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A Centre of Excellence

NCETA is an internationally recognised research Centre that works as a catalyst for change in the Alcohol and Other Drug (AOD) field. We are particularly well known for our work in relation to:

1. Workforce Development
2. Workplace AOD Issues
3. Translation of Research into Practice.

NCETA is a collaborative venture between Flinders University, the Australian Government Department of Health and Ageing and the South Australian Department of Health. NCETA is funded by the Australian Government Department of Health and Ageing through the National Drug Strategy and by the South Australian Department of Health. It 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) located in Sydney and the National Drug Research Institute (NDRI) located in Perth.

Our Principles

NCETA is committed to the following principles:

• Harm minimisation
• Leadership
• High quality research
• National and international research
• Ethical research
• Conducting research based on sound theoretical models
• A multidisciplinary approach
• Working in partnership
• Reciprocal collaboration with key stakeholders
• Ensuring that Indigenous research upholds the values outlined in the NH&MRC Values and Ethics: Guidelines for Ethical Conduct in Aboriginal and Torres Strait Islander Health Research.

Our Mission

1. To build the capacity of health, human services and related sectors and their workforces to respond to AOD-related issues and problems.
2. To undertake innovative research that will contribute to best practice by policy makers and practitioners.
Our Aims and Goals

NCETA aims to:
1. Provide leadership on issues related to the AOD workforce
2. Undertake high quality, innovative research on AOD-related issues
3. Build the knowledge base and raise awareness of workforce development and its implications for AOD strategy
4. Identify and promote best practice in building the capacity of, and managing the AOD workforce.

Our goals are to:
1. Increase our research programs in the AOD-related field
2. Increase our research impact
3. Expand our research funding capacity
4. Increase our research products including peer reviewed publications and reports
5. Expand our research collaboration to include a broad range of stakeholders and partners
6. Increase our capacity to develop and disseminate resources for the AOD-related field
7. Improve our capacity to provide timely and appropriate advice to key stakeholders
8. Increase our capacity to mentor new researchers and Indigenous researchers.

Our Role

NCETA works in partnership with a range of stakeholders in the AOD-related field to build the capacity of health and human services sectors, organisations and individuals to respond to AOD-related issues.

This may include, but is not limited to the following:
- Consulting with key stakeholders and representative bodies
- Coordinating or contributing to formal partnerships
- Providing project management and evaluation
- Conducting, commissioning or collaborating on research
- Translating and disseminating research findings
- Assisting stakeholders to focus on AOD-related workforce development
- Identifying, developing and implementing prevention strategies for:
  - Workplaces
  - Young people
  - Schools.

Our Stakeholders

NCETA engages with a wide range of organisations and workers who deal with AOD-related issues in the government, non-government and community-controlled sectors. These include:
- AOD specialist workers
- Health workers (including medical practitioners, nurses, psychologists)
- Volunteer workers engaged in a range of community groups (e.g., parent and family groups, church groups, counselling support groups)
- Police and law enforcement professionals
- Welfare professionals (including social workers, youth workers and other community-based workers)
- Education sector including teachers and other education professionals
- Child protection sector
- Academics
- Workplaces and industries
- Indigenous AOD Workers
- Governments.
From the Chairperson

Professor Paul Worley
Chair
NCETA Board of Management

I am pleased to present NCETA’s Annual Report for 2009-10. This period marks the beginning of a new strategic phase for NCETA, as detailed in NCETA’s Strategic Plan 2010-2013. This plan builds on NCETA’s excellent achievements in contributing to the development of both the generic and specialist alcohol and other drug workforce by undertaking research, knowledge transfer and dissemination activities. It reinforces NCETA’s position as Australia’s national research centre on alcohol and other drug workforce development and continues to firmly establish workforce development research and evaluation as the Centre’s core business.
The new Strategic Plan also reflects NCETA’s planned development over the next 3-5 years that will consolidate NCETA’s broad research program of work. The Centre will continue its major focus on the dissemination of research findings through the development of a range of resources, tools and peer-reviewed articles.

NCETA’s important leadership role in relation to workplace research and resource development will be substantially expanded. Relationships and research collaborations with key stakeholders will be enhanced, as will the Centre’s capacity to respond to Indigenous alcohol and other drug issues. Through these areas of activity the Centre aims to:

- Strengthen the capacity of the alcohol and other drug (AOD) workforce
- Promote evidence based best practice
- Identify and respond to emerging trends, and
- Align NCETA’s work with the Australian Government’s National Drug Strategy 2010-2015, as well as the strategic directions of SA Health and Flinders University.

In line with the broad focus of NCETA’s Strategic Plan, NCETA successfully executed a wide variety of projects during 2009-10. The research undertaken and the resources developed are highly valued by the generalist and specialist alcohol and other drug fields. These are initiatives that provide a unique contribution to the AOD and human services fields.

NCETA’s broad expanse of work could not be completed without the input of many stakeholders and co-contributors. In this regard, I would like to thank all those who took time to complete submissions, participate in interviews and surveys, agreed to be members of project reference groups, and provided ongoing support and advice to the NCETA team across their many and varied projects. Of particular note are the members of NCETA’s Board of Management. NCETA is indebted to these members for their commitment and continual support which has played a significant role in ensuring NCETA’s success.

