NCETA

Annual Report

2003/2004
About the Centre

A CENTRE OF EXCELLENCE

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

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

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

OUR MISSION

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

OUR PRINCIPLES

We are committed to:

- research based on sound theoretical models
- a multidisciplinary approach
- working in partnership.

OUR STAKEHOLDERS

NCETA works with a wide range of professionals involved with AOD issues in both government and non-government sectors including:

- alcohol and other drug specialist workers
- health workers (medical practitioners, nurses, psychologists)
- volunteer workers in a variety of community groups (e.g., parent and family groups, church groups, counselling support groups)
- police and law enforcement professionals
- welfare professionals (social workers, youth workers and other community-based workers)
- teachers and academics.

OUR AIMS AND GOALS

1. To provide leadership on issues relating to the AOD workforce.
2. To raise awareness and understanding of workforce development and its implications for AOD strategy.
3. To identify and promote best practice in developing and managing the workforce in the AOD field.
STRATEGIC PLANNING PROCESS 2003-2008
The Australian Government Department of Health and Ageing (AGDHA) instigated a comprehensive strategic planning process for the Centre. That process commenced in June 2003 and continued throughout that year.

An independent facilitator was engaged to assist with the strategic planning process. Two full-day strategic planning workshops were conducted by the facilitator with the NCETA Board of Management and NCETA staff representatives in July and August 2003.

The outcomes of the strategic planning process were:

a. identification of NCETA’s future roles and directions, and
b. endorsed new strategic directions by the Board of Management, staff and key stakeholders.

A national consultation process with key stakeholders commenced in late 2003.

STAFFING PROFILE
In the late 1990’s, NCETA shifted its emphasis away from the direct provision of frontline training to primarily undertaking workforce development related research. This required both the up-skilling of existing staff and the recruitment of new staff with high level research skills. NCETA during 2003/04 made considerable progress in consolidating the development of the appropriate complement of staff skills and developing a team of skilled, experienced researchers. This is a high priority area for the Centre.

NCETA’s core budget in 2003/04 provided for 2.5 positions (two academic staff and a 0.5 administration officer). Flinders University and the SA Department of Human Services (through the Drug and Alcohol Services Council of South Australia (DASC)) during 2003-04 supported the Director’s position, and provided additional input in terms of discretionary co-location of select staff. Other positions are sourced through external funds.

In addition, NCETA hosted one student placement during 2003 for a duration of 80 hours. This placement was a highly motivated student who expressed a strong interest in pursuing a career in the AOD field.

PHD PROGRAM
Throughout 2003/04, the Centre instituted a strategy to steadily develop a PhD program. As part of this new program, Toby Freeman started his PhD in January 2004. Toby is supported by a scholarship from the then SA Department of Health. His PhD topic is ‘The role of health professionals in the prevention of alcohol and tobacco related harms’.

NCETA WEBSITE
During 2003/04, the NCETA website redevelopment commenced (see: www.nceta.flinders.edu.au). Further work continues on the website to ensure that NCETA provides the most up-to-date, comprehensive information available to the AOD workforce on work practice change and education and training related matters.
Board of Management

**PROFESSOR LINDON WING (CHAIR)**  
Dean, School of Medicine  
Flinders University

**DR NEAL BLEWETT**  
President  
Alcohol and Other Drug Council of Australia

**MR NICK GILL**  
Manager  
Drug and Alcohol Services Association, Alice Springs

**MS JENNY HEFFORD**  
Assistant Secretary, Drug Strategy Branch  
Australian Government Department of Health and Ageing

**DR JOHN HOWARD**  
Director, Program Development and Research  
Ted Noffs Foundation

**PROFESSOR ANN ROCHE**  
Director, National Centre for Education and Training on Addiction  
Flinders University

**MS BRONWYN SIMONDSON**  
Registrar  
Flinders University

**DR NATALIE SKINNER**  
Staff Representative, National Centre for Education and Training on Addiction  
Flinders University

**DR TOM STUBBS**  
Executive Director, Metropolitan Health Division  
South Australian Department of Human Services  
(now South Australian Department of Health)
From the Chair of the Board

One of the most significant events for NCETA during 2003/04 was the comprehensive strategic planning exercise that was undertaken. It provided an opportunity to carefully and creatively review the directions and guiding principles of the Centre. It was an important process for the Board and the staff of the Centre that culminated in some substantial changes to the composition of Board of Management, staffing of the Centre, and the overall governance structures of NCETA.

