

Specialist Nursing Standards and Competencies for Drug and Alcohol Nurses

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Dear reader: The world of the Drug and Alcohol nurse is undergoing constant change. This document is current to the best of our knowledge, but we welcome your feedback with any changes that you learn about, or any errors that you find in this document. Please email dana.nurses@gmail.com

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Contents

Standards overview	4
Introduction	5
Terminology	7
Glossary of terms	8
DANA specialist nursing standards and competencies	
Domain 1:	
Professional Practice	10
Standard 1	11
Standard 2	12
Standard 3	13
Standard 4	14
Standard 5	16
Domain 2:	
Critical thinking and analysis	18
Standard 6	19
Standard 7	20
Standard 8	22
Domain 3: Provision of comprehensive care	
Standard 9	24
Standard 10	26
Domain 4: Collaborative and therapeutic practice	
Standard 11	29
Standard 12	30
Standard 13	31
Resources list	34

Standards overview

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 people is integral to drug and alcohol specialist nursing practice

Standard 5: Cultural safety of LGBTIQ people, people living with a disability, people with specific spiritual or religious beliefs is integral to drug and alcohol specialist nursing practice

Domain 2: Critical thinking and analysis

Standard 6: Drug and alcohol specialist nurses deliver best practice, informed by advanced knowledge and skills

Standard 7: Drug and alcohol specialist nurses actively engage in continuous quality improvement of self and others through professional development and other appropriate means

Standard 8: Drug and alcohol specialist nurses use the best available standards and guidelines to evaluate nursing knowledge and performance

Domain 3: Provision of comprehensive care

Standard 9: Drug and alcohol specialist nurses apply their specific knowledge and skill effectively in nursing care

Standard 10: 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 11: Drug and alcohol specialist nurses contribute to health promotion, early intervention and service delivery for drug and alcohol issues

Standard 12: Drug and alcohol specialist nurses provide leadership for best practice

Standard 13: Drug and alcohol specialist nurses recognise the importance of consumer groups and other stakeholders as key partners

Introduction

Drug and Alcohol Nurses of Australasia Inc (DANA) is the peak nursing body representing drug and alcohol nurses across Australia and New Zealand.

All nurses, wherever they practise, need the basic knowledge and skills to assess, identify and respond to people whose health and wellbeing is affected by alcohol and other drug (AOD) use. However, the specialist drug and alcohol nurse is required to have comprehensive knowledge, skills and provide leadership in the field. DANA has invested in the development, promotion and support of the drug and alcohol nursing specialty area, and is committed to ensuring that this specialist workforce is well able to deliver safe, evidence based comprehensive nursing care to people experiencing harm from AOD use. Acknowledging cultural and other contextual differences between Australia and New Zealand, there is a requirement for two separate but congruent frameworks for both nations. This document is the Australian version.

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 AOD use. AOD problems can vary according to people's particular health status, reasons for use, situations (context), patterns and choices of substances. As such, there is no area of health care delivery or nursing practice in which AOD related health issues do not impact.

These specialist nursing standards are aimed at the scope of the Registered Nurse who works in the drug and alcohol specialty area. The specialist drug and alcohol nurse is required to provide expert knowledge and skills to assess, identify and respond to complex problems of individuals and families affected by AOD related health conditions, including dependence and mental and/or physical health

comorbidities. Within their scope of practice, nurses and midwives working in the AOD field are also strong advocates for their patients and provide expertise and leadership within the specialties they are trained in, and contribute to other areas of policy and research.

The Australian government and communities hold nurses and midwives fully accountable for their practice. Under legislation the Australian Health Practitioner Regulation Agency (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 AHPRA who will then refer to the relevant standards for that nurse 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.

The Drug and Alcohol Specialist Nursing 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 AOD use. The model also includes assessment and relevant interventions required by people with comorbid mental and/or physical health problems. In addition, the Drug and Alcohol specialist nursing role includes public health and health promotion strategies regarding AOD use in the wider community, through to clinical practices that include harm reduction, early intervention and intensive therapeutic intervention and support.

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 differing levels are termed:

- **Foundation Nurse:** 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 individual may not yet have acquired 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 DANA acknowledges that their previous knowledge and experience can further enrich the field.
- **Specialist Nurse:** Denotes the standards required of a registered nurse who has already been working in the field, and has developed further knowledge and skills that support their scope and depth of practice.
- **Advanced Specialist Nurse:** Denotes the standards required of a registered nurse who has been working in the field and has acquired specialist drug and alcohol post-graduate qualifications, knowledge and skills that support their scope and depth of practice. The Advanced Specialist Nurse contributes further by demonstrating professional leadership in the AOD area, promoting education and supporting other clinicians to grow, and conducting research in their clinically based practice. They are responsible and accountable in managing consumers who have complex health care requirements.
- **Nurse Practitioner:** Denotes the standards required of a nurse practitioner that has already been working in the field and has acquired the necessary Master of Nurse Practitioner qualifications on top of specialist post-graduate drug and alcohol qualifications, knowledge and skills that support their scope and depth of practice. Nurse Practitioners have the capability to provide high levels of clinically focussed nursing care in a variety of contexts and may care for people and communities with problems of varying complexity.

