

# 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"> <li>• In a physician practice, invite all physicians to participate in the interview process.</li> <li>• In a hospital-based practice, invite all physicians who may be consultants for the midwives to participate in the interview process.</li> </ul>	<ul style="list-style-type: none"> <li>■ Share the midwife job description with all physicians</li> <li>■ Obtain physician input into interview questions</li> <li>■ Share midwife CVs with all physicians</li> <li>■ Identify one primary physician contact</li> <li>■ Determine who will participate in the initial and subsequent interviews</li> <li>■ If some physicians were unable to attend the interview, consider scheduling a dinner gathering for all to attend</li> <li>■ Identify a mechanism for physicians to provide feedback about candidates before a final decision is made</li> <li>■ Announce the decision to all physicians</li> </ul>
<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"> <li>■ Develop a day/time for regular midwife meetings</li> <li>■ Determine if other individuals are needed to attend: <ul style="list-style-type: none"> <li>• Office manager</li> <li>• Office staff</li> <li>• Hospital administrator</li> <li>• Content matter expert for a specific topic</li> </ul> </li> <li>■ Determine who will lead the meeting or if meeting leadership is to be rotated</li> <li>■ Communicate to midwives that this is a mandatory meeting and part of the commitment to the success of the practice</li> <li>■ Develop a standing agenda for the provider meeting. See Appendix 18 for example provider meeting agenda.</li> <li>■ Send a reminder to everyone a week before the meeting and ask for input for agenda items</li> <li>■ Finalize the agenda and send it to everyone at least one day before the meeting</li> <li>■ Either designate one individual or rotate among the team to take minutes at each meeting.</li> <li>■ Share the minutes in a timely fashion, generally email is the most effective mechanism</li> </ul>
<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"> <li>■ Develop a day/time for regular midwife meetings</li> <li>■ Determine if other individuals are needed to attend: <ul style="list-style-type: none"> <li>• Office manager</li> <li>• Office staff</li> <li>• Hospital administrator</li> <li>• Content matter expert for a specific topic</li> </ul> </li> <li>■ Determine who will lead the meeting or if meeting leadership is to be rotated</li> </ul>

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