

## **Dapaanz Practitioner Registration, Associate Practitioner Endorsement and AOD Support Worker Criteria**

### **Setting the Criteria**

The general purpose of the registration and endorsement processes is to ensure and foster the existence and ongoing development of minimum professional standards and adequate levels of training and education for the addiction treatment workforce. Thus, the setting and application of the registration and endorsement criteria are best understood as dynamic rather than static processes.

The requirements of the providers and funders and national and international standards of best and ethical practice contribute to the challenge in setting criteria. The criteria needs to ensure inclusiveness and congruence with the current developmental state of the workforce, whilst equally, being orientated towards the development of the addiction treatment workforce. The wide acceptance of dapaanz reflected in the increasing numbers of registered, associate and support practitioner members and in its general standing in the field is equally important and ultimately a matter of viability for registered and endorsed practitioners.

The practitioner workforce is largely comprised of specialists from a variety of backgrounds working in multidisciplinary settings including DHB's, NGO's and other generic social and health services (e.g. schools, iwi-based health providers, social work teams etc).

### **A: Requirements for applicants applying for Registration as an Alcohol and Other Drug Practitioner**

#### **Applicants with applied bachelor degree, postgraduate diploma or certificate in addiction studies, nursing, psychology, social work, medicine, counselling or similar:**

Applicants may apply for full registration for practitioner competency by providing an application portfolio to the Executive.

The portfolio to include:

1. Evidence of education (*see note 1 below*)
2. Evidence of recognition of learning in the 13 competencies (*see note 3 below*)
3. Support from your manager (*see note 4 below*)
4. An assessment report from your supervisor that acknowledges your proficiency in the 13 competencies and that you are normally working at registered practitioner level (*see note 5 below*)
5. Evidence of six-months practice in addiction treatment immediately prior to application (*see note 6 below*)
6. Evidence of at least 75 hours client work in the six months prior to application (*see note 7 below*)

7. Disclosure of convictions (*see note 8 below*)
8. Curriculum vitae (CV)
9. Any other supporting material
10. Application fee (*see note 9 below*).

**B: For Associate Practitioner applicants:**

The portfolio to include:

1. Evidence of education and training (*see note 1 below*)
2. Evidence of six months practice, and evidence of ability in assessment and treatment planning (*see note 2 below*)
3. Evidence of recognition of learning in the 13 competencies (*see note 3 below*)
4. Support from your manager (*see note 4 below*)
5. An assessment report from your supervisor that acknowledges your proficiency in the 13 competencies and that you are normally working at an associate practitioner level (*see note 5 below*)
7. Disclosure of convictions (*see note 8 below*)
8. Curriculum vitae (CV)
9. Any other supporting material
10. Application fee (*see note 9 below*).

**C: For Support Worker applicants:**

The portfolio to include:

1. Evidence of education and training (*see note 1 below*)
2. Support from your manager (*see note 4 below*)
3. An assessment report from your supervisor that acknowledges your proficiency in the 13 competencies and that you are normally working at an AOD support worker level (*see note 5 below*)
4. Disclosure of convictions (*see note 8 below*)
5. Curriculum vitae (CV)
6. Any other supporting material
7. Application fee (*see note 9 below*).

**Notes:**

**1. Evidence of education:**

You must present original or copies of your relevant tertiary-level education qualifications. Your manager needs to witness each copy stating that they have seen the original document. Independent practitioners can have the copies witnessed by their supervisor.

**2. For Associate Practitioner applicants (see B above):**

Applicants who do not have a relevant tertiary-level qualification may still apply for Associate Practitioner endorsement by putting forward your case based upon education achieved and at least six months supervised experience.

### **3. Evidence of recognition of learning in the 13 competencies:**

All Registered and Associate Practitioner applicants will need to produce evidence of education or training in each of the 13 competencies to the required level (see table 1). The one temporary exception is the foundation competency 3.2: Working with Pacific Clients, as there are only two courses currently available. As more courses become available, registered competent practitioners will need to show evidence of training in this competency in order to retain their registration. A table of competency-based courses is available on the website under Competency Based Courses.

### **4. Support from your manager (including proficiency in the 13 competencies):**

The person in your organisation who is accountable for your practice is required to support the application by completing the form in the application pack.

### **5. Assessment report from your supervisor (including proficiency in the 13 competencies):**

Your supervisor is required to support your application by completing the appropriate form.

