

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>

