



# Hong Kong College of Midwives

## Manual of Membership Training for Advanced Practice Midwives

The 1<sup>st</sup> Version

Approved by Education Committee: 7<sup>th</sup> November 2015

Endorsed by Council of HKCMW: 16<sup>th</sup> December 2015

The 2<sup>nd</sup> Version Revised:

30<sup>th</sup> April 2016

The 3<sup>rd</sup> Version Revised:

15<sup>th</sup> June 2016

The 4<sup>th</sup> Version

Revised: 15<sup>th</sup> February 2017

The 5<sup>th</sup> Version

Revised: 13 February 2018

The 6<sup>th</sup> Version

Revised: 16 October 2019

The 7<sup>th</sup> Version

Revised: 3 May 2021 (Endorsed by the HKAN)

The 8<sup>th</sup> Version

Revised: Nov 2024

## Table of Contents

Introduction	p. 3
I. Definition of Midwife	
II. Philosophy of Midwifery	
III. Education at the College	
Education Committee	p. 4
Term of Reference	
Aims of Training	
Structure of Training	p. 5 - 6
Membership Training Framework	
Criteria for Entry into the Advanced Midwifery Practice Certification Program	p. 7 - 8
Admission Criteria to Ordinary Membership	
Admission Criteria to Fellow Membership	
Significant Contributions to Midwifery Profession	
Mentor and Guided Clinical Practice	p. 9
Qualification of Mentors	p. 9
Specification of Training Sites Requirements	p. 10 - 11
Curriculum of the Advanced Midwifery Practice Certification Program	P. 12 - 15
Membership Training	
Post Membership Training	
Clinical Logbook	p. 16
Appendix I – Competency Framework for Advanced Practice Midwives	p. 17 - 27
Appendix II – Application for Associate Membership	P. 28
Appendix III – Application for Ordinary Membership Admission Interview	P. 29
Appendix IV – Application for Certification Examination	p. 30
Appendix V – Application for Fellow Membership Examination (Exit Assessment)	p. 31
Member List of Education Committee	p. 32 - 33

**THE HONG KONG COLLEGE OF MIDWIVES**  
**Manual of Membership Training for Advanced Practice Midwives**

## **Introduction**

The Hong Kong College of Midwives (HKCMW, here below called ‘the College’) was established in March 2012. The objective of the College is the advancement of the provision of education and training for midwives in Hong Kong. The College is committed to promote the study and advancement of the science and practice of midwifery; to develop and maintain the good practice of midwifery by ensuring the highest standards of competence and ethical integrity.

### **I. Definition of Midwife**

A midwife is a person who has successfully completed a midwifery educational program that is duly recognized in Hong Kong and that it is congruent with the core competencies for Registered Midwives issued by the Midwives Council of Hong Kong (the Council); who has passed the assessment as stipulated by the Council, and has acquired the requisite qualifications to be registered and/or legally licensed to practice midwifery.

*(Adapted from the Position Statement of International Confederation of Midwives, 2017)*

### **II. Philosophy of Midwifery**

The philosophy of midwifery is based on the values relating both to the woman and her family as recipients of care and to the midwife as a provider of care. Midwives, therefore, require the post-basic training and support to equip them with the required knowledge, clinical experience and enhanced skills which will enable them to participate confidently and effectively. In addition, to maintain the professionalism, the membership in the College commits members to adhere to the “Conduct and Practice in Midwifery” (<http://www.mwchk.org.hk>) which was written by the Midwives Council of Hong Kong.

### **III. Education at the College**

Education Committee is responsible for the planning, design and development of training programs as well as all education matters of the Hong Kong College of Midwives. All mentees will be provided with the specialty-related competency framework for Advanced Practice Midwives – Appendix I (details can be download from <http://hkcollegeofmidwives.org>). This framework will be a reference guidance to mentees. They should ensure themselves to possess up-to-date knowledge and clinical skills as well as positive attitude throughout their training period.

## **EDUCATION COMMITTEE**

### **Terms of Reference**

1. To establish, review and revise education programs for the training in membership, fellowship and continuous education of all midwives members.
2. To examine the credentials of all applicants for membership of the College, particularly with regard to training, professional qualification and experience.
3. To reject applicants who do not fulfill the requirements of a member as set in the Articles and the By-laws of Hong Kong College of Midwives.
4. To arrange for the examination, in a manner approved by the Council of the College, of all applicants accepted for examination for membership.
5. To arrange for visitations, in manner approved by the Council of the College, to Maternity units in hospitals which request recognition by Hong Kong College of Midwives.

