annual report 2004/2005
Contents

NCETA..................................................................................................................................................................... 1
From the Chair of the Board.............................................................................................................................. 2
Board of Management 2004/05...................................................................................................................... 3
Year in Review....................................................................................................................................................... 4
Projects ................................................................................................................................................................... 6
PhD Program....................................................................................................................................................... 17
NCETA Website and Re-branding................................................................................................................. 17
Staffing Profile 2004/05................................................................................................................................... 18
Publications & Presentations ..........................................................................................................................20
Committees..........................................................................................................................................................25
Grants from External Sources..........................................................................................................................26
NCETA

A Centre of Excellence

The National Centre for Education and Training on Addiction (NCETA) is an internationally recognised research centre that works as a catalyst for change in the alcohol and other drugs (AOD) field. The promotion of Workforce Development (WFD) principles, research and evaluation of effective practices is NCETA’s core business.

Established in 1992, NCETA is a collaborative venture between Flinders University and the South Australian Department of Health. Since 1999, NCETA has been funded by the Australian Government Department of Health and Ageing through the National Drug Strategy. NCETA is located within the School of Medicine at Flinders University in South Australia.

NCETA is one of three national research centres in the AOD field. The other centres are the National Drug and Alcohol Research Centre (NDARC) in Sydney and the National Drug Research Institute (NDRI) in Perth.

Our Mission

The Centre’s mission is to advance the capacity of human services organisations and workers to respond to alcohol and other drug related problems.

Our Principles

We are committed to:
- harm minimisation
- national and international research
- research dissemination
- an evidence-based approach to workforce development and practice change
- research based on sound theoretical models
- a multidisciplinary approach
- working in partnership.

Our Stakeholders

NCETA works with a wide range of professionals involved with AOD issues in both government and non-government sectors including:
- alcohol and other drug specialist workers
- health workers (medical practitioners, nurses, psychologists)
- volunteer workers in a variety of community groups (e.g., parent and family groups, church groups, counselling support groups)
- police and law enforcement professionals
- welfare professionals (social workers, youth workers and other community-based workers)
- teachers and academics.

Our Aims and Goals

1. to provide leadership on issues relating to the AOD workforce
2. to raise awareness and understanding of workforce development and its implications for AOD strategy
3. to identify and promote best practice in developing and managing the workforce in the AOD field.
From the Chair of the Board

The year 2004/05 was a very productive and exciting time for the National Centre for Education and Training on Addiction (NCETA) at Flinders University. During the previous financial year, the Board and staff of the Centre had engaged in a comprehensive strategic planning exercise. The strategic plan developed for the period 2004/08 ratified workforce development as the core business of NCETA. It formalised the direction in which the Centre had been moving for some time and gave a clear remit of responsibility for initiatives in the innovative area of workforce development.

It is pleasing to see the successful repositioning of the Centre that has occurred during 2004/05 and the diverse and creative program of work that NCETA has executed during this time. The high quality products emerging from NCETA on a wide range of workforce-related topics make an especially important contribution to the alcohol and other drugs (AOD) field specifically and to workforce development more broadly. In its programs NCETA is undertaking some unique, essential and fundamental research that is of pivotal importance to workforce development initiatives. These special contributions of NCETA are increasingly being recognised at both national and international levels.

The work of the Centre is made possible through a number of important supportive and collaborative partnerships with the Australian Government Department of Health and Ageing and the South Australian Department of Health. The Board is very grateful to the strong support that the Centre continues to receive from both of these Government Departments. In addition, it should be noted that NCETA works closely with a range of key players on the ground with every major project undertaken. These close working relationships ensure that the Centre’s program of work and products are of practical relevance to the field.

Overall the Board has been very pleased with the achievements of NCETA this year under Professor Ann Roche’s excellent leadership. The Centre has gained considerable national and international profile over this period and is clearly now being recognised for its work as the leader in Australia in stimulating new approaches to the very important area of workforce development in the AOD field. The major activities and achievements of the Centre over the year 2004/05 are presented in this annual report, and on behalf of the Board of Management I wish to congratulate the staff of NCETA on their unique contribution to the AOD field and to workforce development more generally.

Professor Lindon Wing
Chair
Board of Management 2004/05

Professor Lindon Wing (Chair)
Dean, School of Medicine
Flinders University

Ms Jenny Hefford
Assistant Secretary, Drug Strategy Branch, Australian Government Department of Health and Ageing

Dr Neal Blewett
President
Alcohol and Other Drugs Council of Australia

Mr Nick Gill
Director, Nick Gill Consultancy

Dr Ken Pidd
Senior Research Officer, National Centre for Education and Training on Addiction, Flinders University

Professor Ann Roche
Director, National Centre for Education and Training on Addiction, Flinders University

Dr Tom Stubbs
Executive Director, Health System Management Division, South Australian Department of Health

Mr Nick Gill
Director, Clinical Services, Training and Research Ted Noffs Foundation

Ms Bronwyn Simondson
Registrar, Flinders University
Year in Review

A Very Productive Year

2004/05 has been a very busy period for NCETA. In 2003/04, NCETA undertook a very comprehensive planning exercise that was carried out in conjunction with members of the Board of Management and key funders including the Australian Government Department of Health and Ageing and the South Australian Department of Health. The planning exercise identified that the core area of business for NCETA would be workforce development.

