# A Centre of Excellence

# From the Chairperson

# Director’s Report

# Board Members 2008–09

# Financial Reports

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- South Australian Non-Government Organisation Workforce Profile
- LifeScripts Evaluation and Review
- Family Centred Practice: Online Survey
- Co-morbidity Workforce Development
- Vocational Education and Training (VET) and Workforce Development in the Community Services and Health Industries

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- Analysis of Training Needs of Police Officers
- National Drug Law Enforcement Fund Research Compendium

## Identification & Responses to Workplace Issues
- SafeWork SA
- Collaboration with Australian Drug Foundation
- Secondary Data Analysis

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- Cultural Drivers of Drinking Among 14–24 year olds

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- 2009 Publication & Presentations
- 2010 Publications & Presentations (January–June)

# Staff Members
A Centre of Excellence

The National Centre for Education and Training on Addiction (NCETA) is an internationally recognised research centre that works as a catalyst for change in the alcohol and other drugs field. NCETA’s core business involves the promotion of Workforce Development principles, research and evaluation of effective practices.
Our Mission
The Centre’s mission is to advance the capacity of human services organisations and workers to respond to alcohol and other drug related problems.

Our Aims and Goals
1. To provide leadership on issues relating to the specialist and non-specialist workforce.
2. To raise awareness and understanding of workforce development and its implications.
3. To identify and promote best practice in developing and managing the workforce.
4. To identify new and emerging issues.

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

Our Principles
We are committed to:
• Supporting the National Drug Strategy
• Harm minimisation
• National and international research
• Research dissemination
• An evidence-based approach to workforce development and practice change
• Research based on sound theoretical models
• A multidisciplinary approach
• Working in partnership.
I am pleased to present NCETA’s Annual Report for 2008–09 and would also like to take this opportunity to publicly welcome new members to the NCETA Board of Management and farewell outgoing ones. Board members often dedicate a great deal of time to the work of NCETA. In this regard, I would like to thank the Board members for their ongoing support.

The variety of the projects undertaken by NCETA demonstrates the breadth of the Centre’s research capabilities and contributions to the alcohol and other drug field. NCETA’s research covers a diverse range of matters of concern to specialist alcohol and other drug workers and generalist workers. The period 2008–09 marks the end of NCETA’s strategic plan, developed in 2004. Consistent with this plan, workforce development was the core tenet of NCETA’s research agenda over the past year. NCETA has achieved significant successes over the last four years in advancing the understanding and implementation of workforce development, and this year was no exception. In addition to coordinating the national Co-morbidity Training Scholarship Scheme, several major resources were developed to inform and support those providing alcohol and other drug services. These resources addressed:

- Specialist workers employed within South Australian Alcohol and Other Drug Non-Government Organisations
- Family centred practices employed by specialist services
- Pathways for the community services and health industries through vocational education training (VET).

In furthering its workforce development focus, NCETA was also involved in primary research regarding the health and wellbeing of Indigenous workers within the specialist alcohol and other drug field.

From the Chairperson

Professor Paul Worley
Dean
School of Medicine
Flinders University,
South Australia
Such research is imperative in tackling the health inequalities and social problems experienced by the Indigenous community, and to-date there is a dearth of research which seeks to support and enhance the wellbeing of the Indigenous alcohol and drug workforce.

Throughout this year, NCETA also continued its innovative program of research exploring the social context of alcohol and other drug use amongst young people. Addressing youth binge drinking is a current priority of the Australian Government as research indicates the proportion of young people drinking at risky levels is almost double that of the population overall and they are greater risk of either being a perpetrator or victim of alcohol-related violence and harm. As such, NCETA completed two major projects which focused upon the:

- Cultural drivers of drinking amongst 14–24 year olds, and
- Availability and efficacy of alcohol education programs used within the school setting.

These studies expanded our understanding of risk taking behaviour by combining scientific data with sociological theory. This work will help inform government policy and the development of appropriate intervention and education strategies to prevent harm before it occurs.

