



# South Carolina Ryan White Peer Adherence/Advocacy Policy




## Department of Health and Environmental Control Division of STD/HIV and Viral Hepatitis

### South Carolina Ryan White Peer Adherence/Advocacy Policy

Tangee Summers, Program Manager:  Date 1/26/2023

Ali Mansaray, Division Director:  Date 01/30/2023

Linda Bell, MD, Bureau Director:  Date 1/27/2023

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**I. Policy Statement:**

Peers are people living with HIV/AIDS (PWH) who are receiving HIV-related medical care, and often are or have been consumers of Ryan White services and/or work within RWB-funded agencies. The Division of STD, HIV, and Viral Hepatitis will develop, maintain, and implement a peer-based policy that governs the efforts of peers that work within RWB-funded agencies and improve their ability to be a part of a multidisciplinary team. Peers in HIV care are specially-trained individuals who serve on the healthcare team to provide patients with information, support, and assistance in navigating services and linking HIV-Clients to medical care and other needed services.

The peers typically provide navigation assistance and other support to a client for 3-6 months, the client will receive supportive services and gain basic disease self-management skills. This policy will provide a list of mandatory training for all Peer Adherence Advocacy that is funded through the National HIV AIDS Strategy (NHAS) Initiative. The mandatory training is meant to enhance and replenish the knowledge of those professional and certified persons living with HIV/AIDS by providing education and training opportunities.

**II. Objective:** The objective of this peer-based policy is to offer support to peers who are working at RWB-funded agencies. This policy is intended to guide peers who are affiliated with RWB-funded agencies to assist people living with HIV/AIDS to aid in linking people living with HIV to medical care and other supportive services. Peers will provide navigation assistance and other support to clients and other needed services until the client is undetectable, independent, and able to gain self-management skills and basic disease self-management skills.

**III. Peer Roles and Responsibilities:**

- Provide Peer Adherence services to newly diagnosed clients, as well as clients who are not newly diagnosed, but new to the agency.
- Follow the guidance found in this Peer Adherence coach and Advocacy Policy regarding adherence interventions for service level consistency.
- Provide program and agency-specific information as well as community resources (*primarily within the agency's service area*) that aid in treatment adherence.
- Deliver sensitive and accurate information that encourages HIV care and medication adherence.
- Motivate clients to become actively involved in their care.
- Assist clients in developing a system of communication with providers that promote self-sufficiency.
- Refer cases of continued non-adherence to case management for guidance.
- Utilize good documentation skills to document services, resources and referrals provided.

- Adhere to the South Carolina Department of Health Environmental Control and the NHAS-funded Ryan White Part B sub-recipient policy(s) for attendance, leave, and training.
- Ensure that Protected Health Information (PHI) and other patient information is kept in confidence as required by law.
- Actively participate in supervision and/or case conferences as scheduled by management.
- Attend and complete all required and recommended Peer Adherence Program meetings and training.
- Perform other duties as assigned.

### 1. **Mandatory Training:**

Mandatory training and meetings consist of:

- HIV 101 for Nonclinical Staff
- STIs 101
- SC HIV/STD Laws
- Men who have Sex with Men (MSM) Basic Counseling: Motivational Interviewing
- Medical Case Management Boundaries and Ethics and Cultural Competency
- Basic Counseling
- Culture and Engagement of Same-Gender Loving Men
- Orientation Pre-requisite webinar Provide Enterprise.
- 2-Day Outreach Program In-Service
- Ryan White Outreach Workforce Committee Meetings

Fundamental DHEC-provided training, which includes **HIV 101 for Nonclinical Staff, STIs 101, and SC HIV/STD Laws**, should be completed *within the first six months of the employee's hire date. These courses should also be taken every three years, after initial completion.*

**MSM Basic Counseling: Motivational Interviewing, MCM Boundaries, Ethics, and Cultural Competency, Basic Counseling, and Culture and Engagement of Same Gender Loving Men** should be taken *within the first year of employment. These courses should also be taken every three years, after initial completion.*

**Orientation Pre-requisite webinar Provide Enterprise** should be completed *within the first six months of the employee's hire date and is not required to take more than once unless deemed necessary by DHEC or the Sub-recipient leadership.*

## Appendix I:

Training track, course descriptions, and registration links can be found below:

Training	How Often	Description/Facilitator Objective
<b>HIV 101 for Nonclinical Staff</b>	First 6 months; Every 3 years	This one-day training is designed to help participants analyze basic information, core messages, values, and practices related to HIV/AIDS prevention education while instilling a caring and supportive attitude toward people living with HIV/AIDS. This training is recommended for prevention staff that may require fundamental HIV/AIDS education instruction and is also ideal for those who are interested in basic refresher training. <a href="#">Register here.</a>
<b>STIs 101</b>	First 6 months; Every 3 years	This one-day training is designed to increase basic understanding of sexually transmitted infections. It will emphasize the importance of prevention strategies and treatment and discuss the connection between sexually transmitted infections (STIs) and HIV transmission. <a href="#">Register here.</a>
<b>SC HIV/STD Laws</b>	First 6 months; Every 3 years	<p>This four-hour training is designed to provide participants with a knowledge base of South Carolina HIV and STD laws. The intent is to give participants an introduction and an overview of some of the many legal issues arising from the HIV/AIDS epidemic.</p> <p>This training is not intended as a legal guide and should not be used as a substitute for legal advice/consultation.</p> <p><a href="#">Register here.</a></p>
<b>MSM Basic Counseling: Motivational Interviewing</b>	First Year; Every 3 years	<p>Upon completion of this five-hour training, participants will be able to: 1) name at least 5 key communication skills for conducting biopsychosocial assessments; 2) list at least 4 key steps in service planning for persons living with HIV/AIDS; 3) identify tools to address the psychosocial needs of PLWHA and their families throughout the disease process, and 4) maximize community resources and ensure that individuals properly receive referrals. This training is provided by the University of South Carolina School of Medicine.</p> <p><a href="#">Register here.</a></p>

<b>MCM Boundaries, Ethics, and Cultural Competency</b>	First Year; Every 3 years	<p>This is a one-day training that will help participants understand the importance and necessity of professional ethics and boundaries, explain boundaries and recognize when boundaries are crossed and/or violated, identify how unconscious bias operates and influences the provision of services, and describe strategies for Self-Care.</p> <p><a href="#">Register here.</a></p>
<b>Basic Counseling</b>	First Year; Every 3 years	<p>After this training, participants will be able to:</p> <p>Use person-centered “OARS” skills to engage clients in health behavior change. Identify aspects of client speech that indicate whether the behavior change conversation is headed in the right (or wrong) direction.</p> <p>Evoke patients’ motivations and plans for making desired changes.</p> <p>Use MI skills and strategies to increase patient confidence and commitment to action. This training is provided by the University of South Carolina School of Medicine.</p> <p><a href="#">Register here.</a></p>
<b>Culture and Engagement of Same-Gender Loving Men</b>	First Year; Every 3 years	<p>The purpose of this training course is to provide HIV/STI public health professionals and behaviorists with the knowledge, tools, and resources to adequately provide HIV/STI prevention and care services to same-gender-loving men. During this training course, participants will learn about the culture of MSM to better understand the linkage between environments, language, social settings, and geography, to HIV acquisition and other risky behaviors. This course is designed to help providers better engage with MSM as a means to help improve the provision of equitable services that are culturally sensitive and holistic.</p> <p><a href="#">Register here.</a></p>