During 2004/05, NCETA was able to forge ahead with a broad program of work in the area of workforce development and professional practice change. Presented in this year’s Annual Report are examples of activities and research that the Centre has engaged in to progress this area of responsibility. The Centre has undertaken a diverse array of activities in these areas. Key areas are highlighted below and described in more detail in the body of the report.

Research Program

The year 2004/05 saw the consolidation of the Centre’s Research program. A number of new and innovative research activities were progressed or initiated. These include a dissemination project that involves a large systematic review of the evidence on different strategies for disseminating research findings. This project is due for completion in early 2006. NCETA received funding to undertake a national survey of AOD workers’ views on factors that impact on recruitment, reward and retention in the field. A survey of over 1,000 AOD workers was initiated. Results of the survey are due in late 2005. No comparable studies have been undertaken in Australia previously. NCETA has also engaged in a range of research and resource development activities in relation to alcohol and work. This has included a major project in collaboration with Research Centre for Injury Studies that involved a secondary analysis of the 2001 National Household Survey data. NCETA will continue to expand and develop this central workforce development area and will place considerable emphasis on workplace research and resource development.

Resource Development

NCETA’s program of work focuses not only on research but also on resource development. In this sense, a very practical approach is taken that is designed to provide concrete support and input to the field. To this end, during 2004/05 NCETA produced and launched a number of resource materials. These included the launch at the November 2004 Australasian Professional Society on Alcohol and Other Drugs (APSA) conference of the Resource Kit for GP Trainers on Illicit Drug Issues (which accompanies the Alcohol and Other Drugs: A Handbook for Health Professionals (3rd ed.)). The kit was specifically designed for training GPs but much of its content is of a generic nature and suitable for a wide range of health professionals. In June 2005 at the Drug and Alcohol Nurses of Australasia (DANA) conference, NCETA launched another major resource kit the Clinical Supervision Resource Kit for the Alcohol and Other Drugs Field. The Clinical Supervision Kit is a unique product and represents the culmination of three years of work. It contains an array of resources including a book and a 40 minute training DVD to guide managers and supervisors in the instigation of clinical supervision. This well received resource has potential to be an important workforce development initiative.

In November 2005 at the APSAD conference, NCETA will launch two new recently completed resources. The first of these is a 14 chapter kit on workforce development called Workforce Development TIPS (Theory Into Practice Strategies): A Resource Kit for the Alcohol and Other Drugs Field. This important resource will assist workers to apply practical, relevant workforce development strategies in their agencies. The second resource is a new booklet on Stress and Burnout. This is a common but little addressed phenomenon in the AOD field. This booklet is part of a larger program.
of research examining AOD workers’ experience of stress and burnout which aims to identify mechanisms to recognise and ameliorate it.

For hard copies of these resource materials, contact NCETA or they can be downloaded from NCETA’s website www.nceta.flinders.edu.au.

Re-branding

It was evident that the new strategic directions of NCETA warranted re-branding for the Centre. While these new directions are reflected in the Centre’s program of work, it was also felt that a more tangible form of re-branding was necessary. Hence, the logo, corporate colours and images of the Centre were completely revamped during 2004/05. These changes can be seen in this report, on the Centre’s website (www.nceta.flinders.edu.au), stationery, and general materials. The fresh corporate colours and images of the re-branding reflect the new directions and innovative approaches being undertaken by NCETA.

Funding and Partnerships

The Centre places great emphasis on key partnerships; including the partnerships with the Centre’s core funders. These are the Australian Government Department of Health and Ageing (AGDHA) and its representative Ms Jenny Hefford; the South Australian Department of Health (SA DoH) through its representative Dr Tom Stubbs; Flinders University (Flinders), represented by Professor Lindon Wing. These essential partnerships have made possible the progress and advancement of the Centre witnessed over recent times.

The respective core contribution from each of these partners is shown below.

<table>
<thead>
<tr>
<th></th>
<th>AGDHA ($)</th>
<th>SA DoH ($)</th>
<th>Flinders ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>384,064</td>
<td>259,000</td>
<td>90,000 (approximate)</td>
</tr>
</tbody>
</table>

The Centre places enormous value on input from the field at large. With every major project undertaken the Centre seeks input of different types. This might be at the outset of a project, during its design phase or throughout its development and execution, through the use of reference groups. Many people in the field have supported NCETA’s projects and given invaluable advice and input and we would like to express our sincere appreciation of these collaborations.

Professor Ann Roche
Director
Projects

This section provides a brief summary of selected projects undertaken by NCETA during 2004/05.

The Building Bridges Project: WFD Tool Kit Development and Dissemination Project

**Description:** This project is designed to address the need for tailored WFD tools and resources appropriate for the AOD workforce. The project is funded by a workforce development grant ($207,477) from the Alcohol Education and Rehabilitation Foundation (AERF). The focus of the project is practical in orientation and reflects the diverse nature of the AOD field. It involves a series of discrete but interrelated products designed to provide tailored WFD resources and tools for the AOD workforce.

**Timeline:** This project commenced in early 2004. It is due for completion in January 2006, after which there will be further ‘roll-out’ activities associated with the project.

**Deliverables:**
- WFD TIPS (Theory into Practice Strategies) Resource Kit
- WFD TIPS website
- WFD dissemination workshops (1-day state-based workshops).

**Progress to June 2005:** The Building Bridges Kit was renamed to ‘Workforce Development TIPS (Theory Into Practice Strategies): A Resource Kit for the Alcohol and Other Drugs Field’. The Kit comprises 14 chapters: an introduction to WFD and 13 WFD topics relevant to the AOD field.