On behalf of the NCETA Board, I farewell departing members of NCETA’s Board and wish them all the best in their future endeavours. I also offer a warm welcome to new members of NCETA’s Board and look forward to working with them in ensuring NCETA’s continued success in the future.
The period 2009-10 was a very important and productive time for NCETA. The Centre’s profile and reputation for excellence in relation to workforce development and workplace initiatives in particular continued to expand. The Centre developed and implemented its new Strategic Plan, the key elements of which are outlined below.

This Annual Report is also presented in an E-format in the enclosed CD-Rom. The CD contains copies of this report together with a wide selection of NCETA reports and resources from recent years. In this way, the CD offers a useful compendium of AOD workforce development tools and resources, in addition to other materials that can be accessed via the NCETA website: www.nceta.flinders.edu.au
Projects and activities have focused on the following areas.

1. **Workforce development**
   NCETA has worked to build the capacity of the workforce through undertaking a literature review of workforce development studies; conducting a training needs assessment for Queensland Health to inform the development of dual diagnosis clinical guidelines; reviewing managers’ perceptions of minimum standards and VET training; examining AOD workers’ attitudes towards family sensitive practices and developing a resource kit to assist in the implementation of these practices.

2. **Indigenous worker wellbeing**
   In recognition of the unique stressors experienced by the Indigenous workforce, NCETA developed workplace checklists and information sheets, and conducted workshops to help workplaces implement initiatives to enhance the health and wellbeing of this specialist workforce.

3. **Alcohol-related initiatives**
   NCETA has engaged in numerous alcohol-related activities including the development of a National Alcohol Data Knowledgebase and a set of data standards in order to provide alcohol-related information in a consistent, comparable and ‘user friendly’ manner. A national review of liquor licensing legislation in Australia was also undertaken. NCETA also investigated the association between specific beverage types and risky drinking behaviours, as well as concluding its qualitative analysis of the drinking expectations and experiences of young people. The Centre completed a major national review of the role of schools in relation to alcohol for the Department of Education, Employment and Workplace Relations and an important report on *The Social Context of Alcohol Use in Australia* was completed for the Australian Government Department of Health and Ageing.

4. **Workplace**
   Reinforcing NCETA’s reputation as a national leader in workplace alcohol and other drug issues, we produced two reports detailing findings from a secondary analysis of 2004 National Drug Strategy Survey data, and expanded the Centre’s workplace advisory and consultation role.

5. **Child protection**
   Further to an initial survey of child sensitive practices of AOD workers’ views, undertaken in collaboration with the Australian Centre for Child Protection, NCETA has continued to disseminate information about the role played by AOD in parenting and child protection/safety issues.

6. **Pharmaceutical drug misuse**
   An NCETA-led Consortium won the tender to develop Australia’s first national Pharmaceutical Drug Misuse Strategy.
Major projects completed during 2010 included:

1. Drug testing in the workplace
2. A review of the Certificate IV and its suitability for the sector as a minimum qualification
3. AOD-related workplace risks for young workers
4. National Alcohol Data Knowledgebase (NADK)
5. Liquor licensing review (SAPOL/MCDS).

Some new projects are described in more detail below.

**New Website**

In 2010, NCETA progressed a major revamp of the Centre’s website. The new site (launched in 2011 and funded through a grant from AER) has a major focus on workforce development (WFD) and has the most comprehensive array of alcohol and drug related WFD resources available in Australia.

**Contributions and Partnerships**

NCETA would like to take this opportunity to thank all staff and partner organisations that have made significant contributions to the Centre’s diverse program of work.
NCETA’s Strategic Plan 2010 – 2013 and Key Areas of Activity (2010)

The following overview table outlines NCETA’s key areas of interest/activity.

1. **Workforce Development**
   One of NCETA’s key areas of activity. Current projects include: the comprehensive literature review that includes a summary of 13 AOD WFD studies undertaken in Australia to-date; the child protection survey and associated resource; the Indigenous worker wellbeing project and associated resources and workshops; the review of attitudes and opinions about the Certificate IV as a minimum qualification.

2. **Law Enforcement**
   NCETA recognises the importance of AOD workforce development for law enforcement and a new NCETA report: *In Pursuit of Excellence: Alcohol- and Drug-Related Workforce Development Issues for Australian Police into the 21st Century* is the first of its type to look at the AOD workforce development needs of police. NCETA has also commenced a national collaborative project with SA Police, to review liquor licensing legislation in each jurisdiction to examine what works, what does not and what can be done differently.

3. **Workplace**
   NCETA is the lead agency in Australia in relation to AOD workplace issues. We have undertaken a unique and innovative program of work in this area including: a detailed analysis of AOD consumption patterns among employed Australians and the impact of AOD use on absenteeism and workplace safety risk, and production of workplace resource and training kits. We are currently undertaking Safework SA funded projects, concerning young workers and AOD-related workplace safety risk and workplace drug testing.

4. **Child and Parent Sensitive Practice**
   NCETA notes the growing awareness among the AOD and child/family welfare sectors of the need for greater cooperation to address needs of AOD clients, their children and their family. To facilitate change, NCETA completed a collaborative project with the Australian Centre for Child Protection that examined the role of AOD workers and factors that influence child and parent sensitive practice within the AOD treatment field. NCETA also developed a user-friendly, practical resource for AOD workers, managers and policy makers to assist them to address the needs of clients’ children.

5. **Indigenous AOD Workforce**
   NCETA has conducted an innovative WFD project to identify key antecedents and consequences of stress, burnout and wellbeing among Indigenous AOD workers. This involved a call for submissions, an online survey and in-depth interviews and focus groups with frontline workers. Key findings from this project were presented to the Department of Health and Ageing on 31 March 2010.

