

## **TIME OFF CALL**

At the Midwives Collective of Toronto we believe that it is most ideal, for both you and your midwives, that the midwives who know you attend your labour and birth. It is also important, for work sustainability and safety that midwives have adequate personal time off and enough sleep. Our time off-call system tries to balance these factors.

We all take the equivalent of two months of holidays each year—usually one month every six months. Your midwives' holiday will not be in the same month as your due date—therefore increasing the likelihood that your primary and back-up midwife will be at your birth.

Each midwife is also eligible for six days of personal off-call time each month. This personal off-call time may be taken over a weekend, during the week or dispersed throughout the month. Your midwife's pager will always indicate her on-call/off-call status and which midwife to page if she is off-call.

During your pregnancy, you will meet a team of three midwives: your primary midwife, the second midwife and the number three or 'buddy' midwife. You will normally meet the 'buddy' once or twice in your pregnancy. Usually, your primary and second midwife will attend your birth.

For their month off-call as well as time for professional development, most midwives will sign out to the second midwife. However, for personal off-call time, most midwives will sign out to the 'buddy' midwife. During your primary midwife's personal off call time, the buddy midwife will act as your primary and your second will continue in the role of second midwife.

With this system, most of our clients have two midwives they know at their births. However, overlapping births, illness and other unpredictable events may occasionally mean that a midwife you have not met will care for you. In this rare circumstance, we ask for your patience and understanding. For all the midwives at MCT, client-centered care and satisfaction is of utmost importance. We have had excellent feedback from clients about the care they received through this on-call arrangement. We all work closely together to provide clients with a similar philosophy of care and all follow the standards and guidelines of the College of Midwives of Ontario.