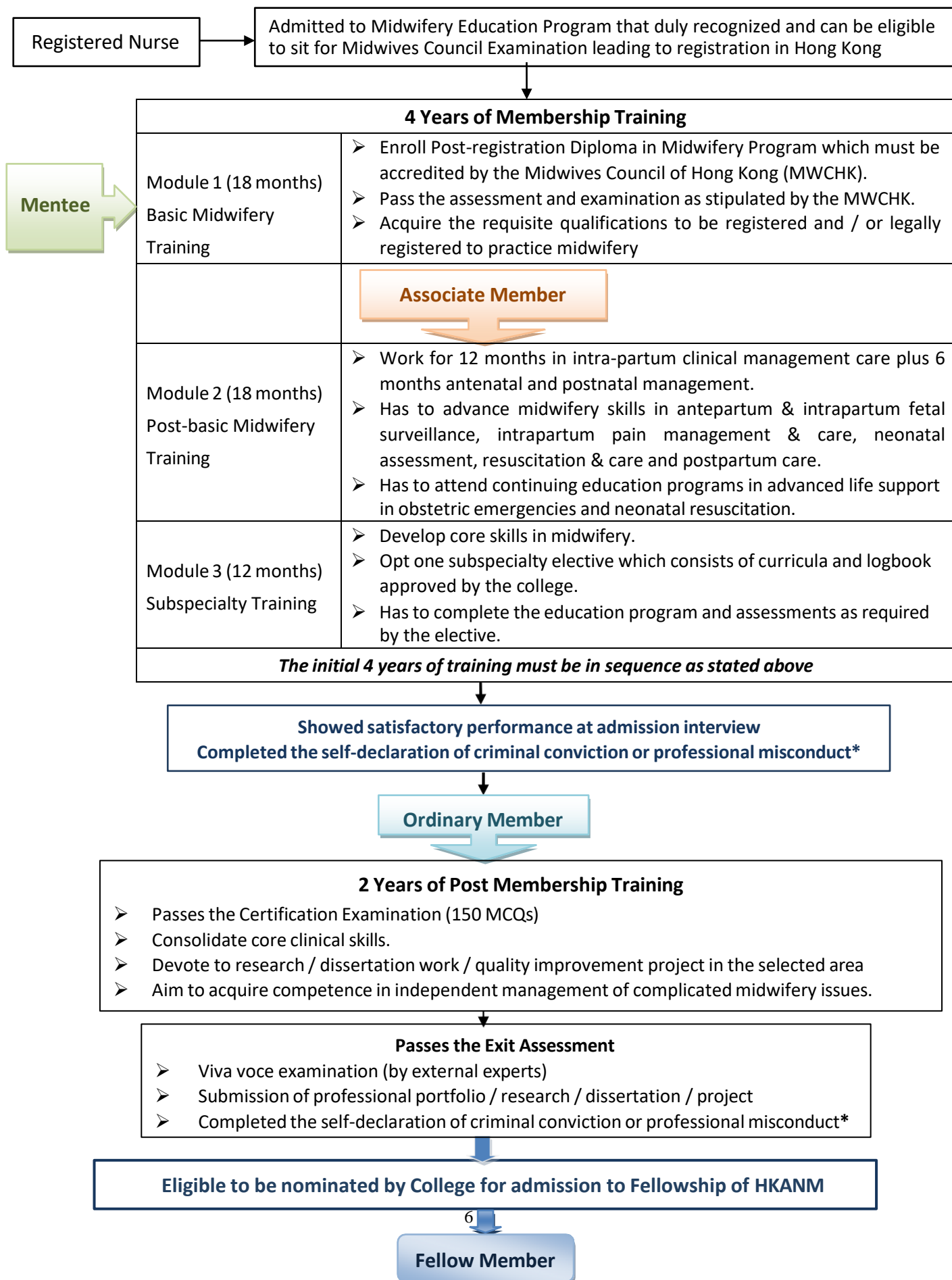
### **Aims of Training**

1. To equip all mentees with a broad range of understanding and competence in midwifery.
2. To ensure that professional competence can be acquired flexibly.
3. To facilitate all mentees to have opportunities for the requisition of advanced skills exceeding those in the pre-registration midwifery training curriculum.

## Structure of Training

1. The duration of the College's specialty training is six years, comprising four years of membership training and two years of post-membership training. The advanced midwifery practice certification program of membership training includes no less than 500 hours of theoretical input and specialized clinical practice respectively.
2. The membership training program consists of 3 modules. The first module is dedicated to basic midwifery training, the second module to post basic training and the third module to subspecialty training. Mentees are required to complete at least 250 hours #guided clinical practice at module 2 and 3.
3. The mentees have to complete the education program(s) and assessment as required by the electives they have chosen in the module 3.
4. The initial four years of training in midwifery must be in sequence. The duration of each training period could be extended if approval from the College is obtained.
5. On completion of the membership training, mentees are required to show satisfactory performance at the admission interview and complete the self-declaration of criminal conviction or professional misconduct for Ordinary Membership of HKCMW and Hong Kong Academy of Nursing & Midwifery (HKANM).
6. Post-membership training and Fellow Member admission:
  - 6.1 After completion of the 3 modular training satisfactorily and being an Ordinary Member, mentees are required to pass the Certification Examination (150 MCQs) and expected to consolidate their core clinical skills in the following 2 years to focus at the advanced midwifery practice.
  - 6.2 Within these two years mentees should devote time to research / dissertation work / quality improvement project in the mentee's selected area of subspecialty training.
7. All mentees must only be enrolled in the post-membership training program which is recognized by the College, and under the supervision of a specialist mentor approved by the College. Additional 250 hours #guided clinical practice should also be completed.
8. After completing the 2 years of post-membership training satisfactorily, completed the clinical logbook with related subspecialty training and passing the Exit Assessment, the mentee will be eligible to be nominated by the College for admission to Fellowship of HKANM.

## Hong Kong College of Midwives Membership Training Framework



### **Criteria for Entry into the Advanced Midwifery Practice Certification Program**

1. Mentees must be nurses who are eligible to register with The Nursing Council of Hong Kong.
2. Mentees should be a degree holder with at least 2 years post-registration experience.
3. Mentees must be registered as Associate Member (Appendix II Application Form can be download from <http://hkcollegeofmidwives.org>) with the College.

### **Admission Criteria to Ordinary Membership**

1. Mentees must have completed the module 1- Basic Midwifery Training, passed the assessment and examination as stipulated by the Midwives Council of Hong Kong; acquired the requisite qualifications to be registered and / or legally registered to practice midwifery.
2. Mentees must have completed the module 2 – Post-basic Midwifery Training and module 3 – Subspecialty Training in sequence.
3. Mentees must be a holder of Master Degree in Nursing or relation to Midwifery from recognized university.
4. Mentees should present clinical logbook and relevant documents to prove satisfactory completion of the required competence in the 500 hours of theoretical input and at least 250 hours #initial guided clinical practice with at least 50% under mentor guidance.
5. Mentees are required to show satisfactory performance at admission interview for an Ordinary Member of the College and HKAN.
6. Mentees are requested to make a self-declaration on whether there is criminal conviction or professional misconduct\*. (Appendix III)

### **Admission Criteria to Fellow Membership**

1. Mentees must be holder of Registered Midwives practicing license certified by the Midwives Council of Hong Kong.
2. Mentees should be Ordinary Member of the College and HKAN.
3. Mentees have to pass the membership certification examination – A Multiple-Choice Questions Examination of 150 questions. (Appendix IV – Application for Certification Examination)
4. Mentees have to complete the 2 years Post Membership Training in the selected subspecialty area and are required to complete the additional 250 hours # final guided clinical practice with at least 50% under mentor guidance or the clinical practice hours and requirements as stipulated by the elective sub-specialty training.
5. Mentees should demonstrate \*\*significant contribution in midwifery profession.
6. Mentees must be a holder of Master Degree preferably in relation to Midwifery from recognized university.
7. Mentees are requested to achieve 60 CNE points within a 3-year Continuing Nursing Education (CNE) Cycle, of which at least 45 points should be Post-registration Education in Midwifery (PEM).

8. Mentees are requested to make a self-declaration on whether there is criminal conviction or professional misconduct\*. (Appendix V)
9. Mentees should pass the Exit Assessment stipulated by the College.
10. Mentees will be recommended by 2 Fellow Members of the College to HKAN for consideration of granting Fellow Membership.

