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A Centre of Excellence

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

Our Principles

We are committed to:

- Supporting the National Drug Strategy
- Harm minimisation
- National and international research
- Research dissemination
- An evidence-based approach to workforce development and practice change
- Research based on sound theoretical models
- A multidisciplinary approach
- Working in partnership.

Our Mission

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

Our Aims and Goals

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

Our Stakeholders

NCETA works with a wide range of professionals in the government and non-government sectors including:

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

From the Chairperson



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

I am pleased to present NCETA's Annual Report for 2008–09 and would also like to take this opportunity to publicly welcome new members to the NCETA Board of Management and farewell outgoing ones. Board members often dedicate a great deal of time to the work of NCETA. In this regard, I would like to thank the Board members for their ongoing support.

The variety of the projects undertaken by NCETA demonstrates the breadth of the Centre's research capabilities and contributions to the alcohol and other drug field. NCETA's research covers a diverse range of matters of concern to specialist alcohol and other drug workers and generalist workers.

The period 2008–09 marks the end of NCETA's strategic plan, developed in 2004. Consistent with this plan, workforce development was the core tenet of NCETA's research agenda over the past year. NCETA has achieved significant successes over the last four years in advancing the understanding and implementation of workforce development, and this year was no exception. In addition to coordinating the national Co-morbidity Training Scholarship Scheme, several major resources were developed to inform and support those providing alcohol and other drug services. These resources addressed:

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

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

Such research is imperative in tackling the health inequalities and social problems experienced by the Indigenous community, and to-date there is a dearth of research which seeks to support and enhance the wellbeing of the Indigenous alcohol and drug workforce.

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

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

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

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

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

As demonstrated by the above outcomes, NCETA continues to provide instrumental guidance, exceptional resources, and fundamental evidence-based advice to frontline workers, specialist and generalist organisations, and policymakers and governments. I congratulate Professor Roche and her team for yet another impressive and productive year.

Director's Report



Professor Ann Roche
Director
NCETA

During 2009 NCETA achieved a number of important milestones. This was in the face of considerable challenges. Nonetheless, the year proved to be very productive for NCETA.

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

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

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

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

Some new projects are described more fully below.

NEW NDS SUBMISSION

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

NCETA'S CONTRIBUTION AND RECOGNITION

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

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

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

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

“An appropriately sized, skilled and qualified workforce is critical in sustaining effective delivery of interventions. Capacity to implement programs has been limited by staff shortages and turnover, and skill gaps in the alcohol and other drug (AOD) sector specifically and in the Australian workforce generally. The NDS contribution to training programs and resources is highly valued, as is the work of NCETA in developing a concept of workforce development far broader than education and training. More attention is needed to building the capacity and profile of professionally-trained, specialist AOD workers. Attention is needed to competitive pay and conditions, incentives and benefits. A new national AOD workforce development strategy, as proposed by NCETA and recently discussed by IGCD, will be an important initiative.”
(Siggins Miller, 2009, p. ix).

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

“Australia is an international leader in AOD workforce development research, primarily through the work of NCETA, and [that] this is one of the positive outcomes of the current phase of the NDS.”
(Siggins Miller, 2009, p. 64).

CONSULTATIONS

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

COLLABORATIONS

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

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

STAFF CONTRIBUTIONS

I would like to take this opportunity to thank all staff and partner organisations that have made significant contributions to the Centre's diverse program of work.



Board Members 2008–09

1. **Professor Paul Worley**
Dean, School of Medicine
Flinders University, South Australia
2. **Dr David Filby, APM**
Executive Director, Health System
Improvement and Reform South
Australian Department of Health
3. **Professor Ann Roche**
Director, National Centre for Education
and Training on Addiction,
Flinders University
4. **Dr Ken Pidd**
Deputy Director, National Centre for
Education and Training on Addiction,
Flinders University
5. **Mr Allan Trifonoff**
Deputy Director, Programs
National Centre for Education
and Training on Addiction,
Flinders University
6. **Dr John Howard**
Director, Clinical Services,
Training and Research
Ted Noffs Foundation
7. **Ms Bronwyn Simondson**
Registrar, Flinders University
8. **Mr Simon Cotterell** *(not pictured)*
Assistant Secretary, Drug Strategy Branch
Australian Government Department
of Health and Ageing
9. **Mr Darius Everett** *(not pictured)*
Director, Research, International and
Policy Section, Drug Strategy Branch,
Australian Government Department
of Health and Ageing
10. **The Honorable Trish Worth**
11. **Daniel Flaherty**
Director, Finance, Financial Services
Division, Flinders University
12. **Assistant Commissioner Grant
Stevens** *(not pictured)*
Human Resource Service,
South Australia Police
13. **Dr Adam Tomison**
Director, Australian Institute
of Criminology



Financial Reports

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

A table detailing the list of competitive funds obtained during the July 2008–June 2010 period is below together with a table displaying NCETA's core funding.

