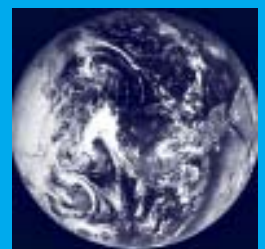


NCETA ANNUAL REPORT

2000 - 2001



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**National Centre for
Education and Training
on Addiction**

**Annual Report
2000 - 2001**

Published by:

NATIONAL CENTRE FOR EDUCATION AND
TRAINING ON ADDICTION (NCETA)

Development by:

JANE MALYSCHKO

Design by:

JOANNE MCDONALD

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NCETA is a research centre concerned with investigating workforce development in the alcohol and other drugs field



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CHAIRMAN'S REPORT

The last year has seen NCETA take a leadership role in relation to ways to facilitate systemic and sustained responses to AOD problems, reflecting evidence-based practice.





As we enter the new millennium, the demands on health professionals and other workers to address alcohol and drug problems seem more pressing than ever before. There appears to be little evidence of a reduction in the use of psychoactive drugs in Australia, notwithstanding some relief experienced during 2001 in relation to heroin use and the associated escalating overdose deaths. In general terms, the array of substances used and the number of users is tending to increase. The wider range of substances now used, and used in more diverse ways, brings a new set of problems to be addressed.

Clearly, the need for professionals to be appropriately prepared to deal with and manage the increasingly complex area of psychoactive drugs is growing. There is also greater demand now on a wider range of health and human services to deal with drugs, both licit and illicit. Encouragingly, there have been important scientific advances in the AOD field, not the least of which has been in relation to the use of pharmacotherapies to assist in the management of opioid dependence. Recent findings about the previously under-recognised levels of co-morbid conditions is especially important and has implications for the potential contributions of a broad range of disciplines. Overall, it is pleasing to note that there has been a strong shift towards evidence-based practice.

The last year has seen NCETA take a leadership role in relation to ways to facilitate systemic and sustained responses to AOD problems, reflecting evidence-based practice. The NCETA Symposium, held in Adelaide in May 2001 and officially opened by Flinders University Vice Chancellor, Prof Anne Edwards, marked a new era for NCETA. It was a demarcation point indicating a broadening in perspective from “training” to “workforce development”. Under the stewardship of NCETA’s newly appointed Director, Prof Ann Roche, 2001 has seen a growing emphasis on workforce development, evidence-based practice and capacity building.

Over the past year NCETA has further cemented its role as a key national centre addressing one of society’s most complex and enduring problems. As Chair of NCETA, I commend this report and look forward to reporting on the further success of NCETA in 2002.

Prof Lindon Wing
Dean
School of Medicine
Flinders University of South Australia

BOARD OF MANAGEMENT

Prof Lindon Wing (Chair)

Dean, School of Medicine, Flinders University of South Australia

Mr Paul McDonald (from November 2001)

Department of Human Services, Drugs and Policy Services,
Victorian Department of Human Services

Mr Graham Strathearn (Deputy Chair)

Chief Executive Officer, Drug and Alcohol Services Council

Prof Ann Roche

Director, National Centre for Education and Training on Addiction

Ms Michelle Capitaine (until August 2001)

Director, National Drug Strategy Unit, Drug Strategy & Population Health Social Marketing,
Department of Health and Ageing

Ms Bronwyn Simondson

Registrar, Flinders University of South Australia

Ms Simone Cormack (until July 2001)

Policy and Planning Manager, Drug and Alcohol Services Council

Mr Peter Smith (from August 2001)

Acting Director, National Drug Strategy Unit, Drug Strategy & Population Health Social Marketing

Commander Barbara Etter

Director, Australasian Centre for Policing Research

Mr Phil Toby (until July 2001)

Indigenous Employment Coordinator, Queensland Fire & Rescue Authority

Mr Jack Johnston (from November 2001)

Deputy Commissioner of Police, Tasmania Police

Ms Sharyn Watts (Staff Nominee) (until October 2001)

Senior Project Officer, National Centre for Education and Training on Addiction



ABOUT THE CENTRE

The National Centre for Education and Training on Addiction (NCETA) is a collaborative venture between Flinders University of South Australia (FUSA) and the Drug and Alcohol Services Council of SA (DASC). NCETA is jointly funded by DASC and FUSA, with core funding from the Commonwealth Department of Health and Ageing, under the National Illicit Drug Strategy.

NCETA's 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 are to 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
- partnership approach.



Background to NCETA

NCETA is one of three national research centres each established approximately 10 or more years ago to address issues related to the management of alcohol and other drug matters. The other two national centres are the National Drug and Alcohol Research Centre (NDARC) in Sydney and the National Drug Research Institute (NDRI) in Perth. NCETA has close working relations with both of these centres.

NCETA was established in 1991 through a grant from the Australian Research Council (part of the then Commonwealth 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 awarded core funding for three years under the National Drug Strategy, from the Commonwealth Department of Health and Aged Care.

During the first five years of its existence, the directorship of NCETA was held by Dr Rene Pols. From 1995 to 2000, A/Prof Steve Allsop held the position, and in September 2001 Prof Ann Roche assumed the role of Director.



Above left and right: NCETA's home at Science Park, South Australia

NCETA's Target Audience

NCETA's 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.

Beyond frontline workers, NCETA's target audience especially includes researchers, funders, policy and decision makers.

DIRECTOR'S REPORT

Vision without action is a day dream,
Action without vision is a nightmare.

Japanese proverb





It is my pleasure to write this report of NCETA's progress and achievements over the latter part of 2000 and up to and including December 2001. This period has represented something of a watershed in the Centre's history and development. The year 2000 marked not only the end of a millennium, it also saw a major transition phase in the roles, functions and overall direction of NCETA. When NCETA was first established in 1991 it was clearly and singularly focussed on the need to advance education and training in the alcohol and other drugs field in Australia. This was 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 in spite of a clearly growing need. What was needed at that time was concrete training programs and products. During the 1990's, NCETA went about fulfilling this role and did so admirably.

However, throughout the 1990's many significant changes occurred in the AOD landscape. Local jurisdictions were fast recognising and responding to their specific education and training needs. By the close of the decade it became apparent that the role for NCETA was not as a frontline trainer but rather there was a need to re-assess its direction to determine what it could most meaningfully offer the AOD field and those who worked so tirelessly within it. By the year 2000, NCETA had sketched out a new direction with changed goals and also an altered funding arrangement. NCETA's funding now fell directly under the Commonwealth Department of Health and Aged Care as part of the National Drug Strategy and its function was significantly broadened away from a direct service delivery role (although this is not in any way to detract from the value of training). The Centre's new role focussed on workforce development, and all that it encompassed. Moreover, the Centre was briefed to undertake activities that would facilitate the 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 commencement of this significantly different and unquestionably challenging new direction for the Centre. It will be evident, however, when reading through this report that important in-roads have been made in terms of carrying out new and exciting directions for the Centre.

