



NCETA

*Australia's National Research Centre
on AOD Workforce Development*



ANNUAL
REPORT
2006-07



NCETA

*Australia's National Research Centre
on AOD Workforce Development*

Published by:

National Centre for Education and Training on Addiction (NCETA)
Flinders University, Adelaide, Australia
2008

NCETA

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Design and layout by:

Inprint Design
www.inprint.com.au
Inprint 3791

Contents

- 2 NCETA
- 4 Welcome from the Chair of the Board
- 6 Board of Management 2006-07
- 8 Year in Review – Director’s Report
- 11 Projects
- 20 Events
- 22 Staffing Profile 2006-07
- 24 PhD Students
- 25 Research Dissemination
- 28 Publications & Presentations
- 35 Committee Membership
- 36 Grants from External Sources 2006-07



NCETA

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 (e.g., parent and family groups, church groups, counselling support groups)
- police and law enforcement professionals
- welfare professionals (social workers, youth workers and other community-based workers)
- teachers and academics.

Our Aims and Goals

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



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

Welcome from the Chair of the Board

The NCETA Board of Management has undergone a period of transition throughout the 2006-07 period. Professor Lindon Wing retired as Dean of the School of Medicine in May and as his successor, it is with great pleasure that I introduce myself as the new Chairperson of the NCETA Board. Along with Professor Wing, the NCETA Board has also farewelled Dr Neal Blewett and Nick Gill this year. Lindon, Neal and Nick were long standing members of NCETA's Board and their dedication and contribution to NCETA will be missed by all. The NCETA Board is indebted to these members for their indefatigable commitment and continual support which has played a significant role in ensuring NCETA's success. On behalf of the NCETA Board, I wish Professor Lindon Wing, Dr Neal Blewett and Nick Gill all the best in their future endeavours.

I would also like to take this opportunity to welcome Commander Shane Connelly from the Australian Federal Police as a member of NCETA's Board. Like me, Commander Connelly joins NCETA's Board with a great deal of enthusiasm and expectation. I use

these words because I look forward to building strong relationships with Shane and the other Board Members so that we may work together to better the lives of people, not only struggling with alcohol and drug (AOD) addiction, but also those who support and encounter these individuals and families in their daily lives.

NCETA's work this year is reflective of the diverse nature of activities in the AOD field. When professionals speak about AOD we refer to initiatives in relation to prevention, intervention and rehabilitation. NCETA's core work seeks to improve the working conditions, practices and knowledge of those individuals involved in all of these areas. The significance of NCETA's workforce development publications was recognised this year by the Canadian Centre for Substance Abuse (CCSA). The CCSA developed an international workforce development website, www.cnsaap.ca, which acknowledged NCETA's substantial contribution and leadership in the area of workforce development.

NCETA has also had the opportunity this year to undertake a range of studies that are essential to improving the AOD field's understanding of and practices in relation to prevention. NCETA's ongoing study into the Cultural Drivers of Young People's Drinking seeks to identify why young people engage in risky drinking practices. This study allows us to expand our understanding of risk taking

behaviour by combining scientific data with sociological theory. This greater understanding will help to inform the development of appropriate intervention and education strategies thereby preventing harm before it occurs.

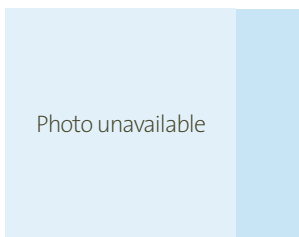
Prevention of harm also lies at the core of NCETA's research in examining the evidence, impacts and alternatives to Drug Testing in Schools. This challenging study looked at the role of educational institutions in preventing the uptake of illicit drug use by young people and concluded that there is insufficient evidence to show that drug testing in schools has any benefits.

Ultimately the prevention of uptake is often said to be the ultimate goal of harm minimisation. Increasing the ability of societal institutions to comprehend, manage and divert those who harm themselves is a social imperative. It is not a political imperative. As such, policies which list prevention as the aim should always be implemented with reference to evidence based data and with the view of empowering and educating individuals to make improved lifestyle choices. I commend Professor Ann Roche and her outstanding team on the excellent contribution that they have made to the AOD field this year and look forward to working with NCETA in the years to follow.

Board of Management 2006-07



Professor Lindon Wing (Chair)
Dean, School of Medicine
Flinders University



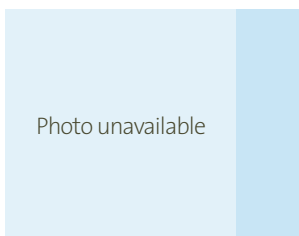
Ms Virginia Hart
Assistant Secretary,
Drug Strategy Branch
Australian Government
Department of Health and Ageing



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



Dr Neal Blewett
President
Alcohol and Other Drugs
Council of Australia



Ms Karen Price
Director, Research International
and Policy Section
Australian Government
Department of Health and Ageing



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



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



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



Ms Bronwyn Simondson
Registrar,
Flinders University

Farewell and Thanks

The NCETA Board has undergone a number of significant changes this year. Professor Lindon Wing has retired, after many years of service, as Dean of the School of Medicine. Consequentially, the NCETA Board has, reluctantly, said goodbye to a much valued and dedicated Chairperson. Professor Wing was the Chairperson on NCETA's Board of Management for over a decade. Throughout this period, Professor Wing oversaw NCETA's transformation from a centre focusing on the provision of education and training to an internationally recognised research centre that works as a catalyst for change in the AOD field. We thank Professor Wing for his considerable support and wish him all the best in a well-deserved retirement.

In addition to the retirement of Professor Wing, the NCETA Board has also farewelled Dr Neal Blewett who, after a long and distinguished career as an academic, politician and diplomat has retired from public life. During his time on the NCETA Board, Dr Blewett was also the President of the Alcohol and other Drugs Council of Australia (ADCA). Dr Blewett brought with him a wealth of experience that included overseeing the implementation of Australia's first National Drug Strategy in the late 1980's. We wish Dr Blewett all the best in his retirement.

The third member of the NCETA Board who was farewelled during the year was Mr Nick Gill. Mr Gill has considerable experience working in the non-government sector both in South Australia and the Northern Territory and he was

also a member of the Australian National Council on Drugs and on the Board of Directors for the Alcohol Education and Rehabilitation Foundation. Mr Gill has taken up a position overseas and we wish him well in his new venture.

Welcome: New Board Member

Commander
Shane Connelly

Commander Connelly commenced his policing career with the Australian Federal Police in 1984 and he is currently the Deputy Chief Police Officer, Investigations and Support in ACT Policing. He has extensive experience in criminal investigations, particularly in the areas of illicit drugs and violent crime.

In addition, Commander Connelly is also the Chair of the Board of Management of the National Drug Law Enforcement Research Fund (NDLERF). He holds a Bachelor of Arts in Administration, a Masters of Public Administration and a Graduate Certificate in Applied Management.

Commander Connelly's appointment to the Board of NCETA signals a new direction for the Centre particularly in relation to building sustainable partnerships with the law enforcement sector. Accordingly, the Centre's workplan for the forthcoming year includes a greater focus on identifying, developing and implementing alcohol and other drug related projects and associated activities that have a law enforcement focus.



Professor Ann Roche
Director

Year in Review

Director's Report

The period 2006-2007 was a very busy and productive time for NCETA. The change process that the Centre had embarked on in the early 2000's to move from primarily a training provider to a research centre with national and international standing has now been well established. The Centre's staffing profile now includes a substantial number of PhD graduates and more senior staff with high level expertise across a diverse range of areas. We are now also generating appropriate levels of peer reviewed publications. All in all, the transition process has been largely achieved. It is pleasing to note that the new role that NCETA has carved out for itself is now also increasingly recognized by colleagues in the AOD field.