Glossary of terms

Access and Equity for all people ensures that they will be able to access the healthcare they need. Creating that access means acknowledging that there is often an unequal starting place for vulnerable populations. Addressing that inequity requires embedding a profession and organisation process that continually adjusts and modifies service delivery to improve outcomes.

Affirmative Therapeutic Relationships are therapeutic relationships, which foster positive encouragement and celebration of the diversity of a person's ability, spiritual beliefs, gender identity, sexual orientation, relationships and sexual practices in our society and communities.

AOD is an acronym used to describe 'alcohol and other drug'.

Best Practice is understanding 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".

Co-design is a process of ongoing engagement with patients, families, carers and stakeholders to create changes to services and service models so that the experiences of care and health outcomes are continuously improved.

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.

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.

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.

Comprehensive Care is the coordinated delivery of the total health care required or requested by a patient, aligned with the patient's expressed goals of care and healthcare needs, considers the impact of the patient's health issues on their life and wellbeing, and is clinically appropriate.

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 is also recognising that, as first Nation peoples, their traditions, practices and cultural values continue to evolve.

Cultural safety is the effective nursing practice of a person or family from another culture and is determined by that person or family. Culture includes, but is not restricted to, age or generation; gender as identified by the individual; sexual orientation; occupation and socioeconomic status; ethnic origin or migrant experience; religious or spiritual belief; and disability. The nurse delivering the service will have undertaken a process of reflection on their cultural identity and will recognise the impact this has on their personal culture and professional practice. Unsafe cultural practices comprise of any action, which diminishes, demeans or disempowers the cultural identity and wellbeing of an individual.

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 and National Competency Standards for the Nurse Practitioner'. Please refer to:

www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx

Indigenous People refers to Aboriginal people from the mainland of Australia.

Indigenous Peoples is a term used in the document to reflect the diversity between Aboriginal people and people from the Torres Strait Islands.

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

LGBTIQ is an acronym commonly used to describe the identity, sexuality or intersex status of lesbian, gay, bisexual, transgender, intersex and queer people.

Partnerships refer to relationships and communication between members of the clinical multidisciplinary 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's performance can be compared.

Trauma-informed care is a service delivery approach whereby programs recognise the high rates of exposure to trauma in the patient populations they service; and provide a safe environment and services that accommodate the needs of patients presenting with a history of significant trauma.

Torres Strait Islander Peoples refers to people from the Torres Strait Islands, north of Cape York Peninsula.

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.

Domain 1: Professional Practice

Standard 1

Drug and alcohol specialist nurses work within their relevant legal and ethical framework

Intention: Comply with, recognise and ensure the delivery of safe practice.

Foundation Nurse

- » Has a sound understanding and complies with the relevant legislation, code of conduct and ethics of their own practice
- » Ensures all individuals are treated in an ethical and respectful manner
- » Understands and meets all mandatory reporting requirements
- » Upholds the duty of care and rights of individuals and their families.

Specialist Nurse

- » Creates and maintains the environment that ensures the appropriate professional standards, codes of conduct and ethics are complied with in their work unit
- » Guides and supervises team members' compliance of relevant legislation for the area of practice.

Advanced Specialist Nurse

- » Contributes to and critiques the development, implementation and evaluation of guidelines relevant to the AOD field.

Nurse Practitioner

- » Incorporates appropriate prescribing legislation into their nursing practice
- » Utilises knowledge of legal and ethical frameworks to advance as a clinical expert, ensuring delivery of safe practice in the AOD area
- » Ethically explores therapeutic options considering implications for care through the integration of assessment information, the person's informed decision and best available evidence
- » Defines duty of care in accordance with relevant service/ organisational policies, legislation and regulations, surrounding prescribing, Medicare Benefits Schedule (MBS), Pharmaceutical Benefits Scheme (PBS) etcetera
- » Remains informed of changes to legislation and professional regulations, and implements appropriate alterations to their Drug and Alcohol nursing practice in response to such changes
- » Contributes and leads the development of policy, procedures, guidelines pertaining to drug and alcohol treatment modalities, workforce and service provision to local and wider community.

Standard 2

Drug and alcohol specialist nurses adapt their practice in the context of the dynamic political, economic and social environment

Intention: Advocate for and influence best practice, policy, standards and service development to meet the needs of the community.

Foundation Nurse

- » Has a sound understanding and refers to the policies, guidelines and practices relevant to the area of practice
- » Understanding community needs and social impact and the environment in which they work
- » Can demonstrate practice in response to changing requirements.

Specialist Nurse

- » Contributes to and offers feedback on the development and review of policies, guidelines and practices
- » Develops quality initiatives to review practice.

Advanced Specialist Nurse

- » Initiates, critiques and contributes to debate on the development of policies, guidelines and practices.