6. **Alcohol and Young People**
   NCETA has an interest in various emerging AOD issues and in particular issues related to alcohol. This has included a large program of work related to alcohol and young people. Most recently we have completed a national study funded by DEEWR examining the role of schools in relation to alcohol. We have also undertaken a range of quantitative and qualitative studies in this area.

7. **Secondary Data Analysis**
   NCETA undertakes secondary analyses of a wide range of existing data sets to increase understanding of workforce development issues and related AOD issues. Examples include: secondary analyses of National Drug Strategy Household Survey (NDSHS) data to identify Australian workers AOD consumption patterns, secondary analyses of NDSHS data to examine the relationship between risky alcohol use and consumption of RTDs, secondary analyses of National Centre for Education Research (NCVER) data and Department of Education, Employment and Workplace Relations (DEEWR) data to examine vocational education and training as a workforce development strategy.
### Board Members 2009 – 10

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<tr>
<th>Number</th>
<th>Name</th>
<th>Position and Affiliation</th>
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<tbody>
<tr>
<td>1</td>
<td>Professor Paul Worley</td>
<td>Dean, School of Medicine, Flinders University</td>
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<td>2</td>
<td>Dr David Filby</td>
<td>Executive Director, Policy and Intergovernmental Relations, South Australian Department of Health</td>
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<tr>
<td>3</td>
<td>Professor Ann Roche</td>
<td>Director, National Centre for Education and Training on Addiction, Flinders University</td>
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<tr>
<td>4</td>
<td>Dr Ken Pidd</td>
<td>Deputy Director, Research, National Centre for Education and Training on Addiction, Flinders University</td>
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<tr>
<td>5</td>
<td>Mr Allan Trifonoff</td>
<td>Deputy Director, Programs, National Centre for Education and Training on Addiction, Flinders University</td>
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<td>6</td>
<td>Dr John Howard</td>
<td>Director, Clinical Services, Training and Research, Ted Noffs Foundation</td>
</tr>
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<td>7</td>
<td>Simon Cotterell (not pictured)</td>
<td>Assistant Secretary, Drug Strategy Branch, Australian Government Department of Health and Ageing</td>
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<tr>
<td>8</td>
<td>Mr Darius Everett (not pictured)</td>
<td>Director, Research, International and Policy Section, Drug Strategy Branch, Australian Government Department of Health and Ageing</td>
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<td>9</td>
<td>The Honorable Trish Worth</td>
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<td>10</td>
<td>Daniel Flaherty</td>
<td>Director, Finance, Financial Services Division, Flinders University</td>
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<td>11</td>
<td>Professor Paul Arbon</td>
<td>Dean, School of Nursing and Midwifery, Flinders University</td>
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<td>12</td>
<td>Dr Adam Tomison</td>
<td>Director, Australian Institute of Criminology</td>
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<td>13</td>
<td>Mr Scott Wilson (not pictured)</td>
<td>State Director, Aboriginal Drug and Alcohol Council South Australia</td>
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<td>14</td>
<td>Mr Chris Milton (not pictured)</td>
<td>Director, National Drug Strategy Analysis Unit, Australian Government Department of Health and Ageing</td>
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<td>15</td>
<td>Mr Joe Upston (not pictured)</td>
<td>Australian Government Department of Health and Ageing</td>
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<tr>
<td>16</td>
<td>Dr Tahnya Donaghy (not pictured)</td>
<td>Executive Director, Policy &amp; Intergovernmental Relations, South Australian Department of Health</td>
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</table>
Staff Members

1. Professor Ann Roche  
   Director

2. Dr Ken Pidd  
   Deputy Director, Research

3. Mr Allan Trifonoff  
   Deputy Director, Programs

4. Ms Rachel Andrew  
   Research Assistant

5. Ms Stacey Appleton  
   Finance Officer

6. Ms Nancy Bates  
   Aboriginal Project Officer

7. Dr Sam Battams  
   Senior Researcher

8. Dr Joseph Borlagdan  
   Senior Research Officer

9. Ms Karen Brandon  
   Administration Assistant

10. Dr Petra Bywood  
    Senior Research Officer

11. Ms Amanda Carne  
    Research Assistant

12. Ms Vinita Duraisingam  
    Project Manager/Psychologist

Continued over page
Staff Members (continued)

13. Ms Angella Duvnjak
   Research Assistant

14. Ms Suzana Freegard
   Research Assistant

15. Dr Toby Freeman
   Research Officer

16. Ms Fiona Gleadle
   Research Assistant

17. Dr Clarissa Hughes
   Senior Research Officer

18. Professor Nicole Lee
   Senior Researcher

19. Ms Tania Steenson
   Project Officer

20. Mr Corey Taylor
    Statistician

21. Ms Amanda Tovell
    Project Officer

22. Ms Donna Weetra
    Aboriginal Project Officer

23. Ms Paula Wilson
    Project Officer
Project Areas

NCETA has continued to undertake a comprehensive program of work aimed at integrating the following three areas of action:

1. Research
2. Resource development
3. Research dissemination.

These areas of action aim to strengthen the capacity of the alcohol and other drug (AOD) workforce; promote evidence-based best practice; and identify and respond to emerging trends. Throughout the 2009–2010 reporting period, NCETA undertook a range of projects aligned to the following key strategic program areas:

- Workforce Development/Capacity Building
- Innovative Research
- Law Enforcement
- Identification and Responses to Workplace Issues
- Indigenous Workforce
- Young people/Schools.

