



NCETA

National Centre for Education
and Training on Addiction

Comparative Question Bank of Australian Alcohol and Other Drug Workforce Surveys

July 2026

FHMRI



**Flinders
University**

Organisations considering AOD workforce surveys should contact the AOD peak body in their jurisdiction.

AOD Peak Contacts

- The Alcohol, Tobacco and Other Drug Association ACT (ATODA)
<https://www.atoda.org.au/>
- The Alcohol, Tobacco and other Drugs Council of Tasmania (ATODA)
<https://atdc.org.au/>
- The Association of Alcohol and other Drug Agencies Northern Territory (AADANT)
<https://www.aadant.org.au/>
- The Network of Alcohol and other Drugs Agencies (NADA) in NSW
<https://www.nada.org.au/>
- The Queensland Network of Alcohol and Other Drug Agencies (QNADA) <https://qnada.org.au/>
- South Australian Network of Drug and Alcohol Services (SANDAS)
<https://sandas.org.au/>
- The Victorian Alcohol and Drug Association Inc. (VAADA) <https://www.vaada.org.au/>
- The Western Australian Network of Alcohol and other Drug Agencies (WANADA)
<https://wanada.org.au/>

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Acknowledgement of Country

NCETA respectfully acknowledges the Kurna people as the Traditional Owners of the land and waters where Flinders University is located. Flinders University was established on the lands of the Kurna nation, with the first University campus, Bedford Park, located on the ancestral body of Ngannu near Warriparinga. Warriparinga is a significant site in the complex and multi-layered Dreaming of the Kurna ancestor, Tjilbruke. For the Kurna nation, Tjilbruke was a keeper of the fire and a peace maker/law maker. Tjilbruke is part of the living culture and traditions of the Kurna people. His spirit lives in the Land and Waters, in the Kurna people and in the glossy ibis (known as Tjilbruke for the Kurna). Through Tjilbruke, the Kurna people continue their creative relationship with their Country, its spirituality and its stories. We pay our respects to Kurna elders past and present. We also recognise the ongoing impacts of colonisation and structural inequity that shape health and social outcomes, including those related to alcohol and other drugs.

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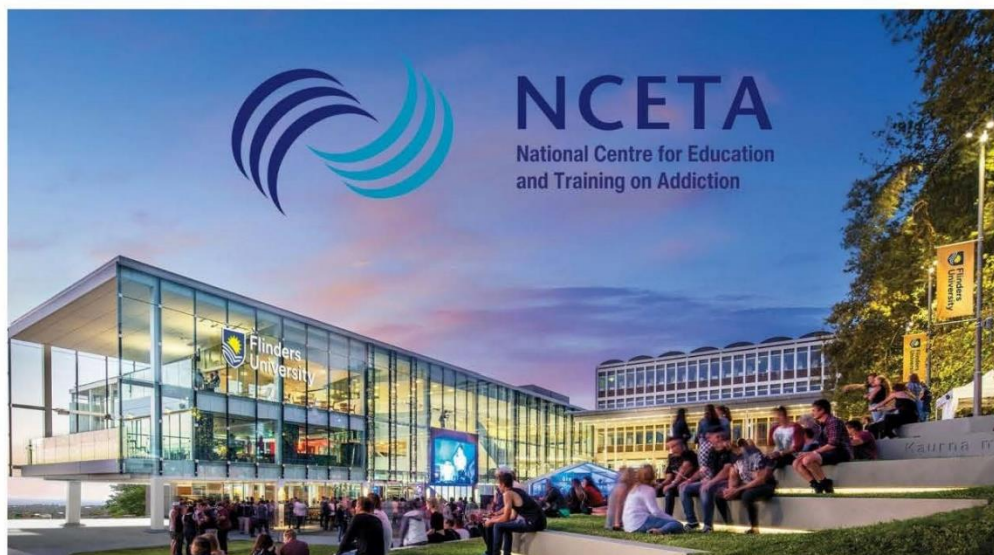
This project was funded by the Commonwealth Department of Health, Disability and Ageing.

About NCETA

The National Centre for Education and Training on Addiction (NCETA) is based at Flinders University in South Australia and is a collaboration between the University and the Australian Government Department of Health, Disability and Ageing. NCETA is Australia's national research centre on alcohol and other drugs (AOD) workforce development with an international reputation as a catalyst for change in the AOD field. NCETA's areas of expertise include developing strategic resources and programs, and the provision of training and other workforce development approaches to cater for the needs of specialist AOD workers; frontline health and welfare workers; Aboriginal and Torres Strait Islander workers; community groups; mental health workers; police officers; and employers and employee groups.

The Centre focuses on supporting evidence-based change and specialises in change management processes and making complex and disparate information readily accessible to workers and organisations. We aim to advance the capacity of organisations and workers to respond to AOD-related problems. Our core business is the promotion of workforce development (WFD) principles, research and evaluation of effective practices; investigating prevalence, and effects of alcohol and other drug use in society; and the development and evaluation of prevention and intervention programs, policy and resources for workplaces and other organisations.

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Introduction

Background

Workforce surveys play a critical role in informing alcohol and other drug (AOD) workforce planning, policy development, and service sustainability in Australia. They support understanding of who workers are, their roles and employment conditions, health and wellbeing, training and professional development needs, and broader factors shaping workforce capacity and capability over time.

Purpose

This comparative question bank is intended as a reference to support AOD organisations that are developing or revising workforce surveys. It provides examples of workforce survey topics, as well as the wording and structure of questions used in previous Australian AOD workforce surveys.

Sources

This comparative question bank draws from six AOD workforce survey tools that have been used in Australia (one nationally and five jurisdictionally).

Scope

The included surveys vary in scope and target population, including specialist AOD workers, peer workers, managers, and staff employed across government and non-government organisations. They also vary in content, including different aspects of workforce capacity and capability, health and wellbeing, skills, qualifications, experiences, perceptions, and satisfaction. Consequently, some questions may be more or less relevant to particular organisations, service settings, workforce groups, or survey objectives. Some survey questions may also have been developed for specific jurisdictions, workforce groups, or policy contexts and may therefore require adaptation before use in other settings.

This question bank focuses primarily on surveys administered to individual workers. As such, organisational workforce planning topics typically captured through service or organisational surveys (e.g., recruitment, vacancy rates, workforce turnover, and staffing profiles) are not comprehensively represented.

Survey burden and coordination

Survey fatigue, whereby individuals become less willing or motivated to participate in surveys due to factors such as survey frequency, length, repetition, or perceived relevance, can contribute to low response rates and high attrition (participants starting but not completing surveys). Multiple workforce surveys undertaken within a short period of time may further contribute to survey fatigue. Accordingly, organisations considering undertaking an AOD workforce survey are strongly encouraged to consult with their relevant jurisdictional peak body prior to survey development. Peak bodies may already hold relevant workforce data or be planning jurisdiction-wide workforce surveys. Coordinated approaches to workforce data collection can minimise duplication and survey burden, strengthen participation, support meaningful benchmarking across jurisdictions, and improve understanding of workforce trends over time. Organisations seeking to monitor workforce trends over time may wish to retain a core set of stable questions across survey waves to support comparability, while allowing flexibility for emerging priorities.

Importantly, including all questions contained in this document within a single survey would be onerous for respondents and is likely to increase survey burden and attrition. Organisations are therefore encouraged to include only those questions that are aligned with their survey objectives, relevant to their context, and

appropriate in number and length. As there is a general tendency to include everything of interest, designers should consider the benefits of including each question.

Stakeholder engagement

The design of workforce surveys should be informed by engagement with stakeholders and end-users using processes such as co-design, piloting, and consultation with relevant reference or advisory groups. This is particularly important when developing or adapting questions relating to priority workforce groups, including Aboriginal and Torres Strait Islander workers, culturally and linguistically diverse (CALD) workers, and workers with lived-experience, where culturally safe, inclusive, and contextually appropriate approaches to data collection, interpretation and dissemination are essential.

Ethics

Workforce surveys should be undertaken ethically, including careful consideration of issues such as informed consent, confidentiality, cultural safety, data governance, and the potential sensitivities associated with workforce experiences and wellbeing. Relevant frameworks, such as the National Health and Medical Research Council's *National Statement on Ethical Conduct in Human Research*,¹ may provide useful guidance.

Layout

Survey questions have been arranged by common sections and topics. By systematically collating questions used in six Australian AOD workforce surveys, the question bank enables comparisons and highlights different approaches to workforce data collection. Consequently, questions are not necessarily reproduced in the same order as they appeared in the original survey instruments.

Some questions and scales included in this document are drawn from validated survey instruments. Where this is the case, references are provided. Those considering using validated scales are encouraged to consult the original source publications for further information and guidance on their use, scoring and interpretation. In general, validated scales should not be altered.

Original skip logic instructions (e.g. 'if yes, then Questions x-z are shown') are not included due to document length and some instructional wording has been changed from the original. Efforts were made to preserve the meaning and intent of the original questions. Question numbering from the original survey instruments has been preserved where possible to support traceability and allow users to easily cross-reference items with the source surveys.

Choice labels

- Some original surveys specified how many responses could be selected (e.g., “select all that apply”, “choose one”, “select up to three”).
- When the original instruction was already short and clear, it has been kept exactly as written.
- When the original survey specified a selection rule but used longer wording, we have used concise labels:
 - **Single choice** = only one response may be selected
 - **Multi select** = more than one response may be selected (*select all that apply*)
- Questions without these labels did not include a selection instruction in the original survey.

“Other” and open-text responses

- Other [open text] is used to indicate that a write-in text box should be provided.
- This notation appears when:
 - the original survey collected an open-text response (even if it did not explicitly say “please specify” in the wording), or
 - an open-text field is clearly standard or expected for an “Other” option.

¹ <https://www.nhmrc.gov.au/about-us/publications/national-statement-ethical-conduct-human-research-2025>

- The full wording “Other (please specify)” is retained for demographic or identity-related questions where additional clarity or inclusiveness is important.

Matrix scales

- Some original surveys listed every response option individually (e.g., all five agreement levels, plus *Not applicable*).
- To save space and keep formats consistent, these have been summarised using concise labels such as:
 - “Five-point matrix scale (strongly agree → strongly disagree)”

Limitations

The question bank reflects the workforce priorities and survey approaches current at the time the source surveys were conducted and may require adaptation to address emerging workforce issues. The questions presented in this document are not exhaustive. Some potentially relevant workforce topics were not represented in the included surveys. For example, none included questions about employment screening requirements (e.g., Working with Children Checks or criminal history checks), and none assessed associative stigma, for which validated measures exist (1).

This document is intended as a comparative reference only. It does not provide guidance on survey design processes, sampling strategies, psychometric testing, data analysis, or interpretation, nor does it constitute a recommended or standardised survey instrument.

Copyright and reuse

This report is copyright to the National Centre for Education and Training on Addiction (NCETA). Survey items included in this document remain attributable to the original organisations and/or authors where applicable. Users are encouraged to consult original survey instruments and source organisations where adaptation, reuse or reproduction is intended, particularly in relation to validated measures.

Recommended resources for AOD workforce development

The following resources provide further insight into survey design and workforce development in an Australian context:

- Australian Injecting Drug Users League. (2019). *Peer Workforce Capacity Building Training Framework: Peer processes among injecting drug users – Indicators of best practice in peer based and mainstream organisations*. <https://aivl.org.au/wp-content/uploads/2024/03/Peer-Workforce-Capacity-Building-Training-Framework.pdf>
- Australian Injecting Drug Users League, & National Centre for Education and Training on Addiction. (2025). *Peer Workforce: A Practical National Framework for Employing People with Lived-Living Experience Of Using Drugs as Health, Harm Reduction and AOD Workers*. A. I. D. U. League. <https://aivl.org.au/wp-content/uploads/2025/08/AIVL-Peer-Workforce-Guiding-Principles.pdf>
- Duraisingam, V., Nicholas, R. & Kostadinov, V. (2022). *Stress and burnout: A Prevention Handbook for Alcohol and Other Drug Services*. 2nd edition. Adelaide: National Centre for Education and Training on Addiction, Flinders University <https://nceta.flinders.edu.au/application/files/2416/6545/3748/Stress-and-Burnout-NCETA-Report-Web.pdf>
- Roche, A., & Nicholas, R. (2017). Workforce development: An important paradigm shift for the alcohol and other drugs sector. *Drugs: Education, Prevention and Policy*, 24(6), 443-454. <https://www.tandfonline.com/doi/full/10.1080/09687637.2016.1262823>
- Skinner, N. & Roche, A. (2021). *The Organisational Check-Up. An evidence-based toolkit for assessing workforce development in the AOD sector*. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA), Flinders University.

https://nceta.flinders.edu.au/application/files/9516/1420/6404/NCETA-AOD-Org-Checkup-draft5_FINAL_-_NS.pdf

- Skinner, N. & Roche, A. (2021). Organisational Assessment Tools. A database of tools suitable for the AOD sector. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA), Flinders University https://nceta.flinders.edu.au/application/files/5916/1420/5549/NCETA-AOD-assessment-tools_-_Final.pdf
- The '*Feeling Deadly, Working Deadly*' Resource Kit (2013) aimed at reducing stress and burnout, and enhancing wellbeing amongst Aboriginal and Torres Strait Islander alcohol and other drug (AOD) workers <https://nceta.flinders.edu.au/resources/feeling-deadly-working-deadly-indigenous-worker-wellbeing>
- The National Health and Medical Research Council, 'The National Statement on Ethical Conduct in Human Research 2025' <https://www.nhmrc.gov.au/about-us/publications/national-statement-ethical-conduct-human-research-2025>

Question Bank

Participant demographics²

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Age	Q2.5. What is your age? 16 years – 70+ years - Prefer not to say	Q1. What is your age? Five-year age ranges, starting at 16-20 years	Q3. Which age group do you belong to? <i>(single choice)</i> - Under 20 20-24 years 25-29 years 30-34 years 35-39 years 40-44 years 45-49 years 50-54 years 55-59 years 60-64 years 65-69 years 70+ years - Prefer not to answer	Q4. What is your age?	Q69. What's your age?	Q25. What is your age in years? (e.g., 52) Age in years:
Sex/Gender	Q2.2. Please indicate your gender - Female - Male - Trans female / trans woman - Trans male / trans man - Non-binary / gender fluid - Different gender identity (please specify) - Prefer not to say	Q3. Which options best describe your gender? <i>(multi select)</i> - Gender diverse - Man - Non-binary - Trans - Woman - Prefer not to say - I use a different term (please specify)	Q2. What is your gender? <i>(single choice)</i> - Female - Male - Trans female/trans woman - Trans male/trans man - Non-binary/gender fluid - Prefer not to answer - Other	Q5. What is your gender? - Male - Female - LGBTIQ+ - Prefer not to say - Other (please specify)	Q70. How do you describe your gender? - Man - Woman - Non-binary - I use a different term (please specify) - I prefer not to say	Q26. How do you describe your gender? <i>(single choice)</i> - Man or male - Woman or female - Non-binary - I use a different term (please specify) - I prefer not to answer

² Refer to the most current Australian Bureau of Statistics (ABS) *Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables* to ensure your wording reflects contemporary practice, as terminology may change over time. The following reference (2) reflects the version current at the time this resource was prepared.

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Sexual orientation	Q2.3. Please indicate your sexual identity • Straight / heterosexual • Lesbian / gay • Bisexual • Queer • Different sexual identity (please specify) • Prefer not to say	Q4. How do you describe your sexuality? • Asexual • Bisexual • Gay • Heterosexual • Homosexual • Lesbian • Pansexual • Queer • Prefer not to say • Prefer not to have a label • Don't know • I use a different term (please specify)	Q11. Do you identify as part of the LGBTIQ+ community? <i>(single choice)</i> • Yes • No • Prefer not to answer		Q77. How do you describe your sexual orientation? • Heterosexual/straight • Lesbian • Gay • Bisexual • Queer • I prefer not to say • I use a different term (please specify)	Q27. How do you describe your sexual orientation? <i>(single choice)</i> • Heterosexual • Gay or lesbian • Bisexual • I use a different term (please specify) • I don't know • I prefer not to answer
						Q28. Do you identify as part of the LGBTI+ community? <i>(single choice)</i> • Yes • No • I prefer not to answer
Sexuality inclusivity			Q12. The workplace culture in my organisation is inclusive of me as an LGBTIQ+ person. <i>(single choice)</i> Responses: Five-point scale from strongly disagree to strongly agree Make a comment on your choice here:		Q78. My workplace is inclusive of me as a person who identifies as lesbian/gay/bisexual/queer or using a different term Responses: Five-point scale from strongly agree to strongly disagree & I prefer not to say	Q29. My workplace is inclusive of me as an LGBTI+ person <i>(single choice)</i> Responses: Five-point scale from strongly disagree to strongly agree & N/A & I prefer not to say
						Q30. Make a comment on your choice on the question above here: [open text]
						Q31. As an LGBTI+ person, have you

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						experienced discrimination or harassment from co-workers? (<i>single choice</i>) • Yes • No • I prefer not to say
Caring for others	Q2.6. Outside of work, do you provide unpaid care to another person? (<i>multi select</i>) • No • Yes - child / children • Yes - older person(s) • Yes - person(s) with a disability • Other (please specify)		Q15. Outside of work, do you provide unpaid care to another person? (<i>multi select</i>) • No • Yes - child / children • Yes - older person(s) • Yes - person(s) with a disability • Other [open text]		Q81. Outside of work I provide unpaid care to another (<i>multi select</i>) • No • Child/children • Older person • Person with a disability • Other (please specify)	
Country of birth	Q2.7. Were you born in Australia? • Yes • No	Q6. Were you born in Australia? • Yes • No (please specify)				Q32. Were you born in Australia? (<i>single choice</i>) • Yes • No
	Q2.8. In which country were you born? [Drop down list of 193 countries]					Q33. In which country were you born: [drop down list of 193 countries]
Aboriginal and Torres Strait Islander identity	Q2.4. Do you identify as Aboriginal or Torres Strait Islander?³ • Aboriginal but not Torres Strait Islander • Torres Strait Islander but not Aboriginal	Q2. Do you identify as Aboriginal or Torres Strait Islander? • No • Aboriginal • Torres Strait Islander • Both Aboriginal and Torres Strait Islander • Prefer not to say	Q4. Are you Aboriginal or Torres Strait Islander? (<i>single choice</i>) • Yes, Aboriginal • Yes, both Aboriginal and Torres Strait Islander • Yes, Torres Strait Islander	Q6. Do you identify as Aboriginal or Torres Strait Islander? • No • Yes, Aboriginal • Yes, Torres	Q71. Do you identify as being of Aboriginal and/or Torres Strait Islander origin? • No • Yes, Aboriginal • Yes, Torres Strait Islander • Yes, both Aboriginal and Torres Strait Islander • I prefer not to say	Q34. Do you identify as Aboriginal or Torres Strait Islander? (<i>single choice</i>) • No • Yes - Aboriginal • Yes - Torres Strait Islander • Yes - Aboriginal and Torres Strait Islander • I prefer not to say

³ Response options for this item are based on the Australian Bureau of Statistics (ABS) Indigenous Status Standard (3).

