

NATIONAL CENTRE FOR EDUCATION AND
TRAINING ON ADDICTION

ANNUAL REPORT

2002-2003



CONTENTS

THE YEAR IN REVIEW	1
Major Milestones and Achievements	1
BOARD OF MANAGEMENT	3
ABOUT THE CENTRE	4
Mission Statement.....	4
Goals of the Centre	4
Key Principles.....	4
Background	4
NCETA Target Audience.....	5
Staffing Profile	5
PhD Program.....	6
NCETA Review 2002	6
Strategic Planning Process 2003-2008.....	7
NCETA Website	7
KEY ACTIVITIES AND DELIVERABLES.....	10
Work Plan Area 1	19
Section 1. Key Projects – Work Plan Area 1	20
Section 2. New Projects (commenced 2003) – Work Plan Area 1	24
Section 3. Resource Development	27
Section 4. Submissions and Committee Work (SCW).....	29
Section 5. Conference Involvement.....	31
Work Plan Area 2	32
Section 1. Key Projects - Work Plan Area 2	33
Section 2. New Projects (commenced 2003) – Work Plan Area 2	35
APPENDIX A	36
NCETA Staff 2002-03	36
PhD Students	36
Affiliate Appointments	36
APPENDIX B	37
Grants Received.....	37
APPENDIX C	39
Grant Applications.....	39
APPENDIX D	42
Post Graduate Grants Awarded.....	42
APPENDIX E	43
Publications	43
Books	43
Monographs	43
Reports.....	43
Papers	44

APPENDIX F..... 45
 Conference Presentations, External Lectures, Workshops, Presentations 45
 Committee Meetings 46
 Meetings..... 46
 Media Interviews 48

APPENDIX G..... 49
 Staff Committee Membership..... 49

THE YEAR IN REVIEW

This report presents NCETA's progress and achievements for the financial year 2002/03. The report presents details on key activities and deliverables to the Australian Government Department of Health and Ageing for the financial year 2000/03. Other activities undertaken by the Centre, but supported through various funding sources are also reported here.

The year 2002/03 represented a major transition phase in terms of the roles, functions and overall direction of NCETA. When NCETA was first established in 1991 it was clearly and singularly focused on the need to advance education and training in the alcohol and other drugs field in Australia - a much needed role at the time as there was a significant dearth of high quality and formalised education and training activity (with a few notable exceptions) in this area. Throughout the 1990's many significant changes occurred in the AOD field. By the close of the decade NCETA's role was not as a frontline trainer. The financial year 2002/03 marked a major watershed and the beginning of the formalisation of a significantly different strategic direction for the Centre.

By 2001, NCETA had formed a new strategic direction and an altered funding arrangement under the Australian Government Department of Health and Ageing as part of the National Illicit Drug Strategy. NCETA's function shifted away from a direct service delivery role and focussed on workforce development. The Centre was briefed to undertake activities that would facilitate effective dissemination and uptake of research findings, and further to embark on its own research program related to the sustainable transfer of evidence-based practices. The activities, projects and products outlined in this Annual Report therefore reflect the early stages of this significantly different direction for the Centre.

Major Milestones and Achievements

The year 2002/03 saw a number of significant achievements for the Centre and included the following:

- Publication of a number of reports:
 - National Drug Law Enforcement Research Fund (NDLERF) report '*Alcohol and Licensed Premises: Best Practice in Policing*'
 - Alcohol Treatment Specialist Managers Report '*Workforce Issues and the Treatment of Alcohol Problems: A Survey of Managers of Alcohol and Drug Treatment Agencies*'
 - Methadone Training Report '*Training General Practitioners to Prescribe Methadone (and Other Pharmacotherapies): Outcomes and Uptake in Four Jurisdictions*'
 - 'Peer Education: From Evidence to Practice'*
 - Alcohol and Other Drugs: A Handbook for Health Professionals.*

- Over 30 conference and seminar presentations made by the staff of the Centre.
- During 2002/03 NCETA hosted several national meetings including the annual conference of the Australian Professional Society on Alcohol and Other Drugs (APSAD) the premier professional AOD organisation in this country held in Adelaide in November 2002.
- In November 2002, the Centre's fully revamped web site (www.nceta.flinders.edu.au) was launched.

Professor Ann M Roche
Director
NCETA
7 January 2004

BOARD OF MANAGEMENT

During 2002-2003 the Board of Management of NCETA comprised the following members:

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

Ms Alison Sewell
Australian Government Department of Health and Ageing

Mr Graham Strathearn
Drug and Alcohol Services Council of South Australia

Mr Jack Johnston
Deputy Commissioner, Tasmania Police

Prof Ann Roche
Director, National Centre for Education and Training on Addiction

Ms Jodie Shoobridge (Staff Nominee)
Senior Project Officer, National Centre for Education and Training on Addiction

Ms Bronwyn Simondson
Registrar, Flinders University

Mr Scott Wilson
State Director, Aboriginal Drug and Alcohol Council SA Inc

Professor Jason White
Adelaide University and DASC

Ms Barbara Etter
Australasian Centre for Policing

ABOUT THE CENTRE

National Centre for Education and Training on Addiction (NCETA) is a collaborative venture between Flinders University and the South Australian Department of Human Services. NCETA is jointly funded by the Australian Government Department of Health and Ageing, under the National Illicit Drug Strategy.

Mission Statement

To advance the capacity of human services organisations and workers to respond to alcohol and other drug related problems.

Goals of the Centre

The goals of NCETA reflect the business of the three main agencies involved in its funding. Under funding from the Australian Government Department of Health and Ageing, NCETA will improve understanding of models of practice change and build the capacity of the workforce to respond effectively to alcohol and other drug related harm.

Key Principles

NCETA's work is guided by a number of key principles:

- Harm Minimisation
- National relevance and research program
- An evidence-based approach to workforce development and work practice change
- Research based upon sound theoretical models
- Facilitating a multidisciplinary approach
- A partnership approach.

Background

NCETA was established in 1991 through a grant from the Australian Research Council (part of the then Australian Government Department of Employment, Education and Training). This grant was awarded following a competitive tender process and established NCETA as a National Key Centre of Teaching and Research.

Core funds were awarded for a nine year period (the maximum under this initiative), and consisted of approximately \$300,000 per annum for seven years, reducing to 70% of this amount in the eighth year and 30% in the ninth year. With the end of Australian Research

Council Funding in 1999, NCETA was successful in being awarded core funding for three years under the National Drug Strategy, from the Australian Government Department of Health and Aged Care. The period 2002/03 was the third year of that three year term of funding.

NCETA Target Audience

NCETA initiatives target the wide variety of stakeholders and disciplines represented in both the government and non-government human services industry, including:

- alcohol and other drug specialist workers
- general health workers (medical practitioners, nurses, indigenous health workers, psychologists)
- volunteer workers amongst a variety of community groups (eg parent and family groups, self-help groups, church groups, counselling support groups)
- police and law enforcement personnel
- welfare professionals (social workers, youth workers and other community-based workers)
- teachers and education personnel.

Staffing Profile

For some time the majority of staff of NCETA have been relatively young and junior, both in years and in terms of professional development with substantial supervision and support needs. The Centre has embarked on a strategy of shifting the staff profile to one that is more balanced with a larger number of more senior and experienced staff. To that end, during 2003 the Centre increased the number of staff holding PhD's. In the second half of 2003 the Centre employed 3 PhD's (Dr Natalie Skinner, Dr Alex Ask and Mr Ken Pidd, whose PhD is under examination).

The shift in emphasis for NCETA away from the direct provision of frontline training to primarily undertaking Workforce Development related research has required both the up-skilling of existing staff and the recruitment of new staff with high level research skills. NCETA is still in the process of consolidating the development of the appropriate complement of staff skills and developing a team of skilled, experienced researchers. This is a high priority area for the Centre.

NCETA's core budget provides for 2.5 positions (two academic staff and a .5 administration officer). Flinders University and the SA Department of Human Services (through DASC during 2002-03) support the Director's position, and provides additional input in terms of discretionary co-location of select staff. Other positions are sourced through external funds.

In addition, NCETA hosted two student placements during 2002; one for a duration of 100 hours and the other for 40 hours. Both of these placements were highly motivated students who expressed a strong interest in pursuing careers in the AOD field.

PhD Program

The SA Department of Human Services has generously supported the initiation of a PhD program within NCETA. This is a funded program comprising a PhD scholarship for 3 years to be awarded for the first time in 2003 to a suitable candidate embarking on a mutually agreed upon course of study. The successful PhD DHS Scholarship holder for 2003 is Toby Freeman. Toby has worked at NCETA for over 18 months as a Research Assistant. In this capacity he has worked on a wide range of AOD WFD relate projects and has co-authored a number of reports and papers (see publications list). Toby's PhD topic is '*Attitudinal and Situational Barriers and Predictors of Professional Practice Change in Prevention Behaviours for Alcohol and Tobacco Use.*'

NCETA Review 2002

In 2001 the Australian Government Department of Health and Ageing announced that a regular review of the national AOD research centres would be undertaken during 2002. NCETA was invited to participate in the review process for the first time. Previously NCETA had been funded by a separate arrangement through the Australian Government Department of Education, Science and Training under an ARC grant. From 1999 that funding arrangement ceased and the Australian Government Department of Health and Ageing took over the funding of the Centre through the National Illicit Drug Strategy.

The 2002 Review represented the first time NCETA had been reviewed by the Australian Government Department of Health and Ageing, and as part of the NDARC/NDRI review process. The review period for NCETA covered the three year period 1999-2002 (while for both NDRI and NDARC the review period covered the five year period 1997/98-2002).

The Review took place from September to December 2002. An interim report was presented to the Centre and some members of the NCETA Board in mid-December. A final report was presented to the Australian Government Department of Health and Ageing in April 2003. The Review was undertaken by a 3-person team of consultants. Each member of the team separately reviewed one of the three Centres; that is, each Centre was reviewed by one person.

Key findings from the Review identified a number of areas where the functioning of the Centre could be improved. In particular, the need for greater clarity and specificity in regard to the Centre's newly developing strategic direction (ie with a principal focus on Workforce Development) was highlighted by the Review. In addition, the scope for greater collaboration and interaction with the field was highlighted.

The review of NCETA occurred at a time when the Centre's overall strategic direction, roles and functions were changing substantially. The Centre no longer provided frontline training or delivered educational courses as previously funded to do so through its core ARC grant. From 1999 to the present the Centre has focussed on facilitating work practice change and workforce development. In many respects therefore, NCETA is still in its early developmental stages in terms of its current directions. During the three year period of the review there was also a change in Directorship of the Centre. Associate Professor Steve Allsop resigned from the position of Director in April 2000 and was replaced by Professor Ann Roche in September of that year.

