

Midwives Council of Hong Kong
Return-To-Practice Programme
(July 2016)

I. Introduction

Any midwife whose name is so removed from the Register of Midwives (“the Register”) may apply to the Midwives Council of Hong Kong (“the Council”) for restoration of the name to the Register under section 14(3) of the Midwives Registration Ordinance, Cap. 162, Laws of Hong Kong. Nevertheless, the midwife who applies for restoration may be subject to such conditions as the Council considers expedient and the Council may allow or refuse such application.

The Council decided that applicants for restoration of names to the Register would be required to attend a return-to-practice (RTP) programme approved by the Council if the applicants’ practicing certificate had been expired for more than five years.

II. Aim

This RTP programme is designed for those midwives who want to restore their names to the Register. It provides them with the up-date knowledge and skills for maintaining a safe and effective standard of midwifery practice.

III. Learning Outcomes

By the end of the programme, the learner will be able to:

- assess and identify the health needs of childbearing women and their families;
- plan, implement and evaluate the care provided;
- identify risk factors or deviations from normal so as to make referrals and to exercise emergency management where appropriate;
- communicate effectively with childbearing women and their families;
- understand current issues in midwifery practice;
- function effectively in a multidisciplinary team in the care of pregnant women and their families;
- aware of the current developments of midwifery profession in Hong Kong; and
- identify the roles and responsibilities of midwives in maternity care.

IV. Programme Provider

- The programme provider must be a gazetted midwifery training school;
- The RTP programme must be separately accredited by the Council;
- The provider may organise the theoretical part; or the clinical part; or both theoretical and clinical parts;
- To apply for accreditation, the provider should submit the programme outline for assessment.

V. Length

- Theoretical learning: not less than 39 contact hours
- Clinical learning: not less than 156 hours of clinical attachment in obstetrics unit, in which at least 39 hours each in antenatal ward, labour ward, and postnatal ward
- The programme: the theoretical and clinical parts should be completed within one year from the date of commencement.
(It is not a prerequisite to complete the theoretical part before attending the clinical part.)

VI. Programme Content

A. Part I (Theoretical Learning)

Recommended Content:

The design of the RTP programme aligns with the competencies specified in the “Core Competencies for Registered Midwives” (Hong Kong Midwives Council, 2010). The theory topics are inclusive of the following but may not be limited to:

1. General Competencies of a Midwife

- Comprehensive health assessment skills
- Communication and counseling skills
- Informed choice for decision making
- Maternal and neonatal resuscitation
- Common drugs used in obstetrics
- Documentation

2. Professional Midwifery Practice

- Midwifery and neonatal care update
- Common obstetric problems and obstetric emergencies

3. Primary Health Care

- Psychosocial issues of childbearing woman
- Promotion of breastfeeding
- Midwifery care and support in community
- Health and social resources in community
- Vital statistics in maternity care

4. Professional / Ethical and Legal Aspects of Midwifery Practice

- Roles and responsibilities of midwives
- Risk management in midwifery
- Evidence-based midwifery practice
- Current trends in midwifery practice
- Ethical and legal issues in midwifery

B. Part II (Clinical Learning)

Clinical Learning Objectives in Antenatal Unit

By the end of the clinical attachment, the learner should be able to:

- understand the significance of antenatal care
- carry out comprehensive assessment for pregnant women and their fetuses
- plan and provide appropriate care for pregnant women and their families including those with complications
- recognise problems and abnormalities associated with pregnancy
- identify special procedures and investigations performed for pregnant women with complications
- prepare pregnant women and their families for birthing and parenting through health education and counseling
- identify the midwife's roles in antenatal care

Recommended Clinical Activities in Antenatal Unit

The learners should be arranged to attend and/or assist in the following activities:

Antenatal Clinic/Day Centre

- history taking in the first booking clinic
- antenatal care provision in Midwives' and/or Obstetricians' clinics
- special procedures performed in the Prenatal Diagnosis Clinic (PDC)
- counseling services for pregnant women and their families
- antenatal class

Antenatal Ward

- admission of women in labour/with pregnancy complications
- assessment of women in antenatal ward
- special procedures and investigations performed in antenatal ward
- interpretation of antenatal cardiotocography (CTG)
- education and counseling of pregnant women with special needs
- management and care of women in early labour
- management and care of women with pregnancy complications

Clinical Learning Objectives in Labour Ward

By the end of the clinical attachment, the learner should be able to:

- distinguish false and true labour
- carry out comprehensive assessment for labouring women
- plan and provide the appropriate care to meet the needs of the women and their families during various stages of labour
- identify the appropriate pain relief methods for labouring women
- recognise the problems and abnormalities associated with labour
- identify special procedures and investigations performed for labouring women

- develop the skills in newborn resuscitation and examination
- identify the midwife's role during labour
- conduct normal vaginal deliveries

Recommended Clinical Activities in Labour Ward

The learners should be arranged to attend and/or assist in the following activities:

- admission of women in labour
- assessment of labouring women - maternal and fetal condition, progress of labour
- interpretation of the partogram
- management and care of labouring women
- interpretation of intrapartum CTG
- management and care of labouring women with complicated pregnancy/deliveries
- conduct normal vaginal delivery and assist in vacuum extraction , forceps delivery and caesarean section
- special procedures and investigations performed in the labour ward
- immediate care and resuscitation of the newborn

Clinical Learning Objectives in Postnatal Unit

By the end of the clinical attachment, the learner should be able to:

- understand the significance of postnatal care
- carry out comprehensive assessment for postnatal women and their newborns
- plan and provide appropriate care for postnatal women and their families including those with complications
- recognise problems and abnormalities associated with postpartum
- identify special procedures and investigations performed for postnatal women with complications
- facilitate postnatal women and their families for parenting through health education and counseling
- identify the midwife's roles in postnatal care

Recommended Clinical Activities in Postnatal Unit

The learners should be arranged to attend and/or assist in the following activities:

Postnatal Ward

- admission and initial assessment of postnatal women and their newborns
- daily assessment of postnatal women and their newborns
- management and care of postnatal women and their newborns
- supervision of postnatal women on breastfeeding
- special procedures and investigations performed in postnatal ward
- education and supervision of postnatal women on newborn care

- education and counseling of postnatal women with needs
- management and care of women with complications

Postnatal Clinic

- assessment of women with the postnatal check-up
- postnatal counseling services for women with special needs

VII. Assessment

Clinical assessment aims at assessing the midwife's competency and suitability to practice midwifery in Hong Kong. The midwife's competencies in antenatal, labour and postnatal care are to be assessed by the clinical assessor appointed by the Council (see Appendix for the Clinical Assessment Forms for reference).

If the course participant completes the programme and passes the clinical assessments of the programme, she may apply for the restoration of the name to the Register with documentary proof.

CLINICAL PERFORMANCE ASSESSMENT CRITERIA

臨床表現評核準則

The assessor will score according to the Clinical Performance Assessment Criteria, which are designed to assess the participant’s knowledge, skill, attitudes and communication, and the level of independence.

評核員將按臨床表現評核準則評分；下述準則旨在評核學員的知識水平、臨床技巧、工作態度與溝通技巧，以及獨立工作的能力。

<i>Score</i> 評分	<i>Knowledge</i> 知識水平	<i>Skills</i> 臨床技巧	<i>Attitudes & Communication</i> 工作態度與溝通技巧	<i>Dependence</i> 獨立工作的能力
3	- strong evidence of theoretical knowledge 具備豐富的理論知識 - good integration of knowledge to practice 經常能夠學以致用	- proficient 熟練 - co-ordinated 協調 - very confident 充滿自信 - safe 安全	- consistently communicates effectively 經常能與他人有效溝通 - responds sensitively to client’s need 對孕／產婦的需要作出敏銳的回應	- functions independently 能夠獨立工作 - needs no support cues 無需協助提示
2	- some evidence of theoretical knowledge 具備相當的理論知識 - satisfactory integration of knowledge to practice 通常能夠學以致用	- efficient 有效率 - occasionally unco-ordinated 間中協調欠佳 - fairly confident 相當自信 - safe 安全	- often communicates effectively 通常能與他人有效溝通 - responds appropriately to client’s needs 對孕／產婦的需要作出適當的回應	- needs support cues occasionally 間中需要協助提示
1	- little evidence of theoretical knowledge 理論知識不足 - poor integration of knowledge to practice 未能學以致用	- poorly co-ordinated 協調欠佳 - inefficient 效率不足 - not confident 缺乏自信 - unsafe 未夠安全	- seldom communicates effectively 甚少能與他人有效溝通 - no response to client’s needs 對孕／產婦的需要不作回應	- needs support cues frequently 經常需要協助提示

Modified from J. Donoghue & S.D. Pelletier (1991). "An empirical analysis of a clinical assessment tool", *Journal of Nurse Education Today*, 11(5), 355.