### **Registered AOD Practitioner**

The registered practitioner demonstrates understanding, skill and an ability to manage the Practitioner Competencies for Alcohol and Other Drug Workers in Aotearoa–New Zealand without direction. This practitioner is still under supervision, works within the dapaanz Code of Ethics, clinically experienced, able to provide clinical leadership and is capable of assessing and managing complex clinical presentations. The practitioner can, where appropriate:

- Undertake basic research skills in their discipline
- Practice independently and apply skills in a complex, variable and specialised range of contexts
- Understand, and have their practice reflect, issues of social equity
- Analyse, apply, evaluate and transform information for a wide range of activities including the assessment of treatment needs and the formulation of treatment responses
- Formulate and manage appropriate treatment processes
- Plan, resource and manage processes
- Work competently within broad parameters and functions
- Be completely responsible and accountable for determining, achieving, and evaluating outcomes

A registered practitioner is able to work in non-routine contexts and to practise beyond the areas they have been specifically trained for using self-directed and ongoing learning processes.

- They have the skills and capability to refer to frameworks and other resources to look up and find solutions to specific problems they are uncertain about or unfamiliar with and incorporate these solutions into their practice. For example, they might sense the presence of a psychotic process and competently look up the issue in a textbook or journal (in other words undertake some basic research) and then be able to incorporate the finding competently and appropriately into their assessment and intervention planning.
- Also, they are able to evaluate the meaning of current research findings and other sources of new knowledge and incorporate these into their own practice.
- They might involve the ability to assess and case-manage (i.e. organise the appropriate treatment) for a person with medical complications, or with depression or agoraphobia and take responsibility for the incorporation of these issues into the management plan as well as being involved in their monitoring. This may not necessarily mean doing the interventions, but building into the management plan the need to further investigate them and taking responsibility for referring on appropriately.

Assessment and intervention planning involves not just the analysis of data and the recommendations of interventions the practitioner has learnt fit with these problems, but the transformation of this data.

- This will be seen by the registered practitioner's ability to understand how all the various causal factors fit together to lead to and sustain the person's life problems or lack of wellness, including their addiction.

This includes a wide range of potential causal and maintaining factors such as other mental health problems, low self-esteem, early attachment problems, poor social skills, genetic vulnerability, whanau and family interaction, drug using peer relationships, arthritis and pain.

- As a result, the intervention plan is personalised, is based on this "transformed data", and not just the application of fixed responses that fit with certain diagnoses or problems. In other words: the applicant is able to individualise a comprehensive intervention plan based on their "transformed" understanding as above.

Overall, therefore, the registered practitioner can treat the whole person, takes a wellness approach, understand the person and many aspects of their lives and is able to competently formulate appropriate care for all the person's problems/barriers to wellness.

### **AOD Associate Practitioner**

The associate practitioner demonstrates understanding and skill in the Practitioner Competencies for Alcohol and Other Drug Workers in Aotearoa–New Zealand. The practitioner is able to work responsibly, safely and effectively within the dapaanz Code of Ethics under direction and supervision as well as sometimes in self-directed activity. The practitioner can, where appropriate:

- Carry out specialised tasks
- Apply practitioner skills in complex, variable and specialised routine contexts
- Understand, and have their practice reflect that understanding, of social justice issues
- Analyse, apply, reformat and evaluate information
- Formulate appropriate responses to concrete and abstract problems
- Manage treatment processes
- Work competently, sometimes sharing a lead role, within defined activities
- Be responsible and accountable for determining and achieving outcomes

An associate practitioner is able to collect data/information about a client, to analyse it and identify relevant diagnoses or specific problems that then become the focus for interventions. Interventions are recommended on the basis of a knowledge of which interventions are appropriate for specific disorders or problems, and the practitioner can then organise these interventions and undertake a number of them.

For example, the practitioner will be able to take a comprehensive history of alcohol and drug related problems; will be able to recognise the presence of problems such as alcohol dependence, other drug dependence, common co-occurring mental health problems, some medical complications, and a history of abuse. They will have learnt that certain interventions are appropriate for a number of these problems; for example alcoholics anonymous or CBT for alcohol dependence, referral to a practitioner skilled in mental health assessment and interventions for treatment of depression and so on.

### **AOD Support Worker**

The support worker demonstrates an understanding of their work as an addiction treatment practitioner in the context of the Practitioner Competencies for Alcohol and Other Drug Workers in Aotearoa–New Zealand. The support worker, under direction and supervision, can work responsibly and safely and within the dapaanz Code of Ethics. They can work competently within set practice boundaries and where appropriate:

- Carry out specialised tasks
- Apply competent practitioner skills with clients not presenting with complex issues
- Analyse information and apply it appropriately

- Understand social justice issues (ethnicity, gender, sexual orientation etc)
- Formulate appropriate responses to a limited range of problems
- Contribute to the management of treatment processes
- Work competently within defined activities
- Be responsible for personal work outcomes and has shared accountability for team outcomes

**6. Evidence of your practice immediately prior to application:**

You must have been working in addiction treatment for at least six months before applying for registration or endorsement. For all applicants, evidence of this is to be provided by your manager or for independent practitioners, their supervisor.

