



Career Service Authority

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Nurse Midwife

GENERAL STATEMENT OF CLASS DUTIES

Provides nurse-midwifery care (including primary care) to women and their families with a particular focus on antepartum, intrapartum, and postpartum period, care of the newborn, and the family planning and gynecological needs of women. May perform administrative support functions as required.

DISTINGUISHING CHARACTERISTICS

The Nurse Midwife is distinguished from the Nurse Practitioner which provides professional nurse practitioner care which involves providing direct patient care in accordance with the statutory limitations established for nurse practitioners and may perform administrative support functions as required. This class is distinguished from the Nursing Administrator which is responsible for the coordination and problem solving with the operations of all hospital services and community health services on a shift basis for the Department of Health and Hospitals. In addition, the Nurse Midwife is distinguished from the Registered Nurse which utilizes the nursing process, provides entry-level progressing to independently performing professional nursing practice in a variety of health care settings.

Guidelines, Difficulty and Decision Making Level:

Guidelines are generally but not always clearly applicable, requiring the employee to exercise judgment in selecting the most pertinent guideline, interpret precedents, adapt standard practices to differing situations, and recommend alternative actions in situations without precedent.

Duties assigned are generally complex and may be of substantial intricacy. Work assignment is performed within an established framework under general instructions but requires simultaneous coordination of assigned functions or projects in various stages of completion.

Employee is responsible for determining time, place, and sequence of actions to be taken. Unusual problems or proposed deviations from guidelines, practices, or precedents may be discussed with the supervisor before being initiated.

Level of Supervision Received and Quality Review:

Under general supervision, the employee receives assignments and is expected to carry them through to completion with substantial independence. Work is reviewed for adherence to instructions, accuracy, completeness, and conformance to standard practice or precedent. Recurring work clearly covered by guidelines may or may not be reviewed.

Interpersonal Communications and Purpose:

Contacts are of a non-prescribed nature involving the negotiation and resolution of problems and where exceptional degrees of discretion, judgment, and specialized knowledge are required in carrying out the programs and policies of an organization.

Level of Supervision Exercised:

By position, may perform lead work over sub-professional employees.

ESSENTIAL DUTIES

Performs direct patient care by examining, diagnosing, and analyzing the needs of female patients in relationship to their reproductive health.

Develops short and long term patient care goals and treatment for patients in accordance with the standards established for certified nurse midwives in collaboration with an obstetrician/gynecologist and established protocols.

Provides primary care to newborns and other family members according to the standards of the practice of nurse midwifery.

Identifies patient's health problem and administers appropriate medications according to state statutory prescriptive authority or refers patient to a caregiver in a specialty area.

Teaches and counsels individuals, families, groups and other health providers about health, diseases and illnesses and promotes health maintenance and prevention of diseases.

Routinely performs diagnostic and surgical procedures such as, but not limited to cervicography, Norplant insertion and removal, and IUD insertion and removal.

Participates as a preceptor for medical students, interns, nurse practitioners and physician assistants.

Enhances professional growth and development through participation in educational programs, receiving current literature, and attending in-service meetings and workshops.

Maintains established departmental policies and procedures, quality improvement, safety, environmental and infection control standards.

Performs other duties as assigned or requested.

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Any one position may not include all of the duties listed.
However, the allocation of positions will be determined by
the amount of time spent in performing the essential duties
listed above.
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MINIMUM QUALIFICATIONS

Competencies, Knowledge, & Skills:

Customer Service - Works with customers to assess needs, provide assistance, resolve problems, satisfy expectations; knows products and services; is committed to providing quality products and services.

Technical Competence – Understands and appropriately applies procedures, requirements, regulations, and policies related to specialized expertise (for example, engineering, physical science, law, or accounting) and maintains credibility with others on technical matters.

Integrity/Honesty - Contributes to maintaining the integrity of the organization; displays high standards of ethical conduct and understands the impact of violating these standards on an organization, self, and others; is trustworthy.

Interpersonal Skills - Shows understanding, courtesy, tact, empathy, concern; develops & maintains relationships; may deal with people who are difficult, hostile, distressed; relates well to people from varied backgrounds & situations; is sensitive to individual differences.

Team Building – Manages group processes, encourages and facilitates cooperation, pride, trust, and group identity, fosters commitment and team spirit, and works with others to achieve goals.

Managing Diverse Workforce – Is sensitive to cultural diversity, race, gender, and other individual differences in the workforce and manages workforce diversity.

Oral Communication - Expresses information to individuals or groups effectively, taking into account the audience and nature of the information; makes clear and convincing oral presentations; listens to others, attends to nonverbal cues, and responds appropriately.

Reading - Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.

Writing - Recognizes or uses correct English grammar, punctuation, and spelling; communicates information in a succinct and organized manner; produces written information, which may include technical material that is appropriate for the intended audience.

Decision Making - Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change.

Stress Tolerance - Deals calmly and effectively with high stress situations (for example, tight deadlines, hostile individuals, emergency situations, dangerous situations).

Flexibility - Is open to change and new information; adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles; effectively deals with ambiguity.

Physical Demands (Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs):

Carrying: Transporting an object, usually by hand, arm or shoulder

Feeling: Perceiving attributes of objects by means of skin receptors

Fingering: Picking, pinching or otherwise working with fingers

Handling: Seizing, holding, grasping or otherwise working with hand(s)

Hearing: Perceiving the nature of sounds by the ear

Lifting: raising or lowering an object from one level

Standing: Remaining on one's feet in an upright position

Talking: Expressing or exchanging ideas by means of spoken words

Walking: Moving about on foot on uneven surfaces

Lifting: Raising or lowering an object 25-50 pounds.

Working Environment:

Wet: frequent contact with water or other liquid.
Contact with patients under wide variety of circumstances
May make home visits
Occasionally subjected to irregular hours

Education Requirement:

Graduation from an accredited program in nurse-midwifery.

Experience Requirement:

None

Education/Experience Equivalency:

None

Licensure and/or Certification:

Possession of a Colorado Registered Nurse license or permit at time of appointment with permit to be used only until a decision on licensure is made.

Possession of Certification by the American College of Nurse Midwives by completion of the probationary period.

CLASS DETAIL

FLSA CODE: Exempt

ESTABLISHED DATE: 09/16/95

ESTABLISHED BY: Jean Canfield

REVISED DATE: 12/6/09

REVISED BY: Hameed Pousti

CLASS HISTORY 09/95 — The class was originally created.
12/6/09 — The spec was updated, Competencies were added, and was placed in to new format.