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| **MONTCALM CARE NETWORK**  **611 North State Street, Stanton, MI 48888** | |
| SUBJECT: Competency and  Eligibility to Practice | Section: 7152 |
| Effective Date: November 28, 1995 | Revised Date: April 25, 2023 |

Montcalm Care Network shall assure the competence of all staff and contractors:

1. Staff shall only provide services that are consistent with their job description or with the privileges granted by the Board and that are consistent with the policies of the Board.
2. Professional Practitioners shall only provide services that are consistent with their professional credentials and licensure and the code of ethics of their professional discipline.
3. Staffshall comply with the rules and guidelines of the Department of Health and Human Services, third party payers, and licensing and accrediting bodies reviewing the services provided by the Agency.
4. Independent Practitioners shall apply for, and qualify for, privileges to practice their profession at Montcalm Care Network. Independent Practitioners include supervisory personnel, physicians, psychologists providing psychological testing and professionals who provide services to consumers through contractual arrangements with the Agency as outlined in procedure 7152A.
5. Agency employees shall be qualified to perform their duties or provide services to consumers as outlined in their job description, MDHHS provider qualification guidelines, and statement of work for contracted individuals.
6. Staff and contracted providers are expected to meet all of the continuing education and competency standards at the time of initial employment and annually thereafter. Those standards are outlined in the job descriptions, in Procedure #7152A, and in contract language.
7. Competency and eligibility to practice at the time of hire will be determined by verification of credentials, job references and absence from Medicare and Medicaid exclusion lists. Skills, training and experience that are required by job description or work with specific consumer populations will be evaluated using questions and case scenarios. Where applicable, privileges will be applied for and granted prior to initiating practice.
8. Any violation of this policy or other Agency policies may result in disciplinary action including the suspension or termination of privileges or employment.
9. Improper conduct resulting in suspension or termination will be reported to the appropriate authorities (i.e., MDHHS, OIG, Accrediting entity, etc.) consistent with Federal and State requirements, including those specified in the MDHHS Medicaid Managed Specialty Supports and Services contract.