Project	Funder	Total Grant Awarded
Indigenous AOD Workers' Wellbeing, Stress and Burnout Project	Australian Government Department of Health & Ageing	\$264,683.00
Cultural Drivers of Risk Taking Behaviour and Their Affects on 'Low Risk', 'Risky' and 'High Risk' Use of Alcohol Among 14–24 Year Old Australian Drinkers	Drinkwise Australia	\$550,626.61
Workforce Development Website	Alcohol Education Rehabilitation Foundation (AERF)	\$69,023.71
Audit Needs Analysis on Drug Harm Minimisation Education for Police	Western Australian Police IGCD/MCDS cost shared funding	\$30,000.00
Alcohol and Drug Workers' Comorbidity Scholarships Maintenance and Workforce Development Workshop	Australian Government Department of Health & Ageing	\$97,731.59
Youth Binge Drinking Scoping Study	Australian Government Department of Education, Employment and Workplace relations	\$219,993.05
Child and Family Sensitive Practice Survey	Australian Centre for Child Protection University of South Australia	\$55,279.00
Review & Update of the Lifescrpts Resource Kit	Australian General Practice Network (AGPN)	\$13,800.00
Indigenous AOD Workers Stress and Burnout	Australian Government Department of Health & Ageing	\$155,039.00
VET and Workforce Development in the Community Services and Health Industries	National Centre for Vocational Education Research (NCVER)	\$82,350.44
RTDs and Their Risk Potential as a Beverage of Choice	Alcohol Education Rehabilitation Foundation (AERF)	\$19,881.95
ADF Alcohol and Work Issues Paper	Australian Drug Foundation (ADF)	\$9,200.00
The Social Context of Alcohol Use in Australia	Australian Government Department of Health & Ageing	\$5,000.00
Law Enforcement in Australia ~ Liquor Licensing Legislation	MCDS–CSFM	\$75,470.00
Young Workers and Alcohol and Drug related OHSW risk	SafeWork SA	\$28,243.75
National Alcohol Knowledgebase (NAK)	Australian Government Department of Health & Ageing	\$198,000.00
SAFEWORK SA ~ Workplace Alcohol and Other Drug Testing	SafeWork SA	\$94,956.00
Total		\$1,969,278.10

Table 1 Core Funding Received 2008–2010

NCETA's Core Funding: Jul to Dec 2008			
	AGDHA (\$)	SA DoH (\$)	Flinders (\$)
Total	\$275,000.00	\$120,500.00	\$37,500.00
NCETA's Core Funding: Jan to Dec 2009			
	AGDHA (\$)	SA DoH (\$)	Flinders (\$)
Total	\$708,750.00*	\$254,700.00	\$83,540.00

**2009 figure includes the Department's \$200,000 one-off contribution to NCETA's research Dissemination Project committed in 2007*

NCETA's Core Funding: Jan to Dec 2010			
	AGDHA (\$)	SA DoH (\$)	Flinders (\$)
Total	\$526,556.00	\$268,400.00	\$85,694.00



Project Areas

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

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

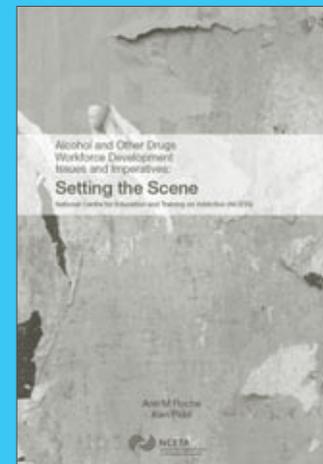
Workforce Development/ Capacity Building

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

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

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

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



*Alcohol and Other
Drugs Workforce
Development Issues
and Imperatives:
Setting the Scene.*

South Australian Non-Government Organisation Workforce Profile

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

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

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



DISSEMINATION

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

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

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

LifeScripts Evaluation and Review

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

Funding:	Australian Government Department of Health and Ageing
Collaboration:	Australian General Practice Network
Staff Members:	Ann Roche, Tania Steenson
Deliverables:	<ul style="list-style-type: none">• Literature review• Expert panel consultation• Review of the existing resource materials• Recommend modifications

Family Centred Practice: Online Survey

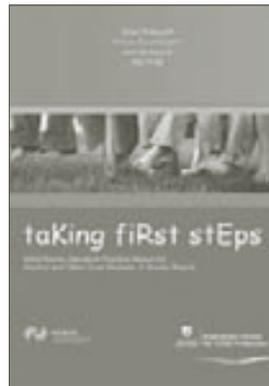
NCETA collaborated with the Australian Centre for Child Protection to conduct a nationally-based online survey to:

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

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

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

- Funding:** Australian Centre for Child Protection
Collaboration: Australian Centre for Child Protection
Staff Members: Ann Roche, Allan Trifonoff, Petra Bywood
Deliverables:
- Survey tool development & distribution
 - Data collection & analysis
 - Final report
 - Journal articles



Co-morbidity Workforce Development

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

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

Outcomes of three Scholarship rounds included:

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

- Funding:** Australian Government Department of Health and Ageing
Staff Members: Ann Roche, Ken Pidd, Vinita Duraisingam, Paula Wilson
Deliverables:
- Review training and professional development opportunities for alcohol and other drug and mental health fields
 - National workshop
 - Evaluate and report on scholarships scheme

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

As part of the scholarships project, a Co-morbidity Training audit was undertaken during 2008. This examined all available accredited and non-accredited courses in the alcohol and other drug and mental health sectors.

