

# Division of Behavioral Health

## Program Staff Requirements & Qualifications



Training: Integrated Behavioral Health Regulations

- 7 AAC Chapter 70
- 7AAC Chapter 135

August/ September 2011

# Requirements for Program Staff

Program Staff are professionals who renders services directly to a recipient.

- Who is qualified to render services?
  - To determine who is qualified you must determine if the service is clinic or rehabilitation. Both clinic and rehabilitation services have different staff qualifications.
- Are there any extra requirements for specific services?
  - Yes, the main two are Detoxification and Peer Support, however there are a few more, so pay careful attention to the services you provide.



# Definitions



We will be discussing four basic staff titles

Substance Use Disorder Counselor

Behavioral Health Clinical Associate

Mental Health Professional Clinician

Directing Clinician

# Behavioral Health Clinical Associate

- May have less than a master's degree in psychology, social work, counseling, or a related field with specialization or experience in providing rehabilitation services to recipients with severe behavioral health conditions.
- Responsibilities may include a provision of psychosocial evaluation, education related to a recipient's behavioral health condition, encouraging and coaching, counseling, and teaching of needed life skills.
- Works within the scope of their training, experience, and education.

# Substance Use Disorder Counselor

- Is subject to the limits of the their education, training, and experience. They may provide behavioral health rehabilitation services with a focus on the treatment of substance use disorders, while working for a community behavioral health services provider.



# Mental Health Professional Clinician

## Individual

- Who is working for a community behavioral health services provider;
  - Who is performing limited behavioral health services that are within your field of expertise;
  - Are not working in a capacity that requires you to be licensed under AS 08; and
  - Have a master's degree or more advanced degree in psychology, counseling, child guidance, community mental health, marriage and family therapy, social work, or nursing;
- 
- OR, you are one of the following professionals


# Mental Health Professional Clinician Cont.

Nurse	<ul style="list-style-type: none"><li>○ have a master's degree in nursing;</li><li>○ have received special training or experience in mental health;</li><li>○ have an active license to practice nursing under AS 08.68; and</li><li>○ are working in your field of expertise;</li></ul>
Marital & Family Therapist	<ul style="list-style-type: none"><li>○ have an active license to practice marital and family therapy under AS 08.63; and</li><li>○ are working in your field of expertise;</li></ul>
Professional Counselor	<ul style="list-style-type: none"><li>○ have an active license to practice as a professional counselor under AS 08.29; and</li><li>○ are working in your field of expertise;</li></ul>
Social Worker	<ul style="list-style-type: none"><li>○ have a master's degree in social work;</li><li>○ have an active license to practice as a social worker under AS 08.95; and</li><li>○ are working in your field of expertise; or</li></ul>
Psychologist or Psychological Associate	<ul style="list-style-type: none"><li>○ have an active license to practice as a psychologist or psychological associate under AS 08.86; and</li><li>○ are working in your field of expertise;</li></ul>

# Directing Clinician

- A substance use disorder counselor or mental health professional clinician working within the scope of their education, training, and experience who, with respect to the recipient's *treatment plan*:
  - Develops or oversees the development of the plan
  - Periodically reviews and revises the plan as needed
  - Signs the plan each time a change is made to the plan
  - Monitors and supervises the delivery of all services identified in the plan
- By signing a treatment plan, a directing clinician attests that in their professional judgment the services prescribed in the plan are appropriate to the recipient's needs, delivered at an adequate skill level, and are achieving the treatment goals.

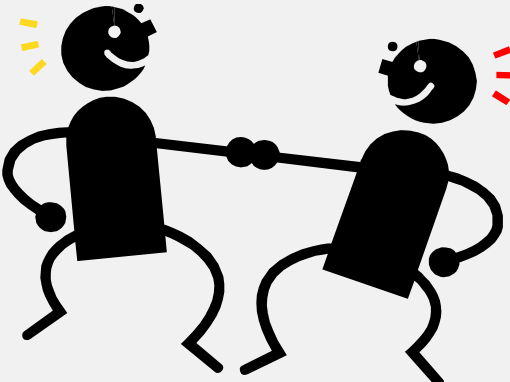
# Clinic Service Requirements

Clinic Services	Staff Qualifications
Integrated Assessment Mental Health Assessment Psychotherapy Psychological Testing & Evaluation Short-Term Crisis Intervention	At a <u>minimum</u> you must be a Mental Health Professional Clinician.
Psychiatric Assessment	At a <u>minimum</u> you must be a Physician, Physician Assistant, Advance Nurse Practitioner
Pharmacologic Management 	Physician, Physician Assistant, Advance Nurse Practitioner with <u>prescriptive authority</u> .