Director's Report (cont)

The NCETA Team

2000 and 2001 saw substantial changes in staff and their respective roles. The Centre's functioning was significantly enhanced during 2001 by the excellent administrative support provided by Margaret Rafferty, an agency person who was with the Centre for most of 2001, who brought an impressively high level of professionalism with her. This was then equally matched by her replacement Jane Malyschko who joined NCETA in September 2001. A great vote of thanks is due to both of these women and their important, indeed pivotal, contribution to the Centre's functioning.

Similarly, NCETA has been fortunate to recruit a number of new academic and project staff. These have included Dr Ann Deehan, who relocated to Australia from London; Libby Hotham and Emma Fitzgerald, both of whom have a background in the AOD field; and Pamela Wright and Samantha Doherty, Pamela who has excellent editorial skills and Samantha who is a police Sergeant. In addition, the Centre has substantially benefited from the excellent and largely independent project work of Darlene Addy and Joanne McDonald, who joined NCETA in 2001 and 2000 respectively.

Regrettably, it is not possible to mention all staff of the Centre in specific detail. Nonetheless it is important to fully acknowledge the excellent team work and supportive culture of the Centre. It is this spirit within the Centre that will enable it to successfully tackle the new and challenging tasks ahead.



Above: Jane Malyschko

Left: Margaret Rafferty

Director's Report (cont)

New Website

The Centre substantially revised its website during 2001 - a process that will continue into 2002 (and beyond to ensure that it is continually updated). This work has been a team effort by staff at NCETA but has been driven by the blossoming creative drive and skill of Joanne McDonald. The new NCETA website also reflects important changes in both the Centre's style of work and overall focus and orientation. Visit the website at:

www.nceta.flinders.edu.au

Major Milestones and Achievements

The year 2001, saw a number of significant achievements for the Centre. Some, but clearly not all, included the following:

- attraction of approximately one million dollars in grant monies, beyond the core grant of \$310,000 per annum received from the Department of Health and Ageing.
- publication of two books, nine book chapters, seven papers, and a number of other reports.
- over 30 conference and seminar presentations were made by the staff of the Centre. Most of these were given during 2001, and included numerous national and a number of international presentations.
- during 2001 NCETA hosted five national meetings.
- NCETA awarded four postgraduate grants. This saw the first grants to be awarded through a newly established funding program, supported by the Commonwealth Department of Health and Ageing to foster AOD workforce development related research.

Director's Report (cont)

The Centre Revamped

Consistent with the new directions that NCETA has embarked on during 2000 and 2001, the premises it has occupied for a decade also received a much needed "spruce-up". With an allocation of funds generously made available by DASC, the Centre was able to refurbish a very tired kitchen-come-staff room to create a modern, functional Board Room. The reception area, utilities room and a general staff gathering area were also revamped or created. Overall, the fresher, more vibrant look of the Centre reflects its new directions for the new millennium.

The Future

Without doubt the transition phase that NCETA has undergone during 2001 was challenging. Change, as we know, always brings with it a degree of uncertainty and discomfort but it is through this that new horizons emerge. As the alcohol and other drugs field becomes increasingly complex, both at a national/international level in geo-political terms, and also in terms of our understanding of the social, biological, pharmacological and developmental processes involved, it is abundantly clear that the responses required to manage this area are similarly complex. It is only through comprehensive and systemic change that real differences will be possible.

As 2001 draws to a close, NCETA and its 17 staff sit precisely mid-way in the current three year Commonwealth funding term. From this point through to June 2003 a challenging program of work has been carved out for the Centre which it is about to embark upon. We do so with relish, and look forward to close working partnerships with our colleagues in the field over the next and ensuing years.

Prof Ann M Roche
Director
NCETA

NCETA'S KEY PROJECTS 2001

Outlined in the following section is a brief summary of NCETA's major projects underway during 2001. For each project, details are provided of the project title, funding source, staff involved, the project's main objectives and milestones and the products anticipated or already produced. Further information on any of these projects can be obtained by contacting the principal project staff, or the Centre.

1

Development of a monograph on a model for mentoring in the alcohol and other drugs field

Funding Source

NCETA core funding

Project Staff

Joanne McDonald (NCETA)

Ann Roche (NCETA)



Joanne McDonald

Synopsis of Project

There is increasing interest related to the use of mentoring as a workforce development tool in the alcohol and other drugs field. In response to this growing interest, NCETA is preparing a monograph on mentoring. This is being done with a view to developing a model for mentoring in the alcohol and other drugs field, including guidelines for workers and organisations with an interest in initiating or developing mentoring relationships.

The guidelines will draw on mentoring research from a number of disciplines, including education, business, librarianship but will be focussed specifically on workers in the alcohol and other drugs field. In addition, the monograph will include case studies of mentoring activities already conducted in either the AOD or health field.

Milestones Achieved

Literature review of mentoring completed

Case studies of mentoring activities in AOD field documented.

Products Anticipated

Monograph on Mentoring in the Alcohol and Other Drugs Field.

Products Achieved

Poster presentation at 2001 APSAD Conference.

2

Development of guidelines and measurement tools for evaluating education and training for frontline workers in the illicit drug field

Funding Source

Commonwealth Department of Health and Ageing

Project Staff

Darlene Addy (NCETA)

Ann Roche (NCETA)

John Keeves (School of Education, Flinders University of SA)

Paul Williamson (School of Psychology, Flinders University of SA)

Ann Deehan (NCETA)

Sharyn Watts (Aboriginal Drug and Alcohol Services Council, ADAC)



Darlene Addy

Synopsis of Project

In the alcohol and other drugs field, as in other fields, much time and effort is channelled into education and training of frontline workers. This training usually aims to increase the knowledge and skills of these workers concerning alcohol and drugs. Through the provision of knowledge and skills, education and training also aims to change or enhance the work practice of these individuals on their return to the workplace.

The goals of this 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.

Milestones Anticipated

Development of a work practice questionnaire

Reliability and validity testing of questionnaire

Literature review concerning factors influencing work practice

Identification of barriers to the translation of knowledge/skills from training to practice

Guidelines for evaluation for trainers.

Milestones Achieved

Extensive literature review undertaken

“Item bank” for work practice questionnaire completed.

Evaluation Project (cont)

Products Anticipated

Handbook for education and training providers which will include the work practice questionnaire and guidelines for its use

Guidelines for trainers on evaluation

Critical review of factors influencing work practice.

3

Part 1: Updating the handbook for medical practitioners and other health care workers on alcohol and other drug problems

Part 2: Development of a national training package for medical practitioners on illicit drug issues

Funding Source

Commonwealth Department of Health and Ageing

Project Staff

NCETA staff and Project Consortium comprising:

- Ann Roche (Project Director)
- Ann Deehan (NCETA)
- Pamela Wright (NCETA)
- Sue Rayner (NCETA)
- Jim Rankin, Jason White, Robert Ali, Tony Gill, Kate Conigrave, Brian MacAvoy, Richard Mattick (Project Consortium)



Medical Practitioners Project (cont)

Synopsis of Project

Part 1 - The Revision of the Handbook for Medical Practitioners and Other Health Professionals

The Handbook is a resource that has been revised a number of times and has served as an extremely popular and useful resource for a wide range of human services providers. In this substantially revamped version, particular attention will be paid to developments in the pharmacotherapies and other topical issues from an evidence-based perspective.



