



Drug and Alcohol Nurses of Australasia Incorporated (DANA)

# SPECIALIST NURSING STANDARDS AND COMPETENCIES

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## FOREWORD

The Drug and Alcohol Nurses of Australasia Inc (DANA) is the peak nursing body representing drug and alcohol nurses across Australia and New Zealand. DANA recognises that all nurses need the basic knowledge and skills to assess, identify and respond to people whose health and wellbeing is affected by drug and alcohol use. However, the specialist drug and alcohol nurse is also required to have comprehensive leadership, knowledge and skills of the field. DANA has invested in the development, promotion and support of this specialty over the last three decades, and is committed to ensuring that this specialist workforce is well able to deliver safe, evidence based comprehensive nursing care to people adversely affected by drug and alcohol issues.

## DANA MISSION STATEMENT

DANA is the peak nursing organisation in Australasia providing leadership to nurses and midwives with a professional interest in Alcohol, Tobacco and Other Drugs (ATOD) issues. We aim for excellence and the ongoing improvement of quality care in nursing in all practice contexts.

## DANA PHILOSOPHY AND VALUES

As the peak alcohol and other drug specialist nursing organisation, DANA provides leadership to nurses and midwives with a professional interest in Alcohol, Tobacco and Other Drugs (ATOD) issues. DANA endeavours to enhance the capacity of ATOD specialist nurses to respond effectively to ATOD use in a culturally sensitive manner. We provide a mechanism for professional development and support for our members. DANA provides support and direction to key stakeholders, service providers and educational institutions on ATOD use and related policies and practices.

## DANA STANDARDS EXPERT REFERENCE GROUP

The DANA Standards Expert Reference Group (SERG) comprises DANA members from Australia and New Zealand, and was formed to oversee this trans-Tasman work. Acknowledging cultural and other contextual differences between our two countries, discussions were held about, and agreement undertaken to, having a congruent Australian and New Zealand specialty drug and alcohol nursing framework. The need for two separate but congruent frameworks became evident due to differing cultural requirements, domains of nursing standards, competencies and practice, health workforce organisational structures and particular of the nursing and midwifery councils of both nations. DANA is the peak nursing body under which these Australian and New Zealand specialist standards and competencies are now auspiced.

## STANDARDS EXPERT REFERENCE GROUP MEMBERS

Rosalyn Burnett	Victoria
Prof. Charlotte de Crespigny	South Australia
Dr Daryle Deering	New Zealand
Tonina Harvey	New South Wales
Margo Hickman	Queensland
Louise Leonard	New Zealand
Janice Ough	South Australia

DANA nurses continued commitment to quality care is evident by the many contributions to this project, through focus groups, workshops and teleconference meetings. While not all have been individually named below, their input is equally appreciated. In particular, DANA wishes to thank the following for their contribution: Peter Athanasos, Dr Janette Curtis, Kt Harvey and Lynda Scott. In addition, DANA would like to formally acknowledge and thank Reckitt Benckiser and Drug and Alcohol Services of South Australia (DASSA) in Australia, and Matua Raki National Addiction Workforce Development Centre in New Zealand for supporting and funding the development the Australian and New Zealand documents. Both documents have drawn on the previous contributions of Drug and Alcohol Services of South Australia (DASSA) ATOD Specialist Nursing Standards document (2007).

## Drug and Alcohol Nurses of Australasia Incorporated (DANA)

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## INTRODUCTION

The problems associated with the consumption of drugs and alcohol, including tobacco, pharmaceuticals and illicit substances, is widespread and adversely affects people from all ages and socio-economic and cultural backgrounds. People can experience short or long-term general health, mental health and social problems associated with drug and alcohol use. Drug and alcohol problems can vary according to people's particular health status, reasons for use, situations (context), patterns and choices of substances. There is no area of health care delivery or nursing practice in which drug and alcohol related health issues do not impact.

The Drug and Alcohol Nurses of Australasia (DANA) is the peak professional nursing body representing drug and alcohol nurses across Australia and New Zealand. This document presents DANA and the drug and alcohol specialist nursing role, model and contexts of practice; and the rationale and development of these DANA Specialist Drug and Alcohol Nursing Standards and Competencies.