Nurse Practitioner

- » Advocates and provides evidence for expansion of Drug and Alcohol Nurse Practitioner services where it is believed that such an expansion will improve access to quality and cost-effective health care for specific populations
- » Ensures education and research influences the development and progression of policies and guidelines to ensure excellence of care to clients, families and others
- » Demonstrates clinical leadership in the design and evaluation of services for health promotion, health protection or the prevention of injury and/or illness
- » Articulates and promotes the Drug and Alcohol Nurse Practitioner role in clinical, political, and professional contexts
- » Acts as an educator and/or mentor to nursing colleagues and others in the healthcare team
- » Critiques health care policies for their implications on the Drug and Alcohol Nurse Practitioner role and the populations for whom they care
- » Influences health, drug and alcohol, disability and aged-care policy and practice through leadership and active participation in workplace and professional organisations
- » Considers the person's expectations of assessment, diagnosis and cost of health care.

Standard 3

Cultural safety of people from culturally and linguistically diverse backgrounds is integral to AOD specialist nursing practice

Intention: Ensure people from culturally and linguistically diverse backgrounds are respected and culturally safe as clients, family members and communities.

Foundation Nurse

- » Demonstrates an understanding of their own cultural bias and how this may impact the delivery of safe, high quality care
- » Recognises and respects diversity between cultural groups and responds accordingly
- » Effectively communicates and engages with people, families and communities from culturally and linguistically diverse backgrounds
- » Delivers respectful, person centred, AOD specialist nursing care to clients and families from culturally and linguistically diverse backgrounds
- » Supports and respects contributions of Elders, traditional healers, cultural advisors and language interpreters.

Specialist Nurse

- » Advocates for culturally and linguistically diverse individuals, families and groups at point of care
- » Ensures delivery of culturally safe AOD services for Individuals, families and communities from culturally and linguistically diverse backgrounds
- » Educates others about the needs, rights and expectations of people from diverse cultural backgrounds
- » 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.

Advanced Specialist Nurse

- » Challenges and removes barriers to access to culturally safe AOD services for individuals, families and groups from diverse cultural backgrounds
- » Understands the impact of trauma and actively engages with people from cultural and linguistically diverse populations to enhance health outcomes in the provision of AOD treatment
- » Actively influences relevant policy and delivery of culturally safe AOD services for people from culturally and linguistically diverse backgrounds
- » Creates and uses opportunities and expertise to develop models of care relevant to people from culturally and linguistically diverse backgrounds

- » Identifies and ensures access to relevant AOD information and resources for people from culturally and linguistically diverse backgrounds.

Nurse Practitioner

- » Strives to critically analyse and ensure cultural and linguistically diverse needs of clients are considered
- » Critically evaluates the impact of social determinants on the person and population.
- » Respects the rights of the person to make informed decisions throughout their health/illness experience or episode, whilst ensuring access to accurate and appropriately interpreted information
- » Advocates for improved access to health care, the health care system and policy decisions that affect health and quality of life.

Standard 4

Cultural safety of Indigenous peoples is integral to drug and alcohol specialist nursing practice

Intention: Recognise that justice and recognition of Indigenous peoples' connection to land and history are a requirement to reconciliation, and optimal physical, social and emotional wellbeing.

Foundation Nurse

- » Demonstrates an understanding of their own cultural bias and how this may impact the delivery of safe, high quality care
- » Understands the impact of stigma and discrimination on Indigenous peoples and implications in the delivery of care
- » Supports and respects the meaning of connection to land, country and community in all interactions with Indigenous peoples
- » Recognises and is sensitive to diversity within Indigenous cultural groups and responds accordingly
- » Ensures access to culturally safe AOD services for Indigenous peoples
- » Understanding the impact of trauma and colonisation on Indigenous peoples and how it effects outcomes in delivery of AOD treatment

- » Effectively communicates and minimises the power differentials between themselves, Indigenous peoples, families and communities
- » Delivers person centred care, which does not demean, diminish or disempower Indigenous peoples, families and communities
- » Supports and respects the contribution of Elders, traditional healers, Cultural advisors and language interpreters.

Specialist Nurse

- » Demonstrates cultural humility, not making assumptions, striving to engage through understanding the needs of Indigenous patients and their families, in order to provide culturally safe AOD services
- » Advocates for culturally and linguistically diverse Indigenous peoples, families and groups at the point of care
- » Educates others about the needs, rights and expectations of diverse Indigenous peoples
- » Identifies and ensures access to relevant AOD information and resources for Indigenous peoples
- » Facilitates the inclusion of Elders, traditional healers, cultural advisors and language interpreters in the delivery of nursing care of Indigenous peoples.

Advanced Specialist Nurse

- » Challenges and removes barriers to culturally safe AOD services for Indigenous peoples, families and communities

- » Understands the impact of trauma and actively engages with Indigenous peoples and families to enhance health outcomes in the provision of AOD treatment
- » Actively influences relevant policy and delivery of culturally safe AOD services for Indigenous peoples
- » Creates and uses opportunities and expertise to co-design models of care and practices relevant to Indigenous peoples
- » Uses opportunities and expertise to build the cultural capability of organisations to respond effectively to needs of Indigenous peoples.