Members need to pass the Certification Examination as early as possible upon becoming eligible as an Ordinary Member then apply for Fellowship Exit Assessment within 3 years, otherwise the eligibility would lapse.

\*Exceptional cases will be reviewed by the Council and endorsed by HKAN

#### **# Initial Guided Clinical Practice**

Refers to the mentee is under guidance of a designated Fellow Member or mentor recognized by the College in a local clinical specialty department.

#### **# Final Guided Clinical Practice**

Refers to the mentee is under guidance of a designated Fellow Member in a local clinical specialty department appointed by the College.

#### **# Guided Clinical Practice include:**

- i) Experiential learning with mentor guidance at local clinical specialty departments;
- ii) Practicum at work/non-work places with mentors from local clinical specialty departments under university/tertiary institution programs

#### **\*\* Significant Contributions to Midwifery Profession**

- A. In leadership position of specialty-related activities  
e.g. In-charge of service or project, or leaders of clinical teams (routine job-related functions are NOT included.)
- B. Invited member in local, national and / or international initiatives  
e.g. Council Member, invited member of conference / seminar organizing committee or invited panel member of professional bodies.
- C. Demonstrated contributions in midwifery practice and service development  
e.g. being a specialty mentor, speaker, facilitator, moderator, coordinator or organizer in critical care related training and development programs, or paper submission on innovative midwifery practice.



## **Mentors and Guided Clinical Practice**

1. Mentors are recognized by the College, and are responsible to the College for the mentees under their guided clinical practice. The recognition should be reviewed every 3 years or when circumstances change.
2. Mentors should be specialists and Fellows of Hong Kong Academy of Nursing or equivalent.
3. Mentors should be working in recognized training units.
4. A mentor should normally not be responsible for more than two mentees.
5. The mentor has the following responsibilities to the mentee:
  - Facilitate the mentee to have adequate clinical exposure.
  - Facilitate the mentee to participate in the clinical team.
  - Facilitate the mentee to reflect on her experience.
  - Encourage the mentee to attend postgraduate education sessions.
6. The mentor has the following responsibilities to the College:
  - Report any change in the training unit which may affect practice.
  - Inspect, ensure the accuracy of, and sign the mentee's log book at regular intervals.
  - Report the training progress of mentees under her / his charge.
  - Ensure the ethical and legal practices of the profession are upheld.

## **Qualification of Mentors**

A list of qualified mentors will be drawn from the Grandfather Fellows or Fellow Members of the College. To assure the quality of training, a mentorship program will be provided for the mentors by Professional Development Committee of the College.

The qualified mentors should be:

- Fellow of the College or the doctor/midwifery supervisor recognized and appointed by the College.
- Practicing in the accredited training institutes.
- Working in the related midwifery specialty in current 3 years.
- Held a valid practicing certificate issued by the Midwives Council of Hong Kong.
- Attended the mentorship program which provided by the College.

Appointment letter will be issued to all approved clinical mentors by the College triennial.

## Specification of Training Sites Requirements

1. Training sites are recognized by the College, and the recognition is reviewed every five years. A training site may comprise more than one site.
2. A training site must have the following:
  - At least to have one College appointed mentor.
  - Staffed with qualified Midwives and qualified nurses trained to be Midwives.
  - Sufficient training facilities for training purpose.
3. The number of mentees in a training site is determined by its ability to fulfill training requirements for each mentee.
4. The guided clinical practice will be delivered in the recognized training site. A profile of clinical practice grounds is required for accreditation and the accreditation criteria needs to be met as well. The training site profile includes:
  - 4.1 Clinical establishment
    - ◇ Facilities of clinical service, such as number of wards and beds, clinic sessions and centers
  - 4.2 Staff establishment
    - ◇ Nursing staff; the number for each rank
    - ◇ Availability of fellows and specialist
    - ◇ Medical and other disciplines
  - 4.3 Workload statistics
    - ◇ Caseload for the specialty/subspecialty, average bed occupancy
  - 4.4 Service provision
    - ◇ Specialty/subspecialty services; Midwife-led service
  - 4.5 Professional development
    - ◇ Approved provider of CNE and PEM programs
    - ◇ Recognized or accredited training site for specialty/subspecialty training programs
    - ◇ Availability of in-service or structured specialty/subspecialty training for staff
  - 4.6 Resources
    - ◇ Availability of specialty/subspecialty mentors – number and years of experience
    - ◇ Learning resources – clinical guidelines and protocols, clinical learning objective or log book
5. Preferably, the hospital of a training site has also be an accredited clinical training site for midwives registration by the Midwives Council of Hong Kong but not limited.

## 6. List of training sites

6.1 All birthing hospitals of Hospital Authority will be the training sites for the program:

- Kwong Wah Hospital
- Princess of Margaret Hospital
- Prince of Wales Hospital
- Pamela Youde Nethersole Eastern Hospital
- Queen Elizabeth Hospital
- Queen Mary Hospital
- Tuen Mun Hospital
- United Christian Hospital

6.2 Following private hospitals have been accredited as training sites for the program:

- Hong Kong Sanatorium & Hospital
- Matilda International Hospital

## Curriculum of the Advanced Midwifery Practice Certification Program

Duration of the certification program is six years, comprising four years of membership training and two years of post-membership training. The certification programs of membership training include no less than 500 hours of theoretical input and specialized practice respectively.

### Membership Training

During the 4 years membership training, mentees should complete 500 theoretical hours in advanced midwifery practice certification program, with a minimum of 300 hours at postgraduate level and the remaining hours being recognized by the College (Refer to the Curriculum and Syllabus).

The membership training program consists of 3 modules. The first module is dedicated to basic midwifery training, the second module to post basic training and the third module to subspecialty training.

#### Module 1:

It consists of 18 months of basic training in Post-registration Diploma in Midwifery Program which must be accredited by the Midwives Council of Hong Kong (MWCHK). After training, the mentee must successfully pass the Examination of MWCHK.

#### Module 2:

It consists of 18 months of post basic skill enhancement in midwifery clinical management which includes 1 year in Labour Management and 6 months in Antenatal & Postnatal Management. During the period, the mentee has to advance her midwifery skills in antepartum and intrapartum fetal surveillance, intrapartum pain management and care, neonatal assessment, resuscitation and care, and postpartum care. Besides, the mentee has to attend healthcare and midwifery-related continuing education programs (refers to syllabus).

