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

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

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