

## Behavioral Health Enhancement ICT/ACT Requirements Crosswalk

	<b>ICT</b>	<b>Small ACT Team</b>	<b>Med ACT Team</b>	<b>Large ACT Team</b>
<b>Team Leader</b>	One full-time QMHP-A with at least three years experience in the provision of mental health services to adults with serious mental illness. The team leader shall oversee all aspects of team operations and shall routinely provide direct services to individuals in the community.	One full time LMHP with three years of experience in the provision of mental health services to adults with serious mental illness; or one full time registered QMHP-A with at least three years of experience in the provision of mental health services to adults with serious mental illness who was employed by the provider as a team leader prior to July 1, 2020. The team leader shall oversee all aspects of team operations and shall provide direct services to individuals in the community.	One full time LMHP with three years of experience in the provision of mental health services to adults with serious mental illness; or one full time registered QMHP-A with at least three years of experience in the provision of mental health services to adults with serious mental illness who was employed by the provider as a team leader prior to July 1, 2020. The team leader shall oversee all aspects of team operations and shall provide direct services to individuals in the community.	One full time LMHP with three years of experience in the provision of mental health services to adults with serious mental illness; or one full time registered QMHP-A with at least three years of experience in the provision of mental health services to adults with serious mental illness who was employed by the provider as a team leader prior to July 1, 2020. The team leader shall oversee all aspects of team operations and shall provide direct services to individuals in the community.
<b>Nurses</b>	ICT nurses shall be full-time employees or contractors with the following minimum qualifications: A registered nurse shall have one year of experience in the provision of mental health services to adults with serious mental illness. A licensed practical nurse shall have three years of experience in the provision of mental health services to adults with serious mental illness. ICT teams shall have at least one qualified full-time nurse.	ACT nurses shall be full-time employees or contractors with the following minimum qualifications: A registered nurse shall have one year of experience in the provision of mental health services to adults with serious mental illness. A licensed practical nurse shall have three years of experience in the provision of mental health services to adults with serious mental illness.  Small ACT teams shall have at least one full-time nurse, who shall be either an RN or an LPN.	ACT nurses shall be full-time employees or contractors with the following minimum qualifications: A registered nurse shall have one year of experience in the provision of mental health services to adults with serious mental illness. A licensed practical nurse shall have three years of experience in the provision of mental health services to adults with serious mental illness.  Medium ACT teams shall have at least one full-time RN, and at least one additional full-time nurse, who shall be an LPN or RN.	ACT nurses shall be full-time employees or contractors with the following minimum qualifications: A registered nurse shall have one year of experience in the provision of mental health services to adults with serious mental illness. A licensed practical nurse shall have three years of experience in the provision of mental health services to adults with serious mental illness.  Large ACT teams shall have at least one full-time RN, and at least two additional full-time nurses who shall be LPNs or RNs.
<b>Vocational Specialist</b>	One full-time vocational specialist. These staff members shall provide direct services to individuals in their area of specialty and provide leadership to other team members to also assist individuals with their self-identified employment or substance abuse recovery goals.	One full-time vocational specialist, who shall be a registered QMHP with demonstrated expertise in vocational services through experience or education.	One full-time vocational specialist, who shall be a registered QMHP with demonstrated expertise in vocational services through experience or education.	One full-time vocational specialist, who shall be a registered QMHP with demonstrated expertise in vocational services through experience or education.