#### Module 3:

It consists of 12 months core midwifery skills enhancement when the mentee will choose one of the following electives as her subspecialty training. She has to complete the education program(s) and assessment as required by the elective she has chosen:

- ✧ Option 1: Midwives-led Care
- ✧ Option 2: Lactation
- ✧ Option 3: Prenatal Screening and Counseling
- ✧ Option 4: High-dependency Midwifery Care

**Remarks:**

- 1. The membership training program covers over a period of 4 years and a master qualification should be attained during such period.*
- 2. For Module 2 & 3, mentees are required to complete at least 250 hours guided clinical practice.*
- 3. Admission Interview for Ordinary Member is required on completion of the Module 3.*

## Post Membership Training

1. After completion of the 3 modular training and show satisfactory performance at admission interview for Ordinary Member, mentees are required to pass the Certification Examination and expected to consolidate their core clinical skills in the following 2 years to focus at the advanced midwifery practice.
2. These two years are devoted to research / dissertation work / quality improvement project in the mentee's selected area of subspecialty training.
3. All research and quality improvement projects should be prospectively approved by the Education Committee of the College.
4. Under special circumstances, mentees who have difficulty satisfying this requirement may apply to the College for consideration.

## Contents of Training

1. Curriculum and syllabus for Advanced Practice Midwives are structured following the Hong Kong Academy of Nursing Guidelines for Program Planning and Examination (May 2021). The midwifery education program consists of three major components including the generic core, advanced practice core and specialty core with 60 – 100% structured courses offered at the post-graduate level and the remaining 0 – 40% structured courses provided by specialty course providers. (*Refer to the Curriculum and Syllabus for Membership Training of Advanced Practice Midwifery*).
2. The mentee should have clinical duties, include:
  - At least 250 clinical hours accomplished within a 4 years' time span with at least 50% under mentor guidance during module 2 & 3
  - providing antepartum, intrapartum and postpartum care, and health education
3. Starting from Module 2, the mentee should have teaching duties which should be recorded in the professional portfolio, including:
  - conducting health talks to pregnant women and new mothers
  - participating in seminars, formal case presentations and discussions
  - supervision and clinical teaching of obstetric student nurses and student midwives

4. The mentee should participate in other educational activities, including:
  - conferences, workshops, or other post-registration activities
  - clinical research or hospital projects
  - publication of articles in learned journals, manuals and text-books
  - oral or poster presentations of professional activities
  
5. The mentee should have administrative duties and management responsibility, including participation in organizing midwifery related activities or projects, service planning or clinical audits of the department.
  
6. The mentee should maintain up-to-date logbook and present it for review whenever required (applicable to Module 3).

## CLINICAL LOG BOOK

### General Instruction

The clinical log book of the Hong Kong College of Midwives is designed to facilitate and guide mentees learning, and to provide support and direction for mentors in making judgements about the competence of mentee.

Mentees are responsible to enter the required information and record the various activities and experiences as stipulated in the various modules of the log book (refer to <http://hkcollegeofmidwives.org>). Mentors should certify specified areas of competence of the mentees as they are attained.

All mentees entering the HKCMW training program are required to use this log book.

### Levels of Competence

- To assist mentees in achieving their competencies, a five-level model of competence is adopted. The level of competence ranges from observation (1) to independent practice (5).

Level 1	<b>Observer</b>	Observes the clinical activity performed by a colleague
Level 2	<b>Assistant</b>	Assists a colleague to perform the clinical activity
Level 3	<b>Under Direct Supervision</b>	Performs the entire activity under direct supervision of a senior colleague
Level 4	<b>Under Indirect Supervision</b>	Performs the entire activity with indirect supervision of a senior colleague
Level 5	<b>Independent performer</b>	Performs the entire activity without need for supervision

- The mentees have completed their clinical experience record during their Post-registration Diploma in Midwifery Education Program, so the mentees are only required to provide the information on Module 1 as stated in the log book.





Hong Kong College of Midwives

**Competency Framework for Advanced Practice Midwives**

**Domain 1**

***Managing women with complex conditions arising from pregnancy, childbirth and puerperium.***

1. Manages complete episode of care for complicated midwifery cases and refers aspects of care to own and other professions.
2. Detects complicated and abnormal situations arising from pregnancy, childbirth and puerperium.
3. Reacts to regain stability and restore woman's health in collaboration with the woman and multidisciplinary health care team.
4. Plans and implements strategies and therapeutic interventions to help women with emergency situations.
5. Assesses and adjusts plans for continuous management of woman's health status by monitoring variation in wellness and illness.
6. Monitors woman's data base for follow-up, consultation, referral, and outcomes.

**Domain 2**

***Enhancing therapeutic midwife – woman / client relationship***

1. Demonstrates competency in the skills needed to support women and their families during antenatal, labour and postnatal period.
2. Provides guidance and counseling regarding symptom management.

3. Provides emotional and informational support to women and their families.
4. Communicates a sense of "company" with the women.
5. Establishes partnerships and therapeutic relationships through safe, effective, compassionate, respectful and non-discriminatory communication.
6. Respects professional boundaries and applies therapeutic principles to engage, maintain and, where appropriate, terminates therapeutic relationships with women by adaptation of apposite communication and interpersonal skills.
7. Facilitates health behavioral changes by role modeling, effective communication and education.
8. Demonstrates cultural competency by integrating cultural beliefs and practices of individual into management plans.

### **Domain 3**

#### ***Effective leadership and team work***

1. Coordinates human and environmental resources necessary to manage rapidly changing situations.
2. Leads hospital/community health education and promotional activities.
3. Empowers midwives to assume increasing responsibilities for complicated client care with delegation, support and supervision.
4. Provides leadership in the interdisciplinary team through the development of collaborative practices or innovative partnerships.
5. Demonstrate effective leadership skills and be able to exert influence in a group.
6. Provides leadership in professional activities.

## **Domain 4**

### ***Quality assurance and improvement***

1. Leads the on-going process of setting and revising guidelines, protocols, standards and contingency plan.
2. Develops a tracking system within the practice to ensure that clients receive appropriate preventive services.
3. Monitors peers, self and delivery system through Quality Assurance, Total Quality management, as part of Continuous Quality Improvement.
4. Manages complaints and monitors malpractice.
5. Benchmarks various care programs with outcome measures and advise on clinical management or recommend review of intervention as indicated.
6. Initiates and implements quality improvement strategies and clinical audits in collaboration with various health disciplines.