# Rehab Service Requirements

Rehabilitation Services	Staff Qualifications
<p>Behavioral Health Screening            Screening and Brief Intervention            Client Status Review            Substance Abuse Assessment            Case Management            Comprehensive Community Support            Therapeutic Behavioral Health            Recipient Support            Daily Behavioral Health Rehabilitation            Day Treatment for Children            Facilitation of Telemedicine            BH Tx Plan Rvw for Methadone Recipient</p>	<p>Behavioral Health Clinical Associate            Substance Use Disorder Counselor</p>
<p>Short-Term Crisis Stabilization</p>	<p>You must meet the above requirement, however if you are unable to resolve the crisis, a mental health professional clinician may assume responsibility for the case and begin providing short-term crisis intervention services.</p>

# Rehabilitation Service Requirements Cont.

Rehabilitation Services Continued	Staff Qualifications Continued
Medication Administration, On/ Off Site Methadone Administration	Service must be provided directly by a physician, physician assistant, advanced nurse practitioner, registered nurse, or licensed practical nurse.
Medical Evaluation	Service must be provided by physician, physician assistant, or advanced nurse practitioner.
Peer Support 	You must be a behavioral health clinical associate or substance use disorder counselor.  You must have experienced behavioral health issues in your life or within your family.  <i>Note: Must be supervised by a mental health clinician, determined by your employer to be competent to supervise peer support.</i>

# Rehabilitation Service Requirements Cont.

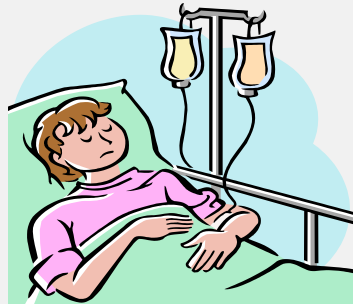
Residential Substance Abuse Level	Staff Qualifications
Clinically Managed Low-Intensity	○ Substance use disorder counselor, ○ Behavioral health clinical associate
Clinically Managed Medium-Intensity	○ Mental health professional clinician ○ Physician
Clinically Managed High-Intensity	○ Physician assistant ○ Advanced nurse practitioner, ○ Registered nurse supervised by a physician or advanced nurse practitioner, ○ Licensed practical nurse supervised by a physician or advanced nurse practitioner.

# Detoxification Level Differences

<b>Ambulatory <u>with</u> extended on-site monitoring Level II-D</b>	<b>Clinically-Managed Residential Level III.2-D</b>	<b>Medically Monitored Residential Level III.7-D</b>
<p data-bbox="65 451 639 494"><u>Organized Outpatient service</u></p> <p data-bbox="65 544 633 951">Level II-D services are provided in regular scheduled sessions. They are delivered under a defined set of policies and procedures or medical protocols. Outpatient services are designed to treat the patient’s level of clinical severity and to achieve safe and comfortable withdrawal from mood-altering drugs (including alcohol) and to effectively facilitate the patients entry into ongoing treatment and recovery.</p> <p data-bbox="65 1001 620 1179">Essential to this level of care is the availability of appropriately credentialed and licensed nurses who monitor patients over a period of several hours each day of services.</p> <p data-bbox="65 1308 227 1336">Pg. 145 of ASAM</p>	<p data-bbox="683 451 1257 494"><u>Organized Residential Service</u></p> <p data-bbox="683 544 1238 729">Level III.2-D services are provided <u>with 24-hour supervision</u>, observation and support to patients who are experiencing withdrawal. Emphasis is placed on <u>peer and social support</u>.</p> <p data-bbox="683 1001 1238 1265">Essential to this level of care is to provide recipients whose intoxication/withdrawal signs and symptoms are sufficiently severe enough to require 24-hour structure and support. However, the full resources of a Level III.7-D, medically monitored residential detox service is not necessary.</p> <p data-bbox="683 1308 846 1336">Pg. 146 of ASAM</p>	<p data-bbox="1302 451 1875 494"><u>Organized Residential Service</u></p> <p data-bbox="1302 544 1856 801">Level III.7-D services are provided with 24-hour <u>medically supervised</u> evaluation and withdrawal management in a permanent facility with inpatient beds. Services are delivered under a defined set of physician-approve policies and physician-monitored procedures or clinical protocols.</p> <p data-bbox="1302 1001 1856 1179">Essential to this level of care is to provide recipients whose intoxication/ withdrawal signs and symptoms are so severe that they require 24-hour structure and support by medical professionals.</p> <p data-bbox="1302 1293 1464 1322">Pg. 146 of ASAM</p>