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<b>Co-Occurring Disorder Specialist</b>	One full-time substance abuse specialist. These staff members shall provide direct services to individuals in their area of specialty and provide leadership to other team members to also assist individuals with their self-identified employment or substance abuse recovery goals.	One full-time co-occurring disorder specialist, who shall be a LMHP, registered QMHP, or certified substance abuse specialist (CSAC) with training or experience working with adults with co-occurring serious mental illness and substance use disorder.	One full-time co-occurring disorder specialist, who shall be a LMHP, registered QMHP, or certified substance abuse specialist (CSAC) with training or experience working with adults with co-occurring serious mental illness and substance use disorder.	One full-time co-occurring disorder specialist, who shall be a LMHP, registered QMHP, or certified substance abuse specialist (CSAC) with training or experience working with adults with co-occurring serious mental illness and substance use disorder.
<b>Peer Specialists</b>	One or more full-time equivalent QPPMH or QMHP-A who is or has been a recipient of mental health services for severe and persistent mental illness. The peer specialist shall be a fully integrated team member who provides peer support directly to individuals and provides leadership to other team members in understanding and supporting individuals' recovery goals.	One or more full-time equivalent peer recovery specialists who is or has been a recipient of mental health services for severe and persistent mental illness. The peer specialist shall be a certified peer recovery specialist (CPRS), or shall become certified in the first year of employment. The peer specialist shall be a fully integrated team member who provides peer support directly to individuals and provides leadership to other team members in understanding and supporting individuals' recovery goals.	One or more full-time equivalent peer recovery specialists who is or has been a recipient of mental health services for severe and persistent mental illness. The peer specialist shall be a certified peer recovery specialist (CPRS), or shall become certified in the first year of employment. The peer specialist shall be a fully integrated team member who provides peer support directly to individuals and provides leadership to other team members in understanding and supporting individuals' recovery goals.	One or more full-time equivalent peer recovery specialists who is or has been a recipient of mental health services for severe and persistent mental illness. The peer specialist shall be a certified peer recovery specialist (CPRS), or shall become certified in the first year of employment. The peer specialist shall be a fully integrated team member who provides peer support directly to individuals and provides leadership to other team members in understanding and supporting individuals' recovery goals.
<b>Program Assistant</b>	One full-time person with skills and abilities in medical records management shall operate and coordinate the management information system, maintain accounts and budget records for individual and program expenditures, and provide receptionist activities.	One full-time person with skills and abilities in medical records management shall operate and coordinate the management information system, maintain accounts and budget records for individual and program expenditures, and perform administrative support activities.	One full-time person with skills and abilities in medical records management shall operate and coordinate the management information system, maintain accounts and budget records for individual and program expenditures, and perform administrative support activities.	One full-time person with skills and abilities in medical records management shall operate and coordinate the management information system, maintain accounts and budget records for individual and program expenditures, and perform administrative support activities.
<b>Psychiatric Care Provider</b>	One physician who is board certified in psychiatry or who is board eligible in psychiatry and is licensed to practice medicine in Virginia. An equivalent ratio to 20 minutes (.008 FTE) of psychiatric time for each individual served must be maintained. The psychiatrist shall be a fully integrated team member who	One physician who is board certified in psychiatry or who is board eligible in psychiatry and is licensed to practice medicine in Virginia, or a psychiatric nurse practitioner practicing within the scope of practice as defined in 18VAC90-30-120. An equivalent ratio of 16 hours of psychiatric time per 50 individuals served must be maintained.	One physician who is board certified in psychiatry or who is board eligible in psychiatry and is licensed to practice medicine in Virginia, or a psychiatric nurse practitioner practicing within the scope of practice as defined in 18VAC90-30-120. An equivalent ratio of 16 hours of psychiatric time per 50 individuals served must be maintained.	One physician who is board certified in psychiatry or who is board eligible in psychiatry and is licensed to practice medicine in Virginia, or a psychiatric nurse practitioner practicing within the scope of practice as defined in 18VAC90-30-120. An equivalent ratio of 16 hours of psychiatric time per 50 individuals served must be maintained.

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	attends team meetings and actively participates in developing and implementing each individual ISP.	The psychiatric care provider shall be a fully integrated team member who attends team meetings and actively participates in developing and implementing each individual ISP.	The psychiatric care provider shall be a fully integrated team member who attends team meetings and actively participates in developing and implementing each individual ISP.	The psychiatric care provider shall be a fully integrated team member who attends team meetings and actively participates in developing and implementing each individual ISP.
<b>Generalist Clinical Staff</b>	N/A	Additional clinical staff with the knowledge, skill, and ability required, based on the population and age of individuals being served, to carry out rehabilitation and support functions, at least 50 percent of whom shall be LMHPs, QMHP-As, QMHP-Es, or QPPMHs.  Small ACT teams shall have at least one generalist clinical staff	Additional clinical staff with the knowledge, skill, and ability required, based on the population and age of individuals being served, to carry out rehabilitation and support functions, at least 50 percent of whom shall be LMHPs, QMHP-As, QMHP-Es, or QPPMHs.  Medium ACT teams shall have at least two generalist clinical staff	Additional clinical staff with the knowledge, skill, and ability required, based on the population and age of individuals being served, to carry out rehabilitation and support functions, at least 50 percent of whom shall be LMHPs, QMHP-As, QMHP-Es, or QPPMHs.  Large ACT teams shall have at least three generalist clinical staff.
<b>QMHP-A &amp; Mental Health Professional Standards for ICT teams</b>	At least 80% of the clinical employees or contractors on an ICT team, not including the program assistant or psychiatrist, shall be QMHP-As qualified to provide the services described in 12VAC35-105-1410.  Mental health professionals - At least half of the clinical employees or contractors on an ICT team, not including the team leader or nurses and including the peer specialist if that person holds such a degree, shall hold a master's degree in a human service field.	N/A	N/A	N/A
<b>Staff to Individual Ratios</b>	An ICT team shall have at least five full-time equivalent clinical employees or contractors.  ICT teams shall include a minimum number of employees (counting contractors but not counting the	Small ACT teams shall maintain a caseload of no more than 50 individuals and shall maintain at least one staff member per eight individuals, in addition to a psychiatric care provider and a program assistant.	Medium ACT teams shall maintain a caseload of no more than 74 individuals and shall maintain at least one staff member per nine individuals, in addition to a psychiatric care provider and a program assistant.	Large ACT teams shall maintain a caseload of no more than 120 individuals and shall maintain at least one staff member per nine individuals, in addition to a psychiatric care provider and a program assistant.

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	<p>psychiatrist and program assistant) to maintain an employee to individual ratio of at least 1:10.</p> <p>ICT teams may serve no more than 80 individuals.</p>			
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