The Kit will be launched at the 2005 Australasian Professional Society on Alcohol and Other Drugs (APSAD) conference in Melbourne November 2005.

Clinical Supervision Resource Kit Project

**Description:** This project addresses the need for a comprehensive guide and resources for clinical supervision in the AOD field. No such similar resource has been previously developed, in spite of the widely held view that such a resource is needed. The overall aim of this project is to enhance the effectiveness of clinical supervision in the AOD workforce.

‘Clinical Supervision Resource Kit for the Alcohol and Other Drugs Field’ comprises:
- an Overview booklet
- the Guide (monograph)
- a brief set of vignettes on a 40 minute DVD illustrating the key principles and techniques involved
- a trainer’s instruction booklet to supplement the DVD
- a sample training program with 75 PowerPoint slides.

All materials are also reproduced electronically on a CD (part of the kit).

**Timeline:** August 2003 – December 2005
Deliverables:

- Production of a clinical supervision resource kit: a ‘user-friendly’ resource that will provide practical assistance in the planning and delivery of clinical supervision programs for AOD workers
- Conduct one or more workshops on the practical application of AOD clinical supervision guidelines.

Progress to June 2005: The Kit was launched at the Drug and Alcohol Nurses of Australasia (DANA) conference in Canberra June 2005. A workshop was held for invited key stakeholders on 19 August.

Workplace Projects

Description: A series of inter-related projects addressing alcohol and drug use and the workplace have been developed. This is an area which has received relatively little attention in Australia but has been the focus of considerable recent attention overseas, especially in the United States of America.

The projects include:
1. the development and evaluation of a training program for managing workplace AOD issues
2. the development of an information and resource kit to assist with the management of workplace AOD issues
3. an occasional paper concerning alcohol, workplace culture and workplace safety
4. a National Workplace AOD Forum.

This is a substantial body of work from which will stem a wider range of activities for 2005/06. This will include reports, papers and other forms of brief communiqués, conference and seminar presentations, and extensive networking and development of further aims to the workplace program of work.

NCETA will hold a National Forum to bring together workplace AOD researchers, practitioners, policy makers, and other key stakeholders (early-mid 2006). This forum will provide a showcase of new resources and approaches together with an overview of the current state of play in Australia. The Forum will be undertaken in collaboration with the Alcohol and Other Drugs Council of Australia (ADCA) and other key partners.

Timeline: January 2004 – Ongoing

Deliverables:

- The development and evaluation of a training package for managing workplace drug and alcohol issues
- The development of an information and resource kit to assist with the management of workplace AOD issues
- The production of an occasional paper that examines the relationship between workplace culture, alcohol use and Australian morbidity and mortality rates
- The forum which will help to ensure a coordinated approach to furthering research and practice in AOD WFD.

Progress to June 2005: Work has been completed on the development of:

- ‘Responding to Alcohol and Other Drug-related Issues in the Workplace: A Training Package’
- ‘Responding to Alcohol and Other Drug-related Issues in the Workplace: An Information and Resource Kit’.

The reproduction of the workplace AOD management kit for small businesses has also been completed.
An occasional paper examining the relationship between work culture, alcohol use and Australian morbidity and mortality rates has been produced in conjunction with the Research Centre for Injury Studies. The final report was submitted in April 2005. A series of papers are currently being developed that stem from the rich data set used in the report. In addition, a number of brief ‘broadsheets’ are being developed that capture key information in short easy-to-read formats.

NCETA plans to hold a major meeting in early 2006 on workplace interventions, using the findings of our recently completed report as the basis for the meeting, together with work soon to be undertaken on drug testing in the workplace and other empirical study findings.

The 3 Rs of Workforce Development: Recruitment, Reward and Retention. A Multi Level Examination of the Workforce Development Needs of AOD Specialist Services

**Description:** This project involves a national survey of AOD specialist frontline workers. The aim is to identify the individual and organisational factors that impact on job satisfaction/reward, burnout, staff retention and turnover. Particular emphasis will be placed on the work practices related to clients with problematic alcohol use and the impact these work practices have on key workforce development outcomes. The survey will include workers from a range of professionals including nurses, AOD specialists, psychologists and social workers.

**Timeline:** August 2004 – June 2006

**Deliverables:**
- Literature review on key factors impacting on recruitment, reward and retention of workers in the AOD field
- Production of peer reviewed publications on research findings
- Production of a report highlighting key study findings and implications for workforce development workplace policy and practice
- Dissemination of this report to key stakeholders in government and non-government organisations (including study participants).

**Progress to June 2005:** The literature review has been completed. Data collection has commenced and surveys have been distributed across Australia, and a sample of over 1,400 has been obtained.

The Burnout Project: Identification of the Key Antecedents and Consequences of Burnout and Engagement in AOD Managers

**Description:** This project is designed to examine the issue of burnout in managers of AOD treatment agencies. It is designed to increase current understanding of the causes and consequences of burnout in this important occupational group. The project involves conducting a survey of managers in AOD agencies. The survey will be designed to address three key issues:
- participants’ current levels of burnout
- participants’ perception of a range of workplace factors that may contribute to their levels of burnout (e.g., autonomy, support)
- participant’s job satisfaction, organisational commitment and turnover intention (i.e., intention to leave the organisation).

