

FINAL REPORT
on
Implementation of CMC Annual Operational Plan (AOP)
(June-December 2010)



Introduction

The Cambodian Midwives Council (CMC) was established following a Royal Decree No. NS/RKT/0906/389 on establishment of Cambodian Midwives Council issued on 18 September 2006. 32 midwives were selected for the National Midwives Council on 8 May 2009 including a midwife representative for each province. The list of nominees was proposed to the Office of Council of Ministers on 8 June 2009 and was approved by the Ministry of Health PRAKAS No.1047/SKL on 16 November 2009 and 7 midwives were appointed for the Executive Committee.

UNFPA supported CMC to develop strategic plan 2010-2015, regulation framework, and Code of Ethics for midwives through contracting Consultants from October to December 2010.

On 15 June 2010, UNFPA provided financial support to CMC through MoU to implement AOP 2010.

Activities undertaken from June to December:

1. CMC Executive Committee Meeting

Date of Meeting: 7 June 2010

Objective:

- To work on the AOP 2010-2011
- To report about document developed by UNFPA Consultants for CMC

Activity:

The meeting was held to discuss AOP 2010-2011 which was discussed during the CMC workshop coordinated by VBNK in Preah Sihanouk province by focusing on the following: zero-cost activity, realistic and achievable AOP, not supported AOP by UNFPA, and budget estimation. The meeting agreed to involve with Health Developing Partners such as: WHO, AVI, UNFPA, RACHA, and Dr. Bhakta Kiri, Consultant for CMC strategic plan. The meeting also reported on the documents developed for the CMC by the UNFPA consultants.

Output:

- The member has a list of document produced by the consultant for the CMC.
- The AOP 2010-2011 was finalized.

Date of Meeting: 5 July 2010

Objective:

- To update about the progress on AOP 2010-2011
- To discuss about the Code of Ethics for Midwives
- To prepare for the consultative meeting on Code of Ethics for Midwives with the Ministry of Health

Activity:

The meeting updated on the approved financial support from UNFPA by signing the MoU and opening bank account for the CMC. The meeting also worked on each article of Code of Ethics for Midwives which went through the consultative workshop in March 2010 with relevant partners and discussed about preparation for the meeting with higher officials from the Ministry of Health.

Output:

- The Executive Committee was updated on the progress of AOP.
- The article 1-39 of code of ethics for midwives was reviewed.

Date: 12 July 2010

Objective:

- To prepare for the core competency for Midwives meeting
- To discuss each competency

Activity:

The meeting was to explain about the progress of defining core competencies for midwives. The meeting agreed to use the ICM 2010 core competencies for midwives survey to define for the Cambodian midwives and stopped using the ICM 2002 core competencies for midwives which went through the consultative workshop in March 2010. The meeting also corrected the Khmer translation of the competencies.

Output:

- The translation of Competency 1, 3 & 4 were corrected.
- The committee understands about the new core competencies.

Date: 5 August 2010

Objective: To continue discussion on the code of Ethics for Midwives

Activity:

The meeting continued to discuss the code of ethics for Midwives.

Output:

- The article 39-76 of code of ethics was reviewed.

Date: 6 September 2010

Objective:

- To adopt printing document for CMC
- To discuss activity in the 4th quarter of AOP

Activity:

The meeting was to comment and check on the content of the CMC brochure and also discussed about schedule of making international regulation and establishment of Provincial Midwives Council (PMC) for the 4th quarter.

Output:

- The brochure was checked and revised.
- The committee made schedule for establishment of PMC and shared responsibility.

Date: 6 October 2010

Objective:

- To hold 1st meeting on CMC internal regulation

Activity:

The meeting was attended by 8 people to work on the draft internal regulation which referring to the internal regulation of Medical Council of Cambodia and Dentist Council of Cambodia.

Output:

- The regulation consists of 66 articles and membership fee is 20,000Riel (5USD) and Annual Contribution Fee is 20,000Riel (5USD).