Nurse Practitioner

- » Advocates at high level for the best interests for indigenous peoples to ensure equitable access, care and follow-up within hospital and community settings
- » Critically evaluates the impact of social determinants on the person and population
- » Respects the rights of the person to make informed decisions throughout their health/illness experience or episode, whilst ensuring access to accurate and appropriately interpreted information
- » Advocates for improved access to health care, the health care system and policy decisions that affect health and quality of life.

Standard 5

Cultural safety of LGBTIQ people, people living with a disability, people with specific spiritual or religious beliefs is integral to drug and alcohol specialist nursing practice

Intention: Recognise that each person has a right to receive care, which is inclusive and respects the diversity of their identity, values, beliefs and culture.

Foundation Nurse

- » Demonstrates an understanding of their own personal values and beliefs and how this may impact the delivery of safe, high quality care
- » Understands the impact of stigma and discrimination and actively engages with LGBTIQ people, people living with a disability and people with specific spiritual or religious beliefs, their families and significant others to enhance health outcomes in the provision of AOD treatment
- » Delivers person centred, respectful nursing care to LGBTIQ people, people living with a disability, aligning care to individual spiritual and/or religious values and beliefs, as appropriate

- » Communicates effectively, using appropriate language, and engages with families, care support workers and significant others, as appropriate
- » Supports and respects the contribution of peer workers, care support staff, religious leaders, traditional healers and cultural advisors.

Specialist Nurse

- » Facilitates the inclusion of peer workers, care support staff, religious leaders, traditional healers and cultural advisors in the delivery of AOD nursing care
- » Develops affirmative therapeutic relationships in partnership with patients and their families and significant others
- » Advocates for the rights of LGBTIQ people, people living with a disability and people with specific spiritual or religious beliefs, their families and their care partners.
- » Educates others about the needs and rights of LGBTIQ people, people living with a disability and people with specific spiritual or religious beliefs
- » Identifies and ensures access to relevant AOD information and resources for LGBTIQ people, people living with a disability and people with specific spiritual or religious beliefs.

Advanced Specialist Nurse

- » Challenges and removes barriers to care for LGBTIQ people, people living with a disability and people with specific spiritual or religious beliefs, their families and communities
- » Actively influences relevant policy and delivery of culturally safe AOD services LGBTIQ people, people living with a disability and people with specific spiritual or religious beliefs
- » Creates and uses opportunities and expertise to co-design models of care and practices relevant to LGBTIQ people, people living with a disability and people with specific spiritual or religious beliefs.

Nurse Practitioner

- » Advocates at high level for the best interests for LGBTIQ people to ensure equitable access, care and appropriate follow-up within hospital and community settings
- » Critically evaluates the impact of social determinants on the person and population
- » Respects the rights of the person to make informed decisions throughout their health/illness experience or episode, whilst ensuring access to accurate and appropriately interpreted information
- » Advocates for improved access to health care, the health care system and policy decisions that affect health and quality of life.

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.

Domain 2: Critical thinking and analysis

Standard 6

Drug and alcohol specialist nurses deliver best practice, informed by advanced knowledge and skills.

Intention: Actively enhance and maintain specialist knowledge and skills by critical thinking, reflective practice and professional development.

Foundation Nurse

- » Engages in continuing education through formal and informal means
- » Applies and demonstrates the translation of new knowledge and skills to practice
- » Uses appropriate and available technology to enhance acquisition and use of specialist AOD knowledge and skills in caring for clients and families
- » Engages in clinical supervision in an individual or group setting.

Specialist Nurse

- » Holds or working towards a AOD post-graduate qualification relevant to their practice
- » Continuing Professional Development reflects specialist AOD knowledge and learning
- » Facilitates and supports the Foundation nurse in the acquisition and translation of new knowledge and skills in their practice

- » Uses and advocates for appropriate and available technology to enhance acquisition and use of specialist AOD knowledge and skills to reflect their wider scope of practice and quality of service provision.

Advanced Specialist Nurse

- » Holds a relevant AOD post graduate qualification
- » Contributes to the evolution and application of technology to improve nursing care and service delivery
- » Provides clinical supervision on an individual or group basis
- » Able to attain credentialled certification with DANA or equivalent professional AOD organisation.