The Workforce Development (WFD) Paradigm Shift

In addition to the process of moving away from being almost exclusively a training provider to taking on a substantially different role, NCETA attempted to bring about an important paradigm shift in the

AOD field that involved a significantly broadened understanding of workforce development (WFD). Our task was to achieve a conceptual shift away from the narrowly defined view of professional development and research transfer as largely dependent on 'training', to a broad and comprehensive view of WFD that was multidimensional. We have attempted to reframe the field's view of WFD as one which encapsulated systems thinking and multiple layers involving infrastructure, policy, management and service delivery issues as well as factors impacting individual workers. We believe that this shift has now been largely achieved. The dialogue in the AOD field has changed dramatically in regard to these issues. Funding and policy setting agendas also now reflect this wider perspective. While many players in the field have contributed to this important change, NCETA has made a large, if not pivotal, contribution to this crucial shift.

Agenda Setting Conferences

During 2006-2007 NCETA made important contributions to the AOD and related fields in various ways not least of which was the instigation of large public conferences. These included the Alcohol and Drug Workplace Forum held in June 2006. This received extremely strong support and signaled growing interest in the area of AOD workplace issues and interventions. NCETA's program of work in this area continues to grow and develop.

Similarly, the Centre ran the second Inequalities and Addiction conference in September 2006 in conjunction with the Health Promotion section of SA Health; again flagging important and growing interest in and attention to international concern about social inequities and its impact on a range of health issues including alcohol and drug problems. NCETA was also a key collaborator in the second Rethinking Drinking conference held in Melbourne in February 2007, and the 2007 APSAD conference held for the first time in New Zealand in Auckland in November 2007.

A Widened Program of Work

NCETA has further widened its program of work, consistent with its overarching strategic framework, to incorporate a more diverse set of research activities. This growing diversity in the Centre's program of work both reflects and forecasts important, emerging and topical issues in the field. Some of these are briefly touched upon below.

Comorbidity Activities

NCETA has become increasingly involved in the comorbidity area. NCETA assisted the Australian Government Department of Health and Ageing with an important consultation process with the AOD NGO sector to identify priority areas for professional development. Subsequently, NCETA has been rolling out a professional

development scholarships program to support innovative and sustainable ways to increase professional development in AOD and mental health workers in relation to comorbidity. NCETA has also produced some important practical resources and tools to assist the field in this regard.

Police and Indigenous Workers

The Centre has also initiated important new programs of research in relation to police and Indigenous workers. In regard to the former, a survey of police officers' views about harm minimisation has commenced with an IGCD-supported grant, the Chair of NDLERF has joined the NCETA Board of Management, and a range of other police and law enforcement related projects are under development. An examination of Indigenous AOD workers' experience of stress and burnout has also commenced which examines factors that both contribute to worker stress and that may ameliorate burnout among Indigenous workers.

Cultural Influences on Drinking

NCETA has also undertaken a large program of work examining cultural factors that impact on drinking particularly among young people. NCETA brings a fresh new perspective to these issues by undertaking qualitative social research of which there is comparatively little in the AOD field either in Australia or internationally. An examination of the culture of drinking in Australia is well over due.

Overall, NCETA has very much come of age in recent times with an expanded program of research covering a broad and diverse array of topical issues. The staff profile and the productivity of the Centre stand as testament to this maturation. We look forward to continuing this upward trajectory of creative and innovative work of a high standard to help support the important work of our colleagues who provide front line services and care.

Professor Ann Roche
Director

NCETA's 2006/2007 Core Funding

	AGDHA (\$)	SA DoH (\$)	Flinders (\$)
Total	\$471,182	\$241,000	\$75,000

Projects

This section provides a brief summary of selected projects undertaken by NCETA during 2006-07.

Workplace Projects

Description ■ NCETA recently completed a substantial body of work examining the relationship between work culture and alcohol use. Demand continues for the workplace resources produced by this project and these resources are now included in the Australian Drug Foundation's Resource Catalogue. NCETA staff continue to be in demand at conferences, workshops and the media to speak on workplace AOD issues. Building upon the success of this project, NCETA has formed a consultancy team who will assist workplaces in formulating effective and comprehensive Alcohol and Other Drug policies.

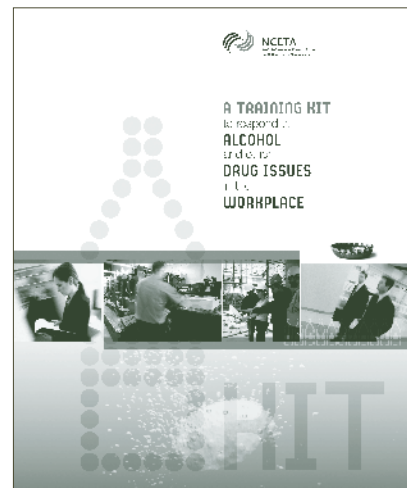
Timeline: ■ Ongoing

Deliverables to date:

A Training Kit for managing workplace drug and alcohol issues

The Kit contains:

- trainer's instructions and speaking notes for each session with learning exercises and suggested timing;
- a set of 63 PowerPoint slides;
- a course evaluation questionnaire.



An Information and Resource Package for managing workplace drug and alcohol issues.

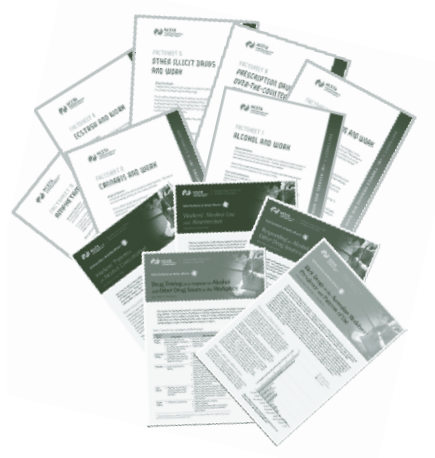
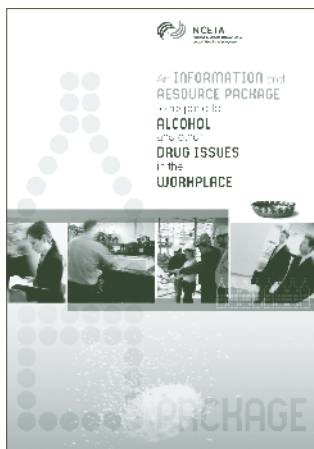
The Information and Resource Package consists of:

- Booklet 1
- Booklet 2
- 7 Alcohol and Other Drugs Factsheets.

Booklet 1 provides information on:

- developing an alcohol and other drug policy;
- types of drugs, their effects, and potential consequences for workplace;
- training and educating employees;
- other useful prevention and intervention strategies;
- strategy/ response evaluation.

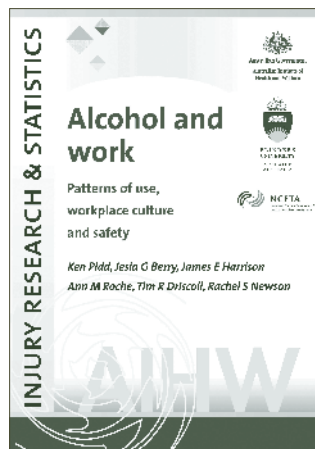
Booklet 2 provides a list of useful contacts for obtaining further assistance and resources.