Illustrations of key activities undertaken against each of these strategic areas are detailed below.
Workforce Development is a multi-faceted, systemic approach to building the capacity and sustainability of the alcohol and other drugs workforce. It offers a comprehensive way of thinking about and responding to the complex interplay of issues that affect the specialist and non-specialist workforce.

A workforce development approach means moving the focus from individual workers to organisations and systems. It shifts the emphasis from skills deficit to systems enhancement.

Workforce Development involves an emphasis on individual, organisation, and systems. Whilst acknowledging the importance of enhancing skills, it places a central focus on systems enhancement.

**Family Centred Policy & Practice**

**Funding:** Australian Centre for Child Protection  
**Collaboration:** Australian Centre for Child Protection  
**Staff Members:** Ann Roche, Allan Trifonoff, Petra Bywood, Vinita Duraisingam, Sam Battams  
**Deliverables:** Survey tool development & distribution, data collection & analysis, final report, journal articles

**Description**

There is growing impetus for a more comprehensive approach in understanding the causes, prevention and treatment of alcohol and other drugs problems across sectors. The alcohol and other drugs and family and child welfare sectors have increasingly recognised the relationship between alcohol and drug misuse, childhood and adolescent development, and child wellbeing and protection. However, few programs consider the needs and development of children and adolescents, or provide for the care of children, whilst parent/s are in counseling or treatment programs.

In 2009, NCETA conducted a national online survey to determine the extent to which alcohol and other drug workers consider the parental role of their clients and take into account the needs of clients’ children; as well as identify the perceptions of service providers and managers about the possible facilitators and inhibitors in relation to building the capacity of specialist services to be ‘family centred’. This survey was developed in collaboration with the Australian Centre for Child Protection. The survey sample included specialist frontline workers and treatment agency managers from government, non-government, private and community-owned treatment agencies in metropolitan and rural areas in each state and territory, and findings from the survey...

Building upon the findings from this survey, in 2010 NCETA developed a comprehensive practical resource kit. *For Kids’ Sake: A Workforce Development Resource for Family Sensitive Policy and Practice in the Alcohol and Other Drugs Sector* was designed to provide workforce development/capacity building knowledge and strategies for AOD interventions that are sensitive to the needs of, and involve, families and children.

**Publications & Materials:**


Co-morbidity Workforce Development

**Funding:** Australian Government Department of Health and Ageing

**Staff Members:** Ann Roche, Vinita Duraisingam, Paula Wilson, Stacey Appleton

**Deliverables:**
- Review training and professional development opportunities for alcohol and other drug and mental health fields
- Conduct a national workshop
- Evaluate and report on scholarships scheme

**Description**
A Co-morbidity Training Scholarship Scheme was initiated to provide scholarships for alcohol and other drug, and mental health skill development that matched the varied professional roles and qualifications of alcohol and other drug and mental health non-government organisation (NGO) workers.

NCETA developed an online application and assessment tool, and provided administrative support to the scholarship program. Ongoing administration of the Scholarships will occur until 2012.

Outcomes of three Scholarship rounds included
- 132 scholarships awarded, totalling $1.6 million.
- To date, 105 scholarship holders had successfully completed their professional development activity.
- The duration of scholarship activities ranges from two days to four and a half years.
- The last scholarship is due for completion in 2013.

Overall, the scholarship program has been an overwhelming success. The majority of participants rated the content, structure, resource and materials, and facilitation of their professional development activity as “very good” and indicated that their professional development activity effectively illustrated links between the theoretical and practical aspects of responding to alcohol and other drug and mental health co-morbidities. They considered that their training had addressed both the practical constraints of responding to co-morbid patients and increased their levels of knowledge, understanding, skill, and confidence. In addition, respondents reported that they have been able to share the new knowledge and skills they acquired with colleagues and apply what they have learnt from their professional development activity to the following work tasks:
- Education/information provision
- Referrals
- Early/brief interventions
- Screening
- Assessments
- Client care/support activities
- Counselling/therapy
- Case management.
Improved Services Forum
In conjunction with each of the state and territory NGO AOD peak bodies, NCETA coordinated the Improved Services Initiative Forum. The forum was held in Adelaide on Thursday 7 October and Friday 8 October 2010. Keynote speakers at the Forum were Professor John Mendoza and Professor Margaret Hamilton.

Publications & Materials

Vocational Education and Training (VET) and Workforce Development in the Community Services and Health Industries

**Funding:** National Centre for Vocational and Educational Research

**Staff Members:** Ken Pidd, Amanda Carne, Ann Roche

**Deliverables:** A publicly available report, peer reviewed paper, a presentation at a national conference, an A4 factsheet

**Description**

In 2009, NCETA was awarded a competitive grant from the National Centre for Vocational and Educational Research (NCVER) to examine vocational education training (VET) as a workforce development strategy for the community services and health industries. A case study of the alcohol and other drug sector is underway.

The main outcomes of this research will provide:

- Information to inform quality improvement in VET delivery and content, and
- A more detailed understanding of the degree to which VET provides a pathway to higher education
- Insight into managers’ views of minimum qualifications.

