Proportionality: We allocate resources proportionate to the risk presented to our regulatory outcomes.
- Innovation: We translate opportunity into tangible benefits for the organization.
- Integrity: We act with humility and respect.
- Equity: We identify, remove, and prevent systemic inequities.
- Collaboration: We work to build relationships across healthcare systems and include diverse voices in our work.

MRCNS Council Members

Members of the Council are appointed by the Agencies, Boards and Commission process in Nova Scotia.

The Council is to be comprised of:

- Three (3) midwives recommended by the Association of Nova Scotia Midwives (ANSM);
- One (1) registered nurse recommended by the Nova Scotia College of Nurses (NSCN);
- One (1) physician recommended by the College of Physicians and Surgeons of Nova Scotia (CPSNS); and
- Three (3) public members who are not members of a health profession.

2024 MRCNS Council Members

During 2024-25 there were seven (7) active Council Members as of March 31, 2025.

Theresa Pickart, R.M. (Chair, Registered Midwife)

Teri Crawford, R.N. (Vice Chair / NSCN)

Dr. Anne Houstoun, M.D. (CPSNS)

Karin Wallace (Treasurer / Public Representative)

Paulette Anderson (Public Representative)

Jolinne Kearns (Public Representative)

Mianh Lamson, R.M. (Registered Midwife)

MRCNS Staff

There are currently two (2) staff positions.

The Registrar/Executive Director (R/ED) is responsible for all duties set out in the Nova Scotia Midwifery Act (Act), the Nova Scotia Midwifery Regulations (Regulations), MRCNS Bylaws and the policies and procedures set by the Council, including the registration and professional conduct process. The R/ED ensures that midwifery practitioners are adhering to the Standards of Midwifery practice and other clinical policies set out by the Council. The R/ED is responsible for managing all the affairs of the Council, and is responsible for planning and implementing all MRCNS programs in accordance with the policies and objectives approved by the Council. The R/ED is a part time position (28 hrs per week).

The Registrar/Executive Director of the Council is Jenny Wright.

The Executive Assistant (EA) for MRCNS is responsible for all administrative tasks as directed by the R/ED. The EA position is a part time hybrid position (20 hrs per week, including 1 day in the office per week).

The Executive Assistant for the Council is Jennifer Neil.

Message from the Chair and Registrar/Executive Director

The past year has been another exciting and productive one for the Midwifery Council, as we've continued our work towards amalgamation with the Nova Scotia College of Nursing and implemented new policies and programs that promote innovative and effective regulatory practices.

On January 22, 2024, MRCNS and the Nova Scotia College of Nursing (NSCN) received official direction from the Nova Scotia Government to amalgamate into a single regulatory body by the summer of 2026. While midwives and nurses are autonomous healthcare providers with distinct roles, our regulatory bodies share a common commitment to public protection.

As highlighted in last year's report, early 2024 saw the Council redevelop our vision, mission, and guiding principles. We also updated and expanded our operational, financial, HR, and governance policies to guide future growth and promote responsive regulatory practices. Since then, through a quality assurance pilot with the Department of Health and Wellness, we've created and implemented foundational policies such as Fitness for Practice and Prevention of Sexual Misconduct. We also introduced new guidelines for making and responding to complaints, and a policy review framework.

We are continuously working to improve our website and communication tools to ensure online registration and news are easily accessible. Our registrant newsletter, "PUSH," is sent out quarterly after each Council meeting to keep registrants informed of Council activities and direction.

Looking ahead to the summer of 2026, our focus is on a smooth transition towards amalgamation, guided by four key principles:

1. Ensuring that midwifery remains positioned as an independent primary healthcare profession with a specific and distinctive scope, and a unique set of standards and code of ethics, in a way that enables the midwifery profession to thrive and evolve.

2. Ensuring that the legislative, policy, and governance framework of the amalgamated regulator preserves midwifery self-regulation through the effective and meaningful participation of midwifery registrants in regulatory processes.
3. Working collaboratively and respectfully with the NSCN through a jointly generated memorandum of understanding that guides our respective work together towards amalgamation.
4. Ensuring that the amalgamated regulator offers appropriate and comparable employment to current staff.

We are confident that this transformation for the Midwifery Council will bring positive and significant changes to regulation in the province, positioning Midwifery in Nova Scotia for a long time to come.

General Updates

Canadian Midwifery Regulators Council (CMRC)

Nova Scotia continues to be an active member of the Canadian Midwifery Regulators Council (CMRC), whose mandate is to facilitate interprovincial mobility, advocate for legislation, regulation, and standards of practice that support access to a high standard of midwifery care across the country, and to provide a forum for Canadian regulators to discuss and act on issues of mutual concern.

