



ANNUAL REPORT 2013



CAMBODIAN MIDWIVES COUNCIL

DECEMBER 2013

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I. Accomplishments

In 2013, the Council has made remarkable accomplishments as follow:

1. REGISTERING MIDWIVES

Each PMC office has the responsibility for registering all midwives in their province, no matter whether they work in the public or the private sector. If a midwife moves out of the province, she will have to re-register in their new province. This year nearly all of the PMC's have made good progress in registering and at the present time approximately **4,110/5,142** midwives in Cambodia have been registered.

2. CODE OF ETHICS FOR MIDWIVES

The **Code of Ethics for Midwives** is an essential document that was developed as guidance for all Cambodian midwives in order to help them work in a professional and ethical manner with their patients, members of their family and members of the community. The Code of Ethics also defines what is considered to be unethical behaviour by midwives and describes the ethical standards by which midwives should work, and also incorporates a code of conduct and standards of practice. It was developed in consultation with eminent officials from the Ministry of Health and finally approved on 18 January 2013 by the Prime Minister. It has been made available to all registered midwives in the form of a midwives handbook.

3. DISSEMINATION OF CODE OF ETHICS FOR MIDWIVES

Dissemination workshops on the Code of Ethics for midwives were attended by 1,140 midwives from 22 provinces. Participants showed a great interest and participated enthusiastically in all the workshop activities. Midwives addressed a number of pertinent questions to the expert panels' about regulation and the Code of Ethics, and each received a copy of the Midwives Handbook.

4. CORE COMPETENCY FRAMEWORK FOR MIDWIVES IN THE KINGDOM OF CAMBODIA

The *Core Competency Framework for Midwives* describes in detail the professional knowledge, skills, and behaviors that every Midwife must learn when training to become a midwife in order to practice as a Registered Midwife in Cambodia. The core competency framework follows international standards that have been adapted to the local conditions in Cambodia. It was developed in consultation with many eminent officials from the Ministry of Health and Health Development Partners, and endorsed by the Minister of Health on 6 December 2013. The Framework will be used to develop an improved national curriculum for all schools that teach Midwifery, as well as for the development of a national exit exam as well as a reference for improving professional midwifery quality. Technical School of Medical Care (TSMC) is already using a Core Competency Framework to develop the curriculum for their degree of Bachelor of Science in Midwifery (BSM) in Cambodia.

5. WEB BASED REGISTRATION

The old way of Registering is going to be replaced with an electronic system over the next year. This will make it easier for midwives, the Provinces and the CMC office to register all information about every midwife, including such things as date of graduation, place of work, additional qualifications, position etc. The Database was developed with the technical support of URC Cambodia, for further details, please visit our website: www.cmidwivesc.org

6. POLICY ON MIDWIFERY REGISTRATION AND REGULATION

With the technical support of Dr. Kathryn Hinchliff, our previous VSO Advisor, and a series of regulatory and policy documents concerning midwifery practice and registration have been drafted as follow:

1. *Internal Procedure and Policy for Disciplinary and Complaint about midwives* – this document has been drafted detailing the Process for Investigating complaints, Standards for acceptance of a complaint against a registered midwife, Guidance for dealing with complaints and disciplinary hearings in private, Grounds for making a complaint about midwife registered with the Council, Guidelines for drafting a complaint and procedures for disciplinary committee panel meetings. The draft will shortly be submitted to legal scrutiny, and as a result amendments will probably be made.
2. *Internal Procedure and Policy for Entitlement to registration with the Council* has been completed and approved by the Council.
3. *Guideline for Midwives on the Standard for re-registration with the Council including requirement for Continuing Professional Development (CPD) for Midwives* has been drafted and its review by the Council Executive Committee is ongoing.

7. PARTICIPATION IN THE SECOND GLOBAL MIDWIFERY SYMPOSIUM, KUALA LUMPUR

With support from UNFPA, Ms. Ing Rada, CMC President and Mr. Pros Nguon, National Programme Assistant to CMC, attended the Second Global Midwifery Symposium on 26-27 May 2013 in Kuala Lumpur, Malaysia. This event was attended by 247 prominent midwives from countries worldwide active in the field of midwifery education, regulation and organizational development. The theme of the Symposium was ‘Strengthening Quality Midwifery Care: Making Strides, Addressing Challenges’. Four main areas were focussed on through presentations and discussion as follows:

1. A Joint Statement of Commitment in support of: Increased investments in the midwifery workforce and services; Competency-based, high quality and technologically innovative education programs and infrastructure that result in fully-skilled and competent midwives as one of the key interventions for achieving MDGs 4 and 5
2. Key issues and challenges emerging from latest evidence (e.g. States of the World’s Midwifery Report, High Burden Country Initiative (HBCI), and country needs assessments) in addressing midwifery service, including: *availability, accessibility, acceptability and quality of care (AAAQ)*,
3. Improvement in the quality of midwifery education and in the regulation of midwifery practice through: Adoption of the ICM global midwifery education and regulation standards and association assessment tool, Adoption of a model curriculum outline and a skills-based list of training equipment, and WHO faculty/ midwifery trainer competencies,
4. Improvement in the training of frontline healthcare providers and better quality of care and access to services through the use of an innovative e-learning module developed by UNFPA in partnership with Intel, WHO and Jhpiego in Meeting Challenges to Address AAAQ.

8. ANNUAL GENERAL MEETING

There was a very good turnout at the two day Annual General Meeting held in Takeo on 28-29 November 2013 at the Provincial Referral Hospital. Delegates first heard a report from the President, Mme. Ing Rada, on CMC’s activities and achievements over the past year. Members of the Executive and Representatives of RMC’s and PMC’s then reported back to the AGM on their accomplishments. This was followed by an information session on the recently approved *Core Competencies Framework for Midwives*. Two further presentations were made. The first: *Entitlement to Registration* stimulated a number of questions and considerable discussion, while in the second: *Standard for Re-registration*

and Requirement for Continuing Professional Development (CPD) for Midwives, Mme. Phai Sidoeun explained why, as an essential requirement for re-registration, a midwife would not only have to document that she had delivered a minimum of 1500 hours in clinical practice but also demonstrate that she had completed at least 120 hours of CPD over the last three years.

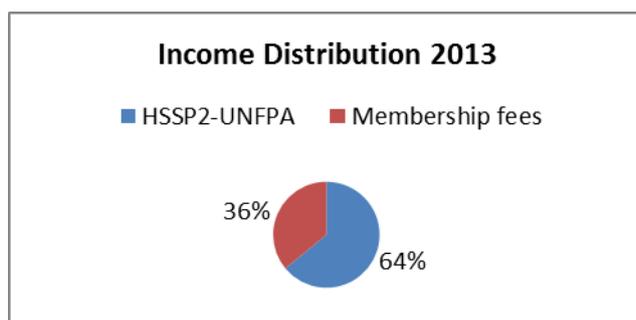
II. CMC's future development plans

Our future plans include:

- i) The development of an assessment tool for competency-based curriculum
- ii) Development of a standard for midwifery education
- iii) Dissemination of the Core Competencies Framework for Midwives to public and private midwifery training institutions
- iv) Recruitment of a legal consultant to scrutinize, verify, and amend where necessary the internal procedures and policies regarding complaints and disciplinary hearings of Registered Midwives
- v) Training of RMC members to handle complaints about midwives and to hold disciplinary hearings
- vi) Implementing the Standard for Re-registration with the Council and requirement for Continuing Professional Development (CPD) for Midwives
- vii) Updating the Database to provide online information about midwife registration, regulation and other information
- viii) Seek financial and technical support for training in database use, purchasing computers and printers/scanner for PMC and RMC offices, recruiting a Registrar (CEO) and Officer Manager for CMC office
- ix) Establishment of a twinning relationship with a more advanced Midwives Council overseas
- x) Setting up of a 'Telephone Helpline' for midwives, employers and the public

III. Financial summary

Core funding generated from our membership fees and generous grants from UNFPA are the key financial support mechanisms for the Cambodian Midwives Council's operations. UNFPA's funding has enabled us to develop the Code of Ethics for Midwives, hold dissemination workshop on Code of Ethics for Midwives, develop Core Competency Framework for Midwives, hold consultative workshop on regulatory and policy documents concerning midwifery practice and registration, participate in the Global Midwifery Symposium, hold Annual General Meeting of the Council. Indirect support in 2013 included VSO Cambodia, who has funded a volunteer Technical Advisor for the Council, and URC who have provided technical support for the development of the registration database and website. The Income from registration fees are divided by 30% for NMC, 20% for RMC, and 50% for PMC for their administration.



IV. 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 (Predecessor)

Robin J Hill (Successor)

UNFPA PROGRAMME ASSISTANT

Pros Nguon

V. Donors:

UNFPA, Cambodia



VSO, Cambodia



URC, Cambodia

