



# ANNUAL REPORT 2011



**CAMBODIAN MIDWIVES COUNCIL**

**DECEMBER 2011**

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## From the President



It is my great pleasure to introduce the second newsletter for the Cambodian Midwives Council (the Council). This newsletter is a summary review of the activities of the Council in 2011. The Council was established following a Royal Decree No.NS/RKT/ 0906/389 on establishment of the Council issued on 18 September 2006. The Royal Decree sets out the role and purpose of the Council which is:

- i) To protect women their newborn and the public by ensuring that midwives are competent and accountable for their practice and work to a code of ethics and national competencies,
- ii) To establish a Council in all provinces which will register all midwives working in each province,

- iii) To establish standards for midwifery education and scope of practice,
- iv) To establish 5 regional Councils whose role it will be to investigate all complaints about the practice and suitability of midwives and deal with disciplinary issues. 32 midwives were approved by the Ministry of Health PRAKAS No.1047/SKL on 16 November 2009 and 7 midwives were appointed for the Executive Committee. The Council has had to address a major problem facing the midwifery profession. There were no standards of practice and suitability for the profession. The lack of standards means that midwives are both educated and practice to different levels and therefore no benchmark or means of measuring the level of competency of midwives across the whole country exists.

The challenge for us now is to secure resources for accelerating this function. At our national office we have started to develop policy and procedures for dealing with poor performance of midwives and soon will need to develop standard guidelines for midwifery education. The Council is committed to work with the Ministry of Health to achieve its goals to further reduce maternal and child mortality rates and improve maternal and child health. To this end, I would like to acknowledge the support from Ministry of Health, United Nations Population Fund (UNFPA), Volunteer 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**

## I. Accomplishments

In 2011, the Council has made remarkable accomplishments as follow:

### 1. FORMATION OF THE EXECUTIVE COMMITTEE

For the daily operation and implementation of the Council's strategy through development of the annual operating plan, The 7-member executive meeting with program assistant and advisor from UNFPA and VSO was conducted monthly and regularly to discuss a range of issues. As the result, we have reached the following decisions:

- i) Revise of the registration forms and develop more robust criteria for registering midwives,
- ii) Printed and disseminated a Council newsletter 2010,
- iii) Held for consultative meetings and workshops for determining and agreeing and completing the standards for midwives competencies,
- iv) Introduced standard financial policies and reporting for provincial Councils to ensure probity and good governance,
- v) Agreed the annual operating plan 2012,
- vi) Hosted a meeting with international agencies to raise the profile of the Council and its achievements,
- vii) Prepared drafts on the internal policies and procedures which sets out the roles and responsibilities of each part of Council.

### 2. SET-UP OF PROVINCIAL AND REGIONAL MIDWIVES COUNCIL OFFICES



According to the royal decree the Council has to establish National (NMC), Regional (RMC) and Provincial (PMC) Council offices. The regional office is responsible for investigating complaints and dealing with disciplinary issues. The provincial offices register midwives. In order to set-up regional and provincial councils the Council asked the Provincial Health Departments to nominate midwives to serve as members of PMC and RMC each have positions as midwives from the PHD, Operational District, Referral Hospitals, or Health Centres. As the result, the Council has set up 24 PMC's and 5 RMC's, including 3 PMC's based at Calmete hospital, Khmer-Soviet Friendship

hospital, and National Maternal and Child Health Centre.

### 3. REGISTERING MIDWIVES

Each PMC office has the responsibility for registering all midwives in their province whether in the public or private sector and when midwives move they will have to re-register in their new province. At present there is little written material available to advise midwives of their professional obligations in relation to registration therefore the Council is developing "A Midwives Handbook" which will include the Code of Ethics, Essential Competencies for Basic Midwifery Practice, Standard and Scope of Midwifery practice and the role of the Council to inform the midwives who become registered of their responsibilities. In the meantime the PMC's have made good progress in starting to register midwives and to date **2,160** midwives are now registered.

### 4. CODE OF ETHICS FOR MIDWIVES

The Code of Ethics for Midwives is an essential document to address the current issue of unethical behavior 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 several meetings with the Ministry of Health in 2010, a final meeting was conducted on 26 July 2011 which attended by 23 eminent officials from the Ministry of Health and National Hospitals to finalize the Code of Ethics. It comprises 6 Chapters and 46 articles and it is being submitted to the Office of the Council of Ministers for approval.



