

COMMUNITY MENTAL HEALTH PARTNERSHIP OF SOUTHEASTERN MICHIGAN		<i>Policy and Procedure</i>	
Department: Author: N. LaBrie		<i>Work Performed By Recipients</i>	
		Local Policy Number (if used)	
Revision Date	Approval Date	Implementation Date	
	10/17/06		
Archive Information			
Date:			
Reason:			

I. PURPOSE

To establish guidelines for the performance of labor by recipients of supported living services and/or vocational services.

II. APPLICATION

All recipients while under the care of any Community Mental Health Partnership of Southeastern Michigan (CMHP) staff, students, volunteers and/or contractual agencies within the provider network.

III. POLICY

The performance of labor by recipients, whether paid or unpaid, shall be voluntary.

Recipients shall be compensated appropriately and in accordance with federal and state labor laws when performing labor which results in an economic benefit to another person or organization.

A recipient may perform volunteer activities on behalf of an organization with a recognized volunteer program.

A recipient shall not be paid for personal housekeeping chores or work which is part of the groups living arrangement and is consistent with the habilitation needs of the recipient except with consent of the Interdisciplinary Team.

A recipient may perform labor that contributes to the operation and maintenance of the residential facility for which the facility would otherwise employ someone only if: (1) the resident voluntarily agrees to perform the labor; (2) engaging in the labor would not be inconsistent with the recipient's Person Centered Plan; (3) the amount of time or effort necessary to perform the labor would not be excessive; and (4) in no event is discharge or privileges conditioned upon the recipient's performance of the labor.

One-half of any compensation to a recipient for work performed shall be exempt from collection as payment for mental health services.

IV. DEFINITIONS

None

V. STANDARDS

VI. EXHIBITS

VII. REFERENCES

Reference:	Check if applies:	Standard Numbers:
Michigan Mental Health Code Act 258 of 1974	X	330.1736
DCH Administrative Rules	X	330.7229

VI. PROCEDURES

<u>WHO</u>	<u>DOES WHAT</u>
Client Services Manager	<ol style="list-style-type: none">1. Assures that recipient voluntarily agrees to perform the labor.2. Assures that labor performed by a recipient is consistent with both the therapeutic needs of the recipient and the dignity to which a recipient is entitled.3. Gives approval for a recipient's labor or disapproves if the proposed labor is inconsistent with the Individual Plan of Service. If labor is disapproved, an explanation must be documented in the clinical record.4. May set limits to the type and length of recipient's labor using the following criteria:<ol style="list-style-type: none">a. Recipient labor shall be restricted to no more than six hours per day, unless approved by the local Director.b. Recipient labor shall not interfere with other ongoing treatment or habilitation programs.
Local Director/designee	<ol style="list-style-type: none">1. May overrule the decision of the Client Services Manager in regard to labor performed by a recipient.2. Assures that compensation for a recipient's labor is made in accordance with applicable federal and state laws.