

# CHOOSING THE RIGHT MEDICAL STAFF



# PRESENTERS



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# WHAT WILL WE COVER



The importance of wisely choosing your medical staff.

Tips to help assess a potential candidates skills and demeanor.

# OVERVIEW



Skills needed for performing limited obstetrical ultrasound.

Additional comments

# CHOOSING THE RIGHT MEDICAL STAFF



The medical services we provide play a crucial part in the way we serve the women and men coming through our doors.

Choosing additional medical personnel should be prayed over, taking time to fully evaluate skills, demeanor and communication skills.

Don't feel like just because they are a RN, they are a good fit for what we provide.

# TIPS FOR SUCCESS

## TIP #1



Ask your current medical staff and volunteers to spread the word that you are considering new medical staff.

Ask for an announcement in your supporting churches. You would be surprised how many RN's, LPN's , NP's, RDMS's are sitting in the pews of our churches.

# TIPS FOR SUCCESS

## TIP #2



Be clear on the expectations and requirements of the position:

- What are the services you provide?
- Are you looking for nurses that can provide all your medical services or a nurses that will provide education alone?
- What is the time commitment you require?

# TIPS FOR SUCCESS

## TIP#2



- Don't assume everyone has the same spiritual beliefs.
- Have them share what calls them to this ministry.
- What motivates them to serve women and men in crisis?
- How strong is their personal walk with the Lord?



# TIPS FOR SUCCESS

## TIP#2

- Evaluate their experience in a nursing specialty.
- Are they used to working independently or as a team?
- How many years of experience do they have? Are they currently working or retired?

# TIPS FOR SUCCESS

## TIP#3

- Give them a tour of the center.
- Have them meet with the Nurse Manager; detailing skills needed to perform the duties.
- Share with them success stories along with struggles we face.

# TIPS FOR SUCCESS

## TIP #3



- Always check references.
- How active are they in their church? Do they attend on a regular basis?
- Have they volunteered or worked in any other non-profit?

# TIPS FOR SUCCESS

## TIP #3



If all goes well and God leads you to bring a new medical professional onto your medical team, allow time for them to get familiar with your system.

# TIPS FOR SUCCESS



Allow time for them to review policies and procedures. Take time for them to go through an orientation process. Train them on your computer system. Start out with performing PT's or health assessments. This allows time to evaluate their nursing skills, along with their communication skills. Spending time serving in your center, allows them to see if this a good fit for them.

# ULTRASOUND TRAINING



If your plan is for them to ultimately go through ultrasound training, realize that not everyone has the skills set to reach a level of competency.

Learning ultrasound and scanning confidently requires a variety of different scanning abilities and excellent communication skills.

# ULTRASOUND QUESTIONNAIRE



Use the pre-training questionnaire to evaluate their skills. Then have your nurses evaluate their own skills and abilities. A nurse's desire isn't enough to invest time and resources into training. The questionnaire helps you to make a decision regarding moving forward prior to investing in the didactic training.

# ULTRASOUND SKILLS



## Physical limitations:

- Ultrasound requires sitting or standing for long periods of time.
- Holding the transducer, while applying a significant amount of pressure.



# ULTRASOUND SKILLS



## Physical limitations:

- Ultrasound requires reaching and using your left hand on the keyboard, while scanning with your right. This can and strain on your neck and shoulders.

# ULTRASOUND SKILLS



## Physical limitations:

- Ultrasound requires distinguishing between subtle shades of greys. Visual impairment that is not corrected by glasses or contacts can cause diagnostic mistakes.

# ULTRASOUND SKILLS



## Computer aptitude:

- The Sonographer will need to create and input measurements, along with their assessment onto an ultrasound reports.
- If your center requires electronic reporting, the Sonographer will need to copy images and report from the machine to the computer folder.

# ULTRASOUND SKILLS



## Critical Thinking:

- The Sonographer will need to evaluate normal and abnormal ultrasound findings.
- The Sonographer will need to determine and instruct on referrals needed at the time of the scan.

# ULTRASOUND SKILLS



## Spatial Ability:

- Ultrasound requires the Sonographer to think and evaluate in 3 dimensions.
- Subtle changes in anatomy and contour.

# ULTRASOUND SKILLS



## Training requirements:

- Training requires standing for long periods of time observing others, while waiting for your turn to practice scanning.
- Typically up to 8 full days, 8 hours a day, spread over two weeks.

# CONCLUSION



Adding medical personnel should be carefully considered. Each individual brings their own skills and gifts. Finding the right place for them allows God to use them to serve His purpose. Carefully assess the right place for them to serve.

# QUESTIONS





# CONTACT INFO



1.5 CEU is available. There is a \$10.00 fee to cover the cost of providing them.

Please email Jamie at [jhay@ultrasoundassistance.com](mailto:jhay@ultrasoundassistance.com) and provide the following information:

1. List the name of the webinar and 3 things you've learned.
2. List your full name as it is listed on your license, your address and your state and license number.
3. Either mail a check to Ultrasound Assistance LLC at 480 Jennileah Ln, San Marcos CA 920169 or use Paypal. 760-505-5264 or [jhay@ultrasoundassistance.com](mailto:jhay@ultrasoundassistance.com)