Particular thanks are owed to the Australian Government Department of Health and Ageing, and especially the Assistant Secretary Ms Jenny Hefford, for their support of NCETA. Special acknowledgment is also due to the South Australian Department of Health, and notably the Executive Director of the Metropolitan Health Division Dr Tom Stubbs, for expanded interest and support for NCETA and in recognition of South Australia’s significant contribution to the AOD field locally, nationally and internationally.

All members of the Board of Management are also thanked for giving generously of their time and offering practical advice and appropriate guidance to the Centre. Thanks are also extended to the staff of NCETA for the exceptionally hard work undertaken throughout 2003/04 to bring a number of major projects to completion as detailed in this report. This report highlights the heavy and important workload carried by a small Centre and this is also acknowledged.

It is my pleasure to commend the report to you.

Professor Lindon Wing
Chair, NCETA
Board of Management
NEW STRATEGIC DIRECTIONS AND PLANNING

The financial year 2003/04 marked a period of important development for NCETA in terms of planning and strategic development. A comprehensive planning exercise was undertaken in collaboration with the Australian Government Department of Health and Ageing, and involving the Centre’s Board of Management and staff. It also involved substantial consultation with the field about the newly emerging directions for the Centre.

The planning and strategic development exercise identified the need for NCETA to demarcate more clearly its areas of interest and responsibility, particularly in regard to its relatively recent shift away from an almost exclusive focus on training. Its new orientation entails research related to workforce development and systems issues involved in bringing about improved practice change. Some of these issues are now captured in key documents available from NCETA’s website www.nceta.flinders.edu.au.

CHANGING STAFF PROFILE

This shift in the Centre’s overall orientation and emphasis required staff with stronger research, evaluation and dissemination skills. Throughout 2003/04 considerable effort was directed towards enhancing the Centre’s staff profile to better meet its changed strategic directions. This included the appointment of more highly qualified staff with PhD’s and extensive research experience, together with high potential junior researchers. By mid-2004 the
Centre had made substantial progress towards significantly altering its staff profile. Increased emphasis is also now placed on the professional development and career paths of the Centre’s staff.

**FUNDING**

The Centre’s core funding is derived from three sources: the Australian Government Department of Health and Ageing, the South Australian Department of Health, and Flinders University. For the year 2003/04 the core contributions from the respective partners were as follows:

<table>
<thead>
<tr>
<th></th>
<th>AGDHA ($)</th>
<th>SA DoH ($)</th>
<th>Flinders ($)</th>
</tr>
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<tbody>
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<tr>
<td><strong>Total</strong></td>
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<td>88,760.42</td>
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</tbody>
</table>

Core funding is further supplemented by additional external grants (see Appendix).

**GRANTS**

The Centre applied for several large competitive grants and was awarded a number of important new grants that again reflect its new program of work and changed emphasis. The grants awarded to the Centre included two Alcohol Education and Rehabilitation Foundation (AERF) grants: ‘Building Bridges Project: WFD toolkit development and dissemination project’ and ‘Reward, Recruitment and Retention: the 3Rs of workforce development’. NCETA was also granted a PhD Scholarship by the South Australian Department of Health for a candidate to undertake studies in the area of AOD workforce development. The scholarship was awarded to Toby Freeman who commenced his PhD in January 2004.

**GOVERNANCE**

The overall operation of the Centre is overseen by the Centre’s Board of Management (see membership list p. 3). The Board is chaired by Professor Lindon Wing, Dean of the Flinders School of Medicine. The Board meets every three months. Comprehensive updates on the Centre’s work program, key initiatives and financial status are presented to the Board at each meeting.