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	- Aboriginal and Torres Strait Islander - Neither Aboriginal nor Torres Strait Islander - Prefer not to say		- No - Prefer not to answer	Strait Islander Yes, both		
Aboriginal and Torres Strait Islander inclusivity			Q5. The workplace culture in my organisation is inclusive of me as an Aboriginal/Torres Strait Islander person. <i>(single choice)</i> Responses: Five-point scale from strongly disagree to strongly agree & I prefer not to say Make a comment on your choice here:		Q72. My workplace is culturally safe for me as an Aboriginal and/or Torres Strait Islander person Responses: Five-point scale from strongly agree to strongly disagree & I prefer not to say	Q35. My workplace is inclusive of me as an Aboriginal/Torres Strait Islander person <i>(single choice)</i> Responses: Five-point scale from strongly disagree to strongly agree
						Q36. Make a comment on your choice on the question above here: [open text]
						Q37. As an Aboriginal and/or Torres Strait Islander worker, have you experienced racism from coworkers? <i>(single choice)</i> - Yes - No - I prefer not to say
CALD identity	No specific question about CALD, but see Q3.7		Q6. Do you identify as a person from a culturally and linguistically diverse (CALD) background? <i>(single choice)</i> - Yes - No	Q7. Do you identify as from a culturally and linguistically diverse background? No	Q73. Do you identify as a person from a culturally and linguistically diverse background? - No - Yes - I have another response (please specify) - I prefer not to say	Q38. Do you identify with a culturally and linguistically diverse (CALD) group other than Australian or Aboriginal and Torres Strait Islander? <i>(single choice)</i> Yes

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			Prefer not to answer	Yes (please specify)		No
CALD identity inclusivity			Q7. The workplace culture in my organisation is inclusive of me as a person from a culturally diverse background. <i>(single choice)</i> Responses: Five-point scale from strongly agree to strongly disagree Make a comment on your choice here:		Q74. My workplace is inclusive of me as a person from a culturally and linguistically diverse background Responses: Five-point scale from strongly agree to strongly disagree & I prefer not to say	Q39. My workplace is inclusive of me as a person from a culturally and linguistically diverse (CALD) background <i>(single choice)</i> Responses: Five-point scale from strongly disagree to strongly agree & I prefer not to say
						Q40. Make a comment on your choice on the question above here: [open text]
						Q41. As a CALD worker, have you experienced racism from coworkers? <i>(single choice)</i> - Yes - No - I prefer not to say
Languages	Q2.9. Do you speak any languages other than English? - Yes - No	Q7. Do you speak any languages other than English? - Yes - No	Q8. Do you speak any languages other than English? <i>(single choice)</i> - Yes - No		Q75. Do you speak a language other than English at home? - No, never - Yes, but almost never (please specify) - Yes, on occasion (please specify) - Yes, on a regular basis (please specify)	Q42. Do you speak any languages other than English? <i>(single choice)</i> - Yes - No
			Q9. What other languages do you speak? [open text]			Q43. What other languages do you speak: [open text]

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Languages at work	Q2.10. What languages (other than English) do you speak at work? <i>(multi select)</i> - Arabic - Cantonese - Mandarin - Vietnamese - Auslan (Australian Sign Language) - Other (please specify) - Only speak English at work	Q8. Do you speak your other languages as part of your work role? - Yes - No	Q10. What languages (other than English) do you speak at work? [open text]	Q8. Do you speak a second language in your workplace? - No - Yes (please specify)	Q76. For work, do you speak a language other than English? - No, never - Yes, but almost never (please specify) - Yes, on occasion (please specify) - Yes, on a regular basis (please specify)	
Household Income	Q3.20. What is your weekly personal income (or annual income, p.a) before tax in this job?⁴ \$1 - \$199 (\$1 - \$10,399 p.a) \$200 - \$299 (\$10,400 - \$15,599 p.a) \$300 - \$399 (\$15,600 - \$20,799 p.a) \$400 - \$599 (\$20,800 - \$31,199 p.a) \$600 - \$799 (\$31,200 - \$41,599 p.a) \$800 - \$999 (\$41,600 - \$51,999 p.a) \$1,000 - \$1,249 (\$52,000 - \$64,999 p.a)					

⁴ Pay bracket classifications were originally derived from the 2016 Australian Bureau of Statistics (ABS) Census (4). Users should always refer to the most current ABS classifications.

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	• \$1,250 - \$1,499 (\$65,000 - \$77,999 p.a) • \$1,500 - \$1,999 (\$78,000 - \$103,999 p.a) • \$2,000 or more (\$104,000 p.a or more) • My role is unpaid (e.g. volunteer, student placement) • Prefer not to say					
Disability		Q5. Do you have a long-term health condition, impairment or disability that restricts your everyday activities? • No • Yes • Prefer not to say	Q13. Do you identify as a person with a disability? <i>(single choice)</i> • Yes • No • Prefer not to say		Q79. Do you identify as a person with a disability • No • Yes • I prefer not to say	Q44. Do you identify as a person with a disability? <i>(single choice)</i> • No • Yes • I prefer not to say
Disability - inclusivity			Q14. The workplace culture in my organisation is inclusive of me as a person with disability. <i>(single choice)</i> Responses: Five-point scale from strongly agree to strongly disagree Make a comment on your choice here:		Q80. My workplace makes necessary accommodations to ensure a safe and inclusive environment for me, as a person with a disability. Responses: Five-point scale from strongly agree to strongly disagree & I prefer not to say	

Lived-Living Lived-Experience

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Lived-Living Experience ⁵	Q2.11. Do you identify as having lived experience in relation to alcohol or other drug issues? <i>(multi select)</i> - I do not identify as having lived experience - Personal experience of alcohol or drug problems (past or present) - Family member who has experienced alcohol or drug problems (past or present) - Other lived experience - Prefer not to say	Q9. Do you have lived or living experience in relation to alcohol or other drug use? <i>(multi select)</i> - I do not identify as having lived or living experience - I have a family member or partner who has experienced alcohol or drug use (past or present) - I have lived experience of alcohol or drug use - I have a living experience of alcohol or drug use - Prefer not to say	Q17. Do you identify as having lived experience in relation to alcohol or other drug issues? <i>(multi select)</i> - I have personal experience of harms from alcohol or other drug use (past or present) - I have personal experience of engaging with treatment for alcohol or other drug use - A family member or close friend has experienced harms from alcohol and other drug use (past or present) - I have other past or present lived experience - I do not identify as having personal lived experience of alcohol and other drug use - I prefer not to answer		Q35. Do you identify as having lived/living experience in relation to alcohol and/or drug use? <i>(multi select)</i> - I have personal experience of harms from alcohol or other drug use (past or present) - I have personal experience of engaging with treatment for alcohol or other drug use - A family member or close friend has experienced harms from alcohol and other drug use (past or present) - I have other past or present lived experience of alcohol and/or drug use not listed above (please specify) - I do not identify as having personal lived experience of alcohol and other drug use - I prefer not to answer	Q45. Do you identify as having lived-living experience (LLE)? <i>(multi select)</i> Note: Lived and living experience refers to the personal or carer experience of alcohol and/or other drug use, any related harms, treatment, harm reduction and interaction with service systems, whether in the past (lived) or current (living). - I do not identify as having lived-living experience - I do identify as having personal lived-living experience and I have disclosed this in the workplace - I do identify as having personal lived-living experience and I have NOT disclosed this in the workplace - I identify as having lived-living experience as a carer, family member or friend - I prefer not to say
Intentional use of LLE						Q46. Does your role involve intentional use of your lived-living (LLE) experience? <i>(single choice)</i> Note: You do not need to be in an identified position to answer "Yes". Intentional

⁵ As at 2026, the preferred terminology is lived-living experience (LLE).

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						use refers to the purposeful disclosure of your LLE in the support of other people accessing services. • Yes • No • I prefer not to say
LLE-Times of use					Q36. How often do you use your lived/living experience in alcohol and other drug (AOD) to support your work practice? • Never or rarely • Occasionally – once or twice a year • Sometimes – once or twice a month • Frequently – once or twice a week • All the time – every day	
LLE – Influence on work					Q37. Please tell us about how your lived experience with alcohol, and other drug (AOD) has influenced your work in the AOD sector. (Optional)	
LLE disclosure	Q2.12. Have you disclosed your lived experience in your workplace (e.g. to your supervisor or colleagues)? • Yes • No		Q18. Have you disclosed your lived experience in your workplace (e.g. to your supervisor or colleagues)? <i>(single choice)</i> • Yes and I am in / have held a specific lived experience role • Yes • No		Q38. Have you disclosed your lived experience in your current workplace to a supervisor or colleague? • No • Yes • Partially (please specify)	
LLE – Experience of disclosing					Q39. Was your experience of disclosing your lived experience in your current workplace • Wholly negative • Somewhat negative	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
					- Neutral – neither negative nor positive - Somewhat positive - Wholly positive	
					Q40. What made this a negative experience?	
					Q41. What made this a positive experience?	
					Q42. Would you like to provide further feedback on your experience of disclosing lived experience in the workplace?	
Reasons for nondisclosure	Q2.13. Why have you chosen not to disclose your lived experience in your workplace? <i>(multi select)</i> - To avoid judgement, stereotyping or stigma - Confidentiality or privacy concerns - No desire / need to discuss it - It is not relevant to my job - Other [open text]		Q19. Why have you chosen not to disclose your lived experience in your workplace? <i>(multi select)</i> - To avoid judgement, stereotyping or stigma - Confidentiality or privacy concerns - No desire/need to discuss it - It is not relevant to my job - Other [open text]		Q43. Why did you not disclose (or partially disclose) your lived experience in your current workplace? <i>(multi select)</i> - My workplace discourages or disallows me from doing so - I expect to be judged - My experiences of stigma and discrimination have made me cautious of disclosing - I don't think it is relevant to do so - I have not had the opportunity to do so - Another reason [open text]	
Reasons for disclosure			Q20. Why have you chosen to disclose your lived experience in your workplace? <i>(multi select)</i> I am in a specified lived experience role		Q44. Why did you disclose (or partially disclose) your lived experience in your current workplace? <i>(multi select)</i>	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			- To support the visibility of lived experience workers - To challenge or confront stigma - To support clients with my personal story - Other [open text]		- I am employed in a lived-experience or peer role - I want to support the visibility of lived experience workers - Non-disclosure was difficult/impossible to maintain in my workplace - I want to challenge stigma and discrimination - I felt like it was the right thing to do - Another reason [open text]	
Experience of LLE			Q43. Please rate your level of agreement with the following statements A. I feel recognised by my organisation for my unique contribution as a lived and living experience worker B. Over the last year, I have observed stigmatisation or discrimination towards consumers/service users and/or family carers that my service supports C. My organisation actively seeks to address stigma and discrimination experienced by lived and living experience workers D. I am happy with the level of support I receive from internal lived and living experience workers (i.e.		Q45. Please indicate how strongly you agree with the following statements about your lived experience in the workplace - My workplace is supportive of me as a person with lived experience of alcohol, tobacco and other drug (ATOD) harms - I am encouraged to use my lived experience in my work practice - My lived experience has negatively impacted my career progression in the ATOD sector - If my lived experience is impacting my work, I can comfortably discuss this at work and/or get the support of my workplace	Q47. Please indicate how strongly you agree with the following statements about your lived-living experience in the workplace: - My workplace is supportive of me as a person with lived-living experience of AOD harms - I am encouraged to use my lived-living experience in my work practice - My lived-living experience has negatively impacted my career progression in the AOD sector - If my lived-living experience is impacting my work, I can comfortably discuss this at work and/or get the support of my workplace - I have more restrictions in my work role

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			others within your organisation) E. I have more restrictions in my work role compared to other workers without lived experience that are doing a similar job Responses: Five-point matrix scale from strongly agree to strongly disagree If a question isn't relevant, please leave the 'no answer' button checked.		- I feel that I have sufficient training to use my lived experience safely and appropriately in the workplace - My lived experience makes it harder for me to achieve a good work-life balance - I have more restrictions in my work role compared to other workers without lived experience who are doing a similar job - Over the past year I have observed stigmatisation or discrimination towards service users at the service where I work Responses: Five-point matrix scale from strongly agree to strongly disagree	compared to other workers without lived-living experience who are doing a similar job - I feel valued by my organisation for my unique contribution as a lived-living experience worker - My organisation actively seeks to address stigma and discrimination experienced by lived-living experience workers Responses: Five-point matrix scale from strongly disagree to strongly agree & I prefer not to say
LLE-Experience-Based Opinions					Q46. Please indicate how strongly you agree with the following statements about peer work / lived experience - Unless you are in a dedicated peer role, lived experience should never be shared with service users - Lived experience is a form of expertise in the alcohol, tobacco and other drug (ATOD) sector	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
					• Peer workers are a vital part of a thriving ATOD sector • I am personally comfortable with colleagues disclosing their lived experience of ATOD use with me • A person's lived experience of ATOD use should not be disclosed in a professional workplace • People who regularly and/or consistently use drugs are not reliable employees in the ATOD sector	
LLE advocacy / work			Q21. In the last year, have you taken part in any specific lived experience advocate / peer work roles? This includes situation where you were paid for your work or contributed as a volunteer. <i>(single choice)</i> • No • Yes			
LLE support	Q2.14. Thinking about workplace supports for workers with lived experience: <i>(multi select)</i> • What do you personally have access to? • What would be of benefit to workers with lived experience? Options:		Q22. Thinking about workplace supports for workers with lived experience: <i>(multi select)</i> A. What do you personally have access to? B. What would be of benefit to workers with lived experience? Options: • Support groups • Counselling sessions • External programs (e.g. Smart Recovery, AA)			

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	• Support from peers and colleagues • Support groups • Counselling sessions • Regular debriefs with a suitable colleague • Wellness rooms / chillout rooms • External programs (e.g. Smart Recovery, AA) • Other (please specify on next page) Responses: 1. You personally have access 2. Workers with lived experience would benefit from access		• Peer advocate community of practice • Regular supervision / debriefs with local peers external to your service • Regular supervision / debriefs with local peers external to the state Responses: • You personally have access • Workers with lived experience would benefit from access to these			
LLE other supports	Q2.15. What other supports for workers with lived experience: • Do you personally have access to? [open text] • Workers with lived experience would benefit from? [open text]		Q23. What other supports for workers with lived experience: • Do you personally have access to? [open text] • Do you think workers with lived experience would benefit from? [open text] Leave blank if there is nothing you want to add!			
LLE activities			Q24. In the last year, what activities have you taken part in as a worker with lived experience? (multi select) • Co-design of projects or policy			

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			• Contributing to public forums • Discussion on service delivery or possible improvements to services • Providing training (e.g. to other staff or lived experience workers) • Document or policy review • Partnering in working groups to influence policy • Research • To sit on a selection panel • Working with AOD clients (i.e. as a peer worker) • Other [open text]			
LLE co-design			Q24. Thinking about your time spent in Co-design Of Projects or Policy this year. To what extent do you agree with the following statements? [specific statements TBA]			
			Q25. Do you have any comments about your experience with Co-design Of Projects or Policy this year?			
LLE public forums			Q27. Thinking about your time spent in CONTRIBUTING TO PUBLIC FORUMS this year. To what extent do you agree with the following statements? [specific statements TBA]			
			Q28. Do you have any comments about your experience with CONTRIBUTING TO PUBLIC FORUMS this year? [open text]			
LLE discussions to improve services			Q30. Thinking about your time spent in DISCUSSIONS TO IMPROVE SERVICES this year. To what extent do you agree with the following statements? [specific statements TBA]			
			Q28. Do you have any comments about your			

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			experience with DISCUSSIONS TO IMPROVE SERVICES this year? [open text]			
LLE providing training			Q31. Thinking about your time spent in PROVIDING TRAINING this year. To what extent do you agree with the following statements? [specific statements TBA]			
			Q32. Do you have any comments about your experience with PROVIDING TRAINING this year? [open text]			
LLE document / policy review			Q33. Thinking about your time spent in DOCUMENT/POLICY REVIEW this year. To what extent do you agree with the following statements? [specific statements TBA]			
			Q34. Do you have any comments about your experience with DOCUMENT/POLICY REVIEW this year? [open text]			
LLE working groups			Q35. Thinking about your time spent in CONTRIBUTING TO WORKING GROUPS this year. To what extent do you agree with the following statements? [specific statements TBA]			
			Q36. Do you have any comments about your experience with CONTRIBUTING TO WORKING GROUPS this year? [open text]			
LLE research			Q37. Thinking about your time spent in contributing to RESEARCH this year. To what extent do you agree with the following statements? [specific statements TBA]			

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			Q38. Do you have any comments about your experience with RESEARCH this year? [open text]			
LLE selection panels			Q39. Thinking about your time spent in SITTING ON SELECTION PANELS this year. To what extent do you agree with the following statements? [specific statements TBA]			
			Q40. Do you have any comments about your experience with SITTING ON SELECTION PANELS this year? [open text]			
LLE working directly with clients			Q41. Thinking about your time spent in WORKING DIRECTLY WITH AOD CLIENTS (i.e. as a peer worker) this year. [specific statements TBA]			
			Q42. Do you have any comments about your experience with WORKING DIRECTLY WITH AOD CLIENTS (i.e. as a peer worker) this year? [open text]			
LLE training			Q44. For each of the following lived-experience specific courses, please indicate your level of engagement: A. ATDC training course in consumer leadership B. Mental Health Council of XXXX Peer (Lived Experience) Induction Training C. XXXX peer training D. Mental Health Peer Work Skill Set E. SHARC peer worker training F. SHARC Peer facilitator training			

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			Responses: - Completed - Currently undertaking - Planning to undertake in next year - Not planning to undertake - Not relevant to my role			
LLE barriers			Q45. In the last year, have any of the following been barriers to you taking part in your lived experience role? A. Access to internet and IT B. Numeracy and literacy skills C. Your mental health D. Financial challenges E. Treatment for substance use (inc. pharmacotherapy pickups) F. Previous legal history G. Concerns about stigma H. Training in the use of systems within your workplace Responses: - Not at all / not applicable - A little - Definitely			
			Q46. What do you need to help overcome the barriers on taking part in your lived experience roles? [open text]			

Organisational demographics

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Workplace location	Q6.2. In which State / Territory do you work? - Australian Capital Territory - New South Wales - Northern Territory	Q11. What is the postcode of your primary place of work (I.e. where your office is located)?	Q47. In which region of XXXX are you mostly based?	Q2. Where is your workplace located (<i>single choice</i>) [list of local regions]		

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	- Queensland - South Australia - Tasmania - Victoria - Western Australia					
Type of location (urban, rural, etc)	Q6.3. What is the main location of your work? ⁶ - Metropolitan (capital city, metro centre) - Rural (large or small rural centre) - Remote (remote areas with 5000 persons or less)	Q10. Which of the following best describes the organisation you work for? (<i>multi select</i>) - Statewide service - Metro service - Rural/regional service				Q3. Would you describe your organisation's area as: (<i>multi select</i>) - Metro - Regional - Rural - Remote - Statewide
Type of sector	Q6.4. What sector does your organisation belong to? - Government (I am a government employee) - Non-government (NGO) - Private			Q1. Please identify the organisation under which you are employed?		
Aboriginal Controlled Community Health Organisation (ACCHO) status						Q5. Is your organisation an Aboriginal Controlled Community Health Organisation (ACCHO)? (<i>single choice</i>) - Yes - No - Unsure
Organisation source of funding		Q12. Which of the following best describes how your program or service is funded? - Privately funded - Publicly funded - A combination of public and private				

⁶ Response options for this item are based on the Australian Institute of Health and Welfare (AIHW) resource *Rural, Regional and Remote Health: A Guide to Remoteness Classifications* (5).

