

Breastfeeding Volume
Peer Counseling Section

Compensation of Peer Counselors (6.00300)

ER# 6.00300

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POLICY: Local WIC providers may hire peer counselors as salaried employees or on a contractual basis (hourly or part-time contracts) and shall pay the peer counselor for their services and costs incurred while providing services as suggested by the State agency.

PROCEDURES:

- A. Local WIC providers may hire peer counselors as salaried employees or contractual basis (hourly or part-time contracts) based upon the agency's policies.
 - 1. Contractual employees are paid based on the jobs they complete. When hiring peer counselors as part-time contractors, the following are to be considered:
 - a. Assign duties within clear parameters of the job assignment.
 - b. Document performance.
 - c. Monitor performance frequently.
 - d. Provide a standard time-keeping system.
- B. Local WIC provider shall pay peer counselors to compensate for their services and costs used for providing services. All compensation must be monetary. No gift certificates, as a form of compensation, are allowed. The following are guidelines:
 - 1. Use the same general hourly part-time rate typical of other entry level positions such as WIC clerical positions or pay more based on experience and credentials to aid with retention is recommended.
 - 2. Reimburse mileage for home and hospital visits and long-distance telephone charges while peer counselors are providing services as requested by peer counselors.
 - 3. Reimburse costs for conducting group education sessions in the WIC clinic.
 - 4. Provide office supplies or reimburse cost for office supplies.
 - 5. Reimburse for registration and travel expenses for breastfeeding workshops and conferences as appropriate.