A comprehensive report and CD-Rom, containing details of courses, was published by NCETA and distributed widely in early 2009. Copies of the report and CD-Rom are available on the NCETA website.

Roche, A. M., Duraisingam, V. et al. (2009). *Alcohol and Other Drugs, Mental Health and Comorbidity: A Training Review*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.



Vocational Education and Training (VET) and Workforce Development in the Community Services and Health Industries

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

The main outcomes of this research will provide:

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

Funding:	National Centre for Vocational and Educational Research
Staff Members:	Ken Pidd, Amanda Carne, Ann Roche
Deliverables:	<ul style="list-style-type: none">• A publicly available report• At least one peer reviewed journal paper• A presentation at a national conference• An A4 factsheet

WFD-related Dissemination Activities

PUBLICATIONS

Duraisingam, V. & Pidd, K. & Roche, A.M. (2009). "The impact of work stress and job satisfaction on turnover intentions: A study of Australian specialist alcohol and other drug workers." *Drugs: Education, Prevention and Policy* 16(3): 217–231.

Roche, A. M. (2009). "New Horizons in AOD workforce development." *Drugs: Education, Prevention and Policy* 16(3): 193–204.

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

Roche, A. M., Tovell, A. et al. (2009). *Alcohol & Other Drugs, Mental Health & Comorbidity: Australian Training Courses Database 2008*. National Centre for Education and Training on Addiction (NCETA), Flinders University. Adelaide, SA.

Roche, A. M., Pidd, K. et al. (2009). "Achieving professional practice change: From training to workforce development." *Drug and Alcohol Review* 28: 550–557.

Roche, A. M., Pidd, K. et al. (2009). "The capacity of mainstream alcohol and drug treatment services to respond to the needs of Indigenous Australians." *The Medical Journal of Australia (MJA)* 190(10): 582.

Roche, A. M., Bywood, P. et al. (2009). *The Social Context of Alcohol Use in Australia*. National Centre for Education and Training on Addiction (NCETA). Flinders University, Adelaide, SA. (Embargoed).

Roche, A. M., Duraisingam, V. et al. (2009). *Alcohol and Other Drugs, Mental Health and Comorbidity: A Training Review*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Skinner, N., Roche, A.M. et al. (2009). "Health professionals' attitudes towards AOD-related work: Moving the traditional focus from education and training to organizational culture." *Drugs: Education, Prevention and Policy* 16(3): 232–249.

Tovell, A., Roche A.M. et al. (2009). *A Profile of Workers in South Australian Alcohol and Other Drugs Non-Government Organisations*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Roche, A. M. (2009). *Making Sense of Australia's Alcohol Guidelines*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Roche, A. M. (2010). "AOD Recruitment: innovation the solution." *Of Substance* 8(2): 26–28.



Roche, A. M. & Pidd, K. (2010). *Alcohol and Other Drugs Workforce Development Issues and Imperatives: Setting the Scene*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Trifonoff, A., V. Duraisingam, et al. (2010). *Taking First Steps. What Family Sensitive Practice Means for Alcohol and Other Drug Workers: A Survey Report*. Adelaide, National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA

PRESENTATIONS

Pidd, K. & Bywood, P. (2008). *Training transfer strategies*. Improved Services Network Forum. 3 October. Sydney, NSW.

Pidd, K. and P. Bywood (2008). *Workshop: Work practice change and training transfer*. Improved Services Network Forum. 3 October. Sydney, NSW.

Roche, A. M. (2008). *Professional Education and Workforce Development*. National Fetal Alcohol Spectrum Disorder (FASD) Workshop. 19–20 August. Glenelg, SA.

Roche, A. M., Pidd, K & Trifonoff, A. (2008). *Workforce, workplace & collaboration: Areas of commonality & potential partnerships*. Australian Drug Foundation. 4 December. Melbourne, VIC.

Pidd, K. (2009). *Workforce Development in the AOD Sector Workshop*. Alcohol, Tobacco and Drug Council. 25 September. Launceston, TAS.

Roche, A. M. (2009). *Understanding the 2009 NHMRC Alcohol guidelines*. ATODS. 30 September. Brisbane, QLD.

Roche, A. M. (2009). *Understanding the 2009 NHMRC guidelines*. DASSA Australian Alcohol Guidelines: What you need to know, 27 April. Hindmarsh, SA.

Roche, A. M. (2009). *Workshop 1. Achieving best practice*. ATDC Alcohol Symposium, 16 June. Hobart, TAS.

Roche, A. M. (2009). *Workshop 2. Evaluation*. ATDC Alcohol Symposium, 16 June. Hobart, TAS.

Pidd, K. & Trifonoff, A. (2010). *ACT AOD Minimum Qualification Strategy Policy Development Workshop*. 9 April. Canberra, ACT.