2. Workshop on Defining Core Competencies for Cambodian Midwives

Date of Workshop: 15-16 & 22-23 July 2010

Objective: To define core competencies for Cambodian midwives

Activities:

The workshop were held 4 times in July 2010 to define the core competencies for Cambodian midwives by using the survey International Confederation of Midwives (ICM) Core competencies 2010 and facilitated by CMC members and Krist'l D'haene, Former Midwifery Technical Specialist, UNFPA. The workshop was attended by around 40 participants from relevant organizations and departments such as: Midwives Association, Ministry of Women's Affair, National Maternal Child Health Center, Human Resources Development Department, Regional Training Center, Technical School of Medical Care, Life University, Chenla University, National Hospital, and Health Developing Partners. The participants were divided into 3



groups and each group was attended by representative from various organizations. After the group work, each group had to present their result and questioned by other groups.

Outputs:

- All 7 core competencies for Cambodian midwives were defined.

3. Consultative Meeting on Code of Ethics for Midwives

Date of Meeting: 16 August 2010 & 10 September 2010

Objective: To reach agreement on code of ethics for midwives

Activities:

The meeting were held on 16 August & 10 September 2010 chaired by H.E. Thir Kruy, Secretary of State, Ministry of Health and other higher officials from the Ministry of Health such as: Her Excellency Tan Vouch Chheng, H.E. Yin Yann, Dr. Sann Sary, Dr. Chin Chhiv, Dr. Koum Kanal, Dr. Tung Rathavy, and others from the Administrative Department such as: Mr. Hok Khiev, Dr. Prak Vanny, to discuss each article of code of Ethics.



After the meeting, the participants agreed to continue another meeting with the Gynecologists from all national hospitals and the issue of midwifery prescription which is the most concerned because it may be wrongly used if it is not written clearly and carefully and it will be put for the next discussion.

Outputs:

- Code of Ethics for Midwives was reviewed.

Date of Meeting: 10 November 2010

Objective: To finalize Code of Ethics for Midwives

Activities:

The meeting was chaired by H.E. Thir Kruy, Secretary of State, Ministry of Health and attended by Her Excellency Tan Vouch Chheng, Under Secretary of State, MoH, Her Excellency Kruy Leangsim, Under Secretary of State, MoH, Mrs. Keat Phuong, Director, Human Resource Development Department, Dr. Kethly SETHA, Deputy Director, National Maternal and Child Health Center(NMCHC), Dr. Tung Rathavy, Deputy Director, NMCHC, Dr. Leang Chanrith, Deputy Director, Khmer-Soviet Hospital and Mr. Hok Khiev, Deputy Director, Department of Administration, Dr. Prak Vanny, Vice President, Cambodian Dentist Council, and CMC Executive Committee, to discuss each article of code of Ethics.



After the meeting, the participants agreed to take out the regulation article and keep only moral and ethical article.

Outputs:

- Code of Ethics for Midwives was finalized and would be submitted to the Council of Minister by the Ministry of Health.

4. Establishment of Provincial Midwives Council

i) Province: Battambang

Date of establishment: 19-20 August 2010

Activity: The executive committee went to Battambang province to set up the Provincial Midwives Council in order that the registration of practicing midwives can be started. 11 members were elected for the PMC listed below:

1. Ms. Suon Chanleak
2. Ms. Y Bunroeun
3. Ms. Keo Sophally
4. Ms. Prum Thayan
5. Ms. Khiev Lada
6. Ms. Chheang Ky
7. Ms. Hoa Sinthary
8. Ms. Eu Kimhoeun
9. Ms. Sok Sovanna
10. Ms. Eav Sophary
11. Ms. Oum Bun



9 members were elected for the office of PMC as follow:

