



In the revised CMSA Standard: Qualifications for Case Manager it reads:

Case managers should maintain competence in their area(s) of practice by having one of the following:

- a) Current, active, and unrestricted licensure or certification in a health or human services discipline that allows the professional to conduct an assessment independently as permitted within the scope of practice of the discipline;

**and/or**

- b) Baccalaureate or graduate degree in social work, nursing, or another health or human services field that promotes the physical, psychosocial, and/or vocational well-being of the persons being served. The degree must be from an institution that is fully accredited by a nationally recognized educational accreditation organization and the individual must have completed a supervised field experience in case management, health, or behavioral health as part of the degree requirements.

Note that part (a) of the CMSA standard supports the practice requirement documented by CCMC within their definition but was missing from their posting to their members. We know that the demand for Case Managers will continue to grow. To address those concerns CMSA moved to bring greater clarification in defining Case Management, who is a qualified case manager and the scope of services provided in a case management program. CMSA believes the CMSA Standards of Practice assist with that process.

CMSA believes the qualification standard has been strengthened by the revised SOP and that the revised SOP supports both our nursing and social work case managers as the **regulatory statutes** are currently defined. As the SOP Task Force worked through development of the Standards Qualification, everyone agreed that nursing case managers are licensed, and may also have a case management certification of their choice but could not find justification for mandated certification outside of a few states that require such for Worker's Compensation Case Managers. On the other hand, qualifications for social work case managers had varied requirements:

- State licensure laws for social work vary across the U.S. Consequently, some states license BSWs, recently graduated MSWs, and clinical social workers, while others do not license BSWs or even recently graduated MSWs. Nonetheless, BSWs and recently graduated MSWs are professionals who have completed extensive academic training and supervised field experience.
- In recognition of the many BSWs who practice case management, NASW promotes its bachelor's-level certification in social work case management (<http://www.socialworkers.org/credentials/specialty/c-swcm.asp>). NASW also offers an advanced certification in social work case management (<http://www.socialworkers.org/credentials/specialty/c-aswcm.asp>). The association does not, however, *mandate* that social workers must hold an NASW or other case management certification to practice case management.

The SOP Task Force agreed that all individuals with social work degrees meet qualification (b) of the SOP noted above regardless of whether they are licensed by the state or hold a case management certification. CMSA does not *mandate* any one certification credential for its members but does encourage all case managers to seek certification and we offer course work for that process within our 24x7 e-library and during our Annual Conference program. As the national professional association for case managers, CMSA recognizes 14 certifications. We believe that as a professional

organization, our mission and vision is to support our membership with professional standards of practice to be used as general guidelines in building strong case management professionals and programs.

CCMC refers to a document called, “The Differences Between Certified Case Managers and Case Managers,” located on the CCMC website. The document questions the case manager’s accountability. However, the CMSA Standard pertaining to Legal reads:

“The case manager should adhere to applicable local, state, and federal laws, as well as employer policies, governing all aspects of case management practice, including client privacy and confidentiality rights. It is the responsibility of the case manager to work within the scope of his/her licensure.

**NOTE:** In the event that employer policies or the policies of other entities are in conflict with applicable legal requirements, the case manager should understand which laws prevail. In these cases, case managers should seek clarification of any questions or concerns from an appropriate and reliable expert resource, such as an employer, government agency, or legal counsel.”

The *Standards of Practice for Case Management* continue to define confidentiality, client privacy, consent for services, ethics and advocacy.

CMSA recognizes that CCMC has different requirements for their certification credential which would be appropriate for the focus of the Commission. CCMC as a certification body does monitor and enforce their standards as documented for the specific CCM certification.

### ***In Summary***

CMSA recognizes multiple certifications and licensure for its membership and the associations ongoing goal is to support our diverse, national membership and our Case Management partners through collaborations to move this endeavor forward within the context of professional, market, business, legislative, workforce and association needs.

CMSA remains committed to collaborating its efforts with CCMC for the betterment of the case management profession.

Respectfully Submitted on behalf of the CMSA Board of Directors,

**Margaret Leonard, MS, RN-BC, FNP**

*President, Case Management Society of America*