HEALTHTRUST
Workforce Solutions

DIVISION SCOPE OF SERVICE

Division: MOUNTAIN
Classification: BIRTH DOULA
Applicant Name:

Birth Doula:
The birth doula provides non-clinical emotional, physical, and evidence-based informational support to the birthing person before, during, and after birth.

Definition of Care or Service:
The Birth Doula provides non-clinical emotional, physical, and evidence-based informational support to the birthing woman and her family before, during, and after birth. Scope of Service may include:

- Providing emotional and physical support, comfort measures, and informational resources, as well as support or suggestions for the partner.
- Provides prenatal and postpartum support, including explanation and discussion of pregnancy options, birth practices, procedures, and assistance in acquiring the knowledge desired to make informed decisions about perinatal care.
- Working closely with the birthing person and their family as they explore their values and needs surrounding birth.
- Assist in the preparation of birth preferences to facilitate communication with the birth team
- Provide evidence-based information on birth options and resources
- Provide the birthing person with non-medical comfort techniques and alternatives for labor, including but not limited to positions and movement, comforting touch, visualization, breathing techniques, rebozo techniques, and affirmations with the approval of the attending obstetrician and nurse team.
- Provide support and assist with initial newborn feeding
- Refer to healthcare professionals when support requires clinical assessment, a need for prescription, or medical diagnosis
- Demonstrates Clinical and Service excellence behaviors to include code of HCA Healthcare conduct core fundamentals in daily interactions with patients, families, co-workers and physicians.

Limits to Services:
Doula's provide emotional, physical and information support only. 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.
- Have access to the patient's medical record

Setting(s):

- Hospital Labor & Delivery, Mother/Baby, and/or Neonatal Intensive Care Units, including patient rooms

HEALTHTRUST
Workforce Solutions

DIVISION SCOPE OF SERVICE

Supervision:

- Indirect supervision by Labor & Delivery staff, Director and Obstetric Providers.

Evaluator: Labor & Delivery Director in conjunction with entire Obstetric Team.

Tier Level: 2

eSAF Access Required: NO

Qualifications:

- High School Diploma/GED or higher
- Provide **one** of the following:
- Formal doula training by one of the following training organizations:
  - International Doula Institute
  - DONA International
  - Childbirth and Postpartum Professional Association (CAPPA)
  - ToLabor
  - BEST
  - ProDoula
  - Childbirth International
  - Doula Trainings International
- 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.)

NOTE: 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.

State Requirements:

- N/A

Experience:

- N/A

Competencies:

The Birth Doula will demonstrate:

- Communication skills and emotional support
- Anatomy and physiology as related to the childbearing process
- Community health care, wellness and social service resources
- Diversity awareness and competency as it relates to childbearing
- Basic knowledge of maternity care systems and their birth practices
- Infection Prevention
  - Practices consistent hand hygiene
  - Uses personal protective equipment (PPE) when required
  - Required immunizations per Division requirements
  - Complies with Isolation precautions
  - Maintains sterile field

References:

- DONA: https://www.dona.org/what-is-a-doula/find-a-

HEALTHTRUST
Workforce Solutions

DIVISION SCOPE OF SERVICE

doula/?fwp_doula_type=birth&fwp_doula_certification=certified_doula
- ICEA: https://icea.org/certification/icea-certification-philosophy-and-programscertification/
- https://cappa.net/training-certification/
- https://tolabor.com/find-a-doula

Document Control:
- CREATED 4/8/2025
- REVISED CONTENT 04/10/2025

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: _____