Innovative Research

NCETA has undertaken unique primary research, large scale secondary data analyses, cost analyses, literature reviews, and theoretical examinations of causal and contributory factors.

Dissemination and Implementation Strategies Project: Identification and Evaluation of Effective Dissemination and Implementation Strategies

This project aimed to:

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

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

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

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

Findings were incorporated into three reports and a package was produced. The package was designed for trainers and also contains

a CD with pdfs of the reports, and a PowerPoint presentation (75 slides). The package was launched in early 2009. All reports and resources are also available separately in hard copy or can be downloaded from the NCETA website.

Funding:	Australian Government Department of Health and Ageing
Staff Members:	Petra Bywood, Belinda Lunnay, Ann Roche, Hiroe Terao
Deliverables:	Development of evidence-based “best practice” guidelines



Dissemination Activities

PUBLICATIONS

Bywood, P., Terao, H. & Roche, A.M. (2008). *Effective dissemination: An examination of theories and models of change for research dissemination in the AOD field*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Bywood, P., Lunnay, B. & Roche, A.M. (2008). *Effective dissemination: A systematic review of implementation strategies for the AOD field*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Bywood, P., Lunnay, B. & Roche, A.M. (2008). *Effective dissemination: An examination of the costs of implementation strategies for the AOD field*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Bywood, P. & Lunnay, B. & Roche, A.M. (2009). Effectiveness of opinion leaders for getting research into practice in the alcohol and other drugs field: Results from a systematic literature review." *Drugs: Education, Prevention and Policy* 16(3): 205–216.

PRESENTATIONS

Bywood, P. (2008). *Effective dissemination project*. NCETA Board of Management Meeting. 30 September. Adelaide, SA.



Law Enforcement

Australian studies and crime statistics have shown that operational police spend a large proportion of their time responding to alcohol and drug-related harm.

Police frequently manage intoxicated people, or encourage those with drug dependency into treatment, along with dealing with crimes that often involve licit and illicit drugs. Law enforcement therefore is an important area for AOD research and WFD.

Analysis of Training Needs of Police Officers

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

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

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

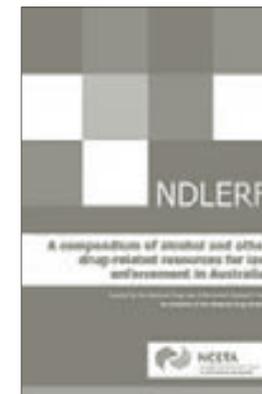


Funding: Ministerial Council on Drug Strategy
Staff Members: Vinita Duraisingam, Ann Roche, Allan Trifonoff
Collaboration: WA Police
Deliverables: Report on survey results

National Drug Law Enforcement Fund Research Compendium

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

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



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

Dissemination Activities

PUBLICATIONS

Trifonoff, A. and R. Nicholas (2008). *A compendium of alcohol and other drug-related resources for law enforcement in Australia*. National Drug Law Enforcement Research Fund (NDLERF). Hobart, TAS.

Roche, A.M., Duraisingam, V. et al. (2009). *In Pursuit of Excellence: Alcohol and Drug-Related Workforce Development Issues for Australian Police into the 21st Century*. Adelaide, SA, National Centre for Education and Training on Addiction (NCETA). Flinders University, Adelaide, SA.

PRESENTATIONS

Borlagdan, J. (2009). *Drinking in context: using culture to understand young people and alcohol*. SAPOL Licensing Enforcement Branch Conference. 28 October. Glenelg, SA.

Roche, A. M. (2010). *In Pursuit of Excellence*. 5th Australian Drug Strategy Conference. 8–11 March. Melbourne. VIC.

Roche, A.M. (2010). *Alcohol-related Problems: relevant research*. SAPOL Drug Action Team Seminar, 15 May. Adelaide, SA.

Trifonoff, A. & Roche, A.M. (2010). *A Review of Liquor Licensing Legislation in Australia. What Works. What doesn't & What Can be Done Differently?* National Alcohol and Policing Conference. 16 February. Adelaide.



Identification & Responses to Workplace Issues

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

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

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

SafeWork SA

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

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

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

Collaboration with Australian Drug Foundation

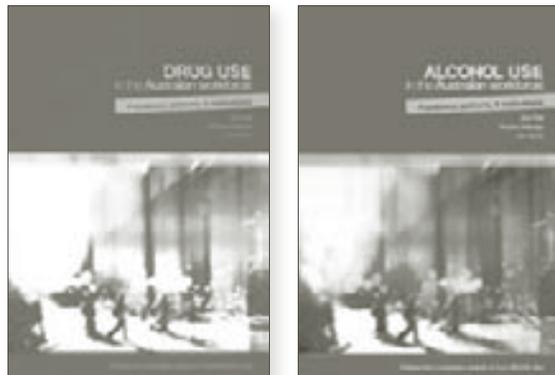
NCETA was commissioned by the Australian Drug Foundation to produce an issues paper concerning workplace alcohol harm prevention. The paper was released in late 2009.