**INTERNAL OPERATIONS**

The year 2003/04 was a productive period for the Centre with numerous conference presentations made by staff and a substantial number of publications and reports completed (see Publications & Presentation section p. 15 for details). A range of internal operational changes was also implemented during 2003/04. These included updating the Centre’s website. The new website (launched in November 2004) better reflects the Centre’s focus on workforce development. The upgrading of the website continues as an ongoing activity within the Centre. The Centre also established a comprehensive database to ensure accurate and detailed recording of projects, grants and publications.

The Centre expanded its collaborative working relations with a number of key partners including NDARC, NDRI, key government and non-government organisations. The value of these closer collaborative working relations cannot be underscored too strongly.

Overall, 2003/04 was a year of important changes including establishing newly defined working relations with key funders; the Australian Government Department of Health and Ageing and the South Australian Department of Health, and consolidating its new strategic directions.
Staffing Profile 2003/04

**STAFF MEMBER**

Ms Darlene Addy  
Research Officer

Dr Carolyn Edmonds  
Medical Officer

Mr Toby Freeman  
Research Assistant  
(PhD student from January 2004)

Ms Veronica Fruend  
Project Support Officer  
(from January 2004)

Mr Chris Hurley  
Administrative / Finance Officer

Ms Laura Jackson  
Administrative Officer

Mr Lachlan Johnson  
Computing System Officer

Ms Carol Kennedy  
Senior Education Officer

Mrs Margaret O’Neill  
Research Officer

Dr Ken Pidd  
Lecturer  
(from August 2003)

Ms Sue Rayner  
Project Officer

Prof Ann M. Roche  
Director

Mr Brad Seaman  
Project Officer

Ms Jodie Shoobridge  
Senior Education Officer

Dr Natalie Skinner  
Lecturer

Ms Chelsea Todd  
Research Assistant  
(from February 2004)

Mr Steve Trickey  
Computing System Officer
Projects

This section provides a brief summary of selected projects undertaken by NCETA during 2003/04.

THE BUILDING BRIDGES PROJECT: WFD TOOL KIT DEVELOPMENT AND DISSEMINATION PROJECT (NEW PROJECT)

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

Timeline: Work on this project commenced in early 2004. It is an 18 month project due for completion in mid-2005.

Deliverables:
- WFD monograph
- WFD toolkit (including fact sheets, case studies, and tools)
- WFD website
- WFD dissemination workshops (two 1-day workshops in each state).

Progress to June 2004: Monograph chapters under development. Consultations conducted with the project reference group regarding the structure, content and style of the Monograph.

CLINICAL SUPERVISION GUIDELINES PROJECT (NEW PROJECT)

Description: Development of a set of comprehensive guidelines for clinical supervision. Consultation with the field in regard to this project commenced in 2003.

Timeline: August 2003 – December 2004

Deliverables:
- Production of a clinical guidelines resource with practical user-friendly guidance and advice on the implementation of effective clinical supervision programs and activities
• Conduct one or more workshops on the practical application of AOD clinical supervision guidelines (resources permitting).

**Progress to June 2004:** Final draft completed. Funding application for publication and dissemination has been submitted and is under review. Subject to availability of funds this resource will be printed and activities (e.g. workshops) organised for dissemination in early 2005.

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**WORKPLACE PROJECTS (NEW PROJECT)**

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

1. The development and evaluation of a training program for managing workplace AOD issues.
2. The development and evaluation of a workplace AOD policy/strategy internet toolbox.
3. The development and evaluation of an AOD safety in the workplace training package for new entrants to the workforce.
4. An occasional paper concerning alcohol, workplace culture and workplace safety.

**Timeline:** January 2004 – ongoing

**Deliverables:**
- The development and evaluation of a training package for managing workplace drug and alcohol issues.
- The development of an internet tool box that deals with workplace drug and alcohol strategies/interventions.
- The development, implementation and evaluation of a drug and alcohol safety training package for new entrants to the workforce.
- The production of an occasional paper that examines the relationship between workplace culture, alcohol use and Australian morbidity and mortality rates.

**Progress to June 2004:** Preliminary work commenced on the production of the occasional paper that examines the relationship between work culture, alcohol use and Australian morbidity and mortality rates.

