



Behavioral Health Clinical Scope of Practice

Behavioral Health (BH) is Sandia National Laboratories onsite Employee Assistance Program (EAP) responsible for the prevention, identification, and treatment of behavioral health and substance abuse problems of Sandia National Laboratories (SNL's) employees.

Sandia's Behavioral Health/ EAP team performs the following scope of services per [MN-MED.027](#):

- Conduct assessments, evaluations and make referrals to community resources.
- Provide short-term counseling, up to eight sessions per year, on a variety of behavioral health issues including health, marital, family, financial, alcohol, drug, legal, emotional, stress, or other personal issues that could affect an employee's job performance.
- Provide crisis intervention in situations involving suicidal crises, acute onset of psychiatric illness and acute reactions to life events.
- Conduct Critical Incident Stress Debriefings (CISD).
- Provide consultation to managers seeking guidance on managing troubled employees whose emotional and/or substance abuse problems may affect job performance.
- Provide consultation to Sandia's Threat Assessment/Workplace Violence Team.
- To certify that SNL employees are reliable and fit for duty based upon a systematic assessment of behavioral health.
- Ensures compliance with the requirements of [10 CFR 851](#), *Worker Safety and Health Program*, as it relates to responsibilities for behavioral health.
- Ensures compliance with the psychological evaluation component of the Department of Energy (DOE) *Human Reliability Program* (10 CFR Parts [710](#), [712](#)).
- Ensures compliance with the psychological evaluation component of the Department of Energy (DOE) *Physical Protection of Security Interests* ([10CFR 1046](#)).

BH Offsite Referrals for Transition of Care:

Patients should be connected to an offsite provider and/or a referral for transition of care will be provided in the following situations ⁽¹⁾.

Referral Indication	Offsite Provider Role	Onsite Provider Role
Psychotic Disorders	Qualified Mental Health Professional	Coordinate and monitor as indicated
Bipolar I Disorder Moderate to Severe Bipolar Disorder	Qualified Mental Health Professional	Coordinate and monitor as indicated
Alcohol/Drug Disorders	Substance Abuse Professional	Coordinate and monitor as indicated
Dissociative Disorders	Qualified Mental Health Professional	Coordinate and monitor as indicated
Somatoform Disorders	Qualified Mental Health Professional	Coordinate and monitor as indicated
Neurocognitive Disorders	Qualified Mental Health Professional	Coordinate and monitor as indicated

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Paraphilic Disorders	Qualified Mental Health Professional	Coordinate and monitor as indicated
Personality Disorders	Qualified Mental Health Professional	Coordinate and monitor as indicated
Severe Post Traumatic Stress Disorders (Combat-related PTSD)	Qualified Mental Health Professional	Coordinate and monitor as indicated
Eating Disorders	Qualified Mental Health Professional	Coordinate and monitor as indicated

- (1) HBE providers complete referrals for the transition of care of patients for whom short term treatment (beyond 8 treatment visits) is not advised or those with indicated complex mental health conditions to offsite specialists within Sandia's Total Healthcare Behavioral Health networks at the patient's discretion and/or as indicated by the associated treatment guideline. In the event of an immediate psychiatric emergency, the patient is urgently assessed by onsite mental health professionals and transported to offsite emergency psychiatric care/in-patient hospitalization is facilitated.
- (2) For additional information refer to the each programs individual treatment guidelines.