

Australia's Alcohol and Other Drug National Workforce Survey 2019-2020

Select Comparative Data



Introduction & Instructions

In 2019-2020, the National Centre for Education and Training on Addiction (NCETA, Flinders University) conducted Australia's Alcohol and Other Drug Workforce Survey (the AOD National Workforce Survey). This was the first such survey to be undertaken in over a decade.

The National AOD Workforce Survey was developed by NCETA as part of its contracted program of work for the Australian Government Department of Health.

This Excel resource 'Australia's Alcohol and Other Drug National Workforce Survey 2019-2020. Select Comparative Data' (Comparative Data Resource) provides summary data on survey items from the AOD National Workforce Survey. This data can be used to compare results from workplace and workforce surveys that use the complete survey protocol or select items from the AOD National Workforce Survey.

This Comparative Data Resource is a companion product to:

- 'Australia's Alcohol and Other Drug Workforce: National Survey Results 2019-2020' (National Report), which provides summary findings from the AOD National Workforce Survey
- 'Australia's Alcohol and Other Drug Workforce Survey 2019-2020. Survey Protocol', which describes the National Survey background and development, and provides the full Survey Protocol (all survey items, survey logic such as question skips and filters and original sources where required).

This Comparative Data Resource reflects the structure of the AOD National Workforce Survey. There are 8 sections, each addressing a different workforce development area (see 'Survey Overview' tab). Information for each section is provided in a separate worksheet tab.

Each worksheet tab contains:

- A complete list of the survey items within the section
- Comparative data for each survey item and/or reference to the provision of this data in the National Report
- Mean (average) scale scores where appropriate (i.e. for items with likert rating scales such as ratings of job satisfaction). Response percentages are provided for categorical items (i.e. for items such as gender identity).
- The original source for survey items obtained from existing survey instruments. Where an original source is not indicated, the item was developed by the NCETA team.

The comparative data provided in this Excel resource and the National Report can be used as comparison points for independent surveys using the National Survey Protocol in its entirety, particular items or sets of items. For example, an AOD organisation could compare their workers' job satisfaction with the average level of satisfaction reported across the whole AOD sector, which may provide further insight into how the organisation is progressing with regard to worker satisfaction.

All reports and resources for Australia's Alcohol and Other Drug Workforce Survey 2019-2020 are available from the NCETA website:

<http://nceta.flinders.edu.au/workforce/national-alcohol-other-drugs-workforce-survey-2019/>

Permissions

The 'AOD National Workforce Survey User Manual and Survey Protocol' and this Comparative Data Resource are free and open resources available for use by other individuals, organisations and institutions. Requested citations are provided below. Survey items sourced from pre-existing survey instruments should be cited separately (see original sources as provided within these resources).

Citation details

Skinner, N., Roche, A., Chapman, J., Fischer, J., Kostadinov, V. & McEntee, A. (2020). *Australia's Alcohol and Other Drug Workforce Survey 2019-2020. Select Comparative Data*. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA), Flinders University.

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Survey Overview		
Section	Topics	
1	Survey introductory text	Survey and project information as required by research ethics (not provided).
2	Understanding who is working in the AOD sector (personal and social demographics)	Gender identity, sexual identity, Aboriginal and/or Torres Strait Islander identity, age, caring responsibilities, Australian citizenship, country of origin, languages spoken, lived experience.
3	Your work role (employment demographics)	Occupation, work area, work setting, work roles, client groups serviced, client age profile, hours in client work, employment contract, full-time/part-time status, extra hours/overtime, clinical supervision, line and other supervision, income.
4	Professional development	Educational qualifications (general, specialist AOD), professional development access and needs.
5	How you experience your work (working conditions and job quality)	Work meaning, work intensification, access to flexible work practices, professional confidence, respect and support, job insecurity.
6	Your organisation	Location (State/Territory, metropolitan/regional), sector (government, NGO, private), organisation size, organisational openness to change/innovation.
7	Recruitment and retention	Years working in current organisation/AOD sector, first role in AOD sector, prior sector of employment, turnover intention (job/sector), recruitment and retention challenges, reasons for AOD sector turnover.
8	Understanding your wellbeing at work	Job satisfaction (job/sector), burnout, engagement, health, quality of life.

