

DAPAANZ

Drug and Alcohol Practitioners' Association Aotearoa-New Zealand

Applicants' Competency Verification Support Form for Clinical Managers and Supervisors

Name of Applicant: _____ **Date:** _____

Dear Clinical Manager / Clinical Supervisor

Please use the following form and the indicated qualification levels (5-7) to rate the staff member / supervisee / DAPAANZ applicant to the specific AOD practitioner role and in the context of the Practitioner Competencies for AOD Workers in Aotearoa – New Zealand. This form will be presented as part of the applicant's portfolio to the application committee of DAPAANZ. This committee will decide on whether to approve registration or endorsement or to refer the applicant back for further development. The successful applicant will be registered as a Competent Practitioner or an Associate AOD Practitioner or an AOD Support Worker with DAPAANZ.

Level 5

The staff member/applicant for renewal of registration demonstrates an understanding of their work as an addiction treatment practitioner and, under direction and supervision, can work responsibly and safely. The applicant 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

Level Six

The staff member/applicant for renewal of registration demonstrates understanding and skill in the competency and is able to work responsibly, safely and effectively under direction and supervision as well as sometimes in self-directed activity. The applicant 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

Level Seven

The staff member/applicant for renewal of registration demonstrates understanding, skill and an ability to manage the competency without direction. This practitioner is still under supervision, clinically experienced, able to provide clinical leadership and is capable of assessing and managing complex clinical presentations. The applicant 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 determination, achieving and evaluating outcomes.

PLEASE STATE:

In accordance to your observation of the applicant's clinical work, would you assess the applicant as routinely working at a level 5, 6, 7 or above level 7?

I assess the applicant _____(print name)

as competent of routinely working at level _____(write level No.)

I am aware that this statement will form an important part of the assessment of the clinical competency of the applicant and I understand the ethical implications with regard to the applicant's ability to take up an appropriate clinical role as an AOD practitioner.

Signed: _____

Name (please print):_____

Date: _____

GUIDELINES FOR THE USE OF THIS FORM

It is important to note that some competent practitioners do not carry out the sort of work the competencies require routinely in their clinical practice. So it is not a matter of asking if they routinely do so, just that they are capable of doing so if and where necessary. Rather than asking that they perform at this level, we ask that they demonstrate within their practice the continued ability to perform at this level when required.

How do you tell level 6 from level 7?

Clinically, the **difference between level 6 and level 7** depends on the specific competence, but for the key competencies of assessment and intervention planning and intervention management it might be described as follows:

A **level 6** practitioner is able to collect data/information about a patient, 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 level 6 practitioner can then organize these interventions and undertake a number of them.

For example, the practitioner will be able to take a comprehensive history of alcohol and drug and related problems, will be able to recognize 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.

A **level 7** practitioner differs from a level 6 practitioner in two key ways.

1. They are able to work in non-routine contexts and to practice beyond the areas they have been specifically trained for by 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.
 - This might involve the ability to assess and case-manage (i.e. organize 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.

2. 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 **level 7** practitioners 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 individualize a comprehensive intervention plan based on their "transformed" understanding as above.

Overall, therefore, the **level 7 practitioner** can treat the whole person, take a wellness approach, understand the person and the many aspects of their lives and is able to competently formulate appropriate care for all the person's problems/barriers to wellness.