Work also commenced on the development and evaluation of a training package for managing workplace drug and alcohol issues.

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**THE BURNOUT PROJECT: IDENTIFICATION OF THE KEY ANTECEDENTS AND CONSEQUENCES OF BURNOUT AND ENGAGEMENT IN AOD SPECIALIST WORKERS AND POLICE DRUG TASK FORCE OFFICERS (NEW PROJECT)**

**Description:** This research project is designed to identify the key antecedents and consequences of burnout and engagement in AOD specialists. The research will be designed to inform the development of workplace interventions to prevent burnout and facilitate engagement in AOD issues.

**Timeline:**
- AOD Specialist Study: Australian Research Council (ARC) funding application submitted February 2004. Pilot study to be conducted during 2004.

**Deliverables:**
- Literature review on key antecedents and consequences of burnout and engagement in health and human service professionals.
- Report on central findings from consultations with stakeholder groups and individuals on key factors contributing to burnout and engagement, and strategies to prevent burnout and facilitate engagement.
- Peer-reviewed publications on the incidence, antecedents and consequences of burnout and engagement in AOD workers and Police Drug Task Force Officers.
- Presentations at symposia and conferences on the project findings and strategies to address burnout and engagement.
- Production of a handbook for AOD organisations describing practical evidence-based strategies to prevent
burnout and facilitate engagement (depending on availability of funding).

**Progress to June 2004:**

- **AOD specialist study:** Funding proposal to ARC submitted (Natalie Skinner, Early Career Researcher category). Additional funding sought from Australian Government of Department of Health and Ageing.
- **Police study:** Project proposal under ACPR (Australasian Centre for Policing Research) internal review process.

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**THE PHARMACISTS PROJECT: KEY FACTORS IMPACTING ON THE QUALITY OF SERVICE PROVISION TO CURRENT OR FORMER INJECTING DRUG USERS IN COMMUNITY PHARMACIES (PROPOSED PROJECT)**

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

**Timeline:** National Health and Medical Research Council (NHMRC) grant application submitted in February 2004. If successful, the project would be conducted during 2005-2007.

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

**Progress to June 2004:** Project proposal passed through first rounds of NHMRC review (peer review process). Reviewers’ comments very positive overall. Response to reviewers’ assessment submitted in June.

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**GP TRAINING PACKAGE (ONGOING PROJECT)**

**Description:** This large project commenced in late 2001 and was completed in August 2004. The training kit was scheduled for completion in February 2004 and the associated website was scheduled for completion in May 2004. Several NCETA staff worked intensively on this project to bring it to completion: Jodie Shoobbridge, Carol Kennedy, Carolyn Edmonds, Sue Rayner and Ann Roche. Technical assistance with preparation of some of the power point material has been provided by Toby Freeman, and editorial and proofing is undertaken by Jodie Pearce (a sub-contractor to NCETA). On Tuesday 4 November 2003, a full day consultation meeting was held with DHA staff, project staff and a number of expert GP advisers and medical educators who included A/Professor Kate Conigrave, Dr Moira Sim, Dr Tori Wade, Professor Brian MacAvoy, and Dr Rodger Brough. The package was modified to accommodate changes recommended by this group.

**Timeline:** June 2004

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

**Progress to June 2004:** All products completed and submitted to AGDHA for approval. The AOD Handbook for Health Professionals was printed in a limited run of 3,000 initial copies.

The Resource Kit has been proofed by AGDHA and minor modifications made in June. The AOD GP website, which contains modified versions of the information contained in the Handbook and resource kit has been completed by the IT section of AGDHA.

All products were launched in November 2004 at the Australian Professional Society on Alcohol and Other Drugs (APSAD) conference and are available on the NCETA website.
FIRST INTERNATIONAL SUMMER SCHOOL ON INEQUALITIES AND ADDICTION (25-27 FEBRUARY 2004)

Description: NCETA, in conjunction with the South Australian Department of Human Services, organised a 3-day International Summer School titled ‘Inequalities and Addiction’ 25-27 February 2004. Keynote speakers include Professor Robin Room and Professor John Lynch. Attendees included national leaders in policy, addiction and academia.