No.	Name	Position
1	Ms. Suon Chanleak	President
2	Ms. Y Bunroeun	Vice President
3	Ms. Keo Sophally	Secretary General
4	Ms. Prum Thayan	Financier
5	Ms. Khiev Lada	Member
6	Ms. Chheang Ky	Member
7	Ms. Hoa Sinthary	Member
8	Ms. Eu Kimhoeun	Member
9	Ms. Eav Sophary	Member

Output:

The Decision Letter for Battambang PMC/PMC office was officially issued.

ii) Province: Pailin

Date of establishment: 09- 10 September 2010

9 members were elected for the Pailin PMC/PMC office listed below:

No.	Name	Position
1	Ms. Duch Samoeun	President
2	Ms. Prak Sokhun	Vice President
3	Ms. Nos Da	Secretary General
4	Ms. Leang Ladath	Financier
5	Ms. Leu Pirun	Member

6	Ms. Suos Sokea	Member
7	Ms. Keang Linkea	Member
8	Ms. Ke Sophea	Member
9	Ms. Kim Phally	Member

Output:

The Decision Letter for Pailin PMC/PMC office was officially issued.

iii) Province: Oudor Meanchey

Date of establishment: 16- 17 September 2010

9 members were elected for the Oudor Meanchey PMC/PMC office listed below:

No.	Name	Position
1	Ms. Hun Sochantha	President
2	Ms. Pouch Veyda	Vice President
3	Ms. Un Chandaily	Secretary General
4	Ms. Meas Sophea	Financier
5	Ms. Lao Ormra	Member
6	Ms. Sam Neat	Member
7	Ms. Hok Kimrout	Member
8	Ms. Chan Sothea	Member
9	Ms. Chhoum Hoan	Member

Output:

The Decision Letter for Oudor Meanchey PMC/PMC office was officially issued.

iv) Province: Siem Reap

Date of establishment: 20-21 September 2010

Activity: The executive committee went to Siem Reap province to set up the Provincial Midwives Council in order that the registration of practicing midwives can be started. 11 members were elected for the Siem Reap PMC listed below:

1. Ms. Nop Lavy
2. Ms. Ear Samath
3. Ms. Mar Vanna
4. Ms. Thoang Montha
5. Ms. Pen Monyrath
6. Ms. Phath Chamroeun
7. Ms. Lim Sundry
8. Ms. Duong Nearyreak
9. Ms. Ky Tithyarith
10. Ms. Seng Soklyn
11. Ms. Muok Mariyan

9 members were elected for the office of Siem Reap PMC as follow:

No.	Name	Position
1	Ms. Nop Lavy	President

2	Ms. Ear Samath	Vice President
3	Ms. Mar Vanna	Secretary General
4	Ms. Thoang Montha	Financier
5	Ms. Pen Monyrath	Member
6	Ms. Phath Chamroeun	Member
7	Ms. Lim Sundry	Member
8	Ms. Duong Nearyreak	Member
9	Ms. Ky Tithyarith	Member

Output:

The Decision Letter for Siem Reap PMC/PMC office was officially issued.

v) Province: Banteay Meanchey

Date of establishment: 12-13 October 2010

Activity: Banteay Meanchey Provincial Midwives Council was set up by the Executive Committee in order to register midwives. 11 members were elected for the Banteay Meanchey PMC listed below:

1. Ms. Yin Sunry
2. Ms. York Sovuthy
3. Ms. Mann Sovann
4. Ms. Soar Kimearn
5. Ms. Un Vanndy
6. Ms. Kut Vean
7. Ms. Him Molika
8. Ms. Koa Phanna
9. Ms. Vang Teum
10. Ms. Lim Lab
11. Ms. Puth Chanthy

9 members were elected for the office of Banteay Meanchey PMC as follow:

No.	Name	Position
1	Ms. Yin Sunry	President
2	Ms. York Sovuthy	Vice President
3	Ms. Mann Sovann	Secretary General
4	Ms. Soar Kimearn	Financier
5	Ms. Un Vanndy	Member
6	Ms. Kut Vean	Member
7	Ms. Him Molika	Member
8	Ms. Koa Phanna	Member
9	Ms. Vang Teum	Member

