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**Addiction Professionals Drug & Alcohol Professional
Re-certification Workplace Assessment**

Applicants need to provide a workplace assessment - completed by their line manager / supervisor - for each unit for which they do not have direct, externally-validated evidence of competence. The workplace assessor does NOT need to provide a portfolio of evidence in support of their assessment. However, they must be familiar with the applicant's work and be in a position to make an objective judgement about their competence in relation to the unit/s concerned. They should 'sign off' the applicant's competence only where they have clear evidence that they have demonstrated the appropriate knowledge or skills in real life settings. Their assessment should be based on one or more of the following: observation of the applicant's practice, supervision of the applicant, evidence provided by appropriate third parties (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. Also, 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. While the workplace assessor does not need to provide a portfolio of evidence in support of their assessment, they do need to outline in the boxes below the type of evidence on which their judgement is based (i.e., how they have assessed the applicant's competence) ­as per the following example:

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 units and have placed my initials against each unit in the box below to indicate my satisfaction that the applicant has demonstrated the competencies 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):

*I have conducted regular one to one and group supervision with the applicant over the last twelve months (1 hour one to one per fortnight, and weekly group supervision), and run the daily debriefs for staff, which the applicant attends.*

*I have also directly observed her practice in the workplace, and spoken to her colleagues and clients, as well as her previous line manager, specifically focusing on the issues covered in this unit.*

***Example of evidence for units***

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| Assess and act upon immediate risk of danger to individuals who have used alcohol and other substances(AB5.2014) | Applicant has good knowledge regarding risks posed by substances and has completed in-house training on drug awareness. She has good communication skills and is able to both assess risk by seeking information on and clarifying potential risks with clients, and by clearly communicating appropriate information to the client and by taking immediate action where necessary. She regularly delivers naloxone training to clients having completed in-house training. She acts calmly under pressure ***Assessor signature*** |

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| **Compulsory units** | Workplace assessor evidence and signature |
| Promote the rights and diversity of individuals (SCDHSC3111) |  |
| Make use of supervision (GEN36) |  |
| Assess and act upon immediate risk of danger to individuals who have used alcohol and other substances (AB5.2014) |  |
| Either Carry out assessment to identify and prioritise needs in substance misuse setting (AF2.2012)or Carry out comprehensive assessment for alcohol and other substances (AF3.2014) |  |
| Develop effective relationships with individuals (SCDHSC0233) |  |
| Promote effective communication (SCDHSC0031) |  |
| Promote health, safety and security in the work setting (SCDHSC0032) |  |
| Develop your practice through reflection and learning (SCDHSC0033) |  |
| Promote the safeguarding of individuals (SCDHSC0035) |  |

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| **Optional units** | Workplace assessor signature |
| Support individuals who misuse substances AB2.2012 |  |
| Enable access to services to those affected by someone else's use of alcohol or other substances AB7.2014 |  |
| Raise awareness about substances, their use and effects AD1.2012  |  |
| Develop and disseminate information and advice about health and social well-being SCDHSC0438  |  |
| Test for alcohol and other substance use AE1.2014  |  |
| Lead the service delivery planning process to achieve outcomes for individuals SCDHSC0415 |  |
| Manage the prescription of controlled drugs for substance users AH1.2014 |  |
| Supply injecting and other relevant equipment to individuals who use substances and facilitate safe disposal AH3.2014 Support individuals through detoxification programmes AH7.2014 |  |
| Support individuals to take their medication as prescribed GEN135 |  |
| Work with individuals to encourage a reduction in harmful alcohol consumption and drinking behaviour AH10.2014 |  |
| Use recognised theoretical models to provide therapeutic support to individuals who misuse substances AI1.2012 |  |
| Use recognised theoretical models to provide therapeutic support to groups of individuals who misuse substances AI3.2012 |  |

**Notes**. As well as completing the boxes above, a Senior Manager should complete the Workplace Assessment Senior Manager Approval form.