Timeline: Summer School was held 25-27 February 2004.

Deliverables:
- Successful conduct of a 3-day meeting on an innovative issue
- Production and distribution of a comprehensive set of readings on Inequalities and Addiction.

Progress to June 2004: Successfully completed in February 2004. Very positive feedback received. Consideration is being given to ways to further develop this issue in relation to the addictions.

Copies of select presentations available on the NCETA website.

THE EFFECTIVENESS OF A RESPONSIBLE HOSPITALITY AUDIT AND FEEDBACK INTERVENTION TO REDUCE ALCOHOL-RELATED HARM (NEW PROJECT)

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

Timeline: Work on this 2-year project commenced in early 2004.

EVALUATION PROJECT: DISSEMINATION STRATEGY (NEW PROJECT)

Description: The Evaluation Project, conducted by NCETA between 2001 and 2003, involved the development of a valid and reliable tool to evaluate the impact of alcohol and other drug education and training on frontline workers’ professional practice. A dissemination program is planned that would expand understanding of WFD issues and encourage use of the materials produced through the Evaluation Project.

Timeline: January 2004 – June 2005

Deliverables:
- ‘Packaging’ of the evaluation project products
- Distribution of the Evaluation Project products including the assessment tools and training guidelines
- Workshops conducted on the use of the tools.

Progress to June 2004: Final formatting of the documents completed. Planning underway for the first stage of the dissemination strategy. This will be a targeted dissemination to individuals and organisations who (a) participated in the project and requested a copy of the final products, (b) provide services to the AOD sector (e.g., training organisations, treatment and other service providers). Dissemination will include electronic and hard copy distribution of the Evaluation Project products. Additional dissemination strategies under consideration include providing training evaluation workshops (including advice on using the Evaluation Project products).

ALCOHOL ACTION IN RURAL COMMUNITIES (AARC): A BEST PRACTICE RCT (NEW PROJECT)

Description: NCETA is a collaborator, with Professors Rob Sanson-Fisher and Richard Mattick and others, on an AERF funded $2.4 million best practice project, Alcohol Action in Rural Towns (AARC). It involves a randomised controlled trial across 20 rural towns in NSW. NCETA’s proposed focus will be on practice change initiatives in the workplace and with pharmacists. This is a new project which
commenced in late 2003. NCETA staff (Ann Roche, Ken Pidd, Natalie Skinner) will examine the application of novel interventions with pharmacists and in the workplace.

**Timeline:** This 5-year project commenced in late 2003. The body of the work started in February-March 2004. Baseline data collection will be undertaken in July-August 2004.

**Deliverables:**
- During 2004 baseline data will be collected and analysed on key indicators
- Intervention strategies for the workplace and pharmacist components of the project will be developed
- Initial implementation of the intervention strategies will commence.

**Progress to June 2004:** NCETA staff provided input to the baseline survey concerning the workplace and pharmacists. Project plans and budgets concerning workplace and pharmacist interventions have been submitted for consideration by the Project Committee. Baseline data collection underway (questions included that are relevant to pharmacists and the workplace).

Meetings held to discuss ways to progress the NCETA components with pharmacists and workplace. Initial involvement of pharmacists in rural town consultations has been very positive.

**NSW Workforce Development Council**

**Description:** NSW instigated the establishment of an Alcohol and Other Drugs Workforce Development Council. The Council will have a strategic rather than an operational focus. Membership of the Council will be cross disciplinary and cross sectoral. Ann Roche has been invited to be a member of the Council.

**Timeline:** Ongoing

**Progress to June 2004:** The first formal meeting of the NSW WFD Council was held in Sydney 26 May 2004. A number of NCETA reports are of interest to the Council and have been circulated as part of the core reading for Council members. These reports and papers include those stemming from the NCETA National Survey of Treatment Managers and the WFD Literature Review completed in December 2003 as part of a collaborative NGO project funded through AERF.

Copies of reports and papers available on the NCETA website.

