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15 March 2019

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HKAN Proposal - Advanced and Specialised Nursing Practice

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In response to the briefing consultation session on 25 January 2019, I forward herewith the HKAN's proposal on the regulation of Advanced and Specialised Nursing Practice.

We are happy to discuss and provide more details if needed. We look forward to your reply!

Thank you!

Yours sincerely,

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c.c. Prof. Sophia CHAN, Secretary for Food and Health

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The Hong Kong Academy of Nursing
香港護理專科學院

**Proposal for Regulation of Advanced /
Specialized Nursing Practice**

Voluntary registration scheme with a timeframe

15 March 2019

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EXECUTIVE SUMMARY

The demand for health care is ever-increasing due to current demographic trend of longevity and advances in medical and health sciences. Advanced nursing practice (ANP) has been developing rapidly in addressing these healthcare demands. The nurses in advanced practice assume the roles as advanced and expert care provider, researcher and evidence-based practitioner, educator and counselor, professional advancement agent and visionary leader. To fulfill the roles as an advanced practice nurse (APN), these APNs need to possess competencies at expert level acquired through higher education interacting with substantial years of nursing experience. A master's degree (which is in alignment of global trend) with 500 specified theoretical hours including respective specialty component is preferred. For clinical experience, it is recommended to have at least 6 years in respective specialty with documented 500-hour specified clinical experience.

There should be a statutory mechanism to ensure fit for advanced practice to protect the public and legitimize nursing practice at the advanced level. In this regard, an accrediting body, approved by the Food and Health Bureau, is desirable to accredit the specialty programmes and examinations offered by the providers expert in the specific specialty area and the education institutions. The name of candidate who has gone through the stipulated education, clinical experience and assessment requirements will be certified by the accrediting body and submit to the Nursing Council Hong Kong for entering the Nursing Specialist registry.

The Hong Kong Academy of Nursing (HKAN) is the only professional body in Hong Kong that has done the ground work in setting standards and building mechanisms for advanced nursing practice with the involvement of nurse leaders and clinical experts in both the public and private sectors. The HKAN works closely and collaboratively with the 3 UGC funded universities with master programmes in nursing, Hospital Authority and private hospitals to facilitate education and clinical training. Implementation of a voluntary registration scheme with a timeframe may be considered to pave the way for setting up a relevant statutory registration system. The HKAN is ready to take up the role of accreditation of education institutions/professional organizations in Hong Kong in certifying advanced practice nurses.

I. BACKGROUND

1. In the Chief Executive's 2018 Policy Address, section VI. Improving People's Livelihood and the subsection of Enhancing Public Health Regulation, it states in Section 202 that

*"We are also following up on the Report of the Strategic Review on Healthcare Manpower Planning and Professional Development which was published in 2017. We have invited the regulatory bodies to submit proposals to the Government on regulation and development of healthcare professions, including how to take forward mandatory continuing professional education and development, review of the Dentists Registration Ordinance, **implementation of a voluntary registration scheme for the development of nursing specialties to pave the way for setting up a relevant statutory registration system ...**"*

2. In April 2018, the Nursing Council of Hong Kong (NCHK) was invited by Food and Health Bureau (FHB) to formulate a voluntary scheme on advanced / specialized nursing practice. A Working Group (WG) was formed to prescribe the scope of practice and core competencies of advanced nursing practice (ANP); to devise a mechanism by setting training standards and recognizing training institutes; and to explore the feasibility of setting up a mechanism for ANP register under the NCHK.

3. In response to the invitation of comments and proposal posted by the Chairman of NCHK after the briefing on Voluntary Scheme on ANP held on 25 January 2019, the Hong Kong Academy of Nursing submits this proposal to ask the NCHK and the WG to use an accrediting body to support the NCHK to accomplish the task assigned by the Bureau. The establishment of the HKAN has followed the structure and process of NCHK, while functions are similar to that the Hong Kong Academy of Medicine (HKAM). The HKAN, with many years' ground work and built resource network, is most appropriate to assume the role and responsibility of being the accrediting body.

II. THE PROPOSAL

4. Advanced nursing practice involves the emergence of new horizons of clinical nursing practice and expertise that go beyond basic nursing care and activities in meeting the health needs of individuals, families, groups and communities across the health wellness-illness continuum. The WG's proposed roles and core-competencies of advanced nursing practice are in alignment with the HKAN. It is affirmed that an advanced practice nurse has multiple roles, including advanced care and expert service provider, researcher and evidence-based practitioner, educator and counselor, agent for professional advancement and visionary leader. The competency framework of the HKAN is delineated in a more meticulous way and consists

of 7 domains, which are 1) managing clients with complex health conditions, 2) enhancing therapeutic nurse-client relationship, 3) demonstrating effective leadership and teamwork, 4) enhancing quality assurance and improvement, 5) managing and negotiating innovative and effective approaches to care delivery, 6) enhancing professional attributes of general and advanced practice, 7) enhancing personal attributes. These competencies are achieved at a postgraduate educational level interacting with substantial years of nursing experience transiting from proficient to expert level.

Standards of training for advanced nursing practice programme

5. The NCHK WG suggested a minimum of 250 theoretical hours (specialty-related) which is only sufficient to meet the specialty related knowledge but insufficient and not able to cover the breadth and depth of the competency requirements for advanced nursing practice. In fact, other than specialty related theoretical hours, generic and advanced practice nursing learning components such as hospital management, nursing leadership, law and ethical aspect, hospital finance and design, comprehensive health assessment, pharmacology and related pathophysiology which could be attained from master's degree are also important in order to fulfill the proposed core-competencies. With reference to the definition of the International Council of Nurses, advanced practice nurse is "a registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for expanded practice, the characteristics of which are shaped by the context and/or country in which he or she is credentialed to practice. A master's degree is recommended for entry level." This requirement is in alignment with the global trend. It is suggested to have a minimum of 500 hours theoretical hours including generic, advanced practice and specialty core, with each core composes of 33.3% of the 500 hours. Furthermore, the academic standard of the programmes is recommended to be at least 60% at post-graduate level. The HKAN has laid out the definition, core competencies, categorization and educational requirement of APN in the released APN Position Paper (see attachment).

