

You're going to give your baby loving care at every turn.

We want to give you that same kind of care, all the way through your pregnancy.



### Introducing the Certified Nurse-Midwives at St. Anthony Central Hospital

As a mom-to-be you have a lot to think about, and lots to plan. That's why we want you to know about a wonderful option of care. Together with St. Anthony Central Hospital and our community partners, we provide a full range of prenatal care and delivery services with the added attention and expertise of Certified Nurse-Midwives.

### How is Certified Nurse-Midwife Care Different?

For centuries, midwives have helped other women bring their babies into the world. Today, our Certified Nurse-Midwives combine expertise in women's health, with the safe, sensitive and personal attention of a midwife, offering you a deeper level of care throughout your pregnancy. All of the nurse-midwives in our practice hold master's degrees in nursing and a special certification in nurse-midwifery. While we independently manage the care of our health patients, we also have 24-hour access to physicians board-certified in obstetrics and gynecology.

### Our Certified Nurse-Midwives Offer a New Level of Compassionate Care:

- Complete prenatal and delivery services
- Dedicated physician consultants
- Nutritional counseling
- Prenatal education
- Prenatal risk assessment and counseling
- Postpartum care
- Referral to community resources
- Spanish-speaking nurse-midwives

### Special Care from a Certified Nurse-Midwife in The Expert Surroundings of St. Anthony Central Hospital

Women seen by our Certified Nurse-Midwives deliver their babies at St. Anthony Central Hospital. Known for its high-quality mother-baby services, our hospital offers a newly remodeled unit specially designed for new moms and babies with the latest in technology close at hand should you or your baby require it. Plus, St. Anthony Central Hospital offers a wide range of family education classes and family follow-up visits after you go home.

For complete details on dates, locations and times of classes, please ask your health care provider for our folder and class schedule, or call ASK-A-NURSE® at 303-777-NURSE (6877).

To schedule an appointment with a Certified Nurse-Midwife, call 303-595-6550. We accept Medicaid and most insurance (a sliding fee scale is available for those without insurance).

4231 W. 16th Avenue  
East Entrance, Ground Floor  
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## Certified Nurse-Midwives at St. Anthony Central Hospital



# St. Anthony Hospitals

## Competency-Based Inventory of Service and Performance Appraisal

### SECTION I TITLE

Certified Nurse Midwife

### SECTION II PURPOSE:

Certified Nurse-Midwife (CNM) is an individual educated in the two disciplines of nursing and midwifery who possesses evidence of certification according to the requirements of the American College of Nurse-Midwives (ACNM).

Nurse-Midwifery Management: The CNM assumes responsibility for management of care of women whose medical and obstetrical history and present state of health indicate a normal prospectus. Such management includes:

- Observation, assessment, examination and treatment of women according to document standards of care and accepted protocols.
- Implementation of selected protocols to establish a diagnosis when problems occur, e.g. anemia work up.

Collaborative Management: Collaborative management may be done when frequent or continuing consultation with the physician is needed, but the overall care remains within the scope of CNM care. The need for collaborative management may be identified at the initial contact or at a later time. Under collaborative management the CNM may institute those Nurse-midwifery medically approved protocols that do no conflict with the aspects of care under the physicians management. Thus, collaborative management requires careful communication between the physician and the nurse-midwives. Management discussions, decisions, and plans for care must be carefully documented.

Physician Management: If a condition requiring complete medical management is identified, medical management will be assumed by the consulting physician. The CNM may continue to provide nursing care for the patient depending upon the needs of the patient and the mutual agreement of the CNM and the physician.

Performance of procedures (including related admission, work-up, pre- and post operative care of the patients).

### SECTION III EDUCATION, EXPERIENCE & TRAINING REQUIRED

(Describe only the minimum requirements)

#### EDUCATION/CREDENTIALS/LICENSE REQUIRED:

1. Licensed as a Professional Registered Nurse and Advanced Practice Nurse in the State of Colorado
2. Successful completion of a program in Nurse Midwifery accredited by ACNM
3. Evidence of current certification by ACNM.

REAPPOINTMENTS: Documentation of attendance to either 6 hours of CME for fetal monitoring - available at SAH or documentation of attendance to a similar qualified training program/course equaling at least 6 hours of CME for fetal monitoring training, or a combination of both.

#### EXPERIENCE REQUIRED:

Fifty (50) procedures (from Core list) within the past two years.

**SECTION IV - COMPETENCIES AND OUTCOMES** *(have supervisor complete)*

Validation Methods: Patient Records (PR); Direct Observation (DO); Test (T); Feedback (F)