**Publications & Materials**

Queensland Dual Diagnosis Initiative Training Needs Assessment

**Funding:** Queensland Health

**Staff Members:** Nicole Lee, Rachel Andrew, Ann Roche

**Deliverables:** Develop a survey tool, analyse findings, final report

**Description**
Dual diagnosis was highlighted as a workforce development priority in the Queensland Drug Strategy 2006-2010 and the Queensland Plan for Mental Health 2007-2017, as well as by the Queensland Health, Alcohol, Other Drugs and Mental Health Collaborative. In response to this identified need, Queensland Health developed dual diagnosis clinical guidelines to assist alcohol and other drug and mental health workers to respond effectively to the co-morbid client group.

However, prior to the dissemination of the Dual Diagnosis Guidelines, the Alcohol, Tobacco and Other Drug Collaborative commissioned NCETA to undertake a training needs analysis of Alcohol Tobacco and Other Drug Services and Mental Health Training providers regarding the delivery of core dual diagnosis knowledge and skills.

The dual diagnosis training needs assessment was designed to inform the Queensland Health dual diagnosis workforce development strategy in relation to how the Dual Diagnosis Clinical Guidelines and Toolkit might be disseminated and embedded in cultural practice. It will be used by Queensland Health to understand the specific knowledge, skills, and attitudes of educators and champions working to support practitioners within Mental Health Services and Alcohol Tobacco and Other Drug Services to enable Queensland Health to determine the level of support that educators require prior to the release of the guidelines. The training needs assessment:

- Established a baseline level of dual diagnosis knowledge, skills, and attitudes of Dual Diagnosis Coordinators, Mental Health educators, and Alcohol, Tobacco and Other Drug Service Educators/Champions
- Compared baseline skills with required dual diagnosis knowledge, skills, and attitude capabilities.

This report was finalised and submitted in June 2010.

**Publications & Materials**
NCETA has undertaken unique primary research, large scale secondary data analyses, cost analyses, literature reviews, and theoretical examinations of causal and contributory factors to AOD problems.

National Alcohol Data Knowledgebase

**Funding:** Australian Government Department of Health and Ageing

**Staff Members:** Ann Roche, Ken Pidd, Corey Taylor, Suzana Freegard

**Collaboration:** Richard Cooke, DASSA; Technical Reference Group Members

**Deliverables:**
- Design and construct an electronic template for the dissemination of alcohol-related information
- Develop national data set standards and procedures
- Import data and information into the National Alcohol Knowledgebase
- Report

**Description**

This project, funded by the Australian Government Department of Health and Ageing (DoHA), commenced in January 2010. The project builds on NCETA’s strong record in relation to a broad range of alcohol-related public health issues, data management, statistical analysis and the development of concise, synthesised findings from complex data presented in user-friendly formats for non-technical audiences.

The aim and purpose of the National Alcohol Data Knowledgebase and the accompanying data reporting standards was to present alcohol-related information obtained from select datasets in a consistent, comparable and ‘user friendly’ manner.

To-date, Australia has produced a large number of important, but disparate, datasets in relation to alcohol. This project sought to reconcile anomalies, and increase utilisation of data information by reducing access issues.

A key element of the development of a standardised approach to alcohol data management is the establishment of a set of data standards. The development of a set of national data standards was a core deliverable of this project. The standards developed were informed by a range of key stakeholders and experts who provided guidance and advice on a range of matters, including procedures for deriving estimates of alcohol consumption, harms, treatment and sales information. These standards also provide an agreed mechanism for reporting alcohol data that is consistent with both current and previous iterations of the National Health and Medical Research Council’s (NHMRC) alcohol guidelines. Applying the standards will allow all Australian alcohol data to reflect the current NHMRC guidelines and provide a mechanism by which to present data in a consistent and comparable manner.

A searchable template was developed. This template may be used as a public reference point and dissemination vehicle for alcohol-related information. The template consists of three sections:
Beverage Types and Risky Drinking Behaviours

**Funding:** AERF

**Staff Members:** Ann Roche, Ken Pidd, Petra Bywood, Suzana Freegard

**Deliverables**
- Report

**Description**
Alcohol consumption, in particular risky drinking behaviours, is an issue of topical consideration in Australia. In addition, there is interest in the role played by specific beverages, particularly ready to drink (RTDs) beverages, in harms associated with alcohol.

This project investigated the association between specific beverage types and risky drinking behaviours by undertaking a secondary analysis of the National Drug Strategy Household Survey (NDSHS). The analysis aimed to identify the beverages associated with risky drinking, examine characteristics of population groups in relation to beverage type and risky drinking, produce new and unique data, and elucidate the relationship between beverage types and patterns of risky drinking by age, gender and other demographic variables.

Issues explored included:

1. How much risky drinking involves different beverage types
2. What amount of each beverage type is consumed and how much is drunk in a risky manner
3. Whether risky drinkers have a preferred alcohol beverage. Particular attention was given to the proportion of risky drinking associated with RTDs.

The focus on RTDs reflects community concern about the impact, potential or actual, of RTDs on alcohol consumption patterns and behaviours. The interest in RTDs stems from the popularity of these beverages and the perceived targeting of these beverages to young drinkers. Another dimension that adds further interest to the RTD issue is the Government’s decision in 2008 to adjust the taxation applied to these beverages which significantly increased the price of RTDs. All of these developments have intensified the level of interest placed on RTDs by the community, policy makers and media to the extent that a Senate Inquiry was held into RTDs in 2008.

