

## **Standards for Midwifery Education**

### Preamble

The Midwives Council of Hong Kong (the Council) being a statutory body for the regulation and registration of the midwifery profession in Hong Kong decrees a set of standards and requirements for education institute / teaching school to develop midwifery training programs.

These standards provide an overview of the requirements of midwifery education so as to assist education institute / teaching school to comply with the standard requirement of the Council. These standards for midwifery education are largely adapted from the Global Standards for Midwifery Education (2010) by the International Confederation of Midwives.

### **I. Organization and Administration**

1. The midwives' training school has philosophy, vision and mission statements which are related to the midwifery education.
2. The midwives' training school has program(s) with objectives and outcomes that are consistent with its mission for the preparation of competent midwives to meet the requirements for registration with the Council.
3. The midwives' training school has a governing committee which:
  - (a) is established for strategic direction of all matters related to midwifery education; and
  - (b) comprises representatives of stakeholders of midwifery education.
4. The management structure of the midwives' training school is defined.
  - (a) The head of the midwifery program must be a registered midwife in Hong Kong holding a valid practising certificate;
  - (b) The line of management of the midwives' training school is clearly defined; and
  - (c) Different functional committees are in place.
5. There are policies and procedures for effective operation of the midwives' training school.
6. There is a quality assurance system in place to demonstrate commitment to continuous quality improvement.

## **II. Midwifery Faculty**

1. The midwifery faculty includes predominantly midwives (teachers, clinical teachers/mentors, and clinical assessors) who work with experts from other disciplines as needed.
2. Faculty is appropriately qualified.
  - (a) Faculty must fulfill the Council's requirements as follows:
    - i. a registered midwife in Hong Kong holding a valid practising certificate;
    - ii. has at least 3 years' post registration experience in the maternity unit; and
    - iii. a holder of a bachelor degree in health care/midwifery/nursing and education certificate/diploma; or holder of a master degree in health care/midwifery/nursing.
  - (b) The midwife clinical teacher/mentor must fulfill the Council's requirements as follows:
    - i. a registered midwife in Hong Kong holding a valid practising certificate;
    - ii. has at least 2 years' post registration experience in the maternity unit; and
    - iii. has completed relevant mentor course.
  - (c) The midwife clinical assessor must fulfill the Council's requirements as follows:
    - i. a registered midwife in Hong Kong holding a valid practising certificate;
    - ii. has at least 3 years' post registration experience in the maternity unit/midwives' training school in the recent 4 years;
    - iii. has completed an approved midwifery clinical assessor course; or be a holder of health care education certificate/diploma or equivalent;
    - iv. if the applicant is a staff holding midwifery/nursing teaching post, he or she should have a minimum of 3 weeks per year, full time working as a clinical midwife in the maternity unit; or have involvement in provision of midwifery-led care; or have a minimum of 6 weeks per year guiding and supervising clinical practice of students in the maternity unit; and
    - v. be recommended for appointment as a clinical assessor by the unit/department head of the employing organization.
3. Faculty's rights and responsibilities are defined.
  - (a) All faculties are responsible for providing students with a level of instruction, supervision and evaluation that is compatible with safe practice and students' learning needs.
  - (b) Faculty participates in the development, implementation and evaluation of the curriculum; periodic evaluation of the students' performance and program resources.
  - (c) Faculty works together to support, supervise and evaluate students' practical learning.
  - (d) Faculty participates in scholarly activities that contribute to the professional midwifery development.
  - (e) Faculty should have clinical updates annually.