Fact sheets

Fact sheets provide information on commonly used drugs and their impact on safety and well-being of individual employees, and overall safety and productivity of the workplace in easy to read format.

Alcohol and work: Patterns of use, workplace culture and safety examines the relationship between workplace culture, alcohol use and safety. This AIHW report was produced in conjunction with The Centre for Injury Studies. NCETA undertook comprehensive and unique secondary analyses of the 2001 National Drug Strategy Household Survey (NDSHS) to examine the patterns and correlates of Australian workers alcohol use.



Progress to date: ■ The research that NCETA has conducted into alcohol consumption patterns within the workforce has gained considerable momentum. The original focus of this program of work was largely on alcohol but was subsequently expanded to include illicit drugs. NCETA has now given a number of presentations on the prevalence and patterns of illicit drugs in the workplace, including amphetamines, and will undertake further analyses related to both alcohol and illicit drugs in the workplace in the future. Representative of the importance and relevance of this work, NCETA has received further funding from the Commonwealth Department of Health and Ageing to conduct a secondary analysis of 2004 National Drug Strategy Household Survey Data (NDSHSD). This work commenced in July/August 2007 and it is anticipated that the work will provide more recent alcohol prevalence data by industry and occupational groups and a comparison with 2001 data. This will result in updated information sheets and several peer-reviewed publications.

Future work will examine the same data set to determine the illicit drug consumption patterns of the workforce. Further to this, a publication from the secondary analysis of the 2001 NDSHS alcohol has been accepted for publication in *Addiction*.

Several publications are currently being developed as a result of the alcohol and workplace culture report. One of these was published in the *Medical Journal of Australia* in December 2006.

NCETA printed over 25,000 copies of the 7 info sheets that accompany the Workplace Kits and due to the high level of interest in this area and demand for these resources, much of the stock is now exhausted. It is anticipated that demand for the workplace materials will remain high.

Staff members:

Ann Roche

Ken Pidd

Petra Bywood

Cultural Drivers of Drinking Among 14 – 24 year old

Description: ■ This Drinkwise funded two-stage project involves 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 year old Australian drinkers. A literature review was undertaken in Stage 1. This included an examination and analysis of existing relevant datasets. Stage 2 is the research stage. This will involve a close assessment of the key issues that emerge from the literature review, using a combination of quantitative and qualitative techniques. The research stage will include conducting focus groups, participant observations, and in-depth interviews, and will culminate in a report detailing key findings and recommendations. This project also funds the PhD study being undertaken by Belinda Lunnay.

Timeline: ■ March 2007 – August 2009 (30 months)

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

Progress to date: ■ The literature review and data analysis has been completed and submitted to DrinkWise Australia. The literature review has been very well received. The research stage is now underway with ethics approval received for NCETA to conduct surveys and interviews. The interviews we undertake will be semi-structured and linking central research question with the theoretical framework designed and constructed.

Staff members:

Ann Roche
Petra Bywood
Joseph Borlagdan
Belinda Lunnay
Toby Freeman
Lisa Lawton
Amanda Tovell
Roger Nicholas

Drug Detection & Screening Measures in Schools

Description: ■ This ANCD funded project aims to examine the positive and negative impacts and implications of the range of drug detection and screening measures currently available and assess the viability and effectiveness of alternatives to drug detection and screening programs for schools. Project tasks involve a search and review of the relevant published literature, other reports and documents on this topic; analysis of existing datasets on patterns and prevalence of AOD use by school-aged persons; compilation of input from a wide range of key informants in this area; and a survey of perceptions of the general community.

Timeline: ■ May-Nov 2007

Deliverables: ■ A report which includes a summary and critical analysis of the impacts and implications of drug detection and screening and the effectiveness of any evidence based alternatives to drug detection and screening programs to address drug use in schools.

Progress to date: ■ The literature review, submissions and online survey results have been completed and integrated into a report, which was submitted on 30 September to ANCD. Submissions were sought from a wide range of members of the community and key experts in this area regarding the implementation of drug detection and screening programs in schools. Further to this, an online survey was developed to assess perceived attitudes of the public on the issue of drug detection and screening in schools. Ethics approval has been sought for this component of the project. Secondary analysis of data from the Australian Secondary School Students' Alcohol and Drug Surveys was conducted in conjunction with Victoria White from the Cancer Council, Victoria. The analyses examined patterns and prevalence of drug use among school-aged students.

Staff members:

Ann Roche
Petra Bywood
Ken Pidd
Toby Freeman
Vinita Duraisingam
Tania Steenson
Roger Nicholas
Hiroe Terao
Paula Wilson

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

Description: ■ This project will identify the key antecedents and consequences of stress, burnout and wellbeing among rural and remote Indigenous and non-Indigenous AOD and generic health workers. Furthermore it will develop an information base and a range of tools to enable the development of strategies to improve rural and remote worker wellbeing and ameliorate stress and burnout. This project will be conducted over a two year period and is comprised of 6 stages.

1. Literature review and consultation
2. Development of procedures and measures
3. Survey and field data collection
4. Data analysis
5. Review/ critique of findings
6. Dissemination of products and processes

This project also forms part of Flinders University's in-kind contribution to the Cooperative Research Centre in Aboriginal Health.

Timeline: ■ June 2007 – June 2009

Deliverables:

- Report on key antecedents and consequences of stress, burnout and wellbeing amongst rural and remote Indigenous and non-Indigenous Alcohol and Other Drug and generic health workers
- An indigenous-specific instrument for assessing stress, burnout and wellbeing (currently no such tool exists)
- Small summary reports that highlight and clarify specific aspects of the larger report.
- Production of guidelines and recommendations describing practical evidence-based strategies to prevent and alleviate burnout and facilitate engagement in AOD Indigenous workers.
- Production of reports and peer-reviewed publication on the factors that contribute to or exacerbate burnout in managers/supervisors within AOD treatment agencies
- Presentations of workshops and papers at symposia and conferences on the project findings & strategies to address Indigenous workers, stress, burnout and wellbeing.

Progress to date: ■ This project has been modified to meet a request from the funding body (DoHA) to include non-Indigenous health workers who have significant Indigenous client contact. To accommodate this change, the project team will focus specifically on rural and remote areas of Australia. The new project title “Rural and Remote Indigenous AOD Workers’ Wellbeing, Stress and Burnout” reflects the changed focus. Ethics approval is currently being sought.

The Project Reference Group membership has been confirmed and the first meeting will be held in October 2007. Membership is predominately Aboriginal and Torres Strait Islander health specialists and is nationally representative. Members include:

Ms Coralie Ober, Researcher, Queensland Alcohol and Drug Research and Education Centre (QADREC) and co-Deputy Chair of National Indigenous Drug and Alcohol Committee (NIDAC)

Mr Scott Wilson, Director, Aboriginal Drug and Alcohol Council SA Inc (ADAC) and co- Deputy Chair of NIIDAC

Mr Mick Gooda, Chief Executive Officer, Cooperative Research Centre for Aboriginal Health (CRAH)

Dr Colin Dillon, Lecturer in Indigenous Justice, Queensland University of Technology (QUT)

Mr Don Hayward, Acting Director of Aboriginal Health, Southern Adelaide Area Health (SAHS)

Ms Amy Cleland, Consultant in Indigenous Employment at University of South Australia (UniSA)

Ms Jacqui Malins, Director, Indigenous Programs & Psychostimulants Section, Drug Strategy Branch, Australian Government Department of Health and Ageing (DoHA).

