



# Consulting Circles

*Skills Training in Health & Social Care*

## Alcohol Screening & Brief Interventions Training Outline



2012/2013



## 1. Introduction

Consulting Circles is a specialist training consultancy delivering therapeutic skills training to health and social care providers across the UK. Set up in 2007 by Sonia Yeandle and Ray Jenkins, Circles is dedicated to providing innovative approaches to workforce development through bespoke training and consultancy services. We provide strategic and operational support with contract management, third sector marketing, recovery initiation and service user advocacy.

Our courses are specifically designed to enhance the capacity of managers and staff of generic substance misuse agencies to deliver high quality, recovery orientated interventions to service users, their families and carers.

At Consulting Circles we place great emphasis on delivering quality services to our clients. Our products are developed from the core skills of our Directors and Associates. We have more than 18 years experience of strategic and operational organisational development, innovative service delivery, contract management and workforce development. Our strength is our knowledge base, providing tangible added value for our clients by achieving measurable results quickly and cost effectively.

[Ray Jenkins Dip. Couns. MBA](#) is a former Development Director of CRI, a national social care provider delivering drug & alcohol interventions within the criminal justice system and community. He is a former member of the UK Anti Drugs Co- ordination Unit (UKADCU) advising on the implementation of the Government's 10 year Drug Strategy. He has extensive knowledge of staff and workforce development that is supported by an operational background in delivering integrated recovery orientated treatment systems in the community and Criminal Justice initiatives. A qualified Trainer (C&G 7303) Ray has been delivering specialist training to offender manager & key workers since 2008.

[Sonia Yeandle Dip. Couns. C&G 7303](#) has more than 17 years experience of working in the social care field with Social Services and local authority legal departments. Her expertise encompasses Workplace Policy writing, implementation and training as well as Workplace Stress Audits and ISO Project Management. Trained by BSI (British Standards Institute), Sonia has worked with a number of small charities to help them prepare for ISO certification status. Sonia also holds an Advanced Diploma in Integrative Counselling, & Psychotherapy, Diploma in Integrative Group-work, Diploma in Supervision and a PTTLS qualification. Sonia also designs and runs CPD Workshops for Counsellors, Key-workers and Social Care & Health staff across the UK.

### [Associates](#)

Consulting Circles work with a small number of select associates with senior operational management experience and proven track records in the delivery of social care training and consultancy. We ensure that all our associates have the right skills and qualifications to match an organisation's business and training needs.

## 2. The Need for Alcohol Screening

At Consulting Circles we recognise that alcohol consumption and alcohol problems exist as part of a continuum. Alcohol use can range from none or light heavy consumption to dependence. Alcohol related health and social problems tend to increase as consumption rises. It is possible to reduce the prevalence of alcohol related problems by intervening early in the continuum when people are beginning to drink hazardously and encouraging them to reduce consumption. Early interventions can range from primary prevention and education through to brief psychosocial interventions and/or specialised treatment.

### The Supporting Facts

- Almost 17 million working days are lost each year due to alcohol misuse alone. - *Alcohol Strategy, Department of Health, 2004.*
- 20% of patients presenting to GP / primary health care setting will be drinking at harmful or hazardous levels – *Anderson, 1993.*
- 1 in 6 attending A & E departments have alcohol related injuries, rising to 8 in 10 at peak times – *HEA, 1998.*
- 1 in 6 hospital admissions are alcohol related – *Pirmohamed, 2000.*
- A Member of staff under the influence of drink will only achieve 67% of their work potential. - *Substance Abuse Survey, IPD, 1998.*
- Substance misusers are 3.5 times more likely to injure themselves or someone else at work. - *Jackson, Drug and Alcohol Policies, 1999.*
- It is estimated that 25% of all accidents at work are drug or alcohol related. - *International Labour Office, 1987.*
- It is estimated that the cost of drug & alcohol misuse in terms of crime, absenteeism at work and sickness is in excess of £20 billion. - *Godfrey, Eaton, McDougall & Culyer (2000).*

## 3. Skills Training for Practitioners

Consulting Circles provide 2 x day generic training for frontline practitioners to identify and recognise indicators of harmful alcohol use and motivational techniques to encourage client to participate in primary screening. Our highly skilled trainers will equip delegates with a basic knowledge of the the psychological and social implications of harmful and hazardous drinking whilst offering advanced techniques to analyse screening outcomes.

Within the training we employ Babor and Grant's Alcohol Use Disorders Identification Test (AUDIT) which contains 10 questions in regard to quantity and frequency of alcohol consumption, drinking behaviour and alcohol related problems and reactions. AUDIT was tested on a sample of 913 drinking patients to determine its accuracy in detecting harmful and hazardous alcohol consumption and was found to deliver 92% sensitivity and 94% specificity amongst the cohort (Saunders, 1993).