## DRUG AND ALCOHOL NURSES OF AUSTRALASIA (DANA)

The Drug and Alcohol Nurses of Australasia (DANA) is the peak nursing body representing drug and alcohol specialist nurses across Australia and New Zealand. DANA recognises that all nurses, wherever they practice, require the basic knowledge and skills to assess, identify and respond to people whose health is acutely or otherwise affected by drug and alcohol use. The specialist drug and alcohol nurse is required to provide specialised leadership, expert knowledge and nursing skills to assess, identify and respond to complex problems of individuals and families affected by drug and alcohol related health conditions, including dependence and mental and/or physical health comorbidities...

Over the last three decades DANA has invested strongly in the development, promotion and support of this Speciality. DANA remains committed to ensuring that as essential members of the nursing workforce, drug and alcohol specialist nurses can deliver safe, evidence based nursing care to people adversely affected by their drug and alcohol use.

## DANA MISSION STATEMENT

DANA is the peak nursing organisation in Australasia providing leadership to nurses and midwives with a professional interest in drug and alcohol issues. We aim for excellence and the ongoing improvement of quality care in nursing in all practice contexts.

## PHILOSOPHY AND VALUES

As the peak alcohol and other drug specialist nursing organisation, DANA provides leadership to nurses and midwives with a professional interest in Drug and Alcohol issues. DANA endeavours to enhance the capacity of drug and alcohol specialist nurses to respond effectively to people with drug and alcohol problems in a culturally

sensitive manner. We provide a mechanism for professional development and support for our members. DANA provides support and direction to key stakeholders, service providers and educational institutions on drug and alcohol issues and related policies and practices.

## THE DRUG AND ALCOHOL SPECIALIST NURSING MODEL

This model encompasses the continuum of health across the spectrums of primary and secondary prevention, early intervention and treatment in relation to the management of disorders associated with drug and alcohol use. The model also includes assessment and relevant interventions required by people with concomitant general health and/or mental health problems (comorbidities). In addition, this specialist nursing role includes public health and health promotion strategies regarding drug and alcohol use in the wider community through to clinical practices that include harm reduction, early intervention and intensive therapeutic intervention and support.

## RATIONALE FOR DEVELOPING STANDARDS AND COMPETENCIES FOR DRUG AND ALCOHOL SPECIALIST NURSING CARE

The Australian government and communities hold nurses and midwives fully accountable for their practice. Under legislation the national nursing registering authority (AHPRA) is responsible for monitoring and ensuring that the public receives safe and professional nursing care. This requires nurses to meet agreed standards of practice. If nursing performance is unprofessional, unsafe or illegal the government has in place a process by which the community can contact the national; nursing and midwifery registering authority who will then refer to the relevant standards for that nurse so as to assess whether these have or have not been met. Operationally defining "Standards for Practice" is one of the most challenging and essential components in this accountability paradigm.

As the peak professional drug and alcohol specialist nursing body for Australia and New Zealand, DANA is committed to best practice and development, validation and implementation of standards and competencies for Drug and Alcohol Specialist nurses. In 2009 DANA negotiated with Drug and Alcohol Service of South Australia (DASSA) Nursing Service to use the DASSA Specialist Nursing Standards (Attachment 1) as the basis for developing and validating the DANA Specialist Nursing Standards.

## TERMINOLOGY

The DANA Specialist Nursing Standards uses an incremental model to inform the increasingly complex scope and depth of expertise required of specialist drug and alcohol nurses. These levels are termed Foundation, Specialist and Advanced Specialist.

**Foundation** has been selected, rather than 'beginner' or

'novice', to denote the standards required of a registered nurse new to the field. This recognises that this nurse may not yet have acquired all of the specialist drug and alcohol qualifications, knowledge and skills on entry to the field. It is recognised that they have a range of other qualifications, knowledge and expertise from which to build on, and that their previous knowledge and experience can further enrich the field.

**Specialist** denotes the standards required of a registered nurse who has already been working in the field, and has acquired the necessary specialist drug and alcohol qualifications, knowledge and skills that support their particular scope and depth of practice.

**Advanced Specialist** denotes the standards required of a registered nurse who has already been working in the field, and has acquired all of necessary advanced specialist drug and alcohol qualifications, knowledge and skills that support their particular scope and depth of practice. This is considered to be the basis on which the Drug and Alcohol Nurse Practitioner Standards will be built from in the near future.