Nurse Practitioner

- » Australian Nurse Practitioners: Successful completion of a Nursing and Midwifery Board of Australia (NMBA)-approved program of study leading to endorsement as a nurse practitioner, or, a program that is substantially equivalent to an NMBA-approved program of study leading to endorsement as a nurse practitioner as determined by the NMBA
- » New Zealand Nurse Practitioners: Successful completion of a New Zealand Nursing Council accredited nurse practitioner master's degree program
- » Holds a relevant AOD postgraduate qualification

- » Facilitates and supports other nurses and multidisciplinary health professionals in the acquisition of contemporary AOD skills in their practice
- » Is proactive and analytical in acquiring new knowledge related to nurse practitioner practice.
- » Identified needs for educating drug and alcohol staff, other health professionals, broader community regarding treatment modalities, clinical management and ongoing care of drug and alcohol patients
- » Participates and engages in peer or clinical supervision with other Nurse Practitioners or health professionals to maintain, enhance or develop skills and knowledge to support expansion of scope of practice in the contemporary health care setting
- » Engage in clinical mentoring of drug and alcohol clinicians both in a formal and informal capacity
- » Participate and support the development of Nurse Practitioner candidates, transitional Nurse Practitioners and qualified Nurse Practitioners through being part of their clinical support team during clinical placements and whilst enrolled in Masters of Nurse Practitioner study (as defined above).

Standard 7

Drug and alcohol specialist nurses actively engage in continuous quality improvement of self and others through professional development and other appropriate means.

Intention: Proactively participate in professional development in order to inform and provide best practice care delivery.

Foundation Nurse

- » Recognises the limits of their own scope of practice
- » Actively participates in the ongoing improvement of knowledge and skills translation into AOD nursing practice
- » Shares knowledge and skills with others in their day to day work.

Specialist Nurse

- » Mentors nurses and others in applying new knowledge and skills into practice
- » Demonstrates currency in specialist AOD knowledge and skills
- » Critically analyses literature, practice, policies and education for their own and others professional development
- » Supports quality improvement initiatives in line with evidence
- » Conducts education on AOD issues relevant to role

- » Uses and advocates for appropriate and available technology to enhance acquisition and use of specialist AOD knowledge and skills to reflect their wider scope of practice and quality of service provision.

Advanced Specialist Nurse

- » Contributes to and critiques the development, implementation and evaluation of Vocational Education and Training (VET sector), undergraduate and post-graduate programs and curricula
- » Initiates and participates in conferences, forums, research, publications, policies and education for professional development
- » As a leader, contributes expertise and guidance to the wider drug and alcohol nursing profession and other professional nursing bodies.

Nurse Practitioner

- » Uses a research framework to participate, contribute toward and influence education
- » Delivers education built on contemporary AOD literature
- » Initiates and participates in quality improvement initiatives in line with research, consultation and feedback from education programs, services quality programs, patient advocate groups and patients

- » Uses appropriate teaching/learning strategies to provide diagnostic information that is relevant, theory-based and evidence-informed
- » Verifies the suitability of evidence-based treatment options including medicines, in regard to commencing, maintaining/ titrating or ceasing interventions
- » Demonstrates accountability in considering access, cost and clinical efficacy when planning drug and alcohol treatment.
- » Safely and effectively performs evidence-informed invasive/non-invasive interventions for the clinical management and/or prevention of illness, disease, injuries, disorders or conditions
- » Implements research-based innovations for improving care
- » Contributes to research that addresses identified gaps in the provision of care and/or services.

Standard 8

Drug and alcohol specialist nurses use the best available standards and guidelines to evaluate nursing knowledge and performance.

Intention: Recognise the evolving nature of their specialist practice through education, reflection and clinical supervision.

Foundation Nurse

- » Undertakes regular reflection and self evaluation of their nursing practice
- » Embraces new strategies and directions that have the capacity to improve client care and nursing outcomes
- » Seeks clinical supervision and support for their practice.

Specialist Nurse

- » Maintaining contemporary knowledge of current clinical guidelines and practice
- » Identifies the need and contributes to the development and application of improved models of care.

Advanced Specialist Nurse

- » Develops, implements and evaluates strategies for best practice within nursing, multidisciplinary teams and programs
- » Contributes to the review and development of current clinical guidelines at a local and/or state level.

Nurse Practitioner

- » Engages appropriate clinical supervision to support their role as Nurse Practitioner
- » Facilitates clinical supervision of AOD nurses of all levels, using appropriate tools and reflection skills
- » Is proactive and analytical in acquiring new knowledge related to Nurse Practitioner practice
- » Participates and engages in peer or clinical supervision with other Nurse Practitioners or health professional to maintain, enhance or develop skills and knowledge to support expansion of scope of practice in the contemporary health care setting
- » Engage in clinical mentoring of drug and alcohol clinicians both in a formal and informal capacity
- » Participate and support the development of Nurse Practitioner candidates, transitional Nurse Practitioners and qualified Nurse Practitioners thorough being part of their clinical support team during clinical placements and whilst enrolled in Masters of Nurse Practitioner study (as defined above)
- » Demonstrates clinical leadership in the design and evaluation of services for health promotion, health protection or the prevention of injury and/or illness
- » Acts as an educator and/or mentor to nursing colleagues and others in the healthcare team.

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.

Domain 3: Provision of comprehensive care

Standard 9

Drug and alcohol specialist nurses apply their specific knowledge and skill effectively in nursing care.

Intention: Systematically assess, plan, implement and evaluate nursing care over a diverse scope and depth of practice.