Part 2 - The Development of a Training Package for Medical Practitioners

The second component of the proposal involves production of a Training Package for medical practitioners. In undertaking the development of the Training Package a wide range of important educational, clinical and structural factors will be considered. The overall content, style of delivery and support mechanisms surrounding the Training Package will reflect these wider considerations.

The approach to be taken is broad ranging, both in clinical and educational terms. Illicit drug use will be addressed from a “life trajectory” perspective and will place illicit drug use in a holistic health perspective. The Training Package will incorporate recent treatment advances in the drugs field, such as developments in the pharmacotherapies and will focus on knowledge of types of interventions and approaches that may be beneficial for any given individual. A model will be presented which mirrors other well-known chronic relapsing disorders with which clinicians will be familiar. When addressing issues pertaining to dependence and addiction, parallels will be drawn with chronic illnesses such as diabetes, asthma and arthritis. Correspondingly, it will be stressed that most of what a general practitioner will encounter in relation to illicit drug use will not usually entail dependence.

Products Anticipated

Handbook on alcohol and other drugs

Development of a comprehensive training package for GPs on illicit drugs

Report and papers on evidence re continuing medical education strategies

Development of other support and capacity building strategies for management of alcohol and other drug problems in primary care.

4

Hospital screening and intervention literature review

Funding Source

NCETA core funding

Project Staff

Emma Fitzgerald (NCETA)

Sharyn Watts (NCETA)

Ann Roche (NCETA)



Left: Sharyn Watts
Above:
Emma Fitzgerald

Synopsis of Project

The initial phase of this project aims to undertake a comprehensive review of research concerning alcohol screening and intervention in hospital settings. On the basis of this review, the aim is to develop and implement a program of research which advances our knowledge concerning the most effective and sustainable ways to build the capacity of hospitals to respond to the AOD problems of their clients.

Milestones Achieved

Drafts of the literature review have been undertaken.

Products Anticipated

Published paper/s.

5

Indigenous injecting drug project

Funding Source

NCETA core funding

Project Staff

Jodie Shoobridge (NCETA)

Synopsis of Project

This is a collaborative project with the Aboriginal Drug and Alcohol Council of South Australia (ADAC). It represents an extension, albeit in a modified form, to earlier work undertaken in relation to Indigenous injecting drug use. NCETA is providing support in terms of assistance with research design, methods and implementation of the project being carried out by ADAC.

Products Anticipated

No specified products.



6

Development of a monograph on best practice in licensed premises

Funding Source

National Drug Law Enforcement Research Fund

Project Staff

Samantha Doherty (NCETA/South Australia Police)

Ann Deehan (NCETA)

Ann Roche (NCETA)

Felix Grayson (Queensland Police Service)

Phillip Warwick (South Australia Police)



Samantha Doherty

Synopsis of Project

This project aims to consolidate the existing knowledge base on policing of licensed premises into a National Drug Strategy Monograph which:

- highlights best practice in international policing (and other regulatory responses that could be used by police) to reduce the alcohol related harm associated with licensed premises
- identifies innovative practices that aim to reduce the alcohol related harm associated with licensed premises located in rural and remote areas and in areas with a high proportion of Indigenous inhabitants
- identifies environmental features and serving practices of licensed premises that are associated with low levels of alcohol related harm, and the methods that police can use to encourage the adoption of these
- identifies any particularly useful legislative tools that are in operation internationally
- summarises policy, operational and project-based documentation from police services in Australia concerning their responses to licensed premises
- identifies gaps that exist in the knowledge base on this issue and makes recommendations as to how these gaps could be addressed.

Products Anticipated

Development of a National Drug Strategy Monograph Series Publication on Best Practice in Policing Licensed Premises.

7

National tobacco workforce development strategy

Funding Source

Commonwealth Department of Health and Ageing

Project Staff

Ann Roche (NCETA)

Ann Deehan (NCETA)



Synopsis of Project

NCETA was contracted by the Commonwealth Department of Health and Ageing to undertake a project that incorporates the following:

- mapping of current tobacco control education and training opportunities
- development of a framework for systematic approach for future education and training development
- exploration of innovative education and training delivery systems
- examination of resource implications, appropriate marketing strategies and future policy and strategy development.

Milestones Achieved

Literature review and analysis of current programs

Key informant consultations

Conduct of a one day key informant workshop

Development of a framework for the National Tobacco Strategy Workforce development agenda

Recommendations for future policy and strategies for tobacco control workforce development.

Products Anticipated

Report

Publication.

8


Population health education for clinicians (PHEC)

Funding Source

Commonwealth Department of Health and Ageing

Project Staff

Jodie Shoobridge (NCETA)
Carolyn Edmonds (NCETA)
Ann Roche (NCETA)



Jodie Shoobridge



Carolyn Edmonds

Synopsis of Project

This project was an initiative of the Population Health Workforce Development Section of the Department of Health and Ageing, and aimed to develop educational programs that facilitate the incorporation of Population Health principles within the context of clinical practice. The program aims to increase the capacity of GPs to think and act according to a population health approach - including epidemiological, preventative care, evidence-based approaches, social and behavioural sciences as well as clinical paradigms and skills. The project is characterised by collaboration between a number of universities, Divisions of General Practice, University Departments of Rural and Remote Health, National Aboriginal Community Controlled Health Organisation (NACCHO), ACCRM, RACGP, SOBs, and ADGP.

The project involved development of a competency based program of twelve curriculum modules, to be delivered and accredited at various levels by multiple training and educational providers. The modules cover a diverse range of topics, including diabetes, aboriginal health, infectious diseases, nutrition, cardiovascular disease and obesity, for example. NCETA was contracted to develop the Alcohol and Other Drugs Module.

Following a pilot process, the modules will be packaged into a recognised qualification with anticipated delivery dates from late 2002.

Products Achieved

AOD distance package for GPs.

Products Anticipated

Incorporation of the AOD package into Graduate Certificate Public Health with articulation into Masters programs.

9

Proceedings of the NCETA workforce development symposium

Funding Source

NCETA core funding

Project Staff

Joanne McDonald (NCETA)

Ann Roche (NCETA)



Synopsis of Project

The NCETA Symposium was conducted in May 2001. The quality of many of the papers was considered to be of a sufficiently high standard to warrant publication in the form of proceedings.

Products Achieved

Publication of the Proceedings of the NCETA Symposium 2001 in October 2001

The Proceedings were widely disseminated nationally and internationally.



10

Professional practice change project

Funding Source

Commonwealth Department of Health and Ageing

Project Staff

- Ann Roche (NCETA)
- Jake Najman (Queensland Alcohol and Drug Research Education Centre, University of Queensland - QADREC)
- Lesley Dawes (Queensland Alcohol and Drug Research Education Centre, University of Queensland - QADREC)
- Greg Fowler (Queensland Alcohol and Drug Research Education Centre, University of Queensland - QADREC)

Synopsis of Project

NCETA and QADREC are conducting a joint project to prepare a wide-ranging literature review to consolidate the research evidence on the efficacy of strategies and interventions used to achieve effective change in professional practice. This review will generate a conceptual framework for the diverse factors that can influence work practice. The project will:

- identify types of interventions, and strategies combining interventions, which are used to change the work practices of diverse professions in different organisational settings
- review the evidence for the efficacy of these interventions.

