## Appendix 14: Strategies for Fostering Midwife – Physician Relationships

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<th>Tactics</th>
<th>Key Action Items</th>
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| Include physician staff in the recruitment and hiring of midwives.  
- In a physician practice, invite all physicians to participate in the interview process.  
- In a hospital-based practice, invite all physicians who may be consultants for the midwives to participate in the interview process. | - Share the midwife job description with all physicians  
- Obtain physician input into interview questions  
- Share midwife CVs with all physicians  
- Identify one primary physician contact  
- Determine who will participate in the initial and subsequent interviews  
- If some physicians were unable to attend the interview, consider scheduling a dinner gathering for all to attend  
- Identify a mechanism for physicians to provide feedback about candidates before a final decision is made  
- Announce the decision to all physicians |

Establish a regular midwifery practice meeting. Midwives need time together to discuss practice philosophy and clinical issues. This is a time for midwives to be supported and heard by each other and to develop a unified voice.

| Develop a day/time for regular midwife meetings  
Determine if other individuals are needed to attend:  
- Office manager  
- Office staff  
- Hospital administrator  
- Content matter expert for a specific topic  
Determine who will lead the meeting or if meeting leadership is to be rotated  
Communicate to midwives that this is a mandatory meeting and part of the commitment to the success of the practice  
Develop a standing agenda for the provider meeting. See Appendix 18 for example provider meeting agenda.  
Send a reminder to everyone a week before the meeting and ask for input for agenda items  
Finalize the agenda and send it to everyone at least one day before the meeting  
Either designate one individual or rotate among the team to take minutes at each meeting  
Share the minutes in a timely fashion, generally email is the most effective mechanism |

Establish a regular “provider meeting” to bring midwives and physicians together to discuss clinical, philosophical and practice issues. In some practices, a single physician is dedicated as the primary consultant.

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Determine if other individuals are needed to attend:  
- Office manager  
- Office staff  
- Hospital administrator  
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- Invite midwives or midwifery leader to organizational meetings. These may include:
  - Department Meetings
  - OB Quality Meetings
  - Practice staff meetings
  - Hospital staff meetings
  - Peer review meetings

- Make clear if every midwife needs to attend
- Ask the meeting leader to add the midwives to the distribution or invitation list
- Define the role of the midwife attending the meeting.

- Include physicians and midwives in strategic planning and team building sessions to develop trusting relationships.
- Give all members of the team a voice in planning for the practice to help with buy-in, engagement and retention.

- Develop Foundational Agreements between team members to address communication and behavioral expectations.
- See appendix 11, “Sample Foundational Agreements.”