## GLOSSARY OF LANGUAGE AND CONCEPTS

The following terms are preferred by this speciality in Australia:

Drug and Alcohol Dependence  
Drug and Alcohol Nurse  
Drug and Alcohol Nursing

**Best Practice** is having an understanding of the current reliable literature and using clinical judgement that informs the translation of knowledge into practice. For the purposes of this document, this includes "Evidence Based Practice".

**Code of Professional Conduct** is described in the Australian Nursing and Midwifery Council Code of Professional Conduct for Nurses in Australia document, and is supported by the document titled, Code of Ethics for Nurses in Australia. <http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements.aspx>.

**Comorbidity** is where co-existing drug and alcohol, mental health and/or physical problems are present. This is sometimes also referred to as 'dual diagnosis'.

**Competency** refers to the combination of skills, knowledge, attitudes, values and abilities that underpin effective and/or superior performance in a professional area (ANMC, 2006).

**Competent** refers to the person having competence across all the domains of competencies applicable to the clinician, at a standard that is judged to be appropriate for the level of nurse being assessed (ANMC, 2006).

**Culture** can be defined as the particular history, knowledge, customs, rituals, beliefs, and social behaviours of a group of specific people or society. This acknowledges the diversity of peoples according to their age, family structure, gender, role, religion, social grouping, race etc. <http://oxforddictionaries.com/definition/culture>

**Cultural awareness** requires personal reflection on one's own cultural identity, history, values, beliefs, understanding, experiences and lifestyle. It is essential that nurses examine how these influence their individual attitudes, beliefs and behaviours towards people from other cultures. Being culturally aware requires the recognition that people from other backgrounds to the person providing care or service have their own cultural identity, history, values, beliefs, experiences and lifestyles which are legitimate. It is not about becoming an 'expert' in all cultures, but rather appreciating and accepting people's differences and finding how best to provide them with respectful professional services that respond to their cultural needs and concerns. Cultural awareness of Indigenous peoples in particular is also recognising that, as first Nation peoples, their traditions, practices and cultural values continue to evolve.

**Cultural safety** refers to the individual, family or community feeling and being acknowledged and respected for their culture and its manifestations.

**Ethics** refers to 'the nursing profession's commitment to respect, promote, protect and uphold the fundamental rights of people who are both the recipients and providers of nursing and health care' and 'is supported by, and should be read in conjunction with, the Code of Conduct for Nurses in Australia and the Australian Nursing and Midwifery Council National Competency Standards for the Registered Nurse, National Competency Standards for the Enrolled Nurse and National Competency Standards for the Nurse Practitioner'. Please refer to: <http://www.nursingmidwiferyboard.gov.au/Search.aspx?q=ethics>

**Legislation** refers to the relevant laws of each state and territory within Australia. This includes the particular legislation relevant to specialist Drug and Alcohol nursing practice.

**Partnerships** refer to relationships and communication between members of the clinical interdisciplinary team within and across services (government and non-government) and members of the community.

**Standard** refers to a desired and achievable level of performance against which a nurse or midwife's performance can be compared (ANMC 2006).

## DRUG AND ALCOHOL NURSES OF AUSTRALASIA SPECIALIST NURSING STANDARDS & COMPETENCIES – AUSTRALIA

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The DANA Specialist Nursing Standards and Competencies build on the four Domains of the Australian Nursing and Midwifery Council 2005

*National Competency Standards for the Registered Nurse 2005.* [www.anmc.org.au](http://www.anmc.org.au)

### DOMAIN 1: PROFESSIONAL PRACTICE

- » **Standard 1** – Drug and alcohol specialist nurses work within their relevant legal and ethical framework
- » **Standard 2** - Drug and alcohol specialist nurses adapt their practice in the context of the dynamic political, economic and social environment
- » **Standard 3** - Cultural safety of people from culturally and linguistically diverse backgrounds is integral to drug and alcohol specialist nursing practice
- » **Standard 4** - Cultural safety of Indigenous peoples is integral to drug and alcohol specialist nursing practice