NCETA also continued to expand its research program in relation to law enforcement. Workforce development with law enforcement agencies is an essential component of NCETA’s future strategic plan as police spend a large proportion of their time responding to alcohol and drug-related incidents. Further to this, the harm minimisation focus adopted by drug and alcohol diversion strategies frequently sees police taking a role in encouraging those with alcohol and drug dependency into treatment. As such the traditional criminological perspective of law enforcement agencies is increasingly complemented by a health viewpoint.

As part of its focus on reducing the impact of alcohol and other drug use in the workplace, NCETA produced two reports detailing findings from a secondary analysis of 2004 National Drug Strategy Survey data. These reports extended NCETA’s research in this field and consolidated its reputation as a national leader in this area. To this end, NCETA also entered into a formal partnership with the Australian Drug Foundation to further initiatives in the workplace.

As demonstrated by the above outcomes, NCETA continues to provide instrumental guidance, exceptional resources, and fundamental evidence-based advice to frontline workers, specialist and generalist organisations, and policymakers and governments. I congratulate Professor Roche and her team for yet another impressive and productive year.
During 2009 NCETA achieved a number of important milestones. This was in the face of considerable challenges. Nonetheless, the year proved to be very productive for NCETA.

Key achievements during 2009 included the successful completion of a number of long term projects, including:

1. Young People and Alcohol
2. A Review of the Role of Schools in Relation to Alcohol, undertaken for the Department of Education, Employment and Workplace Relations
3. A report on police workforce development, undertaken in collaboration with Western Australia Police
4. A report on The Social Context of Alcohol Use in Australia
5. An Indigenous Services and Training Database
6. Maintenance of the Co-morbidity Scholarships scheme
7. A child sensitive practice survey of AOD workers’ views, undertaken in collaboration with the Australian Centre for Child Protection
8. Two major reports (stemming from a secondary analysis of the 2004 National Drugs Strategy Household Survey data) on the use of alcohol and illicit drugs in the workplace.

In addition to the completion of a substantial body of work, NCETA also commenced a number of new projects during 2009. These included:

1. Drug testing in the workplace
2. A review of the certificate IV and its suitability for the sector as a minimum qualification
3. AOD-related workplace risks for young workers
4. National alcohol knowledgebase (NAK)
5. Liquor licensing review (SAPOL/MCDS).
Some new projects are described more fully below.

**NEW NDS SUBMISSION**

NCETA was invited to make a submission on the development of the new National Drug Strategy and participated in a number of national fora to progress this project.

**NCETA’S CONTRIBUTION AND RECOGNITION**

As acknowledged in the National Drug Strategy Evaluation 2004–2009, NCETA is an international leader in workforce development initiatives within the alcohol and other drug field. International requests for our work continues and to this end:

- permission was sought for the NCETA Clinical Supervision resource to be used as part of a training course in Ireland, and
- requests for copies of NCETA materials were received from many countries including the Philippines, USA, Finland, and Switzerland.

Further to this, NCETA regularly provides advice about workforce development and other alcohol and other drug-related issues to IGCD, as well as other government and non-government agencies.

The evaluation of the National Drug Strategy 2004–2009 noted that:

“An appropriately sized, skilled and qualified workforce is critical in sustaining effective delivery of interventions. Capacity to implement programs has been limited by staff shortages and turnover, and skill gaps in the alcohol and other drug (AOD) sector specifically and in the Australian workforce generally. The NDS contribution to training programs and resources is highly valued, as is the work of NCETA in developing a concept of workforce development far broader than education and training. More attention is needed to building the capacity and profile of professionally-trained, specialist AOD workers. Attention is needed to competitive pay and conditions, incentives and benefits. A new national AOD workforce development strategy, as proposed by NCETA and recently discussed by IGCD, will be an important initiative.”

(Siggins Miller, 2009, p. ix).

“There has been a stronger emphasis on workforce development in recent years. NCETA’s focus has changed over the years from developing and delivering AOD training programs (it filled a problematic gap in this area in its early days) to research on workforce development issues. This research has provided much of the evidence for workforce development policies and action plans.

“Australia is an international leader in AOD workforce development research, primarily through the work of NCETA, and [that] this is one of the positive outcomes of the current phase of the NDS.”