Provincial representatives meet quarterly by teleconference and once per year in-person. This year the CMRC annual conference was held in Ottawa, ON immediately following the annual Canadian Network of Agencies of Regulation (CNAR) 2024 conference. The Council was in attendance to collaborate on issues regarding ongoing maintenance of the Canadian Midwifery Registration Examination (CMRE), harmonizing regulatory processes nationally, as well as the approval and program accreditation for Canadian Midwifery Education Programs (MEP).

The MRCNS Registrar continues to hold the position of Chair of the Professional Practice Committee which recommended guidelines for excellence in midwifery practice, as well as the Strategic planning and the Pathways to Indigenous Midwifery Committee.

For more information please visit CMRC's website at www.cmrc-ccosf.ca

Nova Scotia Regulated Health Professions Network (the Network)

As a regulated health profession, the Council continues to participate in the meetings and activities of the Nova Scotia Regulated Health Professions Network (the Network). The Network is a forum for the 22 regulated health professions in the province to share capacity, information, and best practices among themselves while preserving the autonomy of each regulated health profession. The Network's focus is public safety; it upholds the quality and professionalism of healthcare professionals across Nova Scotia.

For more information please visit the Network's website at www.nsrhpn.ca.

Fair Registration Practices Act

The Council completed their *FRPA* review and were compliant in 2024. We are continuously working to update our website which will improve compliance, remove barriers to employment, and raise awareness with midwives and the public about midwifery in Nova Scotia.

Regulated Health Professions Act

The *Regulated Health Professions Act (RHPA)* received royal assent on November 9, 2023. All health profession regulators in the province are required to transition to the Regulation Health Professions Act (RHPA). This new legislative framework developed by the Nova Scotia Government will provide a consistent and modernized approach to regulation. The transition will be phased in by all regulated health professions in Nova Scotia over the next two years.

Visit the NS Legislature to read the Act: [Bill No.323 - Regulated Health Professions Act](#)

MRCNS is to migrate to *RHPA* in Phase 3, scheduled for June 2026.

Amalgamation with Nova Scotia College of Nursing

Our work with the Nova Scotia College of Nursing (NSCN) continues as we move towards amalgamating into a multi-profession regulator.

NSCN and the MRCNS have been directed to amalgamate into a single, multi-profession regulatory body in the summer of 2026. This is to align with the new legislation, and work is already underway. Key milestones in this process include:

- Regular status meetings between the CEO and Executive Director of each regulator
- Strategic alignment discussions with the Department of Health and Wellness
- Joint staff workshops focused on priority setting and project planning
- Engagement of third-party legal experts to support the amalgamation process
- An initial joint board meeting to begin the development of a multi-profession governance framework

A foundational principle guiding the amalgamation is the recognition that midwives and nurses are autonomous healthcare professionals and distinct professions. What unites both regulators is their shared mandate to regulate in the public interest and promote public safety.

The Council continues to be co-located within the Nova Scotia College of Nursing offices in Bedford, Nova Scotia. This co-location provides several benefits, including shared resources, reduced administrative costs, increased security and safety, and improved public access to MRCNS staff.

On June 10, 2025 the MRCNS Council and NSCN Board met with The Regulator's Practice to continue the exciting work of developing a multi profession governance framework, which is key for amalgamation between the two colleges in the summer of 2026.



Pictured (L-R): Jenny Wright (MRCNS Registrar & ED), Bradley Chisholm (The Regulator's Practice), Douglas Bungay (NSCN CEO & Registrar), Theresa Pickart (MRCNS Council Chair), Alana Baxter (NSCN Board Chair).

Policy Development

The following policies relating to clinical practice were approved by the Council in 2024-25:

- Policy on *Prescribing, Ordering And Administering Mifepristone/Misoprostol Under Delegation*
- Professional Conduct Policy - *Fitness to Practise*
- Definition of "normal" pregnancy
- Prevention of Sexual Misconduct Standard

The following operational policies were reviewed and approved by the Council in 2024-25.

- Policy Review Framework
- Operational Policy Review and Development Schedule
- Clinical Policy Review and Development Schedule
- Cost of Governance
- Annual Board Self-Evaluation Policy and Tool
- Standard for Maintaining Information on Digital Platform

Guidelines for effective communication created and implemented in 2024-25 include:

- [Guide to Filing a Complaint](#)
- [Guide for Responding to a Complaint](#)
- Guide for Communicating with Registrants
- Strategic Plan

Committees

There are two standing Committees of Council, and two ad-hoc Committees:

1. Registration Committee

The Registration Committee is appointed by the Midwifery Regulatory Council under the Midwifery Regulatory Council Bylaws governing committees. The bylaws state that the Registration Committee shall:

- (a) consider and recommend concerning any application for registration or accreditation referred to the committee by the Registrar; and
- (b) make recommendations to Council respecting all applications for extension of time, reductions in requirements, equivalent experience, and other variations from the requirements of the regulations authorized by the regulations.

