

Division of Behavioral Health



Requirements for Program Staff

Program Staff

- Program Staff are professionals who render behavioral health services directly to a recipient.
- Required staff qualifications depend on the service category.
- Service Categories are
 - Clinic
 - Rehabilitation
 - Residential
 - Detoxification
 - Day Treatment

Staff Titles

There are four main program staff titles used throughout the regulations.

- 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 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	<ul style="list-style-type: none">○ 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
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Mental Health Professional Clinician Cont.

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

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.

Directing Clinician

- Directing Clinicians are responsible for monitoring recipients care across all programs within an agency that are identified on a treatment plan.


Directing Clinician & Billing

- A recipient may have a Directing Clinician at each agency they receive services at.
 - Example- A recipient receives outpatient Substance Use treatment at agency A and psychotherapy at Agency B. Both Agency A&B may have directing clinicians. Collaboration between the two directing clinicians is highly beneficial to the recipient.

Directing Clinician & Billing

- A Directing Clinician may bill Medicaid for 1hr per week/per recipient of case management services for the monitoring by direct observation the delivery of services as those services are provided to the recipient.
- Directing Clinicians cannot directly observe themselves providing a service.
- Clinical supervisor may also act in the role of a directing clinician for the recipients on their respective case-load, they cannot mix roles of these two separate positions.

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

AST
Screening and Brief Intervention (SBIRT)
Client Status Review (CSR)
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

Staff Qualifications

Behavioral Health Clinical Associate
Substance Use Disorder Counselor

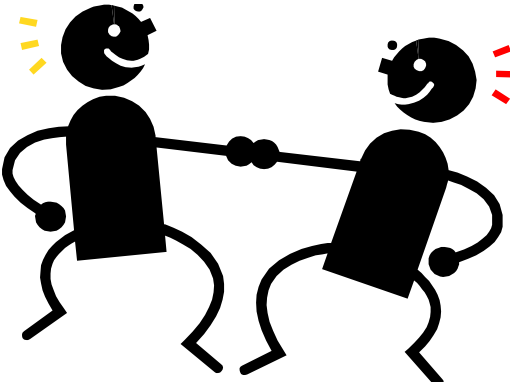
Short-Term Crisis Stabilization

Behavioral Health Clinical Associate (BHCA)
Substance Use Disorder Counselor (SUDC)
Note: If the BHCA or SUDC is unable to resolve the crisis, a mental health professional clinician may assume responsibility for the case and begin providing short-term crisis intervention services.

Rehabilitation Service Requirements Cont.

Rehabilitation Services Continued

Staff Qualifications Continued

<p>Medication Administration, On/ Off Site Methadone Administration</p>	<p>Service must be provided directly by a physician, physician assistant, advanced nurse practitioner, registered nurse, or licensed practical nurse.</p>
<p>Medical Evaluation</p>	<p>Service must be provided by physician, physician assistant, or advanced nurse practitioner.</p>
<p>Peer Support</p> 	<p>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.</p> <p><i>Note: Must be supervised by a mental health clinician, determined by your employer to be competent to supervise peer support.</i></p> <p>More on Peer Support- Next Slide</p>

Peer Support

- Peer support staff must be employed by the Provider as a behavioral health associate.
- Minimum age is determined by labor laws for employment and agency policy.
- Good practice indicates that all employees, and particularly peer support staff should be aware of the prohibition of dual relationships with clients and maintain appropriate boundaries.

Residential Substance Use Treatment & Detoxification Program Staff Requirements

Please see refer to the specific power point presentations on Residential Substance Use Treatment and Detoxification.