

# Appendix A: Role profiles

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As part of the Drug Sector Partnership Adfam carried out a workforce development project looking at ways of supporting practitioners working with families affected by substance use. After consulting with stakeholders, role profiles were created based on the units available in the NOS directory. The role profiles have now been disseminated within the sector for use by organisations. Role profiles can be used in the recruitment process, appraisal and supervision of staff, the creation of staff development plans, any changes in service targets or outcomes to respond to new needs and other processes.

Click on the unit titles to access them on the NOS Directory.

Adfam is also developing an accreditation scheme for practitioners, with an assessment made of their competencies.

## **Family support practitioner**

**This role profile sets out the main competencies of a practitioner working with families affected by drug or alcohol use.**

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### **Core competencies**

- Promote effective communication and information sharing
  - Promote, monitor and maintain health, safety and security in the workplace
  - Reflect on, develop and maintain your practice
  - Develop practices which promote choice, well-being and protection of all individuals
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### **Additional competencies**

- Contribute to safeguarding children, young people and vulnerable adults
- Assess and act upon immediate risk of danger to substance users
- Raise awareness about substances, their use and effects
- Work with families, carers and individuals during times of crisis
- Assess the needs of carers and families of individuals with mental health needs

## **Drug and alcohol practitioners**

**This role profile outlines the additional competencies that a drug and alcohol practitioner would need to work with families.**

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- Contribute to safeguarding children, young people and vulnerable adults
- Provide services to those affected by someone else's substance use