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

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

Secondary Data Analysis

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



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

Dissemination Activities

PRESENTATIONS

Pidd, K. (2008). *Responding to alcohol and drug issues in the workplace*. Barwon Health. 21 October. Geelong, VIC.

Roche, A. M. & Pidd, K. (2008). *Alcohol, drugs, and the workplace: Employee use, workplace risk, and effective responses*. Fosters Wine Group Management Team. 10 December. Magill, SA.

Pidd, K. (2009). *Mapping alcohol and drug related risk to workplace safety and injury*. 9th National Conference on Injury Prevention and Safety Promotion, 27 July. Melbourne, VIC.

Pidd, K. & Trifonoff, A. (2009). *Alcohol, Drugs and the Workplace: responses policy and procedures*. Star City Casino Workshop, 24 August. Sydney, NSW.

Pidd, K. (2009). *Prevention of alcohol-related harm in the workplace*, ADF DrugInfo Seminar; *Alcohol and the workplace: issues, rights and responsibilities*, 22 September. Melbourne, VIC.

Pidd, K. (2009). *Research and best practice approaches*. Office of the Federal Safety Commissioner's Alcohol and Other Drugs Forum, 8 April. Melbourne, VIC.

Pidd, K. (2009). *Workforce Development in the AOD Sector Workshop*. Alcohol, Tobacco and Drug Council. 25 September. Launceston, TAS.

Pidd, K. (2009). *Train the Trainer Session — Responding to Alcohol & Other Drugs in the Workplace Workshop*. Barwon Health. 17–19 September. Geelong, VIC.

Pidd, K. (2010). *Detection and prevention of drug and alcohol abuse in the workplace*. Allianz Client Information Seminar, 31 March. Melbourne, VIC.

PUBLICATIONS

Pidd, K. & Roche, A.M. (2008). Changing workplace cultures: An integrated model for the prevention and treatment of alcohol-related problems. *Drugs and Public Health*. D. Moore and P. Dietze. Oxford: 49–59. Melbourne, VIC.

Pidd, K. & Roche, A.M. (2009). "Prevention of alcohol-related harm in the workplace." *Prevention Research Quarterly*. (10): 1–9.

Pidd, K. & Roche, A.M. (2009). "Workplace Drug Testing: Why the controversy?" *Of Substance* 7(3): 18–19.

Pidd, K. (2009). "Prevention of alcohol-related harm in the workplace." *ADCA News* (48): 7–9.

Pidd, K., Shtangey, V. & Roche, A.M. (2009). *Alcohol Use in the Australian Workforce: Prevalence, patterns, & implications. Findings from a secondary analysis of 2004 NDSHS data*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA. (Embargoed).

Pidd, K., Shtangey, V. & Roche, A.M. (2009). *Drug use in the Australian workforce: Prevalence, patterns, and implications. Findings from a secondary analysis of 2004 NDSHS data*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA. (Embargoed).

Roche, A. M. (2009). NCETA and workplace alcohol and other drug issues. *Drug Info Newsletter*. ADF. 8: 3.

Indigenous Workforce

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

There is presently limited research available on the experiences, impact and/or wellbeing of Indigenous workers; and the capacity of services to attract and retain specialist Indigenous alcohol and other drug workers and health workers generally.



Rural and Remote Indigenous Workers' Wellbeing, Stress and Burnout Project

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

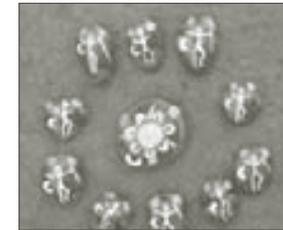
This project also forms part of Flinders University's in-kind contribution to the CRC for Aboriginal Health.

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



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

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



The Project Reference Group membership included Ms Coralie Ober, Deputy Chair of National Indigenous Drug and Alcohol Committee (NIDAC); Mr Scott Wilson, Director of Aboriginal Drug and Alcohol Council SA Inc (ADAC) (also Deputy Chair of NIIDAC); Mr Mick Gooda, Cooperative Research Centre for Aboriginal Health (CRAH); Mr Colin Dillon, lecturer in Indigenous Justice, Queensland University of Technology, (QUT); Mr Don Hayward, Aboriginal Team Leader at Drug and Alcohol Services South Australia (DASSA); and Ms Amy Cleland, Consultant in Indigenous Employment at University of South Australia (UniSA).

- Funding:** Australian Government Department of Health and Ageing
- Staff Members:** Donna Weetra, Nancy Bates, Amanda Tovell, Ann Roche, Toby Freeman, Vinita Duraisingam, Allan Trifonoff, Tania Steenson
- Deliverables:**
- Literature review
 - Indigenous-specific instruments for assessing stress, burnout, and wellbeing
 - Reports on findings from survey and consultations
 - Guidelines describing practical evidence-based strategies
 - Presentations of workshops and papers at symposia and conferences.

INDIGENOUS AOD TREATMENT SERVICE AGENCIES DATABASE

A database was also developed that contains details of health services and professional associations relevant to the Indigenous specialist and non-specialist workforce.

