



Choosing the Right Medical Staff for the PMC Setting

By: Jamie Hay, RDMS



Those of us who serve in a Pregnancy Medical Clinic have different backgrounds, gifts, and skill- sets; however, what we share in common is our desire to provide the best medical care possible. Whatever the reason we are called to this ministry, it's imperative that we come with a heart of compassion, wanting to speak truth to the women and

men who enter through our doors.

Choosing the right medical staff is crucial to providing the high-quality medical care that our patients deserve, along with ensuring our staff feels confident in the care they provide.

While it can be a long process at times finding the right RN, patience and due diligence are extremely important in making

sure you have the right fit. Your medical staff is the face of your center's medical care and have a great influence on your reputation.

Often the women who come to us are likely nervous and anxious, taking time away from work or children to be there. As a trusted Medical Clinic, it's vital your medical staff provides discreet, non-judgmental, compassionate care. Not every nurse has the gifts or skills to effectively communicate during a stressful consultation or perform the medical services you provide.



Tips for Successful Recruitment

Tip #1

Ask other medical staff, volunteers, and churches to spread the word and share with them the specific skill set you are looking for. Will they be performing PT's alone or would you like them to learn ultrasound or STI testing?

Tip #2

Discuss the actual components of the job in terms of requirement, expectations, and the amount of service you are needing. Don't assume everyone has the same spiritual beliefs. What calls them to this ministry? How strong is their walk with the Lord? Evaluate their experience with any kind of specialty, such as ED, Labor and Delivery, or ICU. Are they used to working independently or as a team? How many years of experience do they have, and are they currently working or retired?

Tip #3

Give them a tour of the center. Allow them to meet with the Nurse Manager, spending time getting to know the policy and procedures of the center. Take time to evaluate if this is a good fit for both of you. Do they have the aptitude for nursing in this setting, providing compassionate care is essential? If your desire

is for them to learn Ultrasound, realize that not everyone can reach the level of competency needed. I'll share with you a questionnaire I've developed to help evaluate the individual skills needed for a Nurse Sonographer.

Most of all, please pray over your decision to bring a new medical staff member on board. So many times, I've seen centers invest time and resources into training a new RN, only to find that she isn't a good fit for the services we provide. We all serve to Glorify the Lord, and the very best is what our patients deserve.

Medical Insights Partnership

The *Medical Insights Journal* is a collaborative partnership effort between Women's Health Network National (WHNN) and PMC Network (PMCN).

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About the Author



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Jamie is an experienced instructor with over 25 years working and training in medical offices, hospitals and most importantly numerous Pregnancy Centers. She has served in her local pregnancy center since 2004. Her roles have included Sonographer, Center Director and Board Member, giving her a unique understanding of the challenges a Pregnancy Care Clinic faces on a daily basis. Jamie has trained medical professionals in OB sonography across the US. She challenges her students to grow in knowledge, skills and ability, serving the women and their unborn with integrity and compassion