

Midwives Council of Hong Kong

Manual for Continuing Education in
Midwifery Scheme

October 2023

(Effective date: 1 November 2023)

1. Introduction

- 1.1 In the rapidly changing social and healthcare environment, technological advances are increasing at an exponential rate. The role of midwife is evolving and extending. Lifelong learning in the form of continuing education in midwifery (“CEM”) (formerly known as post-registration in midwifery (“PEM”)) is a requisite for all practising midwives in order to cope with the changes.
- 1.2 The International Confederation of Midwives holds that “it is the ethical duty of each midwife to remain safe and current in practice at all times. Therefore, continuing education should be compulsory for all practising midwives.”
(International Confederation of Midwives (2014). Position Statement: Basic and Ongoing Education for Midwives)
- 1.3 This is echoed by the Midwives Council of Hong Kong (“the Council”) in page 8 of its booklet “Code of Professional Conduct and Practice for Midwives in Hong Kong (March 2016)” which states that “a midwife has a duty to maintain and improve her knowledge and competence in order to promote higher standards of practice” and “a midwife should keep her knowledge up to date through continuing learning which is relevant to her practice in order to ensure she is safe to practise in the contemporary world.”
- 1.4 To this end, the Council, being a statutory body for the regulation of the midwifery profession in Hong Kong, decrees a requirement for registered midwives to undergo CEM.
- 1.5 Prior to the implementation of the mandatory CEM, the Council has implemented a CEM scheme on a voluntary basis since November 2006. Registered midwives may join the CEM scheme on a voluntary basis.

2. The CEM Requirement

- 2.1 CEM requirement is expressed in CEM points. Each practising certificate (“PC”) is normally valid for 3 years from 1 January of the first year to 31 December of the third year. A CEM cycle starts on 1 November (i.e. 2 months before issue of the PC) and ends on 31 October of the third year (i.e. 2 months before the PC expires).
- 2.2 Every registered midwife joining the scheme should undergo CEM activities that worth a minimum of 45 CEM points in this 3-year CEM cycle.
- 2.3 Midwives are encouraged, but not obliged, to complete at least 15 points each year.
- 2.4 Some courses may extend beyond a particular CEM cycle (e.g. post-graduate diploma or bachelor programmes). The CEM points gained in that CEM cycle can be calculated according to the number of hours the midwife has spent on the course during that CEM cycle.

2.5 For midwives who are newly registered and whose first ever PCs are valid for less than 3 years, they may be allowed a pro rata reduction (i.e. 1.25 points for each calendar month) in the required number of CEM points.

2.6 The following examples are quoted for reference:-

Scenario 1: For a registered midwife who holds a PC valid for the period from 1 January 2021 to 31 December 2023, her CEM cycle is from 1 November 2020 to 31 October 2023. The minimum number of CEM points she has to get during her CEM cycle is 45.

Scenario 2: For a midwife who is newly registered on 1 August 2021, her first PC is valid from 1 August 2021 to 31 December 2023, while her CEM cycle is from 1 August 2021 to 31 October 2023. The minimum number of CEM points she has to accumulate during this 27-month period is 33.75 (round up to 34).

3. Scope and Modes of CEM activities

3.1 The scope of CEM programmes/activities should either be midwifery related or healthcare related which contributes to the enhancement of professionalism of midwives/nurses:-

<u>Midwifery related</u>	<u>Healthcare related</u>
<ul style="list-style-type: none"> ➤ Biological sciences related to childbearing, childbirth and neonates ➤ Midwifery practice ➤ Medical sciences of childbearing women and their fetuses/neonates ➤ Medical technologies related to the health of childbearing women and their fetuses/neonates ➤ Development and research specific and directly related to midwifery practices or obstetrics ➤ Ethical and legal issues in midwifery practices or obstetrics 	<ul style="list-style-type: none"> ➤ Healthcare related education e.g. epidemiology, clinical risk management ➤ Social sciences related to care enhancement e.g. counseling, communication, teaching skills ➤ Leadership and management, preferably in healthcare ➤ Academic study leading to a higher professional degree related to healthcare ➤ Infection control ➤ Occupational health and safety