**Timeline:** January 2005–March 2006
Deliverables:

- Literature review on key antecedents and consequences of burnout and engagement in health and human service professions
- Report on central findings from consultations with stakeholder groups and individuals on key factors contributing to burnout and engagement, and strategies to prevent burnout and facilitate engagement
- Peer reviewed publications on the incidence, antecedents and consequences of burnout and engagement in AOD workers and managers
- Presentations at symposia and conferences on the project findings and strategies to address burnout and engagement
- Production of a handbook for AOD organisations describing practical evidence-based strategies to prevent burnout and facilitate engagement.

Progress to June 2005: The first stage of the project – a literature review and stakeholder consultation – has been completed. The second stage of the project – the survey of AOD managers is underway. It is anticipated that the study will be completed by March 2006.

Work is underway to produce a user-friendly and practical booklet on addressing and preventing burnout in AOD workers. The booklet will summarise the key points from the research literature regarding the causes of burnout, and will describe practical evidence-based strategies to prevent and address burnout in AOD workers. The booklet will be designed to increase understanding and awareness of burnout issues in the AOD sector, and to facilitate and support evidence-based responses to burnout. The booklet will be launched at the APSAD conference in November 2005.

Dissemination and Implementation Strategies Project: Identification and Evaluation of Effective Dissemination and Implementation Strategies for the AOD Field

Description: This project involves a systematic review of effective dissemination strategies. The project aims to:

- increase the uptake and implementation of innovations (e.g., programs, tools, guidelines) by frontline health and human service workers associated with the AOD field
- identify, describe and appraise theories/models of diffusion that underlie dissemination strategies that may be useful to the AOD field
- determine the critical success factors that influence uptake and implementation of innovations
- develop evidence-based practice guidelines for dissemination strategies that are germane to the AOD field.


Deliverables:

- Development of evidence-based “best practice” guidelines informed by the outcomes of the systematic review.

Progress to June 2005: The protocol for the review has been finalised and an overview of existing systematic reviews has commenced. Relevant database searches have been completed and currently in the process of applying the selection criteria, which were determined a priori in the protocol, and evaluating the quality of included studies. Study profiles for included studies are being developed concurrently.
Training and Capacity Building in Program/Project Evaluation

Description: This project is primarily directed toward equipping those working in the AOD field with the critical knowledge, awareness and skills required to conduct program/project evaluation and social research and to incorporate these approaches into their working practices.

The project will consist of a two-day intensive workshop and the development of web-based materials focussing on conceptual and practical issues in designing and conducting project and program evaluation in the AOD field. The approach will be consistent with the principles of adult learning integrating interactive and problem-based learning sessions around “real-life” examples (including work on existing projects which attendees can bring to the session). The workshop will be delivered across SA in rural and metropolitan settings. The sessions will emphasise the importance of a “systematic approach” to evaluation which embraces the need to address program and program processes, impacts, and outcomes in relation to the multi-layered working environment to which they relate.

Emphasis will be given to the importance of incorporating evaluation into the planning stages of program/project development in order to encourage the systematic gathering of data to facilitate ongoing learning and quality improvement.

Timeline: October 2004 – October 2005

Deliverables:
- Design of workshop program and compilation of suitable materials
- Delivery of three rural and two metropolitan based workshops
- Evaluation and follow-up evaluation of workshops and completion of report
- Development of web-site with accessible workshop resources.

Progress to June 2005: This project is a collaboration between NCETA and Drug and Alcohol Services South Australia (DASSA – formally, Drug and Alcohol Services Council (DASC)). Two workshops have been delivered:
1. Planning evaluation and projects, defining aims, objectives, strategies and indicators; program logic, realistic evaluation, utilisation evaluation issue, constructing evolutions plans
2. Using focus groups in AOD evaluation and designing questionnaires for AOD evaluation.

The Pharmacists Project: Key Factors Impacting on the Quality of Service Provision to Current or Former Injecting Drug Users in Community Pharmacies (New Project)

Description: This project is focused on the workforce development issues associated with pharmacists’ provision of opiate pharmacotherapy dispensing services and related health services. The aim of the project is to identify the key factors that contribute to effective service provision, and to identify the efficacy of workplace interventions in facilitating high quality service provision.

Timeline: 2004 – Ongoing

Deliverables:
- Reports and publications on the key factors impacting on the quality of service provision by pharmacists to drug-using clients
• Establishment of gold standard of care regarding service provision
• Identification of effective workplace interventions to facilitate practice change (randomised control trial (RCT)).

Progress to June 2005: National Health and Medical Research Council (NHMRC) grant application was unsuccessful. Alternative sources of funding to be sought (including Australian Research Council (ARC) Industry Collaborative grant).

GP Training Package and Handbook for Health Professionals

Description: This large project involved revision of the Handbook for Medical Practitioners and Other Health Professionals and the development of a training package on illicit drugs for medical practitioners. This project was funded by Australian Government Department of Health and Ageing (AGDHA).

The Handbook is a resource that has been revised a number of times and has served as an extremely popular and useful resource for a wide range of human services providers. Particular attention was paid to developments in the pharmacotherapies and other topical issues from an evidence-based perspective.

The second component of the project involved the production of a training package on illicit drugs for medical practitioners. In undertaking the development of the training package, a wide range of important educational, clinical and structural factors are considered. Particular emphasis is placed on the relationships between chronic illnesses and illicit drug use, dependence and addiction.


