

National Centre for Education and Training on Addiction

NCETA

Annual Report

2003/2004



NCETA

ANNUAL REPORT 2003/2004



NATIONAL CENTRE FOR EDUCATION AND
TRAINING ON ADDICTION,
FLINDERS UNIVERSITY



Published by:

NATIONAL CENTRE FOR EDUCATION AND TRAINING ON ADDICTION

Flinders University, Adelaide, Australia.

2005

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Contents

ABOUT THE CENTRE	1
BOARD OF MANAGEMENT.....	3
FROM THE CHAIR OF THE BOARD.....	4
YEAR IN REVIEW	5
STAFFING PROFILE 2003/04	7
PROJECTS	8
PUBLICATIONS & PRESENTATIONS	15
COMMITTEES	19
APPENDICES	
GRANTS FROM EXTERNAL SOURCES	21



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:

- harm minimisation
- national and international research
- research dissemination
- an evidence-based approach to workforce development and practice change

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

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 (eg, 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)

Foreword

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 work load 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**

Year in Review

Year in Review



**Professor
Ann Roche**
Director, NCETA

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:

	AGDHA (\$)	SA DoH (\$)	Flinders (\$)
Salaries	208,642.87	86,873.64	64,373.95
Operational	89,733.09	1,886.78	-
Flinders University Infrastructure	41,646.00	-	-
Total	340,021.96	88,760.42	64,373.95

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 Ken Pidd
Lecturer
(from August 2003)



Dr Carolyn Edmonds
Medical Officer



Ms Sue Rayner
Project Officer



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



Prof Ann M. Roche
Director



Ms Veronica Freund
Project Support Officer
(from January 2004)



Mr Brad Seaman
Project Officer



Mr Chris Hurley
Administrative / Finance Officer



Ms Jodie Shoobridge
Senior Education Officer



Ms Laura Jackson
Administrative Officer



Dr Natalie Skinner
Lecturer



Mr Lachlan Johnson
Computing System Officer



Ms Chelsea Todd
Research Assistant
(from February 2004)



Ms Carol Kennedy
Senior Education Officer



Mr Steve Trickey
Computing System Officer



Mrs Margaret O'Neill
Research Officer



Projects

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.

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.

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.
- Police Drug Task Force Study on burnout: Research to commence in June 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.

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.

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 Shoobridge, 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.

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.

Progress to June 2004: Transferred to DASC

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

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.

Progress to June 2004: Initial (interim) evaluation report presented to PDDI Advisory Group 23 March 2004. Updated report presented to PDDI Advisory Group 9 June 2004. Reports were well received. Final report submitted to SA DHS in late 2004.

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.

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.

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

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).

Brewer, N., & Skinner, N. (2003). Work motivation. In M. O'Driscoll, P. Taylor, & T. Kalliath (Eds.), *Organisational Psychology in Australia and New Zealand* (pp. 150-168). Melbourne, Victoria: Oxford University Press.

Doherty, S. J., & Roche, A. M. (2003). *Alcohol and licensed premises: Best practice in policing* (An NDLERF monograph for police and policy makers). Adelaide, South Australia: National Drug Law Enforcement Research Fund (NDLERF) Board of Management.

Kennedy, C., & Roche, A. M. (2003). *Alcohol and other drugs tertiary training in Australia: A review*. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA).

McDonald, J., Roche, A. M., Durbridge, M., & Skinner, N. (2003). *Peer education: From evidence to practice. An alcohol and other drugs primer*. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA).

National Centre for Education and Training on Addiction (NCETA) Consortium (2004). *Alcohol and other drugs: A Handbook for health professionals*. Canberra, Australia: Australia Government Department of Health and Ageing.

Roche, A. M. Establishing good practice in responsible drinks promotion: Illustrations of good and bad practice from a public health perspective. In O'Connor, J. & Grant M. (eds) *Corporate social responsibility and alcohol: The need and potential for partnership*. New York: Taylor and Francis. (in press).

Skinner, N., Freeman, T., Shoobridge, J., & Roche, A. M. (2003). *Key workforce development issues for the alcohol and other drugs non-government sector: A literature review* [unpublished monograph]. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA).

PEER REVIEWED PAPERS

Hotham, E., Roche, A. M., Skinner, N., & Dollman, B. (2005). The GP pharmacotherapy prescribing workforce: Examining sustainability from a systems perspective. Submitted to *Drug and Alcohol Review* (in press).

Pidd K. (2004). The impact of workplace support and workplace identity on training transfer: An Australian case study. *International Journal of Training and Development*, 8(4), 274-288.