Legend	
—	not applicable
•	data not provided
x	response option set as exclusive (i.e. other responses within the item could not be selected due to logical inconsistency)
Ⓜ	item obtained from an original source external to NCETA

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1. Survey introductory text

Section 1 of the National Survey comprised study information for participants as required by Research Ethics (not provided)

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2. Understanding who is working in the AOD sector

Note: Full item wording and response options are provided in the User Manual and Protocol (see Introduction & Instructions Tab). Item numbering starts at 2.2 (i.e. no Q2.1)

Question No.	Measure	Survey item	Scale mean (standard deviation)	%
Q2.2	Gender identity	Please indicate your gender	—	
		Female	—	69%
		Male	—	29%
		Trans female / trans woman	—	0.1%
		Trans male / trans man	—	0.3%
		Non-binary / gender fluid	—	0.4%
		Different gender identity (please specify)	—	0.2%
		Prefer not to say	—	1%
Q2.3	Sexual identity	Please indicate your sexual identity	—	
		Straight / heterosexual	—	82%
		Lesbian / gay	—	6%
		Bisexual	—	5%
		Queer	—	2%
		Different sexual identity (please specify)	—	1%
		Prefer not to say	—	4%
Q2.4	Aboriginal and/or Torres Strait Islander identity (I)	Do you identify as Aboriginal or Torres Strait Islander?	—	
		Aboriginal but not Torres Strait Islander	—	6%
		Torres Strait Islander but not Aboriginal	—	0.1%
		Aboriginal and Torres Strait Islander	—	0.3%
		Neither Aboriginal nor Torres Strait Islander	—	92%
		Prefer not to say	—	2%
Q2.5	Age	What is your age?	45.59 (11.78)	
		<i>Note: original item requested actual age (drop down menu)</i>	—	
		25 or under	—	4%
		26 - 35 years	—	20%
		36 - 49 years	—	37%
		50 - 64 years	—	35%
		65+ years	—	4%
		Prefer not to say	—	1%
Q2.6	Caring responsibilities	Outside of work, do you provide unpaid care to another person? (select all that apply)		
		No x	—	66%(i)
		Yes (combined)	—	44%(ii)
		Yes - child / children	—	81%(iii)
		Yes - older person(s)	—	36%(iii)
		Yes - person(s) with a disability	—	10%(iii)
		Other (please specify)	—	6%(iii)
				(i) % no care responsibilities
				(ii) % care responsibilities (1 or more types of care selected)
				(iii) % of all those who provided care (1 or more types of care selected)
Q2.7	Australian citizenship	Were you born in Australia?		
		Yes	—	25%
Q2.8	Country of origin	In which country were you born?		
		Data not provided	—	*
Q2.9	Languages spoken	Do you speak any languages other than English?		
		Yes	—	20%
Q2.10	Languages spoken at work	What languages (other than English) do you speak at work? (select all that apply)		
		Data not provided	—	*
Q2.11	Lived experience	Do you identify as having lived experience in relation to alcohol or other drug issues? (select all that apply)		
		I do not identify as having lived experience X	—	35%
		Personal experience of alcohol or drug problems (past or present)	—	31%
		Family member who has experienced alcohol or drug problems (past or present)	—	42%
		Other lived experience (please specify)	—	9%
		Prefer not to say	—	3%
		X Exclusive response option (no other responses could be selected in addition to this response)		
				(i) % of all respondents who provided a response to the question. Does not sum to 100% as multiple responses allowed.
				(ii) % of respondents who reported some type of lived experience. As shown in the National Report (p. 6). Does not sum to 100% as multiple responses allowed.
Q2.12	Lived experience - disclosure	Have you disclosed your lived experience in your workplace (e.g. to your supervisor or colleagues)?		
		Yes	—	63%
Q2.13	Lived experience - non-disclosure reason	Why have you chosen not to disclose your lived experience in your workplace? (select all that apply)		
		No desire/need	—	61%
		Confidentiality/privacy concerns	—	33%
		Not relevant to job	—	29%
		To avoid stigma	—	28%
		Other	—	7%
Q2.14	Lived experience - support	Thinking about workplace supports for workers with lived experience:		
			Personally accessed	Beneficial for all lived experience workers
		Support from peers and colleagues (1)	68%	60%
		Support groups (2)	50%	57%
		Counselling sessions (3)	42%	54%
		Regular debriefs with a suitable colleague (4)	25%	46%
		Wellness rooms / chillout rooms (5)	22%	47%
		External programs (e.g. Smart Recovery, AA) (6)	15%	46%
		Other (please specify on next page) (7)	6%	11%