Deliverables:
• A comprehensive 300-page Handbook for Health Professionals on AOD issues
• An extensive resource package for GP trainers on the full range of key AOD issues with over 700 PowerPoint slides
• Construction of a prototype of an AOD website tailored to meet the needs of GPs.

Progress to June 2005: The Handbook and the Resource Kit were launched at the APSAD conference in November 2004. The AOD GP website, which contains modified versions of the information contained in the Handbook and Resource Kit has been completed by the IT section of AGDHA. The Handbook and the Kit have been extensively distributed throughout 2005 with requests received from several overseas countries for permission to use and modify.

The Effectiveness of a Responsible Hospitality Audit and Feedback Intervention to Reduce Alcohol-related Harm

Description: NCETA is a collaborator with Dr John Wiggers and others from Newcastle University on an NHMRC grant for 2004/05 that was awarded to investigate the effectiveness of a responsible hospitality audit and feedback intervention to reduce alcohol-related harm in licensed premises.

Timeline: Work on this 2-year project commenced in early 2004 and will continue into early 2006.

Progress to June 2005: The project has progressed well with initial data collection completed using simulated patrons.
Evaluation Project: Dissemination Strategy

Description: The Evaluation Project, conducted by NCETA between 2001 and 2003, involved the development of a valid and reliable tool to evaluate factors that influence training transfer and work practice change in regard to frontline workers’ AOD-related professional practice. A dissemination strategy of this program aims to expand understanding of WFD issues and encourage use of the materials produced through the Evaluation Project.

Timeline: Ongoing – 2005/06

Deliverables:
- “Packaging” of the evaluation project products
- Distribution of the Evaluation Project products including the assessment tools and training guidelines.

Progress to June 2005: Dissemination of the products to key AOD organisations continues. Advertisements for the products continue to be posted on ADCA Update.

Alcohol Action in Rural Communities (AARC): A Best Practice RCT

Description: This project is part of a larger AERF funded $2.4 million best practice project “Reducing alcohol-related harm in rural towns” conducted by the University of Newcastle (UN) and the National Drug and Alcohol Research Centre (NDARC). This larger UN/NDARC project aims to reduce alcohol-related harm in New South Wales rural communities by employing a community action approach that includes a range of interventions that involve community groups, medical centres, hospitals, local police, hotels, schools, and the workplace (RCT).

The project “Reducing alcohol-related harm in rural towns: the workplace as an intervention point” supports the larger UN/NDARC project by providing and evaluating the workplace component of the wider community intervention. This workplace intervention component consists of providing resources, information, and practical assistance to workplaces in selected rural towns to improve management practices concerning alcohol and other drug-related issues in the workplace. There will be a particular focus on evaluating the impact of the resources, information, and assistance on existing management practices regarding alcohol and other drug issues in the workplace.

Timeline: This 5-year project commenced in late 2003. Ongoing.

Deliverables:
- Collection of baseline data and analyses on key indicators, during 2004
- Development of intervention strategies for the workplace component of the project
- Commencement of initial implementation of the intervention strategies.

Progress to June 2005: Baseline data collection has been successfully completed. NCETA is no longer contributing in the pharmacists’ component of the project.

For the workplace component of the project, NCETA will be running a number of workshops entitled ‘Reducing Alcohol-related Harm in Rural Communities’ in workplaces indicating interest. The workplace resource materials recently completed by NCETA will be provided to participants. Workshops are due to commence in September 2005.
NSW Workforce Development Council

Description: NSW instigated the establishment of an Alcohol and Other Drugs Workforce Development Council. The Council has a strategic rather than an operational focus. Membership of the Council is cross disciplinary and cross sectoral. Ann Roche is a member of the Council. Membership of the Council provides NCETA with a valuable opportunity to contribute to the development of effective WFD strategies and initiatives in the NSW AOD workforce.

Timeline: Ongoing

Progress to June 2005: The NSW WFD Council has developed the NSW Drug and Alcohol Workforce Framework. It is structured under following four headings:

- workforce planning
- workforce learning
- workforce infrastructure
- evaluation.

A report produced by the Committee, *Drug and alcohol issues: An agenda for workforce development in NSW* has been submitted to the NSW Cabinet Standing Committee on Drugs and Alcohol. Subject to approval of release of the Agenda, its implementation will commence. This will involve working with the nine key government agencies that are required to develop drug and alcohol workforce development plans as part of the Agenda’s implementation: NSW Police; NSW Health; Attorney-Generals; Gaming and Racing; Community Services; Corrective Services; Education and Training; Juvenile Justice; and Housing.

Summer School on Inequalities and Addiction (2006)

Description: NCETA and the SA Department of Health jointly held the 1st International Summer School on Inequalities and Addictions in February 2004. This three day Summer School explored the relationship between addictions and social inequalities and developed a framework for a more effective approach to reducing the impact of addictions on disadvantaged groups in the population.

After further discussion with SA Department of Health, it was agreed that this is an important area in which considerable interest had been generated by the last Symposium and that further initiatives were warranted. A second meeting is now planned for 2006.

Timeline: 2nd Summer School to be held in Spring 2006.

Progress to June 2005: Planning is underway to convene a meeting of 100–150 invited participants in Spring 2006, and to instigate further research activities related to this issue.