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Roche A. M. & Freeman T. (2004). Brief interventions: Good in theory weak in practice. *Drug and Alcohol Review*, 23(1), 11-18.

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O'Neil M., Wolinski K. & Roche A. M. Characteristics, challenges and responses of specialist alcohol treatment agencies: findings from a national survey. Submitted to *Drug and Alcohol Review*, undergoing editorial revisions.

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*.

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CONFERENCE PRESENTATIONS

Hotham, E., Roche, A. M., Skinner, N. (2003). *Developing the pharmacotherapy prescribing workforce: Outcomes and uptake of training for general practitioners in four jurisdictions*. Paper presented to the Australian Professional Society for Alcohol and Other Drugs (APSAD) Conference, Brisbane, 16-19 November, 2003, Queensland.

Pidd, K. (2003). *The role of the workplace culture in preventing or encouraging work-related alcohol and other drug use*. Paper presented to the Workcover Fitness for Work Seminar, Adelaide, 27 August, 2003, South Australia.

Pidd, K. (2003). *Team awareness training as a response to work-related alcohol and other drug use*. Paper presented to the Employee Assistance Professional Association of Australia's Corporate Responses to Fitness for Work Seminar, Adelaide, 16 September, 2003, South Australia.

Pidd, K. (2003). *Workforce Development in the AOD field: What does it mean for frontline workers?* Keynote address to the North Sydney Area Drug and Alcohol Services Conference, Sydney, 20 October, 2003, New South Wales.

Roche, A. M. (2003). *Alcohol: Prevention and public health issues*. Paper presented to the NSW Alcohol Summit, Sydney, 25-29 August, 2003, New South Wales.

Roche, A. M. (2003). *Youth drug use: Why does it matter, and what should be done?* Paper presented to the International Drug Education in Schools Conference, Noosa, 14-19 September, 2003, Queensland.

Roche, A. M. (2003). *Policing licensed premises: Applying new research*. Paper presented to a workshop of Commissioners of Police, Melbourne, 17 October, 2003, Victoria.

Roche, A. M. (2003). *Prevention: What works? Who does it work for?* Plenary presentation to the 46th International Conference of the International Council on Alcohol and Addictions (ICAA), Toronto, 19-24 October, Canada.

Roche, A. M. (2003). *Development of strategies to encourage adoption of best practice into practice*. Paper presented to the National Institutes of Clinical Studies (NICS) Change Strategies Workshop, Hobart, 5-6 November, 2003, Tasmania.

Roche, A. M. (2003). *Australia's alcohol guidelines: Their origins and evidence base*. Paper presented to a workshop to develop dissemination strategies, Sydney, 7 November, 2003, New South Wales.

Roche, A. M. (2003). *NCETA's new strategic directions*. Presented to the Board of ADCA, Brisbane, 15 November, 2003, Queensland.

Roche, A. M. (2003). *Key workforce development issues for the alcohol and other drugs non-government sector*. Plenary presentation to the Annual Conference of the Victorian Association on Alcohol and Other Drug Agencies (VAADA), Melbourne, 1-2 December, 2003, Victoria.

Roche, A. M. (2004). *The new strategic directions of NCETA*. Presented to the Inter-Governmental Committee on Drugs, Canberra, 25 February, 2004, Australian Capital Territory.

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



Africa, Johannesburg, 22-26 March, 2004, South Africa.

Roche, A. M. (2004). *Inequalities and addiction*. Delivered on the ABC program Perspectives, 14 April, 2004.

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Roche, A. M. (2004). *Prevention strategies that work: Effective models and cross cultural principles*. Keynote address to the 1st Asian Pacific Institute on Addictions, 31 May-4 June, 2004, Singapore.

Skinner, N. (2004). *The evaluation project update*. Presented to Australian Government Department of Health and Ageing, Canberra, 14 April, 2004, Australian Capital Territory.

Skinner, N. & Duraisingam, V. (2004). *Capturing the magic: Mentoring for the alcohol and other drugs field*. Paper presented to the NSW Community Drug Action Team Mentoring Program and Conference, Albury, 24-26 March, 2004, New South Wales.

Skinner, N., Freeman, T. & Roche, A. M. (2004). *Attitudes / behaviour change project*. Presented to the Flinders University School of Psychology colloquium, Adelaide, 23 April, 2004, South Australia.

Skinner, N., Roche, A. M., Fitzgerald, E., Watts, S., & Freeman, T. (2003). *To screen or not to screen for alcohol problems in hospital settings: Empirical and practical considerations*. Paper presented to the Australian Professional Society for Alcohol and Other Drugs (APSAD) Conference, Brisbane, 16-19 November, 2003, Queensland.