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Number of employees in organisation	Q6.5. How many employees does your organisation have? ⁷ - Fewer than 10 employees 10 - 19 employees 20 - 99 employees 100 or more employees - Don't know	Philanthropic				Q4. How many employees does your organisation have? (single choice) - Fewer than 10 employees 10 - 19 employees 20 - 99 employees 100 or more employees - Unsure
Services and settings	Q3.3. What is your main area of work? (select 1) - Administration - AOD Family Violence Advisor - Assessment - Care and recovery coordination - Clinical oversight / management / coordination - Community development work - Consumer representation / advocacy - Counselling - Dual diagnosis work - Family therapy - Forensic AOD counselling - Harm reduction - Health services planning (catchment based planning) - Intake / assessment work	Q17. In what settings do you mainly provide services? (select up to 3) - Aboriginal services - AOD specialist service - Community health service - Custodial/justice system - Day rehab - GP practice - Home-based support - Hospital setting (inpatient) - Mental health setting - Non-residential treatment facility - Online/ telephone - Outreach - Peer services - Residential treatment facility - School settings - Other [open text]		Q3. Indicate the type/s of services your organisation provides (multi select) - Psychosocial counselling - Psychosocial aftercare/continuing care - Withdrawal management - Residential rehabilitation - Health promotion – information/education - Health promotion – community development - Supported living/transitional housing - Other [open text]		

⁷ Response options for this item are based on the Australian Bureau of Statistics (ABS) *Employee Earnings, Benefits and Trade Union Membership, Australia* survey (6).
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Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	• Intake / assessment and counselling • Lived experience work role / peer support / peer education / peer mentoring • Management of service / operation / program • Management / leadership of team • Needle and syringe program work • Non-residential withdrawal nursing • Outreach • Pharmacotherapy • Pharmacotherapy support work • Policy and / or media work • Project work • Providing information and education • Quality coordination • Rehabilitation • Research / data analysis • Residential support work • Student placement • Support and case management • Youth programs • Withdrawal management (detoxification) • Unpaid volunteering • Other [open text]					

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	Q3.4. In what settings do you mainly work?⁸ (<i>select up to 3</i>) • Non-residential treatment facility • Residential treatment facility • Custodial setting • Outreach setting • Someone's home • Office setting • School settings • Hospital setting (inpatient) • Other [open text]					
Specific organisation			Q1. Which organisation do you work in? (<i>single choice</i>) [list of specific orgs in state]		Q1. Which organisation do you work for? (<i>single choice</i>) If you work at more than one (state) alcohol, tobacco and other drug (ATOD) service, please complete this survey at the organisation that you consider to be your primary employer) [list of specific orgs in state]	

Contract and conditions

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Type of contract ⁹	Q3.13. Which of the following best describes your employment contract?	Q31. Which of the following best describes your	Q49. Which of the following options best described your employment status currently?	Q9. Which best describes your employment contract type?	Q3. At this organisation, are you working • Full time • Part time	Q13. Which best describes your employment contract type? (<i>single choice</i>) • Permanent full time • Permanent part time

⁸ Response items for this question are based on the Australian Institute of Health and Welfare (AIHW) *Alcohol and Other Drug Treatment Services National Minimum Data Set (AODTS NMDS)* (7).

⁹ Fair Work Ombudsman defines part time work as less than 38 hours per week (8).

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	- Part-time: 1 - 34 hours per week; full-time: 35 or more hours per week. - Permanent part time - Permanent full time - Fixed term contract part time - Fixed term contract full time - Casual part time - Casual full time - Volunteer (unpaid position)	employment terms? - Ongoing, part time - Ongoing, full time - Fixed term contract, part time - Fixed term contract, full time - Casual - Student/trainee/intern - Volunteer (unpaid position)	<i>(single choice)</i> - Permanent-full time - Permanent-part time - Fixed term-full time - Fixed term-part time - Casual- full time - Casual- part time - Volunteer-paid honorarium - Volunteer-unpaid position - Other	- Permanent full-time - Permanent part-time (specify hours) - Fixed-term (specify length and hours) - Casual (specify hours) - Other [open text]	Q5. At this organisation, what best describes your position? - Permanent - Fixed term contract - Casual - Volunteer - Other [open text]	- Fixed term contract full time - Fixed term contract part time - Casual - Volunteer - Other [open text]
SCHADS award			Q51. At which award is your role? <i>(single choice)</i> - SCHADS SACS Level 1–8 (each listed) - Unsure/prefer not to answer - Other	Q13. Are you employed under the SCHADS Award? - Yes - No (specify award) - Unsure		Q14. At which award is your role? <i>(single choice)</i> - SCHADS SACS Level 1–8 (each listed) - Unsure/prefer not to answer - Other [open text]
				Q14. What is your Award classification and level? SACS Level 1–8 (each listed)		
Union membership		Q32. Are you a member of a union? - Yes - No - Prefer not to say				

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Night shifts		Q33. How often do you work night or sleepover shifts? • Every day, or most days • A few times a week • A few times a month • Never or almost never • NA				Q15. In a typical month, how often do you work night or sleepover shifts? (<i>single choice</i>) • Everyday or most days • A few times a week • A few times a month • Never
Overtime	Q3.14. How often do you work extra hours or overtime? (i.e. beyond your contracted work hours)¹⁰ • Every day or most days • A few times a week • A few times a month • A few times a year • Never or almost never	Q34. How often do you work extra hours or overtime (in excess of your contracted work hours)? • Everyday, or most days • A few times a week • A few times a month • Never or almost never If you are working additional hours, how many additional hours do you work per week on average? [open text]			Q6. How often do you work extra hours or overtime? (Extra hours or overtime refers to time worked beyond your ordinary contracted work hours) • Every day or most days • A few times a week • A few times a month • A few times a year • Never or almost never	Q19. How often do you work extra hours or overtime (Extra hours or overtime refers to time worked beyond your ordinary contracted work hours) (<i>single choice</i>) • Everyday or most days • A few times a week • A few times a month • Never

¹⁰ Response options for this item are based on the Australian Bureau of Statistics (ABS) *Working Time Arrangements, Australia, November 2012* (9).

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Overtime compensation	Q3.15. How are you compensated for working extra hours or overtime?¹⁰ (select up to 3) • Not compensated in any way • Financial benefit (e.g. paid for extra hours, included in salary package) • Time-related benefit (e.g. time off in lieu, flexible work hours) • Other benefit (e.g. professional development) [open text response]	Q35. How are you typically compensated for working extra hours or overtime? • Not compensated at all • Paid standard rates for extra time • Paid overtime rates for extra time • Time in-lieu • Other [open text]				Q20. In these cases, how are you compensated? (single choice) • I am not compensated • Time (e.g., time off in lieu [TOIL]) • Money (e.g., paid) • Other [open text]
Contract hours					Q4. At this organisation, on average, how many actual hours do you work in a fortnight?	
Work from home						Q16. Do you work-from-home (WFH) as part of your role? (single choice) • Yes • No • WFH is not provided by my organisation
						Q17. Please rate your agreement with the following statement (single choice) The WFH arrangements available to me meet my wellbeing and flexibility needs. Responses: Five-point matrix scale from strongly disagree to strongly agree & I prefer not to say
						Q18. What is the main reason your current WFH arrangements

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						do or do not meet your wellbeing and flexibility needs? [open text]
Working additional hours ¹¹						Q21. In an average week, how many additional unpaid hours do you work? (single choice) - Please specify (in hours): - I do not work any additional unpaid hours
Unpaid hours				Q12. In an average week, how many additional unpaid hours do you work? - None - Yes (specify hours)		
Annual gross income	Q3.20. What is your weekly personal income (or annual income, p.a) before tax in this job? \$1 - \$199 (\$1 - \$10,399 p.a) \$200 - \$299 (\$10,400 - \$15,599 p.a) \$300 - \$399 (\$15,600 - \$20,799 p.a) \$400 - \$599 (\$20,800 - \$31,199 p.a) \$600 - \$799 (\$31,200 - \$41,599 p.a) \$800 - \$999 (\$41,600 - \$51,999 p.a) \$1,000 - \$1,249 (\$52,000 - \$64,999 p.a)	Q18. What is your personal weekly/annual income approximately (gross/before tax) in your current role? \$1 - \$199pw (\$1 - \$10,399 per year) \$200 - \$299pw (\$10,400 - \$15,599 per year) \$300 - \$399pw (\$15,600 - \$20,799 per year) \$400 - \$599pw (\$20,800 - \$31,199 per year)			Q7. What is your weekly personal income (or annual income, p.a) before tax in this job? (Do not include income from other sources) \$1 - \$199 (\$1 - \$10,399 p.a) \$200 - \$299 (\$10,400 - \$15,999 p.a) \$300 - \$399 (\$15,600 - \$20,799 p.a) \$400 - \$599 (\$20,800 - \$31,199 p.a) \$600 - \$799 (\$31,200 - \$41,599 p.a) \$800 - \$999 (\$41,600 - \$51,999 p.a) \$1,000 - \$1,249 (\$52,000 - \$64,999 p.a) \$1,250 - \$1,499 (\$65,000 - \$77,999 p.a) \$1,500 - \$1,999 (\$78,000 - \$103,999 p.a)	

¹¹ For questions related to this topic, the Work-Life Balance Scale (10) may also be considered.

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	• \$1,250 - \$1,499 (\$65,000 - \$77,999 p.a) • \$1,500 - \$1,999 (\$78,000 - \$103,999 p.a) • \$2,000 or more (\$104,000 p.a or more) • My role is unpaid (e.g. volunteer, student placement) • Prefer not to say	• \$600 - \$799pw (\$31,200 - \$41,599 per year) • \$800 - \$999pw (\$41,600 - \$51,999 per year) • \$1,000 - \$1,249pw (\$52,000 - \$64,999 per year) • \$1,250 - \$1,499pw (\$65,000 - \$77,999 per year) • \$1,500 - \$1,749pw (\$78,000 - \$90,948 per year) • \$1,750 - \$1,999pw (\$91,000 - \$103,948 per year) • \$2,000 – 2,249 (\$104,000 - \$116,948 per year) • \$2,250 – 2,499 (\$117,00 - \$129,948 per year) • \$2,500 - \$2,999 (\$130,000 - \$155,948 per year)			• \$2,000 or more (\$104,000 p.a or more) • My role is unpaid (e.g. volunteer, student placement) • I prefer not to say	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
		• \$3,000+ pw (\$156,000+ per year) • Unpaid role (e.g. volunteer, student) • Prefer not to say				
Satisfaction about payment	Q8.3. Thinking about your current work: Considering your skills and the effort you put into your work, how satisfied are you with your pay? • Completely unsatisfied • Unsatisfied • Neither unsatisfied nor satisfied • Satisfied • Completely satisfied Scale: Single-item from the Survey of Organisations: A machine-scored standardized questionnaire instrument (11)					Q83. Thinking about your current pay, how much do you agree with the following statements? • I am satisfied with the pay I receive for the work I do. • My pay allows me to live comfortably. • I am fairly paid compared to others in my organisation. • My pay is competitive with similar roles in other organisations. Responses: Five-point matrix scale from strongly disagree to strongly agree
Employment incentives				Q15. What employment-related incentives/conditions does your organisation provide? (<i>multi select</i>) • Time in Lieu (TIL) • Additional paid leave (e.g. service closure of Christmas /		

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
				New Year period) • Flexible work practices (e.g. changing start times, attending personal appointments outside of lunch hours) • Flexi leave / rostered day off (RDO) • Annual salary increments • Indexation (CPI) • Study leave - paid • Study leave - unpaid • Conference leave • Superannuation matching (employer contributes the same amount that you do) • Employee Assistance Program (EAP) • Unpaid leave (specify): • No employment related incentives / conditions provided • Other [open text]		
Other job			Q50. Do you have another job? <i>(single choice)</i> • No • Yes, in the ATOD sector		Q8. Do you currently have another employer? <i>(multi select)</i> • No • Yes, another employer in the	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			• Yes, in another part of the community sector • Yes, in a different sector (please comment) Make a comment on your choice here:		alcohol, tobacco and other drug (ATOD) sector (please specify which organisation) • Yes, another employer in a different sector (please specify which sector; e.g. hospitality) • Yes, other employment circumstances not listed above (e.g. self-employed; please specify)	
ATOD peer specific role					Q11. Are you employed as an alcohol, tobacco and other drug (ATOD) peer in an ATOD peer-specific role? • Yes • No	
Work-life balance						Q22. How strongly do you agree with the following statement: <i>(single choice)</i> 'My workplace supports me to maintain a good work / life balance' Responses: Five-point matrix scale from strongly disagree to strongly agree.

Current role

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Current role	Q3.2. Which of the following best describes your occupation? ¹²	Q16. What is your current role? <i>(multi select)</i>	Q72. Which of the following position titles or roles best describes	Q10. Under which primary position title are you employed?	Q9. Which of the following best describes the main role or capacity you are employed in? Please note	Q6. Which of the following best describes your current role? <i>(single choice)</i> • Manager

¹² Response options for this item are based on the Australian Bureau of Statistics (ABS) *Australian and New Zealand Standard Classification of Occupations, 2013* (12).

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	1. Aboriginal Alcohol and Other Drug (AOD) worker 2. Aboriginal health worker 3. Chief Executive or Managing Director 4. Clerical and office support worker 5. Clinical psychologist 6. Community worker 7. Contract / program / project administrator 8. Counsellor 9. Drug and alcohol counsellor 10. Drug and alcohol nurse 11. Enrolled nurse 12. Education professional 13. Family support worker 14. General practitioner 15. General registered nurse 16. Health promotion officer 17. Medical practitioner 18. Nurse educator 19. Nurse practitioner 20. Nurse researcher	1. Aboriginal AOD Worker 2. Administration 3. Addiction Medicine Specialist 4. Advisory Role 5. AOD Clinician/ Counsellor 6. AOD Family Support Worker 7. AOD Intake and/or Assessment Worker 8. AOD Peer Worker 9. AOD Support Worker 10. AOD Youth Worker 11. Care And Recovery Worker 12. Dual Diagnosis Worker 13. Family Violence Practitioner 14. Forensic AOD Clinician 15. Family Reunification 16. Harm Reduction Worker 17. Management/Team Leader 18. Nurse Practitioner/Nurse/ Clinical Nurse Consultant 19. Outreach Worker 20. Policy And Project Worker 21. Psychologist 22. Social Worker 23. Other [open text]	your main role in your organisation? 1. Aboriginal alcohol and drug worker 2. Aboriginal Health Worker 3. AOD worker/specialist 4. Capacity builder 5. Case manager 6. Clerical, admin or office support 7. Clinical supervisor 8. Counsellor 9. Doctor 10. Educator 11. Educator/health promotion worker 12. Family support worker 13. Lived experience advocate 14. Manager 15. NSP worker 16. Nurse 17. Occupational Therapist 18. Outreach worker 19. Peer worker 20. Peer worker/Lived experience worker 21. Pharmacist 22. Policy Officer 23. Practitioner 24. Psychologist 25. Researcher 26. Social worker 27. Support worker 28. Team leader/coordinator 29. Volunteer 30. Youth worker 31. Other	(single choice) 1. Drug and Alcohol Worker 2. Drug and Alcohol Counsellor 3. Aboriginal Drug and Alcohol Worker 4. CALD Drug and Alcohol Worker 5. Residential Support Worker 6. Outreach/Aftercare Worker 7. Psychologist 8. Intern Psychologist 9. Social Worker 10. Registered Nurse 11. Enrolled Nurse 12. Allied Health Professional other (please specify in box below) 13. Medical Officer 14. Addiction Medicine Specialist 15. Psychiatrist 16. Health Promotion Worker 17. Community Development Worker	that this is referring to your role, not necessarily to your qualifications, which may be different (you will be asked about your qualifications later in the survey) • Addiction Medicine Specialist • Administrator • AOD worker (e.g. AOD Practitioner; Case Manager; Intake/Assessment Officer); please specify • Clinical or Other Psychologist • Counsellor • Executive Officer • General Practitioner or Other Medical Practitioner (please specify) • Manager • Nurse / Nurse Practitioner • Peer Worker • Psychiatrist • Researcher / Policy Officer / Project Officer • Social worker • Youth Worker • Other role [open text]	• Clerical and Administrative Worker • Medical (e.g., GP, Addiction Specialist, Nurse) • Clinical and Health (e.g., Psychologist, Social Worker, Counsellor) • Support and Casework (e.g., Peer Worker, Case Worker, Support Worker) • Research, Evaluation, Policy or Project

