

CMHPSM PROVIDER STAFF TRAINING REQUIREMENTS

TRAINING TOPIC	APPLIES TO	INITIAL TRAINING	REFRESHER
Recipients Rights/ Confidentiality – Mental Health	All CONTRACTOR employees, all LIPs, all voucher staff	Within 30 days of hire, and prior to working independently with a consumer; within 90 days of hire by a Recipient Rights Officer	Every two years
Recipient Rights/ Confidentiality – Substance Abuse	All CONTRACTOR employees and LIPs	As soon as possible after date of hire, according to the schedule offered by DCH	None
Person Centered Planning	All <i>mental health</i> CONTRACTOR employees and LIPs	Within 30 days of hire	Annually
Grievance & Appeals	All CONTRACTOR employees and LIPs	Within 90 days of hire	Every two years
Cultural Competency & Limited English Proficiency	All CONTRACTOR employees and LIPs	Within 60 days of hire	Annually
Comprehensive Health & Safety (universal precautions, bloodborne pathogens, infection control, work-place safety)	All CONTRACTOR employees and LIPs; all voucher staff	Within 60 days of hire	Annually
DCH-approved local training (for example, Training Toolbox)	<i>Mental Health</i> Group Home staff	Prior to working independently with a consumer	None
Direct Care Staff Training (at EMU)	Direct care staff working in a licensed setting in Washtenaw County	After 6 mos of employment (or sooner if the provider prefers)	None
CPR, First Aid	All Direct Care Staff and voucher staff	Prior to working independently with a consumer	Per certificate
Medication Administration	If part of job duties	Prior to working independently with a consumer	Annually
Behavior Management	<i>Mental Health</i> CONTRACTOR staff who will implement the Behavior Plan	Prior to 1 st contact with the consumer after the plan has been implemented	Per PCP