6. Transiting from proficient to expert level, the required core-competencies are achieved at a higher educational level (i.e. 500 hours theoretical hours with master's degree) interacting with substantial years of nursing experience. In this regard, a minimum of 6 years clinical experience in the related specialty is recommended. Furthermore, during the clinical experience period, 500 clinical learning hours is to be achieved with at least 50% under mentorship guidance, and the remaining 50% would be from work placement. The clinical

learning is guided by a logbook designed by the related Specialty College, comprises explicit learning objectives and evidence of learning outcomes. The designated mentor is vested with the responsibility to assess the candidate's proficiency of clinical performance.

Institutions and Specialty Colleges offering advanced nursing practice training

7. Institutions and Specialty Colleges that offer advanced nursing practice training should fulfill requirements on academic structure and governance, educational facilities and clinical learning environment. Moreover, institutions, Specialty Colleges and its specialty advanced practice training programme need to go through accreditation by an accrediting body approved by the Food and Health Bureau.

Examinations

8. The content of the examinations should be determined by individual Specialty Colleges. Examinations are conducted by the Specialty Colleges and academic institutions that provide advanced nursing education.

9. Candidates need to attain 500 theoretical hours, 500 clinical hours with 4 years clinical experience in the related specialty in recent 6 years, and possess a master degree before sitting in the basic specialist examination. Basic Specialist Examination is conducted in multiple-choice questions (MCQ) format which consists of 150 MCQs to be completed in 3 hours. The MCQ questions should be set at three levels of cognitive ability (knowledge / comprehension, skill application and critical thinking) to assess the candidates' knowledge and problem-solving skill.

10. After passing the basic specialist examination, candidates continue to accumulate at least 2 years of experience and continuous learning in the specialty to demonstrate significant contribution in nursing practice or service development in the related specialty. When clinical experience and contributions of the specialty are satisfied, candidates may sit for advanced specialist examination set by the related Specialty College. The advanced specialist examination could be a formal examination conducted by a Board of Examiners, or other forms of oral examination such as viva, case study and/or project or other assessment methodology. Whatever the methodology of examination, the format of the examination should be endorsed in the accreditation of training programme.

Regulatory Mechanism for Advanced Nursing Practice

11. We do not agree with the proposed mechanism by WG as it only resembles the structure in accrediting the pre-registration programs. In preparing advanced practice nurses in specific specialty area, we need collaboration between the universities providing Master programmes (currently the 3 UGC-funded universities) and the clinical partners represented by the Academy College concerned. We strongly believe in the general principles of quality assurance of teaching and learning with qualified teachers, adequate facilities, and governance structure. Instead, a statutory governance framework for advanced nursing practice should be established to ensure fitness for practice and consequent public protection. We understand the legislative process would not be achieved within a short period. In this regard, implementation of a voluntary registration scheme may be considered with a timeframe to pave the way for setting up a relevant statutory registration system.

12. In setting up an ANP register under the NCHK, one can take reference of the similar process adopted by the Hong Kong Academy of Medicine (HKAM) and the Medical Council of HK for their Specialist Register of HKAM Fellow. The HKAM admits medical practitioners to be Fellows only if they fulfill the training and examination requirements of the HKAM. To maintain one's name in the Specialist Register (SR), a specialist must fulfill the Continuing Medical Education (CME) requirements. The HKAM is the organization to determine the CME requirements for the SR.

13. Mirroring the medical specialist registration, there will be an accrediting body for advanced nursing practice which will work closely with the NCHK. The accrediting body will accredit the qualifications of training institutions and specialty training programmes developed by the Specialty Colleges. Candidates who apply to be included in the specialist registry should also be certified by the accrediting body, and his/her name will be included in the registry list submitted to the Nursing Council Hong Kong. There will then be a territory-wide statutory registration of nursing specialist to protect the public and legitimize nursing practice at the advanced level.

14. The NCHK and the Midwives Council (MCHK) will accept the specialists list certified by the accreditation agent. The accrediting body will refer to the Code of Professional Conduct and Code of Ethics issued by the NCHK and MCHK. Each nurse is accountable for his or her practice and conduct. The Nursing Council or Midwives Councils would take disciplinary actions against the specialist if his/her practice violates the accredited standard.

The HKAN is ready to take up the role of the accrediting body

15. The HKAN is the only professional body in Hong Kong that has done the ground work in setting standards and building mechanisms for advanced nursing practice with the involvement of nurse leaders and clinical experts in both the public and private sectors. We have 14 Academy Colleges, with 2700 fellows, representing essentially all nursing specialties in practice. The HKAN works closely and collaboratively with the 3 UGC funded universities with master programmes in nursing, Hospital Authority and private hospitals to facilitate education and clinical training. The HKAN is ready to take up the role of accreditation of institutions and advanced practice nurses in Hong Kong.

III. ABOUT THE HONG KONG ACADEMY OF NURSING

16. The Hong Kong Academy of Nursing (HKAN) is an independent institution established for the regulation of ANP in Hong Kong. The initiation of setting up an Academy of Nursing in Hong Kong was brought up by the NCHK in 2002 with the setup of the Hong Kong Academy of Nursing Steering Committee. In response to the proposal for setting up an Academy of Nursing submitted in 2004, a confirmation of support-in-principle was received from the Secretary for Health, Welfare and Food in 2006.

17. The HK Academy of Nursing Preparatory Committee was formed in June 2006 to bring together nursing leaders from public, private and universities in building up an Academy of Nursing in Hong Kong. With the guidance from Dr. CH Leong, together with a wide representation of membership of 19 professional nursing associations, 4 local universities and the 2 Councils in Nursing and Midwives, the Preparatory Committee conducted 27 meetings, numerous workshops, consultation sessions and roadshows in 5 years. These activities were held to deliberate the criteria of a recognized specialty in nursing, functions of an Academy College, and operation and structure of an Academy of Nursing. With the sponsorship of a Fulbright Scholar, Dr. Whitehead from USA came to Hong Kong on two occasions as consultant to advice on training for advanced nursing practice and the setting up of the Academy.

18. In November 2011, the Provisional Hong Kong Academy of Nursing (PHKAN) was incorporated, supported by distinguished leaders as Patron and Advisors together with 18 renowned Honorary Fellows in pursuance of a statutory academy of nursing. On 12 May 2012, the PHKAN together with 14 Academy Colleges were officially inaugurated by the then Secretary for Food and Health. As of May 2014, a total of 3,325 Grandfather Fellows and 32 Honorary Fellows were conferred.

19. The HKAN is grateful to receive expert and generous support from both Patron Dr. C. H. Leong and the two terms of Presidents of HKAM, and the PHKAN Council was then set up taking reference of the skeleton of HKAM. In March 2014, the Education Committee was formed to design curriculum and examination policy for ANP. The Academy Colleges were then accredited as certifying bodies in offering specialist certification examination in the awarding of Fellowship for nurses who achieve competencies at advanced practice level.