**7. Evidence of at least 75 hours client work in the six months prior to application:**

All applicants must have spent at least 75 hours in direct client work in the previous six months. Evidence of this is to be provided by your manager or for independent practitioners, their supervisor.

**8. Disclosure of convictions:**

This disclosure must be completed by you. Details of the process for assessing past convictions and their confidentiality are stated on the form.

**9. Application fee:**

Applications will not be considered before the application fee has been received and cleared.

**POINTS OF REFERENCE FOR**

The Registration Criteria

Competency Assessment Content

Competency Assessment Processes

Competency Assessment Levels

Competency Criteria Endorsement for Programmes or Courses below Level 7

**The Registration and Endorsement Criteria**

Registration criteria reflects existing standards, as well as sets a benchmark for competencies to be demonstrated by the worker.

An orientation point for registration criteria is the document “Practitioner Competencies for Alcohol and Drug Workers in Aotearoa – New Zealand” (Alcohol Advisory Council ALAC, 2001). This document represents the most comprehensive consensus and guideline for competent AOD practice in this country currently available.

Other documents that inform registration and endorsement criteria are the “Practitioner Competencies for Alcohol and Drug Workers Working with Pacific Clients in Aotearoa – New Zealand” (Alcohol Advisory Council ALAC, 2002) and

the Practitioner Competencies for Alcohol and Drug Workers Working with Maori Clients in Aotearoa – New Zealand (currently in the final stages of development). With regard to assessment levels, in light of the increasing emphasis on registration and endorsement requirements that are based on formal learning and qualifications, it is opportune to refer to the assessment levels (e.g. 5-7, 8) as defined by the New Zealand Qualifications Authority as published in the documents:

“The New Zealand Register of Quality Assured Qualifications”

<http://www.kiwiquals.govt.nz/about/levels/index.html>

and the “National Qualifications Framework”

<http://www.nzqa.govt.nz/index.html>

### **Practitioner Registration Assessment Content**

To achieve full practitioner registration the applicant needs to produce evidence that all 13 competencies as described in the “Practitioner Competencies for Alcohol and Drug Workers in Aotearoa – New Zealand” (Alcohol Advisory Council ALAC, 2001) are fully met by the applicant.

The dapaanz executive board will have the authority to pre-approve courses as creditable towards competencies and will determine the process so that courses can obtain such approval.

### **Competency Assessment Levels**

The level required for a formal training course, programme, or qualification to be recognised by dapaanz as fully meeting a competency, is normally Level 7 or above as described in *The New Zealand Register of Quality Assured Qualifications and the competency elements and performance indicators at Level 7 as defined by the Level Descriptors of the New Zealand Qualifications Authority’s National Qualifications Framework*.

The successful completion of Level 6 courses will be deemed adequate evidence for competencies by dapaanz (see Table 1 below), only when the courses are an integral part of a Level 7 qualification.

This means that in most instances all courses or papers completed within the context of undergraduate or postgraduate degrees, which directly relate to (cover) the contents of a specific competency, will be accepted as adequate for that competency.

Dapaanz can approve such courses without formal applications by the course providers, but may make approval subject to formal applications.

### **Competency Criteria Endorsement for Programmes or Courses below Level 7**

Training programmes or courses, which do not lead to a Level 7 qualification, but do teach the content of the specific competency at the Level indicated above (see table 1), may be considered for approval by dapaanz.

Successful completion of an approved course will count as meeting one or more specific competencies.

In order to gain approval, the training provider must apply and submit evidence to satisfy dapaanz that the course covers the content at the Level comparative to undergraduate degree courses in-line with the *competency elements and performance indicators (i.e. Level 7 as defined by the Level Descriptors of the New Zealand Qualifications Authority's National Qualifications Framework)*.

**Table 1**

**Competency Level Required by dapaanz**

Working with Te Tiriti 6  
Working with Pacific Peoples 6  
Working with people from other cultures 6  
Social Justice 6  
Relating and Communicating 6  
Critical Thinking 6  
Professional Responsibility 6  
Assessment and Intervention Planning 7  
Intervention Management 7  
Working with therapeutic Groups, Families and Significant Networks 7  
Working with Communities 7  
Public Education 7  
Consultation and Liaison 6