



Midwifery

Welcome Kate Demers to MEP Faculty

Kate Demers was appointed as an Assistant Professor at McMaster MEP in September 2018. She is a McMaster grad with her masters in midwifery from the University of Sheffield. Kate is a midwife and preceptor with Community Midwives of Hamilton. She has been teaching with the MEP since 2011 and is currently the lead instructor for Midwifery the Profession and a tutor in Normal Childbearing (NC) and Consultations and Complications (C&C).

Kate has undertaken an exciting new community initiative, Crown Point midwifery, in which expanded midwifery scope options are provided to a higher needs population. The project is offering a variety of services including well woman care, contraception counselling and IUD insertions. When not working she enjoys the camping and canoeing but spends most of her time at a rink with her two children who are avid hockey players.

MEP Faculty



Kate Demers

2018-2019 Preceptor Award Winners

Congratulations to 2018-2019 Preceptor Award Winner for McMaster region in Ontario, **Janis Herold** from Blue Heron Midwives in Waterloo! Janis has been an educator for many years. Before becoming a midwife, she was a high school teacher, a prenatal educator and breast feeding instructor. Currently, she is an NRP instructor, Connecting Pregnancy facilitator and Practice Education Coordinator (EC). Janis was selected for the preceptor award because of her exceptional work as a preceptor and EC. She is a strong advocate for students and demonstrates a passion for teaching and clinical learning. Janis models professional behaviour for students and other preceptors as well as exploring innovative teaching techniques. She has thoughtfully balanced client needs with call models and student workload.

Preceptor Award Winners in Manitoba

The Manitoba Midwifery student cohort at McMaster is graduating this year! We extend a big thank you to the preceptors in Manitoba who have facilitated this and who have shown a strong desire to develop their teaching skills. Congratulations to 2018-2019 Preceptor Award Winners in Manitoba **Veronica Reimer** from Southern Health-Santé Sud and **Kelly Fitzmaurice**, from the Winnipeg Regional Health Authority. Veronica has worked in a small but growing practice group in her hometown of Steinbach for over 10 years. Students have enjoyed her clinical skill, professionalism and dedication to clients and the profession. Kelly works in the birth centre. Students appreciate that she is professional and approachable and inspires students to become amazing midwives.

ON Award Winner



Janis Herold
Blue Heron Midwives

MB Award Winner



Veronica Reimer
Southern Health-Santé Sud

Tips on Giving Feedback

Feedback does not need to criticize or undermine student self-esteem. It can help students recognize mistakes, positive performance and set goals by identifying a path to improvement.

Harsh feedback does not help people thrive and excel. Indeed, effective criticism needs to be delivered with respect and care. Frequent or exclusively negative comments can spark defensive reactions that cloud perceptions and dampen motivation.

Positive feedback is critical for learning. People are often quick to notice what's wrong, but it's equally important to pay attention to and provide input on what is working to support development.

Telling someone how to fix a problem is often the wrong approach. You'll foster more learning by asking questions that stimulate reflection and coaching people into exploration and experimentation.

1. Set priorities for discussion.
2. Select an appropriate time and place.
3. Invite and encourage student self-assessment.
4. Use non-judgemental language.
5. Focus on student behaviours observed and not on assumed intentions.
6. Try to give lots of positive feedback of specific behaviours.
7. Regular, scheduled times for feedback is best (weekly or daily).

Feedback vs Evaluation

Feedback: Information without judgement. Comprised of neutral, non-judgemental statements. Purpose is to support and enhance learning.

Evaluation: Generally provided after the learning process and is a judgement about a learner's performance. Purpose is to measure their achievement for grading or making a decision about progression.

Education Coordinator Meeting

Sept.25th 0900-1300
McMaster Faculty Club

Preceptor Workshops

Please note: *All preceptors are welcome to attend all workshops.*

- **The Learner in Difficulty**
 - Oct.1 0930-1230
Hamilton
 - Oct. 10 1300-1600
online
- **New Preceptor Workshop**
 - Nov.5 0900-1200
Hamilton
 - Nov.19 1300-1600 TBD

Preceptor Resources

McMaster is happy to announce that we now have preceptor resources available on our new website!

Please navigate to the website [HERE](#) and select the Education tab, and then the preceptor menu (as shown in the image on your right)

Student Workload Updates

The MEP reviewed the Academic Study Day Policy because we found some students, preceptors and tutors made variations to the 24 hour off call policy to assist students with birth numbers. We have developed guidelines to standardize variations to the Academic Study Day. The start time may be adjusted for routine clinic days or to attend an imminent birth. Students may also take “Soft call” for imminent primary births when their birth numbers are low.

All variations must be reported to and approved by the tutor.

***details were sent via email to all preceptors**

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Midwifery Mentorship Program

Have you ever had someone who took you under their wing to show you the ropes, shaped your view of leadership, built up your self-esteem, and provided confidential advice to inspire your growth from a context of empowerment?

The MEP consortium would like to inform you of the launch of the MEP **Black Indigenous and People of Colour (BIPOC)** midwifery mentorship program.

This is a formal mentorship program that will promote resiliency and professional skills to prepare mentees well for a long career in a stressful but valued profession. It is designed to complement the preceptorship process and to address student wishes and concerns. Research has demonstrated the need to diversify our midwifery workforce if we are to promote health equity in our diverse population.

Primarily this will be an on-line/phone mentorship and each pair will decide what works best for them, with MEP guidance available. The program is voluntary, separate and apart from preceptor/placement assignments. A full orientation will be provided. If you are a self-identified BIPOC midwife and would be interested please complete [BIPOC mentorship application form](#)

Thank you

Karline

Karline Wilson Mitchell
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Occupational Health & Safety Act (OHSA) Guidelines

Do you know, understand, and follow the duties set out in the [Occupational Health and Safety Act](#) (OHSA) regulations?

Are you aware that students are considered “workers” in the placement setting?

What is the employer role in the placement setting?

- Identified in Sections 25 & 26 of the Occupational Health and Safety Act (OHSA)
- Create and post a Health and Safety policy
- Develop programs (RMM) that implement the policy
- Ensure policies and procedures are being followed
- Make sure the correct personal protective equipment, materials and devices are utilized where required
- Take every precaution reasonable in the circumstances for the protection of the worker
- Employers are to eliminate hazards where possible and otherwise control the hazard
- Ensure workers are aware of the hazards and understand how to work safely
- Provide information, instruction and supervision to a worker to protect the health and safety of the worker
- When appointing a supervisor, appoint a competent person



Please see suggested [Pre-Placement Safety Orientation Checklist](#) which includes items to review with your student(s) during the orientation period.