20. In 2012, with the policy support of the Food & Health Bureau and administrative support from Princess Margaret Hospital, the office site of ex-Nursing School was leased to be used by PHKAN and the 14 Academy Colleges. A website was created to provide updated information of PHKAN and to enhance communication with Fellows and external parties.

21. In supporting the functions of PHKAN, operational policies, procedures, membership requirements and examinations are incorporated into the Operations Handbook, Accreditation Manual, Manual for Continuing Nursing Education System and Membership Manual. These publications are uploaded to HKAN website with regular review and update.

22. Through an Extraordinary General Meeting held on 8 August 2015, the PHKAN was renamed as Hong Kong Academy of Nursing (HKAN).

Governance and Administration

23. The HKAN was established under the Companies Ordinance as a not-for-profit organization with the same objectives as the HKAM. The main objects of the HKAN are to promote the advancement of the art and science of nursing, and to foster the development of continuing education for nurses and midwives. In furtherance of the objects, the Academy, operates as an independent institution, is empowered to organize, monitor, assess and accredit all nursing specialist training and to oversee the provision of continuing education.

24. Structure and operation of the HKAN are prescribed in the Articles of Association. Information such as number and categories of Members; their rights and obligations, resignation and suspension; composition and power of Council of Academy, including the roles of President, Vice-President, Honorary Secretary, Honorary Treasurer, and other Council members are clearly defined.

25. The vision of the HKAN is to strive for excellence in achieving safe and quality healthcare that can benchmark with international standards, through regulating advanced nursing practice.

26. The mission of the HKAN is to establish a statutory credentialing system to protect the safety of the public, and to legitimize advanced nursing practice. It is through continuous professional development to advance the art and science of nursing that the vision of the HKAN can be achieved.

27. Vision, mission and objectives of the HKAN is included in [Appendix 1](#).

28. The HKAN is managed by a Council with 22 members, one nominated from each Academy College (similar to the ex-office members in HKAM), 5 elected members nominated and elected by Colleges, and 2 external members appointed by the Council.

29. Prof. Martin Wong, Associate Director of HC School of Public Health and Primary Care CUHK, and Ms. Elaine Liu JP, EAA Vice-chairman and Chairman of the Disciplinary Committee, are external members serving the HKAN since 2013.

30. The Council, vested with the management responsibility of business operation and affairs of the Academy, may exercise all the powers conferred upon it by the Memorandum & Articles of the HKAN to achieve the objects for which the Academy is established.

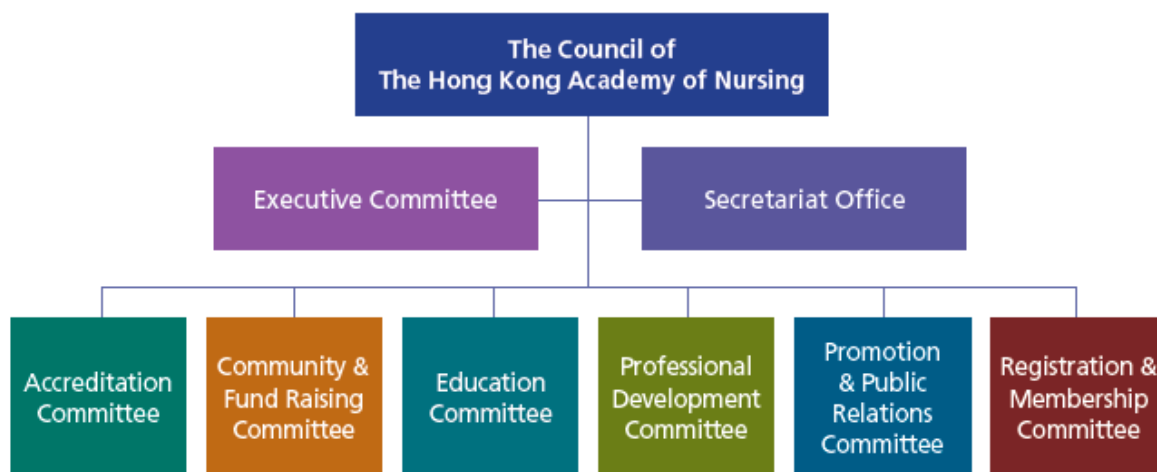
31. The list of Council members is included in [Appendix 2](#).

Organizational Structure and Decision-Making

32. There are 6 Committees formed under the Council, each carries specific functions for the Academy. Members of Committees are appointed by the Council with terms of reference determined by the Council. To expedite the execution of policies determined by the Council, an Executive Committee with all the powers of the Council is formed.

33. All Committees report to the Council. General and Committee meetings are held in manners according to the Articles of Association of the HKAN. Terms of Reference of each Committee are included in [Appendix 3](#).

34. Organization structure of the HKAN is represented with the chart below.



35. Since its inception in 2011, the Council and Committees have worked diligently to establish a structure and operation systems with good governance and quality control. With the years of hard work, the HKAN has been well recognized by healthcare professional bodies in Hong Kong as well as Mainland China. All current information of the HKAN can be found in the website: www.hkan.hk.

Accreditation of Academy Colleges

36. Following the incorporation of the PHKAN in 2011, the Accreditation Committee was formed to set standards of Academy Colleges, to recommend to the Council the criteria and procedures for the accreditation of professional organizations to be Academy Colleges, to conduct accreditation of Academy Colleges and to make recommendation to the Council.

37. An Accreditation Manual has been developed to accredit Academy Colleges with a standard procedure. The Colleges constitute by specified specialties and subspecialties. The HKAN making reference to the 6 criteria of the Australia national specialization framework (Appendix 6) which need to be meet in establishing the recognized specialties.

38. With reference to the Accreditation Committee of the NCHK, nursing Specialty Colleges in application to be an Academy College are required to submit a self-study report in the stipulated format and to provide necessary documentations as evidence to the Accreditation Committee for assessment. Requirements of the self-study report is included in Appendix 4.

39. The Academy Colleges are separate legal entities, financially and administratively independent of the HKAN. Each Academy College sets its standards of specialist training, including level, duration, content, methods of assessment. Criteria for certification of

membership is based on the competence framework set out by the HKAN for ANP.

