

ASAM Monthly Technical Assistance Series

Staffing

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Improvement



Reminders

- Questions should be submitted 7 days in advance of the call to RA-DAASAM@pa.gov. If you want to submit a question in the chat, DDAP will record the question and post responses to all questions received during this call to the DDAP ASAM website.
- This call is being recorded. Please exit now if you do not want to be recorded. You will be able to review the video in its entirety on the DDAP webpage following this event.
- Suggestions for future call topics should be submitted to RA-DAASAM@pa.gov.



Disclaimers

Alignment with The ASAM Criteria is required of drug and alcohol treatment providers that receive funding for providing treatment services under agreements with Single County Authorities and/or Managed Care Organizations.

The information presented today provides an overview and summary of the concept of staffing across all levels of care. DDAP stresses the importance of reviewing the ASAM Criteria text in its entirety, attending the ASAM two-day training, and reviewing the resources available through DDAP including trainings and documents.



ASAM Alignment Reviews Update

1. What will alignment reviews look like and who is involved?
2. Pilots: Phase I.
3. Pilots: Phase II.



Learning Objectives

1. Attendees will have an improved understanding of staffing required at each level of care.
2. Attendees will know where to find additional information in The ASAM Criteria text related to staffing.
3. Attendees will better understand common themes regarding staffing across the levels of care.



Additional Definitions

- Counselor: A person trained to give guidance on personal, social, or psychological problems. Clinical addiction and mental health counseling is a distinct profession with national standards for education, training, and clinical practice (p.417).
- Clinician: A health professional, such as a physician, psychiatrist, psychologist, or nurse, involved in clinical practice, as distinguished from one specializing in research (p.415).
- Interdisciplinary Team: A group of clinicians trained in different professions, disciplines, or service areas (such as physicians, counselors, psychologists, nurses, certified addiction counselors), who function interactively and interdependently when conducting a patient's biopsychosocial assessment, treatment plan, and treatment services (p.420).



Additional Definitions

- Addiction Credentialed Physician: a physician who has achieved professional recognition in the treatment of addiction by meeting a predetermined set of standards, such as certification. *In situations where a certified addiction physician is not available, physicians treating addictions should have had some specialty training and or experience in addiction medicine or addiction psychiatry and if treating adolescents, experience with adolescent medicine (p.411)*

Staff as mentioned in ASAM Criteria, 3 rd Edition, 2013	Level 1	Level 2.1	Level 2.5	Level 3.1	Level 3.5	Level 3.7	Level 4
Interdisciplinary team of appropriately credentialed addiction treatments professionals, including counselors, psychologist, social workers, and addiction credentialed physicians who assess and treat substance use and other addictive disorders.		X	X	X		X	X
Certified/and or licensed addiction counselor, socials workers, LPCs.	X				X		X
Generalist Physician, physician extenders.	X	X					
Physicians with specialized training and/or experience in addiction medicine.	X	X	X			X	
Allied health professional staff.				X	X		
Clinical staff knowledgeable about biological and psychosocial dimensions of substance use disorders and their treatment and are able to identify signs and symptoms of acute psychiatric conditions.				X	X	X	
Nurses.						X	X

Level 1 Staff

1. Certified and/or licensed addiction counselors (p. 187).
2. Office based nurses (RN's and LPN's) (p. 187–188).
3. Addiction specialist physicians (p.188)
4. Program staff is capable of monitoring stabilized mental health problems and recognizing any instability of patients with Co-occurring mental health conditions.



Level 2.1 Staff

1. Interdisciplinary team of appropriately credentialed addiction treatment professionals (p.198-199).
2. Generalist physicians may be involved in providing general medical evaluations (p.199).



Level 2.5 Staff

1. Interdisciplinary team of appropriately credentialed addiction treatment professionals (p.209)
2. Staff should have sufficient cross-training to understand the signs and symptoms of mental disorders (p.209).



Level 3.1 Staff

1. Allied health professional staff available on-site 24 hours a day or as required by the licensing regulations (p.224)
2. Clinical staff knowledgeable about the biological and psychological dimensions of substance use disorders (p.224)
3. Team of appropriately trained and credentialed medical, addiction, and mental health professionals (p. 224)



Level 3.5 Staff

1. Licensed or credentialed clinical staff, such as addiction counselors, social workers, and licensed professional counselors (LPCs) (p.250)
2. Allied health professional staff on-site 24 hours a day or as required by licensing regulations (p.250)
3. Clinical staff knowledgeable about the biological and psychosocial dimensions of substance use and mental health disorders and their treatment (p.251)



Level 3.7 Staff

1. Interdisciplinary staff (including physicians, nurses, addiction counselors, and behavioral health specialists) (p.268)
2. Clinical staff knowledgeable about the biological and psychosocial dimensions of addiction and other behavioral health disorders available to provide care 24 hours a day(p.268)
3. Licensed physician to oversee the treatment process and assure the quality of care(p.268)
4. Licensed physician or physician extender to prescribe addiction pharmacotherapies (p.268)



Level 4 Staff

1. An interdisciplinary team of appropriately credentialed clinical staff (including addiction credentialed physicians, nurse practitioners, physician assistants, nurses, counselors, psychologists, and social workers) (p.282)
2. Physician coverage 24 hours a day (p.282)
3. Primary nursing care and observation 24 hours a day (p.282)
4. Facility-approved addiction counselors provide services 16 hours a day (p.282)



Q&A



What are the required trainings for ASAM alignment?

Motivational Interviewing Training	<ol style="list-style-type: none">1. Recommended for all positions except case managers. Clinical supervisors are recommended to take this course by 7/1/23 and other clinicians are recommended to take the course by 7/1/26.2. Required for case managers per CMCS Manual Section 5.09
Co-Occurring Training	<ol style="list-style-type: none">1. Required for clinical supervisors by 7/1/2022.2. Required for Counselors, Counselor Assistant and Case Managers by 2023.
ASAM 2 Day Training	Required for Case Managers, their supervisors and all SCA Contracted Treatment Provider staff and their supervisors.



Which staff need to be licensed and credentialed and by when?

<h2>Licensure and Credentialing</h2>	<p>Case Managers completing level of care assessments, Counselor Assistants, Counselors, and Clinical Supervisors hired after July 1, 2021 must be licensed, credentialed, or working towards licensure or credential.</p>
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Does licensure or certification from another state count?

- “Full certification as an addictions counselor by a statewide certification body which is a member of a National certification body or certification by another state government’s substance abuse counseling certification board.”
- 704.6 (Clinical Supervisor), 704.7 (Counselor)
- [28 Pa. Code Chapter 704. Staffing Requirements For Drug And Alcohol Treatment Activities \(pacodeandbulletin.gov\)](https://www.pacodeandbulletin.gov/Title-28-Pa.-Code-Chapter-704-Staffing-Requirements-For-Drug-And-Alcohol-Treatment-Activities)





Reminders

- Next Monthly ASAM TA Call is Monday, July 11th (not the 4th!) 10am-11am
- Topic: TBD
- ASAM Transition Page: [ASAM Transition \(pa.gov\)](#)
- Questions? Suggestions? Need Technical Assistance? RA-DAASAM@pa.gov