Staff members:

Brian Marshall

Amanda Tovell

Ann Roche

South Australian Non-Government Organisation AOD Workforce Profile Project

Description: ■ This initiative, in collaboration with the South Australian Network of Drug and Alcohol Services (SANDAS), is designed to map the current services and the workforce of NGOs in South Australia.

Timeline: ■ Ongoing

Deliverables: ■ SA NGO AOD Workforce Profile Report

Progress to date: ■ In consultation with SANDAS, a comprehensive questionnaire was developed and distributed in March 2007 to all South Australian AOD Non-Government Organisations who had agreed to participate in the review. The questionnaire will result in a profile that includes the following information:

- size of the SA AOD NGO workforce
- demographics (eg, age, gender)
- length of time worked in the AOD sector
- work roles
- employment status
- qualifications held in AOD, mental health, and other relevant areas, and
- professional development needs.

First survey wave resulted in 142 responses from 28 organisations, 3 of whom had a 100% participation rate. Thank you letters (on behalf of NCETA and SANDAS) were sent to these 3 organisations, and an email or paper-based thank you and prompt to participate was sent to the remaining 49 organisations at the end of April. Second and third wave prompts have resulted in 165 responses from 38 organisations.

Since the project began both NCETA and SANDAS have undergone some staff changes with anticipated completion of the profile report now extended to November 2007. SANDAS and NCETA offered a free one-day forum on “Creating a healthy work culture” on Friday, 30th November 2007.

Staff members:

Amanda Tovell
Yvette Pollard

Analysis of Training Needs of Police Officers

Description: 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 the WA Police and WA Drug and Alcohol Office, Phase 1 of this project aims to identify gaps in existing tertiary AOD courses that are or could be potentially relevant for police officers. In continuance of this, Phase 2 seeks to examine the level of demand for drug harm minimisation education among police officers in WA.

Timeline: ■ Mar 2007 – Ongoing

Deliverables:

- CD-ROM containing a list of available AOD courses in higher education
- Report on the results of the survey regarding the level of demand for AOD courses among police officers

Progress to date: ■ This project was instigated by WA Police. Funding was sought and obtained from Ministerial Council on Drug Strategy. NCETA was invited to undertake the project in collaboration with WA Police and WA Drug and Alcohol Office. The survey instruments have been developed and feedback is being sought from WA Police.

Staff members:

Ann Roche
Vinita Duraisingam
Hiroe Terao

Events

This section provides a brief summary of events undertaken by NCETA during 2006-07.

24/7: Work-Related Alcohol & Drug Use. A National Forum

Description: ■ NCETA held a National Forum to bring together workplace AOD researchers, practitioners, policy makers, and other key stakeholders on 29-30 June 2006 to examine work-related AOD issues.

The Forum was conducted in collaboration with Alcohol and Other Drugs Council of Australia (ADCA), and was supported by the Australian Government Department of Health and Ageing (AGDHA) and the Department of Defence.

The Forum aimed to develop a blueprint plan to address workplace AOD issues. The Forum also provided a showcase of new resource and approaches together with an overview of the current state of play in Australia.

Timeline: ■ December 2005 – December 2006.

Deliverables:

- Conduct a national forum to further research and practice
- Produce and disseminate workplace resource materials

Progress to date: ■ The Forum attracted over 230 registrations including speakers, guests, and NCETA staff and it was well received. Full details of the Forum program and copies of speakers' slides are available on the NCETA website.

Two NCETA Workplace Resources – “Responding to Alcohol and Other Drug Issues in the Workplace: An Information and Resource Package” and “Responding to Alcohol and Other Drug Issues in the Workplace: A Training Kit” were launched at the Forum. Both of these resources are available for purchase or can be downloaded from NCETA website www.nceta.flinders.edu.au

2nd International Summer School on Inequality and Addictive Behaviours *'A Fair Go For All? Policy Responses to Alcohol, Drug and Gambling Issues'*

Description: ■ Building on the successful 1st International Summer School on Inequalities and Addiction in February 2004, the 2nd Summer School was held on 18-19 September 2006. It was undertaken in conjunction with the SA Department of Health, the SA Department for Families and Communities and DASSA.

The conference:

- focused on the emerging relationship between social inequalities and drug, alcohol use and gambling
- explored the implications for the provision of responses across the continuum of prevention, early intervention and treatment
- identified key research questions.

The conference extended the focus of expert discussion and commentary beyond the concept of addiction to the continuum of drug and alcohol use and gambling.

Timeline: ■ January 2005 – January 2007.

Deliverables:

- Plan and hold a conference
- Produce a conference report of 10,000-20,000 words.

Progress to date: ■ Summer School was held at the Art Gallery of South Australia and attracted over 130 registrations including conference attendees, presenters and NCETA staff and it was well received. Attendees were from health sector, the AOD sector, gambling sector, tertiary education providers, and policy makers.

Some speakers' presentations and papers are available through the Summer School section of NCETA website.

Staffing Profile 2006-07



Ms Stacey Appleton
Administrative / Finance Officer



Dr Petra Bywood
Senior Research Officer



Dr Joseph Borlagdan
Lecturer



Ms Vinita Duraisingam
Project Manager / Psychologist



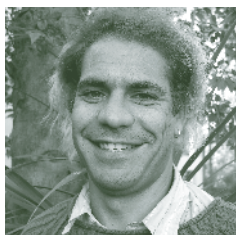
Ms Kristen Gordon
Administrative Assistant



Dr Peter Lawrinson
Lecturer



Ms Lisa Lawton
Project Support Officer



Mr Brye Marshall
Project Manager



Mr Roger Nicholas
Senior Research Officer



Dr Ken Pidd
Deputy Director



Ms Yvette Pollard
Project Officer



Prof Ann Roche
Director



Ms Tania Steenson
Administrative Assistant



Ms Hiroe Terao
Research Assistant



Ms Amanda Tovell
Project Officer



Ms Paula Wilson
Project Officer



Mr Lachlan Johnson
Computing Systems Officer
IT Support



Mr Steve Trickey
Computing Systems Officer
IT Support

PhD Students

Throughout 2006-07, NCETA instituted a strategy to steadily develop the Centre's PhD program. As part of this program:



Toby Freeman

completed his PhD in April, 2007, and it was passed in July 2007. He was supervised by Professor Ann

Roche, Dr Paul Williamson (Psychology) and Dr Ken Pidd. Toby was supported by a scholarship from the SA Department of Health. His PhD topic was 'The role of health professionals in the prevention of alcohol and tobacco related harms'. He is currently writing journal articles reporting his PhD research.



Chelsea Todd

commenced her PhD in January 2006. She is supervised by Prof. Ann Roche and co-supervised

by Associate Professor Malcolm Bond (School of Medicine, General Practice) and Dr Ken Pidd. Her PhD is supported through an AERF Workforce Development scholarship. Chelsea's PhD research examines the effectiveness of workplace intervention strategies to improve worker wellbeing in the AOD field.



In 2006, Peter Kay

commenced a professional doctorate in the Department of Public Health. He is supervised by Professor

Ann Roche and Associate Professor John Coveney (Department of Public Health). Peter's doctoral thesis topic is 'The media and public health responses to petrol sniffing in remote Aboriginal communities in South Australia: 1995-2005'.



