

Matrix of DANOS Rationalisation – revised October 2007

2005 Code & Competence title	2007 Rationalisation Action
AA1 Recognise indications of substance misuse and refer individuals to specialists	Unchanged
AA2 Relate to, and interact with, individuals	Replaced with HSC233 – same title
AA3 Support individuals to access and use services and facilities	Replaced with HSC330 – same title
AA4 Promote the equality, diversity, rights and responsibilities of individuals	Replaced with HSC3111 – same title
AA5 Interact with individuals using telecommunications	Replaced with GEN21 – same title
AA6 Promote choice, well-being and the protection of all individuals	Replaced with HSC35 – same title
AB1 Support individuals who are distressed	Replaced with HSC226 – same title
AB2 Support individuals who are substance users	Unchanged
AB3 Contribute to the prevention and management of abusive and aggressive behaviour	Unchanged
AB4 Contribute to the protection of individuals from harm and abuse	Replaced with HSC335 – same title
AB5 Assess and act upon immediate risk of danger to substance users	Unchanged
AB6 Support individuals to deal with relationship problems	Replaced with HSC356 – same title
AB7 Provide services to those affected by someone else's substance use	Unchanged
AB8 Contribute to assessing and act upon risk of danger, harm and abuse	Replaced with HSC395 – same title
AB9 Work in collaboration with	Replaced with HSC387 – same title

carers in the caring role	
AB10 Relate to families, parents and carers	Replaced with HSC388 – same title
AC1 Reflect on and develop your practice	Replaced with HSC33 – same title
AC2 Make use of supervision	Replaced with GEN36 – same title
AC3 Contribute to the development of the knowledge and practice of others	Unchanged
AC4 Support and challenge workers on specific aspects of their practice	Replaced with: GEN33 Enable other individuals to reflect on their own values, priorities, interests and effectiveness GEN35 Provide supervision to other individuals
AD1 Raise awareness about substances, their use and effects	Unchanged
AD2 Facilitate learning through presentations and activities	Replaced with LLUK L10 Enable learning through presentations
AD3 Facilitate group learning	Replaced with LLUK L13 Enable group learning
AD4 Develop and disseminate information and advice about substance use, health and social well-being	Unchanged
AE1 Test for substance use	Unchanged
AF1 Carry out screening and referral assessment	Unchanged
AF2 Carry out assessment to identify and prioritise needs	Unchanged
AF3 Carry out comprehensive substance misuse assessment	Unchanged
AG1 Develop, implement and review care plans for individuals	Unchanged
AG2 Contribute to care planning and review	Unchanged
AG3 Assist with the transfer of individuals between agencies and services	Unchanged
AG4 Retain individuals in contact with substance misuse services	Unchanged
AG5 Implement policies to manage risk to individuals and third parties	Unchanged

AH1 Prescribe controlled drugs for substance users	Unchanged
AH2 Prepare for, and administer medication to individuals, and monitor the effects	Unchanged
AH3 Supply and exchange injecting equipment for individuals	Unchanged
AH4 Support individuals to undertake and monitor their own health care	Replaced with HSC225 – same title
AH5 Undertake treatments and dressings related to the care of lesions and wounds	Replaced with CHS12 – same title
AH6 Undertake physiological measurements	Replaced with CHS19 – same title
AH7 Support individuals through detoxification programmes	Unchanged
AH8 Dispense medicines and products	Replaced with: Pharm 07 Receive prescriptions from individuals Pharm 08 Confirm prescription validity Pharm 09 Assemble prescribed items Pharm 10 Issue prescribed items Pharm 11 Prepare extemporaneous medicine for patient use
AH9 Supervise methadone consumption	Unchanged
AH10 Employ techniques to help individuals to adopt sensible drinking behaviour	Unchanged
AH11 Prepare prescriptions for controlled drugs	Unchanged
AH12 Enable individuals to take their medication as prescribed	Unchanged
AI1 Counsel individuals about their substance use using recognised theoretical models	Unchanged
AI2 Help individuals address their substance use through an action plan	Unchanged
AI3 Counsel groups of individuals about their substance use using recognised theoretical models	Unchanged

AJ1 Help individuals address their offending behaviour	Unchanged
AJ2 Enable individuals to change their offending behaviour	Unchanged
AK1 Help individuals to access employment	Replaced with HSC347 – same title
AK2 Help individuals to access learning, training and development opportunities	Replaced with HSC348 – same title
AK3 Enable individuals to access housing and accommodation	Unchanged
AK4 Support individuals to manage their financial affairs	Replaced with: HSC345 Support individuals to manage their financial affairs HSC346 Support individuals to manage direct payments
BA1 Review and enhance your organisation's strategic position	Replaced with M&L B2 Map the environment in which your organisation operates
BA2 Establish strategies to guide the work of your organisation	Replaced with M&L B3 Develop a strategic business plan for your organisation
BA3 Contribute to the development of organisational policy and practice	Unchanged
BA4 Evaluate and improve organisational performance	Replaced with M&L F12 Improve organisational performance
BA5 Support effective governance	Unchanged
BA6 Manage the development and direction of the provision	Replaced with HSC 435 – same title
BB1 Promote your organisation and its services to stakeholders	Replaced with new GEN48 – same title
BB2 Establish, maintain and use relationships with the media to explain and promote the organisation and its work	Unchanged
BC1 Develop, negotiate and agree proposals to offer services and products	Unchanged
BC2 Manage activities to meet customer requirements	Replaced with: M&L D6 Allocate and monitor the progress and quality of work in your area of responsibility M&L E6 Ensure health and safety requirements are met in

