Mental Health Parity and Addiction Equity Act

MH Parity Meeting Series - 2025

NORTH CAROLINA ASSOCIATION OF
PUBLIC COMMUNITY
HEALTH PLANS

AGENDA

- Welcome & Introductions
- Define Parity
- Public System statewide approach
- Why Parity is important
- Opportunities for input
- Implementation Plan to align with rules
- Next Steps

NORTH CAROLINA ASSOCIATION OF PUBLIC COMMUNITY HEALTH PLANS

Executive Director-
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Working Together

Our goal is to make the system accountable and easy to use for members and providers.

Each LME/MCO serves a unique region and is focused on community needs.

We know the system needs more standardization to minimize provider burden and align what's working well statewide.

We are currently and will continue to coordinate with local, regional and state systems, and stakeholder organizations and associations.

It is vital for us to speak with one voice to the legislature and NCDHHS.

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What is Parity?

The Mental Health Parity and Addiction Equity Act (MHPAEA) requires group health plans to ensure that the financial requirements and treatment limitations that are applicable to mental health or substance use benefits are no more restrictive than the predominant financial requirements and treatment limitations applied to substantially all medical and surgical benefits covered by the plan.

What is Parity?

The NC Department of Health and Human Services (NCDHHS) has made changes to several NC Medicaid Clinical Coverage Policies (CCPs) that describe mental health and substance use services.

The NCDHHS made these changes to ensure that NC Medicaid CCPs achieve mental health parity.

The Centers for Medicare and Medicaid Services (CMS) have approved these changes.

The CCPs went into effect on January 1, 2025.

Tailored Plans continue to follow the NC Medicaid CCPs for behavioral health services at the present time.

Any changes that Tailored Plans make to any CCP (behavioral health or other services) in the future must meet mental health parity requirements and must be approved by NCDHHS.

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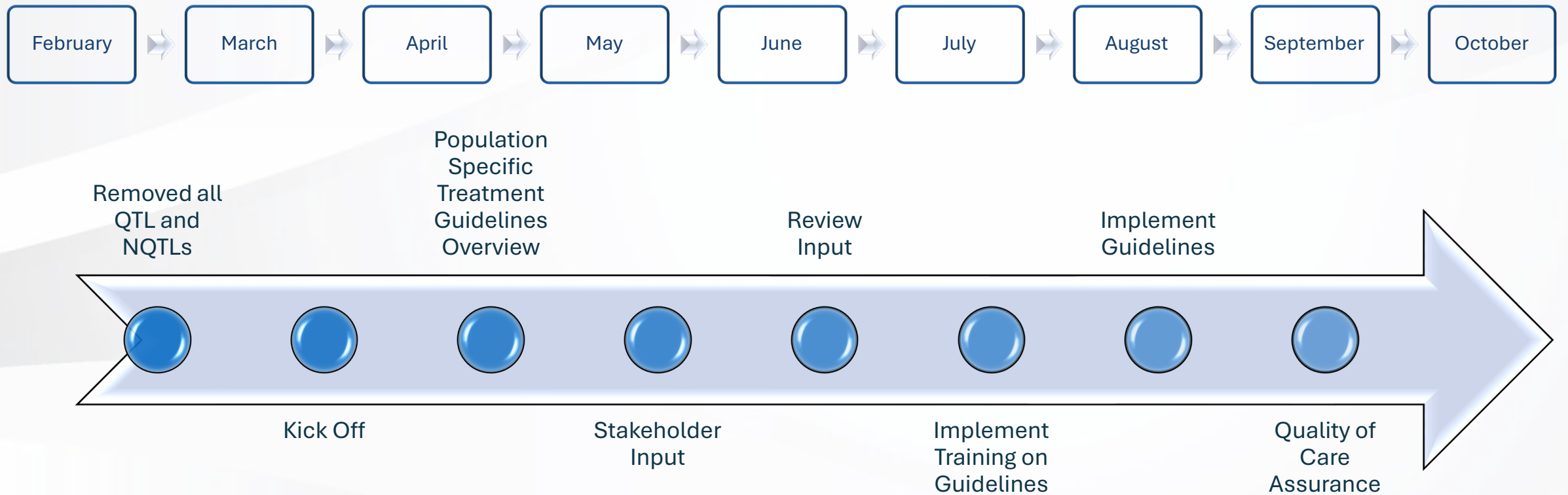**HEALTH PLANS**

