

SUBJECT: CONSUMER TREATMENT/WORK PROGRAMS

EFFECTIVE
DATE: 02-12-10 (replaces 05-20-99)

APPROVED BY:

Reviewed (no changes): _____

Executive Director

POLICY

It is the policy of McIntosh Trail CSB that the organization's primary responsibility to the consumer is to provide treatment services. Treatment is not compromised by using consumers to perform work for the organization. However, developing the consumer through vocational programs to improve their skills or develop new ones can be considered an important part of treatment. Practicing work skills is considered a good experience in seeking jobs.

Because the Department of Labor (DOL) has firm guidelines regarding unpaid work, lengthy "practicing work" and volunteering by consumers, consultation with DOL is important before such activities are included in the plan of care. Minimum wages for consumer work or piece rate pay with a sheltered workshop certificate are the exception and do not necessitate consultation with DOL. Changes are made based on annual prevailing wage studies.

Treatment plans in the clinical record accurately reflect and justify the work being done by the consumer and must have relevance to a real job. If after a trial work period and the consumer's vocational needs/status are assessed and it is indicated that employment is a desirable outcome, one of the work options can be paid employment for the organization.