Strategic Planning Process 2003-2008

As a result of the 2002 Review, the Australian Government Department of Health and Ageing instigated a comprehensive strategic planning process. That process was commenced in June 2003 and continued throughout the year. An independent facilitator was engaged by the Australian Government to assist with the strategic planning process. Two full-day strategic planning workshops were conducted by the facilitator with the NCETA Board of Management and NCETA staff representatives in July and August 2003. The outcome of the strategic planning process was identification of a) NCETA's future roles and directions, and b) the need for 'buy in' to the new strategic directions by the Board of Management, staff and key stakeholders. A national consultation process with key stakeholders commenced in late 2003.

NCETA Website

The NCETA Website (see: www.nceta.flinders.edu.au) 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. During 2002, the NCETA website was substantially revamped. The new website was officially launched on 19 November 2002 at the APSAD conference. Further work continues on the website to ensure NCETA provides the most up-to-date, comprehensive information available to the AOD workforce on work practice change and education and training related matters.

Website summary statistics

The average number of daily hits (total number of requests made to the NCETA server) rose from 1,650 in January 2003 to 2,654 in September 2003: a 60% increase in usage.

In January 2003 there were 3,123 visitors to the website. This rose to 4,642 in September. The average number of daily visits increased from 100 in January to 154 in September – a 54% increase.

Table 1: Total Usage of NCETA Website from January 2003 to September 2003

Month	Hits		Sites	Visits	
	Daily avg.	Monthly	Monthly	Daily avg.	Monthly
September	2,654	79,625	2,544	154	4,642
August	2,981	92,411	2,088	132	4,096
July	3,385	104,961	2,049	129	4,009
June	1,881	56,431	1,890	103	3,113
May	2,247	69,658	2,329	126	3,916
April	2,087	62,627	2,305	137	4,137
March	1,594	60,584	2,106	115	3,587
February	1,973	55,266	1,645	101	2,847
January	1,650	51,153	1,499	100	3,123

All parts of the website were used frequently. The section 'Publications' had the most hits in September 2003, including 152 downloads of the peer education monograph, 15 for the mentoring monograph, 13 for the 2002 Workforce Development Symposium proceedings, 17 for the 2001 Workforce Development proceedings and 12 for the NCETA Annual Report. The project pages received 166 hits. There were 353 hits for the Workforce Development (171 hits) and Resources (182 hits) sections, indicating considerable interest from the field in workforce development and practical resources to facilitate workforce development initiatives.

The total number of downloads for the most requested NCETA publications, for the period of January to September, are listed below. Please note that the statistics below are only relevant for the number of *full* downloads and do not take into account single sections that have been specifically searched for and downloaded.

PEER EDUCATION MONOGRAPH

Since the Peer Education Monograph has been made available on the NCETA website (June 2003), 837 people have downloaded the PDF version in full. In addition to this, 147 copies have been sent out, as requested via the on-line order form.

MENTORING MONOGRAPH

Since January 2003, the full PDF version of the Mentoring Monograph has been downloaded 494 times. In addition to this, 115 copies have been sent out, as requested via the on-line order form.

NCETA WORKFORCE DEVELOPMENT SYMPOSIUM PROCEEDINGS 2001

Since January 2003, the NCETA Workforce Development Symposium Proceedings from 2001 has been downloaded 73 times, as well as additional copies being sent out after the event by requesting a copy from the on-line order form.

NCETA WORKFORCE DEVELOPMENT SYMPOSIUM PROCEEDINGS 2002

Since January 2003, the NCETA Workforce Development Symposium Proceedings from 2002 has been downloaded 182 times, as well as additional copies being sent out after the event by requesting a copy from the on-line order form.

VISITORS

Most visitors found the NCETA website through search engines. The website was also accessed through links from the Flinders University website including redirection from the old NCETA website URL. The other key pathways to the NCETA website were through links on websites of other alcohol and drug agencies. The website has a national and international audience (see Tables 2A-2B-2C). During September 2003 there were 33,562 hits from Australasia and Asia, 12,685 from North and South America, and 2,256 from the United Kingdom.

Table 2A: Hits from Australasia and Asia in the month September 2003

Country	Hits
Australia	32, 190
New Zealand	840
Singapore	351
Hong Kong	42
Japan	139
Total	33,562

Table 2B: Hits from North and South America

Country	Hits
United States	410
US Commercial	9,820
US Educational	1,202
US Military	81
US Government	96
Canada	779
Brazil	297
Total	12,685

Table 2C: Hits from Europe

Country	Hits
United Kingdom	2,256
Italy	441
Denmark	47
Netherlands	129
Total	2,873

KEY ACTIVITIES AND DELIVERABLES

Outlined below are details of the major activities undertaken and deliverables achieved by NCETA during the period July 2002 to June 2003. These are reported against the two Work Plan Areas identified in the 1999-2003 Strategic Plan for the Centre.

The two Work Plan Areas are:

Work Plan Area 1

To improve understanding of practice change and build the capacity of the workforce to respond to alcohol and other drug related harms.

Work Plan Area 2

To improve the quality of education and training among frontline workers in preventing and responding to drug related harm.

The projects described below show the specific Work Plan Area deliverables to which they relate. It is noted that most projects undertaken relate to more than one deliverable. Where appropriate the range of deliverables that a project addresses is indicated using a numbered coding system.

The details provided below are grouped under the following headings:

1. Key Projects
2. New Projects (commenced 2003)
3. Resource Development
4. Submissions and Committee Work
5. Conference Involvement.

An overview of the projects addressing each Work Plan Area is provided in Table 3 below.

A description of each project is provided in the next section.

Table 3. OVERVIEW OF PROJECTS ADDRESSING WORK PLAN AREAS 1 AND 2

Work Plan Areas (WPA)	Key Projects (KP), New Projects (NP), Resource Development (RD), Submissions & Committee Work (SCW), and Conference Involvement (CI)	Status
WORK PLAN AREA 1		
WPA 1.1 Publication of monographs and journal articles relevant to workforce development and work practice change	KP 1 Scoping the Specialist Alcohol (and Other Drug) Treatment Services	Ongoing
	KP 2 Special Issues of the Drug and Alcohol Review (2002 and 2003/04)	Completed
	KP 3 Policing Licensed Premises	Completed
	KP 4 Development of a Monograph on Peer Education	Completed
	KP 5 Alcohol Screening in Hospitals Project	Ongoing
	KP 9 Attitude/behaviour Change Project: Survey of Nurses	Ongoing
	NP 1 NGO Workforce Development Project	Completed
	NP 8 Identification of the Key Antecedents and Consequences of Burnout and Engagement in AOD Specialist Workers and Police Drug Task Force Officers	Ongoing
	RD 1 The AOD Handbook for Health Professionals	Completed
	RD 3 Publication of Proceedings from May 2002 WFD Symposium	Completed
	RD 3 Centrelines	Completed
	RD 4 'Of Substance'	Ongoing
	KP 10 Evaluation Project: Development of a Measurement Tool and Guidelines	Final Drafts Completed
NP 9 Primary Care and Role of Practice Nurses Project	Ongoing	

Deliverables	Key Projects (KP), New Projects (NP), Resource Development (RD), Submissions & Committee Work (SCW), and Conference Involvement (CI)	Status
WPA 1.2 Presentations at key conferences in the drug and alcohol field and professional/workforce fora	KP1 Scoping the Specialist Alcohol (and Other Drug) Treatment Services	Completed
	KP 3 Policing Licensed Premises	Completed
	KP 4 Development of a Monograph on Peer Education	Completed
	KP 5 Alcohol Screening in Hospitals Project	Ongoing
	KP 9 Attitude/behaviour Change Project: Survey of Nurses	Ongoing
	NP 1 NGO Workforce Development Project	Completed
	KP 10 Evaluation Project: Development of a Measurement Tool and Guidelines	Ongoing
WPA 1.3 Evidence of collaboration with international organisations	NP 6 Pharmacists' Project	Ongoing
	SCW 4 APSAD Annual Conference 2002	Completed
	CI 3 ICAA	Completed
	CI 4 Singapore Conference 2004	Ongoing
	CI 5 Singapore Conference 2003	Completed
WPA 1.4 Evidence of collaboration with organisations within Australia, and other relevant organisations	KP 2 Special Issues of the Drug and Alcohol Review (2002 and 2003/04)	Completed
	KP 3 Policing Licensed Premises	Completed
	KP 4 Development of a Monograph on Peer Education	Completed
	KP 8 Medical Students' Survey	Ongoing
	NP 1 NGO Workforce Development Project	Completed
	NP 2 Evaluation of Drug Diversion Training Programs	Ongoing
	NP 3 SA Drug Summit	Completed
	NP 4 Adelaide Safe Community Partnership 'Responsible Alcohol Policy' Development	Completed

Deliverables		Key Projects (KP), New Projects (NP), Resource Development (RD), Submissions & Committee Work (SCW), and Conference Involvement (CI)	Status
WPA 1.4 (cont.)		NP 5 WA Workforce Development Project	Completed
		NP 6 Pharmacists' Project	Ongoing
		NP 8 Identification of the Key Antecedents and Consequences of Burnout and Engagement in AOD Specialist Workers and Police Drug Task Force Officers	Ongoing
		RD 1 The AOD Handbook for Health Professionals	Completed
		RD 2 The GP Training Package	Ongoing
		SCW 2 Prevention Committee input	Ongoing
		SCW 3 Australian Alcohol Guidelines Campaign Reference Group (CRG)	Completed
		SCW 4 APSAD Annual Conference 2002	Completed
		SCW 5 Cooperative Research Centre Aboriginal and Tropical Health (CRC-ATH)	Ongoing
	NP 9 Primary Care and Role of Practice Nurses Project	Ongoing	
WPA 1.5	Award and administer up to fourteen Postgraduate Research Grants annually (2000/01, 2001/02)	KP 6 Post Graduate Grant Scheme	Completed,
WPA 1.6	Publish and disseminate a monograph of research papers on funded Postgraduate Research work (2001/2002)		Ongoing
WPA 1.7	Evidence of grants received to facilitate and evaluate workforce development in the drug field	KP 3 Policing Licensed Premises	Completed
		KP 4 Development of a Monograph on Peer Education	Completed

Deliverables	Key Projects (KP), New Projects (NP), Resource Development (RD), Submissions & Committee Work (SCW), and Conference Involvement (CI)	Status
WPA 1.7 (cont)	NP 2 Evaluation of Drug Diversion Training Programs	Ongoing
	NP 7 Workforce Development Toolkit for the AOD Workforce	Ongoing
	RD 1 The AOD Handbook for Health Professionals	Completed
	RD 2 The GP Training Package	Ongoing
	CI 2 Summer School on Addiction and Inequality	Ongoing
WPA 1.8 Analysis of literature on workforce development	KP 3 Policing Licensed Premises	Completed
	KP 5 Alcohol Screening in Hospitals Project	Ongoing
	KP 7 Methadone Training Project	Completed
	NP 1 NGO Workforce Development Project	Completed
	NP 6 Pharmacists' Project	Ongoing
	NP 7 Workforce Development Toolkit for the AOD Workforce	Ongoing
	NP 8 Identification of the Key Antecedents and Consequences of Burnout and Engagement in AOD Specialist Workers and Police Drug Task Force Officers	Ongoing
	RD 3 Publication of Proceedings from May 2002 WFD Symposium	Completed
WPA 1.9 Advice on workforce development, to the Department and key providers across Australia	KP 3 Policing Licensed Premises	Completed
	KP 5 Alcohol Screening in Hospitals Project	Ongoing

