



Drug & Alcohol Nurses of Australasia 2010 Conference & Workshops

14 - 16 July 2010
Holiday Inn Surfers Paradise, Gold Coast, Queensland

"Drugs and Alcohol: Every nurse's business"



Developing Alcohol, Tobacco and Other Drug Advanced Specialist Nursing Standards – the last 12 months

Margo Hickman, Prof Charlotte de Crespigny, Dr Daryle Deering

For

DANA Standards Expert Reference Group



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Background

- No ATOD Specialist Nursing standards identified internationally
- Need to be consistent with Australian and New Zealand Nursing Practice
- Brings us in line with other specialities such as Critical Care and Mental Health Nursing
- Indicates what should be expected of ATOD Specialist Nursing by employers, govt, wider profession and community



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2009 DANA Pre-conference Workshop

- “What is advanced practice in Alcohol, Tobacco and Drug (ATOD) Nursing?”
- Aim: to define standards for advanced specialist ATOD nursing
- 38 participants



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Advanced practice nurses

ATOD nurses

- long history advanced specialist practice
- diverse roles
- employer and govt expectations
- developed in multi-d context
- career development with increasing numbers of graduate & postgraduate nurses
- partly due to limited medical support



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2009 DANA Pre-conference Workshop

Advanced scope of practice and actual role not clearly defined

- How do we determine a framework for informing the Advanced Specialist role of the RN in the ATOD field?
- Is there a need for formal education and qualifications for ATOD specialist practice

What level does Advanced Specialist ATOD nursing practice translate to in the latest nursing career structure?



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Why do we need standards and competencies?

- We are aware that ATOD issues impact across all areas and aspects of nursing practice
- Without Advanced Specialist Nursing standards and competencies
 - how can we recognise and measure differences between beginning and advanced practice in the ATOD field?



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A starting point

- It was agreed that we form a working group for Australia and NZ
- Use the DASSA Specialist ATOD Nursing Standards presented to the workshop as the baseline
 - Foundation, Specialist and Advanced Specialist Standards
- Unanimous about content to be included when developing standards for ATOD Nurses



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Following 2009 workshop

- Report prepared and disseminated on workshop outcomes
- DANA Standards Expert Reference Group (SERG) committee formed to lead progression of this initiative
 - Trans- Tasman - Australia and NZ
 - pivotal role in the development and validation of ATOD Advanced Specialist Standards and Competencies
 - Attend to key activities to progress this project
- SERG meets monthly via teleconference



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Clarification of terminology

- **Standard** desired and achievable level of performance against which a nurse or midwife's actual performance can be compared
- **Competence** combination of skills, knowledge, attitudes, values and abilities that underpin effective and/or superior performance in a professional area (ANMC 2006)
 - What is required for the standard to be met



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Aim of SERG committee

- Develop and validate Australian and NZ Advanced Specialist Standards for RNs working in all areas of the ATOD Specialist practice
- Support and maintain career development pathways for nurses in the ATOD field
- Establish partnerships with relevant committees and educational organisations to identify and respond to emerging clinical, ethical and policy issues of relevance to nurses working in the ATOD field



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Update - SERG achievements

- Taken recommendations from 2009 workshop report
- NZ already ahead in the development of this project
- Reviewed DASSA Standards of Practice document
- Endorsed this document as the foundation to the development of standards for the beginning and advanced ATOD nurse
- Developed Terms of Reference for SERG



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Update continued...

- Updated scoping paper for strategies on progression of project
- Approaching experts in ATOD field to form expert panel for advice and feedback
- Seek funding to carry out this project
- To use mixed methods – focus groups and surveys
- Develop focus groups in NZ and each State and Territory of Aust
 - Demographics and implementation strategies



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Demographics for focus groups

- Educational qualifications
- Roles
- Services that RNs works
- Years of experience working in ATOD



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Implementation strategies

- Run via local DANA group meetings
- For states with no DANA rep, looking for a contact to help us roll out (WA, NT, ACT all needed)
- Methodology developed for this project
- Using mixed methods (Focus groups and telephone surveys)
- Sampling all DANA members (plus other clinicians in services around Australia) – need over 65% response rate
- Time line



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NEW ZEALAND UPDATE

Funding support from Matua Raki, National Addiction Workforce Development Centre

- First phase: Draft addiction specialty nursing competencies
- Second phase: Development of competency indicators and linkages with broader standards



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New Zealand Update - 2

Process – Draft Competency Development

- Membership of DANA SERG (MR Project Co-ordinator, NZ North Is rep)
- NZ Oversight (DANA North & South Is reps, MR Project Co-ordinator)
- Establishment of National Nurses Reference Group



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New Zealand Update - 3

Process – Draft Competency Development

Review of DASSA Standards by reference group and focus groups and feedback considered in relation to: DASSA Standards, NZNC RN and advanced competencies, national specialty nursing framework trends, other relevant mental health and addiction competency frameworks and guidelines.

- Competencies aligned with Nursing Council Domains of Practice (RN)
- Development of draft
- Consultation round with key stakeholders
- Final draft



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