4. Faculty's performance is evaluated periodically.

### **III. Student**

1. Students meet requirements for admission to a midwives' training school set by the Council.
  - (a) Age of Entry

Students entering a midwifery program shall not be less than 18 years of age on the first day of the commencement of the program.
  - (b) Entry Requirements
    - i. Registered nurses seeking entry into the program on the basis of their nursing qualification must hold registration with the Nursing Council of Hong Kong.
    - ii. Candidates who have no nursing qualification must satisfy the minimum entry requirements set by the Council (see Appendix).
    - iii. A person who intends to undergo training in midwifery shall apply in writing to the Council for its approval. The application shall be accompanied by documentary evidence of the required educational qualifications, and shall be submitted through the midwives' training school.
    - iv. Applicants must demonstrate that they have good health and good character, sufficient for safe and effective practice as a midwife.
2. Students' rights and responsibilities are defined.
  - (a) Enrolment and withdrawal procedures are clearly stated and in compliance with the Council's policy.
  - (b) Policies and procedures are established to address students' attendance, satisfactory progress and graduation requirements.
  - (c) Students participate in program evaluation.
  - (d) There is a mechanism for receiving and responding to students' complaints to ensure the fair and consistent application of all policies and address the concern of confidentiality.
  - (e) The review mechanism for the result of assessment is made explicit to students.
  - (f) Clinical log book for recording the clinical experience is kept.
  - (g) According to section (10)(5) of the Midwives (Registration and Disciplinary Procedure) Regulation, if, in any year of training, a student midwife interrupts his or her course of training for a period in the aggregate exceeding 14 days, excluding any day on which the student midwife is not required to undergo training, no part of the training that the student midwife has undergone, in that year and prior to such interruption, shall be taken into account towards completion of the course of training required, and the student midwife shall not be allowed to continue his or her course of training.

3. Students have sufficient midwifery practical experience in a variety of settings to attain, at a minimum, the “*Core Competencies for Registered Midwives*”<sup>1</sup>.
4. Students provide midwifery care primarily under the supervision of a midwife teacher or midwife clinical teacher/mentor.
5. Students’ performance is evaluated to reflect achievement of expected outcomes.
6. Upon completion of the program, students are eligible to sit for the Midwives Council Examination.

#### **IV. Curriculum**

1. The philosophy of the midwifery education program is consistent with the “*Code of Professional Conduct and Practice for Midwives in Hong Kong*”<sup>2</sup>.
2. The purpose of the midwifery education program is to produce a competent midwife who:
  - (a) has attained/demonstrated, at a minimum, the “*Core Competencies for Registered Midwives*” for basic midwifery practice;
  - (b) meets the criteria of the Council’s definition of a midwife and the Council’s standards leading to registration as a midwife;
  - (c) is a knowledgeable, autonomous practitioner who adheres to the Council’s “*Code of Professional Conduct and Practice for Midwives in Hong Kong*”, standards of the profession and established scope of practice within the jurisdiction where legally recognized; and
  - (d) is eligible for advanced education.
3. The length of a pre-registration program (full-time) should not be less than three years and it must be completed in not more than 5 years (including interruptions). If the student is already a registered nurse in Hong Kong, the length of the pre-registration midwifery program (full-time) should not be less than 18 months and it must be completed in not more than 2.5 years (including interruptions).
4. The curriculum fulfills the requirements established by the Council as set out in the “*A Reference Guide to the Syllabus of Subjects & Requirements of Midwifery Training Program for Registered Nurse*”, and enables students to acquire the standards as set out in the “*Core*

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<sup>1</sup> The July 2017 edition of the Core Competencies for Registered Midwives published by the Council.

<sup>2</sup> The March 2016 edition of the Code of Professional Conduct and Practice for Midwives in Hong Kong published by the Council.

*Competencies for Registered Midwives”*<sup>3</sup>.

- (a) The midwifery curriculum includes both theory and practice elements with a minimum of 30% theory and a minimum of 60% practice.
  - (b) The sequence and content of the midwifery curriculum enables the student to acquire essential competencies for midwifery practice in accord with the Council’s core documents.
  - (c) The midwifery model of care is integrated into the curriculum. The curriculum reflects contemporary knowledge and addresses current development in midwifery, as well as uses evidence-based approaches.
5. The teaching-learning process and learning environments support the achievement of student learning outcomes. A variety of learning activities that enhance individual and collective learning are available across the program.
  6. The curriculum is evaluated and revised periodically to foster on-going improvement.

