



## ANNUAL REPORT 2012



**CAMBODIAN MIDWIVES COUNCIL**

**DECEMBER 2012**

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## I. From the President

It is my great pleasure to introduce the third annual report for the Cambodian Midwives Council (the Council). This report is a summary review of the activities of the Council in 2012. The Council has made steady progress over the past year particularly the past 4 months when after 2 years of hard work on completing the midwifery “Standards” documents, A Prakas for competency standards and Sub-decree for Code of Ethics for Midwives will soon receive Ministry and Government approval respectively. However, the Council remains at a crucial stage in its development, without continuing investment in the Council, it is unlikely that we would be able to operate and certainly not make the progress required to implement regulation effectively. I would like to acknowledge the support from Ministry of Health, United Nations Population Fund (UNFPA), Voluntary Service Overseas (VSO), and World Health Organization (WHO) for enabling us to implement our activities and I would like to call for continuous support for the Council to become an effective organization for the regulation of all midwives in order to provide safer midwifery services throughout Cambodia.

**ING Rada President,  
National Midwives Council**

## II. Accomplishments

In 2012, the Council has made remarkable accomplishments as follow:

### 1. REGISTERING MIDWIVES

Each PMC office has the responsibility for registering all midwives in their province whether in the public or private sectors and when midwives move they will have to re-register in their new province. In the meantime, the PMC’s have made good progress this year and now **2,891/4,609** midwives in Cambodia are registered.

### 2. CODE OF ETHICS FOR MIDWIVES

The Code of Ethics for Midwives is an essential document to address the issue of unethical behaviour of midwives and it improves and guides the midwives to work in a professional and ethical manner with respect for women, family and the community. As defined in article 3 of the Royal Decree, the Council has taken responsibility for developing the Code of Ethics. After the Ministry of Health’s submission of the Code to the office of the Council of Ministers, the Code has been agreed by the Council of Economics, Society and Culture and Legal Council and the Inter-Ministries meeting through several meetings and is now pending for final approval.

### 3. ESSENTIAL COMPETENCIES FOR BASIC MIDWIFERY PRACTICE

After the Council’s submission to the Minister of Health, the essential competencies for basic midwifery practice document had one final consultative workshop with eminent officials from the Ministry of Health and Health Development Partners to make sure it complied with ‘best practice’ and finally the competencies have been agreed with the new title *“Prakas on Core Competency Framework for Midwives in the Kingdom of Cambodia”* and is pending for the Ministry of Health’s endorsement. **Both these documents are crucial as they will become the ‘standards’ which CMC will use to monitor the performance and behaviour of midwives in future.**

### 4. INTERNAL PROCEDURE AND POLICY FOR DISCIPLINARY AND COMPLAINTS

According to the royal decree on establishment of the Council article 20-29, the Regional Midwives Council (RMC) offices are responsible for investigating complaints and dealing with disciplinary issues. For effective implementation of this role, the Council with the technical support from Dr. Kathryn Hinchliff, VSO Advisor, has developed the Internal Procedure and Policy for Disciplinary and Complaint which comprise 5 documents 1) Process for Investigating complaints about the performance of a midwife, conducting midwife reviews and holding disciplinary hearings, 2) Standard for acceptance of a complaint against a midwife registered with the Council, 3) Guidance for conducting complaints and disciplinary hearings in private, 4) Grounds for making a complaint about a midwife registered with the Council, 5) Guidelines for drafting complaint and disciplinary committee panel decisions to assist panel members and those midwives being investigated. All of these policies and guidelines have been through several consultative workshops with the NMC and RMC officers who have amended and adapted them to be usable in Cambodia. The next stage will be to subject them to legal scrutiny by the eminent officials and legal advisor to the Ministry of Health.

#### **5. DISSEMINATION WORKSHOP ON ROYAL DECREE AND INTERNAL RULE**

In response to the findings from the supervision visits to PMC's, members of the National Council Executive have conducted workshops on dissemination of the Royal Decree on establishment of the Council and Internal Rule to over 500 members (midwives) in Kompong Cham, Banteay Meanchey, and Svay Rieng Provinces in collaboration with Provincial Health Departments which aim at promoting the council's role in dealing with poor performance which protect the health and safety of mothers and the newborn and enhance the midwifery profession.