Belinda Lunnay

commenced her MSc (Research) in May 2007. As part of the Centre's broader project investigating the

cultural drivers of young Australians' risky or non-risky drinking behaviours, Belinda will investigate how symbolic capital operates to shape drinking experiences among young Australian women (15-17 years). Professor Ann Roche is Belinda's primary supervisor, while co-supervision is provided by Dr Petra Bywood and Associate Professor Paul Ward (Department of Public Health, School of Medicine). Belinda will apply for upgrade to PhD candidature in May 2008. Belinda began with NCETA as a Research Assistant in January 2005.

Research Dissemination

NCETA's website:
www.nceta.flinders.edu.au

NCETA's website was designed by Inprint Design. Ongoing improvements are made to ensure a 'user-friendly' interface between NCETA and our workforce development and AOD-related stakeholders. The website is regularly updated by an NCETA staff member who is also responsible for collecting usage statistics. Website statistics are generated monthly and enable us to track and compare monthly summaries on website usage. The collection of statistics allows us to monitor the performance of our website as well as determine where changes need to be made to ensure optimal usability and value of our website to the AOD workforce and others.

Since October 2006 there have been 1842 unique visitors to NCETA's website. Measuring the number of 'unique visitors' is a more reliable and accurate measure than the traditionally used 'number of hits'. This is because a single webpage can account for numerous 'hits' if it contains graphics and images, whereas a text-only webpage would generate only one hit.

Figure 1: Total unique visitors per quarter

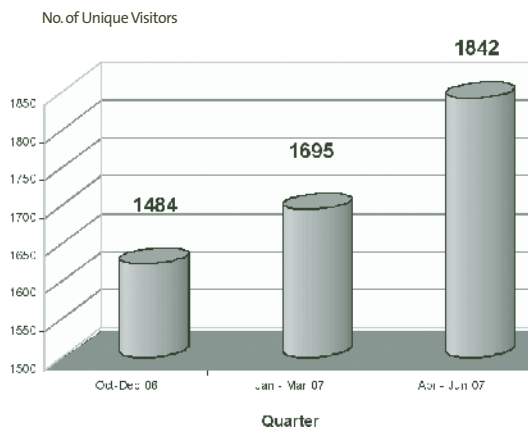


Figure 1 provides a summary of use by quarter from October 2006 to June 2007 and indicates that website productivity is increasingly higher from the 4th quarter (Oct-Dec) of 2006 ($n=1484$) through to the 2nd quarter (Apr-Jun) of 2007 ($n=1842$). This peak in activity may be explained by various online surveys NCETA is currently running, as well as the release of new products.

One such survey is the online feedback survey that seeks feedback from stakeholders within the AOD field on:

- the usefulness and relevance of our resources and our website
- the significance of our work to AOD workforce development
- the impact of our research contributions.

Suggestions for improvement in these areas, and research and activities the Centre could undertake in future, are also gained. Increased website productivity is congruent with feedback gained from respondents which indicates NCETA's website is considered useful, practical and informative by the field.

Resources

Throughout the 2006-07 reporting period, NCETA has continued to produce high quality and in-demand resources. The resources produced are often cited, by those employed within the AOD industry, as being much needed and highly informative. NCETA began recording requests of resources in December 2006. These are requests that are faxed, phoned, and/ or emailed through to NCETA. We record organisational and personal details as well as the resource and quantity ordered.

The collection of this data is complementary to the collection of statistics from NCETA's website. It also allows us to gain a more comprehensive perspective of what NCETA's client base looks like and assists in disseminating our resources more productively. We are able to see which organisations order our resources and the role of the person ordering. Knowing who, what and making an informed guess as to why allows NCETA to make more precise calculations when ordering future quantities of resources.

The top 5 most frequently requested products from December 2006 are:

Satisfaction, Stress and Retention Among Alcohol and Other Drug Workers in Australia

This publication was released in December 2006. One thousand copies were printed and relevant individuals and organisations were alerted to its release via electronic communication. This communication resulted in just over 25% of the ordered stock being distributed in less than 6 months.

Wellbeing, Stress and Burnout: A National Survey of Managers in Alcohol and Other Drug Treatment Services

The success of this publication is demonstrated by its significant uptake since its release in late April 2007.

Stress and Burnout: A Prevention Handbook for the Alcohol and Other Drugs Workforce

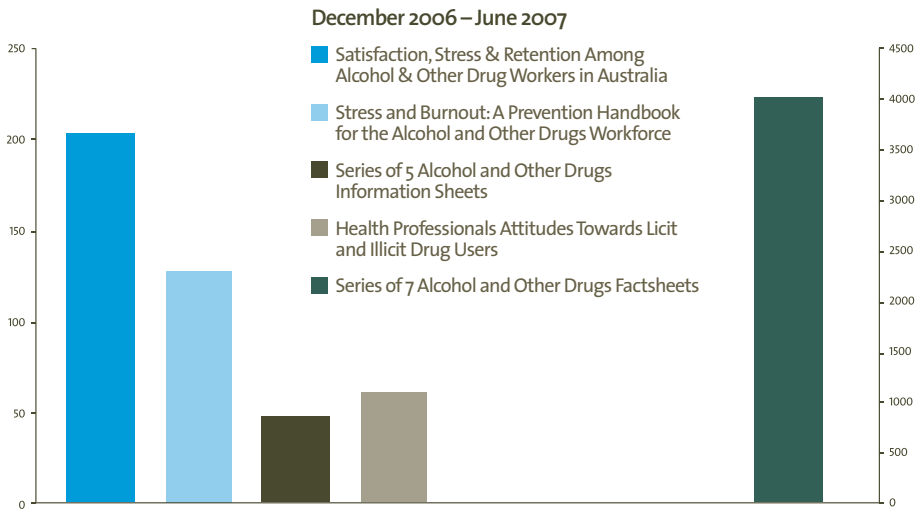
Produced in 2005, this publication proves to have enduring popularity. Even though this book was widely distributed when first produced, we still continue to get requests which ask for multiple copies of this very valuable resource.

Series of 7 Alcohol and Other Drugs Factsheets and Series of 5 Alcohol and Other Drugs Information Sheets

The broadsheets proved to be extremely popular with workplace Human Resource departments. When first produced the Civil Aviation Authority purchased 3000 copies of each of the 7 Alcohol and Other Drugs Factsheets. We also received a request from a company in Tasmania asking permission to reproduce 1000 copies of each broadsheet.

Further to this, the NSW Police College in Education, Innovation and Quality have sought permission to publish Factsheet 6, 'Prescription Drugs, over the counter medications and work' in their educational publication Policing and Practice Journal.

Figure 2: Resource Distribution



Publications & Presentations

Some of these publications can be downloaded from the NCETA website (www.nceta.flinders.edu.au).

Book Chapters / Monographs

Pidd, K. & Roche, A.M. (In press). Workplace culture: An integrated model for the prevention and treatment of alcohol-related problems. In D. Moore & P. Dietze (Eds.), *Theory, evidence and context: Contemporary innovations in alcohol and other drug practice in Australia*, Melbourne, Australia: Oxford University Press.

Roche, A.M. (2006). The role of 'school' versus education: Social capital, connectedness, and resilience. In G. Munro & R. Midford (Eds.), *Drug education in schools: Searching for the silver bullet*. Melbourne, Australia: IP Communications.

Peer Reviewed Papers

Alati, R., Dunn, N., Roche, A.M., Dennerstein, L., Darlington, S, Guthrie, J. & Green, A. (2007) Is moderate alcohol consumption associated with wellbeing in women through the menopausal transition? *Climacteric*, 10: 491-499.