## **V. Midwifery Practice Experience**

1. The midwives’ training school is linked with maternity unit(s) with the total number of deliveries not less than 500 per year.
2. The midwives’ training school ensures that the linked maternity unit(s) provides clinical learning opportunities for students to acquire the “*Core Competencies for Registered Midwives*”.
3. The requirement of clinical experiences includes the conduct of ante-natal examination on not less than 50 pregnant women; and attendance at not less than 30 cases of labour, making full examination during the course of labour and personally delivering the infant and afterbirth in each case, and the personal care of not less than 20 post-natal women and their infants.
4. The duration of clinical placement in various units fulfills the requirements established by the Council as set out in the “*A Reference Guide to the Syllabus of Subjects & Requirements of Midwifery Training Program for Registered Nurse*”.
5. Protocols/guidelines for midwifery practice are available in clinical areas.
6. Mentorship is provided to guide students through their clinical practice.

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<sup>3</sup> The July 2017 edition of the Core Competencies for Registered Midwives published by the Council.

- (a) Structured orientation program for students is available in clinical areas.
  - (b) Learning objectives are available in each clinical area.
  - (c) Students' clinical log books for recording the clinical experience are checked periodically.
7. Clinical assessors are appointed by the Council for the provision of clinical assessment for students.
8. There is a system of evaluation to monitor students' performance in clinical areas.
- (a) Students' clinical experiences and learning progress are documented in clinical log books.
  - (b) Students' clinical competencies are assessed against the standards set by the Council for their scope of practice.

## **VI. Resources, Facilities and Services**

1. The midwives' training school has sufficient teaching and learning resources to meet program needs.
- (a) The midwives' training school has evidence to demonstrate that adequate facilities as well as financial and human resources are available to support the development and implementation of the program.
  - (b) There is provision of continuing education / in service training for staff.
2. The midwives' training school has adequate human resources to support both classroom/theoretical and practical learning. A teacher/clinical teacher/mentor to student ratio is maintained to facilitate effective teaching-learning process.
- (a) The teacher-student ratio does not exceed 1:15.
  - (b) At least 50% of the teaching staff of the program shall be full-time.
  - (c) There must be a clinical teacher/mentor assigned for each student in all units.
  - (d) Each clinical teacher/mentor should guide at most 8 students concurrently at any one time.
3. The midwives' training school has access to sufficient midwifery practical experiences in a variety of settings to meet the learning needs of each student.

## **VII. Assessment Strategy**

1. For Students:
- (a) Assessment tools are developed for the achievement of expected outcomes of the program.

- (b) Evaluation policies and procedures are defined and consistently applied.
- (c) Students' performance/assessment is evaluated by the teachers, clinical assessors and clinical teachers/mentors.
- (d) Students must complete and pass all elements of the assessment as stipulated by the Council.

2. For Program:

- (a) Regular review of the curriculum is conducted as a part of quality improvement, including input from students, program graduates, midwife practitioners, clients of midwives and other stakeholders.
- (b) Ongoing review of a clinical training site is conducted to evaluate their suitability for student learning/experience in relation to expected learning outcomes.
- (c) Periodic external review of program effectiveness takes place.

Midwives Council of Hong Kong

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The candidates must have a minimum of 5 subjects in the Hong Kong Certificate of Education Examination/Hong Kong Diploma of Secondary Education Examination, or equivalent, or any recognized qualification above. The subject requirements are set out below:

Subject(s)	Hong Kong Certificate of Education Examination (HKCEE) result(s)	Hong Kong Diploma of Secondary Education Examination result(s)
English Language (Syllabus B for HKCEE)	Grade E / Grade D <sup>1</sup> or above	Level 3 or above
Chinese Language	Grade E / Grade D <sup>2</sup> or above	
Mathematics	Grade E or above ( or other <i>science subject</i> <sup>3</sup> )	Level 2 or above
Liberal Studies	N/A	Level 2 or above
Others	Grade E or above (Any 2 subjects)	Level 2 or above (Any 1 subject)

1. *English Language (Syllabus B for HKCEE) must be Grade D or above for programmes using English as training medium.*
2. *Chinese Language for HKCEE must be Grade D or above for programmes using Chinese as training medium.*
3. *Science subject = Biology, Chemistry, Human Biology, Physics.*