



Attendance

Committee

Jenna Bly
Rebecca Hautala
Allison Rigney
Jenni Huntly
Stephanie Zaheer

Staff

Mary-K Dunn

Recorder's note: The meeting began at 12:02 pm

Land Acknowledgment

J. Bly led the land acknowledgment. Members considered how EMCM WG work contributes to reconciliation.

ACTION: J. Huntly to investigate Truth and Reconciliation action items that relate to EMCM WG work.

1. Welcome

EMCM WG members introduced themselves.

2. Agenda Review and Approval

The agenda was approved as circulated.

3. EMCM governance structure

The EMCM WG discussed the governance structure of the work group, including differences



between a Committee and Work Group. Members reviewed the Terms of Reference and expectations of involvement, including roles and responsibilities of the Chair and members.

When the EMCM WG was established, representatives were chosen to capture the varied models in which employee midwives are working. Other employee midwives can attend EMCM WG meetings as observers and bring issues forward. Meeting invites moving forward will be sent to the full employee midwives group to promote transparency and increased participation.

ACTION: M-K. Dunn to find out how this will work in practice.

Members discussed a possible revision to TOR to fix typos and provide clarification re: meeting times. Members also discussed selecting a Chair for the EMCM WG.

MOTION: To nominate J. Bly as Chair of the EMCM WG.

MOVED: J. Huntly

SECONDED: R. Hautala

CARRIED.

4. Negotiations

The issue of transparency in how compensation for EMCM midwives is set was discussed. It was noted that one EMCM was approved for a new position by the ministry, but that it was funded at a lower rate than existing positions – and the ministry informed the EMCM that the AOM had directly approved this lower rate. M-K. Dunn noted that the AOM has no direct involvement in negotiating individual compensation rates – but that a range is set out in the EMCM MOU and employers can choose how much to compensate midwives within this envelope of funding.

M-K. Dunn provided an update regarding Negotiations timeline and process, including work completed to date by the Negotiations Task Force. Members discussed EMCM representation at the NTF through the Chair. J. Bly designated J. Huntly to be their first designate for future NTF meetings.



M-K. Dunn reviewed the issue summary development process. R. Hautala drew comparison between work surrounding Negotiations with that done historically by Michener midwives e.g. undervalued, self-directed.

ACTION: M-K Dunn to send out the EMCM MOU Appendix with targeted questions to EMCM WG for comment and discussion to inform future NTF issue summary.

5. Current status update re: Implementation Steering Committee (ISC) and Joint Compensation Study (JCS)

M-K. Dunn provided an update regarding the status of work stemming from the Implementation Steering Committee and Joint Compensation Study. EMCM WG members expressed concerns about lack of midwife-led EMCM positions, as well as lack of transparency re: how funding decisions are made, particularly how employee midwives are paid. There are additional concerns that nurse practitioners, used as comparators for midwifery work in the JCS, are being underpaid.

Ministry have supported EMCMS but the way they frame midwifery work still focuses on course of care. WG members should consider how to frame EMCM work to improve Ministry understanding of the way EMCM services are delivered and benefits to clients and communities. Productivity measures as they are currently being discussed by the ministry and in the JCS need to be adapted to reflect benefits of EMCM work to clients (e.g. using measures beyond simply number of births).

6. Other priorities

EMCM WG members itemized issues for discussion at future meetings.

- BORN updates
- CMO requirements
- AOMBT policies and issues as they pertain to employee midwives
- Compensation and transparency around how employee midwives are compensated
- Communication among EMCMS – concern re: messaging not reaching everyone



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- Problem with sustainability e.g. splitting .5 FTEs or having insufficient FTEs funded in certain programs.
- Locums – lack of access; questions of how to cover leaves of absence to support midwives.
- Resource development – determining specific resources that would be helpful.

Recorder's Note: J. Huntly left the meeting at 1:38 pm.

7. Meeting adjournment

The meeting concluded at 1:41 pm.