Foundation Nurse

- » Demonstrates the application of existing nursing knowledge and experience within the context of care being delivered to people experiencing harm from AOD use and misuse
- » Understands their own roles and responsibilities, and those of other team members within the multidisciplinary team
- » Ensures patient care is based on systemised assessment and risk management
- » Works in partnership with the patient and the treating team to adequately identify, assess and manage the patients' clinical risks
- » Integrates patient care processes and intervention, within their scope and context of practice, to prevent harm from AOD use and associated risks
- » Escalates management of risks appropriately to ensure patient safety and improved quality of care

- » Explores with the patient, their strengths and any requirements that they may have to support engagement in treatment
- » Identifies what needs to be considered and included in the comprehensive care plan
- » Ensures communication and documentation is accurate, objective and appropriate
- » Ensures effective orientation to patient goals, identified risks and focus of treatment at each clinical handover and/or clinical review
- » Locates and uses all available policy, clinical guidelines and resources to guide practice and provide continuous and collaborative care.

Specialist Nurse

- » Draws on the diversity of knowledge, practice and experience of the Foundation nurse entering the field in order to enrich AOD knowledge and practice
- » Seeks to gain a thorough understanding of the patient's presentation in the context of what outcome(s) the patient is seeking, their substance use, and related physical, psychological, social and cultural considerations
- » Reviews the comprehensive care plan in line with assessment outcomes and aligns practice to the patient's goals and health care needs

Advanced Specialist Nurse

- » Measures outcomes of treatment using a structured clinical review tool (i.e. ATOP or other validated review tools) to facilitate treatment monitoring
- » Interprets outcomes and facilitates feedback to patients, family, carers and the multidisciplinary team to support coordination of care
- » Collaborates with partners in care delivery to ensure effective transition and integration of care on discharge from service
- » Produces and applies clinical evidence to build capacity in service provision
- » Initiates and undertakes research to improve patient outcomes
- » Disseminates research findings and integrates outcomes and recommendations into service provision
- » Creates opportunities to strengthen planning and implementation of relationships to support service provision and connect patients to external agencies.

Nurse Practitioner

- » Plans care and engages other stakeholders, collaboration being integral to delivering care
- » Implements the standards of assessing and using diagnostic capability
- » Prescribes and implements therapies based on research and best practice

- » Considers the impact of the patient's health issues on their life and wellbeing and takes action to prevent and reduce risks
- » Regularly reviews and responds to identified risks, identifying new risks as they arise
- » Ensures ongoing comprehensive care plan is aligned to patient goals and outcomes of regular risk assessments
- » Implements and advocates for the coordination of care for individuals, families and carers who are impacted by harms associated with AOD use and other complex needs
- » Reviews treatment progress and provides feedback to patients and multidisciplinary team reflecting on what is working, and what needs to change
- » Supports patients to identify post treatment goals throughout the treatment process
- » Support and facilitate transfer of care and identify with the patient any self-management strategies which will reduce harm and maintain wellbeing
- » Uses initiative to analyse and critique existing models of care and services
- » Initiates and undertakes quality improvement projects to improve patient safety
- » Participates in multidisciplinary clinical reviews and clinical supervision
- » Educates colleagues, individuals, families and the community about the wide range of AOD related interventions.

- » Contributes to health literacy by sharing knowledge with the person receiving care to achieve evidence-informed management plan
- » Safely prescribes therapeutic interventions based on accurate knowledge of the characteristics and concurrent therapies of the person receiving care
- » Safely and effectively performs evidence-informed invasive/non-invasive interventions for the clinical management and/or prevention of illness, disease, injuries, disorders or conditions
- » Interprets and follows-up the findings of screening and diagnostic investigations in an appropriate time frame during the implementation of care.

Standard 10

Drug and alcohol specialist nurses build and maintain partnerships in teams, across services and in the community, to deliver best practice.

Intention: Build relationships to coordinate and share the care of individuals and groups affected by AOD related problems.

Foundation Nurse

- » 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
- » Ensures that care plans are comprehensive and address the range of physical, psychological and social health domains
- » Seeks guidance in the development of appropriate care plans using case conferencing, clinical review and supervision
- » Identifies pathways and partners for shared care and appropriate referral and support
- » Uses effective verbal and written communication skills to share information ensuring safe pathways and continuity of care
- » Provides patients with information in a format they can understand so they can participate in decision making.

Specialist Nurse

- » Seeks, receives and negotiates referrals according to client need
- » Builds relationships with referring and referral agencies to facilitate transfer of care
- » Works as a key partner in the multidisciplinary team
- » Facilitates and participates in clinical and case reviews with referral agencies
- » Develops and maintains partnerships to ensure safe transfer of care between referring
- » Advocates for the patient and acts as an agent to support coordination and integration of care with relevant agencies.

Advanced Specialist Nurse

- » Promotes the delivery of AOD services and seeks to align practices with other specialties and agencies
- » Leads, negotiates and influences models of care, service reviews and quality improvement initiatives
- » Provides clinical supervision and systems of support for their team.