#### **6. SUPERVISION TO PROVINCIAL MIDWIVES COUNCIL OFFICE (PMC's)**

The National Council members have launched supervision visits to the Provincial Midwives Councils in 23 provinces the purpose of which are to strengthen the performance of the provincial council officers' role to register all midwives working in the province and have included giving guidance about registration issues and coaching in financial, reporting and management activities. In addition, the national Council has conducted a survey of midwives about their understanding of the role of PMC's. The common findings from this survey were 1) the midwives do not understand well about the role of the Council as stipulated in the Royal Decree. 2) The reasons why it's important that midwives have to register with the Council, 3) Who benefits from registration with the Council?, 4) Midwives are confused about the different roles of the Council and Association believing that they will receive legal protection from the Council if they do something wrong. This is a concern for CMC and we will need to communicate more effectively with midwives about our role in future. We have plans to deal with this issue but need additional resources to implement those plans.

#### **7. NATIONAL DAY OF THE MIDWIFE**

The national day of the midwife was held on 5 May 2012 and organized by the Cambodian Midwives Association. It was presided over by the Minister of Health with participation from over 300 midwives across the country. The theme this year was "Midwives save life". The Minister read a key message from H.E. Kiti Prith Bandith Bun Rany Hun Sen which urged everyone to celebrate the work of all professional midwives, and enhance the public's awareness of the importance of the midwifery service. She advised that all midwives in Cambodia should be aware of the global midwifery work and think about what midwives can do to improve the lives of women and babies in the country. Her message also called on all midwives to continue to provide midwifery service with accountability and professional ethics and support women to receive ante natal care regularly. Madame Ing Rada presented on the topic titled "Raising Standards of Midwifery Care through Midwifery Regulation".

#### **8. CMC MEETING WITH INTERNATIONAL AGENCIES**

Madame Ing Rada has met with international agencies such as AVI, VSO, JICA, WHO, UNFPA, AUSAID, and DFID on the following topics: i) future support for the Council by VSO Technical Advisor, ii) development of midwifery regulation by HRD with technical support by JICA, iii) expansion of Programme Assistant to strengthen the linkage with the management of the midwifery training at national level with a follow up on the implementation of the national norms and regulations in the regional training centers by UNFPA, iv) UNFPA 5 years regional programme evaluation v) DFID Evaluation of VSO volunteer effectiveness with CMC.

## **9. DEVELOPMENT OF CAMBODIAN NATIONAL HEALTH PROFESSIONS COUNCIL COORDINATION BOARD**

The development of the Cambodian National Health Professions Council Coordination Board was initiated by Madame Ing Rada with the purpose to have one secretariat providing necessary resources and administrative support for all 5 health professions Councils which comprise: Medical Council of Cambodia, Dentist Council of Cambodia, Cambodian Midwives Council, Cambodian Council of Nurses and the Pharmacy Council of Cambodia, to undertake their roles and functions in accordance with the Royal Decrees. The outline plan was presented in meetings of the Health Professions Councils chaired by H.E. Thir Kruey, Secretary of State, Ministry of Health and several Health Development Partners. It has been agreed to conduct a situational analysis of the Councils current capacity to comply with the requirements set down in the Royal Decrees and use the information to make an informed decision about future developments.

## **10. TWINNING WITH THAILAND NURSING AND MIDWIFERY COUNCIL**

On 29-31 May 2012, Madame Ing Rada with members from the Medical and Nursing Councils of Cambodia was in Thailand on a study tour with a view to developing a possible joint twinning arrangement with Thailand Nursing and Midwifery Council. This was funded and supported by World Health Organization Cambodia with the purpose of:

- Learning from Thai regional experience of implementing health professional regulation and establishment of Councils. This extended into how the Councils can mutually support each other,
- Strengthening the Cambodian Health Professional Councils through mutual exchange with each other during the visit, and
- Sharing technical knowledge, skills and experience about developing and implementing internal procedures and further plans for Cambodian health professional Council strategies.

## **11. PARTICIPATION TO ICM ASIA PACIFIC REGIONAL CONFERENCE**

With support from United Nations Population Funds (UNFPA), Madame Ing Rada, CMC President and Mr. Pros Nguon, National Programme Assistant to CMC, attended the ICM Asia Pacific Regional Conference from 24-26 July 2012 in Hanoi, Viet Nam. This event was attended by over 500 delegates from 36 countries throughout the world. The theme of the conference was "For the Health of Women and Children, Let's Take Action". Madame Ing Rada was selected as a keynote speaker and made a presentation on the role of the Council in saving women and babies' lives through midwifery regulation. As the recommendation of the conference stated, the 3 most common areas for bringing about improvements to midwifery services were:

- Address human resources shortfall in skilled birth attendants,
- Build midwifery competencies to be skilled birth attendants to meet ICM's global competency standards, and
- Strengthening health systems by investing in the midwifery workforce which includes good pay and reward schemes, supportive supervision, and reinforcing the value and status of the midwife in society.