Output:

The Decision Letter for Banteay Meanchey PMC/PMC Office was officially issued.

vi) Region: Battambang

Date of establishment: 26-27 October 2010

Activity: Battambang Regional Midwives Council was set up by the Executive Committee in order to perform its primary disciplinary role. 9 members were elected for Battambang RMC/RMC office as below:

No.	Name	Position
1	Ms. Ma Setha	President
2	Ms. Meoung Channary	Vice President
3	Ms. Moal Mealika	Secretary General
4	Ms. Y Bunreoun	Financier
5	Ms. Ear Samath	Member
6	Ms. Pouch Veyda	Member
7	Ms. Pol Sarem	Member
8	Ms. Yok Sovuthy	Member
9	Ms. Prak Sokhun	Member

Output:

The Decision Letter for Battambang RMC/RMC office was officially issued.

vii) Province: Pursat

Date of establishment: 30 September - 1 October 2010

Activity: Pursat Provincial Midwives Council was set up by the Executive Committee in order to register midwives. 11 members were elected for Pursat PMC listed below:

1. Ms. Tann Maliny
2. Ms. Pol Sarem
3. Ms. Suong Rany
4. Ms. Kim Chandavy
5. Ms. Min Phalla
6. Ms. Yin Dareoum
7. Ms. Suos Kanhathary
8. Ms. Yin Navy
9. Ms. Song Sina
10. Ms. Kruoch Chanthy
11. Ms. Koy Sothy

9 members were elected for the office of Pursat PMC as follow:

No.	Name	Position
1	Ms. Tann Maliny	President
2	Ms. Pol Sarem	Vice President
3	Ms. Suong Rany	Secretary General
4	Ms. Kim Chandavy	Financier
5	Ms. Min Phalla	Member
6	Ms. Yin Dareoum	Member
7	Ms. Suos Kanhathary	Member
8	Ms. Yin Navy	Member
9	Ms. Song Sina	Member

Output:

The Decision Letter for Pursat PMC/PMC Office was officially issued.

viii) Province: Kompong Thom

Date of establishment: 25 - 26 November 2010

Activity: Kompong Thom Provincial Midwives Council was set up by the Executive Committee in order to register midwives. 11 members were elected for Kompong Thom PMC listed below:

1. Ms. Srey Chenda
2. Ms. Ut Dethmony
3. Ms. Pang Bonavy
4. Ms. Korng Sophalna
5. Ms. Chea Sinoy
6. Ms. Sim Kimyath
7. Ms. Suong Sithan
8. Ms. Nou Chetra
9. Ms. Long Chanthya
10. Ms. Un Dala
11. Ms. Teav Narin

9 members were elected for the office of Kompong Thom PMC as follow:

No.	Name	Position
1	Ms. Srey Chenda	President
2	Ms. Ut Dethmony	Vice President
3	Ms. Pang Bonavy	Secretary General
4	Ms. Korng Sophalna	Financier
5	Ms. Chea Sinoy	Member
6	Ms. Sim Kimyath	Member
7	Ms. Suong Sithan	Member
8	Ms. Nou Chetra	Member
9	Ms. Long Chanthya	Member

Output:

The Decision Letter for Kompong Thom PMC/PMC Office was officially issued.

5. CMC Internal Regulation Meeting

Date of Meeting: 4-5 November 2010

Objective:

- To work on internal regulation
- To establish Financial and Internal Audit Committee

Activity:

The meeting was attended by 38 National Midwives Council members from 24 provinces to finalize internal regulation. The discussion on each article was made and referred to Royal Decree on Establishment of CMC. The meeting also set up the Financial and Internal Audit Committee in order to audit quality of work and financial management at RMC and PMC.



Output:

- Number of article in the internal regulation

was finalized with 69 articles.

- Financial and Internal Audit Committee was established for CMC.