The database is available as an interactive Access program on a CD-Rom. Details of approximately 500 organisations are included on the database, together with Indigenous training information.



Dissemination Activities

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

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

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

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

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

A collaborative arrangement was established with Steve Ella, a specialist worker undertaking his Masters degree in New South Wales, and his supervisors Associate Professor Kate Conigrave and Mr Steve Childs. Steve Ella is a highly respected figure in



the Indigenous alcohol and other drug field in NSW and his participation in the project was greatly appreciated. A focus group was conducted with the ADAN Leadership Group in Sydney on 23 October 2009 as a result of this collaboration.

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

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

PUBLICATIONS

NCETA (2009). *An Indigenous Services Database and Other Resources: Indigenous Alcohol and Other Drug Workers' Wellbeing, Stress and Burnout CD-Rom*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

NCETA (2009). *Indigenous Alcohol and Other Drug (AOD) Workers' Wellbeing Stress & Burnout Brief Report No. 1*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Bates, N., Weetra, D. et al. (2010). *An Indigenous Workforce Development Checklist for the AOD Field*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Duraisingam, V., Roche, A., Trifonoff, A. & Tovell, A. (2010). *Indigenous AOD Workers' Stress, Burnout and Wellbeing: Findings from an online survey*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Gleadle, F., Freeman, T., Duraisingam, V., Roche, A., Battams, S., Marshall, B., Tovell, A. & Trifonoff, A. (In Press). *Indigenous Alcohol and Drug Workforce Challenges: A literature review of issues related to Indigenous AOD Workers' Wellbeing, Stress and Burnout*. Adelaide, SA, National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Roche, A., Tovell, A., Weetra, D., Freeman, T., Bates, N., Trifonoff, A. & Steenson, T. (2010). *Stories of Resilience: Indigenous AOD Workers: Wellbeing, Stress and Burnout*. Adelaide, SA, National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

PRESENTATIONS

Roche, A.M. (2008). *National survey stress & burnout / Aboriginal drug & alcohol workers*. 5th NSW Aboriginal Drug & Alcohol Symposium. 23 July. Tamworth, NSW.

Roche, A. M., Weetra, D., Tovell, A. et al. (2008). *Indigenous AOD workers wellbeing: An examination of individual, organisational & systems factors*. ADAC AGM. 27 October. Post Augusta, SA.

Roche, A. M. & Weetra, D. (2009). *NCETA Indigenous AOD Workers' Stress, Burnout and Wellbeing Project: Preliminary Findings and Suggested Strategies*, Aboriginal and Torres Strait Islander, Mental Health and Alcohol Tobacco and Other Drugs Workforce Symposium 2009 'Workforce Visions' Collaborative Future", 26–28 August. Townsville, QLD.

Roche, A. M. (2009). *Indigenous Workers Stress and Burnout*, ADAN, 27 July. Sydney, NSW.

Roche, A. M., Trifonoff, A., Tovell, A., Freeman, T. & Weetra, D. (2009). *Indigenous AOD workers wellbeing, stress and burnout 2007–2009*. National Indigenous Drug and Alcohol Committee, 12 February. Glenelg, SA.

Weetra, D., & Tovell, A. (2009). *Indigenous workers' wellbeing stress and burnout 2007–2009*. NT OATSIH Substance Use Organisations Workshop, 26 March. Darwin, NT.

Trifonoff, A., Weetra, D., & Bates, N. (2010). *"Sharing Stories — Moving Forward."* NCETA Indigenous AOD Workers' Wellbeing, Stress and Burnout Project. National Indigenous Drug and Alcohol Committee (NIDAC). 17 June. Adelaide, SA.

A photograph of a family of three sitting on the grass outdoors. A woman is on the left, a man is on the right, and a young child is in the middle. They are all smiling and appear to be in conversation. The image is overlaid with a semi-transparent blue filter.

Young People/Schools

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

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

Schools play an important role in supporting and educating young people, parents, and the community in regard to alcohol and other drugs.

Young People and Alcohol Scoping Project — The Role of Schools in Alcohol Education

This national project, which is part of the Australian Government's 'Youth Binge Drinking Initiative', aimed to:

- Investigate existing research on alcohol education programs aimed at deterring and reducing alcohol use in secondary school students
- Consult with experts and key stakeholders (e.g., school staff, students, and parents) about their experience with school-based alcohol education programs; and
- Provide practical recommendations to the Australian Government Department of Education, Employment and Workplace Relations (DEEWR).

The project commenced in January 2009. Interviews and focus groups were conducted with students and teachers in 35 schools across Australia. Schools were selected across the sector with representatives being drawn from government, Catholic, and Independent secondary schools and colleges. Further to this, an online survey was conducted and written submissions were invited from key stakeholders. The call for written submissions sought input from experts in education, alcohol research, law enforcement, policy advisors and health economists, as well as community stakeholders, such as youth groups, students and parents.

An extensive literature review was undertaken which examined national and international alcohol education programs.

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

Further papers stemming from this project are underway.