## **Domain 5**

### ***Managing and negotiating innovative and effective approaches to care delivery***

1. Employs appropriate diagnostic and therapeutic interventions and regimens for specific woman / client groups with attention to safety, cost, acceptability, efficacy and cost-effectiveness.
2. Suggests implementation of evidenced-based practice and facilitates changes.
3. Uses evidence and rationale to leverage senior and other on decision making.
4. Contributes to the development of overall client care delivery system and adopts appropriate midwifery models in system to achieve optimal outcomes.
5. Re-engineers the work process.
6. Establishes detailed implementation schedules, resources planning, achievement indicators, and monitoring mechanism to support the service development plan.
7. Envisions change impacts. Be prepared to take reasonable risk to facilitate change and open to innovations.

## **Domain 6**

### ***Enhancing professional attributes of general and advanced practice***

1. Applies principles of epidemiology and demography in clinical practice.
2. Promotes and fosters ethical practice and advocacy for clients.
3. Applies/develops a theory-based conceptual framework to guide practice.
4. Attains self-advancement professionally through initiating and involving in evidence based practice and research activities
5. Masters the application of advanced health care technology in obstetrics area and shows knowledge on the evidence found.
6. Critically evaluates and applies research studies pertinent to client care management and outcomes.
7. Applies/conducts research studies pertinent to primary care and/or midwifery practice management.
8. Demonstrates expertise on area(s) of midwifery. Be a resource person for referrals in this area.
9. Interprets own professional strengths, role, and scope of ability to peers, clients and colleagues.
10. Acts as a role model and sets exemplary standard of professional behaviours.
11. Supports socialization, education, and training of novice practitioners by serving as a preceptor, role model and mentor.
12. Motivates and supports staff to be self-developing and achieve higher professional goals.
13. Interprets and markets the advanced practising midwife role to the public and other health care professionals.
14. Participates in legislative and policy-making activities which influence advanced midwifery practice and health services.

## **Domain 7**

### ***Enhancing personal attributes***

1. Maintains a professional image which includes attitude and appearance.
2. Possesses excellence in the performance of midwifery duties.
3. Be assertive in expressing oneself in a confident behaviour.
4. Analyzes situation critically and act on reason and moral principles.
5. Maintains good relationship with other professionals.
6. Demonstrates good communication ability in oral and written form.
7. Recognizes continuous professional development is a life-long process.

**HONG KONG COLLEGE OF MIDWIVES - Competency Framework for Midwifery Specialty Training**

Recognized Institute: HA School of Midwifery

Competency Framework for Midwifery Specialty Training	Domains						
	I	II	III	IV	V	VI	VII
<b>General Competencies</b>							
<b>General Knowledge:</b>							
1. human anatomy & physiology related to childbearing						3	
2. physical, emotional, physiology relevant to childbearing		1-3,8					
3. cultural variations & their influence on childbearing		3,8					
3. cultural variations & their influence on childbearing		1					
5. assessment skills	2,5	1					
6. inform choice for decision making					1,3		4
7. communication, counseling & teaching skills		2,4,5,7					6
8. maternal & newborn cardiopulmonary resuscitation	3,4		1				2
9. common drugs used in obstetrics	3,4						
10. principles of infection control				2			
11. documentation principles							6
<b>General Skills:</b>							
1. assess, plan, provide & evaluate safe & effective midwifery care	1-6	1		3	1		2
2. provide advice & holistic care to the woman & her family		1,3-5,7-8			1	3	6
3. identify maternal, fetal or baby's factors which necessitate consultation or referral, & initiate appropriate actions	1-6	1			1		2
4. provide up-to-date information & support the woman with informed choice for decision making and obtain informed consent		2 - 3					6
5. communication & counseling		1 - 8					6
6. BCLS & other emergency measures	2-6	1					
7. obstetric drugs administration		1,4			3		
8. maintain health conducive environment				2			
9. documentation							6
<b>General Attitude:</b>							
1. respect woman's emotional, social, cultural & lifestyle needs		3,6,8					
2. be empathetic & supportive		1,3,4					
3. encourage involvement of family member in the care of woman		1,3,4					
4. be committed to provide evidence-based information & facilitate woman to make informed choice		3		3	1,3		
5. concerning safety		1		3	1		
6. promote & support continuity of care	5 - 6			3			

## HONG KONG COLLEGE OF MIDWIVES - Competency Framework for Midwifery Specialty Training

	Domains						
	I	II	III	IV	V	VI	VII
<b>Competence Area 2: Professional Midwifery Practice</b>							
<b>A. Care during pregnancy</b>							
<b>~ Knowledge</b>							
1. process of conception						3	
2. basic fetal development & growth		1				3	
3. maternal physiological adaptation & management of common discomforts of pregnancy		1				3	
4. diagnosis of pregnancy						3	
5. establishing EDC						3	
6. psychological & cultural aspects of pregnancy		1,8				3	
7. nutritional requirements during pregnancy		1				3	
8. maintenance of health lifestyle in pregnancy		1				3	
9. antenatal care & examinations		1				3	
10. antenatal screening & diagnostic tests used during pregnancy		1				3	
11. indicators of normal pregnancy and conditions deviated from normal		1				3	4
12. preparation for labor & birth		1				3	
13. breastfeeding		1				3	
14. parenthood		1				3	
15. local maternity services and care options available					4	1	
<b>~ Skills</b>							
1. obtain comprehensive health history		1				3	
2. perform physical & abdominal exam for the woman		1				3	
3. interpret results of antenatal screening tests & routine investigations	5	1				3	
4. assess & monitor maternal & fetal well-being & the progress of pregnancy	2,3,5,6	1				3	
5. assess maternal nutritional status & its relationship to fetal growth, and give appropriate advice when required	2	1,3				3	
6. advise & manage common discomforts of pregnancy		1,2				3	
7. recognize common abnormalities & emergencies, and initiate appropriate actions	1 - 6	1	1		1	3	4
8. educate & counsel the woman with special needs		1 - 3					
9. provide antenatal education regarding antenatal, labor, postnatal & newborn care		1 - 3				3	
10. promote & support breastfeeding		1 - 3				3	