(Siggins Miller, 2009, p. 64).
CONSULTATIONS

NCETA continued to consolidate its reputation as a leader within the field in assisting workplaces to confront the impact of alcohol and other drug issues. In 2009, workplace consultancies were undertaken with Barwon Health (Geelong), Star City Casino (Sydney), and the Australian Drug Foundation (Prevention Research Quarterly).

COLLABORATIONS

NCETA strengthened a number of its ongoing partnerships and formed important new professional relationships. A new formal partnership was established with Australian Drug Foundation Victoria. Through this, NCETA plans to progress workplace alcohol and other drug issues. It provides a vehicle by which to reach large commercial companies and to maximise the dissemination of workplace research and resources.

NCETA also embarked on a broad program of work with the Australian Centre for Child Protection. In collaboration with that Centre, NCETA undertook a national survey of AOD workers and developed a unique resource to assist workers to enhance their approaches to child and family friendly and supportive practices. This is a critical and under-examined area requiring urgent and substantial attention.

STAFF CONTRIBUTIONS

I would like to take this opportunity to thank all staff and partner organisations that have made significant contributions to the Centre’s diverse program of work.
Board Members 2008–09

1. Professor Paul Worley
   Dean, School of Medicine
   Flinders University, South Australia

2. Dr David Filby, APM
   Executive Director, Health System
   Improvement and Reform South
   Australian Department of Health

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

4. Dr Ken Pidd
   Deputy Director, National Centre for
   Education and Training on Addiction,
   Flinders University

5. Mr Allan Trifonoff
   Deputy Director, Programs
   National Centre for Education
   and Training on Addiction,
   Flinders University

6. Dr John Howard
   Director, Clinical Services,
   Training and Research
   Ted Noffs Foundation

7. Ms Bronwyn Simondson
   Registrar, Flinders University

8. Mr Simon Cotterell (not pictured)
   Assistant Secretary, Drug Strategy Branch
   Australian Government Department
   of Health and Ageing

9. Mr Darius Everett (not pictured)
   Director, Research, International and
   Policy Section, Drug Strategy Branch,
   Australian Government Department
   of Health and Ageing

10. The Honorable Trish Worth

11. Daniel Flaherty
    Director, Finance, Financial Services
    Division, Flinders University

12. Assistant Commissioner Grant
    Stevens (not pictured)
    Human Resource Service,
    South Australia Police

13. Dr Adam Tomison
    Director, Australian Institute
    of Criminology
Financial Reports

During 2008–2009, NCETA successfully tendered for numerous externally funded projects. Accessing external funding is necessary to extend the program of work, and is reflective of current community concerns and directions in the AOD field; and provides valuable opportunities for NCETA to collaborate with external organisations, both public and private.

A table detailing the list of competitive funds obtained during the July 2008–June 2010 period is below together with a table displaying NCETA’s core funding.
<table>
<thead>
<tr>
<th>Project</th>
<th>Funder</th>
<th>Total Grant Awarded</th>
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<tr>
<td>Indigenous AOD Workers’ Wellbeing, Stress and Burnout Project</td>
<td>Australian Government Department of Health &amp; Ageing</td>
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<td>Cultural Drivers of Risk Taking Behaviour and Their Affects on ‘Low Risk’, ‘Risky’ and ‘High Risk’ Use of Alcohol Among 14–24 Year Old Australian Drinkers</td>
<td>Drinkwise Australia</td>
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<td>Alcohol Education Rehabilitation Foundation (AERF)</td>
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<td>Audit Needs Analysis on Drug Harm Minimisation Education for Police</td>
<td>Western Australian Police IGCD/MCDS cost shared funding</td>
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<td>Alcohol and Drug Workers’ Comorbidity Scholarships Maintenance and Workforce Development Workshop</td>
<td>Australian Government Department of Health &amp; Ageing</td>
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<td>Australian Government Department of Education, Employment and Workplace relations</td>
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<td>Child and Family Sensitive Practice Survey</td>
<td>Australian Centre for Child Protection University of South Australia</td>
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<td>Review &amp; Update of the Lifescripts Resource Kit</td>
<td>Australian General Practice Network (AGPN)</td>
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<td>Indigenous AOD Workers Stress and Burnout</td>
<td>Australian Government Department of Health &amp; Ageing</td>
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<td>National Centre for Vocational Education Research (NCVER)</td>
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<td>RTDs and Their Risk Potential as a Beverage of Choice</td>
<td>Alcohol Education Rehabilitation Foundation (AERF)</td>
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<td>ADF Alcohol and Work Issues Paper</td>
<td>Australian Drug Foundation (ADF)</td>
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<td>The Social Context of Alcohol Use in Australia</td>
<td>Australian Government Department of Health &amp; Ageing</td>
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<td>Law Enforcement in Australia – Liquor Licensing Legislation</td>
<td>MCDS–CSFM</td>
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<td>Young Workers and Alcohol and Drug related OHSW risk</td>
<td>SafeWork SA</td>
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<td>National Alcohol Knowledgebase (NAK)</td>
<td>Australian Government Department of Health &amp; Ageing</td>
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<td>SAFEWORK SA ~ Workplace Alcohol and Other Drug Testing</td>
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### Table 1 Core Funding Received 2008–2010

