



**Resolution:**

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<b>Subject:</b>	Timing of offers for new registrant positions
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<b>Resolution:</b>	<p>WHEREAS the funding cycle from the Ontario Midwifery Program changed to multi-year budgeting resulting in a reduction of delay in releasing funding for New Registrant (NR) positions. Previously, the funding delay increased the time between the graduation of NR midwives and when they could begin working. The budgeting change advantages NRs as they can often begin working soon after completion of their education without lengthy delays before earning an income. However, this has resulted in Midwifery Practice Groups (MPGs) beginning the hiring process of posting jobs, interviewing, and making offers to senior midwifery students well in advance of their graduation, sometimes as early as the fall prior to the usual April end of the program. This may put undue pressure on MPGs to offer early positions, while creating potential conflicts of interest between students and preceptors.</p> <p>WHEREAS MPGs feel pressure to hire strong candidates in a timely manner in an environment in which there are limited numbers of new grads. This pressure results in a competitive and stressful hiring cycle for both MPGs and NRs.</p> <p>WHEREAS the hiring process is occurring within an active learning environment with ongoing evaluations of clinical competency and dynamic relationships between a midwifery student and preceptor(s). This can create challenges and difficult power dynamics for both parties that may impact the placement, the objectivity of assessment, and the evaluation process. In our roles as educators at McMaster Midwifery Education Program, we have seen several ways this can impact learners and cause undue stress and hardship. We are concerned about the mental health implications for students who already experience considerable strain during placements, as well as the impact on practices in offering early positions due to competition.</p>
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	<p>WHEREAS many students are now out of session for their clinical placements, due to a variety of system, personal and practice group reasons. Alternative timelines for completion of placement may further disadvantage those students in being ready to apply for positions.</p> <p>WHEREAS many professions (such as law and medical residency) have instituted and require consistent hiring timelines for their new graduates which are seen as helpful for planning and minimizing stress by both applicants and those hiring.</p> <p>BE IT RESOLVED THAT the Association of Ontario Midwives develop a working group tasked with investigating options to create a binding process in which all Midwifery Practice Groups adopt a common hiring timeframe to ensure consistency across the province.</p> <p>This common process would ensure that New Registrant job offers are not made prior to the Clerkship midterm evaluation and that offers made prior to that time could be considered as not valid and non-binding.</p>
<p><b>Expected implications (including financial) to the AOM and/or members:</b></p>	<p>This will involve organizational resources and support from the AOM (including, potentially, legal resources) and commitment from MEP faculty members to participate in the working group.</p> <p>Positive outcomes for MPG and NRs related to creating a common hiring timeframe include: reduced risk of conflict of interest for MPG and students; greater certainty; fewer changes; and withdrawal of acceptance of positions and enhanced client satisfaction related to caseload management.</p> <p>A uniform time frame also offers a wider choice for students, less pressure to accept offers and more opportunity to interview with different practices and weigh their options. It is more fair.</p>