**HONG KONG COLLEGE OF MIDWIVES - Competency Framework for Midwifery Specialty Training**

	Domains						
	I	II	III	IV	V	VI	VII
<b>Competence Area 2: Professional Midwifery Practice</b>							
<b>B. Care during labour and birth</b>							
<b>~ Knowledge</b>							
1. maternal & fetal anatomy related to progress of labor		1				3	
2. maternal & fetal physiological adaptation to labor & birth		1				3	
3. psychosocial & cultural aspects of labor & birth		1,8					
4. normal labor progress & the use of partograph		1				3	
5. maternal & fetal assessments during labor		1				3	
6. pain relief in labor		1				3	
7. midwifery management of vaginal birth		1				3	
8. immediate newborn care & assessment		1				3	
9. principles of neonatal resuscitation	3,4	1	1			3	
10. early initiation of breastfeeding & bonding		1				3	
11. intrapartum conditions that are deviated from normal & the respective management	1 - 6	1			1		4
<b>~ Skills</b>							
1. assess & monitor maternal & fetal conditions during intrapartum period	1 - 6	1				3	
2. perform abdominal/vaginal exam		1				3	
3. support & care woman & her family in the intrapartum period		1, 3 - 4				3	
4. provide/assist in pain relief in labor		1, 3 - 7				3	
5. conduct spontaneous vaginal birth		1,4				3	
6. perform episiotomy & perineal repair		1				3	
7. assist in operative deliveries	3,4	1				3	
8. perform initial steps in neonatal resuscitation	3,4	1	1			3	4
9. initiate measures to promote maternal & newborn bonding		1,3				3	
10. support early initiation of breastfeeding		1,3				3	



**Appendix I****HONG KONG COLLEGE OF MIDWIVES - Competency Framework for Midwifery Specialty Training**

	Domains						
	I	II	III	IV	V	VI	VII
<b>Competence Area 2: Professional Midwifery Practice</b>							
<b>C. Care during puerperium</b>							
<b>~ Knowledge</b>							
1. maternal physiological & role adaptation in postpartum period		1				3	
2. psychosocial & cultural aspects of the puerperium		8					
3. nutritional requirements of woman during postpartum period & lactation		1				3	
4. principles of effective breastfeeding		1				3	
5. common breastfeeding problem & its management	1-3,6	1				3	
6. postnatal care & exam		1				3	
7. common discomforts in postnatal period & the respective management	3,5-6	1				3	
8. common postpartum conditions that are deviated from normal & its related management	1-6				1		4
9. postpartum mood disorders & its management	1-3,5-6	2 - 7	1		1		
<b>~ Skills</b>							
1. assess & monitor maternal & fetal conditions in the postpartum period	5,6	1				3	
2. provide support & care to the woman & her family in the postpartum period		1,3-4, 6					
3. promote parent-infant bonding		1,3				3	
4. educate the woman & her family regarding self-care & infant care		1,3,7				3	
5. facilitate & support the choice of infant feeding		1,3,5				3	
6. assist the mother to establish & sustain breastfeeding		1,3-4,7				3	
7. counsel the postpartum woman/family on sexuality & family planning		1 - 3					3,6
8. advise & manage common discomforts in the postpartum period	5 - 6	1 - 3				3	
9. recognize postpartum mood disorders & initiate appropriate actions	1-3, 5	2 - 6	1		1		
<b>D. Care of the newborn (up to 6 weeks of age)</b>							
<b>~ Knowledge</b>							
1. neonatal physiological adaptation		1				3	
2. exam of newborn		1				3	
3. physical, emotional & nutritional needs of the newborn		1				3	
4. growth & development of the newborn		1				3	
5. routine neonatal screening tests		1				3	
6. common neonatal problems & the respective management	1-3,5	1 - 2				3	
<b>~ Skills</b>							
1. support the newborn's transition to extra-uterine life following birth		1				3	
2. perform newborn exam		1				3	
3. perform ongoing assessment of the newborn in the postnatal period		1				3	
4. provide physical, nutritional & emotional care to newborn		1,3				3	
5. educate & support parents in providing care to the baby		1,3,7				3	

**HONG KONG COLLEGE OF MIDWIVES - Competency Framework for Midwifery Specialty Training**

	Domains						
	I	II	III	IV	V	VI	VII
<b>Competence Area 3: Primary Health Care</b>							
<b>~ Knowledge &amp; Skills on</b>							
1. human sexuality		1,3		2		3	
2. family structure & function		1,3		2		3	
3. pre-conception care		3		2		3	
4. family planning & the use of contraceptive methods		1,3		2		3	
5. common endemic sexually transmitted diseases		1 – 3		2		3	
6. psychosocial issues of the woman at reproductive age		1,3,8		2		3	
7. social issues in breastfeeding		1,3,8		2		3	
8. HK childhood immunization		1 - 3		2		1,3	
9. health & social resources in the community		1 - 3		2			
10. vital statistics in maternity care		3		2		1	
11. health promotion & health education		3	2	2 - 3			
<b>~ Attitude</b>							
1. supportive in enhancing the social well-being of the woman & her family		1,3,5				3	2
2. proactive in identifying the woman's health needs & positive in meeting these needs		1,3				3	
3. concerned about contemporary public health issues that are related to maternity services					4		
4. respect for the woman's choices of locally available & culturally acceptable methods of family planning		5,8					2
5. active in participating in activities for health promotion & health education		3	2,6	2 - 3			
6. committed to protecting the health of the woman and the society		1	2,6	2 - 3			

