



ANNUAL REPORT 2014



CAMBODIAN MIDWIVES COUNCIL

DECEMBER 2014

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I. Accomplishments

In 2014, the Council achieved a number of significant accomplishments, as detailed below:

REGISTERING MIDWIVES

This year nearly all of the PMC's have made good progress in registering midwives and at the present time approximately **4,695 out of 5,407** midwives in Cambodia have been registered (87%) as compared with *4110 out of 5142* in 2013.

PRAKAS ON CORE COMPETENCY FRAMEWORK FOR MIDWIVES IN THE KINGDOM OF CAMBODIA

At a ceremony at the Sunway Hotel on 21 November 2014 presided over by H.E. Thir Kruey, Secretary of State, Ministry of Health and Dr. Marc Derveeuw, Representative UNFPA Cambodia, CMC officially launched the Prakas on the Core Competency Framework for Midwives. 83 participants included those from the Ministry of Health, public and private midwifery institutions, and health development partners with the primary aim to disseminate the Framework used for improving the quality of both pre- and post- service midwifery education and training. In accordance with Article 4 of the Prakas, the framework shall be used for improving the curriculum, development of examination protocols and as a reference document for improving the quality of professional midwifery practice. CMC has also developed an 'Assessment Tool for Competency-Based Curricula', which will be used for assessing the current curricula of all midwifery education programmes in order to ensure that all education providers meet the minimum standards set out in the Framework.

CONSULTATION MEETINGS ON PRINCIPLES AND PROCEDURE FOR DEALING WITH COMPLAINTS

Two consultation meetings were organized by the CMC, in July and August 2014. These were presided over by H.E. Prof. Thir Kruey and H.E. Prof. Tann Vouch Chheng, Secretary of State, Ministry of Health. Participants included representatives from the Medical Council of Cambodia, Dental Council of Cambodia, Cambodian Midwives Association, Cambodian Nursing Association and a Legal Consultant (funded by UNFPA). The purpose was to discuss and endorse the 'Principle and Procedure for Dealing with Complaints about Midwives'. As a result of these consultations, the Principle and Procedure were endorsed on 1 August 2014.

TRAINING ON 'PRINCIPLES AND PROCEDURES FOR DEALING WITH COMPLAINTS ABOUT MIDWIVES'

The purpose of the training, which took place in August and September 2014, was to provide members with the knowledge and skills on how to deal with complaints lodged against midwives. Training was given to 52 Officers from the National Midwives Council and 5 Regional Midwives Councils in Phnom Penh, Kompong Cham and Pursat Provinces. The participants were familiarized with the Principles and Procedures and learnt how to write a complaint form, investigate a complaint, identify conflict issues, hold reconciliation meetings between the complainant and the midwife, conduct hearings, and write decisions and reports. In addition, the participants were trained to evaluate information received from a midwife, a member of the public, the midwife's employer and other witnesses. It is clear that those participating in a complaints hearing will need further training and coaching as this was the first time they received training on the complex complaints procedures which require hearing participants to be both knowledgeable and flexible. The RMC may be facing budget shortfall for dealing with complaints and investigations as the current small membership fees cannot cover all costs. Financial and technical assistance for this training was provided by UNFPA, who supported hiring a legal consultant and covered other costs.

TRAINING ON ELECTRONIC REGISTRATION DATABASE (ERD)

CMC's new Electronic Registration Database (ERD), developed with the technical assistance from URC Cambodia, will replace the old Excel-based Registration system which only allows a limited amount of information on midwives to be entered, is slow and is not amenable to effective searches. The new

ERD will allow the entry of extensive professional data (including CPD) on every midwife, and will allow the CMC to continually assess that a midwife is professionally competent to practice. The training on how to use ERD was conducted from July to September 2014 for 60 officers from 25 Municipal/Provincial Midwives Council and 4 National Hospital Branches. Financial support for the training was provided by WHO and VSO Cambodia.

OFFICIAL NOMINATION OF NEW TBOUNG KHMUM PROVINCIAL MIDWIVES COUNCIL

The official nomination of the 9 Officers for the new Tboung Khmum Provincial Midwives Council was held on 26 August 2014 at Tboung Khmum Provincial Health Department with participation of Director of Tboung Khmum Provincial Health Department, Operational District Directors, Midwives, and the President of CMC. Ms. Seng Soknea was nominated as the President. This new province was separated from Kompong Cham Province in 2013.

