

## Criteria for Appointment (Provisional/Active)

### 1. Terms of Appointment

1.1 An Appointment to the Medical Staff is dependent on the human resource requirements of the Facilities and Programs and on the needs of the population served by Children's & Women's Health Centre of British Columbia. Each Appointment is contingent upon the ability of Health Authority's resources to accommodate the Appointment.

(Medical Staff Bylaws for Children's & Women's Health Centre of British Columbia, 2013)

### 2. Terms of Appointment

2.1. An appointment to the medical staff is dependent on the human resource requirements of the facilities and programs operated by Providence Health Care and on the needs of the population served by Providence Health. Each appointment is contingent upon the ability of Providence Health Care's resources to accommodate the appointment.

(Medical Staff Bylaws for Providence Health Care, 2013)

### Appointment to Provisional Staff

In addition to criteria outlined in the respective Medical Staff Bylaws and Rules for Children's & Women's Health Centre of British Columbia (2004)/Provincial Health Services Authority (2009), and/or Providence Health Care (2004 & 2006), midwives will meet the following criteria for Appointment to the Department of Midwifery:

- Full registration in good standing with the College of Midwives of British Columbia (CMBC);
- Evidence of current liability insurance coverage;
- Proven ability to communicate and work with colleagues and staff in an ethical, cooperative, respectful and professional manner;
- Own/rent clinic space\* within the City of Vancouver;
- When on call, be physically located and available within 30 minutes of BC Women's Hospital and/or St Paul's Hospital;
- Completion of required PHSA and/or PHC Quality Safety courses;
- Eligibility for UBC clinical faculty appointment;
- Adherence and commitment to the Department of Midwifery Mentoring Policy requirements.

\* To support flexibility in practice, intra-department locums are considered to rent clinic space under the terms of their locum agreements.

## Criteria for Appointment (Provisional/Active)

### Appointment to Active Staff:

- Full registration in good standing with the College of Midwives of British Columbia (CMBC); Proven ability to communicate and work with colleagues and staff in an ethical, cooperative, respectful and professional manner;
- Completion of mentoring requirements as per the Mentoring Policy;
- Compliance with PHSA bylaws, rules and regulations for Medical Staff, Children & Women's site, and Medical Staff Bylaws, Rules and regulations for Providence Health Care for In-depth review (as outlined in item 5.3.2 of 'Medical Staff Evaluation'). This includes an in-depth review at the time of promotion from Provisional to Active medical staff privileges, and every three years thereafter;
- Demonstration of regular attendance and participation in committee responsibilities;
- An audit of a minimum of five randomly selected charts, performed by the Quality Assurance and Improvement Committee, demonstrating that the midwife has completed the following:
  - Provided adequate prenatal and postnatal care;
  - Conducted the birth (or transferred care to a physician);
  - Provided care for the newborn (or transferred care to a physician);
  - Completed all appropriate documentation in a legible manner;
  - Dictated a birth summary and discharge summary (if applicable).

Provisional status may be continued for a maximum of two years until all criteria are met.