**Evaluation of Police Drug Diversion Training Programs (ongoing project)**

**Description:** NCETA is a collaborative partner on a project to deliver Worker Training Services for the SA Police Drug Diversion Initiative Worker Training Services for the SA Police Drug Diversion Initiative (PDDI). This project was developed with Flinders Department of Nursing, Spencer TAFE, Flinders Consulting and Adelaide Central

**A Systematic Review of Training Needs Analysis (TNA) for the Alcohol and Other Drug (AOD) Field (ongoing project)**

**Description:** AOD staff are frequently requested to provide short term, or one-off training. An alternative and complementary approach is to offer an initial Training Needs Analysis and Assessment. This is a demonstration project which explores ways in which negotiations 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.

**Timeline:** January-June 2004

**Deliverables:**
- Production of literature review on training needs analysis
- Conference/seminar presentations on training needs analysis
- Inclusion of the Training Needs Analysis materials on the NCETA website.
Mission. This Consortium won a competitive grant to undertake and evaluate the PDDI training being undertaken in South Australia. NCETA’s role in this project was to undertake the evaluation of the impact of the training with a view to examining the components of the training that facilitate both institutional and professional change.

This project is funded by a SA DHS grant.

**Timeline:** The project has progressed well and was completed in late 2004.

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


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**THE ATTITUDES PROJECT (ONGOING PROJECT) - ATTITUDES TOWARD LICIT AND ILLICIT DRUG USERS: A TRAINING RESOURCE FOR EDUCATORS AND TRAINERS**

**Description:** Throughout 2003/04 NCETA developed a resource pack addressing professionals’ attitudes towards clients with AOD problems. A working draft of the resource titled ‘Attitudes Towards Licit and Illicit Drug Users: A Training Resource for Educators and Trainers’ has been completed and is under review. The resource was developed for use with doctors and nurses, but can be adapted for a range of health professionals.

**Timeline:** June 2004

**Deliverables:**
- Development and dissemination of a user-friendly resource pack for educators and trainers on attitudes towards drug use
- Dissemination of the resource pack via interactive dissemination strategies (e.g., workshops, on-line support) (depending on resource availability).

**Progress to June 2004:** Feedback has been received from a small group of experienced trainers in the AOD field. The resource is undergoing further modification based on this feedback.

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**DISCUSSION PAPERS (NEW PROJECT)**

**Description:** Production, publication and dissemination of a series of NCETA discussion papers addressing key workforce development issues for the AOD workforce. The discussion papers are designed to enhance awareness and understanding of key WFD issues and strategies, and also to provide practical guidelines and advice regarding the implementation of user-friendly WFD initiatives.

**Timeline:** Ongoing

**Deliverables:**
- The annual target is initially set at two to three discussion papers per year.
- Dissemination of the discussion papers will be by:
  1) On-line promotion
  2) Website PDF files

**Progress to June 2004:** Work on the discussion papers planned to commence following confirmation of the Centre’s Budget.

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**NURSE PRACTITIONER PROJECT (ONGOING PROJECT)**

**Description:** NCETA, in collaboration with the Drug and Alcohol Nurses Association (DANA), DASC and the Australian Professional Society on Alcohol and Other Drugs, have initiated a project to examine the development of the Nurse Practitioner role within the AOD field. The project commenced in mid-2003 and will continue throughout 2004.

**Timeline:** 2004 - ongoing

**Deliverables:**
- Completion of a survey of health professionals’ views about Nurse Practitioners
- Establishment of a set of guidelines for AOD Nurse Practitioners.
**Progress to June 2004:** The Nurse Practitioner project progressed well. Ann Roche, Lynette Cusack, Charlotte DeCrespigny and Jodie Shoobridge met with Jenny Hefford on 2 June to discuss next steps.

This project was transferred to DASC in February 2004.

**SCHOOL HEALTH ALCOHOL HARM REDUCTION PROJECT (SHAHRP) DISSEMINATION**

**Description:** NCETA collaborated with NDRI in the dissemination of the successful school drug education program SHAHRP. Carol Kennedy was responsible for overseeing this project.

