

National AOD Workforce Development Strategy

Submission By:
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Tasmanian Department of Health response to the Review and Revision of the National alcohol and Other Drug (AOD) Workforce Development (WFD) Strategy 7 March 2022

Thank you for the opportunity to provide feedback on the National AOD WFD Strategy, through the stakeholder consultation process and we look forward to continuing to contribute to the strategy development. Tasmania notes the AOD workforce development *Discussion Questions* represent key priorities and issues for stakeholder consideration.

In Tasmania the AOD health workforce development priority areas for action include developing and implementing strategies across various settings with an emphasis on a range of professional groups.

- Recruitment and retention of a diverse range of skilled health care professionals, including (but not limited to) medical addiction specialists and peer workers, and ongoing support and supervision across a broad range of AOD roles.
- Education and training immediate priorities for action include career pathways for people with lived experience to become qualified, *paid AOD workers* and affordable and accessible AOD vocational qualifications
- Other priority areas for action improving partnership working and e-Learning courses. Others comprise understanding stigma, trauma informed care, working with adolescents, children affected by parental substance misuse, and continuity of care from prison.
- More generally, it will be important for the revised Strategy to reference the broader national policy context as noted in the Discussion Paper, but it will also be beneficial to ensure the revised Strategy acknowledges state-based workforce and AOD reforms.
- The Discussion Paper states that a thorough review of the progress made in each of the Outcome Areas from the 2015-18 AOD WDF Strategy is not in scope of the current document. However, several key changes since the 2015-18 AOD WFD Strategy was published are referenced and it highlights the importance of revising the next Strategy to address these issues. Many of these relate to those Outcome Areas, (Aboriginal communities, match roles with capabilities, recruitment and retention issues, co-morbidities etc.) so it will be important to consider those Outcome Areas fully to inform the revised Strategy. The Tasmanian Department of Health notes the timing of this may be difficult noting the intention to finalise the revised Strategy by June 2022.