40. Upon approval of the HKAN Council, accredited Colleges are recognized to be Institutional Members of the HKAN for a period up to 5 years. Since 2011, 14 Academy Colleges are accredited, and authorized by the HKAN to provide examinations in certifying individuals to become Members/Fellows of the HKAN. The 14 Academy Colleges and number of Fellows in each Academy College is included in Appendix 5.

41. The Members/Fellows with designated specialty title granted by the HKAN reflect their achievement of competencies and scope of practice governed by the Academy College concerned. Through certifying Fellows of advanced practice in the recognized specialty areas, the HKAN and Academy Colleges are held accountable to protect the public by assuring that all certified advanced practice nurses meet the required standards of ANP. The list of Fellows of HKAN is accessible on the website.

Becoming an Academy Fellow

42. There are the categories of Ordinary Member, Fellow Member and Honorary Fellow Member of the Academy. The admission criteria of Ordinary Members and Fellow Members are well defined by HKAN and the Academy Colleges which are clearly outlined in the assessment criteria in its application to be Academy College of the HKAN.

43. An Ordinary Member is a registered nurse or registered midwife, who has completed at least 4 years of supervised specialty training at master level with theoretical and practical components of 500 hours each and passed Certification Examination held and conducted by Academy College of the related specialty.

44. To be a Fellow Member, an Ordinary Member may, on the recommendation of the Academy College, apply to the HKAN and the Council is satisfied that:

- a) he or she has passed an exit examination or assessment conducted by the relevant College and accredited by the Academy; and
- b) he or she has completed supervised advanced specialty nursing training in a manner approved by the HKAN with at least 6 years of experience in nursing

45. In addition to the above, all Members are required to complete a self-declaration on no criminal conviction or professional misconduct. To ensure a consistent interpretation of the admission condition, a pathway to Ordinary Membership and Fellowship in specialty nursing is included in Appendix 7.

Education Program and Core Competencies

46. The Education Committee under the HKAN is established to coordinate and monitor postgraduate education and training programs, and to ensure the proper organization and conduct of examinations of Academy Colleges in offering certification examination in ANP. Manual for Program Planning and Examination is developed to guide the Academy Colleges to set up the specialty advanced practice certification programs.

47. In the preparation of an advanced specialty nurse, the advanced specialty practice certification programmes should include not less than 500 hours of theoretical input and 500 hours of specialized practice over a period of 4 years. The specialty advanced certification programme consists of 3 components: generic, advanced practice and specialty cores. Curriculum design showing the breakdown of the 3 components is included in [Appendix 8](#).

48. As for the 500 hours of specialized practice, at least 50% must be guided by a Fellow of the Academy College in an accredited training site. This is to ensure standards of practice with reasonable caseload and availability of clinical mentors. A clinical log book is to be maintained by the mentee for assessment by the mentor. It shall include all the clinical skills required of an advanced practice nurse of the specialty or subspecialty concerned.

49. In order to meet the competencies required of an advanced practice nurse, a generic competency framework has been developed through consensus among Academy Colleges. Each College is to map out its competency according to the 7 domains as listed below:

- Domain 1 Managing clients with complex health conditions
- Domain 2 Enhancing therapeutic nurse-client relationship
- Domain 3 Demonstrating effective leadership and team work
- Domain 4 Enhancing quality assurance and improvement
- Domain 5 Managing and negotiating innovative and effective approaches to care delivery
- Domain 6 Enhancing professional attributes of general and advanced practice
- Domain 7 Enhancing personal attributes

50. The complete list of statements reflecting each of the 7 Domains of the generic competency framework is included in [Appendix 9](#).

51. Based on the generic competency framework, each Academy College sets its specialty core competencies, designs training program curriculum and clinical log book of the specialty concerned. To ensure quality of the training, the Academy Colleges are required to specify the

criteria and identify the lists of accredited training sites, accredited training programs and accredited training institute and mentors.

52. A good illustration the application of the HKAN framework can be found in the HK College of Medical Nursing website. The Advanced Practice Nursing Certification Program shows the detailed information of the syllabus of core module and subspecialty modules, list of recognized training programs, accredited training sites, examination handbook, mentor handbook, and policy and procedure for CNE of the Academy College.

http://hkcmn.com/web/index.asp?Lang=en&Page=Info_Adv_Nursing_Practice_Cert_Prog

53. Similar to the international practice for advanced practice nurse preparation, and taking reference of HKAM locally, specialty education programs are organized by the Academy Colleges in collaboration with universities that offer postgraduate nursing education. At the Nethersole School of Nursing, Chinese University of Hong Kong, Professional diploma programs in advanced nursing practice are offered for Advanced Medical Nursing, Peri-operative Nursing, and Oncology Nursing. These programs are co-organized by respective Academy Colleges in advancing the arts and science of nursing practice of the specialty. At the Hong Kong Polytechnic University (PolyU), 9 specialties including cancer and palliative care, community health nursing, critical care, gerontological nursing, infectious diseases and infection control, maternity, mental health nursing, nursing education and traditional Chinese medicine were offered in the Master of Nursing program, referencing the theoretical and clinical curriculum requirements of the Academy Colleges concerned. The Hong Kong University has incorporated in the Master program the specialties of gerontological nursing and health care and management and leadership

Examination and Program Evaluation

54. Under the direction of HKAN, each Academy College should have an Examination Committee responsible for planning and the conduct of examinations. An explicit policy for accepting candidates sitting the examinations should be in place. Contents of examinations should be determined by individual Academy College according to the guidelines of the HKAN.

55. There are two levels of examination for a nurse to be conferred as Fellow: 1) Membership certification examination and 2) Fellowship exit assessment.

56. Membership certification examinations consist of 150 multiple-choice questions (MCQ) and to be completed in 3 hours. The passing mark is 70%. Marking is criterion-based. In setting the MCQs, 3 levels of cognitive ability are to be addressed with recommended distribution as

follows and 30% to 60% of the MCQs should be scenario-based; knowledge / comprehension (20 - 30%); skills application (20 - 30%); critical thinking (40 - 50%).

57. For the Fellowship exit assessment, the relevant Academy College has the flexibility to decide whether it should be a formal examination conducted by a Board of Examiners, or other forms of examination. The format of the examination should be endorsed by the Education Committee of the HKAN before it can be considered valid.

58. Each Academy College is to develop its Membership examination and Fellowship assessment handbook to incorporate the examination policy for admission; committee structure, examination schedule, application process, setting and conduct of examination, grading system, post examination arrangement and appeal system.