參考文獻: Donoghue J.& Pelletier S.D. (1991). “An empirical analysis of a clinical assessment tool”, *Journal of Nurse Education Today*, 11(5), 355.

Scoring System 評分制度

Pass - must attain score 2 or above for each assessed item

及格 - 每一評核項目必須獲得 2 或以上的評分

Fail - attain score 1 in any assessed items

不及格 - 任何評核項目只獲 1 分

Antenatal Care 產前護理

Name of Hospital 醫院名稱： _____

Name of Participant 學員姓名： _____

Period of clinical attachment 實習時段： From 由 _____ to 至 _____

Competency 適任能力	Score 得分			Remarks 備註
	1	2	3	
1. Assessment 評估				
1.1 Review record and present the case history 覆閱記錄及介紹個案				
1.2 Take a comprehensive history from the pregnant women 向孕婦查詢相關資料以取得完整病／產歷				
1.3 Carry out comprehensive assessment for pregnant women 替孕婦進行全面評估				
1.4 Identify the needs of the pregnant women 識別孕婦的需要				
1.5 Recognize any risk factors and deviations from normal during the antenatal assessment 在產前評估中覺察任何風險因素及異常情況				
1.6 Identify special procedures and investigations performed for pregnant women at risk 確定須為高危孕婦施行的特別程序及檢查				
2. Planning and Implementation 計劃及執行				
2.1 Establish priorities of care 訂定施行護理的緩急次序				
2.2 Demonstrate the skills in abdominal examination 能夠展示腹部檢查的技巧				
2.3 Give appropriate antenatal education/counseling 提供適當的產前教育／輔導				
2.4 Provide specific care for high-risk pregnant women 為高危孕婦提供特別護理				
2.5 Assist obstetrician in antenatal care provision 協助產科醫生提供產前護理				
2.6 Detect abnormal conditions and procure medical assistance 覺察異常情況並尋求適當的醫療協助				
2.7 Evaluate the effectiveness of the care 評估護理成效				
3. Professional Behaviour 專業表現				
3.1 Demonstrate effective interpersonal communication skills 善用人際溝通技巧				
3.2 Demonstrate an understanding of legal and ethical responsibilities of a midwife 了解助產士的法律及倫理責任				
3.3 Maintain accurate, concise and legible midwifery records 維持助產記錄準確、清楚、簡潔易讀				
3.4 Work collaboratively with other health teams 能與其他醫療團隊合作				

Overall result (please tick as appropriate) 整體成績(請在適當之處加上✓號) :

Pass 合格

Fail 不合格

Assessor's comments 評核員的評語:

Signature of assessor 評核員簽署 : _____ Name of assessor 評核員姓名 : _____ Clinical assessor no. 臨床評核員號碼 : _____

Signature of participant 學員簽署 : _____ Name of participant 學員姓名 : _____ Date 日期 : _____

Labour Care 分娩護理

Name of Hospital 醫院名稱： _____

Name of Participant 學員姓名： _____

Period of clinical attachment 實習時段： From 由 _____ to 至 _____

Competency 適任能力	Score 得分			Remarks 備註
	1	2	3	
1. Assessment 評估				
1.1 Identify the admission criteria of a woman in labour 知悉送產婦入產房的準則並能識別有關徵狀				
1.2 Review record and present the case history 覆閱記錄及介紹個案				
1.3 Perform admission procedure for labouring (pregnant) women 為產(孕)婦施行收症程序				
1.4 Carry out comprehensive assessment for labouring women 為產婦作全面評估				
1.5 Assess the effect of pain in labouring women 評估產婦對痛楚的承受程度 or Assess the effect of pain relief in labouring women 或評估產婦對止痛方法的反應				
1.6 Recognize the risk factors and deviations from normal during labour 察覺分娩期的風險因素及異常情況				
1.7 Identify special investigations and procedures performed for labouring women 確定須為產婦施行的特別檢查及程序				
2. Planning and Implementation 計劃及執行				
2.1 Establish priorities of care 訂定施行護理的緩急次序				
2.2 Prepare women physically and psychologically 幫助產婦在身心方面作好預備				
2.3 Provide care for women throughout the labour process with emphasis on the following specific areas 在整個分娩期間向產婦提供護理，尤其著重下列範疇： maternal condition 產婦情況 fetal condition 胎兒情況 progress of labour 產程進展				
2.4 Demonstrate skills in organizing midwifery care 助產護理工作編排得當				
2.5 Provide specific care to the labouring women with complications 為患有併發症的產婦提供特別護理				
2.6 Provide appropriate midwifery intervention according to the woman's needs 因應產婦的需要作出適切的助產介入護理				
2.7 Demonstrate techniques of infection control 能夠展示感染控制的技巧				