The PPC Project will provide a review of the experimental research literature across diverse social science disciplines to identify evidence on the effectiveness of interventions to change the behaviour of individuals and groups in the workplace and the behaviour of organisations.

Milestones Anticipated

Identification of intervention types, specific interventions and strategies for professional and organisational change

Prepare summaries of research evidence on the efficacy of intervention types in relevant settings

Completion of project report.

Products Anticipated

- 1 Project Report - Literature review on the efficacy of strategies and interventions used to achieve effective change in professional practice:
 - summation results will be presented in the style of the NHS Centre for Reviews and Dissemination publication Getting Evidence Into Practice. Effective Health Care, 5(1), 1-16. (1999)
 - search and summation methodologies will be documented for an appendix to the project report
- 2 An EndNote database will be maintained throughout the project and provided to NCETA at project end.

11

Training needs analyses and capacity building

Funding Source

NCETA core funding

Project Staff

Pamela Wright (NCETA)

Carol Kennedy (NCETA)

Synopsis of Project

NCETA staff are frequently requested to provide short term or one-off training. An alternative and complementary approach is to offer a Training Needs Analysis. 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.

Products Anticipated

A Training Needs Analysis Package



Carol Kennedy

Funding Source

NCETA core funding

Project Staff

Ann Roche (NCETA)

Other co-opted/interested staff, as required

Synopsis of Project

NCETA's 1998 document "Education and training programs for frontline professionals responding to drug problems in Australia" is quite frequently referred to by trainers and workers in the AOD field. The recommendations in this document are often used to define what work/research needs to be undertaken in the AOD field to further the professional development of frontline workers. Given NCETA's shift in strategic direction since this document was written, it seems that a key task for the centre would be the production of a report which broadened the focus of the frontline training document.

The aim of the report would be to articulate a framework (based on available evidence) that recognises a much broader range of issues/factors that are essential to bringing about changes to the work practice of frontline workers (ie how they respond to AOD problems).

Milestones Achieved

Review of the 1998 report.

Products Anticipated

A report which contains recommendations regarding the ways in which policy-makers, trainers, training organisations can improve the work practice of frontline workers through the implementation of workforce development strategies.

13

Workforce development best practice case studies

Funding Source

NCETA core funding

Project Staff

Ann Roche (NCETA)

Pamela Wright (NCETA)

Synopsis of Project

This project aims to describe and analyse in a systematic way the change management processes used by agencies who have been identified as being at the forefront of workforce development for drug and alcohol issues in Australia.

Products Anticipated

Three case study reports describe and analyse the change management processes of three organisations in the drug and alcohol field who have used innovative approaches to workforce development. They provide positive illustrations and models to other organisations addressing workforce development issues.

Case Study 1 - Building a research focus into operations

The Maintenance Pharmacotherapies Unit

Drug and Alcohol Services Council
South Australia

Case Study 2 - Integrating General Practitioners into drug and alcohol services

Alcohol and Other Drug Service
Central Coast Area Health Service
New South Wales

Case Study 3 - Developing a self managed team approach

South Metropolitan Community Drug Services Team
Palmerston Association
Western Australia

Overarching document - Workforce Development Case Studies

Common themes and emerging models of change



14

Methadone training outcomes

Funding Source

NCETA core funding

Project Staff

Ann Roche (NCETA)

Ann Deehan (NCETA)

Libby Hotham (NCETA)

Emma Fitzgerald (NCETA)

Synopsis of Project

There is increasing interest in the training of medical practitioners and other health care professionals in regard to methadone.

In the near future this will expand to training in regard to other forms of pharmacotherapies for the management of opioid dependence, eg buprenorphine.

However, there is concern that traditional methods to recruit and train GPs have met with only limited success. This project is designed to examine the strategies used to recruit and train GPs as methadone prescribers, the level of prescribing uptake, and to identify enhancement strategies.

Products Anticipated

Papers and reports.



Libby Hotham



15

Review of AOD tertiary training

Funding Source

NCETA core funding

Project Staff

Ann Roche (NCETA)

Andrew Lyons-Reid (NCETA)

NCETA Staff



Synopsis of Project

Over the past ten years or so there have been regular reviews of the AOD tertiary training sector. Some of these reviews, in the late 1980's and the early 1990's, sought to identify gaps and deficiencies in training provision; that is, they were essentially undertaken as scoping exercises.

This current project is to some extent an extension of previous scoping exercises, but also spans beyond that. The project involves the following:

- 1 Identification of all current tertiary providers
- 2 Collation of information on their programs and training activities
- 3 Co-ordination of a one to two day meeting of tertiary providers to discuss
 - a) current activities,
 - b) share information, resources, ideas,
 - c) canvas difficulties, and
 - d) identify mechanisms for support and ways that NCETA can facilitate same
- 4 Report on #3
- 5 Identification of strategies to support and enhance tertiary training in the AOD field.

Milestones Achieved

2-day meeting held 13-14 December 2001.

Products Achieved

Documentation of current training.

16

Powerpoint resource development project

Funding source

NCETA core funding

Project Staff

Ann Roche (NCETA)

Jill Grove (NCETA)

Joanne McDonald (NCETA)

Synopsis of Project

Development of small resource packages such as small sets of PowerPoint slides on specific topics. These would be available on the NCETA website for anyone to use and download as they choose. Data from various Australian sources will be used, for example, the National Household Survey, School Survey. The date of production and contributors will be shown.

Products Anticipated

PowerPoint presentations available for viewing or download on the NCETA website.



Jill Grove

The second NCETA workforce development Symposium will be held in Adelaide 1-3 May 2002. On the basis of the positive feedback received from the 2001 meeting it is anticipated that this will be a successful and well-supported meeting.

Themes for the meeting include:

- Establishing a Common Understanding of Workforce Development
- Diversity within the Workforce
- Diversity in Strategies
- Diversity in Contexts
- Diversity in Knowledge
- Diversity in the Application of Learning.

Collaborating Partners

Partners for the planning and coordination of the 2002 meeting have expanded to include:

- Drug and Alcohol Services Council of SA (DASC)
- NSW Health
- Aboriginal Drug and Alcohol Council of South Australia (ADAC)
- Alcohol Advisory Council of New Zealand (ALAC)
- Department of Health and Ageing
- Turning Point Alcohol and Drug Education and Resource Centre.

Milestones Achieved

Expansion of partnerships in the organising committee.

Products Anticipated

Successful execution of the 2002 meeting

Production of high quality proceedings.

Funding Source

NCETA Core funding

Project Staff

Ann Deehan (NCETA)

Ann Roche (NCETA)

Synopsis of Project

Traditionally, the health and community services fields are viewed as the alcohol workforce. However, the alcohol misusing population is a heterogenous one with a wide range of problems. Consequently, a varied workforce is needed to engage and intervene with them. This project is the first of a number of projects in a program of research to map and document the range of health and non-health workers in contact with alcohol consumers and to identify the work they undertake. It will begin the process of describing the alcohol workforce by examining the specialist services with a future program of work expanding to include generalist services.