AUDIT is designed to be used as a brief structured interview or self-report questionnaire. It can easily be incorporated into a general health interview, lifestyle questionnaire or medical history and is considered as non-intrusive by those who have employed it in a primary health care or community setting.

#### **4. AUDIT Scoring**

Scores are allocated according to responses given by the individual being screened. The minimum score is 0 for non drinkers and the maximum possible score is 40. A score of 8 or more indicates a strong likelihood of hazardous or harmful alcohol consumption.

A shortened version of the AUDIT screen can be used in circumstances where the key worker or health care professional has a limited time with the individual. Consisting of five core questions, responses are scored the same with 5 or more indicating a need to discuss the individual's alcohol consumption further.

#### **5. Delivery of Appropriate Brief Interventions**

Training is based on cognitive behavioural approaches (CBT) such as motivational interviewing (MI) and solution focussed therapy (SFT) to facilitate the continued engagement and support of an individual through to onward referral with a specialist alcohol treatment agency.

Delegates will be introduced to techniques that will focus on creating the right environment in which an individual can examine how their lives have been affected by alcohol misuse, consider the alternatives to their drinking and how to make the changes that will lead to a more balanced lifestyle.

A strong emphasis is given to how delegates can employ MI techniques to enhance an individual's understanding of their alcohol misuse and increase their motivation to change. This will include how to explore equipping an individual with cognitive behavioural skills, coping strategies and the ability to identify/use support networks.

Brief interventions are designed to engage clients who have not openly presented with an alcohol problem, rather than an individual who has actively sought help.

Our training approach is eclectic and can be summarised by the following:

- Cognitive Behavioural approaches to help reduce excessive emotional reactions and self-defeating behaviour. The approach is collaborative, active, based upon open-ended questioning, structured and focused.
- Lapse/relapse information and early and continuous work on individual prevention and management strategies. This includes developing an individual's understanding of how alcohol affects them physically and psychologically, coping with cravings and techniques for recognising and managing stress/anxiety.
- Motivational interviewing techniques assist an individual's to recognise discrepancies between their thinking and behaviour.' This is critical to keeping themselves stable by developing alternative "positive" activities.
- Solution Focused techniques provide a useful tool to develop the individual's problem solving skills. Promoting the realisation that they have choices, looking at what decisions have gone well and how they can/do influence their environment is central to any sustained recovery.

## 6. Programme Outline – Alcohol Screening & Brief Interventions

<b>Day 1: Alcohol Screening</b>	<b>Session Focus</b>	<b>Duration</b>
<b>Session 1.</b> Physical and psychological effects of alcohol	Consolidate knowledge and insight into what constitutes hazardous and harmful alcohol consumption.	75 x minutes
<b>Session 2.</b> Exploring society's attitudes towards alcohol	Challenge attitudes to problematic drinking from the perspective of the law, media, society and personal opinion.	75 x minutes
<b>Session 3.</b> Engagement strategies	How to engage an individual in the screening process whilst creating therapeutic rapport.	75 x minutes
<b>Session 4.</b> AUDIT screening tool	How to complete and analyse the AUDIT screening process and how to expedite the next steps to treatment.	75 x minutes
AM/PM Breaks		75 x minutes
<b>2 x Facilitators</b>	<b>Total</b>	<b>6.25 hours</b>

<b>Day 2: Brief Interventions</b>	<b>Session Focus</b>	<b>Duration</b>
<b>Session 1.</b> Advice & information giving	Levels of advice – for service users, parents, family or significant others.	75 x minutes
<b>Session 2.</b> Self efficacy & enhancing motivations	What is motivation, what enhances motivation and what damages motivation.	75 x minutes
<b>Session 3.</b> Brief Interventions	Strengths based assessment techniques & how to identify the right intervention.	75 x minutes
<b>Session 4.</b> Enhanced brief intervention techniques.	Employing node link mapping with motivational interviewing techniques and developing social recovery capital.	75 x minutes
AM/PM Breaks		75 x minutes
<b>2 x Facilitators</b>	<b>Total</b>	<b>6.25 hours</b>

## 7. Training Costs

We have scoped the delivery of our 2 x day training to accommodate a maximum of 18 and minimum of 12 delegates. Purchasers will be responsible for funding, sourcing and supplying the venue as well as providing delegate refreshments for the duration of the training.

<b>2 x day Alcohol Screening &amp; Brief Interventions</b>	<b>Cost</b>
Standard delegate rate for 2 x days	<b>£180.00</b>
* Reduced delegate rate if 2 or more courses booked	<b>£160.00</b>
Training preparation	<b>(inclusive)</b>
Subsequent supervision/support days	<b>£450.00</b>
Follow up, debrief & report writing	<b>(Inclusive)</b>
Support Materials & course handbooks (upto18)	<b>(inclusive)</b>
Overnight accommodation per night (Inner/outer London £120)	<b>£90.00</b>
Travel charged per mile	<b>40p</b>
Subsistence per day per trainer	<b>£20.00</b>
<b>* Venue to be supplied by purchaser</b>	
<b>* Prices are subject to 20% VAT</b>	

## 8. Workshop Facilitation

All workshops will be co-facilitated by either Sonia Yeandle, Ray Jenkins and/or an appropriately experienced associate. Consulting Circles will assess each participant's current skill levels, knowledge and ability, to inform individual continuous professional development. Summary reports and copies of training feedback forms can be provided as part of a structured training debrief.