59. The Academy Colleges, applying to the HKAN to prove its satisfaction of their standards, levels of educational requirements and advanced practice certifying examinations are required to provide evidence substantiated with documents supplemented with site visits or other proof as appropriate. An Assessment Team under the Education Committee of the HKAN will be formed to execute the assessment function.

60. As a regulatory requirement, each Academy College shall submit the annual report to the Academy to include the updated governance structure of the College, committees and subcommittees, number of Members/Fellows, examinations held, and summary of achievements of trainees, program audits, improvement plan, and financial reports.

Continuing Nursing Education

61. The HKAN believes in commitment to life-long learning so that APNs can meet the rapid changes during the era of knowledge expansion, technology advancement, changes in population demographics, disease pattern and evolving health service models. The APNs should be personally responsible for ensuring their competencies in fulfilling the evolving roles and functions for their practice.

62. To address the needs of continuing education of advanced nursing practice, a set of guiding principles has been compiled by the HKAN to foster the mandatory requirement of CNE. Each Academy College affiliated to the HKAN is required to develop its own CNE development plan to facilitate its Members and Fellows to pursue life-long learning. The CNE requirement should be clearly defined including its approval for the purpose of renewal of Members and Fellows status.

63. The CNE System is similar to that required of a Registered Nurse under the NCHK. In the 3-year CNE Cycle, the minimum CNE requirement is 60 CNE Points within which 45 points have to be specialty-related. CNE points accumulated in excess of the requirement for one cycle cannot be carried forward to the next cycle. All CNE points would be awarded corresponding to the CNE system of the NCHK.

Specialist Register and Membership

64. Following the incorporation of the HKAN, the Registration and Membership Committee (R&MC) was formed in January 2012 to be responsible for all matters related to membership, including approval or rejection of applications for new entries, recertification, restoration and removal of names.

65. The R&MC is to keep and update the Specialist Register of all members of the Academy; including Institutional Member, Ordinary Member, Fellow Member and Honorary Fellow Member.

66. Institutional Membership is entitled to use the title *“An Academy College of the Hong Kong Academy of Nursing”* Fellow Membership is entitled to use the title *“Fellow of the Hong Kong Academy of Nursing (Specialty)”* or in abbreviation *“FHKAN (Specialty)”*. Ordinary Membership is entitled to use the title *“Ordinary Member of the Hong Kong Academy of Nursing (Specialty)”* or in abbreviation *“MHKAN (Specialty)”*.

67. General rules and guidelines are set for the renewal, cessation, termination and restoration of membership. Rights of Members of the HKAN are included in [Appendix 10](#). An appeal mechanism has also been established for Institutional Members, Ordinary and Fellow Membership.

Mechanism for Voluntary Registration of ANP

68. In setting up an ANP register under the NCHK, similar process can be adopted from the HKAM and the Medical Council of HK (MCHK) for their Specialist Register of HKAM Fellow.

69. The Hong Kong Academy of Medicine is vested with the statutory power and the only statutory body in Hong Kong to train, assess and accredit specialists. The HKAM admits medical practitioners to be Fellows only if they fulfill the training and examination requirements of the HKAM. To maintain one’s name in the Specialist Register (SR), a specialist must fulfill the Continuing Medical Education (CME) requirements. The HKAM is the

organization to determine the CME requirements for the SR.

70. In the past 15 years, the HKAN has built the system with 14 Academy Colleges and 2700 Fellows. The HKAN works closely and collaboratively with the UGC funded universities, Hospital Authority and private hospitals to facilitate education and clinical training. We represent essentially all nursing specialties in practice in Hong Kong. We believe the HKAN is the only organization in Hong Kong that has done the ground work with the representation of the clinical experts in both the public and health sectors in the area.

71. For the registration of nursing specialists, the HKAN is capable of taking up similar roles as the HKAM in proposing certified Fellow Members assessed by the accredited Academy Colleges to be eligible to enter the Specialist Register of Advanced Nursing Practice under the NCHK.

72. The HKAN will work closely with the NCHK and the MCHK and will make reference to the Code of Professional Conduct and Code of Ethics issued by the NCHK and MCHK to align the monitoring and supporting mechanism to Registered Nurses and Registered Midwives. If either the Nursing or Midwives Councils had taken disciplinary actions against the Fellows, the HKAN would separately consider if their Fellowship should be removed.

IV. CONCLUSION AND WAY FORWARD

73. Internationally, the HKAN has strong network with the International Council for Nurses, the professional counterparts in the USA, UK, Australia as well as Macau and Mainland China. The HKAN has hosted the 9th ICN INP / APNN Conference in Hong Kong and has impressed the global community and counterparts the high standards that nurses in Hong Kong are practicing. Fellows of the HKAN are often invited to speak in international conferences and national conferences in China.

74. With the solid ground work achieved in the past years, the HKAN Council has brought the important mission forward to certify the advanced practicing nurses in different specialty areas of practice and ultimately gain statutory status. In 2012, a Task Force on the HKAN Ordinance was formed and the drafting of the HKAN ordinance has been completed. The main object of the HKAN Ordinance is to establish the Academy of Nursing to regulate specialist nursing practice in Hong Kong. The HKAN is prepared to submit the ordinance using the procedure of Private Members' Bill if the government is not taking up the issue concerned.

75. As advised by Dr. C.H. Leong, Patron of the HKAN, in his speech at the conferment ceremony in May 2014, “The determination of specialist nursing, the structure of training of these specialist nurses and ultimately their recognition of training and status must be the prerogative of the profession and the profession alone; and this must be protected by statutory basis. The HKAN, empowered with professional autonomy, should be established, owned and led by the nursing profession.”

76. The HKAN is determined to set world-class practice standards for advanced practice nurses in Hong Kong and to certify these competent nurses who can be good role models and leaders in the field. With the collaborative efforts of all stakeholders, the HKAN has made tremendous steps towards its mission to regulate the practices of Advance Practice Nurses by setting up a system to safeguard the public’s right to receive safe and quality health care services.

77. A statutory governance framework for advanced nursing practice should be established to ensure fitness for practice and consequent public protection. We understand the legislative process would not be achieved within a short period. In this regard, implementation of a voluntary registration scheme with a timeframe may be considered to pave the way for setting up a relevant statutory registration system. The HKAN is ready to be the accrediting body and statutory body in promoting advanced and specialised nursing practice in Hong Kong.

Vision, Mission and Objectives of THE HKAN

Vision

The Hong Kong Academy of Nursing is committed to strive for excellence in achieving safe and quality healthcare that can benchmark with international standards, through regulating advanced nursing practice.