**NCETA’s Core Funding: Jul to Dec 2008**

<table>
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<th></th>
<th>AGDHA ($)</th>
<th>SA DoH ($)</th>
<th>Flinders ($)</th>
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<td><strong>Total</strong></td>
<td>$275,000.00</td>
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**NCETA’s Core Funding: Jan to Dec 2009**

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<th></th>
<th>AGDHA ($)</th>
<th>SA DoH ($)</th>
<th>Flinders ($)</th>
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<tr>
<td><strong>Total</strong></td>
<td>$708,750.00*</td>
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*2009 figure includes the Department’s $200,000 one-off contribution to NCETA’s research Dissemination Project committed in 2007

**NCETA’s Core Funding: Jan to Dec 2010**

<table>
<thead>
<tr>
<th></th>
<th>AGDHA ($)</th>
<th>SA DoH ($)</th>
<th>Flinders ($)</th>
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<tr>
<td><strong>Total</strong></td>
<td>$526,556.00</td>
<td>$268,400.00</td>
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Project Areas

Throughout the 2008–2009 reporting period, NCETA undertook a range of projects aligned to key strategic program areas:

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

Workforce Development (WFD) is a multi-faceted, systemic approach to building the capacity and sustainability of the alcohol and other drugs workforce. It offers a comprehensive way of thinking about and responding to the complex interplay of issues that affect the specialist and non-specialist workforce.

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

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

In 2009, NCETA developed a comprehensive report on workforce development. It provides the only collation of all relevant workforce data sets and outlines key workforce development issues confronting the alcohol and other drug field together with evidence-based strategies. This report contains data from the workforce survey and mapping activities. The report is part of NCETA’s Workforce Development Report Series. This report was released in 2010.
South Australian Non-Government Organisation Workforce Profile

In collaboration with the South Australian Network of Drug and Alcohol Services (SANDAS), an initiative was undertaken to map the current services and the workforce of NGOs in South Australia. A comprehensive questionnaire was developed and distributed to all AOD Non-Government Organisations in South Australia. The questionnaire profiled:

- The size of the non-government workforce
- Workforce demographics
- Length of time worked in the sector
- Work roles
- Employment status
- Qualifications held in AOD, mental health, and other relevant areas, and
- Professional development needs.

Funding: Core
Collaboration: Linda Gowing, DASSA, Kerry Boss & Lesley Edwards, SANDAS
Staff Members: Ann Roche, Amanda Tovell
Deliverable: SA NGO AOD Workforce Profile Report
Presentations: Profile and Strengths: South Australian Non-Government Organisation Alcohol & Other Drugs Sector

DISSEMINATION

A resource was developed which utilised data from the workforce survey.

A Profile of Workers in South Australian Alcohol and Other Drugs Non-Government Organisations.

This document provides a profile of the demographics and characteristics of the South Australian NGO workforce. It describes occupational categories, work roles, length of service, salary, qualifications, co-morbidity competence, workers’ experiences, and professional development needs.

