



DANA CONFERENCE

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Exploring the frontiers of
Drug & Alcohol Nursing






**Development of Specialist Standards
for Drug and Alcohol Nurses: an update
on achievements over last 12 months,
and challenges ahead**


Presented by:


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on behalf of the DANA Standards Expert Reference
Group (SERG) Committee






Background

- No ATOD Specialist Nursing standards identified internationally
 - DANA focus to be consistent with Australian and New Zealand Nursing Practice
 - Brings us in line with other nursing specialities
 - Indicates what should be expected of ATOD Specialist Nursing
 - 2009 Pre-conference workshop on Advanced Practice in the ATOD Nursing field
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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?
 - How can we define what guides safe practice?
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Following 2009 DANA workshop

- Report prepared and disseminated to participants and interested DANA members on workshop outcomes
 - Formed DANA Standards Expert Reference Group (SERG) committee to lead progression of the initiative
 - Trans- Tasman representation(Aust and NZ)
 - Pivotal role in development and validation of ATOD Advanced Specialist Standards (stage 1)
 - Attend to key activities to progress the project
 - Used the DASSA Specialist ATOD Nursing Standards as baseline (Foundation, Specialist and Advanced Specialist Standards)
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2010 Achievements

- Update at 2010 DANA Conference
 - Monthly steering committee meetings
 - Literature review – international
 - Survey Australia wide
 - Focus groups – Australia and NZ
 - Analysis of results
 - Report written on findings
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Literature review

- Exhaustive international search conducted
 - Very few relevant documents revealed
- **No clear differentiation** between terms
“Standard” or “Standards”
“Competence” or “Competencies”





Literature review


- These terms commonly used interchangeably thus **melding the two concepts**
- **No studies found** on development and validation of specialist nursing standards including ATOD/Addictions nursing field






ANMC - National Competency Standards for the Registered Nurse

'The Australian Nursing and Midwifery Council (ANMC) is the peak national nursing and midwifery organisation established in 1992 with the purpose of developing a national approach to nursing and midwifery regulation. The ANMC works in conjunction with the state and territory nursing and midwifery regulatory authorities (NMRAs) to produce national standards which are an integral component of the regulatory framework to assist nurses and midwives to deliver safe and competent care'





Terminology


- **Standards** are the expected and achievable levels of performance i.e. the framework for practice – i.e. that required. This is distinct from:
 - **Competencies** which are the combination of skills and knowledge which nurses ‘act out’ and therefore demonstrate whether (or not) the Standards are met – i.e. what we know and what we do – skills
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DANA Standards Model

Based on the DASSA Standards

DANA standards have been modelled to differentiate minimal and increasing complexity of specialist practice through incremental steps

- Foundation (beginning/entry level specialist nurse)
 - Specialist
 - Advanced Specialist
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Methodology

- Key Informants – Standards expert committee
 - Mixed methods
 - Survey – Australia
 - Focus groups - NZ and Australia
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Data collection


- Purposive (theoretical)
 - Inclusion criteria for survey
 - Current RNs and ENs working in ATOD/MH fields (Australia)
 - Inclusion criteria for focus groups
 - DANA members - current RNs, ENs & students ATOD/MH fields (Australia and NZ)
 - Survey – sample estimated at 187
 - Recruitment devised by SERG
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Preparation for the survey

All respondents were provided, and asked to read through, the DASSA Standards so as to:

- review them and then answer the related questions in the survey.





Survey results

- Survey conducted Sept – Nov 2010
- On-line and paper based

Return rate


94 respondents of estimated number of 187
respondents = 50.2%





Demographics


State/Territory	%
QLD	55.3
VIC	18.1
SA	10.6
NSW	8.5
NT	3.2
TAS	3.2
WA	1.1





Nursing Qualifications

Nurse Endorsement (98.9%: 1 missing)	%
Enrolled Nurses	4.3
Registered (General) Nurses	37.6
Registered (Psychiatric) Nurses	22.6



Professional / Educational Background

Qualification	%
Bachelor of Nursing or related Bachelor Degree e.g. Applied Science (Nursing), Health Science (Nursing) or Bachelor of Arts (Nursing)	47.3
Post-graduate qualifications Of those with post-grad qualifications, 13 (14%) held qualifications at Masters or PhD levels in Addictions, Gestalt Therapy, Public Health, Nursing and Nurse Practitioner	62.4
Drug and Alcohol/Addictions specific qualification	23.7
Mental Health specific qualification	21.5
Post graduate qualifications – other - midwifery, community health/welfare, paediatrics, counselling, education, health management and health promotion	36.6