Findings from this project will inform alcohol policy development and decision-making at a national level, contribute to the international body of research regarding alcohol consumption behaviours, and be of use and interest to a wide range of practitioners working in the alcohol field, as they provide answers concerning risky consumption by young people.
The Social Context of Alcohol Use

Funding: Australian Government Department of Health and Ageing

Staff Members: Ann Roche, Ken Pidd, Petra Bywood, Allan Trifonoff, Toby Freeman, Joseph Borlagdan

Deliverables
• Report

Description
This project examined the alcohol-related literature developed over the past three to four decades. It drew on findings from traditional clinical and epidemiological studies and combined this knowledge with research about the social aspects of alcohol use. The report explored the:

• Cultural and symbolic meaning of alcohol and its commoditisation
• Impact that alcohol has on human behaviour, social amenity, injuries and crime

• The physiological effects of alcohol, rates of consumption and risky use, and
• The structural and regulatory factors which contribute to the growth and regulate the behaviours of the alcohol industry.

The project was completed in 2009.

Publications & Materials
Law Enforcement

Australian studies and crime statistics have shown that operational police spend a large proportion of their time responding to alcohol and drug-related harm. Even though police frequently manage intoxicated people, or encourage those with drug dependency into treatment, along with dealing with crimes that often involve illicit drugs, there is a lack of exposure to drug education and training for police and more broadly, law enforcement personnel.

As such, understanding the workforce development needs of police and law enforcement personnel has become increasingly important. NCETA has responded to this dearth of knowledge.

National Review of Liquor Licensing Legislation in Australia

**Funding:** SA Police, MCDS

**Staff Members:** Allan Trifonoff, Ann Roche, Roger Nicholas, Rachel Andrew, Tania Steenson

**Collaboration:** SA Police

**Deliverables**
- Report

**Description**
This project examined liquor licensing legislation across all states and territories in Australia. It identified similarities and differences in legislation, administrative regimes, and enforcement practices. Interviews were conducted with police in every jurisdiction to ascertain their views about the benefits and/or impediments of the legislation, powers granted by the legislation, their relationship with the licensing and administrative bodies, as well as what changes were needed to improve the legislation. The review will enable the identification and promotion of best enforcement tools for use in the development of liquor licensing legislation.
The key objectives of the project are to:

• Identify the key features of liquor licensing legislation that are consistent in each state and territory
• Identify examples of good practice in relation to the drafting and operation of liquor licensing legislation
• Identify what law enforcement personnel want from liquor legislation to ensure that they are able to adequately perform their role in preventing and reducing alcohol-related crime and associated harms
• Examine and recommend improvements to liquor licensing legislation across all Australian jurisdictions.

In addition, the National Alcohol Strategy 2006-2009: Towards Safer Drinking Cultures notes that a significant proportion of alcohol-related harm occurs in or in the vicinity of licensed premises. It recommends that an examination is undertaken of the liquor licensing laws in each jurisdiction with regard to the adequacy and appropriateness of current penalties for breaches, and the feasibility of developing a demerit points system, especially for serious and repeat offences.

This proposal meets the following MCDS-CSFM criteria:

• Building the capacity within Australia to reduce the demand for, supply of, and the harms associated with alcohol use in line with the priorities and objectives of both the National Drug Strategy: Australia’s Integrated Framework: 2004 -2009 and the National Alcohol Strategy 2006-2009: Towards Safer Drinking Cultures;
• Strengthening and maintaining the partnerships between health and law enforcement and particularly between liquor licensing enforcement agencies.

Further, the proposed project builds upon the current focus on alcohol-related issues at the national, policy, strategic and operational levels. In particular, it is noted that the Council of Australian Governments (COAG) has asked the MCDS to report on a range of options to reduce binge drinking including closing hours and the responsible service of alcohol. It is further noted that both of these options are related to liquor licensing legislation.

Upon completion, this report will be submitted to the Intergovernmental Committee on Drugs for ratification and publication.
Alcohol and other drug-related harm in the workplace is complex. There is no ‘one size fits all’ response.

It is recognised that the majority of Australians who use alcohol and other drugs are employed, that workplaces are not immune from alcohol and other drug use, and that alcohol and other drug use can influence the productivity, safety and wellbeing in the workplace.

NCETA is recognised as a leader in this field and has produced numerous resources which assist workplaces in responding to alcohol and other drug-related harm in the workplace. Demand for resources and staff presentations continues to grow. NCETA’s work on the economic costs of alcohol-related absenteeism was utilised in the most recent estimate of the economic costs of alcohol and drug abuse in Australia (Collins & Lapsley, 2008).

NCETA aims to provide national leadership in relation to workplace issues and is developing a long term strategic plan in this area. To further this objective, NCETA has developed a broader program of work for the Centre in relation to AOD workplace issues. NCETA’s revised website will also contain a specific section addressing workplace-related issues.

Young Workers and AOD & OHSW Risk

**Funding:** SafeWork SA

**Staff Members:** Ken Pidd, Ann Roche, Paula Wilson

**Deliverables**

- Development of guidelines and workplace strategies

**Description**

NCETA was awarded a competitive grant from SafeWork SA to examine the issue of alcohol and other drug-related harm among young new entrants to the workplace and develop workplace guidelines for reducing occupational, health, safety and welfare risks to young workers.

The project aimed to identify the extent to which effective strategies to address alcohol and other drug OHSW risks are known and applied by employers. It also examined strategies used by employers to minimise this risk and young workers’ risk of workplace injury in general.

