



ACADEMY OF
CONSULTATION-LIAISON
PSYCHIATRY

ACLP Interdisciplinary Team Member Guide

Interdisciplinary Education Subcommittee

Approved: March 15, 2019

ACLP Interdisciplinary Team Member Guide: Understanding Roles, Training and Collaboration Strategies

Developed by the ACLP Interdisciplinary Education Subcommittee.

Authors: Sheila Lahijani, MD, and Anna Ratzliff, MD, PhD

Interdisciplinary Education Subcommittee Chair: Anna Ratzliff, MD, PhD

Interdisciplinary Education Subcommittee Vice Chair: Liliya Gershengoren, MD, MPH

Purpose: Increasingly consultation-liaison psychiatry relies on the work of an interdisciplinary team work. In order to facilitate improved work as part of an interdisciplinary team, this document serves as an introduction to the training and background information for commonly encountered interdisciplinary team members. This document also provides perspectives from the Academy of Consultation-Liaison Psychiatry (ACLP) Interdisciplinary Education Subcommittee on potential roles and strategies for collaboration with different team members. Lastly, this information may be helpful as a consultation-liaison psychiatrist works to provide education to team-members as part of our evolving leadership role.

How to Use the Guide: This guide covers the providers most employed in collaborative care settings, and includes these areas:

- Common disciplines, degrees and roles are listed to provide a brief summary of each provider type.
- Professional organizations and websites are provided to learn more about training and scope of practice for each provider type. It may also be helpful to look up state specific regulations related to licensure as these are quite variable.
- Key strategies from personal perspectives are presented to help a consultation-liaison psychiatrist get started working with each type of team member.

Disclosures: No relevant (direct or indirect) financial relationship exists between the authors of this guide and any for-profit company which could be considered a conflict of interest.

Comments: Please send correspondence to the ACLP Interdisciplinary Education Subcommittee.



Discipline	Training, Degrees and Roles	Professional Organizations and Websites	Key Strategies of Collaboration (Personal Perspectives)
Psychology	Bachelor's Degree Master's - clinical psychology PsyD - clinical PhD - research <ul style="list-style-type: none"> • Provide diagnostic assessment • Delivery of therapy and behavioral treatments • Specialty services such as neuropsychological testing in some settings • May have limited prescribing privileges (state dependent) 	<ul style="list-style-type: none"> • American Psychological Association: http://www.apa.org/ • Psychologist Licensing: https://www.psychologist-license.com/types-of-psychologists/psychologist-associations.html • American Academy of Clinical Psychology: https://www.aacpsy.org/ • National Alliance of Professional Psychology Providers: https://www.nappp.org/ 	<ul style="list-style-type: none"> * Understand the scope of practice parameters and limitations for your state for this type of provider * Differentiate scope of expertise and clinical focus from a psychiatrist * Expand the management plan to underscore the therapeutic intervention that will be provided * Create a compatible treatment schedule for patient to include both medication and therapy treatments * Designate strategies for discussion and coordination of treatment plans * Identify best modes of correspondence and communication
Psychiatric Physician Assistant	25 month PA program; Master's Degree Psychiatry CAQ <ul style="list-style-type: none"> • Perform diagnostic assessment • Prescribe medications • Generally requires supervising physician relationship (state dependent) 	<ul style="list-style-type: none"> • Association of Physician Assistants in Psychiatry (APAP) http://psychpa.com/ • State Requirements for Physician Assistants: https://www.physicianassistantedu.org/ 	<ul style="list-style-type: none"> * Understand the scope of practice parameters and limitations for your state for this type of provider * Discuss training and educational background from the start of the collaboration * Understand previous work experience collaborating with psychiatrists * Define clearly the role of the PA provider in the patient care experience * Distinguish between areas of independent practice and areas of supervision * Establish a protocol for the interdisciplinary collaboration that includes goals for patient care and role differentiation



<p>Psychiatric ARNP</p>	<p>BSN, MSN; post-master's certificate; DNP</p> <ul style="list-style-type: none"> • Can perform diagnostic assessment • Prescribe medications • May or may not be able to practice independently (state dependent) 	<ul style="list-style-type: none"> • Nurse Practitioner Scope of Practice Laws: https://www.bartonassociates.com/locum-tenens-resources/nurse-practitioner-scope-of-practice-laws/ • American Association of Nurse Practitioners: https://www.aanp.org/legislation-regulation/state-legislation/state-practice-environment 	<ul style="list-style-type: none"> * Understand the scope of practice parameters and limitations for your state for this type of provider * Discuss training and educational background from the start of the collaboration * Understand previous work experience collaborating with psychiatrists * Define clearly the role of the ARNP provider in the patient care experience * Distinguish between areas of independent practice and areas of supervised practice * Establish a protocol for the interdisciplinary collaboration that includes goals for patient care and role differentiation
<p>Nursing RN and other nursing</p>	<p>Associate/Bachelors degree = Minimum</p> <p>Graduate degree: MS in nursing Master of Psychiatric Health Master of Mental Health Doctor of Nursing Practice</p> <ul style="list-style-type: none"> • May be able to perform diagnostic assessment • May be able to adjust medications (especially with established protocols) • May be able to provide therapy if trained • May serve in a care manager role 	<ul style="list-style-type: none"> • Nursing Licensure Requirements: https://www.nursinglicensure.org/ • American Psychiatric Nurses Association (APNA): https://www.apna.org/ 	<ul style="list-style-type: none"> * Understand the scope of practice parameters and limitations for your state for this type of provider * Discuss the training and skill set of the mental health nurse from the beginning of the collaboration * Define the roles in the collaboration * Identify how the repertoire of skills of the mental health nurse can be best utilized in patient care in a collaborative setting * May need training and supervision to perform some tasks



