

## **DIVISION SCOPE OF SERVICE**

<b>Division: CAPITAL</b>
<b>Classification: CHILDBIRTH EDUCATOR/DOULA</b>
<b>Applicant Name:</b>

### **Childbirth Educator/Doula:**

The Childbirth Educator/Doula must have equivalent qualifications, competence and function in the same role as employed individuals performing the same or similar services at the facility.

### **Definition of Care or Service:**

The Childbirth Educator/Doula are instructors that teach classes to families expecting babies to help women and their families better understand the physical and emotional changes of pregnancy.

The Childbirth Educator/Doula is trained in childbirth and provides emotional, physical, and educational support to a mother who are expecting, experiencing labor, or has recently given birth.

The Childbirth Educator/ Doula Scope of service may include:

- Educate women on having a safe, memorable, and empowering birthing experience
- Develops and implements health education programs designed to increase awareness and knowledge to patients planning to give birth
- Knowledge of reproductive health, pregnancy, childbirth, postpartum, breastfeeding, infant development, and infant care Keeps current on changes in labor and delivery technology to keep program material accurate
- Educate parents on the proper use of child passenger car seat
- Demonstrates Clinical and Service excellence behaviors to include HCA Healthcare code of conduct core fundamentals in daily interactions with patients, families, co-workers and physicians
- Provide the birthing woman with education regarding non-medical comfort techniques and alternatives for labor, including but not limited to positions and movement, comforting touch, visualization, breathing techniques, rebozo technique and affirmation
- Working closely with the birthing person and their family as they explore their values and needs surrounding birth
- Provide evidence-based information on birth options and resources Provide education regarding post-partum care that includes breastfeeding
- Demonstrates Clinical and Service excellence behaviors to include HCA Healthcare code of conduct core fundamentals in daily interactions with patients, families, co-workers and physicians

The Doula is not a clinician and therefore **does not**:

- Diagnose medical conditions
- Perform clinical procedures
- Interpret medical diagnoses or clinical results
- Prescribe or administer treatment of medical conditions
- Perform clinical procedures
- Make decisions for the birthing woman
- Attend births that are intentionally unassisted by qualified medical professionals.

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<b>Setting(s):</b> <ul style="list-style-type: none"> <li>Hospital Labor &amp; Delivery, Mother/Baby, and/or Neonatal Intensive Care Units</li> </ul>
<b>Supervision:</b> <ul style="list-style-type: none"> <li>Indirect supervision by Department Director or designee which may include Labor &amp; Delivery staff, Director and Obstetric Providers.</li> </ul>
<b>Evaluator:</b> <ul style="list-style-type: none"> <li>Department Director or designee which may include Labor &amp; Delivery Director in conjunction with entire Obstetric Team.</li> </ul>
<b>Tier Level:</b> 2
<b>eSAF Access Required:</b> YES
<b>Qualifications:</b> <ul style="list-style-type: none"> <li>High School diploma or higher</li> <li>Current certification in good standing from one of the previously listed training organizations OR 3 professional recommendations from a nurse, doula client, or provider who have attended births with the doula in a hospital setting. (Limit 1 client recommendation.)</li> <li><b>One</b> of the below recommended:             <ul style="list-style-type: none"> <li>Certification as childbirth educator</li> <li>Parent Education Certificate</li> </ul> </li> </ul> <p><b>NOTE:</b> Where education may not be defined in qualifications area of the Scope, HCA Healthcare requires the highest level of education completed (not training or courses) confirmed on your background check.</p>
<b>State Requirements:</b> <ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>Experience:</b> <ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>Preferred:</b> <ul style="list-style-type: none"> <li>1 year experience with child birth</li> </ul>
<b>Competencies:</b> The Childbirth Educator/Doula will demonstrate: <ul style="list-style-type: none"> <li>Ability to communicate both verbally and in writing</li> <li>Ability to develop curricula in cooperation with others.</li> <li>Good customer service skills; ability to maintain poise and exercise diplomacy in all interactions with hospital staff, medical staff, and visitors.</li> <li>Ability to foster an environment which promotes and encourages others toward self-development and life-long learning.</li> <li>Ability to provide direction and control to individuals as well as multiple teams</li> <li>Ability to effectively manage multiple priorities and multi-level tasks.</li> <li>Ability to analyze information and use logic and process to address work-related issues and problems</li> <li>Infection Prevention               <ul style="list-style-type: none"> <li>Practices consistent hand hygiene</li> <li>Uses personal protective equipment (PPE) when required</li> <li>Required immunizations per Division requirements</li> <li>Complies with Isolation precautions</li> <li>Maintains sterile field</li> </ul> </li> </ul>

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### References:

Academy of Medical Educators <https://www.medicaleducators.org/>  
Colorado RN Verification <https://apps.colorado.gov/dora/licensing/Lookup/LicenseLookup.aspx>  
Kansas Behavioral Science Regulatory Board License Verification: <https://www.kansas.gov/bsrb-verification/>  
Kansas Board of Nursing License Verification: <https://www.kansas.gov/ksbn-verifications/search/records>  
Nursing Compact States & Nurse Licensure: <https://www.travelnursing.com/what-is-travel-nursing/nursing-compact-states/>  
Nursys: <https://www.nursys.com/LQC/LQCTerms.aspx>

### Document Control:

- CREATED 4/22/2025

**Your signature confirms you will be able to comply with the Qualifications and Competencies listed within this Scope of Service and that you will confirm education via your background check.**

**Applicant Printed Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_