The project involved conducting interviews with key informants from the agriculture, construction, manufacturing, retail/wholesale, hospitality industries, and South Australian TAFEs, private registered training organisations and Australian Technical Colleges. These interviews, together with a review of best practice interventions, informed development of a set of practical guidelines and recommendations that outline workplace-appropriate strategies to eliminate or minimise risk to young workers.
A final report was submitted in August 2010. The report found:

• A majority of informants were aware of the elevated risk of:
  • Occupational injury among young workers
  • Young workers engaging in risky alcohol and drug consumption
• Most participants were not aware:
  • Of the full range of factors which contributed to the heightened risk
  • That risky alcohol and drug use extended to attending work under the influence of, or impaired by alcohol and drugs
• Occupational health and safety orientation procedures primarily consisted of education and training programs
  • These are insufficient in ensuring the safety of young, inexperienced workers
• Mentoring and ‘buddy’ programs utilised by group training organisations are necessary to promote the safety of young, inexperienced workers.

Publications & Materials
Workplace AOD Use: Secondary Data Analysis

**Funding:** Australian Government Department of Health and Ageing

**Staff Members:** Ken Pidd, Ann Roche

**Deliverables**
- Two reports
- Updated information and datasheets
- Peer reviewed journal articles

**Description**
NCETA was funded by the Australian Government Department of Health and Ageing to undertake secondary analyses of 2004 National Drug Strategy Household Survey data in relation to AOD workplace issues. Two reports were produced which dealt with the impact of alcohol and other drug use on the workplace. The aims of these reports were to present the findings of the secondary analyses conducted to provide detailed data concerning the prevalence and patterns of alcohol and other drug use among the Australian workforce:

- In general
- According to demographic factors
- By occupational and industry groups
- And whether there was a relationship between workers’ drug use and negative consequences for the workplaces including absenteeism and risk to safety and productivity.

These reports were completed in 2009 and released in 2010.

**Publications & Materials**

Good Hosts Evaluation

Funding: Australian Drug Foundation

Staff Members: Ken Pidd, Ann Roche

Collaboration: Australian Drug Foundation

Deliverables
• Workplace alcohol program

Description
In partnership with NCETA, the Australian Drug Foundation developed a corporate event and hospitality program, the ‘Good Hosts’ program. This program was designed to assist organisations to manage corporate events safely and provide alternatives to traditional all-you-can-drink hospitality.

The program was developed in response to preliminary findings that workplace corporate events and hospitality functions are potentially high-risk environments for alcohol misuse, illicit drug use and drug-related harms. The specific aim of the program is to improve responsible alcohol management at corporate events and hospitality functions and was based upon the ADF’s highly successful ‘Good Sports’ Program.

The primary strategy was to introduce ‘best practice’ alcohol management procedures based on a voluntary accreditation system as there was growing evidence that accreditation models are effective in improving organisational behaviour and service delivery.

The Good Hosts program provides organisations with tools, resources, and advice on how to develop and implement policies, procedures, and strategies to minimise risk of alcohol-related harm at corporate and other work-related hospitality functions. The successful development and implementation will result in accreditation as a corporate ‘Good Host’.

Publications & Materials
Indigenous Workforce Development

Indigenous Australians are at a high risk of health and social problems associated with alcohol and other drug use, and are often marginalised in terms of access to health care services and other forms of social inequities.

There is presently limited research available on issues related to alcohol and other drugs and Indigenous Australians; the experiences, impact and/or wellbeing of Indigenous workers; and the capacity of Indigenous programs to attract and retain specialist alcohol and other drug workers and health workers generally.

Rural and Remote Indigenous Workers’ Wellbeing, Stress and Burnout Project

**Funding:** Australian Government Department of Health and Ageing

**Staff Members:** Donna Weetra, Nancy Bates, Amanda Tovell, Ann Roche, Toby Freeman, Vinita Duraisingam, Allan Trifonoff, Tania Steenson

**Deliverables**

- Literature review
- Indigenous-specific instruments for assessing stress, burnout, and wellbeing
- Reports on findings from survey and consultations
- Guidelines describing practical evidence-based strategies
- Presentations of workshops and papers at symposia and conferences.

**Description**

This project forms part of Flinders University’s in-kind contribution to the CRC for Aboriginal Health, and investigated key antecedents and consequences of stress, burnout and wellbeing in Indigenous specialist and generic workers. A literature review, consultations with Indigenous workers, and a survey of Indigenous workers were undertaken.

Analysis of the participants’ reported experiences was completed. This data was triangulated with the data from the online survey to identify commonalities and findings were disseminated through the production of several reports and workforce development tools, as well as the
coordination of workshops. The final report was submitted to the Australian Government Department of Health and Ageing on 31 March 2010.

Publications & Materials


NCETA (2009). An Indigenous Services Database and Other Resources: Indigenous Alcohol and Other Drug Workers’ Wellbeing, Stress and Burnout. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide:

Young People/Schools

Young people aged 14-25 drink at risky levels at nearly double that of the population overall. Addressing youth binge drinking is a current priority of the Australian Government.

Alcohol and other drug use also affects the children of users, who are more at risk of becoming users themselves.

Schools play an important role in supporting and educating young people, parents, and the community in regard to alcohol and other drugs.

Young People and Alcohol Scoping Project – The Role of Schools in Alcohol Education

Funding: Australian Government Department of Education, Employment and Workplace Relations (DEEWR)

Staff Members: Ann Roche, Petra Bywood, Toby Freeman, Clarissa Hughes, Vinita Duraisingam, Allan Trifonoff, Paula Wilson, Tania Steenson

Deliverables
- Final Report including: literature review; analysis of data collected through consultations with key stakeholders, online survey and written submissions; and a set of recommendations regarding effective and appropriate school-based alcohol education and prevention strategies.
- Peer reviewed journal articles.

