MIDWIVES COUNCIL OF HONG KONG

Manual for
Post-registration Education in Midwifery (PEM)
Pilot Scheme

January 2006

Post-registration Education in Midwifery

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 Post-registration Education 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 "the midwives should have a leadership role within the maternal and child health team to ensure optimal health standards in maternal and child care. It is the responsibility of the individual midwife to undertake continuing professional education."
(Position Statement: Continuing Professional Education, International Confederation of Midwives, 1990)

1.3 This is echoed by the Midwives Council of Hong Kong in page 17 of its booklet "Conduct and Practice in Midwifery" which states that "a midwife has a duty to maintain and improve the standard of knowledge and competence which she has achieved at the point of registration in order to promote higher standards of practice." and "should keep herself up to date through study activities which are relevant to her roles in order to be safe to practise in the contemporary world."

1.4 To this end, the Midwives Council decrees a requirement for registered midwives to undergo PEM.

1.5 Prior to the implementation of the mandatory PEM, the Council is to implement a PEM pilot scheme with effect from November 2006. Registered midwives may join the PEM pilot scheme on voluntary basis.

2. The PEM Requirement

2.1 PEM requirement is expressed in PEM 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 PEM 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 pilot scheme should undergo PEM worth a minimum of 45 PEM points in this 3-year PEM cycle.

2.3 It is not a must for midwives to practise in midwifery during the PEM cycle.

2.4 Midwives are encouraged, but not obliged, to complete at least 15 points each year.

2.5 Some courses may extend beyond the PEM cycle (e.g. post-graduate diploma or bachelor programmes). The PEM points gained in this PEM cycle can be calculated according to the number of hours the midwife has spent on the course in this particular PEM cycle.

2.6 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 point for each calendar month) in the number of PEM points.

2.7 The following examples are quoted for reference:-

Scenario 1: For a registered midwife who holds a PC valid for the period from 1 January 2007 to 31 December 2009, her PEM cycle is from 1 November 2006 to 31 October 2009. The minimum number of PEM points she has to get during her PEM cycle is 45.

Scenario 2: For a midwife who is newly registered on 1 August 2007, her first PC is valid from 1 August 2007 to 31 December 2009, while her PEM cycle is from 1 August 2007 to 31 October 2009. The minimum number of PEM points she has to accumulate during this 27-month period is 33.75 (round up to 34).

3. Scope and Modes of PEM activities

3.1 The scope of PEM activities should normally be midwifery or health-care related geared to the enhancement of professionalism of the midwife. PEM activities may include any of, but are not restricted to, the following:-

a. Midwifery practice *
b. Development and research specific and directly related to midwifery *
c. Health care related education e.g. epidemiology, clinical risk management
d. Social sciences related to care enhancement e.g. counseling, communication, teaching skills
e. Ethical and legal issues related to reproduction or family *
f. Human sciences of women body and the newborn infants *
g. Medical sciences related to women's or newborn's pathologies *
h. Medical technologies related to women’s health *
i. Leadership and management, preferably in healthcare
j. Academic study leading to higher professional degree, preferably in healthcare

* [Note: direct midwifery-related activities]

3.2 The Council permits various modes of learning other than simply attendance at conventional classroom-teaching courses. Modes of PEM activities conducted by accredited provide institutes for the PEM pilot scheme may include:-

a. Courses, lectures, seminars, workshops
b. Interactive on-line course / distance learning / e-learning activities with certification of learning / assessment
c. Conference and scientific meetings

3.3 It will be up to the accredited provider institutes for the PEM pilot scheme to assess the effectiveness of the learning process, the quality of teaching and performance of the programme participants as measured by course work, project, reflective journal writing or other forms of assessment.

3.4 The Council will upload and update the list of accredited provider institutes for the PEM pilot scheme in the Council's website.

4. PEM Points

4.1 PEM points will be awarded for a PEM activity based on the format and duration of the activity.

4.2 The PEM activities must be of at least one hour in duration for allocation of any PEM point. After the first hour, fraction of the hour will be rounded down to the nearest half-hour.

4.3 Out of the 45 PEM points, at least 15 points must be obtained from direct midwifery-related activities.

4.4 The continuing education activities for nurses and CNE points would be reciprocally recognized, where appropriate.

4.5 PEM points awarded in the PEM pilot scheme will be as follows:-

a. 1 point per hour will be awarded for learning activities such as courses, lectures, seminars, workshops, etc.
b. 3 points per half day (at most 6 points per day) will be awarded for attending a conference/scientific meeting.

4.6 It is not a mandatory requirement for midwives to attend the refresher course but it is a way to obtain PEM points.

4.7 Unaccredited activities or activities not conducive to the enhancement of midwifery professionalism will not be awarded any PEM points.

4.8 There will be no cap or ceiling in the award of PEM points for any particular activity.

4.9 PEM points will not be double-counted.

4.10 If the activity is part of the duties of a midwife, no PEM point will be awarded for participating in it.

5. Record of PEM points - the PEM Portfolio

5.1 Each Midwife should keep a standard portfolio holding certificates and records relevant to all PEM activities she has undergone (Sample at Appendix I).

5.2 These portfolios shall be submitted to the Council, as and when requested by the Council, for auditing purpose.

5.3 Random auditing would be conducted.

6. Guidelines for selecting PEM

6.1 To obtain maximum benefit from PEM, midwives should:-

a. Identify own strengths, weaknesses and areas for further development
b. Obtain feedback from peers/supervisor
c. Identify learning activities to meet self improvement and ensure feasibility for accomplishment
d. Actualize identified activities
e. Evaluate actions taken

The Midwives Council will workout and inform all midwives the details of the Mandatory PEM before its implementation.

Midwives Council of Hong Kong
January 2006

Appendix I

Summary Sheet on Post-registration Education in Midwifery (PEM) Activities

You should keep a standard portfolio holding certificates and records relevant to all PEM activities you have undergone. The portfolio shall be submitted to the Council, as and when requested by the Council, for auditing purpose. Random auditing would be conducted.

Name of the midwife : _____ Midwife Registration No. : _____

PEM Cycle : From _____ *(DD/MM/YYYY)* to _____*(DD/MM/YYYY)*

Learning activities conducted by accredited provider institutes for the PEM pilot scheme

Title (as printed on the attendance certificate)	Brief description of the PEM activity (optional)	Organizing institute	Date		Total no. of days / hours	PEM points awarded
			From	To		

I, _____ *(Name of the midwife)*, declare that I have completed the aforementioned PEM activities and obtained _____PEM points during the aforementioned period in the PEM cycle.

Signature of the midwife: _____

Date : _____

Note: 1. Certificates of attendance at the PEM activities should be kept by the midwife for inspection.
2. Please attach separate sheets if required