### DOMAIN 2: CRITICAL THINKING AND ANALYSIS

- » **Standard 5** - Drug and alcohol specialist nurses deliver best practice, informed by advanced knowledge and skills
- » **Standard 6** - Drug and alcohol specialist nurses actively engage in continuous quality improvement of self and others through professional development and other appropriate means
- » **Standard 7** - Drug and alcohol specialist nurses use the best available standards and guidelines to evaluate nursing knowledge and performance

### DOMAIN 3: PROVISION AND COORDINATION OF CARE

- » **Standard 8** - Drug and alcohol specialist nurses apply their specific knowledge and skill effectively in nursing care
- » **Standard 9** – Drug and alcohol specialist nurses build and maintain partnerships in teams, across services and in the community, to deliver best practice

### DOMAIN 4: COLLABORATIVE AND THERAPEUTIC PRACTICE

- » **Standard 10** - Drug and alcohol specialist nurses contribute to health promotion, early intervention and service delivery for drug and alcohol issues
- » **Standard 11** - Drug and alcohol specialist nurses provide leadership for best practice
- » **Standard 12** - Drug and alcohol specialist nurses recognise the importance of consumer groups and other stakeholders as key partners

## DOMAIN 1: PROFESSIONAL PRACTICE

Relates to the professional, legal and ethical responsibilities which require demonstration of a satisfactory knowledge base, accountability for practice, functioning in accordance with legislation affecting nursing and health care, and the protection of individual and group rights.

### STANDARD 1 - DRUG AND ALCOHOL SPECIALIST NURSES WORK WITHIN THEIR RELEVANT LEGAL AND ETHICAL FRAMEWORK

**Intention** *Drug and alcohol* specialist nurses comply with, recognise and ensure the delivery of safe practice

#### Competencies 1

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Has a sound understanding and complies with the relevant legislation and ethics of their practice</li> <li>» Ensures all individuals are treated in an ethical and respectful manner</li> <li>» Understands and meets all mandatory reporting requirements</li> <li>» Upholds the duty of care and rights of individuals and their families</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Creates and maintains the environment that ensures the appropriate standards and codes of conduct are complied with</li> <li>» Guides and supervises team members' compliance of relevant legislation for the area of practice</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Ensures compliance with all legislation, regulations, professional standards and ethics relevant to their field</li> <li>» Contributes to and critiques the development, implementation and evaluation of national and local guidelines relevant to their field</li> </ul>

### STANDARD 2 - DRUG AND ALCOHOL SPECIALIST NURSES ADAPT THEIR PRACTICE IN THE CONTEXT OF THE DYNAMIC POLITICAL, ECONOMIC AND SOCIAL ENVIRONMENT

**Intention** *Drug and alcohol* specialist nurses advocate for and influence best practice, policy, standards and service development to meet the needs of the community

#### Competencies 2

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Has a sound understanding and refers to the policies, guidelines and practices relevant to the area of practice</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Contributes to and offers feedback on the development and review of policies, guidelines and practices</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Initiates, critiques and contributes to local and nationwide debate on the development of policies, guidelines and practices</li> </ul>

### STANDARD 3- CULTURAL SAFETY OF PEOPLE FROM CULTURALLY AND LINGUISTICALLY DIVERSE BACKGROUNDS IS INTEGRAL TO DRUG AND ALCOHOL SPECIALIST NURSING PRACTICE

**Intention** *Drug and alcohol* specialist nurses ensure people from culturally and linguistically diverse backgrounds are respected and culturally safe as clients, family members and communities.

#### Competencies 3

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Recognises and respects diversity between cultural groups and responds accordingly</li> <li>» Effectively communicates and engages with people, families and communities from diverse cultural backgrounds</li> <li>» Delivers respectful drug and alcohol specialist nursing care to clients and families from culturally diverse backgrounds</li> <li>» Supports and respects particular contributions of Elders, traditional healers, cultural advisors and language interpreters</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Advocates for culturally and linguistically diverse individuals, families and groups</li> <li>» Ensures delivery of culturally safe drug and alcohol services for Individuals, families and communities from culturally and linguistically diverse backgrounds</li> <li>» Educates others about the needs, rights and expectations of people from diverse cultural backgrounds</li> <li>» Facilitates the inclusion of Elders, traditional healers, cultural advisors and language interpreters in the delivery of nursing care of people from culturally and linguistically diverse backgrounds</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Challenges and removes barriers to access to culturally safe drug and alcohol services for individuals, families and groups from diverse cultural backgrounds</li> <li>» Actively influences relevant policy and delivery of culturally safe drug and alcohol services for people from culturally and linguistically diverse backgrounds</li> <li>» Creates and uses opportunities and expertise to develop models of care relevant to people from culturally and linguistically diverse backgrounds</li> <li>» Identifies and ensures access to relevant drug and alcohol information and resources for people from culturally and linguistically diverse backgrounds</li> </ul>