Milestones Anticipated

The first project to be completed by June 2002.

Products Anticipated

Report for the Commonwealth

Peer-reviewed Journal article

Conference presentation or poster.



Ann Deehan

NATIONAL MEETINGS FACILITATED BY NCETA 2001

Tertiary Trainers Meeting 13-14 December 2001

NCETA organised and hosted a meeting of 25 tertiary AOD trainers from around Australia. Delegates at the meeting came from universities, the TAFE sector and from the recently established Registered Training Organisations (RTO's). Representatives from the Commonwealth Department of Health and Ageing and Flinders University also attended the meeting. The meeting addressed issues relating to the type and nature of courses offered, difficulties and challenges currently confronted by trainers and educators. The meeting was significant as this was the first time for approximately eight years that AOD trainers and educators had met to discuss matters of mutual interest to them as a group. The meeting provided an important focal point through which to consolidate a support network of AOD trainers.

Tobacco Key Informant Meeting, 26 September 2001

NCETA organised a one-day workshop to inform the development of the National Tobacco Workforce Development Strategy. Eleven key informants from the Australian tobacco training field attended the meeting. The workshop was facilitated by NCETA. Klaus Klauke of the Commonwealth Department of Health and Ageing presented an overview of the National Tobacco Strategy. The workshop aimed to examine current gaps in tobacco training and to develop a framework for a systematic approach to future tobacco education and training strategic development. The workshop findings and recommendations were synthesised with findings from the National Tobacco Workforce Scoping Exercise undertaken for the Commonwealth Department of Health and Ageing by NCETA.

Alcohol Research Agenda Meeting, 22 August 2001

NCETA organised and hosted a meeting to progress the development of Australia's Alcohol Research Agenda. The meeting, held at NCETA on 22 August 2001, was chaired by Dr Norman Swan and attended by Sue Kerr and other Commonwealth Department of Health and Ageing representatives and a number of key informants from around Australia. The meeting represented a follow-up meeting to the earlier large forum also held in Adelaide in March 2001 to initially map out the principles and general areas of focus that would form the National Alcohol Research Agenda.

Evidence-Based Practice Meeting, 22-23 February 2001

NCETA hosted an intensive two day international Evidence-Based Clinical Practice Workshop at Science Park 22-23 February, 2001. The workshop was facilitated by Dr Martin Dawes, Director, and Dr Bob Phillips, Senior Lecturer, Oxford University Centre for Evidence-Based Medicine, and Professor Ann Roche, Director, NCETA, and Professor Paddy Phillips, Head, Department of Medicine, Flinders University of South Australia.

Evidence-Based Practice (EBP) is the conscientious use of current best evidence in making decisions about the care of individual patients or the delivery of health services. Current best evidence is up-to-date information from relevant, valid research about the effects of different forms of health care, the potential for harm from exposure to particular agents, the accuracy of diagnostic tests, and the predictive power of prognostic factors. The Workshop's Objectives were:

- development of critical appraisal skills
- skills development in searching health and biomedical literature (eg MEDLINE, Cochrane Collaboration databases)
- application of these skills in clinical practice
- networking opportunity for those interested in EBP
- exploration of models for disseminating EBP.

NCETA Workforce Development Symposium, 14-16 May 2001

NCETA ran a national Workforce Development Symposium for the alcohol and other drugs field in May 2001. The meeting was held at the Adelaide Town Hall and was attended by approximately 180 delegates from Australasia. The three day meeting was assessed to be highly successful by those in attendance. Proceedings from the meeting were published in a 197 page A4 book "Systems, Settings, People: Workforce Development Challenges for the Alcohol and Other Drugs Field" in October 2001.



From top: Ann Roche and Tim Atherton; Leilani Pearce and Joy Savage; Graham Strathearn, Ann Roche and Keith Evans; Pamela Wright, Jo Riley and Ann Deehan; David Prideaux and Chris Knapper; Symposium Registration



Top: A selection of Keynote Speakers (from top left): Audrey Aumua, Chris Knapper, Fran Baum, Joy Savage, Keith Evans, Phil Ramsey, Leilani Pearce, Louise Rowling, Tim Atherton

Above: One of the highlights of the Symposium was singing by children from the Kaurna Plains Primary School

POSTGRADUATE WORKFORCE DEVELOPMENT RESEARCH GRANTS 2001 / 2002

In 2001, NCETA offered its first round of Post Graduate research grants. These grants are to be awarded to students in Australia undertaking graduate level research projects that are relevant to AOD workforce development. The value of the grants is \$10,000 each. The following are the first four successful grant recipients. These students will receive their awards in 2002 for the projects outlined below and will be required to contribute to a monograph collating their work.

Darlene Addy, National Centre for Education and Training on Addiction Building Capacity in the Alcohol and Other Drug Workforce Through Recruitment

Workforce capacity in various areas of the alcohol and other drugs field is severely lacking. Recruiting and retaining appropriately qualified staff in the alcohol and drug field is difficult. This project is a qualitative exploratory study that seeks to identify ways to increase awareness and attractiveness of the field. It will seek to identify strategies to engage and support people interested in a wide range of employment areas in the AOD field and investigate barriers to increasing the AOD workforce capacity. The project will provide information on improved recruitment efforts, including support structures and models to assist in the development of clear career pathways.

Angela Corry, Next Step Specialist Drug and Alcohol Services A Multifaceted Drug Related Education Initiative in a Psychiatric Inpatient Setting

This project is designed to assess the impact of a multi-faceted education initiative on physician assessment and management of drug related presentations. This project is targeted at medical practitioners working within a psychiatric inpatient setting. The addition of specialist drug-related consultation and support to an existing education initiative will be considered. Specifically, such factors as individual and organisational characteristics, drug-related skills and knowledge, will be considered in relation to client outcomes. Finally, the project will evaluate the applicability and acceptability of the range of strategies used within this project.

Postgraduate Workforce Development Research Grants (cont)

Trevor King, Turning Point Alcohol and Drug Centre The Role of Workforce Development Strategies in Effecting Professional Practice Change in Alcohol and Drug Work

Alcohol and drug workforce development has been of very little research interest and has received only limited Commonwealth funding in recent years. This research project will assess the quality of evidence regarding the role of different workforce development strategies in effecting changes to the professional practice of workers responding to alcohol and drug issues. The project will review the published literature and seek the views and unpublished reports of expert informants in this area. Models or strategies from other fields will be examined to determine what constitutes good practice and what approaches might be applicable to the alcohol and drug field.

Rosemary Norman, University of Canberra Registered Nurses and Illicit Drug-Using Patients: An Investigation

This project will explore the therapeutic commitment of registered nurses to their patients who use illicit drugs. Problems related to illicit drug use are now a mainstream nursing concern, and not just restricted to a specialised area of practice. Research evidence suggests that the nursing response is influenced by a number of factors: knowledge and ability, motivation, institutional and peer support, and attitudes. This investigation has relevance to contemporary nursing practice: the results will inform nursing education at the undergraduate, post graduate and industry in-service level. The investigation also has relevance to health policy including hospital policy and nursing policy/practice guidelines. Nurses are the most numerous providers of health care, what a powerful force for change they could be if they were more effectively involved in minimising harm in their illicit drug-using patients.