Deliverables	Key Projects (KP), New Projects (NP), Resource Development (RD), Submissions & Committee Work (SCW), and Conference Involvement (CI)	Status
WPA 1.9 (cont)	KP 7 Methadone Training Project	Completed
	NP 1 NGO Workforce Development Project	Completed
	NP 3 SA Drug Summit	Completed
	NP 4 Adelaide Safe Community Partnership 'Responsible Alcohol Policy' Development	Completed
	NP 5 WA Workforce Development Project	Completed
	NP 8 Identification of the Key Antecedents and Consequences of Burnout and Engagement in AOD Specialist Workers and Police Drug Task Force Officers	Ongoing
	RD 2 The GP Training Package	Ongoing
	RD 3 Publication of Proceedings from May 2002 WFD Symposium	Completed
	SCW 1 Workforce Development Submission to IGCD	Completed
	SCW 2 Prevention Committee input	Ongoing
	SCW 3 Australian Alcohol Guidelines Campaign Reference Group (CRG)	Completed
	RD 6 NCETA Website	Ongoing
	SCW 5 Cooperative Research Centre Aboriginal and Tropical Health (CRC-ATH)	Ongoing
		NP 9 Primary Care and Role of Practice Nurses Project
WPA 1.10 Annual reports on strategies to facilitate quality practice in preventing and responding to drug related harms	CI 2 Summer School on Addiction and Inequality	Ongoing

Deliverables		Key Projects (KP), New Projects (NP), Resource Development (RD), Submissions & Committee Work (SCW), and Conference Involvement (CI)	Status
WPA 1.11	Contributions to national and statewide fora on workforce development.	NP 3 SA Drug Summit	Completed
		RD 3 Publication of Proceedings from May 2002 WFD Symposium	Completed
		SCW 4 APSAD Annual Conference 2002	Completed
		CI 1 Economy of Addictions	Completed
		CI 2 Summer School on Addiction and Inequality	Ongoing
		See also Appendix F	
WORK PLAN AREA 2			
WPA 2.1	Publication and dissemination of monographs, journal articles and where appropriate annual reports relevant to: models of curriculum development and infiltration of drug studies into continuing education and post secondary education programs for frontline workers	KP 4 Development of a Monograph on Peer Education	Completed
		KP 7 Methadone Training Project	Completed
		KP 8 Medical Students' Survey	Ongoing
		KP 10 Evaluation Project: Development of a Measurement Tool and Guidelines	Ongoing
		KP 12 Tertiary Training Review	Completed
WPA 2.2	Advise on curriculum development and infiltration to the Department, professional bodies and key providers across Australia	KP 4 Development of a Monograph on Peer Education	Completed
		KP 7 Methadone Training Project	Completed
		RD 2 The GP Training Package	Ongoing
		KP 12 Tertiary Training Review	Completed

Deliverables	Key Projects (KP), New Projects (NP), Resource Development (RD), Submissions & Committee Work (SCW), and Conference Involvement (CI)	Status
WPA 2.2 (cont.)	KP 13 CD ROM of AOD Education and Training Opportunities	Completed
	KP 14 Evaluation of Hep C Training Program	Completed
	KP 15 Evaluation of NEPOD Training Materials	Completed
	NP 10 SHAHRP Dissemination Project	Ongoing
	NP 11 Needs Assessment Tool Kit	Ongoing
WPA 2.3 Evidence of collaboration with key stakeholders such as professional organisations and jurisdictional authorities in the development of standards of practice in preventing and responding to drug related harm	KP 4 Development of a Monograph on Peer Education	Completed
	KP 5 Alcohol Screening in Hospitals Project	Ongoing
	KP 7 Methadone Training Project	Completed
	KP 8 Medical Students' Survey	Ongoing
	NP 2 Evaluation of Drug Diversion Training Programs	Ongoing
	NP 3 SA Drug Summit	Completed
	NP 6 Pharmacists' Project	Ongoing
	CI 4 Singapore Conference 2004	Completed
	KP 10 Evaluation Project: Development of a Measurement Tool and Guidelines	Ongoing
	KP 12 Tertiary Training Review	Completed
	KP 13 Evaluation of Hep C Training Program	Completed
	KP 15 Evaluation of NEPOD Training Materials	Completed
	NP 10 SHAHRP Dissemination Project	Ongoing
	NP 11 Needs Assessment Tool Kit	Ongoing

Deliverables		Key Projects (KP), New Projects (NP), Resource Development (RD), Submissions & Committee Work (SCW), and Conference Involvement (CI)	Status
WPA 2.4	Presentations at key conferences and professional/workforce fora	KP 5 Alcohol Screening in Hospitals Project	Ongoing
		KP 10 Evaluation Project: Development of a Measurement Tool and Guidelines	Ongoing
		KP 11 Alcohol and Advertising	Ongoing
		KP 12 Tertiary Training Review	Completed
		NP 10 SHAHRP Dissemination Project	Ongoing
WPA 2.5	Evidence of collaborative funded projects on development of quality education and training programs	KP 4 Development of a Monograph on Peer Education	Completed
		KP 8 Medical Students' Survey	Ongoing
		NP 6 Pharmacists' Project	Ongoing
		KP 10 Evaluation Project: Development of a Measurement Tool and Guidelines	Ongoing
		KP 12 Tertiary Training Review	Completed
		KP 14 CD ROM of AOD Education and Training Opportunities	Completed
		KP 15 Evaluation of NEPOD Training Materials	Completed
		NP 10 SHAHRP Dissemination Project	Ongoing
NP 11 Needs Assessment Tool Kit	Ongoing		

Work Plan Area 1

To improve understanding of practice change and build the capacity of the workforce to respond to alcohol and other drug related harms.

The Activities and Deliverables specified under Work Plan Area 1 are as follows.

ACTIVITIES:

- Function as a Centre of Excellence for workforce development in the drug field
- Maintain existing, and develop further, collaborative arrangements with international and Australian organisations
- Identify and build capacity to undertake research that has implications for workforce practice in the drug field
- Establish appropriate partnerships to trial and evaluate models of practice change
- Analyse quality practice on the basis of available evidence and identify the implications for workforce development
- Enhance the availability of expertise to deliver evidence-based workforce development strategies in the drug field
- Contribute to the dissemination of this research to the peak bodies and the workforce
- Identify models of practice change and adapt for application in the drug field with specific groups (e.g. health, law enforcement, community agencies)
- Identify and develop models to establish standards of practice, consistent with evidence based practice, for key frontline workers (e.g. health, law enforcement, community agency staff)
- Identify specific workforce development strategies for particular professional groups (e.g. law enforcement, health) and responses for particular groups (e.g. youth, Indigenous people)
- Supervise PhD scholars and other research scholars within NCETA.

DELIVERABLES:

WPA 1.1	Publication of monographs and journal articles relevant to workforce development and work practice change
WPA 1.2	Presentations at key conferences in the drug and alcohol field and professional/workforce fora
WPA 1.3	Evidence of collaboration with international organisations
WPA 1.4	Evidence of collaboration with organisations within Australia, and other relevant organisations
WPA 1.5	Award and administer up to fourteen Postgraduate Research Grants annually (2000/01, 2001/02)
WPA 1.6	Publish and disseminate a monograph of research papers on funded Postgraduate Research work (2001/2002)
WPA 1.7	Evidence of grants received to facilitate and evaluate workforce development in the drug field
WPA 1.8	Analysis of literature on workforce development
WPA 1.9	Advice on workforce development, to the Department and key providers across Australia
WPA 1.10	Annual reports on strategies to facilitate quality practice in preventing and responding to drug related harms
WPA 1.11	Contributions to national and statewide fora on workforce development.

Detailed below are the projects that were undertaken during 2002-03 to fulfil Work Plan Area 1. deliverables.

Section 1. Key Projects – Work Plan Area 1

This section presents summary details of the Key Projects undertaken by NCETA during 2002/03.

PROJECT 1: SCOPING THE SPECIALIST ALCOHOL (AND OTHER DRUG) TREATMENT SERVICES

WORK PLAN AREAS: 1.1, 1.2

The Alcohol Scoping Project was an innovative project undertaken by the Centre throughout 2002 and 2003. Data were obtained from 65% (n=234) of Specialist Treatment Service Managers to identify workforce development needs and priorities. The initial report project was completed in December 2002 and the final report in May 2003 and published as an Occasional Paper in the National Drug Strategy series in August 2003. Three papers for peer reviewed publication were also written. Copies of the report have been distributed to the managers who participated in the survey and to key stakeholders. Findings from this important study have also been presented at national meetings. The data collected from this project will provide bench mark information on which future work practice change and capacity building projects can be developed and their impact assessed.

PROJECT 2: SPECIAL ISSUES OF THE DRUG AND ALCOHOL REVIEW (2002 AND 2003/04)

WORK PLAN AREAS: 1.1, 1.4

In September 2002, a special issue of the AOD journal Drug and Alcohol Review was co-edited by Ann Roche, together with Dr Amanda Baker from the University of Newcastle. The special issue was published in September 2002 and focussed on key workforce development in the AOD field in Australia. It comprised six papers, one of which was produced by staff of NCETA (Hotham and Roche) in collaboration with Professor Robyn Richmond, UNSW. The six papers addressed

- Supervision
- Role of GPs
- Role of AOD Specialists
- Partnerships
- Co-morbidity
- Training Evaluation.

The special issue of the Drug and Alcohol Review is considered an important work practice change strategy. This special issue of DAR has been frequently cited since its publication in relation to AOD Workforce issues.

In 2003, Ann Roche and Professor Tim Stockwell edited a special issue of the Drug and Alcohol Review on Prevention. This special issue will be published in April 2004 and comprises select papers that were presented at the international prevention conference run by the National Drug Research Institute, Perth in February 2003. That conference was also a Thematic Meeting of the Kettil Bruun Society (the international alcohol epidemiology society). NCETA was a co-sponsor of the meeting. The publication of the special issue on prevention in early 2004 will coincide with other national developments on prevention, including the newly released National Prevention Strategy.