Building a Foundation for Standardization in MH Parity

Implementation Timeline

Implementation Timeline

February	March	April	May	June	July	August	September	October

Removed all QTL and NQTLs

Population Specific Treatment Guidelines Overview

Review Input

Implement Guidelines

Kick Off

Stakeholder Input

Implement Training on Guidelines

Quality of Care Assurance

February-March

CHIEF MEDICAL OFFICERS WITHIN EACH FOR THE 4 PLANS ARE WORKING TOGETHER TO IDENTIFY EVIDENCE-BASED ARE GUIDELINES FOR MENTAL HEALTH AND SUBSTANCE USE. TREATMENT GUIDELINES USED BY ALL TAILORED PLANS ARE CONSISTENT WITH GENERALLY RECOGNIZED INDEPENDENT STANDARDS OF CURRENT MEDICAL PRACTICE.

CMOS/PHYSICIANS WILL HOLD WEBINARS WITH ALL PROVIDERS TO SHARE THESE EVIDENCE-BASED STANDARD OF CARE GUIDELINES.

CMOS AND TCM LEADS FROM THE PLANS WILL HOLD WEBINARS WITH TAILORED CARE MANAGERS TO SHARE THESE EVIDENCE- BASED STANDARD OF CARE GUIDELINES RELATED TO THE QUALITY OF CARE AND REFERRAL PROCESSES FOR MEMBER CARE.

CMOS AND MEMBER LEADS FROM THE PLANS WILL HOLD WEBINARS WITH MEMBERS AND FAMILIES TO SHARE THESE EVIDENCE-BASED STANDARD OF CARE GUIDELINES TO ASSURE ACCESS TO QUALITY CARE.

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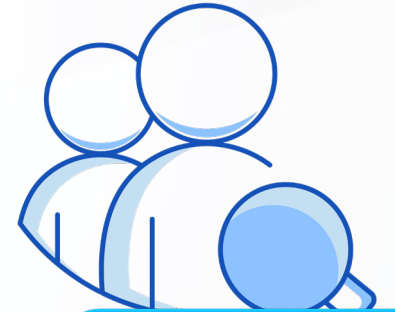**HEALTH PLANS**

April – June

Parity SME leads from the plans will publish a quality assurance (QA) clinical tool that will be used to assure providers are following evidence-based standards of care guidelines as part of the monitoring cycle for providers.

Plans will publish evidence-based standard of care guidelines for stakeholder input.

CMOs and Parity SME leads from the plans will provide training on use of evidence-based standard of care guidelines for all stakeholders.

Plans will provide final QA clinical tool for self study by providers for adherence to evidence based standard of care guidelines.

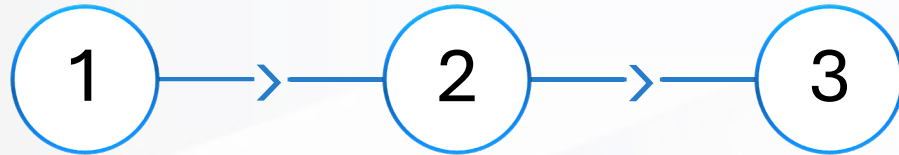**NORTH CAROLINA ASSOCIATION OF PUBLIC COMMUNITY HEALTH PLANS**

July-September

- Implementation of evidence-based standard of care guidelines by all providers of mental health and substance use services.

October

- Quality of Care Assurance Review begins

Next Steps

1 → **2** → **3**

1
Register for upcoming Webinars based on the services that you provide and the populations you serve- Webinars include all 4 TPs

2
Provide Input when documents are posted- only need to do that one time as all 4 TPs are working together.

3
Attend training in the late Spring- again only one time as all plans are working together on this roll out

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