COLLABORATING CENTRES

In order to enhance the ability of the Centre to fulfil its brief, NCETA has continued to establish and maintain national and international links through a variety of means including the establishment of Collaborating Centres. Five Collaborating Centres have now been established, in Queensland, Victoria, Western Australia and in the UK. These Centres collaborate with NCETA in education, training and research projects.

Queensland Alcohol and Drug Research and Education Centre, University of Queensland

Collaborating in the development and delivery of education programs for postgraduate students, and research on the evidence base for achieving professional practice change.

Turning Point Drug and Alcohol Services, Inc (Victoria)

Collaborating on national projects, such as the development of models of care for amphetamine users, training needs analyses for service providers and in joint ventures to implement education and training in Victoria.

Victorian Medical Postgraduate Foundation

Collaborating in the development and implementation of education and training for medical staff across Victoria, provision of training and enrolment in postgraduate addiction study programs and implementation of symposia and workshops for other health professionals.

WA Alcohol and Drug Authority

Collaborating in the development of information resources on alcohol and other drug related problems in the workplace and national projects, such as the development of national training courses and resources for drug and alcohol counsellors.

Aquarius Drug and Alcohol Services (UK)

Collaborating in the development and dissemination of self-directed learning and teaching resources in counselling alcohol and other drug problems.

Collaborating Centres (cont)

In addition, NCETA has close working relations with numerous other Centres and organisations. These include the National Drug Research Institute (NDRI), The National Drug and Alcohol Research Centre (NDARC) and Alcohol and Other Drugs Council of Australia (ADCA). At an international level, NCETA has good working relations and collaborations with a wide number of individuals and organisations including the International Council on Alcohol and Addictions (ICAA), Canadian Centre for Substance Abuse (CCSA), the Alcohol Advisory Council of New Zealand (ALAC), the International Center for Alcohol Policies (ICAP), and the Canadian Centre for Addiction and Mental Health.

In 2002, NCETA will mark the formalisation of its ratified Collaborative Status with the National Drug Research Institute (NDRI).

STAFF

STAFF MEMBER	POSITION	FUNDING SOURCE
Prof Ann Roche	Director (from Sept 2000)	Core
Ms Darlene Addy	Research Officer	Project
A/Prof Steve Allsop	Director (until March 2000)	Core
Ms Liz Baohm	Receptionist	DASC
Ms Jenny Burgess	Manager, Library Services (from Jan 2001)	DASC
Ms Lynda Caudle	Research Officer (Nov 2000 to Feb 2001)	Core
Ms Simone Cormack	Deputy Director (until July 2001)	DASC
Dr Ann Deehan	Senior Lecturer (from March 2001)	Core
Ms Samantha Doherty	Project Officer	Project
Dr Carolyn Edmonds	Medical Officer	DASC
Ms Emma Fitzgerald	Lecturer (from November 2001)	Core
Mr Greg Fowler	Manager, Library Services (to Jan 2001)	DASC
Ms Anne Fricker	Manager, Library Services (from Sept 2001)	DASC
Ms Rapheal Gerace	Library Administrative Officer (to Jan 2001)	DASC
Ms Jill Grove	Senior Education Officer	DASC
Ms Libby Hotham	Lecturer (from Sept 2001)	Core
Ms Carol Kennedy	Senior Education Officer	DASC
Mr Andrew Lyons-Reid	Project Officer (Aug to Dec 2001)	Project
Ms Joanne McDonald	Project Officer	Project
Ms Jane Malyschko	Executive Secretary (from Sept 2001)	DASC
Ms Sandra Manning	Library Officer	DASC
Ms Loretta Miranda	Executive Secretary (to Jan 2001)	DASC

Continued on next page

STAFF MEMBER	POSITION	FUNDING SOURCE
Ms Hayley Gamble	Library Administrative Officer (from Jan 2001)	DASC
Ms Margaret Rafferty	Executive Secretary (Jan-Sept 2001)	DASC
Ms Sue Rayner	Project Officer	Project
Ms Jodie Shoobridge	Senior Education Officer	DASC
Mr Steve Trickey	Computing Systems Officer	Core
Ms Chris Wendt	Administrative Officer (until Oct 2001)	Core
Ms Sharyn Watts	Senior Education Officer (until Oct 2001)	DASC
Ms Robyn Wood	Research Officer (until July 2001)	Project
Ms Pamela Wright	Project Officer	Project

PhD Students

Mr Kenneth Pidd	NHMRC funded	Project
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Affiliate Appointments

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

Visiting Fellows

Dr Virginia McGowan	Lethbridge University, Canada
Prof Eric Single	CCSA and consultant, Canada

NCETA's Core Grant: Commonwealth Department of Health and Ageing

NCETA's core grant is received from the Commonwealth Department of Health and Ageing under the National Drug Strategy. The core grant is \$310,000 per annum for the three year period 2000/2001 - 2002/2003.

Grants Received from External Sources (2001)

Best practice in policing of licensed premises (NDLERF)

Funding Source: National Drug Law Enforcement Research Fund
\$70,570

Development of guidelines and measurement tools for evaluating education and training for frontline workers in the illicit drug field

Funding Source: Commonwealth Department of Health and Ageing, National frontline worker training
\$236,418

Updating the handbook for medical practitioners and other health care workers on alcohol and other drug problems and developing a national training package for medical practitioners on illicit drug issues

Funding Source: Commonwealth Department of Health and Ageing
\$544,000

Indigenous injecting drug project

Funding Source: South Australian Health Commission
\$10,000

National tobacco workforce development strategy

Funding Source: Commonwealth Department of Health and Ageing
\$35,190

Population health education for clinicians (PHEC)

Funding Source: Centre for Rural and Remote Health, Mt Isa
\$10,000

TOTAL

\$906,178

PUBLICATIONS

Books

Houghton, E., **Roche, A.M.** (Eds) (2001) Learning About Drinking. International Center for Alcohol Policies Series on Alcohol in Society. Brunner-Routledge, Taylor & Francis Group, Philadelphia, USA.

Roche, A.M., McDonald, J. (Eds) (2001) Systems, Settings, People: Workforce Development Challenges for the Alcohol and Other Drugs Field. National Centre for Education and Training on Addiction (NCETA), Adelaide.

Book Chapters

Fowler, G. (2001) Evidence-Based Practice: Tools and Techniques. In: Roche, A.M., McDonald, J. (Eds) Systems, Settings, People: Workforce Development Challenges for the Alcohol and Other Drugs Field, p93-107.

Gowing, L. (2001) Evidence-Based Practice: From Concepts to Reality. In: **Roche, A.M., McDonald, J.** (Eds) Systems, Settings, People: Workforce Development Challenges for the Alcohol and Other Drugs Field, p77-85.