Evaluation of Police Drug Diversion Training Programs

Description: NCETA is a collaborative partner on a project to deliver Worker Training Services for the SA Police Drug Diversion Initiative Worker Training Services for the SA Police Drug Diversion Initiative (PDDI). This project was developed with Flinders Department of Nursing, Spencer TAFE, Flinders Consulting and Adelaide Central Mission. This Consortium won a competitive grant to undertake and evaluate the PDDI training being undertaken in South Australia. NCETA’s role in this project was to undertake the evaluation of the impact of the training with a view to examining the components of the training that facilitate both institutional and professional change. This project was funded by a SA Department of Health.
Timeline: The project was completed in late 2004. An extension to the original project may occur for 2005/06.

Deliverables:
- Completion of the training of more than 100 participants with a comprehensive evaluation of the training impact.

Progress to June 2005: Findings from the final PDDI Training Evaluation were presented to the SA Department of Health on 15th March 2005. The Department is currently considering the wider dissemination of the report.

The Attitudes Project - Attitudes toward Licit and Illicit Drug Users: A Training Resource for Educators and Trainers

Description: The project aims to develop an evidence-based training resource to facilitate positive and supportive attitudes towards responding to AOD issues. This project has two main components. The first part involved a survey of nurses’ attitudes towards responding to AOD issues in their work. The study was designed to test an empirically based model concerning the key attitudes that are most likely to impact on the provision of optimal care to individuals with problematic alcohol or other drug use. Based on the findings from this study (and the existing research literature), the second part of this project involved the development of a resource pack addressing professionals’ attitudes towards clients with AOD problems. A working draft of the resource titled Attitudes towards Licit and Illicit Drug Users: A Training Resource for Educators and Trainers has been completed. The resource was developed for use with GPs and nurses, but can be adapted for a range of health professionals.

Timeline: January – December 2005

Deliverables:
- Development and dissemination of a user-friendly resource pack for educators and trainers on attitudes towards drug use
- Dissemination of the resource pack.

Progress to June 2005: The training resource has been finalised. The dissemination process is currently planned.

A Mentoring Resource Kit for the Alcohol and Other Drugs Field

Description: Compilation of existing NCETA resources on Mentoring (including Monograph, PowerPoint slides, and Resources & Tools: overview, recommended readings, case studies, templates) to produce and disseminate a user-friendly resource kit.

Timeline: August – September 2005

Deliverables: Production and dissemination of a user-friendly resource kit for people working in the AOD and broader health field.

Progress to June 2005: The project is progressing well. All components of the Mentoring Resource Kit have been completed or are in their final stages. Design and presentation of the materials is being planned. It is anticipated that this resource will be ready for printing by mid September.
ARC Project: Addressing Indigenous Complex Health, Housing and Social Inclusion Issues through Critical Systems Approaches to Build Workforce Capacity

**Description:** This project is designed to establish ways to enhance the workforce capacity of Indigenous and non-Indigenous staff to manage referrals and match service options to needs across partner organisations. Ann Roche is a collaborator on this research project instigated by Dr Janet McIntyre to address health, housing and social inclusion issues in the Indigenous community. This is an innovative project focused on developing effective knowledge management and networking strategies to improve service provision. The project will include a pilot of ways to ensure that the availability of services can be updated and identify the gaps and mismatches in both understanding and human service delivery pertaining to social inclusion.

**Timeline:** January 2005 – December 2007

**Deliverables:**
- PhD student dissertation
- Publications.

**Progress to June 2005:** This new ARC grant was awarded in December 2004.


**Description:** Professor Ann Roche was contracted by the Australian Drug Foundation (ADF) to lead a rapporteur team to write a report on the conference Thinking Drinking: Achieving Cultural Change by 2020 run by ADF Victoria in February 2005.

The report comprised a considered response by a group of experienced researchers and policy makers with the capacity to identify issues of importance and make reasonable recommendations for the future.

The report consists of: a short review/summary of conference proceedings, major issues considered; leading matters for decision; most promising options and recommendations for future directions for AOD policy and programs.

**Timeline:** February 2005 – July 2005

**Deliverables:**
- Conference attendance
- Verbal reports/presentations to plenary during conference
- Conference report of approximately 10,000–20,000 words to be published by ADF under authorship of rapporteurs.

**Progress to June 2005:** Following the conference, the rapporteurs produced a 20,000 word report on the conference. The report was completed in July 2005. A paper for peer reviewed publication has been produced from the initial report.
SA Department of Health AOD Training Audit

**Description:** NCETA was contracted by the SA Department of Health to undertake an audit of AOD training and related WFD issues and activities in SA. This project is part of the commitment stemming from the SA Drug Summit.

**Timeline:** September 2005

**Deliverables:**
- Final report to SA Department of Health on the Audit of AOD training.

**Progress to June 2005:** The initial 50 page draft report *An audit of AOD training and other WFD issues* was submitted to the SA Department of Health Reference Group in July 2005.

Cooperative Research Centre Aboriginal and Tropical Health (CRC-ATH), Flinders University ASRI

**Description:** This project is designed to contribute to the improved health outcomes of people in remote communities of the Northern Territory and Australia, through the provision of high quality tertiary education, training and research focusing on the discipline of Remote Health.

Flinders University is one of the 12 partner organisations that form the new CRC (effective as of July 2003). NCETA has been involved in the identification of activities in relation to AOD WFD and research dissemination in the area of aboriginal health. NCETA is developing partnerships both within Flinders, across the 12 partners and beyond to advance activities in these areas. In 2004 Flinders University established 'Areas of Strategic Research Interest' (ASRI). One of these is an Indigenous ASRI. NCETA is a partner in this ASRI.