# Detoxification Staff Qualifications

Detoxification Level	Staff Qualification
Ambulatory	Physician, Physician Assistant, Advanced Nurse Practitioner, Registered Nurse supervised by a physician or advanced nurse practitioner, or a licensed practical nurse supervised by a physician or advanced nurse practitioner.
Clinically-Managed	At a <u>minimum</u> a substance use disorder counselor, behavioral health clinical associate, or mental health professional clinician.
Medically-Monitored	Physician, Physician Assistant, Advanced Nurse Practitioner, Registered Nurse supervised by a physician or advanced nurse practitioner or a licensed practical nurse supervised by a physician or advanced nurse practitioner.



# Detoxification Staff Qualifications Cont.

**All** staff who provide detoxification services to recipients, regardless of level of detoxification or qualifications must have the following additional qualifications, and competencies and be able to meet the below requirements.

## Qualifications:

- Be currently certified in
- CPR
- Basic 1<sup>st</sup> Aid, and
- Blood and Air-borne pathogens

## Requirements:

- Work within scope of your Education, Training, Experience and Credentials; and
- Be Supervised by Licensed Medical Personnel.

## Competencies:

1. Implementing physician-approved protocols for observation and supervision;
2. Implementing provider-approved protocols for medical intervention & crisis management;
3. Assisting in the determination of, and transfer to, appropriate level of care;
4. Monitoring, indentifying, treating or assisting with treatment, of symptoms of intoxication & withdrawal form alcohol or drugs;
5. Following Provider protocol on when to seek medical care for any symptom or treatment need of a recipient;
6. Observing recipient self-administer medication and verifying that self-administration was done in accordance with the physicians prescription and all other laws, policies, and procedures; and
7. Monitoring a recipient's stabilized behavioral health problems and recognizing instability in a recipient with co-occurring disorders.

# Residential Level Differences

<b>Low Intensity Level III.1</b>	<b>Medium Intensity Level III.3</b>	<b>High Intensity Level III.5</b>
<p>Level III.1 services are provided at least 5 hours per week. This service is designed to treat recipients who have problems applying recovery skills, lack of personal responsibility, or lack of connection to the worlds of work, education or family life. The recipients of this service need structure and support so they have an <u>opportunity to develop and practice</u> their interpersonal and group skills, strengthen their recovery skills, reintegrate into the community and possibly family, and find or return to school or employment.</p> <p>Pg. 72 of ASAM</p>	<p>Level III.3 services are deliberately provided in a <u>repetitive fashion to address the special needs</u> of recipients. Recipients are often elderly, cognitively impaired or Developmentally Disabled. Or are those in whom chronicity and intensity of the primary disease process requires a program that allows sufficient time to integrate the lessons and experiences of treatment into their daily lives.</p> <p>Pg. 73 of ASAM</p>	<p>Level III.5 services are designed to treat recipients with <u>significant social and psychological problems</u>. Such recipients can be characterized as having chaotic, non-supportive and often abusive interpersonal relationships; extensive experiences; extensive treatment or criminal justice histories; limited work histories and educational experiences and antisocial value systems. These deficits require comprehensive, multi-faceted treatment of <u>relatively long duration</u> that can address all of the patient's interrelated problems.</p> <p>Pg. 75 &amp; 75 of ASAM</p>

# Long Term Residential

- Long-Term Residential Inpatient Service: Longer exposure to interventions is necessary for patients to acquire basic living skills and to master the application and demonstration of coping and recovery skills. However duration of treatment **always depends on the individual's progress.**

# Questions?