


CHAPTER Human Resources	CHAPTER 05	SECTION 001	SUBJECT 210
SECTION Personnel		DESCRIPTION Peer Support Workforce	
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APPLICATION:

<input checked="" type="checkbox"/> CMH Staff	<input checked="" type="checkbox"/> Board Members	<input type="checkbox"/> Provider Network	<input checked="" type="checkbox"/> Employment Services Providers
<input type="checkbox"/> Employment Services Provider Agencies	<input checked="" type="checkbox"/> Independent Contractors	<input checked="" type="checkbox"/> Students	<input checked="" type="checkbox"/> Interns
<input checked="" type="checkbox"/> Volunteers	<input checked="" type="checkbox"/> Persons Served		

POLICY:

Lapeer County Community Mental Health (LCCMH) will employ Peer Support Service workers to aid persons served in recovery.

STANDARDS:

- A. Peer Support Specialists at LCCMH are assigned to a designated program and report to the program supervisor.
- B. A designated Peer Liaison communicates directly with the Michigan Department of Health and Human Services (MDHHS) regarding the development of Peer Support Specialist Services and notifies peers of upcoming trainings.
- C. A designated Administrative staff provides support to both peers and supervisors. The designated LCCMH Administrative Staff will lead regularly scheduled meetings with the peer support workforce. These meetings will ensure the following are occurring:

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1. Peer to peer support
 2. Consistency in peer services
 3. Opportunities for skill development
- D. Peer Support Specialists and Peer Recovery Coaches must complete MDHHS Trainings for certification.
- E. Certified Peer Support Specialists and Peer Recovery Coaches will be privileged to provide services and must meet the employment requirements as outlined in the Medicaid Provider Manual.
- F. Children’s peer services will include Parent Support Partners and Youth Peer Support Service workers. Youth Peer Support Services Staff must meet the employment requirements as outlined in the Medicaid Provider Manual.
- G. Peer Mentors serve persons with intellectual and developmental disabilities and must meet the employment requirements as outlined in the Medicaid Provider Manual.
- H. The boundaries identified in the LCCMH Code of Ethics and Professional Conduct (LCCMH Form #170b) is expanded for peers due to the nature of their work with persons served.
- I. Peer support workers have the Michigan Certified Peer Support Specialists Code of Ethics from MDHHS they must follow.
- J. Peer support workers receive ongoing training, documented in their employee file.

PROCEDURES:

- A. Supervisors will determine the program need for peer support services workers each year when they complete the annual program report and fiscal year goals.
- B. Supervisors and Chief Executive Officer (CEO) will communicate the need for peer workers with the Human Resources Department.

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- C. The CEO in consultation with the Chief Financial Officer (CFO) will approve requested positions internally and follow Lapeer County procedures for the approval of new positions.
- D. All new employees will receive training on the role of peer support services from their supervisor during new hire orientation. Training will be documented on the New Employee Orientation Checklist Form #293
- E. Peer Supports will provide services in partnership with persons served as outlined in the Medicaid Provider manual, which includes peer evidence based practices.
- F. The program supervisor will provide an annual performance evaluation with the peer support worker.

DEFINITIONS:

Certified Peer Support Specialist: Is an individual in recovery from severe mental illness who is receiving or has received services from the public mental health system. Because of their life experience, they provide expertise professional training cannot replicate. Certified Peer Support Specialists serving persons with mental illness must meet MDHHS specialized training and certification requirements. Peer specialists who assist in the provision of a covered service must be trained and supervised by the qualified provider for that service.

Certified Parent Support Partners: Parents with lived experience as a parent/primary caregiver of a child with behavioral and mental health needs and/or intellectual or developmental disability. Parent Support Partners provide support to parents whose children are receiving services. Parent Support Partners are trained in the MDHHS approved curriculum and receive ongoing training.

Peer: A person in recovery identifying with a LCCMH service population based on shared background and life experience.

Peer Liaison: A peer staff designated by the CEO to facilitate communication between MDHHS and LCCMH regarding the peer workforce.

Peer Mentor: Persons with intellectual or developmental disability (I/DD) who have a unique skill level, from their lived experience, to pass along encouragement and support to help others. Peer mentors help guide individuals toward greater self-advocacy, empowerment and personal responsibility for success.

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Certified Peer Recovery Coach: Peers specifically trained to provide non-clinical advanced peer recovery support services to persons with substance use disorders. A peer recovery coach has a background in utilization of recovery services and supports to achieve their personal goals of stable recovery. Peer Recovery Coaches provide Substance Use Disorder services to remove barriers and support a recovery lifestyle in the home and social networks of the person served. They focus on helping persons served develop a life of self-sustained recovery within their family and community by linking them to the community and its resources and serving as a personal guide or mentor, helping them overcome personal and environmental barriers to recovery.

Certified Youth Peer Support: Persons age 18-28 with lived experience navigating the mental health system and are willing to self-identify as a person who has received or is receiving behavioral health services and is able to use the experience to help others. Youth Peer supports are trained in a MDHHS approved curriculum and receive ongoing training.

REFERENCES:

LCCMH Code of Ethics and Professional Conduct (LCCMH Form #170b)

MDHHS Medicaid Provider Manual – Behavioral Health and Intellectual and Developmental Disability Supports and Services: Peer Delivered Services

Michigan Certified Peer Support Specialists Code of Ethics 2014
[https://www.michigan.gov/documents/mdch/CPSS Code of Ethics 20142 485610 7.pdf](https://www.michigan.gov/documents/mdch/CPSS_Code_of_Ethics_20142_485610_7.pdf)

Michigan Developmental Disabilities Council Peer Mentoring: What it's all about

mgr