Funding:	Australian Government Department of Education, Employment and Workplace Relations (DEEWR)
Staff Members:	Ann Roche, Petra Bywood, Toby Freeman, Clarissa Hughes, Vinita Duraisingam, Allan Trifonoff, Paula Wilson, Tania Steenson
Deliverables:	Final Report including: literature review; analysis of data collected through consultations with key stakeholders, online survey and written submissions; and a set of recommendations regarding effective and appropriate school-based alcohol education and prevention strategies. Peer reviewed journal articles.

Cultural Drivers of Drinking Among 14–24 year olds

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

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

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

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

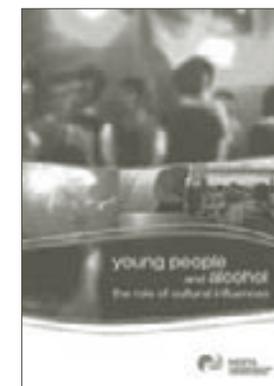
Interviews with key 'shapers' of cultural norms and social behaviour regarding alcohol use were conducted. Stakeholder interviewees were sourced from five categories:

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

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

Themes emerging from the data included:

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



Funding:	Australian Government Department of Health and Ageing Drinkwise Australia
Staff Members:	Ann Roche, Petra Bywood, Toby Freeman, Joseph Borlagdan, Belinda Lunnay, Angella Duvnjak
Deliverables:	Stage 1 Full report: A comprehensive literature review Report on secondary data analysis Stage 2 Final report, key findings and recommendations Series of publications in peer-reviewed journals Series of presentations to relevant conferences.

Dissemination Activities

PUBLICATIONS

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

Roche, A. M., Bywood, P. et al. (2009). "Drug testing in Australian Schools: Policy implications and considerations of punitive, deterrence and/or prevention measures." *International Journal of Drug Policy* 20: 521–528.

Roche, A., Bywood, P., Hughes, C., Freeman, T., Duraisingam, V., Trifonoff, A., Tovell, A. & Steenson, T. (2009). *The Role of Schools in Alcohol Education: Final Report*. Adelaide, SA, National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

PRESENTATIONS

Borlagdan, J. (2008). *The role of culture on youth drinking behaviour*. YouthSafe Forum. 16 September. Sydney, NSW.

Bywood, P. & Lunnay, B. (2008). *Young people and alcohol: The role of culture, lifestyle & marketing*. DASSA Culture Lifestyle Marketing. 15 September. Adelaide, SA.

Lunnay, B. & A. M. Roche, et al. (2008). *Symbolic capital and drinking experience among young women: Seeking to capture an insider's perspective*. Health & Society Research Round Table. 14 July. Adelaide, SA.

Borlagdan, J., Roche, A. Bywood, P. & Lunnay, B. (2008). *Australia's new drinking culture: Explaining and understanding why young people drink*. Paper presented at APSAD Conference, 23–26 November. Sydney, NSW.

Borlagdan, J. (2008). *A 'new' drinking culture: Australian youth, drunkenness and the market*. Paper presented at Club Health, 25 June. Ibiza, Spain.

Borlagdan, J. & Freeman, T. (2009). *School students and alcohol: Socio-cultural perspectives*. Drug Prevention Program: NSW Dept of Education and Training Conference, 3 July. Sydney, NSW.

Borlagdan, J. & Freeman, T. (2009). *School students and alcohol: Socio-cultural perspectives*. Drug Prevention Program: NSW Department of Education and Training Conference, 7 May. Sydney, NSW.

Borlagdan, J. (2009). *Drinking in context: using culture to understand young people and alcohol*. SAPOL Licensing Enforcement Branch Conference. 28 October. Glenelg, SA.

Borlagdan, J. (2009). *Young People and Alcohol: Cultural Contradictions and Challenges*. Youth Affairs Council of Australia Conference. 14 October. Melbourne, VIC.

Borlagdan, J. (2009). *Young people and alcohol: cultural change is possible*. Thinking Drinking 3, 5–7 August. Brisbane, QLD.

Lunnay, B. (2009). "Symbolic capital, drinking experience & young women (14–17 years)". Masters (Research) Seminar, 13 March. Flinders University, Adelaide, SA.

Pidd, K. (2009). *Binge drinking & teenagers: How, What, Who, Where and Why?* Staff and Student Wellbeing Conference. 22 October. Brisbane, QLD.

Roche, A.M. (2009). *New Perspectives on the Challenges of Youth Drinking*, 52nd International ICAA Conference on Dependencies, 11–16 October. Estoril, Portugal.

Roche, A. M. (2009). *AOD Issues and Strategic Directions: NCETA's Perspectives*, IGCD, 15–16 July. Brisbane, QLD.

Roche, A. M. (2009). *Cultural influences and alcohol*. Counselling Association of SA, 25 July. Adelaide, SA.

Roche, A. M. (2009). *Navigating the tricky path between celebration and inebriation: alcohol challenges for young people*, National School Leavers Association, 2–4 September. Lorne, VIC.

Roche, A. M. (2009). *Alcohol and culture change: current challenges and conundrums*. Thinking Drinking 3. 5–7 August. Brisbane, QLD.