## STANDARD 4- CULTURAL SAFETY OF INDIGENOUS PEOPLES IS INTEGRAL TO DRUG AND ALCOHOL SPECIALIST NURSING PRACTICE

**Intention** *Drug and alcohol* specialist nurses recognise that justice and recognition of Indigenous people's history are a requirement of reconciliation, and optimal physical, social and emotional well-being.

### Competencies 4

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Recognises and respects diversity within Indigenous cultural groups and responds accordingly</li> <li>» Effectively communicates and engages with Indigenous people, families and communities from diverse backgrounds</li> <li>» Delivers respectful nursing care to Indigenous people and families Supports and respects the particular contribution of Elders, traditional healers, Cultural advisors and language interpreters</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Advocates for culturally and linguistically diverse Indigenous people, families and groups</li> <li>» Ensures access to culturally safe Drug and Alcohol services for Indigenous people</li> <li>» Educates others about the needs, rights and expectations of diverse Indigenous peoples</li> <li>» Facilitates the inclusion of Elders, traditional healers, cultural advisors and language interpreters in the delivery of nursing care of Indigenous people</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Challenges and removes barriers to culturally safe drug and alcohol services for Indigenous people, families and groups Actively influences relevant policy and delivery of culturally safe drug and alcohol services for Indigenous people</li> <li>» Creates and uses opportunities and expertise to develop models of care relevant to Indigenous people</li> <li>» Identifies and ensures access to relevant drug and alcohol information and resources for Indigenous people</li> </ul>

## DOMAIN 2: CRITICAL THINKING AND ANALYSIS

This relates to self-appraisal, professional development, and the value of evidence and research for practice. Reflecting on practice, feelings and beliefs and the consequences of these for individuals/groups is an important professional benchmark.

## STANDARD 5- DRUG AND ALCOHOL SPECIALIST NURSES DELIVER BEST PRACTICE, INFORMED BY ADVANCED KNOWLEDGE AND SKILLS

**Intention** *Drug and alcohol* specialist nurses actively enhance and maintain specialist knowledge and skills by critical thinking, reflective practice and professional development.

### Competencies 5

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Holds or working towards a relevant drug and alcohol qualification</li> <li>» Engages in continuing education through formal and informal means</li> <li>» Applies and demonstrates the translation of new knowledge and skills to practice</li> <li>» Uses appropriate and available technology to enhance acquisition and use of specialist drug and alcohol knowledge and skills in caring for clients and families</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Holds or working towards a relevant drug and alcohol post graduate qualification</li> <li>» Recency of relevant practice in the drug and alcohol Specialist Nursing field</li> <li>» Facilitates and supports the Foundation nurse in the acquisition and translation of new knowledge and skills in their practice</li> <li>» Uses and advocates for appropriate and available technology to enhance acquisition and use of specialist drug and alcohol knowledge and skills to reflect their wider scope of practice and quality of service provision</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Holds a relevant drug and alcohol post graduate qualification</li> <li>» Contributes to the evolution and application of technology to improve nursing care and service delivery</li> </ul>

## STANDARD 6- DRUG AND ALCOHOL SPECIALIST NURSES ACTIVELY ENGAGE IN CONTINUOUS QUALITY IMPROVEMENT OF SELF AND OTHERS THROUGH PROFESSIONAL DEVELOPMENT AND OTHER APPROPRIATE MEANS

**Intention** *Drug and alcohol* specialist nurses inform, provide and participate in professional development for best practice