### 5. ESSENTIAL COMPETENCIES FOR BASIC MIDWIFERY PRACTICE



In order to finalize the essential competencies for basic midwifery practices, the Council organized the final workshop on 6 May 2011 at Ministry of Health was attended 26 midwives from National Maternal Child Health Center, Regional Training Centers, Health Development Partners in Maternal Newborn Health, Midwives Association, National Hospital. The workshop discussed issues in relation to the division of basic and additional competencies, cross referencing and updating with International Confederation of Midwives (ICM) Essential Competencies for Basic Midwifery Practice 2010, comments from International consultants and health developing partners were duly considered and unanswered statements from the second workshop were discussed and agreed. The workshop process was divided into two sessions: 1) morning session with group work to update the competencies based on the ICM final competencies and 2) afternoon plenary group discussed about the comments and finalized and agreed unanswered statements. By the end of the workshop agreement had been reached on each of the statements and to divide the midwifery competencies into basic and additional. The competencies are being submitted to the Minister of Health for endorsement.



## 6. CMC MEETING WITH INTERNATIONAL AGENCIES

The meeting was held on 14 October 2011 at the CMC office. The purpose being:

- 1) To raise the profile and disseminate the role of the Council in improving standards of maternal and newborn care in Cambodia with International Agencies
- 2) To seek additional technical and financial support from International Agencies in order to accelerate the Council's progress in regulating the midwifery profession.

The meeting was attended by 5 International Agencies (USAID, AUSAID, GIZ, UNFPA, and WHO). The presentations from Council members was impressive and many questions were raised by the participants about the Council including, how it is going to fulfill its role in protecting the public with limited resources, As the result of the meeting several agencies showed their interest in working with the Council to become an effective regulatory organization for all midwives.



## 7. VSO ADVISOR



In 2011 the Council requested technical support from Voluntary Services Overseas International (VSO) to help and advise the Council in how to set up and build the capacity of the Council and its member. Dr. Kathryn Hinchliff, adviser on organizational development started working with the Council in July and completes the first stage of work in December. Kathryn has provided technical support and advice on developing:

- 1) Policies and procedures for complaint and disciplinary issues,
- 2) Training manual for dealing with complaints and disciplinary issues,
- 3) A Midwives Handbook,
- 4) Proposal for securing resources to international agencies,
- 5) Internal structures, roles and responsibilities of Council,
- 6) Content and format of the Annual General Meeting, and
- 7) Criteria for registration.

## 8. PATICIPATION TO ICM 29<sup>TH</sup> CONGRESS

With support from World Health Organization (WHO) and UNFPA, Mrs. Ing Rada, CMC President and Mr. Pros Nguon, National Programme Assistant to CMC, attended the ICM 29<sup>th</sup> congress from 19-23 June 2011 in Durban, South Africa this event was attended by 3,000 midwives from over 100 countries throughout the world. The theme of the congress was "Midwives tackling the Big 5: Globalization, Listening to Women and Their Partners, Continuum of Care, Strengthening Midwives and Midwifery, and Culture, Society and Tradition". The congress gave Cambodia's



representatives a great opportunity to learn from many ICM member associations and councils from around the world. The State of the World's midwifery report by UNFPA was launched at the event, and he our President gained and increased understanding of the process on how the ICM global standards were developed and their importance for Cambodia for improving midwifery services. Congress was also an opportunity for building networks between many midwifery associations and international councils, ICM, UN agencies, and other international organizations. Global agencies expressed their commitment to work together with ICM to tackle maternal mortality. The UNFPA, WHO, The Swedish International Development Agency (SIDA) and the International Federation of Gynecologists and Obstetricians (FIGO) have pledged to support the implementation of ICM's landmark global standards for midwifery education and regulation as a core strategy to tackle maternal mortality worldwide.

## 9. ANNUAL GENERAL MEETING



The Annual General Meeting (AGM) of 2011 was held on 3-4 November in Kompong Cham province, which was attended by 44 people from NMC, 24 PMC's and 4 RMC's with the purpose of

- Sharing the information on the progress and achievement of Council in 2011, and future plans
- Sharing the knowledge and experience from each other in order to improve midwifery regulation.

The AGM updated members on the current activities including the number of registering midwives, Members discussed future activities, including the new standards for midwifery practice and education, Council policy

and outlining the draft procedures for dealing with complaints and disciplinary issues. A session introducing how to investigating complaints and making fair unbiased decisions through the use of real case studies and role play was held. Members also received support in how to use Council's financial policy, and develop annual operating plans for 2012. The meeting was an opportunity to address the concerns of the P/RMC's. As the result, the P/RMC members left the event with a greater understanding of the essential role of the Council to protect the public through regulation and they are even more enthusiastic to learn over time how to deal with complaints and disciplinary issues.