STRENGTHENING HEALTH PROFESSIONAL REGULATION IN CAMBODIA NATIONAL CONSULTATIVE WORKSHOP

CMC joined with the 4 other health professions councils of Medicine, Dentistry Nursing and Pharmacy for a workshop on Strengthening Health Professional Regulation. It was held at the Cambodiana hotel with funding provided by USAID on the 13-14 October 2014 and was attended by over 200 participants from all Provincial Health Departments and all Departments of the Ministry of Health and Health Developing Partners and health NGOs. The purpose was to bring key stakeholders together to review evidence, experiences and context to set an agreed strategic direction for the health professions regulatory system and identify strategies to overcome and priorities the challenges.

INTERNATIONAL CONFEDERATION OF MIDWIVES (ICM) 30TH TRIENNIAL CONGRESS IN PRAGUE, CZECH REPUBLIC

With financial support from World Health Organization (WHO), Mrs. Ing Rada, President Cambodian Midwives Council, attended the 30th Triennial *International Confederation of Midwives Congress* in Prague, Czech Republic from 1-5 June 2014. Madam Rada presented a paper on how CMC's **Code of ethics for midwives** will play a role in ensuring the health and safety of women and their new-born in Cambodia. The participants appreciated the achievements made by the Royal Government of Cambodia through the work of the Ministry of Health and others, including the CMC. The Congress's bridging themes were: i) Bridging midwifery and women's health rights, ii) Access: bridging the gap to improving care and outcomes for women and their families, iii) Education: The bridge to midwifery and women's autonomy, and iv) Midwifery: bridging culture and practice. The Congress was attended by over 3,800 participants from 126 countries around the globe, mostly midwives.

CMC'S ANNUAL GENERAL MEETING 2014

CMC held its 5th Annual General Meeting on 26 November 2014 in Kompot Province presided over by Madame Ing Rada, President of CMC. 49 participants Council members from the National Executive Team and all Presidents of Regional and Provincial Midwives Councils attended plus a representative from the Ministry of Labor. The aims of the meeting were to share information on progress and achievements made by all levels of CMC in 2014, and agree a plan for 2015. This provided the National Midwives Council Executive team to highlight the challenges and find solutions, update participants on its new documents setting out 'Entitlement to Registration', 'Guidelines for CPD', and the Council's Website & new Database.

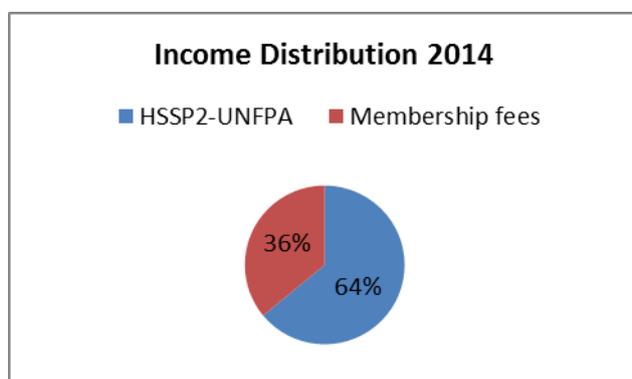
II. CMC's future development plans

Our future plans include:

- i) Develop standards for midwifery education, Competencies for Midwifery Teachers, and agree/finalise an assessment tool for Competency-based Curriculum with MoH, revise CMC's Financial Policy
- ii) Provide training on Assessment tool for Competency-based Curriculum for Heads of Midwifery in Public and Private Training Institutions
- iii) Implement the assessment tool for competency based curriculum to assess curriculum for Associate Degree for Midwives (ADM) and Bachelor of Science in Midwifery (BSM)
- iv) Monitor fulfilment of Continuing Professional Development [CPD] standard by Midwives
- v) Develop CMC's strategic Plan 2016-2020.
- vi) Conduct refresher training for RMC members on investigating and dealing with complaints about a midwife including holding disciplinary hearings.
- vii) Hold supervision to Provincial and Regional Midwives Council (P/RMC) to improve quality of performance including ERD and disciplinary action
- viii) Update CMC's website information to provide online register and information about midwife registration, regulation, and other information.
- ix) Seek financial and technical support from international agencies for purchasing computers and printers/scanner for PMC and RMC offices, recruiting Registrar (CEO) and Office Manager for National Midwives Council Office.

III. Financial summary

Core funding generated from our membership fees and generous grants from UNFPA are the key financial support mechanisms for the CMC's operations. WHO has provided financial support for training of ERD. Indirect support in 2014 included VSO Cambodia, who has funded a volunteer Technical Advisor for the CMC.



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

Robin J Hill

UNFPA PROGRAMME ASSISTANT

Pros Nguon

V.Donors:

UNFPA, Cambodia



VSO, Cambodia



WHO, Cambodia