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	21. Nursing professional 22. Office / practice manager 23. Personal assistant / secretary 24. Pharmacist 25. Policy and planning manager / professional 26. Psychiatrist 27. Psychotherapist 28. Public relations professional 29. Refuge worker 30. Research & development manager / professional 31. Service manager 32. Social professional 33. Social worker 34. Volunteer (unpaid) 35. Welfare support worker 36. Welfare worker 37. Youth worker 38. Occupational therapist [omitted from the original survey]			18. Team Leader/Manager (with client/clinical duties) 19. Team Leader/Manager (with coordination role without client/clinical duties) 20. Project Officer 21. Administration Officer/Receptionist 22. Finance / Business Officer 23. Quality Improvement Coordinator 24. Policy Officer 25. Research Officer 26. CEO/Executive Officer/Organisation Manager 27. Other [open text]		
Other roles in same organisation					Q10. Please indicate any other roles you are currently employed in at the same organisation (<i>multi select</i>) - Addiction Medicine Specialist - Administrator	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
					• AOD worker (e.g. AOD Practitioner; Case Manager; Intake/Assessment Officer) • Clinical or Other Psychologist • Counsellor • Executive Officer • General Practitioner or Other Medical Practitioner (please specify) • Manager • Nurse / Nurse Practitioner • Peer Worker • Psychiatrist • Researcher / Policy Officer / Project Officer • Social worker • Youth Worker • Other role/s [open text]	
Role involves	Q3.5. Overall, what are your main work roles? (multi select) • Direct client services • Management (staff / unit / agency) • Administration (related to your main role) • Research • Project work • Professional support (e.g. finance, HR, organisational administration)		Q73. What is the primary task involved in your job? (single choice) • Advocacy • Brief intervention • Case management • Casework • Consultation • Counselling • Crisis support • Education/training • Evaluation • Family work • Group work • Health promotion • Intake • Life skills • Management • Peer support • Policy		Q14. What tasks do you spend most of your work time on? (select up to five) • Advocacy • Assessment • Brief intervention • Case management / case work • Compilation of data for reporting • Counselling / intensive therapy • Crisis support • Data entry • Family work • Group work • Health promotion and community development projects • Information and education	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			• Primary health care • Referrals • Representation • Research • Screening • Support • Triage • Other		• Other (please specify) • Leadership and/or staff management • Meeting attendance • Peer education and support • Reception duties • Referrals • Relapse prevention • Research and/or policy • Screening • Treatment planning • Undertaking your own professional development • Administration tasks • Intake	
			Q74. Are there any other tasks involved in your job? (multi select) • Advocacy • Brief intervention • Case management • Casework • Consultation • Counselling • Crisis support • Education/training • Evaluation • Family work • Group work • Health promotion • Intake • Life skills • Management • Peer support • Policy • Primary health care • Referrals • Representation • Research • Screening • Support			

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			• Triage • Other [open text]			
Management role			Q77. Do you have a management role in your organisation? (<i>single choice</i>) • I do not have a management role • Management / leadership only • Management / leadership + client contact • Management / leadership + other responsibilities			
Manage other staff			Q78. How many staff do you manage? (<i>single choice</i>) • Up to 4 staff • 5 to 9 staff • 10 or more staff • I don't manage any staff currently		Q15. Do you manage / supervise any staff in your organisation? • No • Yes, 1 – 3 staff members • Yes, 4 – 10 staff members • Yes 11+ staff members	Q11. How many staff do you manage? (<i>single choice</i>) • I don't manage staff currently • Please specify a numerical value:
Leadership role		Q29. Are you in a leadership role? • Yes • No				
Management statements		Q30. To what extent do you agree with the following statements? • I can provide supportive and effective supervision to my staff • I can effectively respond to critical incidents within the workplace • I can effectively manage conflict			Q60. Leadership and management (To what extent you agree with the following statements) • I have the capabilities to provide supportive and effective professional supervision • I know how to respond effectively to critical incidents in the workplace • I have the skills to manage conflict in the workplace and have difficult conversations	Q12. To what extent do you agree with the following statement? (<i>single choice</i>) 'I am confident in my capabilities to lead and manage staff' Responses: Five-point matrix scale from strongly disagree to strongly agree

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
		between staff members and have difficult conversations • I am confident in my capabilities to lead and manage staff • I can effectively support staff from diverse cultural, social, and professional backgrounds • I am confident in supporting and supervising staff in specialist or designated roles (e.g. peer roles, First Nations Lead etc) • I am confident in supporting staff wellbeing, including identifying signs of burnout or stress • I apply trauma-informed principles in my leadership and supervision • I know how to respond to performance issues effectively Responses: Five-point matrix scale from strongly agree to strongly disagree & NA			• I am confident in my capabilities to lead and manage staff Responses: Five-point matrix scale from strongly agree to strongly disagree & NA	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Proportion of your work in this area	Q3.6. Overall, how much of your work (%) involves the following: Selections must add to 100% • Direct client services • Management (staff / unit / agency) • Administration (related to your main role) • Research • Project work • Professional support (e.g. finance, HR, organisational administration)					
Services to clients		Q19. Do you provide services to clients in your current role? • Yes • No				
Three main tasks				Q11. What are the three main tasks involved in your job? (List 3 only)		
Identified work position			Q76. Are you in an identified work position? <i>(single choice)</i> • No • Aboriginal and Torres Strait Islander • Culturally and Linguistically Diverse			Q7. Are you in an identified work position? (This is where one of these titles is a specified part of your position title or description) <i>(multi select)</i> • No • Aboriginal and/or Torres Strait Islander • Culturally and Linguistically Diverse

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			- Lived Experience - Women-specific - Other *This is where one of these titles is a specified part of your position title or description			- Lived-Living Experience - Women-specific - Disability - Other: [open text]
						Q8. To what extent do you feel a sense of cultural responsibility or expectation (often referred to as cultural load) in your workplace as an Aboriginal and/or Torres Strait Islander employee? <i>(single choice)</i> - Never / Almost never - Seldom - Sometimes - Often - Always
						Q9. To what extent does this impact your roles and responsibilities <i>(single choice)</i> - Never / Almost never - Seldom - Sometimes - Often - Always

Client demographics²

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Interaction with clients						Q10. Do you interact directly with clients? <i>(single choice)</i> - Yes - No
Primary clients	Q3.7. To which of the following groups do you mainly		Q75. How often do you personally provide services			Q23. Which client groups do you

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	provide a service? (select up to 3) (subsequent items address gender & sexual identity groups) - No particular target group - Adults (18+ years) - Children and young people - Older / elderly adults - Clients with dependent children - Family members / significant others - Forensic clients - Clients with dual diagnoses / co-occurring mental health issues - Clients identifying as Aboriginal / Torres Strait Islander - Clients from culturally and linguistically diverse backgrounds - Other [open text]		to the following client groups? A. Aboriginal and Torres Strait Islander peoples B. Adults (25+) C. Children and young people (under 18 years) D. Children of people who use substances E. Clients with children F. Culturally and linguistically diverse populations G. Family members of people who use substances H. Lesbian, gay, bisexual, transgender, intersex, queer/questioning, and asexual persons (LGBTIQ+) I. Older/elderly adults (60+ years) J. People experiencing sexual and family violence K. People in or leaving prison L. People living in rural or remote areas M. People who are homeless or at risk of homelessness N. People with co-occurring conditions, including mental ill health, neuro-diversity and disability O. Refugees P. Young people (18-25+) Q. Women Responses: Never, sometimes, often, unsure			primarily interact with? (select up to 3) - General population (e.g., men and women) - Men only - Women only - Parents with dependent children - Women with children - Children - Young people - Family members/carers - Clients identifying as Aboriginal and / or Torres Strait Islander - Clients from culturally and linguistically diverse backgrounds - Clients who identify as LGBTI+ - Clients connected with the criminal justice system - Clients with coexisting mental health issues - Other (please specify):
Main clients	Q3.8. To which of the following groups	Q20. How often do you provide services				

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	do you mainly provide a service? (select up to 3) - No particular target group - Women - Men - women and / or Trans men - Non-binary / gender fluid clients - Clients with a different gender identity (please specify)	to the following client groups? - Aboriginal and Torres Strait Islander people - Children and young people (under 18 years) - Culturally and linguistically diverse - Gay, lesbian and bi/pansexual people - Men - Migrants and/or refugees - Older people (60+ years) - People with disability or chronic health conditions (other than AOD related) - Trans, gender diverse and/or non-binary people - Women - Young people (18-25 years) Responses: never, sometimes, often, unsure				
Client complexity		Q21. How often do you provide services to clients with the following additional treatment needs/experiences? - Acquired Brain Injury (ABI) or Cognitive Impairments - Anxiety disorders		Q26. How competent are you working with drug and alcohol clients who also experience the following: - Anxiety and/or depression - Bipolar or schizophrenia Personality		

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
		- Eating disorders - Experiencing family violence (victim survivor) - Forensic - Gambling dependencies - Gaming dependencies - Homelessness - Mood disorders - Personality disorders - Psychotic disorders - Self-harm - Suicidal ideation - Trauma - Using family violence Responses: - Never - Sometimes - Often - Unsure		- spectrum disorders - Physical health issues - Clients identifying as Aboriginal and/or Torres Strait Islander - Homelessness or risk of - Acquired brain injury - Coming direct from prison - Bail or parole conditions - Other connection with criminal justice system - Fetal alcohol spectrum disorder - Intellectual disability - Pregnancy - Dependent children - Community Services involvement - Receiving Opioid Substitution Therapy (OST) - Past trauma - Child and/or adult sexual abuse - Current or previous domestic violence - Culturally and linguistically		

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
				diverse backgrounds • Low literacy skills Responses: • Not competent • Minimum • Mostly • Competent • Advanced • N/A		
Client age groups	Q3.10. Thinking about the last 2 - 3 years, which age groups did your clients comprise? • 25 years or younger • 26 - 49 years • 50 years or older Responses: • None of my clients • Around one quarter • Around one half • Around three quarters • All or almost all of my clients					
Changes in client numbers	Q3.11. Thinking about the last 2 - 3 years, the number of clients in each of these age groups has: Responses: • Decreased substantially • Decreased slightly					

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	- Stayed about the same - Increased slightly - Increased substantially - N/A Age groups: 25 years or younger 26 - 49 years 50 years or older					
Client interactions	Q3.12. Of the total hours per week that you work in your AOD role, approximately how many hours do you spend working directly with clients?¹³ Please round up to a whole number. If none please put '0'. Examples of direct client work include: intake, assessment, developing care plans, providing treatment, support and care, follow-up and post care. [Numeric text entry]		Q71. Most people employed in the ATOD sector undertake a mix of direct client contact and non-client contact activities. During an average working week, approximately how much of your work is face to face with clients? (single choice) - None - Some - About half - Most - All		Q13. Most people employed in the alcohol, tobacco and other drug (ATOD) sector undertake a mix of different activities including direct client contact and non-client contact activities. Please indicate how much of an average working week is spent on direct client contact activities. - All or almost all - Most (approximately three-quarters of an average working week is spent on direct client contact activities) - About half - Some (approximately one-quarter of an average working week is spent on direct client contact activities) - None or almost none	Q24. What percentage of your time do you usually spend on the following activities (must total 100%)? - Face-to-face with clients: _____ - Telehealth (online AOD treatment service): _____ - Paperwork / administration: _____ - Working across services / liaising and networking: _____ - Training and educating others: _____ - Research / quality / evaluation: _____ - Other (please specify): _____ - Total: 100%

¹³ This single item/response is sourced from the Victorian Department of Health and Human Services (DHHS) 2016 *Alcohol and Other Drugs Workforce Study – Worker Survey* (13).

Perceptions of clients

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Opinions of PWUD			Q55. Please rate your level of agreement with each of the following statements Please choose the appropriate response for each item: A. Regular and consistent use of alcohol or other drugs is a lifestyle for some that should not be negatively judged by others. B. People who experience harm related to their use of alcohol or other drugs deserve the same level of medical care as others C. People who regularly and consistently use alcohol or other drugs are not employable D. Most people who experience harm associated with AOD are personally responsible for their situation E. Most people who regularly and consistently use AOD use these substances as a way of dealing with issues F. In most cases, adverse life circumstances are likely to be responsible for a person's use of AOD to harmful levels G. Given appropriate treatment and support, people who experience ongoing harm from their use of AOD can recover H. I feel a sense of responsibility to reflect on my attitudes, beliefs and behaviours towards people who experience harm related to their AOD use Responses: Five-point matrix scale from strongly agree to strongly disagree			
Client behaviour			Q83. How frequently do you experience or observe the following behaviours from people presenting to your service for reasons related to their AOD use? A. Patients engaging as active participants in their care B. Verbal abuse towards you or colleagues C. Expressing appreciation for the support provided D. Consistently following through on an agreed treatment plan Responses: • Never • Rarely • Sometimes • Often • Always			
Concerns for clients			Q84. How frequently do you experience the following worries with people who present to your service for a reason related to their AOD use? A. You do not have the resource to support the person B. The person may become violent C. You may be emotionally impacted by the interaction D. The person is lying to you and doesn't want help			

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			E. You do not have the appropriate skills or knowledge to support the person F. The person may be unpredictable during your interaction Responses: • Never • Rarely • Sometimes • Often • Always			
Team positively interacting with clients			Q85. I feel optimistic that my team / organisation can promote and display positive attitudes and behaviours towards people who experience harm related to their alcohol and other drugs use (single choice) Responses: Five-point scale from strongly agree to strongly disagree			
Personal attitude towards clients			Q86. How would you describe your current overall attitude towards those who experience harm related to their use of AOD? (single choice) Responses: • Very negative • Negative • Neutral • Positive • Very positive			
Advice to a friend treated for AOD			Q87. How likely or unlikely would you be to advise a close friend or relative who has been treated for AOD not to tell anyone else about it? (single choice) Responses: • Extremely unlikely • Unlikely • Neutral • Likely • Extremely likely			

Work demands

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
General demands						Q49. Has your work become more demanding since you started working in the AOD sector? (<i>single choice</i>) • Yes • No
						Q50. Please explain how your work has become more demanding since you started working in the AOD sector: [open text]
Cognitive demands						57. The following questions refer to your personal work situation and your experience of it. For each question, please choose the answer that is most applicable to you. • Does your work require a lot of concentration? • Does your work demand enhanced care or precision? • Do you regard your work as mentally very straining? • Does your work require your constant attention? Responses: • Never • Sometimes • Regularly • Often • Very Often Scale: Job Demands-Resources (JD-R) Questionnaire (Cognitive Demands subscale) (14, 15)
Emotional demands	Q8.6. Thinking about your work experience, to what degree: A. Is your work emotionally exhausting?		Q93. Thinking about your work experience, how often... Please choose the appropriate response for each item: A. are you exhausted in the morning at the		Q63. Thinking about your experience of work, how often • are you exhausted in the morning at the thought of another day at work? • do you feel enthusiastic about your job?	Q58. Please indicate how often each of the following applies to you: • Is your work emotionally demanding? • Do you get emotionally involved in your work?

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	B. Does your work frustrate you? C. Do you feel burnt out because of your work? Responses: - Never/hardly ever - Seldom - Sometimes - Often - Always Scale: The Copenhagen Burnout Inventory (CBI) (16)		thought of another day at work? B. are you enthusiastic about your job Responses: - Never/Almost never - Seldom - Sometimes - Often - Always		Responses: - Never/Almost never - Seldom - Sometimes - Often - Always	- Does your work require that you get personally involved? - Does your work put you in emotionally disturbing situations? Responses: - Never/hardly ever - Seldom - Sometimes - Often - Always Scale: Copenhagen Psychosocial Questionnaire (COPSOQ) (Emotional demands) (17)
Burnt out			Q94. Thinking about your work experience, to what degree do you feel burnt out because of your work? (<i>single choice</i>) - To a very low degree - To a low degree - Somewhat - To a high degree - To a very high degree		Q62. Thinking about your experience of work, to what degree do you feel burnt out because of your work? - To a very low degree - To a low degree - Somewhat - To a high degree - To a very high degree	

Worker experience, education and training

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Years of work	Q7.2. How many years have you been working in: A. Your current organisation B. The AOD sector Responses: - Less than 1 year 1 - 3 years 4 - 6 years 7 - 9 years 10+ years	Q15. How many years have you been working in the AOD sector? - Less than 1 year 1-3 years 4-6 years 7-9 years 10-19 years 20+ years	Q48. For how many years have you worked: - In the workforce? - In the AOD sector? - In your current organisation? - In your current position? Responses: <1 year	Q18. How many years have you worked in: - Your current position - Your current organisation - The AOD sector - The workforce in total	Q12. In total, for how many years & months have you worked in your current position? (e.g. if you have worked in your current position for 3 months write Years - 0 Months - 3) Years	Q48. How many full-time equivalent (FTE) years of experience do you have in (excluding extended leave): - Your current position: - Your current organisation: - The AOD sector:

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			• 1-5 years • 6-10 years • 11-15 years • 15+ years		• Months	
					Q22. In total, for how many years/months have you cumulatively worked in the alcohol, tobacco and other drug (ATOD) sector? (i.e. include time in your current organisation and in any other ATOD organisation – including work outside Australia in the ATOD sector if relevant) • Years • Months	
First role in AOD	Q7.3. Is your current position the first role you've had in the AOD sector?¹³ • Yes • No				Q21. Is your current position the first role you've had in the alcohol, tobacco and other drug (ATOD) sector? • Yes • No	Q51. Is your current position the first role you've had in the AOD sector (<i>single choice</i>) • Yes • No
Previous role	Q7.4. Which sector did you work in prior to joining the AOD sector?¹³ (<i>single choice</i>) • I haven't worked in any other sector • Administration • Aged care • Child protection			Q19. Where was your last employment position? • Current organisation • Another non-government drug and alcohol organisation	Q23. Immediately prior to your current role, were you • Working in the same organisation • Working within the alcohol, tobacco and other drug	Q52. Which sector did you work in immediately prior to joining your current organisation? (<i>single choice</i>) • AOD-specific sector • General health sector