PROJECT 3: POLICING LICENSED PREMISES**WORK PLAN AREAS: 1.1, 1.2, 1.4, 1.7, 1.8, 1.9**

An NDLERF funded project examining the policing of licensed premises was completed during 2002/03. It forms a significant contribution to NCETA's strategic objective of achieving work practice change. The report from the NDLERF project was finalised in October 2002, approved by NDLERF in December 2002 with some further minor changes requested. The final report published as the first NDLERF monograph in August 2003. Issues relating to the management of licensed premises and the role of police in relation to law and order and public safety in and around licensed premises is a growing area of concern across Australia. This document will be a valuable tool to direct changes in relation to police operations.

PROJECT 4: DEVELOPMENT OF A MONOGRAPH ON PEER EDUCATION**WORK PLAN AREAS: 1.1, 1.2, 1.4, 1.7, 1.8, 2.1, 2.3, 2.5**

A Peer Education Monograph was developed and published with financial support from various sources including the South Australian DHS. Peer education is a popular and intuitively appealing approach that has potential to meet the unique needs and social dynamics of youth culture; however, while the peer education literature is substantial, both the evidence-base and availability of best practice guidelines for peer education are limited.

The peer education monograph is a user-friendly document which provides a comprehensive overview of peer education between young people relating to alcohol and other drugs. The monograph was informed by the peer education literature and peer education experience of its authors. The monograph addresses the complex nature of peer education and the range of factors to be considered in the development of a peer education strategy, including:

- Defining peer education
- Reasons for using peer education
- Theoretical basis for peer education
- Guidelines for:
 - Planning and designing peer education programs
 - Preparing peer educations (including training)
 - Implementing peer education activities
 - Evaluating peer education programs.

The target audience for the Peer Education monograph includes communities, workers and organisations considering, planning or currently implementing peer education programs. Dissemination has included keynote presentations and workshops at conferences and promotion of the monograph's availability through the NCETA website. Professor John Strang from Britain has also provided very positive feedback about the monograph as it is relevant to a large project using 'expert patients' with GPs currently underway in the UK.

PROJECT 5: ALCOHOL SCREENING IN HOSPITALS PROJECT**WORK PLAN AREAS: 1.1, 1.2, 1.8, 1.9, 2.3, 2.4**

As part of a larger proposed project, NCETA undertook a systematic review of studies examining the screening of hospital patients for alcohol related problems. The review was undertaken to establish best practice indicators for hospital staff and funders of interventions. The review has been completed and was submitted to Addiction for publication. It is currently undergoing peer review.

PROJECT 6: POST GRADUATE GRANT SCHEME**WORK PLAN AREAS: 1.5**

NCETA has administered a postgraduate grants scheme since 2000. This scheme was initiated as a strategy to help develop capacity among AOD workers and researchers in the area of AOD workforce development. Up to June 30 2003, a total of 11 grants had been awarded, through an independent peer reviewed process, to graduate students undertaking research in a relevant topic at an Australian university. See Appendix D for details of grants administered to-date. Overall, this project has progressed more slowly than anticipated due to the limited number of potential candidates.

PROJECT 7: METHADONE TRAINING PROJECT**WORK PLAN AREAS: 1.8, 1.9, 2.1, 2.2, 2.3**

Review of Methadone Training

During 2002 and 2003 NCETA undertook a review of methadone training and training outcomes across four states. The final report from that project has been distributed for comment to the Royal Australian College of General Practitioners and has been tabled for discussion at the next National Expert Advisory Committee on Illicit Drugs meeting to be held in Brisbane in late November. NSW Health also advises that on the basis of this report they have instigated changes to their recruitment and monitoring strategies involved in methadone training.

There is increasing interest in the training of general practitioners in regard to methadone prescribing, and more latterly other pharmacotherapies, for the management of opioid dependence. For the past decade most jurisdictions have invested considerable effort in recruiting and training GPs as methadone prescribers. Anecdotally, it is known that it is difficult to recruit GPs to such training, and that subsequent to completion of training the proportion of trained/authorised GPs who become active prescribers is relatively low. Factors that contribute to this poor return on investment have not been clearly identified.

This project involved examination of the strategies used to recruit and train GPs in methadone prescribing, and documentation of current status of training and uptake by GPs. The report from this project was reviewed by the RACGP, NEACID and IGCD.

PROJECT 8: MEDICAL STUDENTS' SURVEY**WORK PLAN AREAS: 1.4, 2.1, 2.3, 2.5**

NCETA assisted in a national survey of medical students' knowledge and attitudes about alcohol and other drugs. This project has involved the collaborative assistance of the 11 medical schools and the support of the CADEMS representative in each School (CADEMS is the Committee on Alcohol and Drug Education in Medical Schools). The project was instigated by two medical students from Flinders University. They applied for and received a competitive postgraduate grant. Reviewers of their application indicated that it was a project with considerable merit that warranted additional research support. NCETA has provided this additional support throughout 2002/03. This study has also allowed for further extension of the work being undertaken to examine the attitudes/behaviour nexus under examination in a number of other studies conducted through the Centre.

PROJECT 9: ATTITUDE/BEHAVIOUR CHANGE PROJECT: SURVEY OF NURSES**WORK PLAN AREAS: 1.1, 1.2, 1.4, 1.8**

It is increasingly recognised that health professionals' responses to individuals with problematic AOD use are influenced by a range of individual (e.g., attitudes) and organisational (e.g., supervisory support) factors. For example, the National Drug Strategy identifies the improvement of education and training for health professionals as a key priority area. Most education and training programs contain components focused on negative or punitive attitudes towards individuals who use drugs. Yet the continued use of atheoretical and ad hoc measures of attitudes in the evaluation of such programs represents a significant stumbling block inhibiting progress towards this goal. Without a clear understanding of the nature of the attitude-behaviour relationship, effective strategies for change will not be possible. This project involves development of a new model of the specific cognitions likely to impact on quality of care provided to individuals who use drugs. The model is based on well established social psychological theories of stigma, social justice, and deservingness judgements.

The theoretical model was tested in a recent national survey of 500 nurses in which participants judged the appropriateness of a (hypothetical) colleagues' response to an individual who regularly uses one type of drug (alcohol, amphetamine, heroin or tobacco). Initial findings indicate the importance of judgements of deservingness and feelings of anger, sympathy and concern on the quality of care health professionals are likely to perceive appropriate for drug users. This project represents an important step forward in developing precise evidence-based interventions within education and training programs focused on the specific attitudes likely to impact the quality of care provided to individuals with problematic AOD use. The second stage of this project involves the development of a set of training resources (attitudes survey, group activities) for trainers and educators based on the findings of this study.

Section 2. New Projects (commenced 2003) – Work Plan Area 1

NEW PROJECT 1: NGO WORKFORCE DEVELOPMENT PROJECT

WORK PLAN AREAS: 1.1, 1.2, 1.4, 1.7, 1.8, 1.9

In early 2003, a consortium comprising major Non Government Organisations (NADA, VAADA, WANADA and ADCA) and NCETA won an Alcohol Education and Research Fund grant to undertake a review of WFD issues confronting the field. NCETA's component of this project was to undertake an extensive review of the literature that pertains to WFD. A draft of this comprehensive literature is under review and is due for completion in the later part of 2003. A report, and possibly other papers, will be the final products.

NEW PROJECT 2: EVALUATION OF DRUG DIVERSION TRAINING PROGRAMS

WORK PLAN AREAS: 1.4, 1.7, 2.3

NCETA, in conjunction with Flinders Nursing, Spencer TAFE and Adelaide Central Mission, won a competitive grant to undertake and evaluate the PDDI training being undertaken in South Australia. This project commenced in early 2003 and is due for completion in late 2004. NCETA's role entails the evaluation of the training.

NCETA is a collaborative partner on a proposal to deliver Worker Training Services for the Police Drug Diversion Initiative. This project is being developed with Flinders Department of Nursing, Spencer TAFE, Flinders Consulting and Adelaide Central Mission. NCETA's role in this project will be 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.

NEW PROJECT 3: SA DRUG SUMMIT

WORK PLAN AREAS: 1.4, 1.9, 1.11, 2.3

NCETA's Director was invited to have a significant role in the July 2002 South Australian Drug Summit. Together with Assistant Commissioner John White from South Australia Police, she acted as a Rapporteur for the week-long meeting. She also gave one of the key note addresses to the Drug Summit titled "Brief Intervention and Prevention" which provided a comprehensive overview of factors contributing to problematic drug use. The presentation was tailored to the diverse audience which included non-professionals, non-AOD workers, community representatives and politicians.

NEW PROJECT 4: ADELAIDE SAFE COMMUNITY PARTNERSHIP 'RESPONSIBLE ALCOHOL POLICY' DEVELOPMENT

WORK PLAN AREAS: 1.4, 1.9

The Adelaide Safe Community Partnership is seeking accreditation from the World Health Organization as a 'Safe Community'. One of the priority areas identified is alcohol-related injury. NCETA was invited to contribute to the development of policies and strategies around the responsible consumption of alcohol.

NEW PROJECT 5: WA WORKFORCE DEVELOPMENT PROJECT**WORK PLAN AREAS: 1.4, 1.9**

The Western Australian Department of Health is currently engaged in a large Workforce Development strategic planning process. As part of this project NCETA was invited to undertake some data analysis (using data collected from the evaluation project) to contribute to the understanding of WFD issues as they impact on the field. NCETA completed its report for Western Australia in late September 2003.

NEW PROJECT 6: PHARMACISTS' PROJECT**WORK PLAN AREAS: 1.3, 1.4, 1.8, 2.3, 2.5**

A project was developed in collaboration with Dr Carla Treloar from the National Centre in HIV Social Research, Associate Professor Janie Sheridan from the School of Pharmacy, University of Auckland (and a number of other collaborators), to examine a range of factors impacting the quality of service provision by pharmacists to injecting drug users. This is a three stage project planned to be executed over three years. It comprises initial qualitative and quantitative surveys of pharmacists and consumers. Followed by workshops with policy makers and treatment experts to determine consensus on a gold standard of care. The third and final stage involves a randomised controlled trial examining the efficacy of different educational and organisational change strategies to achieve optimal compliance with the gold standard of care set in stage two. This project is currently being developed as a collaborative NHMRC proposal.

NEW PROJECT 7: WORKFORCE DEVELOPMENT TOOLKIT FOR THE AOD WORKFORCE**WORK PLAN AREAS: 1.7, 1.8**

This project is designed to address the need for tailored Workforce Development (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 nature and reflects the diverse nature of the AOD field. It involves a series of discrete but interrelated projects designed to provide tailored WFD tools for the AOD workforce. The key goals of this project are to facilitate the capacity of the AOD workforce to:

- Understand the key concepts and approaches of WFD
- Appreciate the benefits of WFD to the field
- Effectively engage team or organisation members in WFD
- Take concrete action to develop effective WFD strategies.

