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MRCNS PROFESSIONAL PRACTICE POLICY

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**PROFESSIONAL CONDUCT POLICY: COMPETENCE ASSESSMENT****Introduction and Definitions**

In the course of investigating a complaint, the Registrar may require a registrant to participate in any examination which the Registrar directs to determine whether the registrant is competent to practise midwifery (*Midwifery Act*, s. 38(4)(c)).

For the purposes of this Policy, “competence” means possessing the knowledge, skills and judgment required to practise midwifery safely and ethically.

“Competence assessment” means a process approved by the Registrar for assessing competence.

“Incompetent” means a lack of knowledge, skill or judgment in the registrant’s care of a client or delivery of midwifery services that, having regard to all of the circumstances, renders the registrant unsafe to practise at the time of such care of the client or delivery of midwifery services or that renders the registrant unsafe to continue in practice without remedial assistance.

**Policy**

1. A registrant who has been notified that they are subject to a complaint may be required to participate in a competence assessment at the direction of the Registrar.
2. A competence assessment may include one or more of the following:
  - a. A self-assessment;
  - b. A written or oral test or examination;
  - c. A case study;
  - d. An audit;
  - e. A practice review;
  - f. A live demonstration of competencies;
  - g. An interview;
  - h. A practice observation;
  - i. A reflective practice; or
  - j. Such other method of assessment that the Registrar determines.
3. The Registrar may direct a registrant to participate in a competence assessment when information suggests that the registrant may not possess competence or may be incompetent. A competence assessment may be required in the discretion of the Registrar in the following situations:
  - a. Information has been received in a complaint investigation that a registrant has demonstrated a pattern of failing to meet the *Standards of Midwifery Practice* and/or compliance with the *Code of Ethics*;
  - b. A registrant has self-reported to MRCNS that they may be incompetent;
  - c. Any individual reports to MRCNS that they have reasonable and probable grounds to believe that a registrant may be incompetent; and/or

- d. Any other situation which reasonably demonstrates that a registrant may not possess competence.
4. The cost of a competence assessment conducted pursuant to this Policy will be the responsibility of MRCNS.
5. Where a registrant fails to comply with a direction to participate in a competence assessment in the course of an investigation of a complaint, the Registrar may suspend or restrict the registrant's registration or licence until the registrant complies.
6. Following completion of a competence assessment, a registrant will be provided with the results of the competence assessment and will be invited to respond to the results.
7. The Registrar will consider the results of the competence assessment and the registrant's response to the competence assessment in rendering a decision.

**Approved by the MRCNS on September 1, 2025**