**Appendix I**

	Domains						
	I	II	III	IV	V	VI	VII
<b>Competence Area 4: Professional, Ethical and Legal Aspects of Midwifery Practice</b>							
<b>~ Knowledge</b>							
1. general structure of the health care system					4	1	
2. structure & functions of the Midwives Council of HK						3	
3. Midwives Registration Ordinance, Cap 162, Laws of HK						3	1
4. Conduct & Practice in Midwifery issued by the Midwives Council of HK	1 – 6	1 – 8	1,2,6	2-4	1-5,7	1- 14	1-7
5. Handbook for Midwives issued by the Midwives Council of HK	1 – 6	1 – 8	1,2,6	2-4	1-5,7	1-14	1-7
6. roles & responsibilities of a midwife	1 - 6	1 – 8	1,2,6	2-4	1-5,7	1-14	1-7
7. ethnical & legal aspects of midwifery practice		1				2	
8. evidence-based practice		1 - 2		3	2-3	4-6	
9. continuing professional development					4-5	4-5,7,11,13-14	7
10. reflective midwifery practice				3		9 - 12	
<b>~ Skills</b>							
1. keep in pace with the contemporary trend & issues in health care system			1-2	3		8	
2. practice in accordance with: Midwives Registration Ordinance, Cap 162, Laws of HK; Conduct & Practice in Midwifery issued by the Midwives Council of HK; Handbook for Midwives issued by the Midwives Council of HK; & contemporary ethical principles and legal requirements	1 - 6	1 - 8	2		1-5,7	1 - 14	1-7
3. communicate & work collaboratively with other professionals to improve the delivery of care to the woman & family			2	3			5-6
4. appreciate research findings relevant to midwifery practice		1 - 3	2	3		4, 6 - 7	
5. participate in development & management of midwifery practice			2,6				7
6. participate in self-reflection, peer review, continuing education & other activities that ensure & validate quality practice			1-2,6	2-4	1-5,7	9	
<b>~ Attitude</b>							
1. committed to personal integrity, honesty & self-discipline						4, 9 - 11	1
2. respect for life, dignity & human rights, regardless of nationality, race, age & social status		8		3			
3. positive in accepting challenges & growing responsibilities					3,5,7	4, 6-7, 13-14	2
4. accepting professional responsibilities & be accountable for one's own practice						4-5, 8-11	2
5. sensitive to one's own attitude, biases & values and their potential impact on practice						10	1
6. concerned about maintaining and promotion of professional image						10	1
7. committed to act as a role model for other colleagues		7				6, 9-11	3
8. supportive to professional organizations in functions conducive to professional development						4-7, 11	7
9. committed to life-long learning and professional development						4-7, 11-12	7



**HONG KONG COLLEGE OF MIDWIVES**  
**Application Form for Associate Member**

<b>Name:</b> English: _____ SURNAME,                                  Other Name Chinese: _____	
<b>Correspondence Address:</b> _____	
<b>Contact:</b> E-mail Address: _____	<b>Phone No.:</b> (Work) _____ (Mobile) _____
<b>Hong Kong Nursing Council</b> Registration No.: _____ Practicing Certificate Valid till: _____	<b>Date of Registration:</b> ____ / ____ / ____ DD   MM   YYYY
<b>Basic Midwifery Training:</b> Name of Midwifery School: _____ Name of Midwifery Clinical Training Site: _____	<b>Date of Training Entry:</b> ____ / ____ / ____ DD   MM   YYYY
<b>*Registration of Midwives Council of Hong Kong:</b> <input type="checkbox"/> Yes – Registration no.: _____ <input type="checkbox"/> Not Applicable <i>(*Please tick the box as appropriate)</i>	<b>Date of Registration:</b> ____ / ____ / ____ DD   MM   YYYY <b>Practicing Certificate valid to:</b> _____
<b>Current Midwifery Clinical Practice/Training site and / Employing Organisation:</b> _____	
<b>Date of Application:</b> _____	<b>Signature:</b> _____

**For official use only**

Date of Registration: _____	Associate Membership No. _____
Registration Fee: _____	Cheque no. (Bank): _____
Approved by: (Name in Block): _____	Signature: _____

Please send the completed Application Form and the copy Certificates of RN, RM & valid Practicing Certificates together with registration fee crossed cheque payable to **“Hong Kong College of Midwives Limited”** at LG1, School of Nursing, Princess Margaret Hospital, 23 Lai King Hill Road, Lai Chi Kok, Kowloon, Hong Kong.



## HONG KONG COLLEGE OF MIDWIVES

### Application for Ordinary Membership Admission Interview

#### A. Personal Particulars of Applicant

1. Full Name (As shown in the Hong Kong Identity Card / Passport):  
In English: \_\_\_\_\_ In Chinese: \_\_\_\_\_
2. Hong Kong Identity Card / Passport No\*: \_\_\_\_\_
3. Registration in Nursing Council of Hong Kong  
Year of Registration: \_\_\_\_\_ Registration No.: \_\_\_\_\_
4. Place of Basic Midwifery Training: Hong Kong / Other country\*: \_\_\_\_\_  
Year of Registration: \_\_\_\_\_ Registration No.: \_\_\_\_\_
5. Name of Clinical Training Site for the Advanced Practice Midwives \_\_\_\_\_  
Associate Member No. \_\_\_\_\_
6. Correspondence Address in Hong Kong: \_\_\_\_\_  
\_\_\_\_\_
7. Mobile Telephone: \_\_\_\_\_ E-mail: \_\_\_\_\_

In support of my application, I attach herewith the following: ( as indicated the availability)

- a)  Copy of valid Practicing Certificate issued by Nursing Council of Hong Kong.
- b)  Copy of valid Practicing Certificate issued by Midwives Council of Hong Kong.
- c)  Evidence of Master Degree holder in Nursing or relation to Midwifery from recognized university
- d)  The completed record / transcript of "Module 1" – Basic Midwifery Training
- e)  The completed record of "Module 2" – Post-basic Midwifery Training
- f)  The completed record of "Module 3" – Subspecialty Training

***N.B. The soft copy, hard true copy and one verified hard copy of documents (a – f) are required to submit for examination application***

#### B. DECLARATION

I declare that I have / have not\* been convicted of an offence that is punishable with imprisonment, in Hong Kong or elsewhere; and I have / have not\* been found guilty of unprofessional conduct, in Hong Kong or elsewhere.

Details of conviction(s)/ \_\_\_\_\_

Unprofessional conduct: \_\_\_\_\_

(if applicable) \_\_\_\_\_

Signature of Applicant: \_\_\_\_\_

Date: \_\_\_\_\_

***\*Please delete where inappropriate***



**HONG KONG COLLEGE OF MIDWIVES**  
**Application for Certification Examination**

**A. Personal Particulars of Applicant**

1. Full Name (As shown in the Hong Kong Identity Card / Passport):  
In English: \_\_\_\_\_ In Chinese: \_\_\_\_\_
2. Hong Kong Identity Card / Passport No\*: \_\_\_\_\_
3. Registration in Nursing Council of Hong Kong  
Year of Registration: \_\_\_\_\_ Registration No.: \_\_\_\_\_
4. Place of Basic Midwifery Training: Hong Kong / Other country\*: \_\_\_\_\_  
Year of Registration: \_\_\_\_\_ Registration No.: \_\_\_\_\_
5. Name of Clinical Training Site for the Advanced Practice Midwives \_\_\_\_\_  
Ordinary Member No. \_\_\_\_\_
6. Correspondence Address in Hong Kong: \_\_\_\_\_  
\_\_\_\_\_
7. Mobile Telephone: \_\_\_\_\_ E-mail: \_\_\_\_\_

In support of my application, I attach herewith: ( as indicated the availability)

- A crossed cheque of HK\$1,000 for the examination fee as payable to the  
***"Hong Kong College of Midwives Limited"***

**B. DECLARATION**

I declare that I have / have not\* been convicted of an offence that is punishable with imprisonment, in Hong Kong or elsewhere; and I have / have not\* been found guilty of unprofessional conduct, in Hong Kong or elsewhere.