## 12. CO-ORGANIZATION OF THE 6<sup>TH</sup> NATIONAL NURSING AND MIDWIFERY CONFERENCE

This conference has been held annually since 2007. It brings together 200 or so nursing and midwifery professionals from across Cambodia to share their new innovations and good practice. This year, the conference took place on 21<sup>st</sup> and 22<sup>nd</sup> of November 2012 which was presided over by H.E. Prof. Eng Huot, Secretary of State, Ministry of Health at Technical School for Medical Care (TSMC) with the theme “Providing Quality Care, Saving Lives” and was organized by the Cambodia Council of Nurses and Cambodian Midwives Council with the support of the Ministry of Health and International agencies.

## 13. ANNUAL GENERAL MEETING

This year, CMC’s Annual General Meeting (AGM) took place on 13-14 December in Kompong Chhnang province, which attended by members from NMC, 24 PMC’s, 3 Hospital branches and 5 RMC’s with the purpose of:

- Sharing the information on the progress and achievements of Council in 2012 includes annual report by the Presidents of all Councils at national, regional, and provincial levels and future plans,
- Activities on approving the ‘Entitlement to Register with the Council’ policy include giving the opportunity for the PMC, RMC, and NMC members to contribute. Ensuring the categories, criteria and requirement for registering with the council are clearly understood by all Council members but especially by PMC’s, and
- Sharing the knowledge and experience from each other in order to improve midwifery regulation.

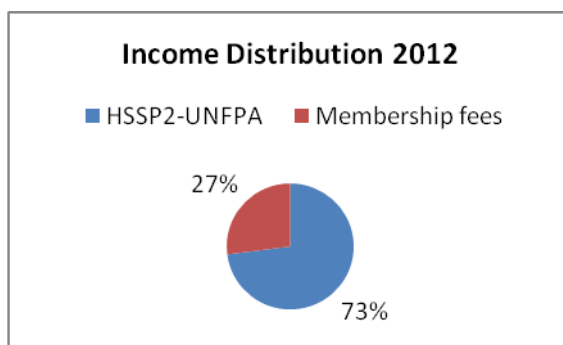
## III. CMC’s future development plans

Our future plans include:

- i) To provide every midwife registered with the Council with copy of the ‘Midwives Handbook’. It will comprise a definition of midwife, Code of Ethics for Midwives, Core Competencies Framework for Midwives in Cambodia, and role of the Council,
- ii) To conduct consultative workshop on agreeing the Internal Procedure and Policy for Disciplinary and Complaint with legal and senior officials of the Ministry of Health,
- iii) To provide training for RMC members on process of investigating complaint about performance of a midwife, conducting midwife reviews and holding disciplinary hearings,
- iv) To conduct workshop to disseminate the role of the RMC on complaint-disciplinary about midwife to PHD’s, the provincial police and court officials,
- v) To recruit a Registrar and admin staff to accelerate progress,
- vi) To establish a twinning relationship with a more developed Council overseas,
- vii) To set up a ‘Telephone Helpline’ for midwives employers and the public, and
- viii) To establish a registration data base and improve IT and other communication systems between NMC RMC’s and PMC’s and the public.

## IV. Financial summary

Core funding generated from our membership fees and generous grants from UNFPA are the key financial support mechanisms for Council operations. Other indirect support included in 2012 came from VSO Cambodia who have funded a volunteer Technical Advisor for the Council and from WHO Cambodia for supporting the President to attend the study tour in Thailand. The Income from registration fees are divided by 30% for NMC, 20% for RMC, and 50% for PMC for their administration.



## V. The team

### CMC NATIONAL BOARD

**PRESIDENT**

Rada Ing

**FINANCIAL OFFICER**

Navy Hem

**VICE PRESIDENTS**

Saroeun Ou  
Sileap Koh

**DEPUTY FINANCIAL OFFICER**

Nary Riel

**SECRETARY GENERAL**

Sidoeun Phai

**DEPUTY SECRETARY GENERAL**

Kimny Pen

**Supported by**

**VSO TECHNICAL ADVISOR**

Kathryn Hinchliff

**UNFPA PROGRAMME ASSISTANT**

Pros Nguon

## VI. Donors:

UNFPA, Cambodia



VSO, Cambodia



WHO, Cambodia