Nurse Practitioner

- » Delivers Drug and Alcohol specialist nursing care in a collaborative manner with all key stakeholders involved
- » Initiates and advocates with other agencies to ensure that optimum health outcomes for their patients are achieved

- » Collaborates with other health professionals to make and accept referrals as appropriate
- » Consults with and/or refers to other health services, disability services, aged-care providers and community agencies at any point in the care continuum to improve the access and health outcomes of drug and alcohol patients
- » Coordinates drug and alcohol patients care with other health, disability and aged-care providers, agencies and community resources
- » Advocates for improved access to health care, the health care system and policy decisions that affect health and quality of life
- » Considers a plan for appropriately ceasing and/or modifying treatment in consultation with the person receiving care and other members of the health care team.

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 multidisciplinary health care team.

Domain 4: Collaborative and therapeutic practice

Standard 11

Drug and alcohol specialist nurses contribute to health promotion, early intervention and service delivery for AOD issues.

Intention: Establish, maintain and appropriately develop therapeutic relationships with their clients to ensure integrated service delivery between the community and other service providers.

Foundation Nurse

- » Understands the key elements of a therapeutic relationship with clients and can put these into practice
- » Participates in health promotion activities as part of the overall delivery of service
- » Incorporates health promotion and harm reduction into intervention and practice.

Specialist Nurse

- » Uses a systemised approach to improve health outcomes and reduce harms associated with AOD use
- » Participates in providing health promotion to individuals and families with complex care needs
- » Collaborates with other service providers in the provision of health promotion activities aimed at reducing impact of AOD use in the community
- » Practices in community and inpatient care settings under the supervision and support of advanced specialist drug and alcohol nurses.

Advanced Specialist Nurse

- » Provides clinical supervision for Foundation and Specialist drug and alcohol nurses, new graduates and students
- » Participates in policy development and strategic action across diverse settings in relation to health promotion and AOD service provision
- » Advocates and liaises with health promotion and other agencies to build awareness of AOD issues and the reduction of related harms.

Nurse Practitioner

- » Actively participates and contributes to policies, procedures and health agendas related to the AOD field
- » Demonstrates clinical leadership in the design and evaluation of AOD services for health promotion, health protection or the prevention of injury and/or illness
- » Advocates for improved access to drug and alcohol services and treatment modalities with local areas, across the health care system and policy decisions that affect health and quality of life of drug and alcohol patients
- » Implements research-based innovations for improving care of AOD patients
- » Applies the best available evidence to identify and select appropriate outcomes measures of practice.

Standard 12

Drug and alcohol specialist nurses provide leadership for best practice.

Intention: Provide pathways to support the collaborative and therapeutic practice with other specialties.

Foundation Nurse

- » Recognises that co-existing mental and physical health conditions can affect individuals and families presenting with AOD problems
- » Promotes non-judgemental care irrespective of AOD and mental health issues
- » Advocates for safe, high quality care that is free from stigma and discrimination for individuals and families experiencing harm from AOD use
- » Identifies risk and responds to crisis situations appropriately.

Specialist Nurse

- » Incorporates the spectrum of AOD interventions when working within a variety of settings
- » Assesses individual and family needs and appropriately collaborates with other specialist and service providers
- » Advocates widely for the safe, high quality care of individuals and families experiencing harm from AOD use.

Advanced Specialist Nurse

- » Influences policy development, research, education and practice relevant to the Drug and Alcohol specialist nursing field and other specialty areas
- » Participates in collaborative case management reviews.

Nurse Practitioner

- » Utilises research and best practice to advance excellence in delivery of Drug and Alcohol specialist nursing care
- » Initiates collaborative case management reviews
- » Advocates for improved access to health care, the health care system and policy decisions that affect health and quality of life
- » Contributes to research that addresses identified gaps in the provision of care and/or services
- » Advocates and provides evidence for expansion to nurse practitioner service to improve access to quality and cost-effective health care for specific populations
- » Demonstrates clinical leadership in the design and evaluation of nurse practitioner delivered services for health promotion, health protection or the prevention of injury and/or illness
- » Articulates and promotes the nurse practitioner role in clinical, political and professional contexts

Standard 13

Drug and alcohol specialist nurses recognise the importance of consumers, their families and significant others, and consumer groups as key partners.

Intention: Regard the contribution from consumers, their families and significant others, and consumer groups as integral to AOD treatment and service.

Foundation Nurse

- » Values the role of consumers in the delivery of care
- » Understands the relevance of working with consumers, their families and significant others, and consumer groups to ensure person-centred practice
- » Acknowledges and responds effectively to the interrelated needs of consumers, their families and significant others
- » Engages and collaborates with consumers in response to their treatment goals
- » Collaboratively supports the therapeutic interventions of other members of the multidisciplinary team
- » Considers the inclusion and contribution of consumers to shape Drug and Alcohol specialist nursing care as essential.

