

**DRAFT Addiction Intervention Competency Framework June 2010
Consultation process**

Frequently asked questions

Why have Problem Gambling (PG), Smoking Cessation (SC) and Alcohol and Other Drug (AOD) competencies all in the same framework?

People accessing addiction services often face multiple addiction issues. A competent workforce is required so that people can access the right treatment regardless of where they enter the treatment system. An inclusive approach supports more holistic service provision. Sector feedback gathered in August 2009 indicated support for an inclusive competency framework.

An addiction competency framework acknowledges that there are substantial similarities between AOD, smoking/nicotine and PG addiction treatment/support. Some service providers currently work inclusively. The recent DSM5 proposal to include Pathological Gambling within a new category 'Addiction and Related Disorders', replacing 'Substance-Related Disorders', suggests that this is a direction with some widespread momentum.

Bringing together the competency pathways for these groups provides a basis for addiction education and training that is clearly understood and works across all three areas. There is potential to develop registration processes for those in the broader workforce who are seeking registration and currently do not have this option.

Why are the competencies so broad?

Competencies are generic to the professional role or roles to which they apply: they outline the baseline attitudes, knowledge and skills required by all professionals within a particular group.

For example, in the DRAFT Addiction Competency Framework all problem gambling counsellors would be expected to demonstrate all Foundation skills (essential and practitioner levels) and all Problem Gambling Practitioner skills. An individual PG counsellor may do more because of their particular role demands; in this example the additional skills that the individual requires for their role are not generic to the whole workforce and therefore would not be reflected in the competency statement.

Why isn't there greater emphasis on public health competencies in the Practitioner competencies?

The Practitioner competencies apply to all practitioners providing AoD treatment and/or Problem Gambling intervention. The emphasis on public health in the current Draft Framework is gauged to reflect the level of public health-related knowledge and skill that all practitioners would be expected to demonstrate as foundation competencies and in line with addiction-related graduate education curricula.

It is expected that practitioners who are more involved in providing public health interventions would need to demonstrate a higher level of competency, such as that reflected in specific public health competency frameworks.

A question related to the emphasis on public health within the Draft Framework has been included in the Consultation Survey to obtain further feedback from practitioners about the specific competencies that they believe they should be required to demonstrate in this area.

How can people access training if they need it?

Discussions are underway with education/training providers to define training options to support implementation of the Framework. Those providing undergraduate education in addiction treatment/intervention have indicated their intention to align curricula with the Framework (once it is finalised). There is also discussion underway in regard to future training options for the Smoking Cessation workforce.

Other workforce development groups, such as Matua Raki, are also in the process of looking at options. Some groups, such as Le Va, have developed training options that may be able to be tapped into.

As part of the consultation process we are asking those in the workforce to indicate their training needs.

This dialogue will continue to assist in confirming plans for implementing the new framework once it is finalised.

What happens after the consultation process is over?

A summary feedback report will be available on request (hsd@xtra.co.nz) by end September.

On the basis of the feedback provided, the Project Reference Group will guide revisions to the Addiction Intervention Competency Framework. The Framework will then be presented to Dapaanz Executive by 1 Dec 2010.

When will the new Framework come into effect?

The implementation timeframe will be determined closer to that time in consideration of the feedback received on training needs and the training options that can be developed.

Will there be registration options for all groups included in the Framework?

Currently Dapaanz offers AOD and PG practitioner and AOD support worker registration options. These options will continue to be offered.

The option of a registration pathway for those in the Smoking Cessation workforce is being explored.

A Peer-support worker option may also be explored in future.