Allsop, S., **Pidd, K.** (2001) The Nature of Drug-Related Harm in the Workplace. Drugs and Work: Responding to Alcohol and Other Drug Problems in Australian Workplaces. IP Communications Pty Ltd, Vic, 2001.

Roche, A.M. (2001) Drinking Behavior: A Multifaceted and Multiphasic Phenomenon. In: Houghton, E., **Roche, A.M.** (Eds) Learning About Drinking, Taylor and Francis, Washington DC, pp 1-34.

Evans, K.R., **Roche, A.M.** (2001) The Role of Government and the Law. In: Houghton, E., **Roche, A.M.** (Eds) Learning About Drinking, Taylor and Francis, Washington DC, pp243-266.

Roche, A.M. (2001) What Is This Thing Called Workforce Development? In: **Roche, A.M., McDonald, J.** (Eds) Systems, Settings, People: Workforce Development Challenges for the Alcohol and Other Drugs Field, pp5-22.

Roche, A.M., Evans, K.R. (2000) Harm Reduction as a Response to Illicit Drug Use. In: Stokes, G., Chalk, P., Gillen, K. (eds) Illicit Drugs and Australian Democracy: The Search for New Directions. Melbourne University Press, Melbourne, pp149-162.

White, J.M. (2001) Cochrane Reviews and Evidence-Based Practice. In: **Roche, A.M., McDonald, J.** (Eds) Systems, Settings, People: Workforce Development Challenges for the Alcohol and Other Drugs Field, p87-92.

Papers

Roche, A.M., Deehan, A. Women's alcohol consumption: emerging patterns, problems and public health implications. *Drug and Alcohol Review* (in press).

Roche, A.M., Watt, K., Fischer, J. General Practitioners' views of home detoxification. *Drug and Alcohol Review*, 20:395-406.

Roche, A.M., Watt, K.A., Purdie, D., McClure, R., Green, D. Injury and alcohol: a hospital emergency department study. *Drug and Alcohol Review*, 20:157-168.

Walsh, R.A., **Roche, A.M.,** Sanson-Fisher, R.W., Saunders, J.B. (2001) Interactional skills of students from traditional and non-traditional medical schools before and after alcohol education. *Medical Education*, 35:211-216.

Shoobridge, J. (2000) A knowledge questionnaire on amphetamine related problems - assessing the conceptual validity of the scale, and the implications of the method for informing teaching and student learning. In Silins, H. and Murray-Harvey, R. (Eds). *Improving teaching and learning: papers presented at the Graduate Certificate in Tertiary Education Mini-conference held at the Flinders University of South Australia, Bedford Park, Adelaide: Flinders University of South Australia.*

Shoobridge, J. (2000) A longitudinal (2 year) evaluation of a training program for health professionals about amphetamine related problems. NCETA: Unpublished paper, prepared for the qualification for the Graduate Certificate in Tertiary Education, Flinders University of South Australia.

Vincent, N., Allsop, S., **Shoobridge, J.** (2000) The use of Rapid Assessment Methodology (RAM) for investigating illicit drug use: a South Australian Experience. *Drug and Alcohol Review*, 19:419-426.

Papers Under Editorial Review

Roche, A.M., Deehan, A. Alcohol-related crime prevention: operationalising situational and environmental strategies. *Health Promotion Journal of Australia.*

Murray, J.A., **Roche, A.M.** Loss and Grief: A Little Addressed Dimension in Problematic Substance Use. *Drug and Alcohol Review.*

Papers and Publications in Progress

McDonald, J. Mentoring: a model for the alcohol and other drugs field.

Roche, A.M. Beyond Training and Towards Workforce Development.

Roche, A.M., Watts, S., Fitzgerald, E. A review of hospital-based screening and intervention: how to make it effective, efficient and sustainable.

Dunn, N., **Roche, A.M.**, Purdie, D., Darlington, S., Dennerstein, L., Guthrie, J., Green, A. How lifestyle patterns affect mid-aged women.

Reports and Other Publications

Submission to the House of Representatives Standing Committee on Family and Community Affairs Inquiry Into Substance Abuse in Australian Communities. Prepared by NCETA staff and submitted March 2001.

Evans, K.R., **Roche, A.M.** The Illegitimate child of the addictions field. APSAD Newsletter, Vol 6 (2) 2001.

Roche, A.M., McDonald, J. Workforce Development and Capacity Building: New Directions for the Alcohol and Other Drugs Field. 6pp, National Centre for Education and Training on Addiction, Flinders University of South Australia, 2001.

Roche, A.M., Stockwell T. Prevention of alcohol related harm: Public policy and health. Background paper produced for the Department of Health and Aged Care's meeting Developing National Priorities for Alcohol Research. Adelaide, 27-28 March 2001, pp70-113.

PRESENTATIONS

Conference Presentations

Addy, D., Watts, S., Roche, A.M. Evaluating Education and Training of Frontline Workers: The Development of a Measurement Tool for Changing Work Practices. A Poster Presentation to the Combined Australian Professional Society On Alcohol And Other Drugs (APSAD) and National Methadone Conference, 29-31 October 2001, Sydney, Australia

Deehan, A. (2001). Drunks and Disorder: Engaging the Police in Identifying Alcohol Misuse. Paper presented at Systems, Settings, People: Meeting Workforce Development Challenges, Workforce Development Symposium, Adelaide, 14-16 May 2001.

Fowler, G. (2001) Evidence-Based Practice: Tools and Techniques. Workshop presented at Systems, Settings, People: Meeting Workforce Development Challenges, Workforce Development Symposium, Adelaide, 14-16 May 2001.

Grove, J. , Carmody, M., Mettam ,C. Strategies, Services and Programs (to support schools and school responses to alcohol and other drug related issues). Presentation to the Association of Heads of Independent Schools (AHISA) Conference "Realities and Relationships: Pastoral Care with a Passion", Adelaide, 12-14 July 2000.

Grove, J., Goffin, A., Kellet, L. Alcohol and Other Drugs, Nutrition Education: a whole school approach. Workshop presented at State Health and Physical Education Conference, Adelaide 26-27 April 2001.

Grove, J. School Student Drug Use. Workshop presented at State Health and Physical Education Conference, Adelaide 26-27 April 2001.

Grove, J., Nolan A. Partners in Crime Prevention. Proceedings of the 2nd International Conference on Drugs and Young People, Melbourne, 4-6 April 2001. (Paper published on Australian Drug Foundation (ADF) website: www.adf.org.au)

Grove, J. Health Promoting Schools: a framework for responding to drug-related issues. Paper presented to the 4th National Conference Infant, Child & Adolescent Mental Health, Building Bridges: Promoting Mental Health for Families and Communities Brisbane 28-31 March 2001. (Paper published on Australian Infant, Child, Adolescent, and Family Mental Health Association Inc. (AICAFMHA) website: www.aicafmha.net.au)

McDonald, J. A Model for Mentoring in the AOD Field. A Poster Presentation to the Combined Australian Professional Society On Alcohol And Other Drugs (APSAD) and National Methadone Conference, 29-31 October 2001, Sydney, Australia

McDonald, J., Grove, J. Youth for Youth: piecing together the Peer Education Jigsaw. Proceedings of the 2nd International Conference on Drugs and Young People, Melbourne, 4-6 April 2001. (Paper published on Australian Drug Foundation (ADF) website: www.adf.org.au)

Roche, A.M. Understanding Drug Use. Plenary presentation to the Drugs: National Problem, Local Solutions local governments conference. Brisbane, 4-5 December 2001.