The Registration Committee meets as necessary as requested by the Registrar/Executive Director.

In 2024 the Registration Committee was comprised of:

- Dr. Anne Houstoun, M.D.
- Theresa Pickart, R.M.
- Karin Wallace

There were no meetings of the Registration Committee in 2024.

2. Registration Appeal Committee

The Registration Appeal Committee (RAC) is appointed by the Midwifery Regulatory Council under Section 19 of the *Midwifery Act*. Upon receipt of an appeal, the RAC sets a date for the hearing of the appeal which cannot be later than 60 days following the receipt of the written notice of the appeal. The RAC meets as necessary if there is an appeal of registration denied by the Registrar/Executive Director. The RAC does not retry the facts of a case. The purpose of an appeal is to review the procedures of a decision to determine if there is a basis for error. The Registration Appeal Committee prepares its written decision with reasons for the appellant.

In 2024, the Registration Appeal Committee was comprised of:

- Teri Crawford, R.N.
- Dr. Anne Houstoun, M.D.
- Paulette Anderson

There were no appeals to the Registration Appeal Committee in 2024.

3. MRCNS Human Resources Committee

The MRCNS Human Resource Committee (HR Committee) is an ad hoc committee whose purpose is to ensure an appropriate environment for MRCNS employees and that sound HR policies are set and implemented and to conduct the evaluation process for the Registrar/Executive Director annually.

Membership of the HR Committee includes:

- Teri Crawford, R.N. (Nursing Representative) Chair HR Committee
- Theresa Pickart, R.M. (Registered Midwife) MRCNS Chair
- Karin Wallace (Public Representative)
- Dr. Anne Houstoun, M.D. (Physician Representative)

Responsibilities of the HR Committee include:

1. Develop and regularly review MRCNS human resource policies and procedures that are consistent with best human resources practices and all relevant laws, including human rights, health and safety and employment legislation.
2. Regularly review the Tools and Manual respecting the Registrar/ED's Performance Review and make recommendations to Council for revisions when appropriate.
3. Review and recommend to Council the terms and conditions of any employment arrangements with the Registrar/ED, and to review any proposed employment agreements or amendments to employment agreements for recommendation to Council;
4. Complete an annual performance review of the Registrar/ED, in accordance with the Tools and Manual approved by Council, and to report to Council on the outcome of such performance review; and
5. Make such recommendations to Council respecting human resource matters that facilitate the purposes of the Midwifery Act.

4. MRCNS Executive Committee

The Executive Committee (ad hoc) was formed by the Council on May 25, 2023 to support the transition of Council from its former embedded relationship within the Government of Nova Scotia to a standalone organization. In 2025 the purpose of the Executive Committee pivoted to monitor the process of migrating

under the new Regulated Health Professionals Act and amalgamation with the Nova Scotia College of Nursing.

Membership of the Executive Committee includes:

- Theresa Pickart, R.M. (Registered Midwife) Chair
- Teri Crawford, R.N. (Nursing Representative) Vice-Chair
- Karin Wallace (Public Representative) Board Treasurer

Registration

Nova Scotia's legislation categories of active-practicing licensing are Clinical and Non-Clinical.

Between April 1 2024 – March 31 2025, MRCNS registered **five (5) new midwives** in Nova Scotia:

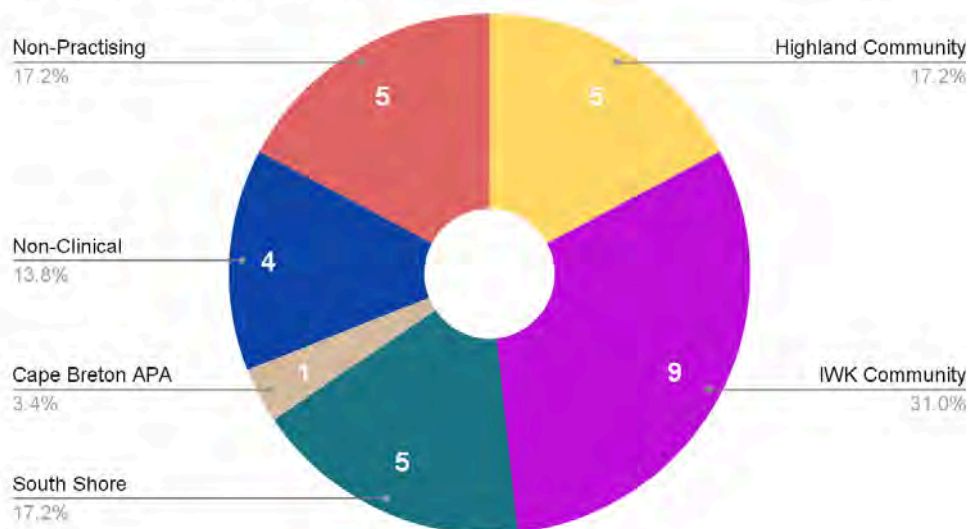
- 4 Active Practicing (Clinical)
- 1 Active Practicing (Non-Clinical)