- 3.2 The Council permits various modes of learning other than simply attendance at conventional classroom-teaching courses. Modes of CEM activities conducted by accredited provider institutes may include:-
- a. Courses, lectures, seminars, workshops, including face-to-face courses and real-time online courses
 - b. Distance learning/e-learning activities (i.e. self-study programmes)
 - c. Conference and scientific meetings
- 3.3 Other CEM activities, such as attending overseas conferences/training/courses, publication in professional journals/academic books on midwifery related areas, visiting hospitals, giving talks and seminars, are also acceptable.
- 3.4 The Council will recognise local programmes organised by non-CEM providers, overseas e-learning activities and international conferences relating to midwifery practice or obstetric care on a programme basis. The local programmes organised by non-CEM providers, overseas e-learning activities and international conferences concerned should also be organised by credible organisations.
- 3.5 The Council will upload and update the list of accredited provider institutes as well as lists of local programmes, overseas e-learning activities and international conferences on the Council's website at <http://www.mwchk.org.hk>, as and when necessary.

4. Obtaining CEM Points

- 4.1 Activities not conducive to the enhancement of midwifery professionalism should not be awarded any CEM points.
- 4.2 CEM points will not be double-counted.
- 4.3 If the activity is part of the duties of a midwife, no CEM point should be awarded for participating in it.
- 4.4 CEM points will be awarded for a CEM activity based on the format and duration of the activity.
- 4.5 CEM activities organised by accredited CEM provider institutes, including courses, lectures, seminars, workshops and conferences, must be of at least one hour in duration for award of CEM points. After the first hour, a fraction of the hour will be rounded down to the nearest half-hour.
- 4.6 A maximum of 30 CEM points can be obtained for each overseas e-learning activity (i.e. self-study programme). For the number of CEM points to be obtained for each activity, midwives should refer to the list of overseas e-learning activities on the Council's website at <http://www.mwchk.org.hk>.

- 4.7 Out of the 45 CEM points, at least 15 points must be obtained from midwifery-related activities.
- 4.8 The continuing nursing education (“CNE”) activities for registered nurses and CNE points would be reciprocally recognized, where appropriate.
- 4.9 CEM points may be obtained as follows:

Type of CEM activities		Number of CEM points obtained
Each hour of a course/lecture/seminar/workshop/conference		1
Every 2-hour clinical practicum/structured visit to hospitals or health care institutions		1
One research project with publication in professional journal	Principal researcher	20
	Co-researcher	10
Author of an article published in professional journal	First author	10
	Co-author	5
Author/editor of a published academic book on midwifery related areas	Sole author/editor	30
	Joint author/editor	15
Author/editor of a chapter of a published academic book on midwifery related areas	Author/editor	10
	Joint author/editor	5
Each hour of oral presentation in midwifery courses/seminars		1
Each oral presentation in midwifery/health care related scientific conference	In international/national conference	8
	In local conference	5
Each poster presentation in midwifery/health care related scientific conference	First/sole author in international/national conference	6
	Co-author/joint author in international/national conference	3
	First/sole author in local conference	2
	Co-author/joint author in local conference	1

5. Record of CEM activities - the Portfolio

- 5.1 Each midwife should keep a portfolio holding certificates, details of the programmes and records relevant to all CEM activities she has undergone (Sample at Appendix).
- 5.2 Random auditing would be conducted. The portfolio shall be submitted to the Council, as and when requested by the Council, for auditing purpose. The CEM records should be retained for at least six years after the period to which they relate.

The Council will work out and inform all midwives of the details of the Mandatory CEM before its implementation.

**Midwives Council of Hong Kong
October 2023**