Berry, J.G., Pidd, K., Roche, A.M. & Harrison, J.E. (2007) Patterns and prevalence of alcohol use in the Australian workforce: Findings from the 2001 National Drug Strategy Household Survey. *Addiction*, 102(9), 1399-1410.

Bywood, P., Lunnay B. & Roche A.M. Strategies for facilitating change in AOD professional practice: A systematic review of the effectiveness of reminders and feedback. *Drug and Alcohol Review* (In Press).

Edwards, D., Freeman, T. & Gilbert, A. (2006). Pharmacists' role in smoking cessation: An examination of current practice and barriers to service provision. *International Journal of Pharmacy Practice*, 14(4): 315-317.

Edwards, D., Freeman, T., Litt, J. & Roche, A.M. (2006). General Practitioners' confidence in and barriers to implementing smoking cessation services: Compared to dentists, dental hygienists and pharmacists. *Australian Journal of Primary Health*, 12(3): 117-125.

Edwards, D., Freeman, T. & Roche, A.M. (2006). Dentists' and dental hygienists' role in smoking cessation: An examination and comparison of current practice and barriers to service provision. *Health Promotion Journal of Australia*, 17(2), 145-151.

Freeman, T., Roche, A.M., Williamson, P., & Pidd, K. (2007). Can the Theory of Planned Behaviour improve our understanding of the influence of organisational factors on workers' behaviour? Proceedings of the 7th Industrial & Organisational Psychology Conference, Adelaide, 28 June- 1 July 2007, p81-85.

Pidd, K.J., Berry, J.G., Roche, A.M., Harrison, J.E. (2006). Estimating the cost of alcohol-related absenteeism in the Australian workforce: The importance of consumption patterns. *Medical Journal of Australia*, 185, 637-641.

Pidd, K., Boeckmann, R. & Morris, M. (2006). Adolescents in transition: The role of workplace alcohol and other drug policies as a prevention strategy. *Drugs: Education, Prevention and Policy*, 13(4), 353-365.

Roche, A.M., Todd, C. & O'Connor, J. (2007). Clinical supervision in the alcohol and other drugs field: An imperative or an option? *Drug and Alcohol Review*, 26, 313-321.

Roche, A.M., Freeman, T. & Skinner, N. (2006). From data to evidence, to action: Findings from a systematic review of hospital screening studies for high risk alcohol consumption. *Drug and Alcohol Dependence*, 83, 1-14.

Skinner, N., Feather, N. T., Freeman, T. & Roche, A.M. (2007). Stigma and discrimination in health-care provision to drug users: The role of values, affect and deservingness judgments. *Journal of Applied Social Psychology*, 37(1), 163-186.

Van Beek, I., Saunders, J.B., Roche, A.M. (2006). The Australasian Professional Society on Alcohol and Other Drugs: From a cottage industry to a regional player. *Addiction*, 102(2), 191-196.

Watt, K., Purdie, D.M., Roche, A.M. & McClure, R. (2006). Injury severity: Role of alcohol, substance use and risk-taking. *Emergency Medicine Australasia*, 18(2), 108-117.

Watt, K., Purdie, D.M., Roche, A.M. & McClure, R. (2006). Acute alcohol consumption and mechanism of injury. *Journal of Studies on Alcohol*, 67(1), 14-21.

Under Editorial Review

Boeckmann, R., Pidd, K., Lynd-Stevenson, Onorato, R. Planned behaviour theory as an explanation of Australian apprentices' alcohol and marijuana use during work hours. Submitted to *Journal of Applied Psychology*.

Bywood, P., Lunnay, B. & Roche, A.M. Effectiveness of opinion leaders for getting research into practice in the alcohol and other drugs field: Results from a systematic literature review. Submitted to *Drugs: Education, Prevention & Policy*.

Duraisingam, V., Pidd, K. & Roche, A.M. The impact of work stress and job satisfaction on turnover intentions: A study of Australian specialist alcohol and other drug workers. Submitted to *Drugs: Education, Prevention and Policy*.

Lawrinson, P., Roche, A.M., Terao, H. & Le, P. Dispensing opioid substitution treatment: Practices, attitudes and intentions of community-based pharmacists. Revision resubmitted to *Drug and Alcohol Review*.

Lawrinson, P., Roche, A.M. & Copeland, J. Optimising clinical care through implementation of outcome monitoring systems. Submitted to *Drugs: Education, Prevention and Policy*.

Roche, A.M., Pidd, K., Berry, J.G. & Harrison, J.E. Workers' drinking patterns: The impact on absenteeism in the Australian workplace. Submitted to *Addiction*.

Skinner, N., Roche, A.M., Freeman, T. & McKinnon, A. Health professionals' attitudes towards AOD-related work: Moving the traditional focus from education and training to organisational culture. Submitted to *Drugs: Education, Prevention & Policy*.

Watt, K., Roche, A.M. & McClure, R. Acute alcohol consumption and risk of injury: Systematic Literature Review. Submitted to *Drug and Alcohol Review*.

Reports

Pollard, Y., Roche, A.M., & Todd, C. (2006). *Clinician supervision training and state-wide pilot program evaluation, South Australian mental health nursing workforce. Report prepared for the South Australian Department of Health*. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA), Flinders University.

Roche, A.M. & Pollard, Y. (2006). *Improved services for people with drug and alcohol problems and mental illness. Assisting alcohol and other drugs (AOD) non-government organisations to better respond to people with co-morbid AOD and mental health issues. A report to the Australian Government Department of Health and Ageing*. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA), Flinders University.

Magazine Articles

Bywood, P. (2006) Judging the research – tools for best practice. *Of Substance*, 4(3), 28-29.

Pidd, K., (2006) Workplace drug testing: Limitations and Usefulness. *ADCA News*, 30, 6-7.

Pidd, K. & Roche, A. (2006). From school to work: A vulnerable time. *Of Substance*, 4(4), 22-23.

Pidd, K., & Roche, A. (2006). Workplaces: A Greenfield site for AOD prevention and intervention. *ADCA News*, 30, 10-11.

Roche, A.M. (2007). Alcohol and other drug use by Australian workers: A risky mix. *Of Substance*, 5(2), 18-19.

Roche, A.M. (2006). Workplaces: Ideal, but overlooked, intervention sites for alcohol and drug use. *In Touch: Newsletter of the Public Health Association of Australia*, 23, 4.

Other Publications (see inside back cover)

Duraisingam, V., Roche, A.M., Pidd, K., Zoontjens, A., & Pollard, Y. (2007). *Wellbeing, Stress and Burnout: A National Survey of Managers in Alcohol and Other Drug Treatment Services*. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA), Flinders University.

Duraisingam, V., Pidd, K., Roche, A.M. & O'Connor, J. (2006) *Satisfaction, stress and retention among alcohol and other drug workers in Australia*. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA), Flinders University.

Conference Papers, Presentations & Posters

Borlagdan, J. (2007). 'Cultivating culture in a healthy way': The uses and challenges of cultural sociology in public health research on young people. Paper presented at the The Australian Sociological Association (TASA) Cultural Sociology Research Forum, Brisbane, Queensland, 25 September.