6. CMC Annual Meeting

Date of Meeting: 8-9 December 2010

Objective:

- To report about the CMC achievement of 2010
- To finalize and adopt the internal regulation
- To receive report from RMC & PMC
- To present the next 2011 AOP
- To discuss about the process and requirement for registration



Activity:

Day 1

- The meeting was attended by 40 people from 24 Provincial Midwives Councils (PMCs) and from Battambang Regional Midwives Council (RMC).
- Provincial Midwives Council (PMC) reported on their achievement:
 1. Battambang received 63 registered midwives
 2. Pursat received 109 registered midwives which total midwives 152 (105 Secondary midwives & 47 Primary Midwives)
 3. Banteay Meanchey received 79 registered midwives
 4. Pailin received 24 registered midwives which total 24 midwives
 5. Siem Reap received 120 registered midwives
 6. Odor Meanchey received 35 registered midwives which total about 142 midwives
 7. Kompong Thom received 6 registered midwives which total 155 midwives
- Mrs. Ing Rada reported on the achievement in 2010 as follows:
 - Developed strategic plan for CMC
 - Finalised Code of Ethics for Midwife with Ministry of Health
 - Developed AOP 2010-2011 for CMC
 - Defined essential competencies for Cambodian Midwives
 - Conducted series of monthly-meeting for Executive Committee
 - Attended workshop in Bangkok on Skilled Birth Attendant organized by WHO-UNFPA and in Singapore on Role of Regulator in Maintaining Public Safety
 - Established 7 PMCs in Battambang, Pursat, Banteay Meanchey, Siem Reap, Odor Meanchey, Pailin and Kompong Thom and Battambang RMC.
 - Printed Strategic Plan, Brochure, and Membership Card.
- Internal Regulation was finalized.

Day 2

- Mrs. Hem Navy presented on the CMC AOP 2011 which will be submitted through Department of Administration to UNFPA. The Member agreed with the AOP and then they were divided into group to make their own AOP and result of activities are:
 1. Conduct dissemination workshop on Royal Decree on Establishment of CMC, Code of Ethics for Midwives and internal regulation at Operational District
 2. Monitor Operational District to find the issue of registration
 3. Conduct PMC Meeting on AOP 2012
 4. Hold annual meeting on achievement and next plan of PMC

- Mrs. Phai Sideoun presented on the process and requirement for registration of midwives. The midwives who are allowed to register are: i) Primary Midwives (1 year), 2) Associate Degree in Midwifery (3 year direct entry), and iii) Associate Degree in nurse-midwifery (3+1 years)
- Mrs. Ou Saroeun presented on the essential competencies for Cambodian midwives focused on 7 key domains:
 1. Competency in Social, epidemiological and cultural context of maternal and newborn health
 2. Competency in provision of pre-pregnancy care and family planning services
 3. Competency in provision of care during pregnancy
 4. Competency in provision of care during labour and birth
 5. Competency in provision of care during the postpartum period
 6. Competency in postnatal care of the newborn
 7. Competency in facilitation of abortion-related care services
- Mrs. Ing Rada summarised the results of the meeting and make recommendation for all members as follows:
 - Call for registration for all provinces;
 - PMC negotiate with PHD to insert PMC activities in the AOP;
 - Will clarify with MoH about the registration; and
 - Call for good cooperation among the PMC

Output:

- Members know about the CMC achievement in 2010.
- Members know about the achievement and challenges of 7 established PMC.
- The internal regulation was finalized.
- AOP 2011 was finalized.
- Registration form was made.

7. Printed Materials

No.	Title of Document	Language	Number of Copy
1	Strategic Plan 2010-2015	Khmer-English	5 Copy for each
2	Brochure	Khmer-English	1500 sheets for each
3	Receipt for registration	Khmer	50 books
4	Membership Card	Khmer	1500 pieces

Date: 16 December 2010

Report Approved by

Report filed by

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Appendix 1: Financial Sheet for CMC 3rd & 4th Quarter Activities (Jun-Dec 10)