Specialist Nurse

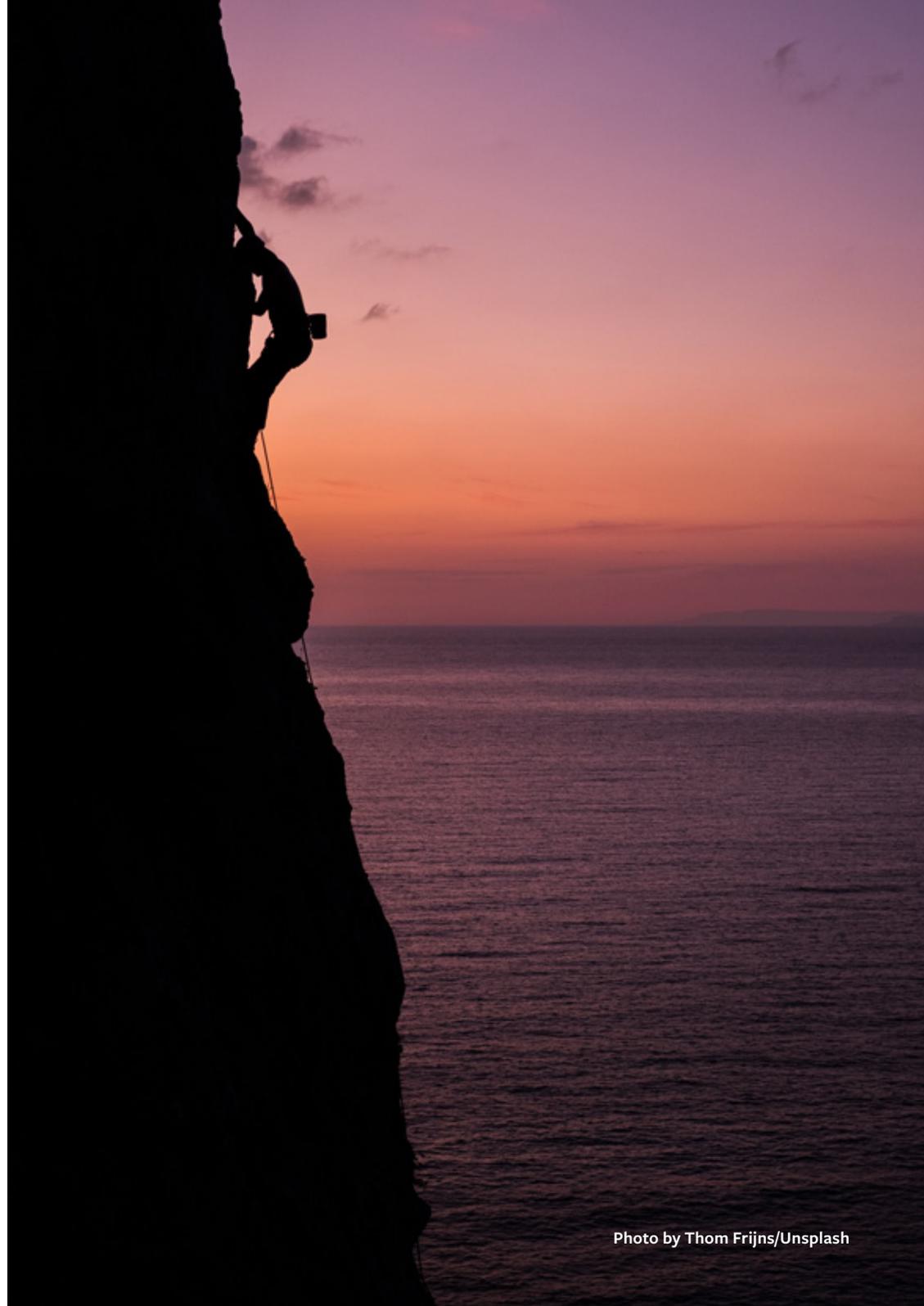
- » Collaborates with relevant specialists and service providers in the assessment, planning and delivery of complex care
- » Empowers consumers to engage in their treatment
- » Involves consumer groups and other stakeholders in service planning
- » Advocates for individual and family care, collaborating within the multidisciplinary team and other service providers
- » Responds effectively to consumer feedback and complaints, escalating as appropriate
- » Develops quality improvement initiatives to improve consumer outcomes and service delivery based on patient reported experience.

Advanced Specialist Nurse

- » Uses professional leadership to effectively advocate with other service providers and consumer groups to meet the complex needs of individuals and families
- » Consults and collaborates with a range of consumer groups to address the social determinants of AOD use and related problems
- » Advocates for consumer inclusive practice to improve outcomes.

Nurse Practitioner

- » Provides excellence in Drug and Alcohol specialist nursing care delivery
- » Creates pathways and mechanisms to ensure co-design of policy, research, programs and projects with consumer groups
- » Supports, educates, coaches and counsels the person, the family members receiving care regarding diagnoses, prognoses and self-management, including their personal responses to illness, injuries, risk factors and therapeutic interventions.



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