**A. Organizational Competencies and Outcomes**

Competency & Outcomes	Behavior	Circle Validation Method(s) used:	*Meets or Exceeds Expectations?	Supporting Comments
<b>Service Excellence / SHARE Behavior</b>	<p>SENSES people's needs <i>before</i> they ask.</p> <ul style="list-style-type: none"> <li>• Shows initiative by putting customers' needs first and strives to exceed their expectations.</li> <li>• Makes customers feel appreciated and gives personal attention; promptly responds to customers' requests.</li> <li>• Constantly looks for opportunities to be courteous and helpful to someone and takes the initiative to act <i>BEFORE</i> being asked.</li> </ul>	PR DO T F	YES / NO	
	<p>Is willing to HELP others out.</p> <ul style="list-style-type: none"> <li>• Exhibits teamwork within own department and across other departments.</li> <li>• Proactively seeks out opportunities to resolve problems.</li> <li>• Thanks and compliments co-workers who help out and reciprocates by assisting them with their tasks.</li> <li>• Is proactive in seeking opportunities to help someone.</li> </ul>	PR DO T F	YES / NO	
	<p>ACKNOWLEDGES people's feelings.</p> <ul style="list-style-type: none"> <li>• Shows empathy and does not minimize another person's feelings or situation</li> <li>• Takes customers' problems seriously by actively listening and being sensitive to their inconvenience.</li> </ul>	PR DO T F	YES / NO	
	<p>RESPECTS the dignity and privacy of others.</p> <ul style="list-style-type: none"> <li>• Shows courtesy and respect to customers regardless of age, race, education, religion, social status, or disease. Respects customer's right to know and understand things which affect them and respects diversity, differences of opinion.</li> <li>• Respects and is sensitive to their right to privacy and confidentiality.</li> <li>• Exhibits proper telephone etiquette.</li> <li>• Dresses appropriately and wears name tag.</li> <li>• Introduces self to co-workers, patients, visitors, physicians and calls people by appropriate name.</li> <li>• Attacks problems, not people.</li> </ul>	PR DO T F	YES / NO	
	<p>EXPLAINS what's happening.</p> <ul style="list-style-type: none"> <li>• Fosters clear, honest, and open communication.</li> <li>• Explains procedures prior to performing.</li> <li>• Explains reasoning if a customer has to wait</li> <li>• Anticipates questions and problems.</li> </ul>	PR DO T F	YES / NO	

## **B. Specific Competencies and Outcomes:**

A representative, but of necessity not a complete list of CNM procedures are listed below. It is assumed that other procedures and problems of similar complexity will fall within the identified CORE privileges.

**Cross out any procedures/medical management not currently performed in your clinical practice.**

### **CORE Procedures:**

History, including review of prenatal record  
Physical examination, including pelvic exam and clinical pelvimetry  
Order and apply internal and external fetal heart and uterine pressure monitoring  
Evaluate status including dating of pregnancy, dx of current complaint  
Limited ultrasound (BPP, placental localization, position)  
Order laboratory studies  
Sterile speculum exam with cultures and microscopy as indicated  
Order NST < CST as indicated  
Order diet/activity as indicated  
Order intravenous infusion as indicated  
Order medications per protocol  
Order epidural with physician consult  
Anniotomy when appropriate  
Order catheterization  
Evaluation of fetal heart monitor tracings  
Order oxygen  
Supportive and relaxation techniques  
Operation of IV infusion pumps  
Order/insert/monitor prostin with physician consultation  
Monitor oxytocin infusion  
Order terbutaline per protocol for distress/hyperstim  
Uncomplicated vaginal delivery  
VBAC with documentation of uterine incision  
**\*\*Outlet Vacuum extraction with physician consult only \*\*(10 cases must be preceptored)**  
Episiotomy and repair midline and mediolateral  
Administer local and pudendal anesthesia  
1<sup>st</sup> assist for C/section  
Delivery and examination of placenta  
Manual removal of placenta if physician not available and patient is bleeding  
Inspection of introitus, vaginal, cervix, perineum for bleeding or lacerations  
Repair of 1° and 2° perineal, vaginal, labial, and periurethral lacerations  
**\*\*Repair of 3° perineal lacerations with physicians assistance \*\* (10 cases must be preceptored)**  
Order oxytocin, methergine, prostin PP as appropriate per protocol  
Suction and clear NM airway via bulb syringe, DeLee mucus trap, or direct suction  
Initiate neonatal resuscitation or assist with resuscitation appropriate, including intubation  
Management of normal postpartum  
Rounds on high risk AP.TP/PP patients under co-management (Pyelo, C/S., PIH)  
Provide health teaching, counseling and guidance  
Provide nutritional counseling  
Discharge management

#### **INITIAL APPLICATION MUST HAVE:**

**\*\*10 cases of Outlet Vacuum Extraction preceptored**

**\*\*10 cases of Repair of 3° perineal laceration preceptored.**

**Continued - see other side**

**Validation Methods:** Patient Records (PR); Direct Observation (DO); Feedback (F)

Competency & Outcomes	Behavior	Circle Validation Method(s) used:	*Meets or Exceeds Expectations?	Supporting Comments
Scope of Practice	Is competent to perform and has met the minimum criteria of 50 procedures/diagnosis management listed under CORE within the past two years.	PR DO F	YES / NO	

\*If you answered no to any of the above questions, please provide a brief explanation and plan of action to address the issue: \_\_\_\_\_

\_\_\_\_\_

**SECTION V - SIGNATURES**

<b>Prepared By:</b>			
	<i>Evaluator's Signature (must be direct supervisor)</i>	<b>Title</b>	<b>Date</b>
<i>I attest that I have met the criteria and requirements for the foregoing inventory of services and understand that I will be evaluated biennially according to the expectations listed.</i>			
	<b>Applicant's Signature</b>	<b>Date</b>	