The project has four distinct yet inter-related components:

- A WFD monograph
- Resource package (including information sheets, case studies and tool kits)
- WFD website
- Interactive dissemination strategy (including workshops and site visits)

NEW PROJECT 8: IDENTIFICATION OF THE KEY ANTECEDENTS AND CONSEQUENCES OF BURNOUT AND ENGAGEMENT IN AOD SPECIALIST WORKERS AND POLICE DRUG TASK FORCE OFFICERS**WORK PLAN AREAS: 1.1, 1.4, 1.8, 1.9**

Stress and burnout has been identified as a key issue in the health and human services workforce. Recent theoretical and empirical work on burnout has emphasised the importance of focusing on adaptive and healthy work experiences, rather than an exclusive focus on maladaptive and unhealthy functioning typified by the burnout response. The notion of engagement captures this positive and adaptive approach to work that reflects a state of high motivation, dedication and enthusiasm. Burnout and engagement have been linked to a range of important workforce development outcomes including job satisfaction, organisational commitment, turnover intentions and absenteeism. This project will focus on two key professions in the AOD workforce – AOD specialists and police.

The police burnout project will focus on the antecedents and consequences of burnout and engagement experienced by police working in specialist drug task forces. The project will also explore the use of alcohol and other drugs by police officers experiencing high levels of stress and burnout. The study is a collaborative project between NCETA, the Work and Stress Research Group at the University of South Australia and the Australasian Centre for Policing Research. The project proposal is currently being considered by the Australasian Centre for Policing Research. A similar study will be conducted with AOD specialists exploring the prevalence, antecedents and consequences of burnout and engagement in this occupational group. This research project will make an important contribution to the design of evidence-based workforce development policies and programs designed to prevent and alleviate burnout and facilitate engagement in the AOD workforce.

NEW PROJECT 9: PRIMARY CARE AND ROLE OF PRACTICE NURSES PROJECT**WORK PLAN AREAS: 1.1, 1.4, 1.9**

This project is designed to complement a series of studies in a large program of work developed to examine various aspects of the health and human service systems responses to the management of alcohol related problems. The project will examine the capacity of general practice in Australia to engage in alcohol screening and brief intervention by looking at the level of GPs involvement with patients who engage in risky and dependent levels of alcohol use. The study will also explore GPs' perceptions of the potential role of practice nurses in the identification and management of alcohol related problems. The project aims to identify how best practice can be achieved for alcohol screening and intervention within the general practice setting.

Section 3. Resource Development

An important objective of the work of the Centre in relation to improving the quality of education and training relates to the development and provision of appropriate resource materials that can be utilised by trainers and learners alike. NCETA has engaged in the production of a number of such resources including the following:

RESOURCE 1: THE AOD HANDBOOK FOR HEALTH PROFESSIONALS

WORK PLAN AREAS: 1.1, 1.4, 1.7

[for details see Resource #2 below]

RESOURCE 2: THE GP TRAINING PACKAGE

WORK PLAN AREAS: 1.4, 1.7, 1.9, 2.2

This project involves development of a series of resource materials for GPs and other health professionals on illicit (and other) drugs. There are several components to the project including a comprehensive user-friendly handbook for health professionals. The initial draft of the 300 page handbook was completed and extensively piloted in 2002. During 2003 the final coloured and desk-topped version was completed. The completed product was submitted to the Department of Health and Ageing in August 2003 and is awaiting Ministerial approval for printing and dissemination.

Other aspects of this project include the production of a comprehensive set of training tools for GP trainers including power point slides on 29 different drug topics, associated readings, resources and exercises. These materials are currently undergoing review and will be finalised in early November following a one-day meeting with an expert advisory group meeting to be held on 4 November.

The final aspect of this large and complex project involves development of a website for GPs on illicit drugs. Material for the website has been extensively developed and construction of the website will be undertaken by the Department of Health and Ageing.

RESOURCE 3: PUBLICATION OF PROCEEDINGS FROM MAY 2002 WFD SYMPOSIUM

WORK PLAN AREAS: 1.1, 1.8, 1.9, 1.11

Following the May 2002 WFD Symposium NCETA published a select set of papers from that meeting. The 200 page publication titled 'Catching Clouds: Exploring Diversity in Workforce Development in the Alcohol and Other Drugs Field' presents a series of 24 papers addressing a wide range of WFD issues and was released in November 2002. The publication was distributed to key stakeholders, Symposium participants and others interested in AOD WFD. A PDF file of the proceedings is also available on the NCETA website.

RESOURCE 4: CENTRELINES

WORK PLAN AREA: 1.1

In 2002, NCETA expressed interest in joining the National Drug Research Institute (NDRI) and the National Drug and Alcohol Research Centre in the shared publication of Centrelines: a newsletter developed to provide information about the Centres' progress and activities to the field. NCETA committed to producing two issues (in addition to those usually produced by NDRI and NDARC). The first issue of Centrelines produced by NCETA was made

available in November 2002. However, due to staff cutbacks and resource restrictions it was not possible to produce the second Centrelines as planned.

RESOURCE 5: 'OF SUBSTANCE'**WORK PLAN AREA: 1.1**

NCETA was invited to join the Editorial Reference Group of the new National Alcohol and Other Drugs magazine 'Of Substance'. Ann Roche wrote one of the lead articles for the inaugural edition of the magazine, on alcohol and advertising, and contributed sections to an article on workforce development.

RESOURCE 6: NCETA WEBSITE**WORK PLAN AREA: 1.9**

The NCETA Website (see: www.nceta.flinders.edu.au) 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. During 2001 and 2002, the NCETA website was substantially revamped. The new website was officially launched on 19 November 2002 at the APSAD conference. Further work continues on the website to ensure NCETA provides the most up-to-date, comprehensive information available to the AOD workforce on work practice change and education and training related matters.

Section 4. Submissions and Committee Work (SCW)

SCW 1: Workforce Development Submission to IGCD

WORK PLAN AREA: 1.9

NCETA prepared a submission to the Inter-Governmental Committee on Drugs (IGCD) in May 2002. This document (copy available on request) was used as the basis for an IGCD discussion on AOD workforce development issues at a meeting in October 2002. It was instrumental in changing this agenda item and shaping further steps subsequently taken by IGCD in relation to workforce development.

Subsequent to the above IGCD meeting which addressed AOD workforce development, IGCD formed a working party to further examine these issues. The working party chaired by WA included a full day workshop presentation by NCETA on workforce development. The outcome of the workshop was a series of recommendations to IGCD to progress developments in this area. These developments were actioned in 2003.

SCW 2: PREVENTION COMMITTEE

WORK PLAN AREAS: 1.4, 1.9

During 2001 and 2002 NCETA's Director was a member of the National Steering Committee on Prevention. This committee oversees and directs the work of a large national project being undertaken on prevention by National Drug Research Institute and the Centre for Adolescent Health. NCETA's input, together with a number of other representatives on the prevention committee, resulted in a broader, more comprehensive approach to prevention. This broadened focus is considered crucial from a work practice change perspective i.e. a broad focus is essential to ensure that work practice change in the future is appropriate and addresses all relevant issues.

SCW 3: AUSTRALIAN ALCOHOL GUIDELINES CAMPAIGN REFERENCE GROUP (CRG)

WORK PLAN AREAS: 1.4, 1.9, 2.3

NCETA had substantial input in the development of Australia's recently revised drinking guidelines. More latterly, further input has been sought in relation to the development of the consumer materials and promotional products being developed to disseminate the new drinking guidelines. NCETA's Director was involved in sensitive final stage decisions about the content of some of these materials.

SCW 4: APSAD ANNUAL CONFERENCE 2002

WORK PLAN AREAS: 1.3, 1.4, 1.11

The Australian Professional Society on Alcohol and Other Drugs (APSAD) has now incorporated AOD workforce development as a core item of business as a result of NCETA input. As the premier professional body in Australia, APSAD's support and interest in the area of workforce development is of vital importance for further policy development in this area. NCETA's Director now holds the position of President of APSAD, and as such is well positioned to influence future policy developments of the Society.

Typical feedback from the APSAD 2002 conference includes statements such as:

"I am delighted to hear that you have received positive feedback for the whole conference. I was certainly hugely impressed by the overall standard and breadth of scope and I am pleased to have had the privilege of contributing to it."

Professor John Strang, Institute of Psychiatry, King's College London

"Thank you very much for inviting me to speak at APSAD. The conference was superbly well organised, both the academic and social program"

Professor James Dunbar, Director, Greater Green Triangle, University Dept of Rural Health, Warnambool

"Top class meeting – rightly on a list of best conferences to attend in the Addiction arena"

SCW 5: COOPERATIVE RESEARCH CENTRE ABORIGINAL AND TROPICAL HEALTH (CRC-ATH)

WORK PLAN AREAS: 1.4, 1.9

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.

Section 5. Conference Involvement

CONFERENCE 1: ECONOMY OF ADDICTIONS

WORK PLAN AREAS: 1.11

NCETA was invited to join the Innovations and Development Team of Health Promotion SA (a unit of the South Australian DHS) in a half day seminar on the "Economy of Addictions". The seminar was held on Friday 9 May 2003. This seminar extended the work that was initiated at the November 2002 APSAD conference organised by NCETA. This innovative topic generated considerable interest and a large registration.

CONFERENCE 2: SUMMER SCHOOL ON ADDICTION AND INEQUALITY

WORK PLAN AREAS: 1.7, 1.10, 1.11

In conjunction with the South Australian DHS, NCETA is organising the first of an annual series of Summer Schools titled 'Addiction and Inequality'. The first of these ground breaking 3-day Summer Schools will be held in Adelaide in late February 2004. Participants will be sought through invitations to key policy makers, funders, academics and program deliverers across Australia and New Zealand. A number of international speakers have been invited to present at the Summer School. It is anticipated that this Summer School series and its theme of addiction and inequality will attract strong, and ongoing, interest both nationally and internationally especially in light of the growing awareness of the role and contribution of inequalities to major health concerns such as alcohol and other drug use and harms.

CONFERENCE 3: INTERNATIONAL COUNCIL ON ALCOHOL AND ADDICTIONS (ICAA) CONFERENCE

WORK PLAN AREA: 1.3

NCETA was a collaborative partner on the conference program committee of 2003 forthcoming meeting of the International Council on Alcohol and Addictions (ICAA). ICAA is the key Alcohol and Other Drugs Non Government Organisation in formal relations with the World Health Organization and United Nations Drug Control Program. The 2003 Congress was held in Toronto Canada in October. Ann Roche gave a keynote presentation on Prevention and was a member of the conference organising committee.

CONFERENCE 4: SINGAPORE CONFERENCE 2004

WORK PLAN AREA: 1.3

NCETA has been invited to become a key collaborator with the Institute of Mental Health, Singapore to organise a major addictions conference in 2004. The meeting is anticipated to attract over 700 delegates from the Asia-Pacific region will be called the 1st Asia Pacific Institute on Addictions and will be held 29 May-4 June 2004.

