TRANSITION TO PRACTICE

Students and New Midwife Committee
August 8th, 2018
Tonight’s Presentation

• Malpractice and professional liability
• Midwifery certification through the AMCB
• Preventing burn out as a new graduate with emphasis on self care
Speakers

Mamie K. Guidera, MSN, CNM, FACNM
Chairperson of ACNM Professional Liability Section

Carrie Bright, CAE, IOM
AMCB Chief Executive Officer

Erin Wright, DNP, CNM, APHN-BC
Assistant Professor
Johns Hopkins School of Nursing
Certification

- AMCB http://www.amcbmidwife.org/home
- Recertification every 5 years
  - Retake the AMCB exam year 4, pay exam fee (instead of annual fees)
- Certificate Maintenance Module Method
  - Complete 3 AMCB certification maintenance modules, AND
  - Complete 20 contact hours (2.0 CEUs) of AMCB or ACME approved units, AND
- Pay annual fees ($70/yr)
Licensure

• Licensure
  • National
  • AMCB certification
  • National Provider Identifier (NPI)

• DEA License

• State
  • RN license
  • APRN, APN, CNM/CM state license
  • Controlled substances registration
State Licensure

- State Licensure
  - ACNM’s State Guidance documents
  - Regulation of midwifery practice
  - Scope of practice
  - Prescriptive authority
  - Application process, accreditation, certification
  - Other statutory provisions
  - Relevant policy resources
Ongoing requirements

• Ongoing Requirements
  • Requirements vary practice to practice.
  • BLS, CPR
  • Neonatal Resuscitation
  • EFM Certification
  • Credentialing
Malpractice and Professional Liability
Mamie’s Pearls

• Make sure you have good coverage, whether occurrence or claims with tail
• Don’t sign until you’ve seen the insurance face sheet
• Know you’re a good hire – as a new midwife provider, you have the lowest cost premium
• Average years in practice before being sued is 6
• Keep a tight circle of safety
  • Ask for help, support when and as you need it
• Consult often, document like crazy
  • Mamie finds that providers are frequently out-documented by nurses, so talk with your colleagues after an event and try to come to a consensus about what happened and how it’s documented
  • You can’t over-document
Mamie’s Pearls cont’d

• Don’t practice wish management – practice according to the standard (practice protocol, Varney, etc)

• Debrief with the patient/family and colleagues if there is an adverse outcome, be on the same page regarding documentation

• Act like a midwife
  • Be present to your patient, watch your tone of voice
  • Many times, despite being named in a suit, midwives are dropped

• Suits – most of the time, it’s not personal but because people need money to help pay for a disabled child
SELF-CARE AND BURNOUT PREVENTION FOR MIDWIVES

Erin M Wright DNP, CNM, APHN-BC
Objectives

- Describe sources of midwifery stress and its sequalae
- Understand the importance of midwifery self care
- Engage in experiential self care
Sources of midwifery related stress

- Systems
- Patient care
- Ethical dilemma
- Workload

Long term impacts of midwifery related stress

• Complete job attrition
• Reduced attendance at births
• Move to academia/retirement
• Burnout
HOW DO WE TAKE CARE OF OURSELVES?
What does the evidence show?
Sustainability and resilience

- **Sustainability**
  - The ability to be maintained at a certain rate or level.
- **Avoidance of the depletion of natural resources in order to maintain an ecological balance.**

- **Resilience**
  - The capacity to recover quickly from difficulties; toughness.

Self care: Evidence Based Methods

- Meditation
  - (Hevezi, 2016; Manocha et al., 2011; Melville et al, 2012; Tarantino et al., 2013).

- Yoga
  - (Bansal, Gupta, Agarwal & Sharma, 2013; Bernstein et al., 2015; Prasad, Varey & Sisti, 2016).

- Mindfulness-Based Stress Reduction
  - (Fourer, et al., 2013; Warriner, et al, 2016; Wright, 2017; Wright, et al., 2018)
Let’s try the 4-7-8 breath

MINDFUL BREATHING

INHALE FOR 4 SECONDS
HOLD IN-BREATH FOR 7 SECONDS
EXHALE FOR 8 SECONDS

MINDFUL BREATHING CAUSES THE AUTONOMIC NERVOUS SYSTEM TO SHIFT FROM A FIGHT-OR-FLIGHT STATE (SYMPATHETIC) TO A CALMER, MORE RELAXED STATE (PARASYMPATHETIC).
Add mindfulness to your day
in only 10-15 minutes

Here are 4 ways to add mindfulness to your schedule, each way only takes 10-15 minutes of your time:

*Remember, consistency is key.
Mobile apps for facilitating stress reduction

- Omvana
- Headspace
- Aura
- Stop, Breathe & Think
- Calm
- The Mindfulness App
- InsightTimer
References

Questions

• I am graduating in 6 months, should I start looking for work/begin applying?
  • Yes!
  • Most jobs are acquired through networking, not by looking at job posts. Speak with professors, midwife mentors and provide them with your resume if a job turns up!

• Why is the average number of years before being named in a suit 6 years? That is terrifying to a student.
  • This has been established by looking at records and by 6 years of practice you have acquired enough deliveries/volume that being named in a suit is more likely.
  • Most of them are dropped!
  • Document, document, document. You CANNOT over document!
Questions Con’t

• What are the red flags for poor work-life balance?
  • No real definition of “work-life” balance. You need to establish what that means for YOU.
  • High turnover is a red flag.
  • Ask questions about what employees like or enjoy about their place of work to get a sense of what keeps them coming back.

• Deal breakers for jobs?
  • Look at malpractice contract carefully. Note the tail coverage!

• How do I know a fair salary for my area?
  • Look online; salary.com
  • ACNM resources on salary: [http://midwife.org/Workforce-Resources](http://midwife.org/Workforce-Resources)
  • Ask other midwives/ attend affiliate meetings
Questions Con’t

• What kind of schedule is best?
  • No one template that works for everyone.
  • Some people enjoy shifts vs 24 hour call, some night, etc.
References