Mission

1. To establish a statutory credentialing system to protect the safety of the public and to legitimize advanced nursing practice;
2. To increase the visibility and professional impact of advanced nursing practice;
3. To shape health policy and in anticipating public interest and concerns;
4. Foster transdisciplinary and intersectoral collaboration to enhance care quality in achieving efficient, effective and best care for the community;
5. Networking with global partners to foster advanced practice nursing development within and outside Hong Kong.

Objectives

1. To advance the art and science of nursing;
2. To foster the development of research and continuing education for advanced nursing practice;
3. To assure professional and ethical conduct and standards in the practice of advanced nursing;
4. To shape health policies for the wellbeing of the public;
5. To promote and protect the health of the community;
6. To foster intersectoral and transdisciplinary collaboration as well as to network with global partners in matters concerning healthcare delivery and advanced nursing practice.

THE HKAN Council

Prof. WONG Kam Yuet Frances	President
Dr. LUM Shun Sui Susie	Immediate Past President
Ms. LEE Wai Yee Susanna	Vice President (Internal)
Ms. LEUNG Sui Kei Civy	Vice President (External)
Ms. LI Yuk Lin Helena	Vice President (Education) / Chair of Accreditation Committee / Chair of Education Committee
Ms. NG Yee Man Winnie	Honorary Secretary
Ms. CHAN Sau Kuen Becky	Honorary Treasurer
Dr. CHAN Chi Chung	Council Members / Chair of Registration and Membership Committee
Ms. CHONG Yuen Chun Samantha	Council Members / Chair of Professional Development Committee
Ms. HO Ka Man Carmen	Council Members / Chair of Promotion and Public Relations Committee
Mr. WONG Kin Wing Jimmy	Council Members / Chair of Community and Fund Raising Committee
Mr. CHAN Hin Cheong Vincent	Council Members
Ms. CHAU Mo Ching Macy	Council Members
Ms. CHEUNG Yuk Hung Kathy	Council Members
Ms. HUIE-ROSE Chi Kwan Cynthia	Council Members
Ms. KONG Ching Yan Ivy	Council Members
Ms. LIU Yuk Ling Elaine	Council Members
Prof. LOKE Yuen Jean Tak Alice	Council Members
Ms. OR Yuen Mai Amy	Council Members
Prof. WONG Chi Sang Martin	Council Members
Mr. YEUNG Kin Keung Frederick	Council Members

Terms of Reference of Committees

Accreditation Committee

1. To set, monitor and enforce the standards of Academy Colleges.
2. To recommend to The HKAN Council, the criteria for the accreditation of professional organizations to be Academy Colleges.
3. To recommend to The HKAN Council the procedures, documentations and fees payable for accreditation of Academy Colleges.
4. To conduct accreditation processes for Academy Colleges and make recommendations to The HKAN Council.
5. To make policy recommendations to The HKAN Council in respect of the standard of specialist nursing practice and education. To keep under review the existing policy and process of accreditation, and to make recommendations to The HKAN Council for improvements when necessary.

Community and Fund Raising Committee

1. To strengthen community networking through community activities;
2. To organize activities to raise funds for The HKAN.

Education Committee

1. Coordinating and monitoring the programs of postgraduate education and training and continuing nursing education of the Colleges to ensure that they are of the standards set by the Academy;
2. Ensuring the proper organization and conduct of examinations; and
3. Advising the Academy Council on education and training policy of the Academy, and on any other matters concerning postgraduate education and training and continuing nursing education.

Professional Development Committee

1. To review the domain of specialist nursing practice.
2. To develop the Code of Professional Conduct and Code of Ethics for specialist nursing practice in accordance with international standard.
3. To identify the trends in specialist nursing practice and education.
4. To identify the overall cross-specialty continuing educational needs of nursing specialists and to organize courses/programs for related continuing specialist nursing education and research in collaboration with concerned parties.

5. To identify strategies to prepare for future developments including healthcare services delivery and professional development needs
6. To advise and recommend to the Council on guidelines, frameworks and policies relevant to advanced nursing practice and advanced practice nurses.

Promotion and Public Relations Committee

1. To organize activities to promote and publicize The HKAN.
2. To establish networks with external parties/stakeholders.
3. To promote image of The HKAN through publications or other communication strategies.

Registration and Membership Committee

1. To assess the applications for entering the Institutional Membership, Ordinary Membership and Fellow Membership and to recommend approval or rejection of these applications
2. To assess the applications for recertification into the Institutional Membership, Ordinary Membership and Fellow Membership and to recommend approval or rejection of these applications
3. To assess the applications for the restoration of names to the Institutional Membership, Ordinary Membership and Fellow Membership and to recommend approval or rejection of these applications
4. To assess the applications for the removal of names from the Institutional Membership, Ordinary Membership and Fellow Membership and to recommend approval or rejection of these applications
5. To keep and update the Specialist Registry of all Academy's membership
6. To consider the various matters relating to the issuing of the specialist practicing certificate

**Self-Study Report to be submitted in the application for accreditation as
Academy College**

1. Governance and Administration

Information Required for this session

- *Mission statement and objectives of the College*
- *Membership of the governing body, College Council or committee;*
- *Terms of Reference of the governing body, College Council or committee;*
- *Curriculum vitae for all members of the College Council or committee;*
- *Annual reports and minutes of meetings related to the development of the Academy College in application; and*
- *Strength of the administrative staff, including full time and part time*

2. Organizational Structure and Decision Making

Information required for this section:

- *An organization structure showing the major committees and sub-committees;*
- *Membership and terms of reference of major committees and advisory bodies, if any*
- *Information on the decision-making process (samples of related meeting notes); and*
- *Statements on the role and credentials of committee chairs, course leaders, external advisors / examiners, if any.*

3. Program Planning, Development and Design

Information required for this section:

- *Committee structure responsible for the program planning, development and design;*
- *Terms of reference and membership of committee(s);*
- *Curriculum and syllabus of the specialty training program;*
- *Admission criteria to Member and Fellow examinations;*
- *List of training sites; and*
- *A log book sample.*

4. College Examination and Certification Policy

Information required for this section:

- *Committee structure responsible for the examination and certification;*
- *Terms of reference and membership of committee(s);*
- *Types and length of examination, admission criteria, grading of examination results;*
- *Process of setting examination questions and the approval process; and*
- *Sample certificates.*

5. Recognized Education Program and Teaching Faculties

Information required for this section:

- *Membership of the Assessment Panel;*
- *List of recognized training programs; and*
- *List of recognized training institutes.*

6. Accreditation of Training Sites and Clinical Teachers

Information required for this section:

- *Profile of clinical training grounds; and*
- *List of Fellows qualified to be clinical teachers.*

7. Program Evaluation and Quality Assurance

Information required for this section:

- *Committee structure for the approval, validation and re-validation, and monitoring of training programs;*
- *Terms of reference of any external bodies or advisory committee;*
- *Program evaluation report; and*
- *Meeting minutes with clinical departments, trainees and mentors.*

8. College Management Report (After initial year of operation)

Information required for this section:

- *Annual review report*

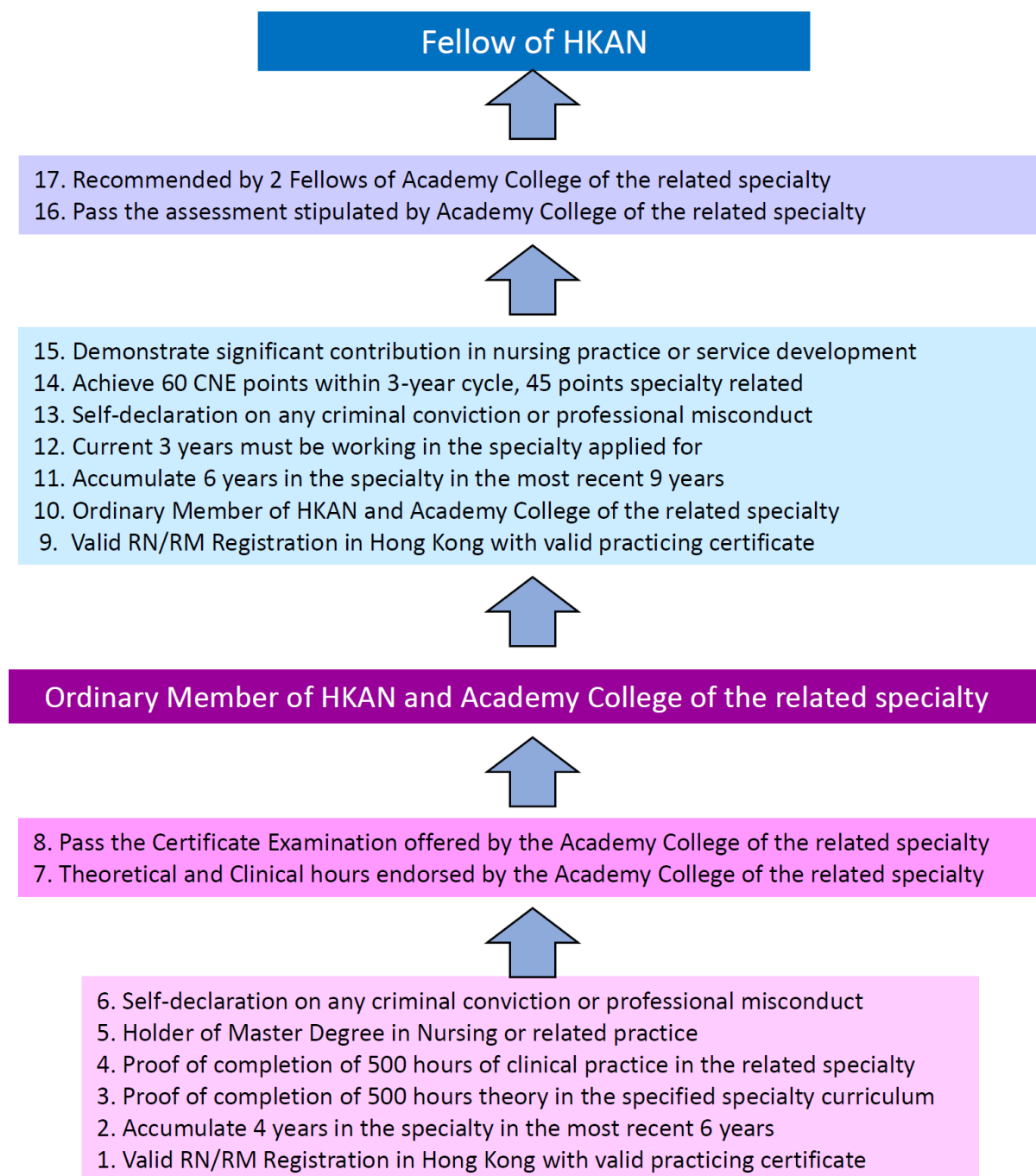
The 14 Academy Colleges and Number of Fellows in each Academy College
(25 Feb 2019)

Name of College 學院	Total Fellows Admitted 院士人數
Hong Kong College of Cardiac Nursing 香港心臟護士專科學院	127
Hong Kong College of Community and Public Health Nursing 香港社區及公共健康護理學院	252
Hong Kong College of Critical Care Nursing 香港危重病護理學院	186
Hong Kong College of Education and Research in Nursing 香港護理教育及科研學院	112
Hong Kong College of Emergency Nursing 香港急症科護理學院	175
Hong Kong College of Gerontology Nursing 香港老年學護理專科學院	66
Hong Kong College of Medical Nursing 香港內科護理學院	462
Hong Kong College of Mental Health Nursing 香港精神健康護理學院	90
Hong Kong College of Midwives 香港助產士學院	173
Hong Kong College of Nursing and Health Care Management 香港護理及衛生管理學院	117
Hong Kong College of Orthopaedic Nursing 香港骨科護理學院	138
Hong Kong College of Paediatric Nursing 香港兒科護理學院	289
Hong Kong College of Perioperative Nursing 香港圍手術護理學院	236
The Hong Kong College of Surgical Nursing 香港外科護理學院	254
Total 總數	2677

Criteria in Establishing a Recognized Specialty

1. The specialty has broad application in its geographic scope.
2. The specialty defines itself and subscribes to the overall purpose, functions and ethical standards of nursing and/or midwifery.
3. The specialty is a distinct and defined area of nursing and/or midwifery practice, which requires an application of specially, focused knowledge and skill sets.
4. There is both a demand for and a need for the specialty service from the community.
5. The specialty service is based on a core body of nursing and/or midwifery knowledge, which is being continually expanded and refined with mechanisms exist for supporting, reviewing and disseminating research.
6. Specialty expertise is gained through various combinations of experience, formal and informal education programs including but not limited to continuing education and professional development.