Skinner, N., Roche, A. M., Pidd, K., Addy, D. & Shoobridge, J. (2004). *The work practice questionnaire: A purpose-built training evaluation measurement tool for the alcohol and other drugs sector*. Paper presented to the ANZAME (The Association for Health Professional Education) Conference, Adelaide, 26 June, 2004, South Australia.

Committees

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.

Joined the Alcohol and other Drug Council of Australia's Workplace/Industrial Occupational Health and Safety Reference Group.

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

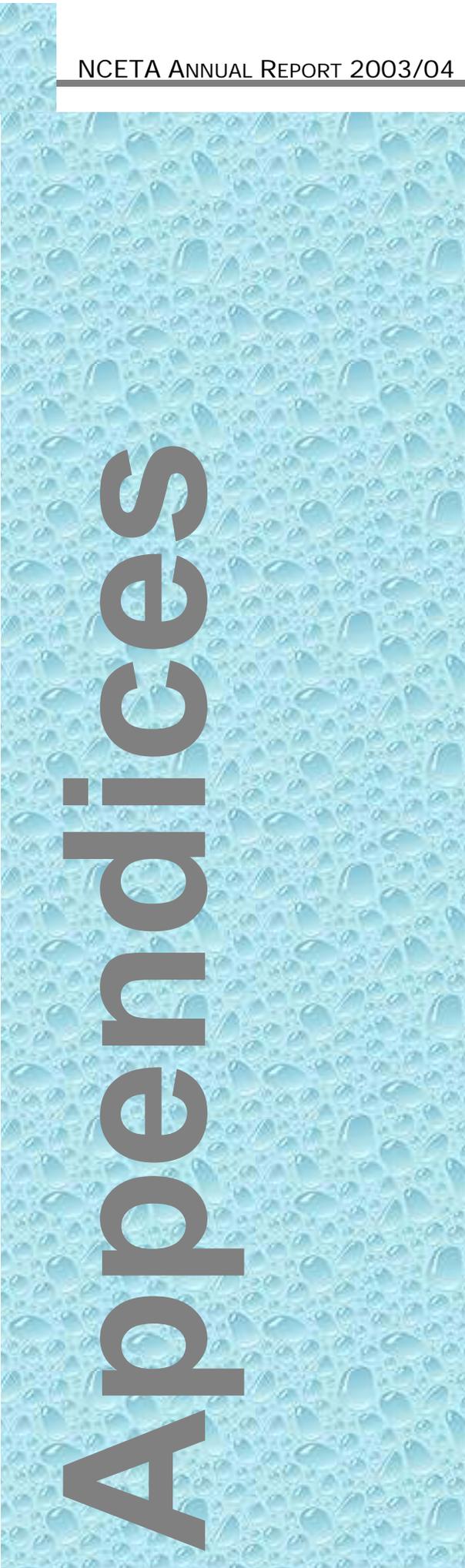
Attended several meetings of the National Expert Advisory Committee on Illicit Drugs including the final meeting held in Hobart 24 May 2004.

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

APPENDIX

Grants from external sources

PROJECT TITLE	FUNDING BODY	PRINCIPAL GRANT HOLDER(S)	SECONDARY GRANT HOLDER(S)	FULL GRANT (\$) (NCETA SHARE)
Dissemination workshop: Policing of licensing premises	NDLRF ^{*1}	Roche, A.	N/A	5,000.00 (5,000.00)
Building bridges between awareness and action: A workforce development toolkit for the alcohol workforce	Alcohol Education and Rehabilitation Foundation	Roche, A. Skinner, N.	Freeman, T. <i>et al</i>	207,477.00 (207,477.00)
AOD workforce development in Australia: The assessment of needs and the identification of strategies to achieve sustainable change	Alcohol Education and Rehabilitation Foundation	VAADA ^{*2} NADA ^{*3} WANADA ^{*4}	NCETA	133,500.00 (5,000.00)
Occupational health workforce project	DASC	Roche, A.	Pidd, K.	56,500.00 (56,500.00)
PhD scholarship support	DHS, SA	Roche, A.	N/A	75,000.00 (75,000.00)
Summer school: Addictions and social inequalities	DHS, SA	Roche, A.	N/A	35,000.00 (35,000.00)
Support for printing of Peer Education monograph	DHS, SA	Roche, A.	N/A	10,000.00 (10,000.00)
Alcohol and occupational safety in Australia	Australian Government Department of Health and Ageing	Harrison, J.	Roche, A. Pidd, K.	54,000.00 (24,000.00)
NDLRF ^{*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			

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