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	- Community services / community health - Clinical mental health / mental health - Construction - Disability - Education - Employment services - Family services / family support - Health - Hospitality - Housing - Justice - Mental health community support services - Private sector - Retail - Sexual health - Youth - Other [open text]			- Government drug and alcohol organisation - Another sector: [open text] - None - new graduate - None – returning to workforce after lengthy break - Other: [open text]	(ATOD) sector in another organisation - Working outside the alcohol, tobacco and other drug (ATOD) sector - Not working - Other: [open text]	None of the above
					Q24. Immediately prior to your current role, in which sector did you work? - Aged care - Childcare - Child protection - Disability - Education - Family services - Health - Hospitality / Retail - Housing / Homelessness - Justice / Corrective services - Mental health - Youth	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
					- N/A - Other: [open text]	
				Q20. Apart from AOD, what other sectors have you worked in? (<i>multi select</i>) - Youth - Mental health - Disability - Education - Community services - Medical (hospital/other clinical) - Government - Private/own business - Have not worked in another sector - Other: [open text]	Q25. In what other sector(s) have you ever worked? (<i>multi select</i>) - Aged care - Childcare - Child protection - Disability - Education - Family services - Health - Hospitality / Retail - Housing / Homelessness - Justice / Corrective services - Mental health - Youth - Not applicable - Other [open text]	
Highest qualification related to AOD	Q4.4. What is the highest AOD-related qualification that you have obtained (i.e. specialised addiction or AOD training)? (<i>single choice</i>) - No AOD-related qualification - Accredited short course - One or more of the core competencies in the AOD Certificate IV skill set - Certificate IV in Alcohol and Other Drugs	Q14. What is the highest AOD-related qualification you have obtained or are currently studying? - No AOD-related qualification - Accredited short course - One or more of the core competencies in the AOD Certificate IV skill set - Certificate IV in Alcohol and Other Drugs - Diploma - Advanced diploma - Undergraduate degree - Graduate certificate - Graduate diploma	Q62. Do you have an AOD specific qualification? (e.g. a Diploma in Addiction Studies, Certificate 3 in Alcohol and Other Drugs etc.) (<i>single choice</i>) - No - Yes Note: It may be same or different qualification to the previous question	Q21. What specific AOD qualifications do you hold? (<i>multi select</i>) - No specific drug and alcohol qualification - Certificate IV AOD - Diploma in AOD - Diploma in AOD and Mental Health - Undergraduate Degree in AOD - Postgraduate studies - Other [open text]	Q31. I have completed the following units of the AOD Skillset (<i>multi select</i>) - CHCAOD001: Work in an AOD context - CHCAOD04: Assess the needs of clients with AOD issues - CHCAOD006: Provide interventions	Q54. Which of the following AOD-RELATED qualifications have you obtained (i.e. specialised addiction or AOD training)? (<i>multi select</i>) - No AOD-related qualification - Certificate I-III - Certificate IV - Alcohol and Other Drugs Skill Set

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	• Diploma • Advanced diploma • Undergraduate degree • Graduate certificate • Graduate diploma • Masters degree • PhD / doctoral degree • Medical fellowship • Addiction Medicine fellowship • Other [open text]	• Master degree • PhD / doctoral degree • Medical fellowship • Addiction Medicine fellowship • Other (open text)			• for people with AOD issues • CHCAOD009: Develop and review individual AOD treatment plans • None of the above units of the skillset • I intend to work towards obtaining the AOD Skillset (or any incomplete units of the Skillset) within the next 12 months	• Advanced diploma or diploma • Bachelor degree • Bachelor Honours degree • Graduate diploma or Graduate certificate • PhD • Masters degree (coursework, research, or extended) • Medical Doctorate degree • Addiction Medicine fellowship • Other: [open text] • I prefer not to say
	Q4.5 Thinking of all your AOD education and training, which of the following vocational AOD qualifications have you successfully completed? <i>(multi select)</i> • Diploma of Alcohol and Other Drugs • Certificate IV in Alcohol and Other Drugs • Alcohol and Other Drugs Skill Set • I have not successfully		Q63. Please name your highest AOD specific qualification [open text]			

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	completed any of the above					
	Q4.6. Are you currently enrolled in a formal qualification specialising in AOD and / or addiction studies? • No • Diploma of AOD • Cert IV in AOD • AOD skill set / core competencies • Graduate certificate in AOD studies • Masters of Addictive behaviour • Other				Q29. Do you think a Certificate IV is an appropriate minimum level of qualification for the alcohol, tobacco and other drug (ATOD) workforce in the X (state/territory)? Please provide the reason for your answer: • Yes • No – minimum level of qualification should be above the Certificate IV (e.g. a Bachelor degree) • No – minimum level of qualification should be below the Certificate IV (e.g. a Certificate III) • I don't know • Other [open text]	
					Q32. I have a Certificate IV (or I am currently completing a Certificate IV) in: • Alcohol and Other Drugs • Community Services	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
					• Mental Health • Youth Work • I do not have a Certificate IV in the above • I intend to enrol in a Certificate IV in one of the above in the next 12 months [open text]	
Highest qualification not related to AOD	Q4.2. What is the highest general qualification that you have obtained (i.e. not specialised addiction or AOD training)? • Up to and including Yr 10 / school certificate • Year 12 or equivalent certificate • Certificate (I-IV) • Diploma • Advanced diploma • Undergraduate degree • Graduate certificate • Graduate diploma • Masters degree • Postgraduate degree • PhD / doctoral degree • MBBS • Medical fellowship • Other [open text]	Q13. What is the highest general qualification you have obtained? • Up to and including Yr 10 / school certificate • Year 12 or equivalent certificate • Certificate (I-IV) • Diploma • Advanced diploma • Bachelor/Undergraduate degree • Graduate certificate • Graduate diploma • Masters degree • PhD/doctoral degree • Medical fellowship • Other [open text]	Q60. At what level is your highest qualification? (<i>single choice</i>) • Up to and including year 10/school certificate • Year 12 or equivalent certificate • Certificate I-IV • Diploma • Advanced Diploma (Undergraduate) Bachelor Degree • Graduate Certificate • Graduate Diploma • Masters Degree • Doctoral Degree (PhD) • None of these • Other	Q22. What is your highest qualification (any field)? • Up to and including Year 10/School Certificate • Year 12 or equivalent College Certificate • Certificate II (specify): • Certificate III (specify): • Certificate IV (specify): • Diploma (specify): • Advanced Diploma (specify): • Undergraduate Degree (specify): • Graduate Certificate (specify): • Graduate Diploma (specify): • Masters Degree (specify): • PhD/Doctorate (specify):	Q27. What qualifications have you completed in the following areas of study? (Please mark all qualifications that you have completed. Where relevant, please also provide the name of the qualification) • Year 10 / School certificate • Year 12 / College certificate • AOD Skillset • Certificate I – III (please specify by providing the name of your certificate/s e.g. Certificate II in Community Services) • Certificate IV (please	Q53. What is the highest GENERAL qualification that you have obtained (i.e. not specialised addiction or AOD training)? (<i>single choice</i>) • Year 11 or below • Year 12 or equivalent • Certificate I-III • Certificate IV • Advanced diploma or diploma • Bachelor degree • Bachelor Honours degree • Graduate diploma or Graduate certificate • PhD • Masters degree

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					specify by providing the name of your certificate/s e.g. Certificate IV in AOD) • Diploma (please specify by providing the name of your diploma/s e.g. Diploma of Nursing) • Advanced diploma / Associate degree (please specify by providing the name of your diploma/s or degree/s e.g. Advanced Diploma of Management, Associate Degree in Social Science) • Bachelor degree (please specify by providing the name of your degree/s e.g. Bachelor of Social Work) • Graduate certificate / Graduate diploma / Bachelor	(coursework, research, or extended) • Medical Doctorate degree • No general (non AOD) qualification • Other: [open text] • I prefer not to say

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					degree with honours (please specify by providing the name of your Graduate certificate/s, diploma/s or degree/s) • Masters degree (please specify by providing the name of your Masters Degree/s e.g. Masters of Social Work) • Doctoral degree (PhD) (please specify by indicating the discipline you completed your PhD in) • Other [open text]	
			Q61. Please name your highest qualification in any area of study: [open text]			
					Q33. I have, or I am currently completing, a Bachelor degree or higher in a health, social, or behavioural science related discipline • Yes	

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					• No, but I intend to enrol in a Bachelor Degree or higher in a health, social, or behavioural science related discipline in the next 12 months • No, and I do not intend to enrol in a Bachelor Degree or higher in a health, social, or behavioural science related discipline in the next 12 months	
Highest qualification in the past 12 months				Q23. Did you obtain your highest qualification in the past 12 months? • Yes • No		
Course engagement			Q64. For each of the following courses, please indicate your level of engagement: A. First Aid B. CHCAOD0001: Work in an AOD context C. CHCAOD004: Assess the needs of clients with AOD issues D. CHCAOD0006: Provide			

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			interventions for people with AOD issues E. CHCAOD009: Develop and review individual AOD treatment plans F. Non-AOD specific units of the Certificate IV in AOD (remaining units) G. Diploma of Alcohol & Other Drugs / Diploma of Community Services (Alcohol and Other Drugs) [Responses TBA]			
Current enrolment – non AOD	Q4.3. Are you currently enrolled in a formal qualification that is not AOD-related? - No - Psychology or Behavioural Science undergraduate degree (incl. Bachelor & Honours) - Clinical Psychology Masters - Social Work undergraduate degree (incl. Bachelor & Honours) - Masters of Social Work - Nursing undergraduate degree (incl. Bachelor & Honours) - Masters of Nursing Practice (Nurse Practitioner)					

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	- Diploma of Community Services - Other					
Other AOD-related training (not a qualification)	Q4.7. Beyond formal qualifications, what AOD-related professional development have you done in the past 3 years? <i>(multi select)</i> - No AOD-related professional development in past 3 years - Accredited short course - Brief (less than 1 day) course or seminar (non-accredited) - Professional conference(s) - Short (1 day or longer) training course (non-accredited) - Other [open text]	Q36. Have you participated in any of the following AOD-related professional development activities in the past 2 years? <i>(multi select)</i> - No AOD-related professional development - Accredited short course - Brief course (non-accredited) - Seminar or forum - Short training course (1 day or more) (non-accredited) - Conference - Other [open text]	Q65. Beyond formal qualifications, what AOD-related professional development have you done in the past years? <i>(multi select)</i> - None in the past year - Accredited short course - Professional conference - Brief (less than 1 day) course or seminar (non-accredited) - Short (1 day or longer) training course (non-accredited) - Any event organised by X (organisation; examples of events)			
Other training – non AOD			Q67. Have you completed the following courses? A. LGBTIQ+ cultural awareness and inclusivity training B. Aboriginal cultural competence training C. Anti ATOD stigma training Responses: Never	Q24. In the past 12 months, what training have you completed? <i>(multi select)</i> - No training - Short course/s (specify course name) - Supervised workplace training (specify) - Self directed learning (specify)	Q30. I have a current First Aid Certificate? - Yes - No, but I intend to work towards obtaining a First Aid Certificate within the next 12 months - No, and I do not intend to work towards	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			• More than 12 months ago • In the last 12 months		obtaining a First Aid Certificate within the next 12 months	
Formal training – current				Q25. Are you currently studying a formal qualification? • No • Yes (specify)	Q28. Are you currently studying? • Yes (name of qualification) • No • I prefer not to say	
Formal training – intended				Q28. Are you intending to undertake formal study or training in the next 12 months? A. No B. Yes (specify)		
Preferred learning method				Q27. What learning method do you prefer to gain new skills and knowledge? <i>(multi select)</i> • On-the-job training • Short courses/workshops • Self directed learning (e.g. online) • Conferences, seminars, forums, etc • Formal qualification courses (VET, university) • Other [open text]		
Accessing PD – challenges and barriers	Q4.8. Have you experienced challenges or difficulties in accessing sufficient professional development for your work in the AOD sector? • None at all • A little					Q55. Have you experienced challenges or difficulties in accessing sufficient professional development for

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	• A moderate amount • A lot • A great deal					your work in the AOD sector? (single choice) • None at all • A little • A moderate amount • A lot • A great deal • I prefer not to answer
	Q4.9. What has prevented you from accessing sufficient professional development? (select up to 3) • Financial costs to myself • Financial costs to my employer • Insufficient time at work • Insufficient time outside of work • Staff shortages (i.e. lack of backfill availability) • Lack of support from supervisor / manager • Lack of support from organisation • Geographic constraints (training locations not easily accessible) • Difficulties finding relevant training • Other [open text]	Q38. In your experience, what have been the main barriers to accessing AOD professional development? • Financial costs to myself • Financial costs to my employer • Insufficient time during work hours • Insufficient time outside of work hours • Lack of backfill availability • Lack of support from supervisor/manager • Lack of support from organisation • Training locations not easily accessible • Difficulties finding relevant training • Other [open text]				Q56. What has prevented you from accessing sufficient professional development? (select up to 3) • Financial costs to myself • Financial costs to my employer • Insufficient time at work • Insufficient time outside of work • Staff shortages (i.e. lack of backfill availability) • Lack of support from supervisor / manager • Lack of support from organisation • Geographic constraints (training locations not easily accessible)

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						• Difficulties finding relevant training • Workplace culture not supportive of professional development • Nothing has prevented me from accessing sufficient professional development • Other: [open text] • I prefer not to answer
Training gaps in sector / want further training	Q4.10. Thinking about training / professional development on working with particular client groups. What are the training gaps: (next question addresses areas of work practice) • for the sector? <i>(multi select)</i> • for you personally? <i>(multi select)</i> Options: • Older clients • Clients with dual diagnoses / co-occurring mental health issues • Children and families • Aboriginal and Torres Strait Islander clients • Clients from culturally & linguistically diverse backgrounds					

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	• Clients who are lesbian / gay / bisexual / trans / queer • Clients with current/past experience of family violence • Clients with experiences of trauma • Clients with gambling problems • Forensic AOD clients • Clients with acquired brain injury • Other [open text] Responses: • This is a training gap in the AOD sector • You would like further training in this area					
Work practice gaps for sector / want training	Q4.11. Thinking about training / professional development on particular areas of work practice. What are the training gaps: • for the sector? (<i>multi select</i>) • for you personally? (<i>multi select</i>) Options: • Clinical skills for counselling, treatment or therapy • Specific interventions or therapies (e.g. CBT, motivational interviewing, brief interventions) • Providing clinical supervision to others	Q39. Which of these activities would you like further training/development in? <i>[select the top 3]</i> • Counselling skills • Specific interventions or therapies (e.g. CBT, motivational interviewing, brief interventions) • Supervision training • Leadership and management skills • Managing risky behaviours (e.g. aggression, suicidal ideation, self-harm) • Responding to multiple and complex needs (e.g. co-occurring conditions, homelessness, other dependencies) • Culturally safe service provision (e.g. First				

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	• Leadership and management skills • Service delivery / administration skills (e.g. policy development, funding applications, financial planning) • Training on alcohol or other drugs (e.g. knowledge and skills on methamphetamine use) • Managing risky behaviours (e.g. aggression, suicide, self-harm) • Responding to multiple and complex needs (e.g. dual diagnosis, trauma, family violence) • Building and maintaining service partnerships • Working with multi-disciplinary teams • Skills or knowledge to support evidence-based practice • Management skills • Leadership skills • Advanced clinical skills • Other [open text]	Nations, culturally and linguistically diverse and LGBTQIA+) • Project management skills • Knowledge on substances and their effects (e.g. methamphetamine, GHB, novel psychoactive substances) • Harm reduction strategies • AOD program design and development (e.g. models of care, principles of evaluation, logic model) • Other [open text]				
Professional registration ¹⁴			Q68. Are you required to be registered with the Australian Health Practitioner Regulation Agency (AHPRA)? (single choice) • No			

¹⁴ The Australian Community Workers Association (ACWA) is now known as Community Work Australia. The Australian Counsellors Association (ACA) is sometimes mistakenly referred to as the 'Australian Counselling Association'; however, its correct name is Australian Counsellors Association (ACA).

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			• Yes If you don't know what this is, you probably aren't required to be registered!			
			Q69. Which, if any, professional bodies are you member of? (multi select) • Australasian Chapter of Addiction Medicine (RACP) • Australasian Association of Social Workers (AASW) • Australian Counselling Association (ACA) • Australian Medical Association (AMA) • Australian Nursing Federation (ANF) • Australian Psychological Society (APS) • Drug and Alcohol Nurses Association (DANA) • Nursing and Midwifery Board of Australia (NMBA) • Psychotherapy and Counselling Federation of Australia (PACFA) • Australasian Professional Society on Alcohol & Other Drugs (APSAD) • None of these			

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			• Other [open text]			
			Q70. Are you a member of any other professional association(s) or groups? <i>(single choice)</i> • No • Yes Make a comment on your choice here:			

Knowledge, skills and confidence

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
General confidence						Q59. I am confident that I have the necessary skills and knowledge to do my job effectively. <i>(single choice)</i> Responses: Five-point matrix scale from strongly disagree to strongly agree
Single questions covering various topics			Q79. To what extent do you agree with the following statements A. I have a strong understanding of the properties and effects of commonly used drugs and their interactions B. I can recognize and respond appropriately to clients who are under the influence of AOD, ensuring their immediate risks and safety needs are addressed C. I can recognise and respond to mental health conditions		Q49. Clinical knowledge (Please indicate to what extent you agree with the following statements) • I have a strong understanding of the properties and effects of commonly used drugs and their interactions • I know how to recognise and respond to overdose	

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			that may co-exist with AOD-related health conditions D. I have strong knowledge of medications used to treat AOD-related health conditions E. I incorporate strategies to enable client behaviour change as part of my practice F. I know how to support a client to identify and develop strategies to reduce AOD-related harm G. I know how to provide a brief intervention, when appropriate to do so H. I have the skills to sensitivity explore issues and needs relating to trauma (trauma-informed practice) I. I understand what is required to develop an individualised care plan for my clients J. I use a range of evidence-based tools and strategies in my practice (e.g. motivational interviewing, CBT etc.) to facilitate engagement and positive change K. I know how to support my clients to develop strategies to prevent and manage relapse L. I work in partnership with clients and their families/carers to provide care M. I understand how to engage family members or careers as part of my client's		• I know how to provide a brief intervention, when appropriate to do so • I know the different classification systems and diagnostic criteria for ATOD-related health conditions (e.g. DSM-5 criteria for SUD, AUDIT, DUDIT)	

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			assessment and/or care plan N. I know the different classification systems and diagnostic criteria for AOD-related health conditions (such as the DSM-5 criteria for substance use disorders; AUDIT; DUDIT) O. I understand the AOD policies, strategies and legislative frameworks that guide my work Responses: Five-point matrix scale from strongly agree to strongly disagree			
					Q50. Recognising and responding to service user needs (Please indicate to what extent you agree with the following statements) - I can recognise and respond appropriately to service users who are under the influence of alcohol, tobacco and/or other drugs (ATOD), ensuring their immediate risks and safety needs are addressed - I can recognise and respond to co-occurring mental health conditions - I know how to support service	

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					users to develop strategies to support and manage relapse I know how to support a service user to identify and develop strategies to reduce ATOD-related harm Responses: Five-point matrix scale from strongly agree to strongly disagree	
					Q51. Strategies and skills (Please indicate to what extent you agree with the following statements) - I have the skills to sensitively explore issues and needs relating to trauma (trauma informed practice) - I use a range of evidence-based tools and strategies in my practice (e.g. MI, CBT etc) - I have strong knowledge of medications used to treat alcohol, tobacco and/or other drugs (ATOD)-related health conditions - I incorporate strategies to	

