

[Office-Based Treatment: Training Your Staff](#) [1]

Description: Your staff will be assisting you with many of the tasks essential to conducting in-office buprenorphine treatment. Therefore, staff members need a firm grasp of the principles of addiction treatment and corresponding clinical skills and an attitude conducive to working with this patient population. The staff's attitudes will affect the way they treat patients, thus influencing the outcome of treatment. Before starting office-based buprenorphine treatment, you may wish to conduct formal training with your staff. The brief guidelines below can help you structure your training.

Information to Convey

In the course of your staff trainings, try to cover the following topics:

- Addiction is a chronic medical illness, not a character flaw or weakness of will, and can be treated successfully
- The treatment philosophy your practice espouses Substance abuse screening skills
- Proper record keeping and compliance with confidentiality legislation
- Appropriate interaction with patients and how to handle negative situations that may arise
- Knowledge of other services and referral options

Principles of Staff Training

The setting and tone of the trainings and the methods of information delivery will influence learning. Keep the following principles in mind:

- Design hands-on activities that stress experience. Focus on skills by using role-playing, for example. This will be more effective for staff than simply being lectured. Start the training with a participatory activity and intersperse these activities throughout the training to keep attention levels high.
- Notice how the staff members learn, and try to do more things that enhance their learning.
- Provide additional resources so that learning can continue after training is complete.

Links:

[1] <http://local.buppractice.com/node/1441>