- Bywood, P. (2006). *Illicit drugs in the Australian workforce: Prevalence and patterns of use*. Paper presented at the 24/7: Work-related Alcohol & Drug Use. A National Forum, Adelaide, South Australia, 29–30 June.
- Bywood, P., Lunnay, B., & Roche, A. (2006). *Do reminders, feedback and financial incentives improve uptake of innovations into practice? A systematic review*. Paper presented at the General Practice and Primary Health Care (GP&PHC) Research Conference, Perth, Western Australia, 5–7 July.
- Bywood, P., Lunnay, B., & Roche, A. (2006). *Motivating change in professional behaviour: Do educational interventions lead to evidence-based practice? Results from a systematic review*. Paper presented at the General Practice and Primary Health Care (GP&PHC) Research Conference, Perth, Western Australia, 5–7 July.
- Bywood, P., Lunnay, B., & Roche, A. (2006). *Guidelines for implementing guidelines*. Paper presented at the National Institute of Clinical Studies (NICS) Using Evidence: Using Guidelines Symposium, Melbourne, Victoria, 19–20 October.
- Bywood, P., Lunnay, B., & Roche, A. (2006). *The effectiveness of multi-faceted interventions for getting evidence into practice in the alcohol and other drugs field: Results from a systematic review*. Paper presented at the Australasian Professional Society on Alcohol and other Drugs (APSAD) Annual Conference 'Drugs: Meeting New Challenges', Cairns, Queensland, 5–8 November.
- Bywood, P., Lunnay, B., & Roche, A. (2006). *Which interventions targeted at professional change lead to evidence-based practice in the alcohol and other drugs field?: Results from a systematic review*. Paper presented at the Australasian Professional Society on Alcohol and Other Drugs (APSAD) Annual Conference 'Drugs: Meeting New Challenges', Cairns, Queensland, 5–8 November.
- Bywood, P., Pidd, K., & Roche, A. (2006). *Prevalence and patterns of illicit drug use in Australian workers: Analysis of the 2004 NSHS data*. Paper presented at the Australasian Professional Society on Alcohol and Other Drugs (APSAD) Annual Conference 'Drugs: Meeting New Challenges', Cairns, Queensland, 5–8 November.
- Duraisingam, V., Pidd, K., & Roche, A. (2007). *A national study of managers' wellbeing in the alcohol and other drugs field*. Paper presented at the 7th Industrial / Organisational Psychology Conference (IOP) / 1st Asia Pacific Congress on Work and Organisational Psychology (APCWOP), 'Better work. Better organisations. Better world.' Adelaide, South Australia, 28 June–1 July.
- Duraisingham, V., Pidd, K., Roche, A., & Todd, C. (2006). *Burnout in AOD managers: Antecedents and consequences*. Paper presented at the Australasian Professional Society on Alcohol and other Drugs (APSAD) Annual Conference, 'Drugs: Meeting New Challenges', Cairns, Queensland, 5–8 November.
- Freeman, T., Roche, A., Williamson, P., Pidd, K., & Skinner, N. (2007). *Supporting dental hygienists to assist patients to quit smoking: Results of a survey*. Paper presented at the Tobacco Use Prevention and Cessation for Oral Health Professionals Conference, Melbourne, Victoria, 2–3 February.

Freeman, T., & Roche, A. (2006). *Drug use, discrimination and deservingness*. Paper presented at the 2nd International Summer School on Inequality and Addictive Behaviours 'A Fair Go For All?: Policy Responses to Alcohol, Drug and Gambling Issues', Adelaide, South Australia, 18-19 September.

Freeman, T., & Roche, A. (2006). *Drug users, discrimination, deservingness and distribution of finite resources in health care*. Paper presented at the Australasian Professional Society on Alcohol and Other Drugs (APSAD) Annual Conference 'Drugs: Meeting New Challenges', Cairns, Queensland, 5-8 November.

Freeman, T., Roche, A., Williamson, P., Pidd, K., & Skinner, N. (2006). *Psychology and public health: Supporting dental hygienists to assist their patients quit smoking*. Paper presented at the South Australian Public Health and Health Promotion Conference, 'Making Research Matter: Translating Research into Health Policy and Practice', Adelaide, South Australia, 21 October.

Freeman, T., Roche, A.M., Pidd, K. & Williamson, P. (2006). *Professional behaviour change: Are we still missing the mark?* Poster presented to the Australasian Professional Society on Alcohol and Other Drugs (APSAD) Annual Conference 'Drugs: Meeting New Challenges', Cairns, Queensland, 5-8 November.

Lawrinson, P., & Roche, A. (2006). *Monitoring for the future: Toward State-based outcome monitoring systems in the AOD treatment sector*. Paper presented at the South Australian Public Health and Health Promotion Conference, 'Making Research Matter: Translating Research into Health Policy and Practice', Adelaide, South Australia, 21 October.

Pidd, K. (2007). *The potential of the workplace for achieving cultural change: A case study of the Australian construction Industry*. Paper presented at the Australian Drug Foundation Conference 'Thinking Drinking: From problems to solutions', Melbourne, Victoria, 26-28 February.

Pidd, K. (2007). *Workplace alcohol and drug use: Patterns, issues and responses*. Paper presented at the DANA Regional Perspectives in Practice Conference, Whyalla, South Australia, July 11-13.

Pidd, K. (2007). *Workplace drug testing: Efficacy and implementation*. Paper presented at the DANA Regional Perspectives in Practice Conference, Whyalla, South Australia, July 11-13.

Pidd, K., Boeckmann, R., & Lynd-Stevenson, R. (2007). *The theory of planned behaviour as an explanation of apprentices' alcohol and marijuana use at work*. Paper presented at the 7th Industrial / Organisational Psychology Conference (IOP) / 1st Asia Pacific Congress on Work and Organisational Psychology (APCWOP), 'Better work. Better organisations. Better world.' Adelaide, South Australia, 28 June -1 July.

Pidd, K., Duraisingam, V., & Roche, A. (2007). *The relationship between work stress, job satisfaction, and turnover intention among Australian specialist alcohol and other drug workers*. Paper presented at the 7th Industrial / Organisational Psychology Conference (IOP) / 1st Asia Pacific Congress on Work and Organisational Psychology (APCWOP), 'Better work. Better organisations. Better world.' Adelaide, South Australia, 28 June -1 July.

- Roche, A. (2007). *Key project findings from NCETA*. Presentation to Australian Government Department of Health and Ageing, Canberra, Australian Capital Territory, 8 February.
- Roche, A. (2007). *The good, the bad and the ugly: Review of thinking drinking: Achieving cultural change by 2020*. Plenary presentation to Thinking Drinking: From Problems to Solutions. Melbourne, Victoria, 26–28 February.
- Roche, A. (2007). *Alcohol and drug curriculum development master class*. Presentation to University of Sydney. Sydney, New South Wales, 5 March.
- Roche, A. (2006). *Alcohol and workers: Patterns and problems*. Paper presented at the 24/7: Work-related Alcohol and Drug Use. A National Forum, Adelaide, South Australia, 29–30 June.
- Roche, A. (2006). *Scanning the horizon: Identifying new and emerging trends and issues in the alcohol and other drugs field 2006 and beyond*. Presentation to the IGCD meeting. Brisbane, Queensland, 18 July.
- Roche, A. (2006). *The effectiveness and cost-benefit of education, prevention & treatment: Progress, provisional advances, ongoing challenges and missed opportunities*. Paper presented at the 49th International ICAA Conference on Dependencies 'What makes Good Practice', Edinburgh, Scotland, 3–7 September.
- Roche, A. (2006). *Causes and "cures": Stress and burnout amongst AOD workers*. Paper presented at the Western Australian Network of Alcohol and Other Drug Agencies Sector Forum, Perth, Western Australia, 27 September.
- Roche, A. (2006). *Alcohol and other drugs in the workplace*. Paper presented at the Network of Alcohol and Other Drugs Agencies (NADA) Annual Conference 'Mental Health in the Non-Government Sector: Negotiating the Nexus', Sydney, New South Wales, 9–10 October.
- Roche, A. (2006). *Workplace and workplace culture: The under-recognised impact of patterns of alcohol consumption*. Keynote presentation to the 3rd International Conference on Alcohol and Harm Reduction. Cape Town, South Africa, 22–25 October.
- Roche, A. (2006). *From passion to professionalism: Current shapers and drivers of the AOD workforce*. Paper presented at the Australasian Professional Society on Alcohol and other Drugs (APSAD) Annual Conference, 'Drugs: Meeting New Challenges', Cairns, Queensland, 5–8 November.
- Roche, A. (2006). *Work-related drug and alcohol use overview*. Paper presented at the 24/7: Work-related Alcohol and Drug Use. A National Forum, Adelaide, South Australia, 29–30 June.
- Roche, A.M. (2006). Opening address to the 2nd International Summer School on Inequality and Addictive Behaviours 'A Fair Go For All?: Policy Responses to Alcohol, Drug and Gambling Issues', Adelaide, 18–19 September, South Australia.
- Roche, A.M., Bywood, P. & Pidd, K. (2006). *Weepy Wednesdays: Patterns and correlates of amphetamine use by the Australian workforce*. Paper presented to the ANEX Australasian Amphetamine Conference, Sydney, 28–29 September, New South Wales.