Description
This national project was part of the Australian Government’s ‘Youth Binge Drinking Initiative’. It aimed to investigate existing research on alcohol education programs aimed at deterring and reducing alcohol use in secondary school students; consult with experts and key stakeholders about their experiences with school-based alcohol education programs; and provide practical recommendations to the Australian Government Department of Education, Employment and Workplace Relations (DEEWR).

The project commenced in January 2009. An extensive literature review of national and international alcohol education programs was undertaken and interviews and focus groups were conducted with students and teachers in schools across Australia. School representatives were drawn from government, Catholic, and Independent secondary schools and colleges. An online survey was also conducted and written submissions were invited from key stakeholders involved in education, alcohol research, law enforcement, as well as policy advisors, health economists, and community stakeholders, such as youth groups, students and parents.

The final report for this project was published on the Australian Government Department of Education, Employment and Workplace Relations’ (DEEWR) website: http://www.deewr.gov.au/Schooling/drugs/Pages/Alcohol.aspx.

Publications & Materials
Cultural Drivers of Drinking Among 14 – 24 year olds

**Funding:** Australian Government Department of Health and Ageing, Drinkwise Australia

**Staff Members:** Ann Roche, Petra Bywood, Toby Freeman, Joseph Borlagdan, Belinda Lunnay, Angella Duvnjak

**Deliverables:**

**Stage 1**
Full report: A comprehensive literature review, report on secondary data analysis

**Stage 2**
Final report, key findings and recommendations, publications in peer-reviewed journals, presentations to relevant conferences

**Description**
This two-stage project involved a qualitative and quantitative study to gain a thorough understanding of the cultural drivers of risk-taking behaviours and their effects on ‘low risk’, ‘risky’ and ‘high risk’ use of alcohol among 14-24 years old Australian drinkers.

A report submitted in October 2008 detailed findings from a literature review which included an examination and analysis of existing relevant datasets. This report, *Young people and alcohol: The role of cultural influences*, was launched on 28 March 2009 and generated considerable interest.

Findings which emerged from the literature review were examined in Stage 2 using a combination of quantitative and qualitative techniques. Focus groups and individual interviews were conducted, and observations of various events and celebrations were undertaken. Findings were collated in the report, *From Ideal to Reality: Cultural contradictions and young people’s drinking* and submitted in June 2009.

**Publications & Materials**

Dissemination Activities

2009-10 Publications

2009


2009–10 Presentations

2009


Borlagdan, J. Young people and alcohol: cultural change is possible. Paper presented to the Thinking Drinking 3 Forum, Brisbane, Queensland, 5-7 August 2009.

Lunnay, B. Symbolic capital, drinking experience & young women (14-17 years)”. Paper presented to the Masters (Research) Seminar, Flinders University, Adelaide, South Australia, 13 March 2009.


Pidd, K. Train the Trainer Session - Responding to Alcohol & Other Drugs in the Workplace Workshop. Workshop presented to the Barwon Health, Geelong, Victoria, 17-19 September 2009.
Roche, A. M. *AOD Issues and Strategic Directions: NCETA’s Perspectives*. Paper presented to the Intergovernmental Committee on Drugs, Brisbane, Queensland, 15-16 July 2009.


Roche, A. M. *How much should people drink to reduce the risk of harm?* Paper presented to the ATDC Alcohol Symposium, Hobart, Tasmania, 15-16 June 2009.

Roche, A. M. *Navigating the tricky path between celebration and inebriation: Alcohol challenges for young people*. Paper presented to the National School Leavers Association, Lorne, Victoria, 2-4 September 2009.


Roche, A. M. *Understanding the 2009 NHMRC Alcohol guidelines*. Paper presented to the ATODS, Brisbane, Queensland, 30 September 2009.


**2010**


Pidd, K., & Roche, A.M. *Vocational Education & Training Certificate IV in AOD work as a workforce development strategy*. Paper presented to the Australasian Professional Society on Alcohol and other Drugs, Canberra, Australian Capital Territory, 29 November – 1 December 2010.


Roche, A.M. *Changing patterns in pharmaceutical drugs with abuse potential in the Australian community*. Paper presented to the Australasian Professional Society on Alcohol and other Drugs, Canberra, Australian Capital Territory, 29 November – 1 December 2010.


Roche, A.M., Bywood, P., & Pidd, K. Does Risk Reflect Alcohol Beverage Type: An Examination of Risky Drinking by Alcohol Beverage Type, including RTDs. Paper presented to the Public Health Association of Australia 40th Annual Conference, Adelaide, South Australia, 27-29 September 2010.


Financial Reports

During 2009 – 2010, NCETA successfully tendered for numerous externally funded projects. Accessing external funding is necessary to extend the program of work and secure the longevity of the Centre; it ensures that the research conducted is reflective of current community concerns and directions in the AOD field; and provides valuable opportunities for NCETA to collaborate with external organisations, both public and private.

The table below details the competitive funds obtained during the July 2009 – June 2010 period followed by a table displaying NCETA’s core funding.
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<th>Project</th>
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<td>ADF Alcohol and Work Issues Paper</td>
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### NCETA’s Jan to Dec 2009 Core Funding

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* 2009 figure includes the Department’s $200,000 one-off contribution to NCETA’s Research Dissemination Project Committed from 2007

### NCETA’s Jan to Dec 2010 Core Funding

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