LifeScripts Evaluation and Review

NCETA was invited to join a consortium partnership with the Australian General Practice Network and other parties to undertake a review of the general practice resource ‘LifeScripts’. NCETA reviewed the alcohol-related materials in the LifeScripts package. To inform revision of these materials, an extensive literature review was completed and structured input was sought from key national experts. This project was completed in 2009.

Funding: Australian Government Department of Health and Ageing
Collaboration: Australian General Practice Network
Staff Members: Ann Roche, Tania Steenson
Deliverables: • Literature review
               • Expert panel consultation
               • Review of the existing resource materials
               • Recommend modifications
Family Centred Practice: Online Survey

NCETA collaborated with the Australian Centre for Child Protection to conduct a nationally-based online survey to:

- Determine the extent to which alcohol and other drug workers consider the parental role of their clients and take into account the needs of their children; and
- Identify the perceptions of service providers and managers about the possible facilitators and inhibitors in relation to building the capacity of specialist services to be “family centred”.

The survey sample included specialist frontline workers and treatment agency managers from government, non-government, private and community-owned treatment agencies in metropolitan and rural areas in each state and territory.

An electronic version of the report summarising the findings from the survey was developed and placed on both the NCETA and Australian Centre for Child Protection websites. In addition, NCETA commenced development of a suite of practical resource materials designed to raise the level of awareness of the AOD sector in relation family sensitive policies and practices. These resources are due for completion in 2010.

Co-morbidity Workforce Development

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

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

Outcomes of three Scholarship rounds included:

- 132 scholarships awarded, totalling $1.6 million
- To date, 63 scholarship holders have successfully completed their professional development activity
- The duration of scholarship activities ranges from two days to four and a half years
- The last scholarship is due for completion in 2013.

Funding: Australian Centre for Child Protection
Collaboration: Australian Centre for Child Protection
Staff Members: Ann Roche, Allan Trifonoff, Petra Bywood
Deliverables: Survey tool development & distribution, Data collection & analysis, Final report, Journal articles
Vocational Education and Training (VET) and Workforce Development in the Community Services and Health Industries

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

The main outcomes of this research will provide:

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

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

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

**Deliverables:**
- A publicly available report
- At least one peer reviewed journal paper
- A presentation at a national conference
- An A4 factsheet

ALCOHOL AND OTHER DRUGS, MENTAL HEALTH, AND CO-MORBIDITY TRAINING COURSES DATABASE

As part of the scholarships project, a Co-morbidity Training audit was undertaken during 2008. This examined all available accredited and non-accredited courses in the alcohol and other drug and mental health sectors. A comprehensive report and CD-Rom, containing details of courses, was published by NCETA and distributed widely in early 2009. Copies of the report and CD-Rom are available on the NCETA website.

**WFD–related Dissemination Activities**

**PUBLICATIONS**


*Workforce Development Checklist for the AOD Field.* Adelaide, National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.


Innovative Research

NCETA has undertaken unique primary research, large scale secondary data analyses, cost analyses, literature reviews, and theoretical examinations of causal and contributory factors.
Dissemination and Implementation Strategies
Project: Identification and Evaluation of Effective Dissemination and Implementation Strategies

This project aimed to:

1. Conduct a systematic review of effective dissemination strategies likely to increase the uptake and implementation of innovations by frontline health and human service workers
2. Identify, describe and appraise theories/models of diffusion that underlie dissemination strategies that may be useful to the sector
3. Determine the critical success factors that influence uptake and implementation of innovations, and
4. Develop evidence-based practice guidelines for dissemination strategies that are relevant to the sector.

An overview of existing systematic reviews of studies that evaluate dissemination strategies was completed. Dissemination strategies were classified into three groups:

1. Professional interventions
2. Organisational interventions, and
3. Other — interventions using a combined approach (multifaceted), or uncategorised interventions (mailouts, mass media).

An appraisal of theories/models of diffusion that underlie dissemination strategies and an examination of the costs of utilising dissemination and implementation strategies to encourage uptake of new research into practice was also conducted.

