

CHAPTER Human Resources	CHAPTER 05	SECTION 001	SUBJECT 210
SECTION Personnel		DESCRIPTION Peer Support Services Workers	
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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) employs peer support service workers to aid persons served in recovery.

STANDARDS:

- A. Peer support service workers at LCCMH are assigned to a designated program and report to the program supervisor. The following programs have peer support service workers:
- Assertive Community Treatment: Mental Health (Adults)
 - Assessment and Referral: Mental Health and Substance Use Disorder (Adults, Children and Adolescents)
 - Case Management/Services Coordination: Mental Health (Adults, Children, and Adolescents)
 - Community Integration: Psychosocial Rehabilitation (Adults)
 - Crisis Intervention: Mental Health (Adults, Children and Adolescents)
 - Intensive Family Based Services: Mental Health (Children and Adolescents)

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- Intensive Family-Based Services: Mental Health (Children and Adolescents)
 - Outpatient Treatment: Mental Health and Substance Use Disorder (Adults, Children, and Adolescents)
 - Prevention: Family Services (Adults, Children and Adolescents)
 - Prevention: Substance Use Disorders (Adults, Children, and Adolescents)
- B. All peer support services staff must meet the employment requirements for their position as outlined in the Medicaid Provider Manual.
- C. Children’s peer services include Parent Support Partners and Youth Peer Support Service workers.
- D. Peer Mentors serve persons with intellectual and developmental disabilities.
- E. Certified Peer Support Specialists, Certified Youth Peer Support Specialists, and Peer Recovery Coaches are privileged to provide services. See LCCMH Policy 01.002.50 Provider Enrollment Privileging and Credentialing.
- F. The boundaries identified in the LCCMH Code of Ethics and Professional Conduct (LCCMH Form #170b) are expanded for peers due to the nature of their work with persons served.
- G. Certified Peer Support Specialists and Certified Peer Recovery Coaches also follow Michigan Department of Health and Human Services’ (MDHHS) Certified Peer Support Specialists and Certified Peer Recovery Coaches Codes of Ethics, as applicable.

PROCEDURES:

- A. A designated Peer Liaison communicates directly with the Michigan Department of Health and Human Services (MDHHS) regarding the development of Peer Support Specialist Services.
- B. The Peer Liaison facilitates monthly LCCMH peer-to-peer meetings to ensure consistency, skill development, and notify peers of upcoming trainings.
- C. Peer Support Specialists and Peer Recovery Coaches must complete MDHHS trainings to become certified within six months of hire.

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- D. Peer support service workers must complete required continuing education and document it in Relias.
- E. Peer support service workers are recruited, onboarded and receive annual performance appraisals in alignment with all other staff. See LCCMH Policies 05.001.25 Human Resource Services, 05.001.155 Employee Orientation, and 05.001.170 Performance Appraisals.

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.

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

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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)
- LCCMH Policy 01.002.50 Provider Enrollment Privileging and Credentialing
- LCCMH Policy 05.001.155 Employee Orientation
- LCCMH Policy 05.001.170 Performance Appraisals
- LCCMH Policy 05.001.25 Human Resource Services
- MDHHS Medicaid Provider Manual – Behavioral Health and Intellectual and Developmental Disability Supports and Services: Peer Delivered Services
- Michigan Certified Peer Support Specialist Code of Ethics [CPSS-Code-of-Ethics.pdf \(mipeers.org\)](#)
- Michigan Certified Peer Recovery Coach Code of Ethics [CPRC-Code-of-Ethics.pdf \(mipeers.org\)](#)
- Michigan Developmental Disabilities Council Peer Mentoring: What it's all about

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