Certified Community Behavioral Health Clinics

Staffing Criteria

November 2015
The Vision: Certified Community Behavioral Health Clinics

- Improve overall health by providing improved community-based mental health and substance use disorder treatment
- Advance behavioral health care to the next stage of integration with physical health care
- Assimilate and utilize evidence-based practices on a more consistent basis
Minimum Standards

• The Act establishes standards in six areas that an organization must meet to achieve CCBHC designation:
  1. Staffing
  2. Accessibility
  3. Care coordination
  4. Service scope
  5. Quality/reporting
  6. Organizational authority
Staffing: Standards

- Medicaid-enrolled providers
- Credentialed, certified, and licensed professionals with adequate training in person-centered, family-centered, trauma-informed, culturally competent and recovery oriented care
- Individuals with expertise in addressing the needs of children and adolescents with serious emotional disturbance (SED) and adults with serious mental illness (SMI).
- Culturally and linguistically competent and appropriate
  - Including for Veterans and members of the Armed Services
Staffing: Positions

- Management team:
  - Chief Executive Officer or Executive Director/Project Director
  - Psychiatrist as Medical Director

- States will specify disciplines required for certification, but must include:
  - Medically trained BH provider able to prescribe and manage meds (i.e., opioid and alcohol treatment)
  - Credentialed substance abuse specialists
  - Individuals with trauma expertise able to promote recovery of children with SED, adults with SMI, and those with SUD
Staffing: Positions

• The following options are examples of staff a state might require:
  – Psychiatrists
  – Nurses
  – Licensed independent clinical social workers
  – Licensed mental health counselors
  – Licensed psychologists
  – Licensed marriage and family therapists
  – Licensed occupational therapists
  – Staff trained to provide case management
  – Peer specialists/Recovery coaches
  – Licensed addiction counselors
  – Staff trained to provide family support
  – Medical assistants
  – Community health workers

• Some services may be provided by contract or part-time or as needed.
Staff Training Requirements

• CCBHC Staff Training must address:
  – Cultural Competence related to:
    • culture, age, gender, gender identity, sexual orientation, military culture, spiritual beliefs and socioeconomic status
  – Person-centered and family-centered, recovery-oriented, evidence-based and trauma-informed care
  – Trauma-informed care, recovery-oriented care (incorporating the concept of shared decision-making), and health integration.
  – Primary care/behavioral health integration.
  – Risk assessment, suicide prevention, and suicide response
  – The roles of families and peers
  – Other trainings required by the state

• Training (in-person or on-line) are provided at orientation and annually thereafter
Staffing: Linguistic Competence

- If the CCBHC serves individuals with Limited English Proficiency (LEP) or with language-based disabilities, the CCBHC takes reasonable steps to provide meaningful access to their services.
- Interpretation/translation service(s) are provided that are appropriate and timely for the size/needs of the population.
- Auxiliary aids and services are readily available, Americans With Disabilities Act (ADA) compliant, and responsive to those with disabilities.
- Vital documents/messages are available for consumers in languages common in the community served.
- Policies include explicit provisions for ensuring that all providers and interpreters understand and adhere to confidentiality and privacy standards.
Additional CCBHC Resources

• National Council for Behavioral Health
  http://www.thenationalcouncil.org/
  • Chuck Ingoglia
    chucki@thenationalcouncil.org
  • Rebecca Farley
    rebeccaf@thenationalcouncil.org
• SAMHSA’s Grant Page:
  http://www.samhsa.gov/grants/grant-announcements/sm-16-001