



## **CMRC Ethical Recruiting Statement**

*Conditional Approval May 2008<sup>1</sup>*

*Full Approval January 2011*

### **Background**

Like other health care professions in Canada, midwifery is facing a shortage of certified professionals (Health Council of Canada, 2005). This shortage of midwives translates into a need for increasing the number of midwifery practitioners in Canada. There are a number of ways Canadian organizations recruit healthcare professionals to meet Canada's growing healthcare needs. One such way is certifying internationally educated individuals (Health Council of Canada, 2005).

As outlined by the International Confederation of Midwives (ICM, 2002), the focal ethical concern in the recruitment of internationally educated midwives (IEMs) is the movement of IEMs from developing countries to wealthy countries. This movement has the capacity to deplete the scarce, and essential, midwifery expertise in developing countries. In such cases, the developing countries are left with the financial burden of educating midwives and, in turn, receive no benefit from their investment. Furthermore, the recruiting country gains a valuable resource in which it played little role in investing, and could translate into a diminished need for the recruiting country to train individuals who currently live there.

Other ethical recruitment issues that the Canadian Midwifery Regulators Consortium (CMRC) acknowledges are: potential for exploitation of IEMs once working in Canada, fair and equitable working conditions for IEMs, safe working environments for IEMs, sufficient and appropriate induction to enable IEMs to practice effectively, equitable remuneration, and access to career development (ICM, 2002).

### **Statement of Belief**

CMRC believes in the right of individual internationally educated midwives (IEMs) to migrate, finds value in multicultural practice, and acknowledges that valuable learning opportunities come from IEMs practicing midwifery in Canada. Accordingly, CMRC believes that the recruitment of IEMs must be guided by ethical principals.

### **Position**

To address the ethical issues outlined above, the CMRC will:

- Endorse policies and practices around recruitment that do not intentionally contribute to the depletion of the number of practicing midwives in countries where this will have serious implications for the standards of healthcare for women and their babies

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<sup>1</sup> This Statement was approved at a May 2008 CMRC meeting, pending approval of the regulatory board in Quebec which was expected after they reviewed the French language version. In the meantime, it was implemented in programming decisions including with the CMRC's Multi-jurisdictional Midwifery Bridging project. Approval from Quebec's Ordre was received in January 2011.

- Encourage all provincial ministries and health employers to adopt policies and practices that support ethical recruitment
- Support the continued growth and development of domestic midwifery training programs
- Encourage a domestic policy of self-sufficiency in the education of midwives
- Provide IEMs who have chosen to work in Canada with information about midwifery in Canada
- Provide IEMs seeking registration in Canada with a Bridging program to enable them to fill discretionary gaps in their training and gain Canadian midwifery experience
- Facilitate labour mobility in Canada through its *Mutual Recognition Agreement (profession of midwifery)* (2005)

## **References**

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