**Timeline:** Ongoing

**Progress to June 2005:** NCETA submitted a tender proposal to SA Department of Health which was to undertake training of indigenous health workers on the Eyre Peninsula.

Evaluation of the Alcohol and Mixed Alcohol and Other Drug Consumption Project – Vietnamese Community in Australia SA Chapter Inc.

**Description:** This project aims to reduce the health risks associated with the consumption of alcohol and mixed use of alcohol with other drugs in the South Australian Vietnamese Community through implementing a variety of educational and awareness raising strategies targeting specific groups and the whole of the community. A culturally appropriate participatory action research approach to the evaluation research will be adopted. This purposely enlists the collaboration of the Project team and the Hoi Sihn Committee to help identify and enact suitable strategies in order to facilitate the gathering of authentic data from clients. The evaluation will seek to improve practice whilst developing a model for best practice for evaluating AOD projects for culturally and linguistically diverse (CALD) groups.

**Timeline:** June 2004 – October 2007

**Deliverables:**
- Completion of thorough evaluation of the project
- Development of best practice model for evaluation of CALD Projects addressing AOD issues
- Conference/seminar presentations and publications on conducting evaluation of AOD projects for CALD communities.
Progress to June 2005: Training in evaluation and evaluation methods was delivered by Paul Aylward in December 2004.

This project has been transferred with Paul Aylward to his new position.

Evaluation of the Parks Mental Health Partnership – Improving Access to Comprehensive Mental Health Services for Aboriginal People with Co-morbidity of Mental Illness and Drug/Alcohol Issues

Description: This project aims to improve the capacity of service providers and the Aboriginal community to work in partnership to improve access to services for Indigenous people with co-morbidity problems. The project seeks to improve the cultural competence of service providers on the one hand and to strengthen the resilience of clients and families on the other. The evaluation will assess the processes and impacts of the project and contribute to a model of best practice.

Timeline: June 2004 – June 2006

Deliverables:
- Completion of thorough evaluation of the project
- Contribution to model of best practice
- Conference/seminar presentations and publications.

Progress to June 2005: This project has been transferred with Paul Aylward to his new position.

PhD Program

Throughout 2004/05, NCETA instituted a strategy to steadily develop the Centre’s PhD program. As part of this program, Toby Freeman started his PhD in January 2004. Toby is supported by a scholarship from the SA Department of Health. His PhD topic is The role of health professionals in the prevention of alcohol and tobacco related harms.

Chelsea Todd will commence her PhD in October 2005. Chelsea will be supported by an Alcohol Education and Rehabilitation Foundation (AERF) grant.

NCETA Website and Re-branding

In November 2004, a revamped NCETA website was launched (see: www.nceta.flinders.edu.au). Further work continues on the website to ensure that NCETA provides the most up-to-date, comprehensive information available to the AOD workforce development, work practice change, and education and training related matters.

The NCETA Website also allows and encourages users to provide feedback not only about the website but also about the range of activities currently undertaken by NCETA and those considered important for the future. All new materials are made available for download as pdf files on the website. The Centre is also engaged in a range of re-branding exercises during 2004/05. The re-branding involved new corporate colours and a new logo. These have now been incorporated into the Centre’s stationery, signage and promotional material.
Staffing Profile 2004/05

Mr Paul Aylward
Senior Lecturer
(from July 2004 to March 2005)

Ms Vinita Duraisingam
Project Officer
(from August 2004)

Dr Petra Bywood
Senior Research Officer
(from January 2005)

Ms Sarah Cowell
Administrative Assistant
(from August to November 2004)

Mr Chris Hurley
Administrative / Finance Officer

Mr Toby Freeman
PhD Student

Ms Veronica Fruend
Project Support Officer

Mr Lachlan Johnson
Computing Systems Officer

Ms Belinda Lunnay
Research Assistant
(from January 2005)

Ms Lada Lynas
Administrative Officer / Personal Assistant to Director
(from August 2004)

Ms Anna McKinnon
Research Assistant
(from January to June 2005)

Mr Vincenzo Libri
Project Officer
(from March to July 2004)

Photo unavailable
Dr John O’Connor  
Senior Lecturer  
(from December 2004)

Ms Margaret O’Neill  
Research Officer  
(until May 2005)

Dr Ken Pidd  
Senior Research Officer

Ms Yvette Pollard  
Project Officer  
(from October 2004)

Prof Ann M. Roche  
Director

Ms Judith Saebel  
Research Officer  
(until September 2004)

Dr Natalie Skinner  
Lecturer

Ms Hiroe Terao  
Project Support Officer  
(from October 2004)

Ms Chelsea Todd  
Research Assistant

Mr Steve Trickey  
Computing Systems Officer
Publications & Presentations

Some of the publications can be downloaded from the NCETA website (www.nceta.flinders.edu.au).

Book Chapters / Monographs


Peer Reviewed Papers


Roche, A. M., Freeman, T., & Skinner, N. From data to evidence, to action: Findings from a systematic review of hospital screening studies for high risk alcohol consumption. Drug and Alcohol Dependence (In press).