CONFERENCE 5: SINGAPORE CONFERENCE 2003

WORK PLAN AREAS: 1.3, 2.3

Ann Roche gave a keynote address titled 'Best Practice in Managing Family Factors in the Prevention, Identification, and Treatment of Drug Problems' to the conference 'Everybody hurts: Helping Families Recover From Addictions' 3rd National Addictions Conference, 29 March 2003 Community Addictions Management Programme (CAMP) and the Institute of Mental Health (IMH), Singapore.

Work Plan Area 2

To improve the quality of education and training among frontline workers in preventing and responding to drug related harm.

The Activities and Deliverables specified under Work Plan Area 2 are as follows.

ACTIVITIES:

- Analyse quality education and training practice on the basis of available evidence and identify the implications for curriculum development and infiltration
- Conduct literature reviews on quality curriculum development and curriculum infiltration
- Identify the key elements of quality education and training, standards of practice and quality education resources
- Collaborate with education and training providers in the development of quality education and training programs
- Provide advice on curriculum development to education providers.

DELIVERABLES:

WPA 2.1	Publication and dissemination of monographs, journal articles and where appropriate annual reports relevant to: models of curriculum development and infiltration of drug studies into continuing education and post secondary education programs for frontline workers
WPA 2.2	Advise on curriculum development and infiltration to the Department, professional bodies and key providers across Australia
WPA 2.3	Evidence of collaboration with key stakeholders such as professional organisations and jurisdictional authorities in the development of standards of practice in preventing and responding to drug related harm
WPA 2.4	Presentations at key conferences and professional/workforce fora
WPA 2.5	Evidence of collaborative funded projects on development of quality education and training programs.

Detailed below are the projects that were undertaken during 2002-03 to fulfil these deliverables.

Section 1. Key Projects - Work Plan Area 2

PROJECT 10: EVALUATION PROJECT: DEVELOPMENT OF A MEASUREMENT TOOL AND GUIDELINES

WORK PLAN AREAS: 1.1, 1.2, 1.8, 2.1, 2.3, 2.4, 2.5

Evaluation Project

This is a large, multifaceted project involving the development of a new training assessment tool that can assess a wide range of factors that impact on the transfer of training to the workplace. The project involves a series of deliverables including the production of a set of training evaluation guidelines. The guidelines are currently undergoing review. All major components of this project are due for completion in late 2003. The nature of this large and innovative project is such that aspects of it could well be expanded into our new program of work in 2004.

The alcohol and other drugs field has paid much attention to increasing the diversity and quality of training for frontline workers. This training usually aims to increase workers' AOD knowledge and skills, and also to change or enhance the work practice of these individuals on their return to the workplace. However very little effort has been devoted to evaluating whether these 'capacity building' exercises result in change. There are few relevant evaluation tools available, with most evaluation focussing on knowledge and attitude changes. Evaluation should also assess the impact on a professional's work performance.

This project is funded primarily through the Australian Government Department of Health and Ageing. It involves development of a valid and reliable tool to evaluate the impact of alcohol and other drug education and training on frontline workers' (eg. nurses, police, general practitioners, pharmacists, social workers, teachers, drug and alcohol counsellors, mental health workers) professional practice.

The goals of the project are:

- To define the key elements which may influence the translation of knowledge and skills (acquired as a result of education and training) into changes in the work practice of frontline workers
- To develop a reliable and valid tool which will measure these key elements
- And to produce a user-friendly guide to conducting evaluations of training programs.

The project is a two-year exercise. During 2002/03 completion of a survey of over 1,000 frontline workers was completed and reliability and validity studies commenced. The core components of the project were completed in late 2003 and include a) an evaluation tool, b) accompanying workbook, and c) comprehensive Training Evaluation Guidelines.

PROJECT 11: ALCOHOL AND ADVERTISING**WORK PLAN AREAS: 2.3, 2.4**

NCETA's work practice change program of activities also focuses on identifying new and emerging areas of concern. One of these that has come to the fore in recent times is the issue of alcohol advertising and promotion. NCETA undertook a review of the key factors pertaining to alcohol and advertising and produced a paper titled "*Alcohol Advertising and Promotions: The Good the Bad and the Ugly*". This paper formed the basis of a presentation given at the conference Alcohol, Ethics and Society: An International Conference on Rights and Responsibilities, Dublin, Ireland, 16-18 2002, and was also requested as a submission to the work undertaken by IGCD during 2003 on this matter. It will also form the basis of a book chapter to be published in 2004. A paper on alcohol and advertising was also written for the first issue of the new AOD magazine 'Of Substance' published in October 2003.

PROJECT 12: TERTIARY TRAINING REVIEW**WORK PLAN AREAS 2.1, 2.2, 2.3, 2.4, 2.5**

In 2001 NCETA commenced a review of AOD tertiary training options and issues. The process included a two-day meeting of tertiary trainers held in late 2001. In 2002 a data base of AOD training opportunities was produced and disseminated via CD Rom and the NCETA website. In 2003 a report canvassing the broad array of related issues was finalised. That report was submitted to the Department of Health and Ageing for comment in September 2003.

PROJECT 13: CD ROM OF AOD EDUCATION AND TRAINING OPPORTUNITIES**WORK PLAN AREAS: 2.2, 2.5**

A CD ROM of education and training opportunities in the AOD field across Australia was produced. It presented summary information on all courses available through universities and other training providers that could be identified for 2002.

PROJECT 14: EVALUATION OF HEP C TRAINING PROGRAM**WORK PLAN AREAS 2.2, 2.3**

In 2002, NCETA assisted in the evaluation of a training program run by Adelaide University for medical practitioners and nurses on hepatitis C and injecting drug use. The project commenced in 2002 and continued into 2003. The results of this project have been used to inform larger training programs of a similar nature addressing related issues.

PROJECT 15: EVALUATION OF NEPOD TRAINING MATERIALS**WORK PLAN AREAS 2.2, 2.3, 2.5**

NCETA was requested by NDARC to undertake a pilot and evaluation of an educational resource being developed as part of the dissemination of the NEPOD findings. NCETA undertook focus group testing with 69 clinicians in Brisbane, Melbourne and Adelaide in 2002 as part of this commissioned work. NCETA was able to provide valuable advice to NDARC staff about the production of educational materials and offer strategies for disseminating research findings.

Section 2. New Projects (commenced 2003) – Work Plan Area 2

NEW PROJECT 10: SHAHRP DISSEMINATION PROJECT

WORK PLAN AREAS 2.2, 2.3, 2.4, 2.5

The National Drug Research Institute in collaboration with NCETA won an AERF grant to undertake a dissemination project of SHAHRP (the school health alcohol harm reduction project). NCETA's role is to assist with the dissemination to states beyond Western Australia. The dissemination project is part of a year-long exercise designed to engage a wide range of schools in SA, ACT and other states in this intervention program of proven efficacy. This project will run through to mid-2004.

NEW PROJECT 11: NEEDS ASSESSMENT TOOL KIT

WORK PLAN AREAS 2.2, 2.3, 2.5

AOD staff are frequently requested to provide short term, or one-off training. An alternative and complementary approach is to offer an initial Training Needs Analysis and Assessment. This is a demonstration project which explores ways in which negotiation can be undertaken to facilitate an alternative response to 'one-off training'. The project will also 'package' the Training Needs Analysis approach for wider dissemination.

APPENDIX A

NCETA Staff 2002-03

Staff Member	Position	Source of Funding
Prof A Roche	Director	FUSA/DASC
Ms D Addy	Research Officer	Project
Ms A Donald	Research Assistant	Core
Mr M Durbridge	Research Assistant (from April 2002)	Project
Dr C Edmonds	Medical Officer	DASC
Mr T Freeman	Research Assistant	Core
Ms L Hotham	Project Officer	Project
Mr C Hurley	Administrative Officer	Core
Ms L Jackson	Clerical Officer (from March 2002)	Project
Ms C Kennedy	Senior Education Officer	DASC
Ms J McDonald	Project Officer	Project
Ms J Malyschko	Executive Secretary	DASC
Ms H Maxwell	Research Assistant (from April 2002)	Project
Ms M O'Neill	Research Officer (from April 2002)	Project
Ms S Rayner	Project Officer	Project
Mr B Seaman	Project Officer (from June 2002)	Project
Ms J Shoobridge	Senior Education Officer	DASC
Dr N Skinner	Lecturer (from April 2002)	Core
Mr S Trickey	Computing Systems Officer	Core
Ms K Wolinski	Research Officer	Project

PhD Students

Mr K Pidd	NHMRC Funded	Project
-----------	--------------	---------

Affiliate Appointments

Robert Ali	Director, Clinical Policy & Research, Drug & Alcohol Services Council
Linda Gowing	Manager Evidence-Based Practice, Drug & Alcohol Services Council
Jason White	University of Adelaide
Chris Wurm	General Practitioner

APPENDIX B

Grants Received

2002-2003 DHA GRANT

Baseline (core) grant from the Commonwealth Department of Health and Ageing for the 2002 to 2003 financial year was \$311,503. In addition, unexpended 2001/02 funds amounting to \$102,726 were rolled over into 2002/03, giving a total grant of \$374,514 after the University Infrastructure fee was deducted.

Table B1. Income and Expenditure for 2002-2003.

Income	
Rollover from financial year 2001/02	\$102,726.74
Baseline funding for financial year 2002/03	\$311,503.00
Less University Infrastructure cost	-\$39,715.00
Total grant available	\$374,514.74
Expenditure to June 30 2003	
Academic Salaries	\$74,513.57
Administrative and General Salaries	\$198,540.94
Total Salaries	\$273,054.51
Other Expenses to June 30 2003	
Travel	\$28,635.95
Goods and Services	\$53,007.45
Equipment and Furniture	\$5,634.82
Computer Support	\$13,251.68
Total Other Expenses	\$100,529.90
Total Expenses	\$373,584.41
Balance	\$930.33

In addition to the above core grant from DHA, the NCETA Director's salary is supported 50% from funds from the South Australian Department of Human Services and 50% from Flinders University.

