

# Medicaid Definition for Self Determination

The following definitions are from the **Michigan Medicaid Provider Manual Chapter on MI Choice Waiver**. [Click here](#) to view the chapter.

- **Self Determination**

- **SECTION 6.3**

- Self-Determination provides MI Choice participants the option to direct and control their own waiver services. Not all MI Choice participants choose to participate in self-determination. For those that do, the participant (or chosen representative(s)) has decision-making authority over staff who provide waiver services, including:
      - Recruiting staff
      - Referring staff to an agency for hiring (co-employer)
      - Selecting staff from worker registry
      - Hiring staff (common law employer)
      - Verifying staff qualifications
      - Obtaining criminal history review of staff
      - Specifying additional service or staff qualifications based on the participant's needs and preferences so long as such qualifications are consistent with the qualifications specified in the approved waiver application and the Minimum Operating Standards
      - Specifying how services are to be provided and determining staff duties consistent with the service specifications in the approved waiver application and the Minimum Operating Standards
      - Determining staff wages and benefits, subject to State limits (if any)
      - Scheduling staff and the provision of services
      - Orienting and instructing staff in duties
      - Supervising staff
      - Evaluating staff performance
      - Verifying time worked by staff and approving timesheets
      - Discharging staff (common law employer)
      - Discharging staff from providing services (co-employer)
      - Reallocating funds among services included in the participant's budget
      - Identifying service providers and referring for provider enrollment
      - Substituting service providers
      - Reviewing and approving provider invoices for services rendered

- Participant budget development for participants in self-direction occurs during the person-centered planning process and is intended to involve individuals the participant chooses. Planning for the participant's plan of service precedes the development of the participant's budget so that needs and preferences can be accounted for without arbitrarily restricting options and preferences due to cost considerations. A participant's budget is not authorized until both the participant and the waiver agency have agreed to the amount and its use. In the event that the participant is not satisfied with the authorized budget, he/she may reconvene the person-centered planning process. The waiver services of Fiscal Intermediary and Goods and Services are available specifically to self-determination participants to enhance their abilities to more fully exercise control over their services.

- **Fiscal Intermediary**

- **SECTION 5.3.H**

- Fiscal Intermediary (FI) services assist the individual to live independently in the community while controlling his/her individual budget and choosing the staff to work with him/her. The FI helps the individual to manage and distribute funds contained in the individual budget. The individual uses funds to purchase home and community based services authorized in the IICSP.
    - FI services include, but are not limited to, the facilitation of the employment of service workers by the individual, including federal, state, and local tax withholding/payments, unemployment compensation fees, wage settlements; fiscal accounting; tracking and monitoring individual-directed budget expenditures and identify potential over and under expenditures; ensuring compliance with documentation requirements related to management of public funds.
    - The FI helps the individual manage and distribute funds contained in the individual budget. The FI also assists with training the individual and providers, as necessary, in tasks related to the duties of the FI including, but not limited to, billing processes and documentation requirements. FI services are available only to individuals participating in arrangements that support self-determination.
  - Additionally, FI services may not be provided by the individual's family, guardian, or providers of other services for the same individual. The ICO and fiscal intermediary must abide by the Self-Determination Implementation Technical Advisory and any other requirements provided by MDHHS.