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
					enable behaviour change as part of my practice Responses: Five-point matrix scale from strongly agree to strongly disagree	
			Q80. To what extent do you agree with the following statements: A. I am confident in using standardized screening and assessment tools to gather relevant clients information B. I am familiar with the range of possible concerns and needs that people with dual diagnosis (co-occurring mental health and AOD issues) are at high risk of experiencing C. I am confident that I know what kinds of information would be relevant to share with other agencies for the purpose of assessing or managing risk of family violence D. I am confident performing a mental health examination with my clients E. I know how to perform an appropriate risk assessment with my clients F. I am confident using culturally appropriate communication to create a welcoming, safe and supportive environment for all my clients		Q52. Screening and assessment (Please indicate to what extent you agree with the following statements) • I am confident using standardised screening and assessment tools to gather relevant service user information • I am familiar with the range of possible concerns and needs that people with co-occurring alcohol, tobacco and/or other drugs (ATOD) and mental health concerns are likely to experience • I am confident that I can identify issues of family violence and respond appropriately • I know how to screen for gambling harms	

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			G. I am competent using interpreters (including Auslan) to facilitate accessible, timely and effective communication H. I consult with Lived and Living Experience workers to inform and strengthen my practice I. I am confident in my ability to call out discriminatory behaviour when I see it within my service J. I have the capabilities to work effectively with clients from Aboriginal and Torres Strait Islander communities K. I have good working relationship with local Aboriginal Community Controlled Health agencies (ACCHOs) L. I have the capabilities to work effectively with clients from culturally and linguistically diverse communities M. I have the capabilities to work effectively with clients from LGBTIQ+ communities N. I have the capabilities to work effectively with clients living with disabilities O. I know how to apply strategies to work effectively with clients with complex behaviours Responses: Five-point matrix scale from strongly agree to strongly disagree		Responses: Five-point matrix scale from strongly agree to strongly disagree	

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Professional growth		Q37. To what extent do you agree with the following statements about your access to professional development? • There are sufficient opportunities for professional development in the AOD sector • My organisation supports AOD staff to participate in professional development activities • I have been personally supported to participate in AOD professional development opportunities by my organisation • I have experienced challenges or barriers to accessing AOD professional development activities Responses: Five-point matrix scale from strongly agree to disagree	Q66. Please indicate the extent to which you agree with each of the following statements: • My organisation encourages and supports professional growth • I read about new ideas and techniques related to my duties each month • I have enough opportunities to keep my professional skills up-to-date • I regularly read professional articles or books related to my job • I do a good job of routinely updating and improving my job skills Responses: Five-point matrix scale from strongly agree to strongly disagree	Q29. Thinking about the next three years, what are the three main issues/subjects you need development support in? • Strategic planning • Program/service evaluation • Organisation performance reporting • Quality improvement programs • Responding to client complexity • Client data management • Research • Tender submissions/writing • Consumer participation • Other [open text]		Q60. Please indicate the extent to which you agree with each of the following statements: - My organisation encourages and supports professional growth - I read about new ideas and techniques related to your duties each month - I have enough opportunities to keep your professional skills up-to-date - I regularly read professional articles or books related to your job - I do a good job of routinely updating and improving your skills Responses: Five-point matrix scale from strongly disagree to strongly agree Scale: Adapted from the Organisational Readiness for Change – Social Agency (TCU ORC-SA) (Growth) (18, 19)
Key issues for sector				Q30. Thinking about the next three years, what are the three main workforce		

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				development issues for the non-government drug and alcohol sector? • Recruitment of staff with appropriate knowledge, skill and/or qualifications • Retention staff with appropriate knowledge, skill and/or qualifications • Strategic direction for workforce development • Resources and access to professional development • Lower wages in comparison to government drug and alcohol / health / welfare sector • Lower wages in comparison to other sectors • Recognition and profile of the sector • Other [open text]		
Motivation to work in AOD			Q88. What attracted you to work in the AOD sector? (<i>multi select; max. 3</i>) • Access to professional development		Q26. What most attracted you to work in the alcohol, tobacco and other drug (ATOD) sector?	

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			• Career advancement opportunities • Expertise of my co-workers • I had the relevant qualifications and/or skills for the job • I have lived experience of substance use (self or friends/family) • I wanted to help disadvantages/valuable people • The organisation had a good reputation as a good place to work • The role would provide good work/life balance • The work is challenging and interesting • Good employee benefits (e.g. salary packaging, flexibility in working hours) • Good wages • Other [open text]		<i>(multi select; max 3)</i> • Availability of work • I have relevant qualifications • I have skills appropriate to the job • I have lived/living experience of substance use (self or family/friend) • I wanted to help people • Other [open text] • The job provided a good work/life balance • The organisation had a good reputation • The work is challenging and interesting • The organisation provides good employee benefits (e.g. salary packaging, flexible work) • Good wages	
Resilience						Q61. Please indicate the extent to which you agree with each of the following statements: A. I tend to bounce back quickly after hard times B. I have a hard time making it through stressful events C. It does not take me long to recover from a stressful event

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						D. It is hard for me to snap back when something bad happens E. I usually come through difficult times with little trouble F. I tend to take a long time to get over set-backs in my life Responses: Five-point matrix scale from strongly disagree to strongly agree Scale: Brief Resilience Scale (BRS) (20)
Clinician attitudes & confidence						Q62. Please indicate the extent to which you agree with each of the following statements: • I have a working knowledge of alcohol and other drugs and their related harms. • I know enough about the causes of alcohol and drug-related harms to carry out my role when working with clients facing these harms. • I know enough about the physical effects of alcohol and other drug use to carry out my role when working with clients who experience alcohol and other drug-related harms. • I know enough about the psychological effects of alcohol and other drugs use to carry out my role when working with clients

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						who experience alcohol and other drug-related harms. • I know enough about the factors which put people at risk of developing alcohol and other drug-related harms to carry out my role when working with clients who use these substances. • I know how to counsel clients who experience alcohol and other drug-related harms over the long term. • I can appropriately advise my clients about alcohol and other drugs and their effects. • I have the right to ask clients questions about their alcohol and other drug use when necessary. • I have the right to ask a client for any information that is relevant to their alcohol and other drug-related harms. • If I felt the need when working with clients who experience alcohol and other drug-related harms, I could easily find someone or an organisation with whom I could contact and discuss any personal difficulties that I might encounter. • If I felt the need when working with clients who experience alcohol and other drug-related harms,

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						I could easily find someone or an organisation who would help me clarify my professional responsibilities. • If I felt the need, I could easily find someone or an organisation who would be able to help me formulate the best approach to an individual who experiences alcohol and other drug-related harms. • I feel that there is little I can do to help clients who experience alcohol and other drug-related harms. • All in all, I am inclined to feel I am a failure with clients who experience alcohol and other drug-related harms. • In general, I have less respect for clients who experience alcohol and other drug-related harms than for most other clients I work with. • I often feel uncomfortable when working with clients who experience alcohol and other drug-related harms. • In general, one can get satisfaction from working with clients who experience alcohol and other drug-related harms. • In general, it is rewarding to work with clients who

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						experience alcohol and other drug-related harms. In general, I feel I can understand clients who experience alcohol and other drug-related harms. Responses: Five-point matrix scale from strongly disagree to strongly agree Scale: Adapted from the Person-Centred Drug and Drug Problems Perception Questionnaire (DDPPQ) (21)
Variety of AOD skills		Q22. FOUNDATIONAL KNOWLEDGE AND PRACTICE: To what extent do you agree with the following statements? - I know the effects of commonly used drugs and in their interactions - I know how to provide a brief intervention, when appropriate to do so - I know about pharmacotherapies used in the treatment of AOD dependence and withdrawal - I know how to engage family members or carers as part of my client's care - I understand harm reduction	Q81. To what extent do you agree with the following statements: A. I am confident in my ability to de-escalate conflict that arises with an aggressive or violent client B. I can manage the risks associated with co-occurring substance use and mental health problems C. I know how to develop safety plans with my client to support them to manage their risks D. I have the capabilities to identify whether a client is experiencing family violence E. If a client is identified as experiencing family violence, I understand how to engage appropriate services F. I communicate with compassion and empathy, while still maintaining		Q55. Managing complexity and risk (Please indicate to what extent you agree with the following statements) - I know how to apply strategies to work effectively with service users with complex behaviours - I am confident in my ability to de-escalate conflict that arises with an aggressive or violent service user - I can manage the risks associated with co-occurring substance use and mental health problems - I know how to perform	

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		interventions and can support clients to implement them • I understand my obligations to maintain client privacy and confidentiality • I understand what is required to develop an individualised care plan for my clients • I can use a range of evidence-based tools and strategies in my practice (e.g. motivational interviewing, harm reduction, CBT etc.) • I can support my client to develop strategies to prevent and manage relapse • I can use evidence-based diagnostic tools such as AUDIT and DUDIT • I can recognise and respond appropriately to clients affected by substances, ensuring any immediate risks and safety needs are addressed • I can recognise and respond to mental health conditions that may co-exist with AOD use	professional and ethical boundaries G. I am confident working cooperatively and collaboratively with other service providers to support my clients H. I know the appropriate referral pathways I can use with client if they have other treatment needs I. I actively engage in self-care strategies J. I provide support for other workers in my organisation to care for their health and wellbeing Responses: Five-point matrix scale from strongly agree to strongly disagree		appropriate risk assessments with service users and develop safety plans Responses: Five-point matrix scale from strongly agree to strongly disagree	

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		• I can recognise and respond to neurodiversity that may co-exist with AOD use (e.g. ADHD) • I feel confident in applying trauma-informed principles in my work • I feel confident in my ability to respond and use de-escalation strategies when supporting individuals presenting with aggression, violence or distress. Responses: Five-point matrix scale from strongly agree to strongly disagree & NA				
Promoting wellbeing					Q57. Promoting wellbeing (Please indicate to what extent you agree with the following statements) • I actively engage in self-care strategies • I provide support for other workers in my organisation to care for their health and wellbeing • I have an understanding of vicarious trauma and how to access	

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					support in the workplace I am able to maintain appropriate boundaries between work and home Responses: Five-point matrix scale from strongly agree to strongly disagree	
Screening and assessment		Q23. SCREENING AND ASSESSMENT: To what extent do you agree with the following statements? - I am confident in using the AOD Intake tool - I am confident in using the AOD Comprehensive Assessment tool - If a client is identified as experiencing family violence, I am confident in assessing and managing their risk using the appropriate tools - I know what information is relevant to request and share with Information Sharing Entities/ Risk Assessment Entities to assess and/or				

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		manage risk of family violence Responses: Five-point matrix scale from strongly agree to strongly disagree & NA				
Performing risk assessments		Q24. SCREENING AND ASSESSMENT continued.: I know how to perform an appropriate risk assessment within the scope of my role for: - Alcohol and other drugs - Family violence – victim survivor - Family violence – adult using violence (including considering risk of homicide suicide in the context of family violence) - Self-harm and suicide - Harm to others - Mental health Responses: Five-point matrix scale from strongly agree to strongly disagree & NA				
Accommodating diversity without stigma		Q25. ACCESS AND EQUITY: To what extent do you agree with the following statements? I am confident in using culturally appropriate communication to			Q53. Access and equity (Please indicate to what extent you agree with the following statements) I am confident using culturally appropriate	

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
		create a welcoming, safe and supportive environment for all my clients • I am confident in using interpreters (including Auslan) to facilitate accessible, timely and effective communication • I consult with Lived and Living Experience workers to inform and strengthen my practice • I am confident in my ability to call out discriminatory behaviour when I see it within my service • I am confident in applying an intersectional lens in my practice • I am confident in my ability to work effectively with clients from culturally and linguistically diverse communities • I am confident in my ability to work effectively with clients from LGBTIQASB+ communities • I am confident in my ability to work effectively with			communication to create a welcoming, safe and supportive environment for service users • I know how to access interpreters to facilitate accessible, timely and effective communication • I consult with lived and living experience workers to inform and strengthen my practice • I am confident in my ability to call out discriminatory or stigmatising behaviour when I see it within my service Responses: Five-point matrix scale from strongly agree to strongly disagree	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
		clients living with disabilities I understand the effects of criminalisation of drug use on people who use drugs such as stigma and discrimination Responses: Five-point matrix scale from strongly agree to strongly disagree & NA				
Cultural safety		Q26. CULTURAL SAFETY: To what extent do you agree with the following statements? - I understand the impact of historical and ongoing colonisation on Aboriginal and Torres Strait Islander communities - I understand Aboriginal models of care (i.e. Social & Emotional Wellbeing) - I am confident in my ability to work effectively with clients from Aboriginal and Torres Strait Islander communities - I have good working relationships with			Q54. Cultural safety (Please indicate to what extent you agree with the following statements) - I feel confident that I can work effectively with service users from Aboriginal and Torres Strait Islander communities - I feel confident that I can work effectively with service users from culturally and linguistically diverse communities - I feel confident that I can work effectively with LGBTIQ+ service users - I feel confident that I can work	

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
		local Aboriginal Community Controlled Health agencies (ACCHOs) and Aboriginal Community Controlled Organisations (ACCOs) I consult with Aboriginal workers to inform and strengthen my practice Responses: Five-point matrix scale from strongly agree to strongly disagree & NA			effectively with service users living with disabilities Responses: Five-point matrix scale from strongly agree to strongly disagree & NA	
Data and information management		Q27. DATA AND INFORMATION MANAGEMENT: To what extent do you agree with the following statement? I am confident using the [local resource] Responses: Five-point scale from strongly agree to strongly disagree & NA				
Service coordination and navigation		Q28. SERVICE COORDINATION AND SYSTEM NAVIGATION: To what extent do you agree with the following statements? I am confident working cooperatively and			Q56. System navigation (Please indicate to what extent you agree with the following statements) I am confident working cooperatively and collaboratively with	

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
		collaboratively with other service providers to support my clients • I know the appropriate referral pathways I can use with my client if they have other AOD treatment needs my service may not provide • I know the referral pathways I can use with my client if they have other support needs (e.g. housing, Acquired Brain Injury (ABI), mental health etc) • I am confident in navigating the forensic service system to support my client's needs (e.g. [local example]) Responses: Five-point matrix scale from strongly agree to strongly disagree & NA			other service providers to support service users • I know the appropriate referral pathways I can use with a service user if they have other treatment needs or co-occurring issues • I understand how to engage family members or carers as part of an assessment and/or care plan • I have a good grasp of the alcohol, tobacco and other drugs (ATOD) policies, strategies and legislative frameworks that guide my work Responses: Five-point matrix scale from strongly agree to strongly disagree	
Smoking and vaping cessation support					Q34. Please answer the following questions about smoking and vaping cessation support. For this question, tobacco product refers to tobacco cigarettes, 'roll-your-own'	

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
					tobacco, cigars, pipes or other tobacco products that are smoked A. I ask service users if they use a tobacco product B. I ask service users if they use vapes (electronic cigarettes) C. If a service user says they use tobacco products, I offer them some kind of smoking cessation advice D. If a service user says they use vapes, I offer information about vaping and, if appropriate, cessation support Responses: Five-point matrix scale from strongly agree to strongly disagree & NA	
Smoking support skills					Q58. Smoking support (Please indicate to what extent you agree with the following statements) - I have knowledge and understanding of the harms and risks of tobacco use - I feel confident talking to service	

Topic	NCETA 2019- 20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
					users about smoking and its effects • I feel confident providing information on smoking cessation treatments and their outcomes • I feel confident providing a brief intervention for smoking • I know where to refer people for additional support around smoking cessation • I feel confident providing information about vaping as an alternative to smoking and understand where it is appropriate to do so Responses: Five-point matrix scale from strongly agree to strongly disagree	
Vaping support skills					Q59. Vaping support (Please indicate to what extent you agree with the following statements) • I have knowledge and understanding of the harms and risks of vaping	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
					• I feel confident talking to service users about vaping and its effects • I feel confident providing information on vaping cessation treatments and their outcomes • I feel confident providing a brief intervention for vaping • I know where to refer people for additional support around vaping cessation • I feel confident that I understand current vaping legislation and how it impacts users at my service Responses: Five-point matrix scale from strongly agree to strongly disagree	

Organisational perceptions

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Role ambiguity ¹⁵						Q63. Please indicate the extent to which you agree with each of the following statements:

¹⁵ For questions related to this topic, the Role Ambiguity Scale (22) may also be considered.

