



# Transition to Practice

by SIS New Grad Members

# Tonight's Presentation

- o Certification and licensing
- o Negotiating your contract and benefits
- o Expanding scope of practice

# Certification

- o AMCB <http://www.amcbmidwife.org/home>
- o Recertification every 5 years
  - o Retake the AMCB exam year 4, pay exam fee (instead of annual fees)
  - o Certificate Maintenance Module Method
    - o Complete 3 AMCB certification maintenance modules, AND
    - o Complete 20 contact hours (2.0 CEUs) of AMCB or ACME approved units, AND
    - o Pay annual fees (\$55/yr)



# Licensure

- o National
  - o AMCB certification
  - o National Provider Identifier (NPI)
  - o DEA License
- o State
  - o RN license
  - o APRN, APN, CNM/CM state license
  - o Controlled substances registration

# State Licensure

- o ACNM's State Guidance documents
  - o Regulation of midwifery practice
  - o Scope of practice
  - o Prescriptive authority
  - o Application process, accreditation, certification
  - o Other statutory provisions
  - o Relevant policy resources
- o <http://www.midwife.org/index.asp?bid=59&cat=10&button=Search>





# Ongoing Requirements

- *Requirements vary practice to practice.*
  - BLS, CPR
  - Neonatal Resuscitation
  - EFM Certification
  - Credentialing

# Certification/Licensure



The screenshot shows the website for the American College of Nurse-Midwives (ACNM). The header features the ACNM logo and tagline "With women, for a lifetime". A navigation bar includes links for "About ACNM", "For Women", "Newsroom & Events", "Education & Careers", "Professional Resources", and "Global Outreach". The main content area displays a blog post titled "Certification, Licensure, and Maintenance - Oh My!" by Stephanie Tillman, CNM, MSN. The post includes a photo of the author and text discussing the challenges of licensure and the requirements for certification and licensure.

AMERICAN COLLEGE  
of NURSE-MIDWIVES With women, for a lifetime

About ACNM | For Women | Newsroom & Events | Education & Careers | Professional Resources | Global Outreach

Return to Newsroom & Events > Get Connected

**Midwife Connection**

Midwife Connection (ACNM Blog)

Proud Member of the EmpowHER Blogger Network

« Back to recent posts

**Certification, Licensure, and Maintenance - Oh My!**

Like Share 11 people like this. Be the first of your friends.

By *Stephanie Tillman, CNM, MSN*

Whether you are on cloud 9 after receiving an offer from an employer, or still hunting for the perfect employment, getting a head start on all of the necessary licensure is a vital part of the process. I didn't have quite all the information I needed when I started, and subsequently did not know I was missing my DEA until pharmacist called me to deny a prescription. Lesson learned, and love passed on to y'all! Let's make sure you have the full list.

**Certification** – You must pass the exam given by your professional certifying body. For CMs/CNMs, this is American Midwifery Certification Board (AMCB). Test-takers find out immediately if they pass the exam, but takes a few weeks to receive the Certificatant card and certified number. You must keep up with modules/CEL or retake the exam to maintain certification, which must be renewed every five years. Cost: \$500.

**Licensure** – Multiple national and/or state approvals are necessary to practice with earned healthcare

<http://midwife.org/Certification-Licensure-and-Maintenance---Oh-My>



# Contracts and Benefits

## o Schedule

- o Call schedule – 12h? 24h? 48h shifts?  
From home? In clinic while on call? Clinic post-call? Triage? Cross-coverage?
- o Clinic schedule - # of days in clinic, # of patients, appointment lengths, % gyn vs OB
- o Practice data– demographics, types of insurance, # of births, primary c/s rate, epidural rate – VBAC? Water birth?
- o Vacation/PTO

# Contracts and Benefits

- o Malpractice insurance
  - o Claims made – tail offered? What if separation is due to change in practice structure?
  - o Occurrence
- o Non-compete agreement – length, geographic area, cause of separation
- o Retirement, health, dental, disability, life
- o Salary, loan repayment eligibility, ancillary (cell phone, subscriptions), relocation, signing bonus
- o Continuing Ed funds/PTO

# Salary



The screenshot shows the ACNM website header with the logo and navigation menu. Below the header, there is a breadcrumb trail: "Return to Professional Resources > Workforce Resources". The main heading is "Salary Information". Underneath, it says "ACNM Compensation & Benefits Survey Results" followed by a bulleted list of survey years.

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About ACNM | For Women | Newsroom & Events | Education & Careers | P

Return to [Professional Resources](#) > [Workforce Resources](#)

## Salary Information

ACNM Compensation & Benefits Survey Results

- [2010 Key Findings](#)
- [2007 Results](#)
- [2005 Results \(salaries by region\)](#)

- ACNM blog The Latent Phase: Show me the money!  
<http://midwife.org/index.asp?bid=325&BlogEntryID=2131&FormID=300>
- Online salary info, i.e., [monster.salary.com](http://monster.salary.com)
- Cost of living comparisons



# Expanding Scope of Practice



## STANDARDS FOR THE PRACTICE OF MIDWIFERY

Midwifery practice as conducted by certified nurse-midwives (CNMs) and certified midwives (CMs) is

- **STANDARD VIII: “MIDWIFERY PRACTICE MAY BE EXPANDED BEYOND THE ACNM CORE COMPETENCIES TO INCORPORATE NEW PROCEDURES THAT IMPROVE CARE FOR WOMEN AND THEIR FAMILIES”**

[http://www.midwife.org/ACNM/files/ACNMLibraryData/UPLOADFILENAME/000000000051/Standards for Practice of Midwifery Sept 2011.pdf](http://www.midwife.org/ACNM/files/ACNMLibraryData/UPLOADFILENAME/000000000051/Standards%20for%20Practice%20of%20Midwifery%20Sept%202011.pdf)

# Expanding Scope of Practice

- o First Assist, colposcopy, MVA abortion, circumcision, vacuum delivery
  - o Dependent on state law, practice's guidelines, need
  - o Competency-based
- o ACNM Position Statement: EXPANSION OF MIDWIFERY PRACTICE AND SKILLS BEYOND BASIC CORE COMPETENCIES

<http://www.midwife.org/ACNM/files/ACNMLibraryData/UPLOADFILENAME/000000000066/Expansion%20of%20Mid%20Prac%2005.pdf>



# First Assist

- o First assist – ACNM outlines skill set in Position Statement <http://www.midwife.org/ACNM/files/ACNMLibraryData/UPLOADFILENAME/000000000270/First%20Assist%20April%202012.pdf>
- o “Midwife as Surgical First Assist” ACNM, \$40 (members) [https://member.midwife.org/members\\_online/members/viewitem.asp?item=928&catalog=PUB&pn=1&af=ACNM](https://member.midwife.org/members_online/members/viewitem.asp?item=928&catalog=PUB&pn=1&af=ACNM)
- o Tharpe – online course, ~\$700, <http://www.philau.edu/scps/CPE/CEMidwives/FirstAssist.html>