Roche, A. M. (2009). *Alcohol and Young People: A heady mix*. APSAD, 1–4 November. Darwin, NT.

MEDIA

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

NEWSLETTER ARTICLES

Borlagdan, J. (2008). The cultural context of young people drinking. *YRED: Youthsafe Newsletter*.

Roche, A. M. (2009). "Alcohol and Culture Change: Current Challenges and Conundrums." *ADCA News* (47): 4–5.

Dissemination Activities

2008 Publications & Presentations (July–December)

PUBLICATIONS

Bywood, P., Terao, H. & Roche, A.M. (2008). *Effective dissemination: An examination of theories and models of change for research dissemination in the AOD field*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Lawrinson, P., Terao, H., Roche, A.M. et al. (2008). "Dispensing opioid substitution treatment: practices, attitudes and intentions of community-based pharmacists." *Drug and Alcohol Review* 27(January): 47–53.

National Centre for Education and Training on Addiction (NCETA) (2008). *NCETA Annual Report 2006–2007*. National Centre for Education and Training on Addiction (NCETA). Flinders University, Adelaide, SA.

Pidd, K. & Roche, A.M. (2008). Changing workplace cultures: An integrated model for the prevention and treatment of alcohol-related problems. *Drugs and Public Health*. D. Moore and P. Dietze. Oxford: 49–59. Melbourne, VIC.

Trifonoff, A. and R. Nicholas (2008). *A compendium of alcohol and other drug-related resources for law enforcement in Australia*. National Drug Law Enforcement Research Fund (NDLERF). Hobart, TAS.

CONFERENCE PRESENTATIONS

Borlagdan, J. (2008). *Australia's new drinking culture: Explaining and understanding why young people drink*. APSAD Conference. 25 September. Sydney, NSW.

Borlagdan, J. (2008). *The role of culture on youth drinking behaviour*. YouthSafe Forum 16 September. Sydney, NSW.

Borlagdan, J. (2008). *A 'new' drinking culture: Australian youth, drunkenness and the market*. Paper presented at Club Health, 25 June. Ibiza, Spain.

Bywood, P. & Lunnay, B. (2008). *Young people and alcohol: The role of culture, lifestyle & marketing*. DASSA Culture Lifestyle Marketing. 15 September. Adelaide, SA.

Bywood, P. (2008). *Effective dissemination project*. NCETA Board of Management Meeting. 30 September. Adelaide, SA.

Freeman, T. & Roche A. M. (2008). *Is the age of initiation of alcohol consumption in Australia decreasing?* APSAD Conference. 25 November. Sydney, NSW.

Freeman, T. & Roche, A. M. (2008). *Are Australians starting to drink alcohol at a younger age, and what are the public health implications?* State Population Health Conference: Public Health in the Real World. 18 October, Adelaide, SA.

Lunnay, B. & A. M. Roche, et al. (2008). *Symbolic capital and drinking experience among young women: Seeking to capture an insider's perspective.* Health & Society Research Round Table. 14 July, Adelaide, SA.

Pidd, K. (2008). *Responding to alcohol and drug issues in the workplace.* Barwon Health. 21 October. Geelong, VIC.

Pidd, K. & Bywood, P. (2008). *Training transfer strategies.* Improved Services Network Forum. 3 October. Sydney, NSW.

Pidd, K. and P. Bywood (2008). *Workshop: Work practice change and training transfer.* Improved Services Network Forum. 3 October. Sydney, NSW.

Roche, A.M. (2008). *National survey stress & burnout / Aboriginal drug & alcohol workers.* 5th NSW Aboriginal Drug & Alcohol Symposium. 23 July. Tamworth, NSW.

Roche, A. M. (2008). *Professional Education and Workforce Development.* National Fetal Alcohol Spectrum Disorder (FASD) Workshop. 19–20 August. Glenelg, SA.

Roche, A. M., Pidd, K & Trifonoff, A. (2008). *Workforce, workplace & collaboration: Areas of commonality & potential partnerships.* Australian Drug Foundation. 4 December. Melbourne, VIC.

Roche, A. M., Weetra, D., Tovell, A. et al. (2008). *Indigenous AOD workers wellbeing: An examination of individual, organisational & systems factors.* ADAC AGM. 27 October. Post Augusta, SA.

Roche, A. M. & Pidd, K. (2008). *Alcohol, drugs, and the workplace: Employee use, workplace risk, and effective responses.* Fosters Wine Group Management Team. 10 December. Magill, SA.

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

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

2009 Publication & Presentations

PUBLICATIONS

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

Bywood, P., Terao, H. & Roche, A.M. (2008). *Effective dissemination: An examination of theories and models of change for research dissemination in the AOD field*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Bywood, P., Lunnay, B. & Roche, A.M. (2008). *Effective dissemination: A systematic review of implementation strategies for the AOD field*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

Bywood, P., Lunnay, B. & Roche, A.M. (2008). *Effective dissemination: An examination of the costs of implementation strategies for the AOD field*. National Centre for Education and Training on Addiction (NCETA), Flinders University, Adelaide, SA.

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