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						A. Most of the time I know what I have to do in my job B. In my job I know exactly what is expected of me C. I seldom know whether I'm doing my job well or poorly D. I usually don't know whether or not my work is satisfactory Responses: Five-point matrix scale from strongly disagree to strongly agree Scale: Michigan Organisational Assessment Questionnaire (MOAQ) (Items C & D above) (23)
Staffing						Q64. Please indicate the extent to which you agree with each of the following statements: • Staff here have the skills they need to do their jobs • More support staff are needed for getting tasks completed • Frequent staff turnover here is a problem • Staff here usually have enough time to complete assigned duties • There are enough staff here to meet organisational needs • Staff here are qualified for their duties Responses: Five-point matrix scale from strongly disagree to strongly agree Scale: Organisational Readiness for Change – Social Agency Staff Version (TCU ORC-SA): Resources – Staffing (18, 19)

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Communication	6.6. To what extent do you agree that in your organisation: A. Novel ideas by staff are discouraged B. It is easy to change routine procedures to meet new conditions C. You frequently hear good staff ideas for improving operations D. The general attitude is to change things that aren't working E. You are encouraged to try new and different ideas Responses: Five-point matrix scale from strongly agree to strongly disagree Scale: Organisational Readiness for Change – Social Agency Staff Version (TCU ORC-SA): Organisational Climate – Change (18, 19)					Q65. Please indicate the extent to which you agree with each of the following statements: - The formal and informal communication channels here work fine - The staff here are kept well informed by management - More open discussions about issues would be helpful - Staff members here always feel free to ask questions and express their concerns - Ideas or suggestions from staff get a fair hearing from management Responses: Five-point matrix scale from strongly disagree to strongly agree Scale: Organisational Readiness for Change – Social Agency Staff Version (TCU ORC-SA): Organisational Climate – Communication (18, 19)
Stress						Q66. Please indicate the extent to which you agree with each of the following statements: - I have too many pressures to do your job effectively - The staff here often shows signs of stress and strain - I feel a lot of stress here - The heavy workload reduces staff effectiveness

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						Staff frustration is common here Responses: Five-point matrix scale from strongly disagree to strongly agree Scale: Adapted from the Organisational Readiness for Change – Social Agency Staff Version (TCU ORC-SA): Organisational Climate – Stress (18, 19)
Teamwork						Q67. Please indicate the extent to which you agree with each of the following statements: - Staff here all get along very well - There is too much friction among staff members - The staff here work together effectively as a team - Staff here are always quick to help one another when needed - Mutual trust and cooperation among staff here are strong - Some staff members do not do their fair share of work Responses: Five-point matrix scale from strongly disagree to strongly agree Scale: Organisational Readiness for Change – Social Agency Staff Version (TCU ORC-SA): Organisational Climate – Cohesion (18, 19)
Autonomy						Q68. Please indicate the extent to which you agree with each of the following statements:

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						• Too many staff decisions have to be reviewed by someone else • Management here fully trust your professional judgement • Staff members are given broad authority in carrying out their duties • Staff here are free to try out different ideas or techniques • There are too many rules and limitations here Responses: Five-point matrix scale from strongly disagree to strongly agree Scale: Organisational Readiness for Change – Social Agency Staff Version (TCU ORC-SA): Organisational Climate – Autonomy (18, 19)
Workplace harassment			Q91. In the last year, have experienced or witnessed any of the following in the workplace? • Discrimination • Bullying/intimidation • Harassment • Intimidation or threats to you by a client • Stigmatising responses to people who use drugs from services outside the AOD sector • Stigmatising responses to people who use drugs from services within the AOD sector Responses: • Never • Occasionally • Regularly			Q69. Have you experienced any of the following in the workplace? A. Discrimination B. Bullying/intimidation C. Harassment Responses: • Never • Occasionally • Regularly

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						Q70. Did you report it to the organisation? (<i>single choice</i>) • Yes • No
						Q71. Did the organisation effectively address it? (<i>single choice</i>) • Yes • No
Meaningfulness and engagement	Q5.2. The following statements describe various aspects of work. To what extent do you agree or disagree with regard to your work? A. The work I do is very important to me (Spreitzer's Psychological Empowerment Scale (PES) as cited, 24) B. The job activities are personally meaningful to me (24) C. The work I do is meaningful to me (24) D. I have constant time pressure due to a heavy workload (effort–reward imbalance (ERI) questionnaire as cited, 25) E. I have many interruptions and disturbances while performing my job (25)	Q49. Thinking about your work and work environment, to what extent do you agree with the following statements? • The work I do is very important to me • The work I do has meaning and purpose • My work is valued by my organisation • I am treated with respect by my colleagues • I am treated with respect by my managers Responses: Five-point matrix scale from strongly agree to strongly disagree	Q92. The following statements describe various aspects of work. To what extent do you agree or disagree with regard to your work? A. The work I do is meaningful to me B. I have constant time pressure due to a heavy workload C. My working times can be flexible to meet my needs D. I am confident in my ability to do my job E. I feel confident in my capacity to respond to client needs F. I experience adequate support in difficult situations G. I receive the respect I deserve from my superior or a respective relevant person H. Considering all my efforts and achievements I receive the respect and prestige I deserve at work I. I think I might lose my job in the near future		Q64. The following statements describe various aspects of work. To what extent do you agree or disagree with regard to your work. • The work I do is meaningful to me • I have constant time pressure due to a heavy workload • I am confident in my ability to do my job well • I experience adequate support in difficult situations • I receive the respect I deserve from my superior or a respective relevant person • Considering all my efforts and achievements, I receive the respect and prestige I deserve at work	Q72. The following statements are about how you feel at work. Please read each statement carefully and decide if you ever feel this way about your job. A. At my work, I feel bursting with energy B. I find the work that I do full of meaning and purpose C. At my job, I feel strong and vigorous D. I am enthusiastic about my job E. When I am working, I forget everything else around me F. Time flies when I'm working G. My job inspires me H. I feel happy when I am working intensely I. When I get in the morning I feel like going to work J. I am proud of the work that I do K. I am immersed in my work L. I can continue working for very long periods at a time M. To me, my job is challenging N. I get carried away when I'm working O. At my job, I am very resilient, mentally P. It is difficult to detach myself from my job

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	F. I have a lot of responsibility in my job (25) G. I am often pressured to work overtime (25) H. Over the past few years, my job has become more and more demanding (25) I. My working times can be flexible to meet my needs (work-life index as cited, 26) J. I am confident in my ability to do my job (25) K. I am self-assured about my capabilities to perform my work activities (25) L. I have mastered the skills necessary for my job (25) Responses: Five-point matrix scale from strongly agree to strongly disagree		J. In my organisation you are encouraged to try new and different ideas Responses: Five-point matrix scale from strongly agree to strongly disagree		- I think I might lose my job in the near future - In my organisation I am encouraged to try new and different ideas Responses: Five-point matrix scale from strongly agree to strongly disagree	Q. At my work I always persevere, even when things do not go well Responses: - Never - Almost never (a few times a year) - Rarely (once a month or less) - Sometimes (a few times a month) - Often (once a week) - Very often (a few times a week) - Always Scale: Utrecht work engagement scale (UWES) (27, 28)
Confidence, support, respect and, treatment	5.3. To what extent do you agree or disagree with regard to your work? A. I feel confident in my capability to respond to client needs¹³ B. I experience adequate support in difficult situations (effort–reward)					

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	imbalance (ERI) questionnaire as cited, 25) C. I receive the respect I deserve from my colleagues (25) D. I am treated unfairly at work (25) E. I receive the respect I deserve from my superior or a respective relevant person (25) F. Considering all my efforts and achievements, I receive the respect and prestige I deserve at work (25) G. Chances are I will lose my job soon (Job Insecurity Scale (JIS) as cited, 29) H. I am sure I can keep my job (29) I. I feel insecure about the future of my job (29) J. I think I might lose my job in the near future (29) Responses: Five-point matrix scale from strongly agree to strongly disagree					
Energy and enthusiasm	Q8.7. At work how often do you feel the following:					

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	A. At my work, I feel full of energy B. I am enthusiastic about my job C. I am immersed in my work Responses: • Never/Almost never • Seldom • Sometimes • Often • Always Scale: Ultra-Short Measure for Work Engagement (UWES-3) (30)					
Physical and mental challenges to do work effectively	8.5. Thinking about your work experience, how often: A. Do you feel worn out at the end of the working day? B. Are you exhausted in the morning at the thought of another day at work? C. Do you feel that every working hour is tiring for you? A. Do you have enough energy for family and friends during leisure time? Responses: • Never or almost never • Seldom • Sometimes • Often • Always					Q73. Below are a number of statements that describe different feelings that you may feel at work. Please indicate how often, in the past 30 workdays, you have felt each of the following feelings: • I feel tired • I have no energy for going to work in the morning • I feel physically drained • I feel fed up • I feel like my “batteries” are “dead” • I feel burned out • My thinking process is slow • I have difficulty concentrating • I feel I'm not thinking clearly • I feel I'm not focused in my thinking • I have difficulty thinking about complex things • I feel I am unable to be sensitive to the needs of coworkers and clients

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	Scale: Copenhagen Burnout Inventory (CBI) (Work-related burnout scale) (16)					- I feel I am not capable of investing emotionally in coworkers and clients - I feel I am not capable of being sympathetic to coworkers and clients Responses: - Never or almost never - Very infrequently - Quite infrequently - Sometimes - Quite frequently - Very frequently - Always or almost always Scale: Shirom-Melamed Burnout Measure (SMBM) (31)
Ability to be myself at work			Q97. How much do you agree with the statement “I am able to be myself in the workplace” (single choice) Responses: Five-point scale from strongly agree to strongly disagree			

Supports and Supervision

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Ease of communication						Q79. How freely can you talk with the following people? A. Superiors, managers, team leaders, etc. B. Co-workers C. Spouse, family, friends, etc. Responses: Extremely

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						• Very much • Somewhat • Not at all Scale: Brief Job Stress Questionnaire (BJSQ) (32)
Being listened to						Q80. How well will the following people listen to you when you ask for advice on personal matters? A. Superiors, managers, team leaders, etc. B. Co-workers C. Spouse, family, friends, etc. Responses: • Extremely • Very much • Somewhat • Not at all Scale: Brief Job Stress Questionnaire (BJSQ) (32)
Co-worker reliability						Q81. How reliable are the following people when you are troubled? A. Superiors, managers, team leaders, etc. B. Co-workers C. Spouse, family, friends, etc. Responses: • Extremely • Very much • Somewhat • Not at all Scale: Brief Job Stress Questionnaire (BJSQ) (32)
			Q52. Does your employer offer the following:	Q16. On average per year, how much time does your		Q74. Which of the following incentives, conditions, or supports

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Support provided by employers			A. Access to professional development B. Study leave / conference leave C. Employee Assistance Program (EAP) D. Debriefing and support E. Fringe benefits tax exemption / salary packaging F. Flexible work hours G. Private use of work vehicle/phone/laptop H. Above award payments/indexation (CPI)/annual salary increments I. Salary sacrifices to superannuation / superannuation matching J. TOIL or paid overtime K. Additional paid leave (e.g. between Christmas and New Year) / alternative leave arrangements (e.g. unpaid leave) Responses: • Yes, and I participate • Yes, but I don't participate • No • Don't know	organisation provide for training? [open text]		does your organisation provide? (<i>multi select</i>) • Recognition of additional time worked (e.g. TIL, overtime) • Work-from-home (WFH) flexibility • Flexible work practices (e.g., changing start times, personal appointments, flexible hours) • Flexi leave / rostered day off (RDO) • Additional paid leave (e.g. service closure of Christmas/New Year period) • Annual salary increments (not related to performance) • Indexation (CPI) • Study leave – paid • Study leave – unpaid • Conference leave • Cultural leave • Unpaid leave • Long service leave (or other recognition of service) • Superannuation matching (employer contributes the same amount that you do) • Employee Assistance Program (EAP) (access to support when needed) • Laptop/mobile/vehicle use • Support for professional development (e.g. training, fees paid, conferences)

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						- No employment related incentives / conditions provided - Other: [open text] - None of the above
			Q53. Please list any other employee benefits offered by your employer: [open text]			
Opinion of line manager						Q78. To what extent would you say that your line manager.... A. Appreciates the staff and shows consideration for the individual? B. Makes sure that the individual member of staff has good development opportunities? C. Gives high priority to further training and personnel planning? D. Gives high priority to job satisfaction? E. Is good at work planning? F. Is good at allocating work? G. Is good at solving conflicts? H. Is good at communicating with the staff? Responses: - To a very small extent - To a small extent - Somewhat - To a large extent - To a very large extent Scale: Copenhagen Psychosocial

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						Questionnaire (COPSOQ) (Quality of leadership subscale) (17)
Access to supervision	Q3.16. Do you have access to any of the following forms of clinical supervision and / or practice support?¹³ Examples of practice support include mentoring and reflective practice. (<i>multi select</i>) - No - I do not have access to internal or external clinical supervision / practice support - Yes - I access internal individual clinical supervision / practice support - Yes - I access internal group clinical supervision / practice support - Yes - I access external individual clinical supervision / practice support - Yes - I access external group clinical	Q40. Do you have access to any of the following forms of supervision? (<i>multi select</i>) - Internal individual clinical supervision - Internal group clinical supervision - Internal discipline-specific supervision - External individual clinical supervision - External group clinical supervision - External discipline-specific practice supervision - Cultural supervision - Operational supervision - Other (specify) - No - I do not have access to any support - Not applicable to my role	Q54. Clinical supervision is the process of two or more professionals formally meeting to reflect and review clinical situations. It is not administrative or managerial supervision, which focuses on the worker's day-to-day administrative issues. Do you have access to clinical supervision? (<i>single choice</i>) - No- I'm not in a clinical role, this is not relevant to me - No- I do not have access to internal or external clinical supervision - Yes- I have access to internal individual clinical supervision - Yes- I have access to internal group clinical supervision - Yes- I have access to external individual clinical supervision - Yes- I have access to external group clinical supervision - Other		Q16. Do you receive alcohol, tobacco and other drug (ATOD) practice supervision (clinical supervision) in your current role? - No - Yes, from someone inside my organisation - Yes, from someone outside my organisation - Yes, from someone inside and someone outside my organisation (mixed)	Q75. What types of supervision and/or practice support do you currently have access to in your role? (<i>multi select</i>) - Clinical supervision - Cultural supervision - Peer supervision (with others in equal roles) - Mentoring or coaching - Lived-living supervision (supervision from a supervisor who has lived-living experience and uses it in their role) - Line management - Other: [open text] - Not applicable to my role

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	supervision / practice support • Other [open text]					
Frequency accessing supervision	Q3.17. How frequently do you access clinical supervision / practice support?¹³ - Once a year or less - Once every 6 months - Once every 3 months - Once a month - Fortnightly or more	Q41. How frequently do you access each selected supervision? - Weekly - Fortnightly - Once a month - Once every 3 months - When needed - I currently don't have access	Q55. How frequently do you access clinical supervision (of any type)? <i>(single choice)</i> - Fortnightly - Once a month - Every 3 months - Every 6 months - Once a year - Other		Q17. How often do you receive alcohol, tobacco and other drug (ATOD) practice supervision? - Fortnightly or more - Once a month - Once every 3 months - Once every 6 months - Once a year or less	Q76. How frequently do you access the following types of supervision: - Clinical supervision - Cultural supervision - Peer supervision (with others in equal roles) - Mentoring or coaching - Lived-living supervision (supervision from a supervisor who has lived-living experience and uses it in their role) - Line management Responses: - Once a year - Once every 6 months - Once every 3 months - One a month - Fortnightly or more
	Q3.19. How frequently do you access the following types of supervision: A. Supervision from your line manager B. Peer supervision / mentoring / coaching C. Cultural supervision					

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	Responses: - Once a year or less - Once every 6 months - Once every 3 months - Once a month - Fortnightly or more - N/A					
Opinion of clinical supervision	Q3.18. To what extent does clinical supervision / practice support meet your needs? ¹³ - Not at all - Slightly - Moderately - Considerably - Completely			Q17. Provide a response for each of the following statements about clinical supervision - Clinical supervision is important for my work with clients - My organisation facilitates/provides for clinical supervision - I receive clinical supervision at least monthly - Clinical supervision is provided by someone within my organisation - Clinical supervision is provided by someone external to my organisation - Clinical supervision is provided via videoconferencing/tele-health - The clinical supervision I receive provides adequate support for working with clients Responses: - Yes	Q18. To what extent does your alcohol, tobacco and other drug (ATOD) practice supervision meet your needs - in terms of quality? - in terms of quantity? (How often you receive supervision) Responses: - Not at all - Slightly - Moderately - Considerably - Completely	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
				• No • Not applicable to me		
Satisfaction with supervision		Q42. To what extent do you agree with the following statement about access to each of your selected supervision? • I am provided with high quality supervision Responses: Five-point matrix scale from strongly agree to strongly disagree	Q56. How satisfied are you with the clinical supervision you receive? (<i>single choice</i>) • Very satisfied • Satisfied • Neutral • Unsatisfied • Very unsatisfied • Unsure			Q77. How satisfied are you with the supervision you have received? • Clinical supervision • Cultural supervision • Peer supervision (with others in equal roles) • Mentoring or coaching • Lived-living supervision (supervision from a supervisor who has lived-living experience and uses it in their role) • Line management • Other: [open text] • Not applicable to my role Responses: • Quite dissatisfied • Indifferent or mildly dissatisfied • Mostly satisfied • Very satisfied
Improving clinical supervision			Q57. How could your clinical supervision be improved?		Q19. How do you think your alcohol, tobacco and other drug (ATOD) practice supervision could be improved?	
Interest in clinical supervision			Q58. Would you be interested in participating in a regular peer supervision/discussion group meeting for AOD workers in your local area?			

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
			(This may be a regular meeting led by AOD workers that focuses on sharing best practices) <i>(single choice)</i> • No • Possibly • Definitely • I don't have the time			
Performance review		Q43. To what extent do you agree with the following statement: • I receive a regular performance appraisal Responses: Five-point scale from strongly agree to strongly disagree				
Provision of AOD supervision					Q20. Do you provide alcohol, tobacco and other drug (ATOD) practice supervision (clinical supervision) to others? • No • Yes, inside my organisation only • Yes, outside my organisation only • Yes, both inside and outside my organisation	

Satisfaction, intentions to leave, recruitment and retention

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Satisfaction with current job	Q8.2. All in all, how satisfied are you with your job? • Completely unsatisfied • Unsatisfied • Neither unsatisfied nor satisfied • Satisfied • Completely satisfied Scale: Single-item from the Survey of Organisations: A machine-scored standardized questionnaire instrument (11)	Q50. Overall, how satisfied are you in your job? • Very unsatisfied • Unsatisfied • Neither • unsatisfied nor satisfied • Satisfied • Very satisfied	Q96. Thinking about your current work, all in all, how satisfied are you with your job? (single choice) • Completely unsatisfied • Unsatisfied • Neither unsatisfied nor satisfied • Satisfied • Completely satisfied		Q68. Thinking about your current work • all in all, how satisfied are you with your job? Responses: • Completely unsatisfied • Unsatisfied • Neither unsatisfied nor satisfied • Satisfied • Completely satisfied	Q82. Please indicate the extent to which you agree with each of the following statements: A. I am satisfied with my present job B. I would like to find a job somewhere else C. I feel appreciated for the job you do D. I like the people you work with E. I give high value to the work I do here F. I am proud to tell others where I work Responses: Five-point matrix scale from strongly disagree to strongly agree Scale: Adapted from the Organisational Readiness for Change – Social Agency Staff Version (TCU ORC-SA): Staff Attributes – Satisfaction
	Q8.3. Thinking about your current work: A. Considering your skills and the effort you put into your work, how satisfied are you with your pay? B. How satisfied do you feel with the progress you have made in this					

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	organisation up to now? C. How satisfied do you feel with your chance for getting ahead in this organisation in the future? Responses: • Completely unsatisfied • Unsatisfied • Neither unsatisfied nor satisfied • Satisfied • Completely satisfied Scale: Single-item from the Survey of Organisations: A machine-scored standardized questionnaire instrument (11)					
Satisfaction with AOD sector	Q8.4. All in all, how satisfied are you with your current employment in the AOD sector? • Completely unsatisfied • Unsatisfied • Neither unsatisfied nor satisfied • Satisfied • Completely satisfied Scale: Single-item from the Survey of Organisations: A machine-scored standardized questionnaire instrument (11)			Q31. How satisfied are you working in the NGO AOD sector? • Very satisfied • Satisfied • Somewhat satisfied • Unsatisfied • Very unsatisfied		Q84. How strongly do you agree with the following statement: <i>(single choice)</i> 'I am satisfied working in the non-government AOD sector' Responses: Five-point matrix from strongly disagree to strongly agree

