

Appendix 14: Strategies for Fostering Midwife – Physician Relationships

Tactics	Key Action Items
<p>Include physician staff in the recruitment and hiring of midwives.</p> <ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> ■ 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
<p>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.</p>	<ul style="list-style-type: none"> ■ Develop a day/time for regular midwife meetings ■ Determine if other individuals are needed to attend: <ul style="list-style-type: none"> • 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
<p>Establish a regular “provider meeting” to bring midwives and physicians together to discuss clinical, philosophical and practice issues.</p> <p>In some practices, a single physician is dedicated as the primary consultant.</p>	<ul style="list-style-type: none"> ■ Develop a day/time for regular midwife meetings ■ Determine if other individuals are needed to attend: <ul style="list-style-type: none"> • 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

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<p>Invite midwives or midwifery leader to organizational meetings. These may include:</p> <ul style="list-style-type: none"> • Department Meetings • OB Quality Meetings • Practice staff meetings • Hospital staff meetings • Peer review meetings 	<ul style="list-style-type: none"> ■ 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.
<p>Include physicians and midwives in strategic planning and team building sessions to develop trusting relationships.</p>	<ul style="list-style-type: none"> ■ Give all members of the team a voice in planning for the practice to help with buy-in, engagement and retention.
<p>Develop Foundational Agreements between team members to address communication and behavioral expectations.</p>	<ul style="list-style-type: none"> ■ See appendix 11, “Sample Foundational Agreements.”