	<p>your area of responsibility</p> <p>M&L F10 Develop a customer focused organization</p> <p>M&L F11 Manage the achievement of customer satisfaction</p>
BC3 Manage change in organisational activities	<p>Replaced with:</p> <p>M&L C4 Lead change</p> <p>M&L C5 Plan change</p> <p>M&L C6 Implement change</p>
BC4 Assure your organisation delivers quality services	Unchanged
BC5 Manage a service which achieves the best possible outcomes for the individual	Unchanged
BD1 Provide facilities for your organisation	Unchanged
BD2 Manage your organisation's facilities	Unchanged
BD3 Support the health and safety of yourself and individuals	Replaced with HSC22 – same title
BD4 Promote, monitor and maintain health, safety and security in the working environment	Replaced with HSC32 – same title
BE1 Establish information management and communication systems	Unchanged
BE2 Receive, analyse, process and store information	Replaced with HSC3115 – same title
BE3 Undertake research for the service and its clients	Unchanged
BE4 Supplying information for management control	Unchanged
BE5 Use information to take critical decisions	<p>Replaced with:</p> <p>M&L B6 Provide leadership in your area of responsibility</p> <p>M&L B8 Ensure compliance with legal, regulatory, ethical and social requirements</p> <p>M&L B9 Develop the culture of your organisation</p> <p>M&L B10 Manage risk</p>
BE6 Preparing reports and returns	Unchanged
BF1 Develop a strategy and plan to	Replaced with M&L D4 Plan the workforce

provide all people resources for the organisation	
BF2 Develop, implement and evaluate strategies and policies for recruiting and managing volunteers	Replaced with: VSNTO MV A2 Develop your organisation's volunteering policy VSNTO MV A3 Develop organisational structures and systems to support volunteering
BF3 Select personnel for activities	Replaced with M&L D3 Recruit, select and keep colleagues
BF4 Develop teams and individuals to enhance performance	Replaced with M&L D7 Providing learning opportunities for colleagues
BF5 Lead teams to provide a quality provision	Unchanged
BF6 Manage the performance of teams and individuals	Replaced with M&L D6 Allocate and monitor the progress and quality of work in your area of responsibility
BF7 Respond to poor performance in your team	Replaced with M&L D6 Allocate and monitor the progress and quality of work in your area of responsibility
BF8 Deal with poor performance in your team	Replaced with M&L D6 Allocate and monitor the progress and quality of work in your area of responsibility
BF9 Redeploy personnel and make redundancies	Replaced with M&L D4 Plan the workforce
BF10 Contribute to the recruitment and placement of volunteers	Replaced with by VSNTO MV C2 Contribute to the recruitment and placement of volunteers
BF11 Plan, organise and monitor the work of volunteers	Replaced with VSNTO MV D1 Plan, organise and monitor the work of volunteers
BF12 Lead and motivate volunteers	Replaced with VSNTO MV D2 Lead and motivate volunteers
BG1 Secure financial resources for your organisation's plans	Replaced with: M&L E2 Manage finance for your area of responsibility M&L E3 Obtain additional finance for the organisation
BG2 Plan and co-ordinate fund raising for the organisation	Replaced with VSNTO FD F20 Plan and co-ordinate fundraising activities
BG3 Determine the effective use of resources	Replaced with: M&L B1 Develop and implement operational plans for your area of responsibility M&L E2 Manage finance for your area of responsibility M&L F3 Manage business processes

BG4 Manage the use of financial resources	Replaced with: M&L E1 Manage a budget M&L E2 Manage finance for your area of responsibility M&L F3 Manage business processes
BG5 Making and recording payments	Unchanged
BG6 Maintaining financial records and preparing accounts	Unchanged
BI1 Develop productive working relationships	Replaced with: M&L A3 Develop your personal networks M&L D1 Develop productive working relationships with colleagues
BI2 Develop joint working agreements and practices and review their effectiveness	Replaced with HSC433 – same title
BI3 Facilitate meetings	Replaced with: CfA412 Chair meetings CfA311 Plan, organise and support meetings CfA211 Organise and support meetings
BI4 Represent agency at a formal hearing	Replaced with: CJDA1 Provide and obtain information at courts and formal hearings CJDA2 Represent the agency in courts and formal hearings CJAD3 Represent one's own at other agencies' meetings
BI5 Promote effective communication for and about individuals	Replaced with HSC31 – same title
BI6 Develop and sustain effective working relationships with staff in other agencies	Replaced with CJAD2 Develop, sustain and evaluate joint work between agencies
BI7 Participate in inter-disciplinary team working to support individuals	Replaced with HSC3100 - same title
CA1 Research the needs of the local population for substance misuse services	Replaced with GEN52 Research the needs of the local population for provision of health care services
CA2 Develop and review strategies and plans to meet local needs for substance misuse services	Replaced with: GEN53 Support the development of strategies to meet local needs for health care services

	<p>GEN54 Develop plans to meet local needs for health care services</p> <p>GEN55 Obtain and monitor the use of the funds required to implement plans to meet local needs for health care services</p> <p>GEN56 Review strategies and plans to meet local needs for health care services</p>
CA3 Promote the development of substance misuse services in the local area	Replaced with GEN49 Promote the development of health care services in the local area
CA4 Draw up specifications for substance misuse services	Unchanged
CB1 Invite tenders and award contracts	Unchanged
CB2 Monitor and evaluate the quality, outcomes and cost-effectiveness of substance misuse services	Replaced with GEN50 Monitor and evaluate the quality, outcomes and cost-effectiveness of health care services
CB3 Procure services for individuals	Replaced with GEN51 Procure health care services for individuals