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Intention to leave job/sector	Q7.5. To what extent do you agree with the following statements in relation to your current job? A. I frequently think about leaving my current job B. I am exploring career opportunities outside my current job C. It is likely that I will leave my current job in the next year Responses: Five-point matrix scale from strongly agree to strongly disagree Scale: Job-specific adaptation of the Occupational turnover intention (OcTI) scale (33)	Q47. To what extent do you agree with the following statements about your career intentions. - I frequently think about leaving the AOD sector - I am actively looking for a new role outside the AOD sector - It is likely I will leave the AOD sector within the next 2 years - It is likely I will stay In the AOD sector Responses: Five-point matrix scale from strongly disagree to strongly agree		Q32. Where do you plan to be working in two years? - In current position - Different position in current organisation - Another AOD NGO - Government AOD service - Leaving the sector - Studying full time - Retiring - Other [open text]	Q65. The following statements relate to your current employer. Please indicate to what extent you agree with these statements - I frequently think about leaving my current job - I am exploring career opportunities outside my current job - It is likely that I will leave my current job in the next year Responses: - Strongly disagree - Disagree - Neither agree nor disagree - Agree - Strongly agree Scale: Job-specific adaptation of the Occupational turnover intention (OcTI) scale (33)	Q85. Please indicate the extent to which you agree with each of the following statements: A. I have thought about leaving my job B. I plan to look for a new job over the next 12 months C. I intend to search for a new job within the AOD sector but outside my current organisation D. I intend to search for a new job outside the AOD sector Responses: Five-point matrix from strongly disagree to strongly agree
Leaving AOD sector	Q7.6. Now thinking about the AOD sector as a whole... A. I frequently think about leaving the AOD sector B. I am exploring opportunities outside the AOD sector C. It is likely that I will leave the AOD sector in the next year				Q66. The following statements relate to the alcohol, tobacco and other drugs (ATOD) sector as a whole. Please indicate to what extent you agree. - I frequently think about leaving the ATOD sector - I am exploring career opportunities outside the ATOD sector	

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	Responses: Five-point matrix scale from strongly agree to strongly disagree Scale: AOD sector-specific adaptation of the Occupational turnover intention scale (OcTI) (33)				It is likely that I will leave the ATOD sector in the next year Responses: Five-point matrix scale from strongly agree to strongly disagree	
Recruiting and retaining staff	Q7.7. In your opinion, how challenging is it in your organisation to: A. Recruit new staff B. Retain existing staff¹⁶ Responses: - Not challenging at all - Slightly challenging - Moderately challenging - Very challenging - Extremely challenging - Don't know	Q44. In your view, how challenging has it been for your organisation to recruit and retain AOD staff in the past 12 months? - Recruiting staff - Retaining staff Responses: Five-point matrix scale from not challenging to extremely challenging, with unsure option				
Reasons why people leave the sector	Q7.8. Thinking about the AOD sector in general. In your opinion, why do workers leave the AOD sector?¹⁷ (multi select; max 3) - Stigma / lack of respect - Lack of encouragement from AOD sector (e.g. from peers, educators, family / friends)	Q45. In your view, why do AOD professionals leave the AOD sector/workforce? (select the top 3) - Stigma/lack of respect - Lack of support from AOD sector - Lack of AOD career opportunities - Limited availability of AOD education/training/ professional development	Q89. In your view, why do AOD professionals leave the AOD sector? (multi select; max 3) - High stress and burnout - Lack of AOD career opportunities - Lack of clinical supervision - Lack of job security / short-			

¹⁶ This single item is adapted from the HF Trust *Sector Pulse Check 18* survey (2018) (34).

¹⁷ This single item is sourced from the report *Satisfaction, Stress & Retention Among Alcohol & Other Drug Workers in Australia* (35).

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
	• Lack of career opportunities • Low salary / poor benefits • Experience of difficult clients • Workload (e.g. excessive paperwork, large caseloads, long hours) • Lack of workplace support • Lack of clinical supervision • High stress / burnout • Limited availability of AOD education / training / professional development • Differences between industrial awards (rates of pay & other benefits) • Lack of job security / short-term employment contracts • Insecure funding • Other [open text]	• Low salary/poor employment benefits • Lack of job security/short-term employment contracts • Workload (e.g. large caseloads, long hours) • Lack of workplace support • Lack of clinical supervision • The nature of working with complex/difficult clients • High stress and burnout • To work in a related field (e.g. mental health) • Other [open text]	• term employment contracts • Lack of support from the AOD sector • Lack of workplace support • Limited availability of AOD education / training /professional development • Low salary / poor employment benefits • Stigma / lack of respect • The nature of working with complex clients • To work in a related field (e.g. mental health) • Workload (e.g. large caseloads, long hours) • Others: [open text]			
Stigma in AOD sector					Q67. Please indicate how strongly you agree with the following statements • I feel stigmatized by other health professionals because I work in the alcohol, tobacco and/or other drugs (ATOD) sector	Q86. Please indicate how strongly you agree with the following statements: • I feel stigmatised by other health professionals because I work in the AOD sector • I have experienced discrimination from other health

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
					• I feel stigmatised by the general public because I work in the ATOD sector • Other health professionals look down on me because I work in the ATOD sector • The general public looks down on me because I work in the ATOD sector • The ATOD sector is seen as less important than other medical fields or social services • People think I should advance my career by moving out of the ATOD sector • I have experienced discrimination from other health professionals because I work in the ATOD sector • If a close friend or relative is in treatment for ATOD use I would advise them not to tell anyone else about it Responses: Five-point matrix scale from strongly agree to strongly disagree	- professionals because I work in the AOD sector • I feel stigmatised by the general public because I work in the AOD sector • I have experienced discrimination from the general public because I work in the AOD sector • Other health professionals look down on me because I work in the AOD sector • The general public looks down on me because I work in the AOD sector • The AOD sector is seen as less important than other medical fields or social services • People think I should advance my career by moving out of the AOD sector • If a close friend or relative is in treatment for AOD use I would advise them not to tell anyone else about it Responses: Five-point matrix scale from strongly disagree to strongly agree

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Anticipated changes to working arrangements			Q90. Over the next 2 years, do you anticipate any of the following changes to your working arrangements? (<i>multi select</i>) • No changes anticipated • Change in job role with same employer • Similar job role but change in employer • Change in career • Geographical relocation • Will be determined by my contract and/or duration of funding • Retirement • Leave the AOD sector into another role • Other [open text]			
Reasons to stay		Q46. What keeps you working in the AOD sector? (<i>select top 3</i>) • Working with clients • Complexity of the work • Comradery within the sector • Support from your agency • Support from the AOD sector • Core values and philosophy of the AOD sector • Salary/employment benefits • Career opportunities				

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
		• Other [open text]				

Health and Wellbeing

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Health	Q8.8. In general, would you say your health is...? • Poor • Fair • Good • Very good • Excellent Scale: Single-item from the Medical Outcomes Study (MOS) 36-Item Short-Form Health Survey (SF-36) (36)	Q48. In general, how would you rate your current: • Physical health • Mental health • Quality of life • Work and life balance Responses: • Poor • Fair • Good • Very good • Excellent	Q98. In general, would you say your health is.... <i>(single choice)</i> • Poor • Fair • Good • Very good • Excellent			Q87. In general, would you say your health is: <i>(single choice)</i> • Poor • Fair • Good • Very good • Excellent
Alcohol and drug use					Q47. For this question, tobacco products refers to tobacco cigarettes, 'roll-your-own' tobacco, cigars, pipes and other tobacco products that are smoked. Would you say you are: • Someone who currently uses tobacco products on a daily basis (a current daily smoker) • Someone who occasionally uses tobacco products (an occasional smoker) • Someone who used to but no longer uses tobacco products – and has not done so for more than 1 month (an ex-smoker)	Q92. In your life, which of the following substances have you ever used? A. Tobacco products (cigarettes, chewing tobacco, cigars, etc.) B. Alcoholic beverages (beer, wine, spirits, etc.) C. Cannabis (marijuana, pot, grass, hash, etc.) D. Cocaine (coke, crack, etc.) E. Amphetamine type stimulants (speed, meth, ecstasy, ice etc.) F. Inhalants (nitrous, glue, petrol, paint thinner, etc.) G. Sedatives or Sleeping Pills (diazepam, alprazolam, flunitrazepam, temazepam etc.) H. Hallucinogens (LSD, acid, mushrooms, trips, Ketamine, etc.) I. Opioids (heroin, morphine, methadone, opium, buprenorphine, codeine, etc.) J. Other (Kava, GHB, excess caffeine)

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADAN T 2023	ATODA 2024	NADA 2026
					- Someone who has never used tobacco products, or has never used tobacco products regularly (a non-smoker) - Other tobacco use / smoking status [open text]	Responses: - Yes - No Scale: Alcohol, Smoking and Substance Involvement Screening Test (ASSIST) (37, 38)
					Q48. How often, if at all, do you use electronic cigarettes/vapes? - Daily - At least weekly (but not daily) - At least monthly (but not weekly) - Less than monthly - I used to use them, but no longer use - I have only tried them once or twice - I have never used them	
						Q93. In the past three months, how often have you used the following substances? A. Tobacco products (cigarettes, chewing tobacco, cigars, etc.) B. Alcoholic beverages (beer, wine, spirits, etc.) C. Cannabis (marijuana, pot, grass, hash, etc.) D. Cocaine (coke, crack, etc.) E. Amphetamine type stimulants (speed, meth, ecstasy, ice etc.) F. Inhalants (nitrous, glue, petrol, paint thinner, etc.) G. Sedatives or Sleeping Pills (diazepam, alprazolam, flunitrazepam, temazepam etc.) H. Hallucinogens (LSD, acid, mushrooms, trips, Ketamine, etc.) I. Opioids (heroin, morphine, methadone, opium, buprenorphine, codeine, etc.) J. Other (Kava, GHB, excess caffeine)

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADAN T 2023	ATODA 2024	NADA 2026
						Responses: • Never (not used in the last 3 months) • Once or Twice (1 to 2 times in the last 3 months) • Monthly (average of 1 to 3 times per month over the last 3 months) • Weekly (1 to 4 times per week) • Daily or Almost Daily (5 to 7 days per week) Scale: Alcohol, Smoking and Substance Involvement Screening Test (ASSIST) (37, 38)
						Q94. During the past three months, how often have you had a strong desire or urge to use the following substances? A. Tobacco products (cigarettes, chewing tobacco, cigars, etc.) B. Alcoholic beverages (beer, wine, spirits, etc.) C. Cannabis (marijuana, pot, grass, hash, etc.) D. Cocaine (coke, crack, etc.) E. Amphetamine type stimulants (speed, meth, ecstasy, ice etc.) F. Inhalants (nitrous, glue, petrol, paint thinner, etc.) G. Sedatives or Sleeping Pills (diazepam, alprazolam, flunitrazepam, temazepam etc.) H. Hallucinogens (LSD, acid, mushrooms, trips, Ketamine, etc.) I. Opioids (heroin, morphine, methadone, opium, buprenorphine, codeine, etc.) J. Other (Kava, GHB, excess caffeine) Responses: • Never (not used in the last 3 months) • Once or Twice (1 to 2 times in the last 3 months) • Monthly (average of 1 to 3 times per month over the last 3 months) • Weekly (1 to 4 times per week)

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADAN T 2023	ATODA 2024	NADA 2026
						Daily or Almost Daily (5 to 7 days per week) Scale: Alcohol, Smoking and Substance Involvement Screening Test (ASSIST) (37, 38)
						Q95. During the past three months, how often has your use of the following substances led to health, social, legal or financial problems? A. Tobacco products (cigarettes, chewing tobacco, cigars, etc.) B. Alcoholic beverages (beer, wine, spirits, etc.) C. Cannabis (marijuana, pot, grass, hash, etc.) D. Cocaine (coke, crack, etc.) E. Amphetamine type stimulants (speed, meth, ecstasy, ice etc.) F. Inhalants (nitrous, glue, petrol, paint thinner, etc.) G. Sedatives or Sleeping Pills (diazepam, alprazolam, flunitrazepam, temazepam etc.) H. Hallucinogens (LSD, acid, mushrooms, trips, Ketamine, etc.) I. Opioids (heroin, morphine, methadone, opium, buprenorphine, codeine, etc.) J. Other (Kava, GHB, excess caffeine) Responses: - Never (not used in the last 3 months) - Once or Twice (1 to 2 times in the last 3 months) - Monthly (average of 1 to 3 times per month over the last 3 months) - Weekly (1 to 4 times per week) - Daily or Almost Daily (5 to 7 days per week) Scale: Alcohol, Smoking and Substance Involvement Screening Test (ASSIST) (37, 38)
						Q96. During the past three months, how often have you failed to do what was normally

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADAN T 2023	ATODA 2024	NADA 2026
						expected of you because of your use of the following substances? A. Alcoholic beverages (beer, wine, spirits, etc.) B. Cannabis (marijuana, pot, grass, hash, etc.) C. Cocaine (coke, crack, etc.) D. Amphetamine type stimulants (speed, meth, ecstasy, ice etc.) E. Inhalants (nitrous, glue, petrol, paint thinner, etc.) F. Sedatives or Sleeping Pills (diazepam, alprazolam, flunitrazepam, temazepam etc.) G. Hallucinogens (LSD, acid, mushrooms, trips, Ketamine, etc.) H. Opioids (heroin, morphine, methadone, opium, buprenorphine, codeine, etc.) I. Other (Kava, GHB, excess caffeine) Responses: • Never (not used in the last 3 months) • Once or Twice (1 to 2 times in the last 3 months) • Monthly (average of 1 to 3 times per month over the last 3 months) • Weekly (1 to 4 times per week) • Daily or Almost Daily (5 to 7 days per week) Scale: Alcohol, Smoking and Substance Involvement Screening Test (ASSIST) (37, 38)
						Q97. Has a friend or relative or anyone else ever expressed concern about your use of the following substances? A. Tobacco products (cigarettes, chewing tobacco, cigars, etc.) B. Alcoholic beverages (beer, wine, spirits, etc.) C. Cannabis (marijuana, pot, grass, hash, etc.) D. Cocaine (coke, crack, etc.)

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADAN T 2023	ATODA 2024	NADA 2026
						E. Amphetamine type stimulants (speed, meth, ecstasy, ice etc.) F. Inhalants (nitrous, glue, petrol, paint thinner, etc.) G. Sedatives or Sleeping Pills (diazepam, alprazolam, flunitrazepam, temazepam etc.) H. Hallucinogens (LSD, acid, mushrooms, trips, Ketamine, etc.) I. Opioids (heroin, morphine, methadone, opium, buprenorphine, codeine, etc.) J. Other (Kava, GHB, excess caffeine) Responses: - No, never - Yes, but not in the past 3 months - Yes, in the past 3 months Scale: Alcohol, Smoking and Substance Involvement Screening Test (ASSIST) (37, 38)
						Q98. Have you ever tried to cut down on using the following substances but failed? A. Tobacco products (cigarettes, chewing tobacco, cigars, etc.) B. Alcoholic beverages (beer, wine, spirits, etc.) C. Cannabis (marijuana, pot, grass, hash, etc.) D. Cocaine (coke, crack, etc.) E. Amphetamine type stimulants (speed, meth, ecstasy, ice etc.) F. Inhalants (nitrous, glue, petrol, paint thinner, etc.) G. Sedatives or Sleeping Pills (diazepam, alprazolam, flunitrazepam, temazepam etc.) H. Hallucinogens (LSD, acid, mushrooms, trips, Ketamine, etc.) I. Opioids (heroin, morphine, methadone, opium, buprenorphine, codeine, etc.) J. Other (Kava, GHB, excess caffeine) Responses:

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADAN T 2023	ATODA 2024	NADA 2026
						- No, never - Yes, but not in the past 3 months - Yes, in the past 3 months Scale: Alcohol, Smoking and Substance Involvement Screening Test (ASSIST) (37, 38)
						Q99. In the past 12 months, how often did you drink more than four standard drinks in a single day? <i>(single choice)</i> Responses: - Daily - Weekly - Monthly 2 or 3 times in the past year - Once in the past year - Never
						Q100. In the past 12 months, how often did you drink more than ten standard drinks in a week? <i>(single choice)</i> Responses: - Weekly - Monthly 2 or 3 times in the past year - Once in the past year - Never
Lifestyle						Q101. How often do you: A. Take time off when sick B. Take time out (e.g. taking a trip) Responses: - Never - Rarely - Sometimes - Often - Always
Quality of life	Q8.9. How would you rate your quality of life? Responses:		Q95. How would you rate your quality of life? <i>(single choice)</i>		Q61. For the following three questions, please think about your life in the past four weeks (0 = the worst you have ever felt; 10 =	Q89. How would you rate your quality of life? <i>(single choice)</i> Responses: Very poor

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADAN T 2023	ATODA 2024	NADA 2026
	• Very poor • Poor • Neither poor nor good • Good • Very good Scale: Single-item from the World Health Organisation Quality of Life – Brief (WHOQOL-BREF) (39)		Responses: • Very poor • Poor • Neither poor nor good • Good • Very good		average; and 20 = the best you have ever felt) • How would you rate your psychological health in the past 4 weeks? • How would you rate your physical health in the past 4 weeks? • How would you rate your overall quality of life in the past 4 weeks?	• Poor • Neither poor nor good • Good • Very good Scale: Adapted from the EUROHIS-Quality of Life 8-item Index (EUROHIS-QOL 8-item index) (40)
Promoting health and wellbeing						Q88. Please indicate the extent to which you agree with the following statements: A. I actively engage in self-care strategies B. I provide support for other workers in my organisation to care for their health and wellbeing C. I have an understanding of vicarious trauma and how to access support in the workplace D. I am able to maintain appropriate boundaries between work and home Responses: Five-point matrix from strongly disagree to strongly agree
Satisfaction with health and well-being						Q90. How satisfied are you... A. With your health? B. With your ability to perform your daily living activities? C. With yourself? D. With your personal relationships? E. With the conditions of your living place? Responses: • Very dissatisfied • Dissatisfied • Neither satisfied nor dissatisfied • Satisfied • Very satisfied

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
						Scale: Adapted from the EUROHIS-Quality of Life 8-item Index (EUROHIS-QOL 8-item index) (40)
Money and energy						Q91. Do you have enough... A. Energy for everyday life? B. Money to meet your needs? Responses: • Not at all • A little • Moderately • Mostly • Completely Scale: Adapted from the EUROHIS-Quality of Life 8-item Index (EUROHIS-QOL 8-item index) (40)

Other Comments

Topic	NCETA 2019-20	VAADA 2025	ATDC 2023	AADANT 2023	ATODA 2024	NADA 2026
Other comments						Q102. Is there anything else you would like to tell us to help us better understand the health and wellbeing of the AOD workforce?
						Q103. Do you have any suggestions on how we could better support the health and wellbeing of the AOD workforce?
						Q104. If I could make one work-related change to improve my health and wellbeing, it would be...
			Q99. To help me accomplish great things, my organisation should STOP...		Q82. To help me accomplish great things in my work, my workplace should STOP	
			Q100. To help me accomplish great things, my organisation should CONTINUE...		Q83. To help me accomplish great things in my work, my workplace should CONTINUE	
			Q101. To help me accomplish great things, my organisation should START...		Q84. To help me accomplish great things in my work, my workplace should START	

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