

# DANOS 2012

"DANOS 2012" is published by FDAP in consultation with the Competence Group (a group of leading workforce consultants) and Skills for Health (which developed DANOS).

It is supported by EATA, DrugScope & Alcohol Concern.



## Developing standards of practice in the drugs & alcohol workforce.

A practical guide for commissioners and providers of drugs and alcohol services.



## The Vision

The new Drug Strategy recognises that *'developing a competent substance misuse workforce... is crucial to ensuring a high standard of service delivery'* - and the NTA notes that *'...it is important that commissioners and services continue to work towards a workforce which is fully competent and able to demonstrate its competence'*.

But we need more than just people with the ability to do their job, we need a workforce which puts its potential in to practice on the ground.

And because of the potential vulnerability of our client-group we need practitioners to work to the highest ethical standards.

## The Goals

### Role profiles

The first step to a competent workforce is for each person to have a "role profile" identifying:

- the range of competences they require (*ie* the tasks and activities they need to be competent in) to do their job properly;
- the knowledge, understanding and skills (know-how) needed to perform each these to the standard required.

### Continuing professional development (CPD)

Having identified the competences - and underpinning know-how - required in a person's role, we need to ensure that:

- they are regularly assessed against their role profile, to identify any shortfalls in their competence and underlying know-how;
- any such shortfalls are addressed - through training, reading, supervision, and so on.

### Evidence of "basic competence"

To make sure everyone has a basic set of competences to work in the field all practitioners should either have, or be working towards, evidence of:

- their core generic competence to work with adults and/or children & young people (depending on their client group);
- their competence in at least some units from the DANOS standards.

### Code of practice

All practitioners should also be covered by a comprehensive code of practice and related complaints & disciplinary procedures - like FDAP's Code of Practice for Drug & Alcohol Professionals.

### Supervision

Finally, practitioners need regular supervision to ensure they are putting their abilities into practice and acting ethically. [Line managers have an important role in this, but some agencies also use outside supervisors.]

## Getting there

The timetable set out below would see these goals achieved in full by 2012 (10 years after the publication of DANOS):

### 2009

- All workers and their line managers should be subject to an appropriate code of practice and related complaints & disciplinary procedures.
- All drug and alcohol jobs - paid or unpaid - should have role profiles identifying the main competences required in the role.
- All front-line workers (including volunteers) should be subject to on-going CPD based on their role profiles, and be receiving regular supervision.
- 70% of all front-line workers should have, or be working towards, evidence of their basic competence to work in the field.
- 70% of line managers should be undertaking, or have completed, a training course in line management.

### 2010

- 85% of all front-line workers should have, or be working towards, evidence of their basic competence to work in the field.
- 85% of line managers should be undertaking, or have completed, a training course in line management.

### 2011

- 85% of workers' line managers/supervisors, should have, or be working towards, evidence of their own basic competence to work in the field.

### 2012

- All workers and their line managers/supervisors should have, or be working towards, evidence of their basic competence to work in the field.
- All line managers should be undertaking, or have completed, a training course in line management.

## National Occupational Standards

National Occupational Standards (NOS) identify the range of tasks and activities relevant to a particular area of work.

And individual NOS units identify the things people need to do, and the underpinning know-how required, to carry out a task or activity properly.

The Drug & Alcohol National Occupational Standards (DANOS) cover most of the substance misuse tasks & activities relevant to the field.

And most of the more generic tasks and activities are covered in the Health & Social Care (HSC) and General Health (GEN) NOS.

### Core generic units

The following NOS units are relevant to everyone working in the field:

- Relate to, and interact with, individuals [HSC 233]
- Promote effective communication for and about individuals [HSC 31]
- Promote, monitor & maintain health, safety & security in the workplace [HSC 32]
- Reflect on and develop your practice [HSC 33]
- Promote choice, well-being and the protection of all individuals [HSC 35] *and/or* Promote the well-being and protection of children and young people [HSC 34]
- Promote the equality, diversity, rights and responsibilities of individuals [HSC 3111]
- Make use of supervision [GEN 36]

### Core assessment units

Workers would normally be expected also to be able to do the following:

- Assess & act upon immediate risk of danger to substance users [DANOS AB5]
- Carry out assessment to identify and prioritise needs [DANOS AF2]

### **Other competence frameworks**

Competence frameworks like the Knowledge & Skills Framework (KSF) typically include most of the generic competences relevant to drug and alcohol workers, but not the more specialist ones covered by DANOS.

For this reason, while they do not need to include the “core generic units”, role profiles based on frameworks like KSF should be supplemented by the “core assessment units” and any “specialist units” relevant to the post.