Findings were incorporated into three reports and a package was produced. The package was designed for trainers and also contains a CD with pdfs of the reports, and a PowerPoint presentation (75 slides). The package was launched in early 2009. All reports and resources are also available separately in hard copy or can be downloaded from the NCETA website.

Funding: Australian Government Department of Health and Ageing

Staff Members: Petra Bywood, Belinda Lunnay, Ann Roche, Hiroe Terao

Deliverables: Development of evidence-based “best practice” guidelines
Dissemination Activities

PUBLICATIONS


PRESENTATIONS

Australian studies and crime statistics have shown that operational police spend a large proportion of their time responding to alcohol and drug-related harm. Police frequently manage intoxicated people, or encourage those with drug dependency into treatment, along with dealing with crimes that often involve licit and illicit drugs. Law enforcement therefore is an important area for AOD research and WFD.
Analysis of Training Needs of Police Officers

Australian studies and crime statistics have shown that operational police spend a large proportion of time responding to AOD-related harm. Despite the fact that police play a key role in preventing and reducing drug-related harms and problems, there is a lack of exposure to drug education and training for police officers. In collaboration with WA Police, this project aimed to:

- Identify gaps in existing tertiary courses that are or could be potentially relevant for police officers
- Examine the level of demand for drug harm minimisation education among police officers in WA.

The final report, *In Pursuit of Excellence: Alcohol and Drug Related Workforce Development Issues for Australian Police into the 21st Century*, was completed and submitted to WA Police in May 2009. While the final report examines the findings from the online survey it also takes a comprehensive workforce development approach and advocates for a broader systemic, national and coordinated approach to the AOD workforce development needs of police.

National Drug Law Enforcement Fund Research Compendium

NCETA collaborated with Roger Nicholas from the National Drug Law Enforcement Research Fund to develop a compendium of research relevant to operational and policy and policing settings. The project recognised that there was currently no resource which enabled police working in operational and policy settings to have ready access to international research.

Two Compendiums of alcohol and other drug-related resources for law enforcement in Australia were prepared. One included abstracts where available, and is available in electronic format. The other version did not include abstracts. This document was published in both electronic and print format and was released at the Australasian Professional Society on Alcohol and Other Drugs Conference (23–26 November 2008).

**Funding:** Core  
**Staff Members:** Allan Trifonoff  
**Collaboration:** Roger Nicholas  
**Deliverables:** Compendium of police resources

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<tr>
<th>Funding:</th>
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<td><strong>Staff Members:</strong></td>
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<td><strong>Collaboration:</strong></td>
<td>WA Police</td>
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<tr>
<td><strong>Deliverables:</strong></td>
<td>Report on survey results</td>
</tr>
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</table>
Dissemination Activities

PUBLICATIONS


PRESENTATIONS


Identification & Responses to Workplace Issues

Alcohol and other drug-related harm in the workplace is complex. There is no ‘one size fits all’ response.

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

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

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

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

Funding: SafeWork SA
Staff Members: Ken Pidd, Paula Wilson, Ann Roche
Deliverables: Develop guidelines and workplace strategies

Collaboration with Australian Drug Foundation

NCETA was commissioned by the Australian Drug Foundation to produce an issues paper concerning workplace alcohol harm prevention. The paper was released in late 2009.

In addition, NCETA and the Australian Drug Foundation have established a partnership to more comprehensively address workplace issues. Negotiations surrounding this partnership are continuing.

Funding: Australian Drug Foundation
Staff Members: Ann Roche, Ken Pidd
Deliverables: Issues paper
Secondary Data Analysis

NCETA was funded by the Australian Government Department of Health and Ageing to undertake secondary analyses of the 2004 National Drug Strategy Household Survey data. Two reports were produced which dealt with the impact of alcohol and other drug use on the workplace. These reports were completed in 2009.