### Competencies 6

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Recognises the limits of their own scope of practice</li> <li>» Actively participates in the ongoing improvement of knowledge and skills translation into Drug and Alcohol specialist nursing practice</li> <li>» Shares knowledge and skills with others in their day to day work</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Mentors nurses and others in applying new knowledge and skills into practice</li> <li>» Demonstrates currency in specialist Drug and Alcohol knowledge and skills</li> <li>» Critically analyses literature, practice, policies and education for their own and others professional development</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Contributes to and critiques the development, implementation and evaluation of Vocational Education and Training (VET sector), undergraduate and post-graduate programs and curricula</li> <li>» Initiates and participates in research, publications, policies and education for professional development</li> <li>» As a leader, contributes expertise and guidance to the wider drug and alcohol nursing profession and other professional nursing bodies</li> </ul>

## STANDARD 7- DRUG AND ALCOHOL SPECIALIST NURSES USE THE BEST AVAILABLE STANDARDS AND GUIDELINES TO EVALUATE NURSING KNOWLEDGE AND PERFORMANCE

**Intention** *Drug and alcohol* specialist nurses recognise the evolving nature of their specialist practice through reflection and clinical supervision

### Competencies 7

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Undertakes regular reflection and self evaluation of their nursing practice</li> <li>» Embraces new strategies and directions that have the capacity to improve client care and nursing outcomes</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Identifies the need and contributes to the development and application of improved models of care</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Develops, implements and evaluates strategies for best practice within nursing, multidisciplinary teams and programs</li> </ul>

## DOMAIN 3: PROVISION AND COORDINATION OF CARE

This domain relates to the coordination, organisation and provision of nursing care that includes the assessment of individuals/groups, planning, implementation and evaluation of care.

## STANDARD 8- DRUG AND ALCOHOL SPECIALIST NURSES APPLY THEIR SPECIFIC KNOWLEDGE AND SKILL EFFECTIVELY IN NURSING CARE

**Intention** *Drug and alcohol* specialist nurses systematically assess, plan, implement and evaluate nursing care over a diverse scope and depth of practice

### Competencies 8

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Provides individualised and nonjudgemental care</li> <li>» Ensures communication and documentation is accurate, objective and appropriate</li> <li>» Understands and incorporates a range of interventions within their scope and context of practice</li> <li>» Ensures client care is based on systemised assessment and problem identification and treatment options</li> <li>» Brings existing nursing knowledge and experience to the drug and alcohol field</li> <li>» Uses initiative to analyse and critique existing models of care and services</li> <li>» Locates and uses all available resources to guide practice and coordination of care</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Employs a wide range of contemporary interventions, including medication management, to meet the needs of a diverse range of individuals and families</li> <li>» Implements and advocates for the coordination and sharing of care for individuals and families with drug and alcohol problems and complex needs</li> <li>» Educates colleagues, individuals, families and the community about the wide range of drug and alcohol related interventions</li> <li>» Identifies and responds to protective and risk factors and responds appropriately according to the needs of individuals and families</li> <li>» Draws on the diversity of knowledge, practice and experience of the Foundation nurse entering the field in order to enrich drug and alcohol knowledge and practice</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Produces and applies clinical evidence to build capacity in service provision</li> <li>» Initiates and undertakes research</li> <li>» Disseminates research findings and integrates outcomes and recommendations into service provision</li> <li>» Creates opportunities to strengthen planning and implementation of relationships for service provision</li> </ul>

**STANDARD 9- DRUG AND ALCOHOL SPECIALIST NURSES BUILD AND MAINTAIN PARTNERSHIPS IN TEAMS, ACROSS SERVICES AND IN THE COMMUNITY, TO DELIVER BEST PRACTICE**

**Intention** *Drug and alcohol* specialist nurses build relationships to coordinate and share the care of individuals and groups affected by drug and alcohol related problems

**Competencies 9**

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Ensures care plans are developed and coordinated in partnership with the individual, family and other health team members with the view of discharge planning and continuity of care</li> <li>» Seeks guidance in the development of appropriate care plans through the use of case conferencing, clinical review and supervision</li> <li>» Identifies pathways and partners for shared care and appropriate referral and support</li> <li>» Uses effective verbal and written communication skills to share information ensuring safe pathways and continuity of care</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Identifies referrals in a broader health framework</li> <li>» Seeks, receives and negotiates referrals according to client need</li> <li>» Develops and maintains partnerships relevant to the delivery of best practice</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Leads, negotiates and influences models of care, service design and delivery</li> <li>» Facilitates professional development opportunities</li> </ul>

**DOMAIN 4: COLLABORATIVE AND THERAPEUTIC PRACTICE**

This relates to establishing, sustaining and concluding professional relationships with individuals/groups. This also contains those standards and competencies that relate to the nurse understanding their contribution to the interdisciplinary health care team.

