

## **Position statement:**

### **Recruitment and Selection of Drug and Alcohol Nurse Practitioners, Nurse Practitioner Candidates, Transitional Nurse Practitioners and Drug and Alcohol Nurses.**

The Drug and Alcohol Nurses of Australasia (DANA) position on the Recruitment and Selection of Drug and Alcohol Nurse Practitioners (NP), Nurse Practitioner Candidates (NPC)/ Transitional Nurse Practitioners (TNP) and Drug and Alcohol Nurses should be undertaken by a recruitment panel that includes an experienced and qualified Drug and Alcohol NP or Drug and Alcohol Nurse.

#### **Recruitment and selection panels**

Panels should be comprised of at least three members with a minimum of one external panel member and preferably have male and female representation, noting that in some jurisdiction this a mandatory requirement. The external panel member should be from outside the employing work area and may be from another specialty area. All panel members must understand the requirements of the role, and at least one member must have a detailed understanding of the clinical skills and knowledge required to carry out the duties associated with the role.

Panel members should be at a higher classification than the vacancy level. However, a panel member may be at the same or lower classification level if they are required to contribute specialist knowledge of the role to the panel. It should be noted that some jurisdictions require all panel members to be from a higher classification.

DANA acknowledges that it may be difficult for the non-government (NGO) or private health care sectors to have access to a Drug and Alcohol NP or experienced Drug and Alcohol Nurse when recruiting their drug and alcohol nursing workforce. DANA may be able to assist by linking a Drug and Alcohol NP or Drug and Alcohol Nurse to NGOs and private services to assist with the recruitment of these essential positions. This service is entirely dependent on the availability of a suitable potential panel member to participate in the recruitment process.

The benefits of including a Drug and Alcohol NP or experienced Drug and Alcohol nurse on the panel include:

- Enabling a consistent approach to recruitment, selection and employment of Drug and Alcohol NPs, NPCs, TNPs and Drug and Alcohol nurses.
- Facilitating an informed decision about the appropriateness of the applicant's credential, experience and scope of practice in relation to the relevant Nursing and Midwifery Board (NMBA) standards of practice and the DANA Standards and Competencies.
- Ensuring that the recruitment panel is better able to understand the skills, knowledge and attributes that applicants can bring to the role.
- Assisting the employing agency fulfil their recruitment and selection requirements.
- Increasing the likelihood that the most suitable applicant will be recruited.

- Supporting the growth and development of the Drug and Alcohol Nurse Practitioner profession and Drug and Alcohol Nursing workforce within the Australian Health Care sector.

DANA supports the inclusion of nursing and midwifery clinicians in all relevant Recruitment and Selection panels.

In conclusion, DANA submits this position statement in good faith and for genuine consideration by all Health care providers, Governments, Nursing and Midwifery Groups and entities, with the objective that it is implemented by the Australian Health care sector and plays an integral role in improving and standardising the recruitment and selection of specialist Drug and Alcohol Nurse practitioners and nurses.

Sincerely



Adam Searby

Drug and Alcohol Nursing Australasia

August 19<sup>th</sup>, 2020