



**dapaanz**

fostering excellence in addiction practice

## Statement of Strategic Intent 2020-2023

**Vision: To foster excellence in addiction practice so people affected by addiction flourish**

The following table outlines dapaanz' strategic goals for 2020 to 2023. The descriptions refer to the first year of this period and will be updated as needed at the first board meeting each year.

	<b>Goal 1</b> <b>Effective competencies and ethics</b>	<b>Goal 2</b> <b>Communication and advocacy</b>	<b>Goal 3</b> <b>Enhancing Māori wellbeing</b>
<b>What we do</b>	<p>We are responsible for the Addiction Intervention Competency Framework and the Code of Ethics. These documents set the standards for addiction practice in Aotearoa.</p> <p>Our members told us they value our role holding the professional standards for the sector and providing a way for their training and experience to be recognised.</p>	<p>We advocate for our members, to ensure their work can have the greatest impact.</p> <p>Our members asked us to prioritise our advocacy work at a national level and with central Government. They also asked us to be clearer with them about what dapaanz' role is and what we are doing.</p>	<p>We operate on a partnership model with Māori. The guiding principles of how we do this are outlined in Te Kowhāo - our Tiriti ō Waitangi policy. Our Pou Whakarae is part of the Executive Leadership Team of the Board, and guides our work. We are proud that one third of our registered addictions practitioners are Māori, and this continues to grow.</p> <p>Our members told us that ensuring the entire addictions workforce can enhance Māori wellbeing was important to them. We share that passion.</p>
<b>What we will develop</b>	<p>The He Ara Oranga report recommended greater investment in addiction services, which should also encompass earlier</p>	<p>We will strengthen our relationships with strategic partners, so that we have a strong platform to advocate for our members. These include the Ministry of</p>	<p>We will increase opportunities to collaborate with Māori about how our</p>

	<p>interventions. Research and evaluation of Aotearoa New Zealand programmes continue to inform us about how we can provide effective support for people with addictions. This must be informed by indigenous knowledge and values.</p> <p>We will involve the addictions sector, to ensure that the Addiction Intervention Competency Framework and Code of Ethics continue to reflect the skills that the addictions workforce need to practice effectively now and into the future.</p>	<p>Health, Health Promotion Agency, and Addiction Training Providers.</p> <p>We will improve how we communicate with our members and others in the sector, so it is clear what our role is and what we are doing.</p>	<p>workforce can better enhance Māori wellbeing.</p> <p>We will explore systemic issues in the addiction sector that impact Māori wellbeing and advocate for strengthening what works well and removing barriers.</p> <p>Effective ways of enhancing Māori wellbeing must be embedded in the Addictions Intervention Competency Framework and Code of Ethics.</p>
<p><b>In 2020, we will do these actions.</b></p> <p><b>These will be further outlined in our annual Business Plan.</b></p>	<ul style="list-style-type: none"> <li>• Complete the review of the Code of Ethics to ensure it reflects what is currently needed.</li> <li>• Review the Addiction Intervention Competency Framework so it reflects the competencies needed now and in the next 10 years.</li> <li>• Strengthen and improve our complaints process.</li> <li>• Review the continuing professional development system to ensure it is appropriate and fit for purpose.</li> <li>• Promote and, where appropriate, provide training and development for the addictions sector to grow their competencies and think critically about new research and ways of working. We will investigate gaps in training to inform what training is provided.</li> </ul>	<ul style="list-style-type: none"> <li>• Analyse how people enter and leave the addictions workforce to understand how to grow the addictions workforce. We will work with other agencies to remove or minimise barriers to growing a larger competent addictions workforce.</li> <li>• Explore government policy and legislation, especially when changes are about to be made, to understand how it impacts on our members and people with addictions.</li> <li>• We will advocate for health and harm reduction approaches to addiction issues.</li> <li>• Review how we communicate with our members to ensure we keep our membership informed of how addictions practice is developed in Aotearoa and provide opportunities for them to engage in its development.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide opportunities for discussion with Māori (both those directly working in addictions practice and those affected by addictions) about how our workforce can better enhance Māori wellbeing.</li> <li>• Ensure the Addiction Intervention Competency Framework is reviewed in a way that is appropriate for Māori to engage. This is especially important for the Working with Māori competencies.</li> <li>• Ensure that our partnership model applies to the training and development opportunities that we provide.</li> <li>• Explore how our processes impact Māori wellbeing to advocate for strengthening what works well and remove barriers..</li> </ul>

		<ul style="list-style-type: none"> <li>Meet regularly with key stakeholders, such as Ministries and Ministers, to advocate for the resources our membership need to have the greatest impact.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure our Pou Whakarae is supported by a network, who can help guide our work to ensure it enhances Māori wellbeing.</li> </ul>
<p><b>We will measure how we are progressing in February 2021 and expect to see</b></p>	<p>Code of Ethics has been finalised and shared with the sector. Training has been delivered to the addictions sector to ensure they are familiar with the ethical standards they must adhere to. Evaluations of this training show a very high level of understanding of the ethical standards in the code of ethics.</p> <p>The Addiction Intervention Competency Framework is being reviewed. Members are reporting high levels of satisfaction with the process and their engagement.</p> <p>The complaints process has been reviewed. Feedback from people involved in a complaints process indicate they found it fair, easy to understand and participate in, and that their perspective was heard.</p> <p>Training and development have been promoted and provided (where appropriate) for the addictions sector. These meet identified workforce development needs. Evaluations show a high level of satisfaction with this training, and indicate that participants felt that their competencies had increased and they had opportunities to think critically about different ways of working as a result of the training.</p>	<p>The factors that enable and prevent the addiction workforce from growing have been identified and the impacts of these quantified. Work is underway to adjust these so the workforce can grow.</p> <p>80% of dapaanz submissions and policy positions result in policy and or legislative change favourable to dapaanz' position.</p> <p>Our submission process has engaged membership and effectively reflected their views</p> <p>Member survey in 2020 shows 90% of respondents are satisfied by the service they receive from dapaanz.</p> <p>Meetings have regularly occurred with key stakeholdersthat have resulted in positive progress towards dapaanz' vision.</p>	<p>Discussions have been held with Māori about how our workforce can better enhance Māori wellbeing. These have identified actions, which are underway, and attendees report being highly satisfied with the process.</p> <p>Dapaanz can demonstrate and report on high levels of engagement from Māori members in any consultation processes.</p> <p>Māori members are reporting high levels of satisfaction with the process of reviewing the Addictions Intervention Competency Framework and their engagement in it.</p> <p>Training and development opportunities had clear partnership with Māori.</p> <p>Our processes have been reviewed to ascertain what impact they have on Māori wellbeing. Actions are underway to strengthen what works well and remove barriers.</p> <p>The dapaanz Pou Whakarae has a clearly identifiable network of support and reports having a very high level of influence into dapaanz' direction.</p>