Funding: Australian Government Department of Health and Ageing
Staff Members: Ann Roche, Ken Pidd
Deliverables: Two reports. Updated Information andDatasheets. Peer reviewed journal articles

Dissemination Activities

PRESENTATIONS


**PUBLICATIONS**


Indigenous Workforce

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

There is presently limited research available on the experiences, impact and/or wellbeing of Indigenous workers; and the capacity of services to attract and retain specialist Indigenous alcohol and other drug workers and health workers generally.
Rural and Remote Indigenous Workers’ Wellbeing, Stress and Burnout Project

This project investigated key antecedents and consequences of stress, burnout and wellbeing in Indigenous specialist and generic workers. It comprised a literature review and consultations with Indigenous workers involving interviews and focus groups. Several reports and tools will be produced which will examine the specific stressors and experiences of Indigenous AOD and generic health workers.

This project also forms part of Flinders University’s in-kind contribution to the CRC for Aboriginal Health.

Interviews and focus groups have been completed. Analysis of the participants’ reported experiences has been completed with this data being triangulated with data from an online survey to identify common themes.

Preliminary findings from the online survey data analysis include the following:

- The Indigenous workforce was typically female (71%)
- Indigenous respondents were younger on average than non-Indigenous respondents
- Indigenous workers reported lower salaries on average than non-Indigenous workers, even when adjusted for differences in workers’ qualifications, hours worked and type of shift worked
- Indigenous respondents reported poorer mental health and wellbeing; poorer self-rated health; and greater work imbalance (i.e. work affecting home life) and family imbalance (i.e. family affecting work life) compared to non-Indigenous respondents
- Indigenous respondents had a shorter length of service in their current organisation compared to non-Indigenous respondents suggesting possibly greater levels of turnover.

The Project Reference Group membership included Ms Coralie Ober, Deputy Chair of National Indigenous Drug and Alcohol Committee (NIDAC); Mr Scott Wilson, Director of Aboriginal Drug and Alcohol Council SA Inc (ADAC) (also Deputy Chair of NiIDAC); Mr Mick Gooda, Cooperative Research Centre for Aboriginal Health (CRCRAH); Mr Colin Dillon, lecturer in Indigenous Justice, Queensland University of Technology, (QUT); Mr Don Hayward, Aboriginal Team Leader at Drug and Alcohol Services South Australia (DASSA); and Ms Amy Cleland, Consultant in Indigenous Employment at University of South Australia (UniSA).
A database was also developed that contains details of health services and professional associations relevant to the Indigenous specialist and non-specialist workforce. The database is available as an interactive Access program on a CD-Rom. Details of approximately 500 organisations are included on the database, together with Indigenous training information.

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

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

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

Workshops were delivered across various states with strong interest expressed in the workshops and the project’s findings.

NCETA was invited by the Senate Select Committee on Regional and Rural Indigenous Communities to make a submission to their Inquiry. Professor Ann Roche subsequently appeared as an expert witness at the Committee’s hearing in Adelaide in March 2009.

The project team made a presentation to the National Indigenous Drug and Alcohol Committee (NIDAC) at its meeting in Adelaide on Thursday 12 February 2009. In addition, members of the project team also made presentations to the Koori A&D Network Executive Meeting on Wednesday 21 January 2009 and to the OATSIH Substance Use Organisations Workshop in Darwin on Thursday 26 March 2009.

Two presentations were made to the NSW Aboriginal Drug and Alcohol Symposium in Tamworth on 22–24 July 2008 and the Flinders Aboriginal Health Research Unit Seminar on 25 August 2008.

Two project team members attended the Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN) Conference on 10–12 September 2008. The CATSIN Conference provided an opportunity to promote the project and online Survey, and engage in essential networking.

A collaborative arrangement was established with Steve Ella, a specialist worker undertaking his Masters degree in New South Wales, and his supervisors Associate Professor Kate Conigrave and Mr Steve Childs. Steve Ella is a highly respected figure in the Indigenous alcohol and other drug field in NSW and his participation in the project was greatly appreciated. A focus group was conducted with the ADAN Leadership Group in Sydney on 23 October 2009 as a result of this collaboration.

Resources from this project include an Indigenous Resource CD-Rom and A4 flyers identifying strategies for promoting worker wellbeing.

