

DANOS AI1 Counsel individuals about their substance use using recognised theoretical models

This unit is about counselling individuals with drug or alcohol problems. It is intended for those who provide counselling to individuals within an agreed framework, rather than offering advice and guidance on an ad hoc basis. The counsellor should pay particular regard to developing the counselling relationship in the earlier stages of counselling as the drug/alcohol user may have experienced a lack of positive regard, lack of empathy and a judgemental attitude from professionals in the past. Attention should also be given in this unit to activities that are not face to face work, but support the counselling process such as liaison, research and attending supervision.

Name of applicant:

I confirm that I am the line manager / supervisor for the above named.

I have assessed the applicant's competence in relation to each of the numbered items listed overleaf and have placed my initials against each numbered item to indicate my satisfaction that the applicant has demonstrated the competence to which it refers (see notes below).

My assessment of the applicant's competence in this unit is based on the following (see notes below):

Name:

Signed:

Date:

Notes

You should 'sign off' the applicant's competence in relation to each of the items listed below only where you have *clear evidence* that they have demonstrated the appropriate knowledge or skills in *real life* settings. Your assessment should be based on one or more of the following: observation of the applicant's practice, your supervision of the applicant, evidence provided by an appropriate third party (such as clients / colleagues / previous supervisor/line manager). Note - completion of a training course does NOT itself provide evidence of competence in a particular area.

In some cases the applicant will not have the opportunity within their existing position to demonstrate all of the required competences. Where this is the case arrangements will need to be made for their competence to be assessed in an alternative setting (such as on placement), or, where applicable, for it to be confirmed by a supervisor / line manager from a previous post.

Establish and manage the counselling relationship

To perform to the standard you must ensure that:

1. you create a counselling setting in which individuals feel comfortable enough to express their requirements
2. you explore individuals' expectations in order to agree methods of working
3. you explain the nature of the counselling service, including boundaries, constraints and what can be expected of the service
4. you encourage individuals to identify their requirements and work with any tension between their hopes, expectations and what the service can offer
5. you assess the appropriateness of starting the current counselling
6. you ensure that the counselling contract is realistic
7. you examine your own attitude towards drugs and alcohol, monitoring the impact that may have on the counselling process
8. you monitor your thoughts, feelings, and emotional reactions to clients so that you can correctly attribute them
9. you monitor and review the counselling process to ensure it remains of value
10. you use a consistent theoretical base informed by recognised theoretical models, adapting these where necessary
11. you confirm with the individual when the process is drawing to its conclusion
12. you explore with the individual the implications of other forms of treatment continuing beyond counselling
13. you comply with all relevant legislation, agency codes of practice, guidelines and ethical requirements

Enable individuals to identify and explore concerns

To perform to the standard you must ensure that:

1. you enable individuals to express their concerns freely through positive regard, active listening and a non-judgemental attitude
2. you encourage individuals to identify and explore their needs
3. you reflect back, clarify and review with individuals your perception of their feelings
4. you assist the individual to prioritise their needs
5. you identify and agree needs that cannot be met and facilitate access to additional or alternative sources of support
6. you work with individuals on any tension between their hopes and expectations and the reality of resource limitations

Review options and decide on a course of action

To perform to the standard you must ensure that:

1. you identify with the individual a suitable range of options to meet their needs
2. you ensure individuals understand the information provided
3. you outline the potential consequences, advantages and disadvantages of the options according to the individual's circumstances
4. you check individual's understanding of options and methods that may be used

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5. you identify any potential problems with the chosen course of action
6. you confirm the course of action that is being taken and check for understanding and agreement with the individual
7. you record the course of action according to agency requirements
8. you explore and select methods with the individual that are most likely to be effective
9. you agree with individuals the methods to be adopted
10. you identify any requirements that cannot be met and establish alternative actions for dealing with them
11. you comply with all relevant legislation, codes of practice, guidelines and ethical requirements

Knowledge and Understanding

To perform competently in this unit, you need to know and understand:

Legislation and organisational policies and procedures

1. legal and organisational requirements and policies requirements relevant to the functions being carried out
2. the limits and boundaries of your duties, responsibilities and power and why it is important to explain these to the individual
3. the principles around supervision and appraisal
4. the individual's rights and how these should inform and influence the formation of a relationship between you and the individual
5. the importance of encouraging individuals to express their perspectives, values and feelings
6. organisational and legal procedures and requirements regarding the recording, storage and passing on of information relating to individuals and work undertaken with them
7. professional codes of practice

Counselling

1. the principles of active listening
2. the cycle of change model
3. all models explaining substance misuse
4. the principles of motivation and dependence
5. the underlying issues that may lead to substance misuse
6. a range of recognised theoretical models
7. possible support mechanisms for individual

Local Knowledge

1. the availability of substance misuse services in the local area
2. the characteristics of substance misuse services in the local area

Organisational context

1. agency codes of practice

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Research

1. knowledge of research, how and where to access it
2. how to analyse research

Substance Misuse

1. the range of different substances and their implications for the provision of services
2. national substance misuse policies and priorities
3. the range of substance misuse services offered by your organisation or other organisations
4. the specific needs of individuals who are substance users, and how to meet these needs
5. the range of behaviours that can be expected from substance users, and how to deal with these
6. the risks substance misuse may pose to individuals and how to minimise these risks
7. the risks substance misuse may pose to others, how to assess and minimise these risks
8. the substance misuse jargon and commonly used terminology
9. the essentials around mental health, dual diagnosis and relevant services
10. the continuum of substance use from recreational to problematic
11. the continuum of approaches to working with substance misuse from abstinence to harm reduction
cultural and religious issues that may impact when working with substance misuse

Values

1. the rights of individuals with whom you come into contact.