**Timeline:** Due for completion in mid-2004.

**Deliverables:**
- Implementation of a series of teacher training programs on SHAHRP.

**Progress to June 2004:** Transferred to DASC.

**COLLABORATIVES IN PRIMARY CARE (NEW PROJECT)**

**Description:** Professor James Dunbar, Head of the Rural Centre for Primary Care, established a group to develop a competitive bid to tender for the Collaboratives in Primary Care. NCETA was invited to join this group on the basis of its interest and expertise in professional practice change.

**Timeline:** 5 years

**Deliverables:**
- Submission of a competitive tender for the Primary Care Collaborative
- Further outcomes for NCETA to be specified in relation to the WFD and Organisational Development aspects of the project.

**Progress to June 2004:** Flinders’ bid was successful. Work on the collaboratives project will commence early in new financial year (2004/05) on this $3 million budget project.
Publications & Presentations

Some of the publications can be downloaded from the NCETA website.

**BOOK CHAPTER / MONOGRAPH**

Ask, A. & Roche, A. M. *A guide to clinical supervision in the alcohol and other drugs field.* (in press).


**PEER REVIEWED PAPERS**


**REPORTS**


**MAGAZINE ARTICLES**


**OTHER PUBLICATIONS**


**UNDER EDITORIAL REVIEW**


Skinner N., Addy D., Freeman T. & Roche A. M. *Motivation and satisfaction in responding to alcohol and other drug issues: the effects of education, experience and role support. In preparation for re-submission to Addiction*. 

Skinner, N., Feather, N., Freeman, T. & Roche, A. M. *Nurses’ attitudes towards providing high quality care to drug users: The role of values, affect and deservingness judgements*. Submitted to *British Journal of Social Psychology*.


**CONFERENCE PRESENTATIONS**


Roche, A. M. (2004). *School drug education: Effective or not?* Plenary presentation to the 1st Regional Congress of Social Psychiatry in


Committees

MEMBERSHIP OF NATIONAL COMMITTEES AND OTHER BODIES

Ken Pidd

Joined the Ministerial Council on Drug Strategy (MCDS) working party on Performance and Image Enhancing Drugs and attended a meeting of this group on 23 February 2004.


Continues working on the Construction and Other Industries Drug and Alcohol Program Management Committee.

Joined the Faculty of Health Sciences Courses Advisory Committee of the School of Medicine, Flinders University.

Ann Roche

Attended several meetings of the National Expert Advisory Committee on Illicit Drugs including the final meeting held in Hobart 24 May 2004.

Was invited to join the Reference Group for the Resilience Education and Drug Information (REDI) Pre-Service Teacher Education Project. This project entails the revamping of the existing resource REDI Professional Development: Resilience and Drug Education Resources for Teachers and School Communities to provide lecturers with information and skills to support student teachers learn about drug education.

Continues work on the Editorial reference group of the journal Of Substance.

Continues her role as the President of the APSAD (Australasian Professional Society on Alcohol and Other Drugs) from November 2002 to March 2005.

Joined the NSW Workforce Development Council.
Appendices
## Grants from external sources

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<tr>
<th>PROJECT TITLE</th>
<th>FUNDING BODY</th>
<th>PRINCIPAL GRANT HOLDER(s)</th>
<th>SECONDARY GRANT HOLDER(s)</th>
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<th>GRANT (NCETA SHARE)</th>
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<td>Building bridges between awareness and action: A workforce development toolkit for the alcohol workforce</td>
<td>Alcohol Education and Rehabilitation Foundation</td>
<td>Roche, A.</td>
<td>Skinner, N.</td>
<td>Freeman, T. et al</td>
<td>207,477.00</td>
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<td>AOD workforce development in Australia: The assessment of needs and the identification of strategies to achieve sustainable change</td>
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<td>133,500.00</td>
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<td>PhD scholarship support</td>
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<td>Support for printing of Peer Education monograph</td>
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<td>Alcohol and occupational safety in Australia</td>
<td>Australian Government Department of Health and Ageing</td>
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NDLERF*1 National Drug Law Enforcement Research Fund
VAADA*2 Victorian Alcohol and Drug Association
NADA*3 Network of Alcohol and Other Drug Agencies
WANADA*4 Western Australian Network of Alcohol and Drug Agencies