## 9. DANOS Units covered

AA2 (HSC233)	<p><b><u>Relate to and interact with individuals</u></b></p> <ol style="list-style-type: none"> <li>1. Identifying the relationship needs of individuals</li> <li>2. Developing effective relationships with them</li> <li>3. Monitoring and altering the relationships to meet changing needs.</li> </ol>
AA6 (HSC355)	<p><b><u>Promote choice, well-being and the protection of all individuals</u></b></p> <ol style="list-style-type: none"> <li>1. Protecting individuals whilst respecting their diversity, difference, preferences and choice.</li> </ol>
B15 (HSC31)	<p><b><u>Promote effective communication for and about individuals</u></b></p> <ol style="list-style-type: none"> <li>1. Promote effective communication for and about individuals.</li> <li>2. Identifying ways of communicating effectively on difficult, complex and sensitive issues.</li> <li>3. Supporting others to communicate and updating and maintaining records and reports.</li> </ol>

AF2	<p><b><u>Carry out assessments to identify and prioritise need</u></b></p> <p>AF2.1 Assess the individual's substance misuse problem and their understanding of services available</p> <p>AF2.2 Assess the need for referral to substance misuse services or to a comprehensive substance misuse assessment</p> <p>AF2.3 Make referral to a substance misuse service or comprehensive substance misuse assessment.</p>
AG1	<p><b><u>Develop, implement and review care plans for individuals</u></b></p> <p>AG1.1 Develop care plans to meet individual needs and preferences</p> <p>AG1.2 Implement care plans</p> <p>AG1.3 Review and revise care plans to meet changing needs, preferences and circumstances.</p>
AI1	<p><b><u>Counsel individuals about their substance use using recognised theoretical models</u></b></p> <p>AI1.1 Establish and manage the counselling relationship</p> <p>AI1.2 Enable individuals to identify and explore concerns</p> <p>AI1.3 Review options and assist individuals to decide on a course of action.</p>
AI3	<p><b><u>Counsel groups of individuals about their substance use using recognised theoretical models</u></b></p> <p>AI3.1 Plan/prepare therapeutic group activities</p> <p>AI3.2 Prepare/support individuals through therapeutic group activities</p> <p>AI3.3 Evaluate agreed therapeutic group activities.</p>

## 10. Copyright

Copyright of all workshop materials and supporting literature (including course handbook) will be retained by Consulting Circles. Ownership of all pre- course questionnaires and subsequent analysis will automatically be considered the property of the purchaser as will any completed workshop evaluation reports.

Should you wish to enquire further about our courses you can visit our website on [www.consultingcircles.com](http://www.consultingcircles.com) or write to:

Chris Carrington  
 Training & Development Manager  
 6 First Avenue  
 Charmandean  
 BN14 9NH

Tel: 0844 804 5432 or you can email your confirmation to [chris@consultingcircles.com](mailto:chris@consultingcircles.com)



## 11. Our Customers

Since 2008, Consulting Circles have provided training to:

Albert Centre	Addaction
ADSiS	Barking & Dagenham DAT
Bexley DAAT	Brent DAT
Bradford PCT	Basement Project
Buckinghamshire PCT	Calderdale PCT
DISC	Drug Aid
Grimsby DIP	Luton PCT
East Sussex NHS Partnership	East Sussex DAAT
North Lincolnshire Safer Neighbourhoods	
CRI-Crime reduction Initiatives	
North & Midlands	
London	
South & Southwest Directorates	
HMP Bellmarsh	HMP Bullingdon
HMP Drake Hall	HMP Grendon
HMP Hewell	HMP Lewes
HMP Holloway	HMP Manchester
HMP PARC	HMP Springhill
HMP Stanford Hill	HMP Swaleside
HMP Wormwood Scrubs	HMP YOI Altcourse
HMP YOI Feltham	HMP YOI Rochester
Gateshead PCT	Hammersmith & Fulham DAAT
Hereford DASH	Hull City-Safe
Islington PCT	First Care Health
Lifeline	NECA
NHS Hillingdon	Oasis Partnership
RAPt	
Reading DAAT	Redbridge DAAT
Redcar & Cleveland PCT	Safer Middlesbrough Partnership
Sefton DAAT	SMART Criminal Justice Projects
Shropshire DAAT	South Tyneside PCT
SAAS	Surrey DAAT
South Luton DAAT	Turning Point NE
South Shields SMT	Worcestershire DAAT
South Wales DIP	