Roche, A.M. Evidence-based policy: turning research into policy. A workshop presentation to the ADCA Good Practice in Drug Policy Workshop, Sydney, 1 November 2001.

Roche, A.M. Workforce development and capacity building: new directions for the alcohol and other drugs field. A workshop presentation to the Combined Australian Professional Society On Alcohol And Other Drugs (APSAD) and National Methadone Conference, 29-31 October 2001, Sydney, Australia

Roche, A.M., Deehan, A. Young Women's Drinking And Risk Taking: Changing Patterns, Emerging Problems And Intervention Implications . A Poster Presentation to the Combined Australian Professional Society On Alcohol And Other Drugs (APSAD) and National Methadone Conference, 29-31 October 2001, Sydney, Australia

Roche, A.M. Strengthening the research and workforce development capacity of countries in the Western Pacific Region. Panel presentation to the WHO Western Pacific Regional Capacity Building Workshop for Tobacco Control. Sydney, 8-11 October 2001.

Roche, A.M. Psychoactive Drugs: Prevalence, Problems and Pharmacological Interventions. A presentation to the Department of Clinical Pharmacology, Flinders Medical Centre, 3 October 2001.

Roche, A.M., Deehan, A. (presented by Roche) Women's drinking and risk taking: changing patterns, emerging problems and intervention implications. Paper presented to the 44th International ICAA Conference on the Prevention and Treatment of Dependencies, Heidelberg, Germany, 2-6 September 2001.

Roche, A.M., McDonald, J. Workforce Development: The way forward in addressing addictions. Poster presentation to the 44th International ICAA Conference on the Prevention and Treatment of Dependencies, Heidelberg, Germany, 2-6, September 2001.

Roche, A.M. The importance of public health training. After dinner speech, Graduation Dinner for NSW Public Health Officers, Sydney, 24 August 2001.

Roche, A.M. The Compulsive Society. Panel presentation chaired by Philip Adams. Festival of Ideas, 12-15 July 2001, Adelaide.

Roche, A.M. Training and workforce development issues in the alcohol and other drugs sector: investing in people working within the system. Keynote presentation to the Network of Alcohol and Other Drug Agencies Drug and Alcohol Conference 'Shaping Our Future', Sydney 28-29 June 2001.

Evans, K.R., **Roche, A.M.** (presented by Roche) Smoking - The Illegitimate Child of the Addictions Field. A Paper Presented to the First National Tobacco Control Conference, Adelaide, SA, 12-14 June 2001.

Roche, A.M., Dunn, N., Purdie, D., Darlington, S., Dennerstein, L., Green, A. (paper presented by Roche) Mid-aged women: Alcohol, lifestyle and wellbeing. A paper presented to the 27th Annual Alcohol Epidemiology Symposium of the Kettil Bruun Society for Social and Epidemiological Research on Alcohol, 28 May - 1 June 2001, Toronto, Canada.

Roche, A.M. Verbal Presentation to the House of Representatives Standing Committee on Family and Community Affairs Inquiry Into Substance Abuse in Australian Communities, Monday 21 May 2001. This presentation followed-on from the NCETA written submission made to the Inquiry in March 2001.

Roche, A.M. What Is This Thing Called Workforce Development? Keynote address to the meeting Systems, Settings, People: Workforce Development Challenges for the Alcohol and Other Drugs Field. Symposium, Adelaide, 13-15 May 2001.

Roche, A.M. The Role of Media in Alcohol Advertising. Panel discussant at the 2nd International Conference on Drugs and Young People, Melbourne, 4-6 April 2001.

Roche, A.M. Benefits, Boundaries and Barriers: Education and Training Challenges in the Alcohol and Other Drugs Field. Keynote Presentation to the NSW Drug and Alcohol Training Forum, Sydney, 27-28 March 2001.

Roche A.M. Prevention of alcohol related harm. Panel presentation to the Department of Health and Aged Care's meeting Developing National Priorities for Alcohol Research, Adelaide, 27-28 March 2001.

Roche, A.M. The New NHMRC Drinking Guidelines. A paper presented to the Drugs, Alcohol and Psychiatric Illness Conference, Glenelg, 1 December 2000.

Roche, A.M., Cormack, S. (presented by Roche) Beyond Training and Towards Workforce Development: NCETA's New Role. A paper presented to The Combined APSAD and National Methadone Conference, Melbourne, 20-22 November 2000.

Watt, K.E., **Roche, A.M.**, Purdie, D., McClure, R. (presented by Watt) The relationship between patterns of alcohol consumption, risk taking behaviour and risk of injury. Paper presented to the Injury Prevention and Control Conference, Warnambool, March 2001.

Shoobridge, J., Watts, S., Ask, A., Allsop, S. Beyond happy sheets: An evaluation of a training program for health workers on amphetamine related problems. Australian Professional Society on Alcohol and Other Drugs (APSAD) Annual Conference, Hotel Sofitel, Melbourne, November 2000.

MEDIA INTERVIEWS

Wed 15 November 2000 Radio Interview

'Talk Australia'

Ann Roche interviewed by Clive Smith on alcohol related problems and the new NHMRC guidelines

Thur 15 November 2000 Radio Interview

Leon Byner 5AA

Women and Alcohol Drink Driving

December 2001

The Australian Women's Weekly

Ann Roche interviewed by Stephanie Osfield for an article titled "Dying for a drink"

COMMITTEES

Ann Deehan

APSAD Conference Organising Committee, 2002

Symposium Organising Committee, 2001

Symposium Organising Committee, 2002

ADCA, member of the Workforce Development Reference Group

Jill Grove

APSAD Conference Organising Committee, 2002

Drug Action Teams - Schools Program

Drug Education Link Group (Chair)

Noarlunga Community Action on Drugs & Sub-group School Project
Advisory Committee

Rotary District 9500 Drug Strategy Committee

SSABSA Health Education and Home Economics Subject Advisory
Committee

SSABSA Community Studies Subject Advisory Committee

State Health and Physical Education Conference: Member of the
organising Committee for the conference held 26 & 27 April 2001

Symposium Organising Committee, 2002

Youth Drug Peer Action Management Group

Carol Kennedy

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

Joanne McDonald

APSAD Conference Organising Committee, 2002

Symposium Organising Committee, 2001

Symposium Organising Committee, 2002

Committees (cont)

Jane Malyschko

APSAD Organising Committee, 2002

Symposium Organising Committee, 2002

Ken Pidd

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

Ann Roche

Chair, ADCA Workforce Development Reference Group 2000-2001

Member, Commonwealth Department of Health and Ageing Committee on Prevention

Member, Commonwealth 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, 2001

Chair, Symposium Organising Committee, 2002

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, 2001

Symposium Organising Committee, 2002

**National Centre for Education
and Training on Addiction**

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