#### 10. CO-ORGANIZATION OF THE 5<sup>TH</sup> NATIONAL NURSING AND MIDWIFERY CONFERENCE

The conference was held annually since 2007 to gather all nursing and midwifery professionals in Cambodian to share the experience and knowledge from their practicing. This year the conference was co-organized on 23-24 November 2011 by the Cambodia Council of Nurses and Cambodian Midwives Council with the support of the Ministry of Health and International agencies, which attended by over 200 nurses and midwives throughout the country and international agencies and with the theme of strengthening the quality of nursing and midwifery care through education and professionalism. The conference topics are i) infection control, ii) Nursing and midwifery community health care, iii) Nursing and Midwifery Protocol, and iv) nutrition. The conference made fruitful results:



- i) provided participants with new finding on nursing and midwifery development,
- ii) equipped the nurses and midwives with new experience, knowledge, and skill on nursing and midwifery,
- iii) shared the new information on nursing regulation, code of ethics for nurses and midwives, essential competencies for nurses and midwives,
- iv) the Minister of Health called for continuing financial and technical support for the Nursing Council of Cambodia and Cambodian Midwives Council in order to strengthening the quality of nursing and midwifery care in Cambodia.

## II. Future Plans

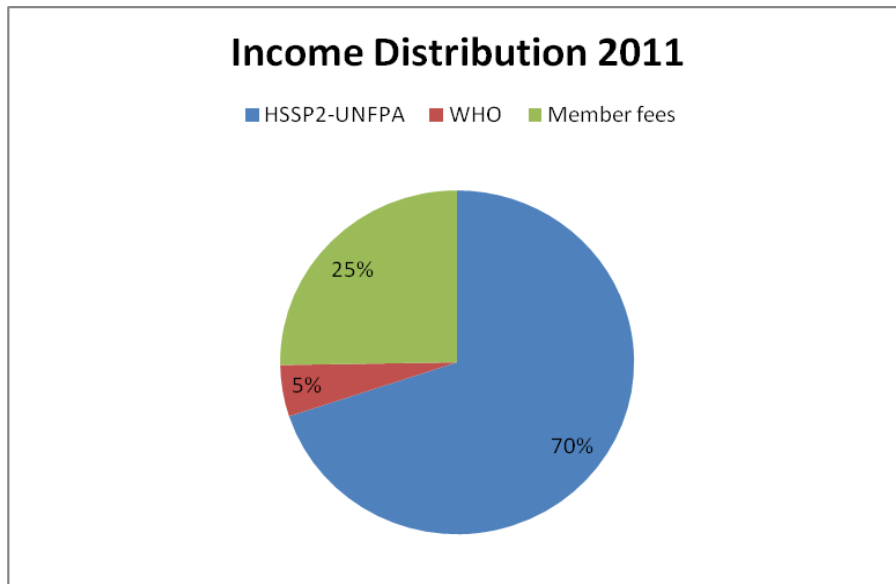
Our future plans include

- i) To provide every midwife registered with the Council with copy of the Midwives Handbook. It will comprise of definition of midwife, boundary or scope of professional practice, Code of Ethics for Midwives, Standards of Practice, Essential Competencies for Basic Midwifery Practice, and role of the Council,
- ii) To set up systems for investigating complaints about a midwife, holding open fair and transparent disciplinary hearings and issue sanctions in accordance with the Council's standards and policies, providing information to patients, the public, employers of midwives and those midwives appearing before it, and
- iii) To develop complaints and disciplinary policies and guidelines.
- iv) Increase the Council's capacity to develop midwifery regulation in Cambodia by appointing a Registrar and admin staff to accelerate progress
- v) To establish a twinning relationship with a more developed Council overseas

- vi) To set up a 'Telephone Helpline' for midwives employers and the public
- vii) To establish a registration data base and improve IT and other communication systems between NMC RMC's and PMC's 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 Council operations. Other generous funds included in 2011 came from WHO for supporting the President to attend the ICM congress. The membership fees are divided by 30% for NMC, 20% for RMC, and 50% for PMC.



### IV. The team

**CMC 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**

**UNFPA PROGRAMME ASSISTANT**

Pros Nguon