Current role

Current roles	%
Clinical Nurses	38.3
Clinical Nurse Consultant	11.7
Nurse Unit Manger / similar role	10.6
Academics or Educators	9.5
Registered Nurses	8.5
Mental Health Nurses	6.4
Dual Diagnosis roles	3.2
Clinical nurse specialists	2.1
Mobile Drug Safety worker	1.1
ATOD Hospital Consultation Liaison Officer	1.1
ATOD Youth consultant	1.1
ATOD Nurse Practitioner	1.1
Student	1.1




Length of time in current role

Length of time in current role	%
Less than one year	9.6
1-5 years	35.1
6-10 years	21.3
More than 10 years	33.0






Survey results

- Applicability of DASSA Standards to ATOD Specialist Nursing Practice
 - Appropriateness of language and terminology
 - Boundaries between levels (Foundation, Specialist, Advanced Specialist)
 - Identified gaps
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Summary of Survey results

- Majority confirmed that the DASSA standards were generally representative of every day specialist practice in the ATOD Nursing field
 - 58.5%) indicated the language and terminology used in the DASSA Standards were appropriate
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Summary of Survey results


- 51.1% indicated the boundaries between DASSA levels (Foundation, Specialist and Advanced Specialist Standards) “about right”
- A further 9.6% identified issues with the foundation level – indicating it may be *too advanced* and suggested a ‘beginner’ level





Summary of Survey results


Suggested Criteria for entry to ATOD Specialist Nursing

- Grad Dip in Addiction should be the benchmark
 - Currently in non-govt sector basic requirement is Certificate 4 (or working towards)
 - DASSA (SA) there is no ATOD educational requirement of Nursing staff – only considered to be desirable
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Summary of Survey results

There were a range of useful suggestions e.g.
greater focus on:

- working with culturally and linguistically diverse communities
 - responding to lack of appropriate services
 - social determinants of health
 - specific examples and clearer definitions of specialist and advanced skills
 - Encouraging younger graduates to enter the field
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Focus Groups – Australia

- Conducted concurrently with Survey
 - Sample
 - Purposive – current DANA members and interested workplace colleagues
 - Seven focus groups - QLD, VIC & SA
 - Numbers = total 84 participants
 - QLD (N=30), VIC (N=7) and SA (N=5)
 - Total (N=42)
- 



Preparation for focus groups


All participants were provided, and asked to read through, the DASSA Standards so as to:

- review them and then answer the related questions in their focus group





Focus group results - Australia

- Most confused about difference in concepts and purposes of “Standards” and “Competencies”
 - Few did not understand that Standards are the framework (umbrella) for the requisite competencies nurses need to demonstrate they *meet the Standards*
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Focus group results - Australia


Suggestions included:

- explaining the concept and role of the Standards in the document
- using consistent language (for Australia and New Zealand)
- show clarity of the 3 levels
 - Cohesion between levels





Focus group results - Australia


- include diverse practice settings - Urban, rural, remote
 - ensure cultural respect
 - consider education and professional development
 - consider Standards for EN's and NPs
 - emphasise 'dual diagnosis', holistic care, assessment, case management
 - provide documents to support the Standards
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Focus group results - Australia


Predominantly clinical with major focus on
'dependence/addiction'

Need more emphasis on

- Early and brief intervention
 - Community
 - Health promotion
- 




Focus group results – NZ

- Conducted prior to Survey
 - Due to a major project also occurring in NZ
 - Sample
 - Purposive – current DANA members and interested workplace colleagues
 - Four focus groups
 - Auckland, Hamilton, Wellington, and Christchurch
 - Thirty eight nurses (N=38)
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Focus group results – NZ

1. Relevance
 2. Perceived gaps in Australian DASSA Standards
 3. Boundaries between levels (cohesive, flow)
 4. Language and terminology
 - Ensure relevance to NZ context
 5. Suggestions
- 




Summary

- 216 nurses have contributed to the survey and focus groups
 - ATOD/Addiction and Mental Health nurses
 - Majority were members of DANA
 - DANA has led the project for Australia and New Zealand - through collaboration and respect for nations' diversity
 - It appears that this standards development for our field (and possibly others) is first internationally.
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Summary of findings

Overall the results indicate that:

1. Standards are required as the framework that guides practice
 - With clear definition of 'Standards'
 2. ATOD nurses are committed to having Standards for their Speciality
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Summary of the findings

- Overall support for the incremental approach of the DASSA Model
 - Foundation (entry level) to Advanced Specialist ATOD Nursing Standards
- DASSA Standards needs to be amended based on the findings
 - AND flexible so as to reflect the range and diversity of ATOD Specialist Nursing in urban, rural and remote Australia and New Zealand






2011 – challenges ahead

- Stage 1 Part A – Complete
 - Stage 1 Part B – Final development of DANA Standards Model considering feedback from Survey
 - Stage 2 – Development of Competencies
 - Expressions of Interest to join SERG committee gratefully received
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Acknowledgements

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CONTACT US

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