Details of conviction(s)/ \_\_\_\_\_

Unprofessional conduct: \_\_\_\_\_

(if applicable) \_\_\_\_\_

Signature of Applicant: \_\_\_\_\_

Date: \_\_\_\_\_

***\*Please delete where inappropriate***



**HONG KONG COLLEGE OF MIDWIVES**  
**Application for Fellow Membership Examination (Exit Assessment)**

**A. Personal Particulars of Applicant**

1. Full Name (As shown in the Hong Kong Identity Card / Passport):  
In English: \_\_\_\_\_ In Chinese: \_\_\_\_\_
2. Hong Kong Identity Card / Passport No\*.: \_\_\_\_\_
3. Place of Basic Midwifery Training: Hong Kong / Other country\*: \_\_\_\_\_  
Year of Registration: \_\_\_\_\_ Registration No.: \_\_\_\_\_
4. Name of Clinical Training Site for the Advanced Practice Midwives: \_\_\_\_\_  
Ordinary Membership No.: \_\_\_\_\_
5. Correspondence Address in Hong Kong: \_\_\_\_\_  
\_\_\_\_\_
6. Mobile Telephone: \_\_\_\_\_ E-mail: \_\_\_\_\_

In support of my application, I attach herewith the following: ( as indicated the availability)

- a)  Copy of valid Practicing Certificate issued by Nursing Council of Hong Kong.
- b)  Copy of valid Practicing Certificate issued by Midwives Council of Hong Kong.
- c)  Record of 60 CNE points including at least 45 PEM points within 3-year cycle
- d)  Evidence of Master Degree holder in Nursing or relation to Midwifery from recognized university
- e)  The completed record of Clinical Log Book with the 2 years Post-membership Training
- f)  Documents of significant contribution in midwifery practice / service development
- g)  Professional Portfolio / Research paper / dissertation\*
- h)  A crossed cheque of HK\$2,000 for the examination fee as payable to the **“Hong Kong College of Midwives Limited”**

***N.B. The soft copy, hard true copy and one verified hard copy of documents (a – g) are required to submit for examination application***

**B. DECLARATION**

I declare that I have / have not\* been convicted of an offence that is punishable with imprisonment, in Hong Kong or elsewhere; and I have / have not\* been found guilty of unprofessional conduct, in Hong Kong or elsewhere.

Details of conviction(s)/ \_\_\_\_\_

Unprofessional conduct: \_\_\_\_\_

(if applicable) \_\_\_\_\_

Signature of Applicant: \_\_\_\_\_

Date: \_\_\_\_\_

***\*Please delete where inappropriate***

## **Member List of Education Committee:**

### **Work Group for the 1<sup>st</sup> version of year 2015 & 2<sup>nd</sup> version April 2016**

Ms. SHAM So Yuen, Alice	President of HKCMW
Ms. SIU Sau Mei, Esther	Chairman / Editor
Ms. POON Miu Ho	Council Member
Ms. WONG Suk Man, Sandra	Council Member
Ms. LAI Chit Ying	Council Member
Ms. MAU Lai Fun, Elaine	Council Member
Ms. CHEUNG Mei Yee, Daisy	Council Member
Ms. CHAU Mo Ching, Macy	Council Member
Ms. CHAN Hei Kiu	Council Member
Ms. TANG Pey Leng	Council Member
Ms. LAU Siu Hung	Co-opted Member
Ms. TSOI Yuen Yee, Candy	Co-opted Member
Ms. YIM Chee Siew, Vera	Co-opted Member

### **Work Group for the 3<sup>rd</sup> version of June 2016 & 4<sup>th</sup> version February 2017**

Ms. SHAM So Yuen, Alice	President of HKCMW
Ms. SIU Sau Mei, Esther	Chairman / Editor
Ms. LAI Chit Ying	Vice President of HKCMW
Ms. MAU Lai Fun, Elaine	Council Member
Ms. CHAU Mo Ching, Macy	Council Member
Ms. LAU Siu Hung	Council Member
Ms. TSANG Siu Ling	Council Member
Ms. YIM Chee Siew, Vera	Council Member
Ms. CHEUNG Mei Yee, Daisy	Co-opted Member
Ms. POON Miu Ho	Co-opted Member
Ms. WONG Kit Wah	Co-opted Member

### **5<sup>th</sup> Version**

Revised by Education Committee and endorsed by the Council of HKCMW on 13<sup>th</sup> February 2018

### **6<sup>th</sup> Version**

Revised by Education Committee and endorsed by the Council of HKCMW on 16<sup>th</sup> October 2019



**7<sup>th</sup> Revised Version**

Revised by Education Committee and endorsed by the Council of HKCMW on 3<sup>rd</sup> March 2021

Members of Education Committee:

Ms. CHAU Mo Ching, Macy	President of HKCMW
Ms. SIU Sau Mei, Esther*	Chairman / Editor
Ms. LAI Chit Ying*	Vice President of HKCMW
Ms. TSANG Siu Ling*	Vice President of HKCMW
Ms. HO Lai Fong*	Council Member
Ms. LAU Siu Hung	Council Member
Ms. CHUNG Shui Fun, Clara	Council Member
Ms. SIN Wai Ha	Council Member
Ms. CHEUNG Lee, Jenny	Council Member
Ms. CHEUNG Mei Yee, Daisy*	Co-opted Member
Ms. CHEUNG Mei Chun	Co-opted Member
Ms. HO Yan Yi	Co-opted Member
Ms. LEE Pandora	Co-opted Member
Ms. LI Chui Yan	Co-opted Member
Ms. SIU Ka Yi	Co-opted Member
Ms. TSOI Yuen Yee, Candy	Co-opted Member
Ms. WONG Sze Ki	Co-opted Member

***(\*Work Group Members for the 7<sup>th</sup> Revised Version according to the New Membership Pathway of HKAN)***