SECTION END

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3. Your work role

Note: Full item wording and response options are provided in the User Manual and Protocol (see Introduction & Instructions Tab). Item numbering starts at 3.2 (i.e. no Q3.1)

Question No.	Measure	Survey item	%
Q3.2	Occupation ^①	Which of the following best describes your occupation? (select 1)	
	^① Australian Bureau of Statistics (ABS) (2013a). ANZSCO - Australian and New Zealand Standard Classification of Occupations, 2013, Version 1.2, Cat. No. 1220.0. Canberra: ABS.	Drug and alcohol counsellor	23%
		Drug and alcohol nurse	10%
		Social worker	8%
		Service manager	7%
		Clerical and office support worker	5%
		Community worker	4%
		Counsellor	4%
		Contract/program/project administrator	4%
		Aboriginal alcohol and other drug worker	4%
		Health promotion officer	3%
		Nursing professional	3%
		Clinical psychologist	2%
		Research & development manager/professional	2%
		Chief Executive or Managing Director	2%
		Education professional	2%
		Policy and planning manager/professional	2%
		Office/practice manager	2%
		Youth worker	2%
		General registered nurse	2%
		Medical practitioner	1%
		Family support worker	1%
		Welfare support worker	1%
		Psychotherapist	1%
		Volunteer (unpaid)	1%
		Nurse practitioner	1%
		Personal assistant/secretary	1%
		Welfare worker	1%
		Social professional	1%
		Nurse educator	0.5%
		Enrolled nurse	0.3%
		General practitioner	0.3%
		Pharmacist	0.3%
		Psychiatrist	0.3%
		Public relations professional	0.2%
		Refuge worker	0.1%
Q3.3	Work area	What is your main area of work? (select 1)	
		Counselling	18%
		Intake/assessment and counselling	6%
		Management of service/operation/program	6%
		Administration	6%
		Support and case management	6%
		Withdrawal management (detoxification)	4%
		Clinical oversight/management/coordination	4%
		Rehabilitation	4%
		Management/leadership of team	4%
		Pharmacotherapy	4%
		Other (please specify)	3%
		Project work	3%
		Harm reduction	3%
		Providing information and education	3%
		Dual diagnosis work	2%
		Intake/assessment work	2%
		Research/data analysis	2%
		Assessment	2%
		Lived experience work role/peer support/education/mentoring	2%
		Residential support work	2%
		Community development	1%
		Outreach	1%
		Care and recovery coordination	1%
		Needle and syringe program work	1%
		Youth programs	1%
		Policy and/or media work	1%
		Quality coordination	1%
		Forensic AOD counselling	1%
		Non-residential withdrawal nursing	1%
		Consumer representation/advocacy	1%
		Family therapy	1%
		Health services planning (catchment-based planning)	0.4%
		Unpaid volunteering	0.4%
		AOD Family Violence Advisor	0.3%
		Pharmacotherapy support work	0.3%
Q3.4	Work setting ^①	In what settings do you mainly work? (select up to 3)	
	^① Australian Institute of Health and Welfare (AIHW). (2018). Alcohol and Other Drug Treatment Services National Minimum Data Set: Data Collection Manual 2018-19, Version 2.0 (June 2018), Cat. No. DAT 9. Canberra: AIHW.	Non-residential treatment	44%
		Office setting	33%
		Outreach	21%
		Residential treatment	20%
		Someone's home	5%
		Custodial	3%
		School	1%
		Other	3%
Q3.5	Work roles	Overall, what are your main work roles? Select one or more of your main work roles.	
		Direct client services	71%
		Administration	27%
		Management	24%
		Project work	18%
		Research	8%
		Professional support	7%
Q3.6	% of work role	Overall, how much of your work (%) involves the following:	
	Data not provided		
Q3.7	Client group: social demographic	To which of the following groups do you mainly provide a service? (select up to 3)	
		Adults	61%
		Clients with dual-diagnoses	40%
		No target group	25%
		Aboriginal clients	18%
		Forensic clients	11%
		Family members	10%