Support provided by Scott Wilson, Coralie Ober and Wendy Casey, Sue Morley from the National Indigenous Drug and Alcohol Committee (NIDAC), and Ineke Krom from Australian Indigenous HealthInfoNet is acknowledged and greatly appreciated.
PUBLICATIONS


PRESENTATIONS


Young People/Schools

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

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

Schools play an important role in supporting and educating young people, parents, and the community in regard to alcohol and other drugs.
An extensive literature review was undertaken which examined national and international alcohol education programs.

The final report for this project was submitted to the Australian Government Department of Education, Employment and Workplace Relations (DEEWR) in August 2009.

Further papers stemming from this project are underway.

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

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

**Deliverables:** Final Report including: literature review; analysis of data collected through consultations with key stakeholders, online survey and written submissions; and a set of recommendations regarding effective and appropriate school-based alcohol education and prevention strategies. Peer reviewed journal articles.
Cultural Drivers of Drinking Among 14–24 year olds

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

A literature review, which included an examination and analysis of existing relevant datasets was undertaken, and key issues which emerged from the literature review, were examined using a combination of quantitative and qualitative techniques. This included conducting focus groups, participant observations, and interviews. Key findings and recommendations were detailed in two reports which were submitted in October 2008 and June 2009.

The initial report was launched on Friday 28 March 2009 and generated considerable interest.

The second phase of the project involved focus groups, interviews and participant observations which covered a range of categories including: music events, cultural/social events, school leaver celebrations and sporting events.

Interviews with key ‘shapers’ of cultural norms and social behaviour regarding alcohol use were conducted. Stakeholder interviewees were sourced from five categories:

1. People in contact with drinking youth
2. Event organisers
3. Key adult figures
4. Marketing and advertising agencies
5. Youth and health workers.

Focus groups were undertaken with young people who were stratified according to age, gender, location, education and employment. These groups were used to canvass a range of issues generated from the observations, and also provided an opportunity to recruit young people with particularly relevant insights into alcohol-related behaviours for the in-depth interview stage.

Themes emerging from the data included:

- The use of alcohol in power relations that are produced and reproduced via gender norms and understandings
- The lack of social support available to maintain a non-drinking identity
- The prominent role of alcohol in controlling and managing young people’s pleasure
- Alcohol as enabling a sense of autonomy and otherworldliness in the realm of special events
- The extension of the sociality of alcohol into pre- and post-drinking events
- Alcohol as a marker for inclusion and exclusion from group membership.

Funding: Australian Government Department of Health and Ageing
Drinkwise Australia

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

Deliverables:

Stage 1
- Full report: A comprehensive literature review
- Report on secondary data analysis

Stage 2
- Final report, key findings and recommendations
- Series of publications in peer-reviewed journals
- Series of presentations to relevant conferences.
Dissemination Activities

PUBLICATIONS


PRESENTATIONS


MEDIA
A 4 Corners program on Alcohol and Young people screened on 9 June included an interview with Ann Roche regarding key project findings.

NEWSLETTER ARTICLES

Dissemination Activities

2008 Publications & Presentations (July–December)

PUBLICATIONS


CONFERENCE PRESENTATIONS


Todd, C., Roche, A. M., Bond, M. J. et al. (2008). An internet-based cognitive behavioural worker wellbeing program. Mental Health Services 18th Annual Conference. 2–5 September, Auckland, NZ.

Todd, C., Roche, A. M., Bond, M. J., et.al. (2008). The development of a randomised controlled trial of a preventive intervention for managing psychological strain and burnout. 9th International Mental Health Conference. 4–6 August, Gold Coast, QLD.
2009 Publication & Presentations

PUBLICATIONS

Boriagdan, J., Freeman, T., Duvnjak, et al. (2009). From Ideal to Reality: Cultural contradictions and young people’s drinking. Adelaide, SA, National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.


**PRESENTATIONS**


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**2010 Publications & Presentations (January–June)**

**PUBLICATIONS**


PRESENTATIONS


Staff Members

1. Professor Ann Roche
   Director
2. Dr Ken Pidd
   Deputy Director, Research
3. Mr Allan Trifonoff
   Deputy Director, Programs
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   Finance Officer
5. Dr Joseph Borlagdan
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14. Ms Donna Weetra
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15. Ms Paula Wilson
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