

MID-LEVEL PRACTITIONER  
COMPETENCIES ASSESSMENT

Employee Name \_\_\_\_\_

Program \_\_\_\_\_

Date \_\_\_\_/\_\_\_\_/\_\_\_\_

*Core Competencies for Addiction Medicine, Version 2, approved by the Directors of the American Board of Addiction Medicine (ABAM) Foundation*

Please rate your level of training need in the following areas:

**Patient Care:** The Addiction Medicine specialist will demonstrate competence in medical care of persons with addiction and substance-related health conditions across a diverse spectrum of drugs, stages of use, and presentations, including care directed at reducing substance-use-related harm. He/she shall be able to render patient care that is compassionate, appropriate, and effective for the prevention and treatment of problems related to the addiction and substance-related health conditions.

Specifically, the physician/ mid-level practitioner will be able to:

1. Screen for and diagnose common problems related to substance use and addiction, including:
  - a. Recognize psychological and social characteristics of addiction disorders

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

- b. Use common standardized screening instruments and interview questions in evaluating patients

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

2. Conduct an accurate patient history
  - a. Conduct a clinical interview to collect a substance use history and addiction treatment history in a structured and non-judgmental manner

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

- b. Assess stages of change and use motivational interviewing strategies to promote change in persons with unhealthy substance use

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

3. Perform an appropriate physical examination and detect physical signs of acute use, intoxication, and withdrawal and chronic use and sequelae of use for
  - a. tobacco

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

## b. alcohol

Training Need: \_\_\_\_ Strong Need    \_\_\_\_ Minimal Need    \_\_\_\_ Moderate Need    \_\_\_\_ No Need

## c. sedative-hypnotics

Training Need: \_\_\_\_ Strong Need    \_\_\_\_ Minimal Need    \_\_\_\_ Moderate Need    \_\_\_\_ No Need

## d. opioids

Training Need: \_\_\_\_ Strong Need    \_\_\_\_ Minimal Need    \_\_\_\_ Moderate Need    \_\_\_\_ No Need

## e. cocaine and other stimulants

Training Need: \_\_\_\_ Strong Need    \_\_\_\_ Minimal Need    \_\_\_\_ Moderate Need    \_\_\_\_ No Need

## f. cannabinoids, hallucinogens, and other psychoactive substances

Training Need: \_\_\_\_ Strong Need    \_\_\_\_ Minimal Need    \_\_\_\_ Moderate Need    \_\_\_\_ No Need

## g. inhalants

Training Need: \_\_\_\_ Strong Need    \_\_\_\_ Minimal Need    \_\_\_\_ Moderate Need    \_\_\_\_ No Need

## h. intravenous, intramuscular and intranasal drug use

Training Need: \_\_\_\_ Strong Need    \_\_\_\_ Minimal Need    \_\_\_\_ Moderate Need    \_\_\_\_ No Need

## 4. Formulate a diagnosis and an appropriate management plan

## a. Use standard diagnostic criteria to diagnose addiction

Training Need: \_\_\_\_ Strong Need    \_\_\_\_ Minimal Need    \_\_\_\_ Moderate Need    \_\_\_\_ No Need

## b. Explain diagnosis to the patient and explains rationale for treatment

Training Need: \_\_\_\_ Strong Need    \_\_\_\_ Minimal Need    \_\_\_\_ Moderate Need    \_\_\_\_ No Need

## c. Able to make referrals for medical and psychiatric conditions

Training Need: \_\_\_\_ Strong Need    \_\_\_\_ Minimal Need    \_\_\_\_ Moderate Need    \_\_\_\_ No Need

**Medical Knowledge:** The Addiction Medicine specialist will understand addiction as a chronic medical condition, and Substance Use Disorders (SUD) and substance-related health conditions as important and prevalent public health issues. He/she will understand the established and evolving biomedical, clinical, and cognitive sciences and apply this knowledge to the care of patients with addiction and substance-related health conditions.

Specifically, the physician/ mid-level practitioner will be able to:

## 5. Understand the core medical knowledge about substance use disorders and substance-related

health conditions, including:

a. Epidemiology, prevalence and patterns of alcohol and other drug use

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

b. Demography of drug use and misuse: social, national, religious, ethnic, cultural contexts, and etiology of drug misuse and addiction

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

c. Neurobiology and genetics of reward and addiction

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

d. Psychosocial issues shaping drug use and misuse

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

e. Drug and drug misuse effects

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

f. Pharmacodynamics of common drugs of reward

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

g. Actions and features of acute intoxication and chronic misuse

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

h. Common secondary medical problems associated with drug misuse

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

i. Fetal and neonatal effects of commonly misused drugs

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

6. Provide medical management of persons with addiction in special contexts

a. Pre and post-operative care

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

b. Pain management

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

c. Peri-natal period

Training Need: \_\_\_\_\_ Strong Need    \_\_\_\_\_ Minimal Need    \_\_\_\_\_ Moderate Need    \_\_\_\_\_ No Need

d. Problems related to intravenous drug use

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

**Practice-based learning and improvement:** The Addiction Medicine specialist will stay current with evolving science and clinical practice relevant to the prevention and management of addiction and substance-related health conditions, including medical, surgical, psychiatric and obstetrical complications of substance use. He/she will be a life- long learner of patient care and will be able to appraise and assimilate new scientific evidence into the care of patients.