<p>Social Work</p>	<p>Certified Social Work Case Manager (C-SWCM): Bachelor’s Degree in social work; post-BSW professional experience; state licensing MSW, LICSW</p> <ul style="list-style-type: none"> • May be able to perform diagnostic assessment • May serve as a case managers or behavioral health care managers • May provide coordination of care to provide for patient psychosocial needs • May be able to provide therapy 	<ul style="list-style-type: none"> • National Association of Social Workers: https://www.socialworkers.org • Social Work Licensure: https://socialworklicensure.org/types-of-social-workers/psychiatric-social-worker/ 	<ul style="list-style-type: none"> * Understand the scope of practice parameters and limitations for your state for this type of provider * Discuss the training and skill set of the mental health nurse from the beginning of the collaboration * Define the roles in the collaboration * Identify how the repertoire of skills of the social worker can be best utilized in patient care in a collaborative setting * May need training and supervision to perform some tasks
<p>Other Counselors</p> <ul style="list-style-type: none"> - Marriage and Family Therapy - Clinical Mental Health Counseling - School Counseling 	<p>Master’s Degree - Licensed Marriage and Family Therapist (LMFT)</p> <ul style="list-style-type: none"> • May be able to perform diagnostic assessment • May serve as a case managers or behavioral health care managers • May be able to provide therapy 	<ul style="list-style-type: none"> • Council for Accreditation of Counseling and Related Educational Programs https://www.cacrep.org/ • American Association for Marriage and Family Therapy: https://aamft.org • American of Mental Health Counselors Association http://connections.amhca.org/home 	<ul style="list-style-type: none"> * Understand the scope of practice parameters and limitations for your state for this type of provider * Discuss the training and skill set of the mental health nurse from the beginning of the collaboration * Define the roles in the collaboration * Identify how the repertoire of skills of the social worker can be best utilized in patient care in a collaborative setting * May need training and supervision to perform some tasks
<p>Paraprofessional</p> <ul style="list-style-type: none"> - Medical assistants - Peer specialists - Community health worker 	<p>Medical Assistants (MA): certified MA complete accredited program and certification with on the job training; certification required</p>	<ul style="list-style-type: none"> • American Association of Medical Assistants http://www.aama-ntl.org/ • International Association of Peer Supporters https://www.inaops.org/ • Community Health Worker 	<ul style="list-style-type: none"> * Understand the scope of practice parameters and limitations for your state for this type of provider * Discuss the training and skill set of the paraprofessional provider from the beginning of the collaboration * Define the roles in the



	<p>in many states</p> <p>Peer specialists: on the job training; state dependent training and certification program</p> <p>Community health workers: on the job training; state dependent training and certification program</p> <ul style="list-style-type: none"> • May assist with information gathering (such as administering a PHQ-9; medication reconciliation) • Provide patient education • Coordinate and facilitate engagement in care 	<p>(CHW)</p> <p>Toolkit: https://www.cdc.gov/dhhs/pubs/toolkits/chw-toolkit.htm</p> <ul style="list-style-type: none"> • 	<p>collaboration</p> <p>*Identify how the repertoire of skills of the paraprofessional provider can be best utilized in patient care in a collaborative setting</p>
--	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------



Comparison of Different Training Backgrounds

Source: <https://www.ncpsychiatry.org/assets/NPPAToolkit/a%20psychiatrists%20toolkit%20supervising%200nps%20and%20pas.pdf>

	Length of Graduate Level Education	Years of Supervised Residency Training	Total Patient Care Hours Required through Training	Clinical Rotations in Psychiatry
Psychiatrist (Medical Doctor/Doctor of Osteopathic Medicine)	4 years (90 credit hours)	3-7 years (Residency/Fellowship)	12,000-16,000 hours	140-180 weeks
Primary Care / Internist	4 years (90 credit hours)	3-7 years (Residency/Fellowship)	12,000-16,000 hours	4-12 weeks
Nurse Practitioner	400 contact hours of didactic education	Not Required	400 hours of supervised clinical experience	0-6 weeks
Psychiatric Nurse Practitioner (PNP)	400 contact hours of didactic education	Not Required	400 hours of supervised clinical experience	13-16 weeks
Physician Assistant	2.5 years	Not Required	2,000 hours	4-8 weeks
Physician Assistant, Psychiatry Certificate	2.5 years	Not Required	2,000 hours	50 weeks