Between April 1 2024 – March 31 2025, the total number of registered midwives in Nova Scotia was **31**.

On March 31, 2025 the register maintained by MRCNS had **29** registered midwives in the following categories:

- Active-Practicing (Clinical): **20**
- Active-Practicing (Non-Clinical): **4**
- Non-Practising: **5**

NS Registered Midwives at March 31, 2025



Disciplinary Matters

The MRCNS protects the public interest by ensuring that registered midwives in Nova Scotia practice safely, competently, and ethically.

Under the provisions of the *Midwifery Act*, the Registrar is required to investigate complaints regarding disciplinary matters concerning any members. Upon completion of the investigation, the Registrar has authority under section 38(8) of the *Midwifery Act* to take a variety of actions, including:

- (a) dismiss the complaint;
- (b) attempt to resolve the matter informally;
- (c) with the consent of both parties, refer the matter, in-whole or in-part, for mediation;
- (d) refer the matter in-whole or in-part, to a hearing panel;
- (e) counsel the member;
- (f) caution the member;
- (g) counsel and caution the member;
- (h) reprimand the member with the member's consent;
- (i) with the consent of the member, require the member to undergo such treatment or re-education as the Registrar considers necessary.

In 2024, there was one (1) formal complaint filed with the Council which was resolved through a resolution agreement.

Financial

The Midwifery Regulatory Council of Nova Scotia derives some income from membership fees and financial support provided by the Nova Scotia government. The Council is grateful for this financial contribution.

Midwifery Regulatory Council of Nova Scotia

STATEMENT OF OPERATIONS AND NET ASSETS FOR THE YEAR ENDED MARCH 31, 2025

	<u>2025</u>	<u>2024</u>
RECEIPTS		
Government Grant	\$ 235,000	\$ 225,000
Membership Dues	14,273	19,293
Interest income	288	132
	<u>249,561</u>	<u>244,425</u>
DISBURSEMENTS		
Wages & Salaries	119,176	110,742
Bank and credit card charges	268	236
Dues and fees	3,919	3,215
Insurance	5,374	3,099
Office expenses	1,576	3,473
Professional fees (Schedule 1)	36,998	38,518
Prof. Development Council	-	1,553
Other Committee Expenses	-	5,804
Membership/Prof. Development	500	1,280
Investigation Expenses	4,353	5,128
Prov./Nat. Meetings & Conferences	3,311	3,563
Rent	6,214	14,292
Communications	1,538	1,465
Interest & penalties	410	888
Board Gov & Committee Honorarium	<u>3,600</u>	<u>8,725</u>
	<u>187,237</u>	<u>201,981</u>
EXCESS OF RECEIPTS OVER DISBURSEMENTS	62,324	42,444
NET ASSETS, beginning of year	<u>-</u>	<u>-</u>
FUNDING REPAYABLE TO THE PROVINCE OF NOVA SCOTIA (Note 3)	-	(17,444)
FUND TRANSFER (Note 3)	<u>(62,324)</u>	<u>(25,000)</u>
NET ASSETS, end of year	<u>\$ -</u>	<u>\$ -</u>

This financial statement has been approved by the Council.

Acknowledgements

The Council wishes to acknowledge the dedication and hard work of many individuals who have volunteered their time and expertise to the regulation of midwifery in the province. Gratitude is expressed to members of the Council, the Nova Scotia College of Nurses, the College of Physicians and Surgeons of Nova Scotia, The Network, the Nova Scotia Health Authority, IWK, fellow provincial/territorial midwifery regulators, the Department of Health and Wellness, and registered midwives in Nova Scotia.

Respectfully,

Theresa Pickart

Theresa Pickart, R.M
MRCNS Chair

A handwritten signature in black ink, appearing to read "J. Wright" with a stylized flourish at the end.

Jenny Wright, MSW, RSW
MRCNS Registrar/Executive Director