Table B2. Grants Received 2002/2003

Date	Organisation	Name	Principal Grant Holder	Secondary Grant Holder	Amount requested	NCETA's share
Jul-02	Mt Isa Centre for Rural and Remote Health	PHEC Curriculum Development	Prof. Ann Roche		\$10,000.00	\$10,000.00
Jul-02	DASC, SA	Support of NCETA's Symposium, 2001	Prof. Ann Roche		\$20,233.00	\$20,233.00
Jul-02	Department of Human Services, SA	Support of NCETA's Symposium, 2002	Prof. Ann Roche		\$15,000.00	\$15,000.00
Aug-02	KPMG House, Adelaide	Vic Drug Prevention Project	Prof. Ann Roche		\$3,272.73	\$3,272.73
Sep-02	NDARC, University of NSW	NEPOD Dissemination	Prof. Ann Roche		\$10,350.00	\$10,350.00
Feb-03	Alcohol Education and Rehabilitation Foundation Ltd	AOD Workforce Development in Aust.: The Assessment of Needs and the Identification of Strategies to Achieve Sustainable Change	Victorian Alcohol and Drug Association	NADA, WANADA, NCETA	\$133,500.00	\$5,000.00
Mar-03	Department of Human Services, SA	Support for printing of Peer Support report	Prof. Ann Roche		\$10,000.00	\$10,000.00
Mar-03	Alcohol Education and Rehabilitation Foundation Ltd	School Health and Alcohol Harm Reduction Dissemination	Curtin University, NDRI	NCETA	\$290,000.00	\$12,587.00
Mar-03	SARNeT	A systematic review of Training Needs Analysis (TNA) for the Alcohol and Other Drug (AOD) field	Ms Jodie Shoobridge		\$4,957.49	\$4,957.49
Apr-03	Flinders Institute for Health Research	Model of Care for the Management of Hepatitis C in Adults; A National Approach to Hepatitis C Care and Prevention in Aust. Prisons	Prof. Ann Roche	Dr Natalie Skinner, Ms Jodie Shoobridge, Mr Toby Freeman	\$15,000.00	\$15,000.00
May-03	Department of Human Services, SA	PHD Scholarships Support	Prof. Ann Roche		\$75,000.00	\$75,000.00
Totals					\$587,313.22	\$181,400.22

APPENDIX C

Grant Applications

The following grant applications were submitted during 2002-2003.

Table C1. Grants Applied for 2002/2003

Date	Organisation	Name	Principal Grant Holder	Secondary Grant Holder	Amount requested	NCETA's proportion
Jun-02	Alcohol Education and Rehabilitation Foundation Ltd	Through the development of partnerships, to build the capacity of Non-Government Agencies to prevent and respond to AOD related harms through organisational training strategies.	Ms Jodie Shoobridge	Spencer TAFE	\$409,000.00	\$409,000.00 (pro-rata with Spencer TAFE)
Jul-02	Mt Isa Centre for Rural and Remote Health	PHEC Curriculum Development	Prof. Ann Roche		\$10,000.00	\$10,000.00
Jul-02	DASC, SA	Support of NCETA's Symposium, 2001	Prof. Ann Roche		\$20,233.00	\$20,233.00
Jul-02	DHS, SA	Support of NCETA's Symposium, 2002	Prof. Ann Roche		\$15,000.00	\$15,000.00
Aug-02	KPMG House, Adelaide	Vic Drug Prevention Project	Prof. Ann Roche		\$3,272.73	\$3,272.73
Aug-02	Alcohol Education and Rehabilitation Foundation Ltd	The 3R's of Workforce Development	Prof. Ann Roche	Ms K Wolinski Ms M O'Neill	\$368,842.95	\$368,842.95
Aug-02	Flinders Institute for Health Research	Monograph: Attitude towards problematic drug users	Dr Natalie Skinner	Prof Ann Roche	\$10,418.75	\$10,418.75
Aug-02	Flinders Institute for Health Research	Health Professionals Attitude and professional Behaviour	Dr Natalie Skinner	Prof Ann Roche	\$11,562.92	\$11,562.92
Aug-02	Flinders Institute for Health Research	Investigating Mentoring Activities in the AOD field	Ms Joanne McDonald	Prof Ann Roche	\$11,616.36	\$11,616.36

May-03	Alcohol Education and Rehabilitation Foundation Ltd	Building Bridges Between Awareness and Action: A Workforce Development Toolkit for the Alcohol Workforce (Re-submission from August 2002)	Prof. Ann Roche	Dr Natalie Skinner Ms Jodie Shoobridge Mr Toby Freeman	\$207,477.00	\$207,477.00
Sep-02	NDARC, University of NSW	NEPOD Dissemination	Prof. Ann Roche		\$10,350.00	\$10,350.00
Sep-02	DHA	Australian Alcohol Workforce Research Project: Stage II	Prof. Ann Roche	Ms K Wolinski and Ms M O'Neill	\$91,184.05	\$91,184.05
Oct-02	Australian Rural Centre for Addictive Behaviours	DVA Vietnam Veterans Counselling Training	Prof. Ann Roche		\$105,000.00	\$20,652.03
Dec-02	Dept of Human Services SA	Police Drug Diversion Initiative	Flinders Consulting	Prof. Ann Roche	\$600,000.00	\$60,000.00
Dec-02	Victorian Department of Human Services	Victorian Drug Strategy Evaluation	KPMG	Prof. Ann Roche	\$400,000.00	\$50,000.00
Jan-03	Australian Professional Society on Alcohol and other Drugs	Work Practice Change and Research Dissemination	Prof. Ann Roche		\$36,735.00	\$36,735.00
Jan-03	Alcohol Education and Rehabilitation Foundation Ltd	Alcohol and Other Drug Training for Nurses, Midwives and Allied Health Professionals	Prof. Charlotte de Crespigny	Prof. Ann Roche	\$897,830.00	\$40,000.00
Feb-02	Alcohol Education and Rehabilitation Foundation Ltd	AOD Workforce Development in Aust.: The Assessment of Needs and the Identification of Strategies to Achieve Sustainable Change	Victorian Alcohol and Drug Association	NADA, WANADA, NCETA	\$133,500.00	\$5,000.00
Feb-02	NHMRC	An empirical analysis of key factors influencing service provision to injecting drug users by community pharmacists.	Prof. Ann Roche	Dr Natalie Skinner	\$473,500	\$333,500
Mar-03	SARNeT	A systematic review of Training Needs Analysis (TNA) for the Alcohol and Other Drug (AOD) field	Ms Jodie Shoobridge		\$4,957.49	\$4,957.49
Mar-03	Department of Human Services, SA	Support for printing of Peer Support report	Prof. Ann Roche		\$10,000.00	\$10,000.00
Mar-03	Alcohol Education and Rehabilitation Foundation Ltd	School Health and Alcohol Harm Reduction Dissemination	Curtin University, NDRI	NCETA	\$290,000.00	\$12,587.00

Apr-03	Flinders Institute of Health Research	Model of Care for the Management of Hepatitis C in Adults; A National Approach to Hepatitis C Care and Prevention in Aus. Prisons.	Prof. Ann Roche	Dr. Natalie Skinner, Ms Jodie Shoobridge, Mr Toby Freeman	\$15,000.00	\$15,000.00
May-03	Department of Human Services, SA	PHD Scholarships Support	Prof. Ann Roche		\$75,000.00	\$75,000.00
				Totals	\$4,210,480.25	\$1,832,389.28

APPENDIX D

Post Graduate Grants Awarded

Table D1. Post Graduate Grants Awarded in 2002-2003.

Name	Amount	Status
ROUND 1		
Trevor King	\$10,000.00	Interim report received, extension requested to Jan 2004 for final report
Rosemary Norman	\$10,001.82	Interim report received, extension requested to Jan 2004 for final report
Angela Corry	\$9,956.00	Interim report received, extension requested to Feb 2004 for final report
Darlene Addy	\$9,820.12	Deferred to 2004 to begin research
Kenneth Pidd	\$9,814.54	Interim report received, research finished awaiting final report
ROUND 2		
Jodie Shoobridge	\$9,820.84	Deferred to 2004 to begin research
David Pirie	\$4,045.45	Research completed, final report received
Craig Fry	\$9,960.10	Interim report received, final report due
ROUND 3		
Kieran Connolly	\$9,750.00	Interim report received, final report due
ROUND 4		
Kara Lysiowskyj & Mike Soares	\$9,845.45	Interim report received, requested extension to Jan 2004 for final report
ROUND 5		
William Goodin	\$3,854.90	Interim report received, final report due
ROUND 6		
Under assessment		
<hr/>		
Total funds awarded	\$96,869.22	
<hr/>		

APPENDIX E

Publications

Books and Monographs

Doherty S, **Roche AM.** (2003). Alcohol and Licensed Premises: Best Practice in Policing, A Monograph for Police and Policy Makers. National Drug Law Enforcement Fund (NDLERF).

McDonald, J. (2002). Mentoring: An Age Old Strategy for a Rapidly Expanding Field. A What, Why and How Primer for the Alcohol and Other Drugs Field. National Centre for Education and Training on Addiction.

McDonald, J., Roche, A.M., Durbridge, M., & Skinner, N. (2002) Peer Education: From Evidence to Practice. National Centre for Education and Training on Addiction.

Roche, A.M., McDonald, J. (Eds.) (2002). Catching Clouds. Exploring Workforce Development for the Alcohol and Other Drugs Field. National Centre for Education and Training on Addiction.

Reports

Freeman, T., Wolinski, K., O'Neill, M. & Roche, A. (2002). *Alcohol consumption in Australia: Patterns, responses and workforce development issues.* National Centre for Education and Training on Addiction, Flinders University of South Australia.

Holly, C., **Shoobridge, J.** (2002) *Investigating the Impact of Injecting Drug Use in Indigenous Communities in Metropolitan Adelaide.* Community Report, Aboriginal Drug and Alcohol Council (SA) Inc.

Hotham L, Roche AM, Skinner N. (2003). Training General Practitioners to Prescribe Methadone (and Other Pharmacotherapies): Outcomes and Uptake in Four Jurisdictions. A Report to the Commonwealth Department of Health and Ageing.

Roche, A.M. & Stockwell, T. (2002) Prevention of alcohol-related harm: Public policy and health, *National Alcohol Research Agenda, National Drug Strategy*, ():57-73.

Roche AM. (2002). Workforce development issues in the AOD field. A report prepared for the Inter-Governmental Committee on Drugs (IGCD).

Shoobridge, J., & Roche, A. (2002) Dissemination of the findings of the NEPOD project: A review of training materials Unpublished report Adelaide: National Centre for Education and Training on Addiction.

Wolinski, K., O'Neill, M., Donald, A., Roche, A. (2002) *Scoping the Specialist Alcohol Workforce: Results from Phase 1 of the Australian Alcohol Workforce Research Project.* Report submitted to the Commonwealth Department of Health and Aged Care.

Papers

Baker, A., **Roche, A.M.** (2002) *From Training To Workforce Development: A large and important conceptual leap*. Editorial, *Drug and Alcohol Review*, 21:3:205-207.

Hotham, E.D., Atkinson, E.R., Gilbert, A.L. (2002) *Focus groups with pregnant smokers: barriers to cessation, attitudes to nicotine patch use and perceptions of cessation counselling by care providers*. *Drug and Alcohol Review*, 21:2:163-168

O'Neill, M., Shoobridge, J., Roche, A. (2003) Reflections on the 2002 APSAD Conference Aboriginal and Islander Health Worker Journal 27(2):9-10.

Roche, A.M., Hotham, E.D., Richmond, R.L. (2002) *The General Practitioner's Role in AOD Issues: Overcoming Individual, Professional and Systemic Barriers*. *Drug and Alcohol Review*, 21:3:223-230.