Competency 適任能力	Score 得分			Remarks 備註
	1	2	3	
2.8 Conduct normal delivery 能夠施行正常的接產工作				
2.9 Assist in newborn resuscitation 協助施行新生嬰兒復甦法				
2.10 Provide immediate newborn assessment and care 為新生嬰兒進行即時評估及護理				
2.11 Detect abnormal conditions and procure medical assistance 察覺異常情況並尋求適當的醫療協助				
2.12 Evaluate the effectiveness of the care 評估護理成效				
3. Professional Behaviour 專業表現				
3.1 Demonstrate effective interpersonal communication skills 善用人際溝通技巧				
3.2 Demonstrate an understanding of legal and ethical responsibilities of a midwife 了解助產士的法律及倫理責任				
3.3 Maintain accurate, concise and legible midwifery records 保持助產記錄準確清楚、簡潔易讀				
3.4 Work collaboratively with other health teams 能與其他醫療團隊合作				

Overall result (please tick as appropriate) 整體成績(請在適當之處加上✓號)：

Pass 合格

Fail 不合格

Assessor's comments 評核員的評語:

Signature of assessor 評核員簽署： _____ Name of assessor 評核員姓名： _____ Clinical assessor no. 臨床評核員號碼： _____

Signature of participant 學員簽署： _____ Name of participant 學員姓名： _____ Date 日期： _____

Postnatal Care 產後護理

Name of Hospital 醫院名稱： _____

Name of Participant 學員姓名： _____

Period of clinical attachment 實習時段： From 由 _____ to 至 _____

Competency 適任能力	Score 得分			Remarks 備註
	1	2	3	
1. Assessment 評估				
1.1 Perform admission procedures for mothers and babies on transfer to postnatal ward 為轉送產後房的母嬰施行收症程序				
1.2 Carry out daily assessment on 對以下人士進行日常評估： postnatal mothers 產後母親 newborn babies 新生嬰兒				
1.3 Recognize risk factors and deviations from normal in postnatal mothers and newborn babies 識別產後母親及新生嬰兒的風險因素及異常情況				
1.4 Identify special procedures and investigations performed for postnatal mothers and newborn babies 確定須對產後母親及新生嬰兒施行的特別程序及檢查				
1.5 Recognize the emotional instability of the postnatal mothers 覺察產後母親情緒不穩的情況				
2. Planning and Implementation 計劃及執行				
2.1 Establish priorities of care 訂定施行護理的緩急次序				
2.2 Provide care for postnatal mothers and newborn babies 護理產後母親及新生嬰兒				
2.3 Give appropriate postnatal education / counseling 提供適切的產後教育／輔導				
2.4 Provide psychological support to the postnatal mothers and their families 向產後母親及其家人提供心理上的支持				
2.5 Supervise mothers on 指導母親學習： breast feeding skills 餵哺母乳技巧 mother-craft skills 育嬰技巧				
2.6 Provide specific care to the postnatal mothers with complications 為患有併發症的產後母親提供特別護理				
2.7 Detect abnormal conditions and procure medical assistance 覺察異常情況並尋求適當的醫療協助				
2.8 Evaluate the effectiveness of the care 評估護理成效				

Competency 適任能力	Score 得分			Remarks 備註
	1	2	3	
3. Professional Behaviour 專業表現				
3.1 Demonstrate effective interpersonal communication skills 善用人際溝通技巧				
3.2 Demonstrate an understanding of legal and ethical responsibilities of a midwife 了解助產士的法律及倫理責任				
3.3 Maintain accurate, concise and legible midwifery records 保持助產記錄準確清楚、簡潔易讀				
3.4 Work collaboratively with other health teams 能與其他醫療團隊合作				

Overall result (please tick as appropriate) 整體成績(請在適當之處加上✓號) :

[Note: the participant should be rated as “Competent” only if she has attained a score 2 or above in each of the assessed items during the summative assessment.

注意：學員須在總結評核中所有評核項目獲得2分或以上才算「適任」。]

Pass 合格

Fail 不合格

Assessor's comments 評核員的評語:

Signature of assessor 評核員簽署： _____ Name of assessor 評核員姓名： _____ Clinical assessor no. 臨床評核員號碼： _____

Signature of participant 學員簽署： _____ Name of participant 學員姓名： _____ Date 日期： _____