	Children and young people	9%		
	Clients with children	8%		
	CALD clients	5%		
	Older/elderly adults	2%		
	Other	5%		
Q3.8	Client group: gender identity	To which of the following groups do you mainly provide a service? (select up to 3)		
	No target group	79%		
	Men	21%		
	Women	21%		
	Trans women/men	2%		
	Non-binary/gender fluid clients	2%		
	Clients with a different gender identity	1%		
Q3.9	Client group: sexual identity	To which of the following groups do you mainly provide a service? (select up to 3)		
	No target group	85%		
	Straight/heterosexual clients	13%		
	Lesbian/gay clients	7%		
	Bisexual clients	3%		
	Queer clients	1%		
	Intersex clients	0.2%		
	Clients with a different sexual identity	1%		
Q3.10	Client age groups	Thinking about the last 2 - 3 years, which age groups did your clients comprise?		
	Data not provided	*		
Q3.11	Client age profile - changes	Thinking about the last 2 - 3 years, the number of clients in each of these age groups has:		
	Data not provided	*		
Q3.12	Hours in client work ⁽ⁱ⁾	Of the total hours per week that you work in your AOD role, approximately how many hours do you spend working directly with clients?		
	⁽ⁱ⁾ Victorian Department of Health and Human Services (DHHS), (2017), 2016 Alcohol and Other Drugs Workforce Study - Worker Survey, Melbourne: DHHS	*		
	Data not provided			
Q3.13	Employment contract/full-time part-time status	Which of the following best describes your employment contract?		
	Permanent full-time	49%		
	Permanent part-time	26%		
	Fixed term full-time	12%		
	Fixed term part-time	7%		
	Casual full-time	1%		
	Casual part-time	3%		
	Unpaid position	1%		
Q3.14	Extra hours/overtime ⁽ⁱ⁾	How often do you work extra hours or overtime? (i.e. beyond your contracted work hours)		
	⁽ⁱ⁾ Australian Bureau of Statistics (ABS), (2013b), Working Time Arrangements, Australia, November 2012, Cat. No. 3642.0, Canberra: ABS.	Never or almost never	22%	
		A few times a year	12%	
		A few times a month	25%	
		A few times a week	24%	
		Every day or most days	17%	
Q3.15	Compensation for extra hours/overtime ⁽ⁱ⁾	How are you compensated for working extra hours or overtime? (select up to 3)		
	⁽ⁱ⁾ Australian Bureau of Statistics (ABS), (2013b), Working Time Arrangements, Australia, November 2012, Cat. No. 3642.0, Canberra: ABS.	Not compensated	23%	
		Time-related benefit	65%	
		Financial benefit	14%	
		Other benefit	4%	
Q3.16	Access to clinical supervision ⁽ⁱ⁾	Do you have access to any of the following forms of clinical supervision and / or practice support? (select all that apply) (i)		
	⁽ⁱ⁾ Victorian Department of Health and Human Services (DHHS), (2017), 2016 Alcohol and Other Drugs Workforce Study - Worker Survey, Melbourne: DHHS	Internal individual	58%	
		Internal group	32%	
		External individual	24%	
		External group	8%	
		Other	4%	
		No access	13%	
		<i>(i) This item was only displayed to respondents who indicated they provided direct client services (Q3.5). Data is for direct client services workers only.</i>		
Q3.17	Frequency of clinical supervision ⁽ⁱ⁾	How frequently do you access clinical supervision / practice support?		
	⁽ⁱ⁾ Victorian Department of Health and Human Services (DHHS), (2017), 2016 Alcohol and Other Drugs Workforce Study - Worker Survey, Melbourne: DHHS	Once a year or less	9%	
		Once every 6 months	5%	
		Once every 3 months	17%	
		Once a month	53%	
		Fortnightly or more	16%	
Q3.18	Adequacy of clinical supervision ⁽ⁱ⁾	To what extent does clinical supervision / practice support meet your needs?		
	⁽ⁱ⁾ Victorian Department of Health and Human Services (DHHS), (2017), 2016 Alcohol and Other Drugs Workforce Study - Worker Survey, Melbourne: DHHS	Not at all	6%	
		Slightly	15%	
		Moderately	26%	
		Considerably	41%	
		Completely	12%	
Q3.19	Frequency of other types of supervision	How frequently do you access the following types of supervision:	<i>Line supervision</i>	<i>Peer supervision</i>
		Once a year or less	12%	11%
		Once every 6 months	8%	5%
		Once every 3 months	13%	8%
		Once a month	31%	22%
		Fortnightly or more	25%	26%
		Not applicable	12%	27%
Q3.20	Personal income ⁽ⁱ⁾	What is your weekly personal income (or annual income, p.a.) before tax in this job?	<i>All employees</i>	
	⁽ⁱ⁾ Australian Bureau of Statistics (ABS), (2016), Census 2016, Canberra: ABS.	\$1 - \$399 (\$1 - \$20,799 p.a.)	2%	
		\$400 - \$599 (\$20,800 - \$31,199 p.a.)	2%	
		\$600 - \$999 (\$31,200 - \$51,999 p.a.)	14%	
		\$1,000 - \$1,499 (\$52,000 - \$77,999 p.a.)	36%	
		\$1,500 - \$1,999 (\$78,000 - \$103,999 p.a.)	24%	
		\$2,000 or more (\$104,000 p.a. or more)	14%	
		Prefer not to say	5%	
		My role is unpaid (e.g. volunteer, student placement)	1%	