**STANDARD 10- DRUG AND ALCOHOL SPECIALIST NURSES CONTRIBUTE TO HEALTH PROMOTION, EARLY INTERVENTION AND SERVICE DELIVERY FOR DRUG AND ALCOHOL ISSUES**

**Intention** *Drug and alcohol* specialist nurses establish, maintain and appropriately conclude therapeutic relationships between the community and other service providers

**Competencies 10**

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Participates in the drug and alcohol specialist care of individuals and families</li> <li>» Participates in providing health promotion as part of the multi-disciplinary team</li> <li>» Practices under the clinical supervision and support of the drug and alcohol specialist nurse</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Uses a systemised approach to the care of a diverse range of individuals and families with complex care needs</li> <li>» Participates in providing health promotion to individuals and families with complex care needs</li> <li>» Supervises foundation drug and alcohol specialist nurses, students and graduate nurse programs</li> <li>» Collaborates with other service providers</li> <li>» Practices in community and inpatient care settings under the supervision and support of advanced specialist drug and alcohol nurses</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Provides clinical supervision for Foundation and Specialist Drug and Alcohol specialist nurses, new graduates and students</li> <li>» Participates in policy development and strategic action across diverse settings in relation to health promotion and drug and alcohol service provision</li> </ul>

## STANDARD 11- DRUG AND ALCOHOL SPECIALIST NURSES PROVIDE LEADERSHIP FOR BEST PRACTICE

**Intention** *Drug and alcohol* specialist nurses provide vision and pathways to support the ongoing development of best practice through nursing and other peak bodies

### Competencies 11

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Recognises that co-existing mental and physical health conditions can affect individuals and families presenting with drug and alcohol issues</li> <li>» Promotes non-judgemental care Advocates for safe and appropriate care of individuals and families with drug and alcohol issues</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Incorporates the spectrum of drug and alcohol interventions when working within a variety of settings</li> <li>» Assesses individual and family needs and appropriately collaborates with other specialist and service providers</li> <li>» Identifies risk and responding to crisis appropriately</li> <li>» Advocates widely for the safe and appropriate care of individuals and families with drug and alcohol issues</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Influences policy development, research, education and practice relevant to the drug and alcohol nursing field and interdisciplinary health team</li> </ul>

## STANDARD 12- DRUG AND ALCOHOL SPECIALIST NURSES RECOGNISE THE IMPORTANCE OF CONSUMER GROUPS AND OTHER STAKEHOLDERS AS KEY PARTNERS

**Intention** *Drug and alcohol* specialist nurses regard the contribution from consumer groups and stakeholders as integral to drug and alcohol treatment and service

### Competencies 12

<b>Foundation Nurse</b>	<ul style="list-style-type: none"> <li>» Understands the range and relevance of consumer groups and other stakeholders to individual and family service provision</li> <li>» Acknowledges and responds to the interrelated needs of individuals and family members</li> <li>» Collaboratively supports the therapeutic interventions of other members of the interdisciplinary team</li> </ul>
<b>Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Collaborates with relevant specialists and service providers in the assessment, planning and delivery of complex care</li> <li>» Involves consumer groups and other stakeholders in service delivery</li> <li>» Case coordination and sharing care of individuals with complex needs</li> <li>» Uses professional leadership to effectively advocate with other service providers to meet the complex needs of individuals and families</li> </ul>
<b>Advanced Specialist Nurse</b>	<ul style="list-style-type: none"> <li>» Consults and collaborates with a wide range of key stakeholders to address the social determinants of drug and alcohol use and related problems</li> <li>» Designs individual and family care, collaborating within the interdisciplinary team and other service providers</li> <li>» Creates pathways and mechanisms for the contribution of consumer groups for research and program development</li> </ul>



Drug and Alcohol Nurses of Australasia Incorporated (DANA)