Under Editorial Review


Reports


Magazine Articles


Other Publications


Conference Papers, Presentations, Posters & Workshops


Committees

Membership of National Committees and Other Bodies

Ken Pidd

- a member of the South Australian Construction Industry Drug and Alcohol Program
- a member of the Alcohol and other Drug Council of Australia’s (ADCA) Workplace/Industrial Occupational Health and Safety Reference Group
- joined the MCDS working party on Performance and Image Enhancing Drugs and attended a meeting of this group on 23 February 2005.
- joined the Workplace Services (SA) and Drug and Alcohol Services SA (DASSA) reference group for the Impact of Alcohol and Other Drugs in the Workplace Project and attended a meeting with this group on 5th April 2005
- joined the Flinders University Advisory Committee on the Culture of Alcohol in Australian Rules Football (CAARF) project in April 2005.

Ann Roche

- a member of the Editorial Board of the magazine Of Substance
- an Assistant Editor for Addiction
- a member of the international editorial board for the Drug and Alcohol Review
- President of the Australasian Professional Society on Alcohol and Other Drugs (APSAD)
- a member of the NSW Workforce Development Council
- a member of the National Cannabis Strategy Research Reference Group
- a member of the international alcohol epidemiology group the ’Kettil Bruun Society’
- a member of the reference group supporting the Australian Government Initiative, REDI Resilience Education and Drug Information training kit for tertiary educators of student teachers
- a member of the advisory committee overseeing development and planning of the alcohol conference ’Thinking Drinking’ held in Melbourne in February 2005
- a member of the Public Health Association of Australia.
Grants from External Sources

<table>
<thead>
<tr>
<th>Project Title</th>
<th>Funding Body</th>
<th>Principal Grant Holder(s)</th>
<th>Secondary Grant Holder(s)</th>
<th>Full Grant ($) (NCETA Share)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Bridges between Awareness and Action: A Workforce Development Toolkit for the Alcohol &amp; Other Drugs Workforce</td>
<td>AERF</td>
<td>Roche, A.</td>
<td>Freeman, T. et al</td>
<td>207,477.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Skinner, N.</td>
<td></td>
<td>(207,477.00)</td>
</tr>
<tr>
<td>Occupational Health Workforce Project</td>
<td>DASSA</td>
<td>Roche, A.</td>
<td>Pidd, K.</td>
<td>56,500.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(56,500.00)</td>
</tr>
<tr>
<td>PhD Scholarship Support</td>
<td>SA DoH</td>
<td>Roche, A.</td>
<td>N/A</td>
<td>75,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(75,000.00)</td>
</tr>
<tr>
<td>Alcohol and Work in Australia</td>
<td>AGDHA</td>
<td>Harrison, J.</td>
<td>Roche, A.</td>
<td>54,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Pidd, K.</td>
<td>(24,000.00)</td>
</tr>
<tr>
<td>Clinical Supervision Resource Kit</td>
<td>AGDHA</td>
<td>Roche, A.</td>
<td>N/A</td>
<td>27,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(27,000.00)</td>
</tr>
<tr>
<td>Identifying and Preventing Burnout in AOD Workers</td>
<td>AGDHA</td>
<td>Skinner, N.</td>
<td>Roche, A.</td>
<td>54,740.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(54,740.00)</td>
</tr>
<tr>
<td>The 3Rs of Workforce Development: Recruitment, Reward and Retention</td>
<td>AERF*</td>
<td>Roche, A.</td>
<td>Pidd, K.</td>
<td>135,506.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(135,506.00)</td>
</tr>
<tr>
<td>PhD Scholarship</td>
<td>AERF</td>
<td>Roche, A.</td>
<td>N/A</td>
<td>86,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(86,000.00)</td>
</tr>
<tr>
<td>Thinking Drinking Conference Report</td>
<td>ADF Vic</td>
<td>Roche, A.</td>
<td>Lunnay, B.</td>
<td>4,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(4,000.00)</td>
</tr>
<tr>
<td>SA Audit of AOD Training</td>
<td>SA DoH</td>
<td>Roche, A.</td>
<td>N/A</td>
<td>20,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(20,000.00)</td>
</tr>
<tr>
<td>NSW Alcohol Action in Rural Communities Project</td>
<td>AERF</td>
<td>Roche, A.</td>
<td>Pidd, K.</td>
<td>2,400,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(20,000.00)</td>
</tr>
<tr>
<td>Evaluation of Victorian Government Drug Initiative</td>
<td>Bearing Point Consulting (Previously KPMG)</td>
<td>Roche, A.</td>
<td>N/A</td>
<td>45,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(45,000.00)</td>
</tr>
<tr>
<td>Police Drug Diversion Initiative</td>
<td>SA DoH</td>
<td>Roche, A.</td>
<td>N/A</td>
<td>603,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(60,000.00)</td>
</tr>
</tbody>
</table>

AERF  Alcohol Education and Rehabilitation Foundation  
DASSA  Drug and Alcohol Services South Australia  
SA DoH  South Australian Department of Health  
AGDHA  Australian Government Department of Health and Ageing  
ADF Vic  Australian Drug Foundation Victoria
From noon to six o'clock we ran thirty miles to the northward skirting a sandy shore at the distance of five, and thence to eight miles; the depth was then 5 fathoms, and we dropped the anchor upon a bottom of sand, mixed with pieces of dead coral.

From hence and from some other cross bearings, to be 34° 59' south and 138° 42' east. No land was visible so far to the north as where the trees appeared above the horizon, which showed the coast to be very low, and our soundings were the situation of Mount Lofty was found fast decreasing.