### Specialist units

And all workers would normally need to be able to carry out a small number of more specialist tasks & activities relevant to their particular their role:

#### *Assessment & care planning*

- Test for substance use [DANOS AE1]
- Carry out comprehensive substance misuse assessment [DANOS AF3]
- Develop, implement and review care plans for individuals [DANOS AG1]
- Contribute to care planning and review [DANOS AG2]
- Assist with the transfer of individuals between agencies/services [DANOS AG3]
- Retain individuals in contact with substance misuse services [DANOS AG4]

#### *Treatment*

- Support individuals who are substance users [DANOS AB2]
- Prescribe controlled drugs for substance users [DANOS AH1]
- Prepare to & administer medication & monitor effects [DANOS AH2]
- Supply and exchange injecting equipment for individuals [DANOS AH3]
- Support individuals through detoxification programmes [DANOS AH7]
- Supervise methadone consumption [DANOS AH9]
- Employ techniques to help individuals to adopt sensible drinking... [DANOS AH10]
- Prepare prescriptions for controlled drugs [DANOS AH11]
- Counsel individuals about their substance use... [DANOS AI1]
- Counsel groups of individuals about their substance use... [DANOS AI3]

#### *Addressing wrap-around needs*

- Help individuals address their offending behaviour [DANOS AJ1]
- Enable individuals to change their offending behaviour [DANOS AJ2]
- Enable individuals to access housing & accommodation [DANOS AK3]
- Support individuals to develop & maintain social networks & relationships [HSC 331]
- Help individuals access employment [HSC 347]
- Help individuals access learning, training & development opportunities [HSC 348]

#### *Education*

- Raise awareness about substances, their use and effects [DANOS AD1]
- Develop & disseminate info. & advice about substance use, health etc [DANOS AD4]

#### *Supporting & protecting others*

- Contribute to prevention/management of abusive/aggressive behaviour [DANOS AB3]
- Provide services to those affected by someone else's substance use [DANOS AB7]

## Evidence of competence

“Professionally qualified workers” have already demonstrated the generic competence to work with people - but not the specialist knowledge required to put this in to practice in the drugs and alcohol field.

So they should at least be undertaking CPD in the area - and ought ideally to have a substance misuse related qualification too.

And anyone practising as a counsellor or psychotherapist, if not already *certified* by an appropriate body (like BACP, UKCP, UKRC or FDAP), should be working towards becoming so.

All other workers - including volunteers - should have, or be working towards, a *practice-assessed* qualification, at “Level 3” or above (broadly equivalent to A-level), demonstrating:

- their generic core competence to work with adults or children & young people (as appropriate), and
- their competence in at least 3 units from the DANOS national occupational standards.

### Professionally qualified worker

...someone qualified to practise in the UK in a regulated health or social care profession (eg as a nurse, doctor, social worker), Chartered by BPS as a psychologist, or Certified as a counsellor /psychotherapist by a recognised certifying body (eg BACP, UKCP, UKRC or FDAP).

### Evidence of generic competence only

- NVQs (at Level 3+) in working with people in health, social care or criminal justice settings, without DANOS options

### Evidence of DANOS competence only

- National Award/Certificate in Working with Substance Misuse (Edexcel/City & Guilds)
- Open University/FDAP Professional Development Awards based on DANOS (eg the 3 unit “Assessment & Care Planning” award)

### Combined evidence: core + DANOS

- NVQs (at Level 3+) with DANOS options (Health & Social Care, Working with Offending Behaviour)
- Advanced Apprenticeship in Community Justice (subs. misuse pathway)
- Open Univ./FDAP Professional Award for Drug & Alcohol Practitioners
- FDAP Accreditation as a Drug & Alcohol Professional
- FDAP Accreditation as a Drug & Alcohol Counsellor

**Note:** Some other qualifications, though not providing evidence of competence in their own right, do include assessments of workplace practice and are recognised by FDAP towards Accreditation as a Drug & Alcohol Professional.

## Managers & Supervisors

Line management is a specialism in its own right yet few line managers in our field get any training for their role.

Together with the awarding body ASET, FDAP has developed a four day training programme for line managers, leading to a Level 3 qualification.

And in association with the Open University, FDAP offer a Professional Development Award in Line Management of Drug & Alcohol Practitioners, based on a practical assessment of competence.

Supervision is also key to effective practice, and those providing it - as line managers or independently - should be qualified to deliver the services they are supervising, even if they do not have a caseload themselves.

---

## More information

Additional guidance on national occupational standards and workforce development, and links to further information on DANOS etc, can be found under “training & development” at [www.drinkanddrugs.net](http://www.drinkanddrugs.net).

For more information on FDAP training and qualifications for workers and managers, and our Code of Practice for Drug & Alcohol Professionals, visit: [www.fdap.org.uk](http://www.fdap.org.uk)