Pathway to Ordinary Membership and Fellowship in Specialty Nursing



Curriculum Design

	Generic Core	Advance Practice Core	Specialty Core
<i>Structured courses at post-graduate level (60-100%)</i>	<ul style="list-style-type: none"> - Research - Healthcare policy - Healthcare system organization - Healthcare financing - Ethics 	<ul style="list-style-type: none"> - Advanced health assessment - Advanced physiology, psychology, sociology and pathophysiology - Advanced pharmacology - Evidence-base practice - Clinical teaching and research - Team collaboration and communication 	According to the clinical core competence defined by the specialty, including but not limited to: <ul style="list-style-type: none"> - Clinical leadership and patient advocacy - Advanced case management and patient care - Special interventions
<i>Structured courses provided by Specialty Course Providers (0-40%)</i>	<ul style="list-style-type: none"> - Professional role development - Theoretical function of nursing practice - Human diversity and social issues - Health promotion and disease prevention 		
Total	1/3 of 500 hours	1/3 of 500 hours	1/3 of 500 hours

Generic Competency Framework for Advanced Practice Nurse

A. Key domains of the competence framework for advanced practice nurses

Domain 1	Managing clients with complex health conditions
Domain 2	Enhancing therapeutic nurse-client relationship
Domain 3	Demonstrating effective leadership and team work
Domain 4	Enhancing quality assurance and improvement
Domain 5	Managing and negotiating innovative and effective approaches to care delivery
Domain 6	Enhancing professional attributes of general and advanced practice
Domain 7	Enhancing personal attributes

B. Statements describing the competence for advanced practice nurses

The following statements will not apply to the College of Nursing Management which will derive their own statements reflecting the same 7 key domains specified above.

Domain 1 *Managing clients with complex health conditions*

1. Manages complete episode of care for complicated health cases and refers aspects of care to own and other professions.
2. Provides case management services to meet multiple client health care needs.
3. Plans and implements diagnostic strategies and therapeutic interventions to help clients with unstable and complex health care problems regain stability and restore health in collaboration with the client and multidisciplinary health care team.
4. Rapidly assesses client's unstable and complex health care problems through synthesis and prioritization of historically and immediately derived data.
5. Selects, may perform, and interprets common screening and diagnostic laboratory tests.
6. Diagnoses and manages acute and chronic diseases while attending to the illness experience.
7. Diagnoses unstable and complex health care problems utilizing collaboration and consultation with the multidisciplinary health care team as indicated by setting, specialty, and individual knowledge and experience.
8. Reviews medication regime and counsels clients concerning drug regimens, drug side effects, and interactions.
9. Assesses and adjusts plans for continuous management of client's health status by monitoring variation in wellness and illness.
10. Obtains specialist and referral care for clients while remaining the primary care provider.

11. Monitors client data base for follow-up, consultation, referral, and outcomes.

Domain 2 *Therapeutic nurse-client relationship*

12. Demonstrates skills in promoting therapeutic interaction to effect clients' change in health behaviour.
13. Provides guidance and counseling regarding symptom management.
14. Provides emotional and informational support to clients and their families.
15. Uses human skills to enhance effectiveness of relationship.
16. Applies principles of self-efficacy/empowerment in promoting behaviour change.
17. Monitors and reflects own emotional response to client interaction and uses as data to further therapeutic interaction.
18. Facilitates staff to debrief on overwhelming emotion and grief associated with nurse-client relationship.
19. Communicates a sense of "being present" with the client.

Domain 3 *Effective leadership and team work*

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

Domain 4 *Quality assurance and improvement*

26. Leads the on-going process of setting and revising guidelines, protocols, standards and contingency plan.
27. Develops a tracking system within the practice to ensure that clients receive appropriate preventive services.
28. Monitors peers, self and delivery system through Quality Assurance, Total Quality management, as part of Continuous Quality Improvement.
29. Manages complaints and monitors malpractice.
30. Benchmarks various care programs with outcome measures and advise on clinical

management or recommend review of intervention as indicated.

31. 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*

32. Employs appropriate diagnostic and therapeutic interventions and regimens for specific client groups with attention to safety, cost, acceptability, efficacy and cost-effectiveness.
33. Suggests implementation of evidenced-based practice and facilitates changes.
34. Uses evidence and rationale to leverage senior and other on decision making.
35. Contributes to the development of overall client care delivery system and adopts appropriate nursing models in system to achieve optimal outcomes.
36. Re-engineers the work process.
37. Establishes detailed implementation schedules, resources planning, achievement indicators, and monitoring mechanism to support the service development plan.
38. 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*

39. Applies principles of epidemiology and demography in clinical practice.
40. Promotes and fosters ethical practice and advocacy for clients.
41. Applies/develops a theory-based conceptual framework to guide practice.
42. Attains self-advancement professionally through initiating and involving in evidence-based practice and research activities.
43. Masters the application of advanced health care technology in specific area and shows knowledge on the evidence found.
44. Critically evaluates and applies research studies pertinent to client care management and outcomes.
45. Applies/conducts research studies pertinent to primary care and/or specialty practice management.
46. Demonstrates expertise on area(s) of nursing. Be a resource person for referrals in this area.
47. Interprets own professional strengths, role, and scope of ability to peers, clients and colleagues.
48. Acts as a role model and sets exemplary standard of professional behaviours.
49. Supports socialization, education, and training of novice practitioners by serving as a

preceptor, role model and mentor.

50. Motivates and supports staff to be self-developing and achieve higher professional goals.
51. Interprets and markets the advanced practising nurse role to the public and other health care professionals.
52. Participates in legislative and policy-making activities which influence advanced nursing practice and health services.

Domain 7 *Enhancing personal attributes*

53. Analyzes situation critically and draws relationship among issues.
54. Maintains active membership in professional organization.

Rights of Members

All members are entitled to be given notice of and to attend all general meetings, but only Institutional Members would be entitled to vote and to nominate Fellow Members to stand for election to the Council.

The rights of a Member would be personal and should not be transferable and should cease when the Member resigns or dies, or if the Membership is otherwise terminated.

The Academy would from time to time by a resolution passed at a Council Meeting appoint a person whose academic achievement, prominence or contribution to the profession of nursing is recognized by the Council as an Honorary Fellow Member. The duration of their concern is as that prescribed by the Council at the time of their appointment. There would be no limit on the number of Honorary Fellow Members. An Honorary Fellow Member should not be entitled to vote or nominate Fellow Members to stand for election to the Council.