Todd, C. (2006). *Stress and burnout in the alcohol and other drug field: prevalence, aetiology, and the effectiveness of individual versus workplace interventions*. Paper presented at the South Australian Public Health and Health Promotion Conference, 'Making Research Matter: Translating Research into Health Policy and Practice', Adelaide, South Australia., 21 October.

Conference Workshops

Bywood, P., Lunnay, B., & Roche, A. (2006). *Understanding systematic reviews – a tool for best practice*. Workshop conducted at the Drug and Alcohol Nurses of Australasia (DANA) Conference, Sydney, New South Wales, 21-23 June.

Pidd, K., (2006). *Alcohol Drugs and Work: The workplace as a setting for the prevention of alcohol and other drug related problems*. Workshop conducted at the DASSA Free Seminar Series on AOD Issues 'Working with Special Populations' Education Development Centre Hindmarsh, Adelaide, South Australia, 8 May.

Committee Membership

Membership of National Committees and Other Bodies

Peter Lawrinson

- South Australian representative on the Alcohol and Other Drugs Council of Australia's (ADCA) Research Reference Group

Belinda Lunnay

- Student Member of the Public Health Association of Australia.

Ken Pidd

- Member of the Management Committee of the South Australian Construction Industry Drug and Alcohol Program
- Board Director of ADCA
- Member of the Workplace Services (SA) and DASSA reference group for the Impact of Alcohol and Other Drugs in the Workplace Project
- Member of the Flinders University Advisory Committee for the Culture of Alcohol in Australian Rules Football (CAARF) project.

Ann Roche

- Member of the Editorial Board of the magazine *Of Substance*
- Assistant Editor for *Addiction*
- Member of the international editorial board for the *Drug and Alcohol Review*

- Immediate Past President of the *Australasian Professional Society on Alcohol and Other Drugs (APSAD)*
- Member of the NSW Workforce Development Council
- Member of the National Cannabis Strategy Research Reference Group
- Member of the international alcohol epidemiology group the 'Kettil Bruun Society'
- Member of the reference group supporting the Australian Government Initiative, REDI Resilience Education and Drug Information training kit for tertiary educators of student teachers
- Member of the advisory committee overseeing development and planning of the alcohol conference 'Thinking Drinking' held in Melbourne in February 2005
- Member of the Public Health Association of Australia.

Chelsea Todd

- Student Member of the Public Health Association of Australia.

Brian Marshall

- Program Leader on the Chronic Diseases Program of the Cooperative Research Centre for Aboriginal Health

Grants

from External Sources 2006-07

National Competitive Grants and Tenders				
Project	Funder	Total Grant awarded	Funds received in 2006-2007	Expenditure in 2006-2007
Workforce Development PHD Scholarship	AERF	\$93,018.55	\$30,299.00	\$31,352.50
Workplace Forum Conference	AGDHA	\$70,000.00	\$70,000.00	\$70,000.00
Workplace Forum Conference	AGDD	\$10,000.00	\$10,000.00	\$10,000.00
Routine Outcome measurements	DASSA	\$85,828.00	\$85,828.00	\$31,739.00
Drug testing in schools	ANCD	\$79,471.26	\$27,273.00	\$27,273.00
Alcohol and Work 2004 NDSHS Reanalyses Alcohol	AGDHA	\$41,118.25	\$30,000.00	\$0.00
Audit of alcohol and other drug (AOD) tertiary training courses & analysis of training needs of police officers	WA Police	\$30,000.00	\$10,000.00	\$10,000.00
Improved Services for people with Drug and Alcohol Problems and Mental Illness Discussion Forum	AGDHA	\$20,000.00	\$20,000.00	\$18,818.18
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	\$70,000.00	\$25,774.00
Department of Health Evaluation of Clinical Supervision for mental health Nurses	SA DoH - Nursing Div	\$12,000.00	\$12,000.00	\$12,000.00
Alcohol and Drug Workers' Comorbidity Scholarships	AGDHA	\$2,092,066.96	\$1,818,182.00	\$0.00
2nd International Summer School on Inequality and Addictive Behaviours	SA DoH	\$15,000.00	\$15,000.00	\$15,000.00
2nd International Summer School on Inequality and Addictive Behaviours	SA DFC	\$15,000.00	\$15,000.00	\$15,000.00
2nd International Summer School on Inequality and Addictive Behaviours	DASSA	\$15,000.00	\$15,000.00	\$14,878.00

SA DoH – South Australian Department of Health; **AGDHA** – Australian Government Department of Health and Ageing; **ADF Vic** – Australian Drug Foundation Victoria; **AGDD** – Australian Government Department of Defence; **FMC Foundation** – Flinders Medical Centre Foundation

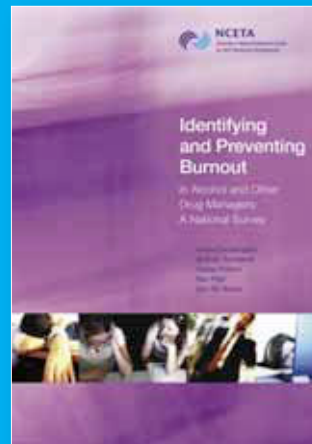
2006/07 NCETA Resources

These publications are available from NCETA's website www.nceta.flinders.edu.au



This report presents key findings from a national survey of frontline Alcohol and Other Drug (AOD) workers from treatment services across Australia. The study was undertaken by NCETA in 2005, and is the first of its kind in Australia.

The primary aim of the study was to examine crucial work factors that were likely to impact on the broader workforce development issue of retention within the AOD field. In particular, the focus was on factors associated with work stress, job satisfaction, and turnover intention. In addition, specific attention was also directed to workers with predominantly alcohol-related workloads, and treatment agencies that provided services for Indigenous clients.



This report presents key findings from a national survey of managers of Alcohol and Other drug (AOD) specialist treatment services.

The primary aim of the study was to examine the indicators and predictors of occupational wellbeing in managers and supervisors of AOD treatment services in Australia. The key indicators investigated were job satisfaction, organisational commitment, a measure of burnout, and turnover intention.



NCETA

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on AOD Workforce Development*

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