Roche, A.M., Deehan, A. (2002) Women's alcohol consumption: emerging patterns, problems and public health implications. *Drug and Alcohol Review*, 21:169-178.

Roche, A.M., Stockwell, T. (2002) *Prevention of alcohol-related harm: Public policy and health*. National Alcohol Research Agenda, National Drug Strategy, Australian Government Department of Health and Ageing, p57-73.

APPENDIX F

Conference Presentations, External Lectures, Workshops, Presentations

The following presentations were delivered by NCETA staff at the Combined Australian Professional Society on Alcohol and Other Drugs (APSAD) and National Methadone Conference, Adelaide, 18-20 November 2002

Addy, D. At the Coalface: Views and Experiences of 1000 Frontline Workers

Hotham, E.D. Psychostimulants and Attention Deficit Hyperactivity Disorder: Workshop

O'Neill, M., Wolinski, K. Exploring Strategies to Recruit, Reward and Retain Alcohol and Other Drug Workers - 3Rs: Roundtable

McDonald, J. Capturing the Magic: Developing Mentoring Strategies in the Alcohol and Other Drugs Field: Roundtable

Seaman, B. Barriers & Opportunities in Implementing GP Practise Change on AOD Issues.

Skinner, N., Freeman, T. Health professionals' attitudes towards individuals who use alcohol or other drugs: Development of a social-psychological model

Other Conference presentations

Addy, D. (2003). Nurses responses to alcohol and other drug issues: individual, team and organisational factors. Public Health Seminar Series 2003, Science Park Adelaide, 29th April 2003.

Addy D., O'Neill, M. Maxwell, H., Shoobridge, J., Skinner, N., Roche, A. & Freeman, T. (2003). What Nurses think about responding to alcohol and other drug related issues: individual, team and organisational factors. Paper presented to the 1st International Alcohol, Tobacco and Other Drugs Nursing and Midwifery Conference. 15-17th April 2003, Adelaide, SA.

Pidd, K. (2003). The testing of workers for drug and alcohol 'abuse'. Presented to the Workcover health and safety representatives network meeting. United Trades and Labour Council, Adelaide, 26th March 2003.

Roche, A.M. (2002). Capacity building for alcohol and drug issues in primary care. Seminar: Primary Health Care Research Evaluation and Development Program, Department of General Practice, Flinders University of South Australia, Adelaide, 12 June 2002

Roche A.M. (2002) Alcohol Advertising: Alcohol Advertising and Promotions: The Good the Bad and the Ugly. Alcohol, Ethics and Society An International Conference on Rights and Responsibilities Dublin, Ireland, 16-18 October, 2002.

Roche A.M. (2003). Preventing Risky Drug Use and Harms: What are the Best Bets for Policy? Fremantle, Friday 28 February 2003.

Roche A.M. (2003). Best Practice in Managing Family Factors in the Prevention, Identification and Treatment of Drug Problems. Keynote Presentation to the

3rd National Addictions Conference “Everybody hurts: Helping Families Recover From Addictions”, 29 March 2003 Community Addictions Management Program (CAMP) and the Institute of Mental Health (IMH), Singapore.

Roche A.M. (2003). From Alchemy to Evidence: Factors driving responses to psychoactive drugs. Inaugural Professorial lecture, Flinders University, 7 March, 2003.

Roche A.M. & Freeman T. (2003). Brief Interventions: Good in theory weak in practice. Keynote Paper presented to the International Research Symposium Preventing Substance Use, Risky Use and Harm: What is Evidence-based Policy? 24-27 February 2003, Fremantle WA.

Skinner N. (2003). Nurses’ attitudes towards licit and illicit drug users: Development of a social-psychological model. Paper presented to the 1st International Alcohol, Tobacco and Other Drugs Nursing and Midwifery Conference. 15-17 April 2003, Adelaide, SA.

Skinner, N., Addy, D., Roche, A., & Freeman, T. (2003). Beyond the call of duty: Health and human service professionals’ willingness to respond to controversial and sensitive issues. Paper presented at the 5th Australian Industrial and Organisational Psychology Conference. June, Melbourne, Victoria.

Skinner, N. & Freeman, T. (2003). Nurses’ attitudes towards licit and illicit drug users: Development of a social psychological model. Paper presented at the 1st International Alcohol, Tobacco and Other Drugs Nursing & Midwifery Conference. April, Adelaide, South Australia.

Committee Meetings

National Advisory Committee on School Drug Education
Canberra, 22 November 2002

National Expert Advisory Committee on Illicit Drugs
Sydney, 23 August 2002, Adelaide, 21 November 2002

Prevention Expert Committee Meeting
Sydney, 26 July 2002

Meetings

Natalie Skinner met with Jason White at Warinilla, 4 June 2002 and also Linda Gowing, DASC at NCETA on 7 June 2002 to discuss Team-based approaches to evidence based practice project

Sexual Health Information, Networking and Education (SHine SA)

Carol Kennedy met with Marion Brown, Team Leader and Educator, 11 June 2002. A meeting to collaboratively explore workforce development strategies to address how specialist agencies attract mainstream interest in responding to issues such as sexual health and AOD

Natalie Skinner met with Dr Carlene Wilson, Senior Researcher, CSIRO Health Sciences and Nutrition Division, 17 June 2002 to discuss Research project on the role of risk perception on problematic drug use and gambling

South Australian Drugs Summit. Adelaide, 24-28 June 2002, attended by Ann Roche and Libby Hotham. A plenary presentation titled, "Future Directions for Early Intervention and Prevention: A Synopsis" was made by Ann Roche. Ann Roche also acted as one of two rapporteurs (together with A/Commissioner John White SAPOL) for the week's duration of the Summit. Jodie Shoobridge was involved in the ADAC launch of the Indigenous Injecting Drug Use Project. This was launched at the South Australian Drugs Summit June 2002

Natalie Skinner met with Roger Nicholas, Senior Policy Officer, Australasian Centre for Policing Research, 17 July 2002 to discuss a possible research project with Police

Inquiry into Substance Abuse in Australian Communities, The House of Representatives Standing Committee on Family and Community Affairs Canberra, 15 August 2002, attended by Ann Roche

Psychostimulant Meeting. Sydney, 30 September 2002, attended by Ann Roche

National Advisory Committee on School Drug Education (NASDE) Meeting. Ann Roche attended the National Advisory Committee on School Drug Education (NASDE) meeting, Canberra 19-20 May.

SA Workforce Development Meeting, Ann Roche and other NCETA staff meet with Peter Kay, SA DHS to discuss plans for development of a SA WFD strategy.

School Health and Alcohol Harm Reduction Project (SHAHRP) Meeting. Carol Kennedy, Ann Roche and Margaret O'Neill met with Fiona Farrington from the National Drug Research Institute (NDRI) to discuss NCETA's role in the SA implementation and dissemination of the School Health and Alcohol Harm Reduction Project (SHAHRP).

Carol Kennedy and Margaret O'Neill attended a two-day training meeting 12-13 May on SHAHRP.

Aboriginal Co-operative Research Centre Meeting. Ann Roche attended the two-day meeting of the Aboriginal Co-operative Research Centre (CRC) in Darwin 28-30 March. This was followed by meetings with staff at the Menzies Centre for Public Health on Wednesday 30 May.

Research Dissemination Meeting. Ann Roche met with Dr Jackie Street, Flinders School of Public Health to discuss inclusion of NCETA as a case illustration of research dissemination within the Doctorate in Public Health.

Natalie Skinner and Ann Roche were invited to attend a meeting of the SA Pharmacists Guild, Monday 3 February. This was in relation to the development of an NCETA proposal to undertake a comprehensive study of pharmacists' roles in the provision of harm reduction materials such as needles and syringes.

National Expert Advisory Committee on Illicit Drugs (NEACID) Meeting. Ann Roche attended a meeting of the National Expert Advisory Committee on Illicit Drugs (NEACID) 21 February 2003, Melbourne.

Inaugural Meeting of the Editorial Board of Drug and Alcohol Magazine. Ann Roche attended the inaugural meeting of the Editorial Board of the newly established ANCD Drug and Alcohol Magazine. The meeting was held in Hobart 19 March 2003.

National Minimum Data Set Meeting. Ann Roche attended the meeting of the National Minimum Data Set held in Canberra 9 April 2003. The meeting addressed issues related to the breadth and scope of the data set and future developments regarding its promotion and support.

Media Interviews

The Advertiser, Susan Archdall "Gender benders – Young women targeted in cheap drink promotions"	13 July 2002
Channel 9 News, Adelaide "Women and Binge Drinking"	18 July 2002
Stateline, ABC Television Drink Promotions in Licensed Premises	23 August 2002
Bronwyn McCahron, Cosmopolitan Drinking Guidelines – tips for safe drinking, and facts and stats	
ABC Radio A new alcoholic milk product about to be introduced onto the South Australian market.	28 th May 2003
Channel 7 A new alcoholic milk product about to be introduced onto the South Australian market.	28 th May 2003

APPENDIX G

Staff Committee Membership

STAFF MEMBER	COMMITTEE
Ann Roche	<ul style="list-style-type: none"> • Chair, ADCA Workforce Development Reference Group 2000-2001 • Member, Australian Government Department of Health and Ageing Committee on Prevention • Member, Australian Government Department of Health and Ageing Committee to Review Alcohol Advertising and Portrayal of Drinking Behaviour in the Australian Media • Vice President, Australian Professional Society on Alcohol and Other Drugs (APSAD) • Chair, APSAD Conference Organising Committee 2002 • Member, National Advisory Committee on School Drug Education (NACSDE) • Member, National Expert Advisory Committee on Illicit Drugs (NEACID) • Member, NHMRC Expert Working Party on Alcohol Drinking Guidelines • Member, National Drug Research Strategy Committee • Chair, Symposium Organising Committee 2002
Carol Kennedy	<ul style="list-style-type: none"> • Community & Primary Health Care National Nursing Network, Royal College of Nursing Australia • Member – Department of Contemporary Practice, School of Nursing & Midwifery, Flinders University of South Australia • Member – Nursing Option Subject Team, School of Nursing & Midwifery, University of South Australia
Jane Malyschko	<ul style="list-style-type: none"> • APSAD Organising Committee 2002 • Symposium Organising Committee 2002 • NCETA 10th Anniversary
Joanne McDonald	<ul style="list-style-type: none"> • APSAD Conference Organising Committee 2002 • Symposium Organising Committee 2002

STAFF MEMBER

COMMITTEE

Jodie Shoobridge

- APSAD Conference Organising Committee 2002
- National Consultative Group for the 'Training Frontline Workers responding to the needs of young people with AOD issues', an Illicit Drug Strategy initiative, managed through TAFE NSW (March 2001 to March 2003)
- Symposium Organising Committee 2002

Ken Pidd

- Management Committee for the Construction and Other Industries Drug and Alcohol Program Inc