Specifically, the Addiction Medicine physician/ mid-level practitioner will:

7. Be able to access needed resources and information on substances and addiction

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

8. Consult with other treatment resources as appropriate

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

9. Be able to supervise and teach other health care professionals

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

10. Know avenues for specialization/concentration/continuing education in the field

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

11. Continuously improve skills through practice assessment

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

**Interpersonal skills and communication:** The Addiction Medicine specialist will consistently use respectful and effective communication with patients with addiction and substance-related health conditions, their families and other health care professionals, in order to optimize medical care.

Specifically, the Addiction Medicine specialist will:

12. Communicate with patients based on medical and public health understanding of drug use and addiction in a manner that is respectful and non-judgmental, and based on accurate and non-stigmatizing nomenclature, yet be structured and firm as appropriate

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

13. Understand the importance of families/significant others in addressing substance issues and communicate with them effectively as appropriate

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

**Professionalism:** The Addiction Medicine specialist will engage in the care of persons with addiction and substance-related health conditions in a professional, health-oriented, responsible and proactive manner, in order to reduce substance-related harm, promote health and address co-existing medical problems. He/she will manifest a commitment to carrying out professional responsibilities, an adherence to ethical principles, and sensitivity to a diverse patient population.

Specifically, the Addiction Medicine physician/ mid-level practitioner will:

14. Maintain an appropriate appearance

Training Need: \_\_\_Strong Need \_\_\_Minimal Need \_\_\_Moderate Need \_\_\_No Need

15. Be consistently punctual and reliable

Training Need: \_\_\_Strong Need \_\_\_Minimal Need \_\_\_Moderate Need \_\_\_No Need

16. Demonstrate respect and sensitivity to patients' culture, age gender, and disabilities.

- a. Provide care of persons with substance use problems based on a medical and public health paradigm of drug use and addiction

Training Need: \_\_\_Strong Need \_\_\_Minimal Need \_\_\_Moderate Need \_\_\_No Need

- b. Recognize and actively address stigma towards persons with substance misuse and/or addiction

Training Need: \_\_\_Strong Need \_\_\_Minimal Need \_\_\_Moderate Need \_\_\_No Need

- c. Not discriminate, or tolerate discrimination towards, persons with substance misuse and/or addiction

Training Need: \_\_\_Strong Need \_\_\_Minimal Need \_\_\_Moderate Need \_\_\_No Need

- d. Address addiction as a chronic medical illness and harmful drug use as a personal and public health problem in all contexts

Training Need: \_\_\_Strong Need \_\_\_Minimal Need \_\_\_Moderate Need \_\_\_No Need

- e. Be aware of how the physician/ mid-level practitioners' own experiences may affect their relationship with patients with addictions

Training Need: \_\_\_Strong Need \_\_\_Minimal Need \_\_\_Moderate Need \_\_\_No Need

- f. Contribute to the profession of medicine by involving oneself in the work of  
i. Medical professional societies

Training Need: \_\_\_Strong Need \_\_\_Minimal Need \_\_\_Moderate Need \_\_\_No Need

- ii. Quality management and performance improvement activities

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

iii. Mentoring junior colleagues and trainees, both outside of and within formal medical

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

iv. education programs

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

**Systems based practice:** The Addiction Medicine specialist will demonstrate an awareness of and responsiveness to the larger context and system of health care. He/she will recognize the multi-dimensional components of the systems required to reduce the incidence and impact of addiction and substance-related health conditions. He/she will be able to effectively access, navigate and engage appropriate systems (health care delivery systems, health care financing systems, public health systems, social service and child welfare systems, educational systems, criminal justice systems, legislatures and other governmental systems, and the media) to optimize care.

Specifically, the Addiction Medicine physician/ mid-level practitioner will:

17. Work as part of a treatment team and communicate effectively and respectfully with co-care providers

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

18. Engage other members of the health care team in a respectful manner including:

a. Primary care and specialty physician/ mid-level practitioners

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

b. Mental health professionals (e.g., psychologists, social workers, counselors)

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

c. Pharmacologists/pharmacists

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

19. Anticipate errors/lapses in care and take steps to prevent them

Training Need: \_\_\_\_Strong Need    \_\_\_\_Minimal Need    \_\_\_\_Moderate Need    \_\_\_\_No Need

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Employee Signature

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Date