SECTION END

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4. Professional development

Note: Full item wording and response options are provided in the User Manual and Protocol (see Introduction & Instructions Tab). Item numbering starts at 4.2 (i.e. no Q4.1)

Question No.	Measure	Survey Item	%			
Q4.2	Highest general qualification	What is the highest general qualification that you have obtained (i.e. not specialised addiction or AOD training)? (select 1)				
		Senior Secondary Certificate or less	3%			
		Certificate (I-IV)	8%			
		Diploma/Advanced Diploma	15%			
		Graduate Certificate/Diploma	18%			
		Undergraduate degree	29%			
		Masters degree/Postgraduate/PhD	26%			
		MBBS	0.3%			
		Medical fellowship	1%			
Other	1%					
Q4.3	Enrolled in general qualification	Are you currently enrolled in a formal qualification that is not AOD-related?				
	<i>Data not provided</i>	*				
Q4.4	Highest AOD qualification	What is the highest AOD-related qualification that you have obtained (i.e. specialised addiction or AOD training)? (select 1)				
		No AOD-related qualification	All roles: 34%	Client service roles: 29%		
		Accredited short course	10%	11%		
		One or more of the core competencies in the AOD Certificate IV skill set	9%	10%		
		Certificate IV in Alcohol and Other Drugs	11%	12%		
		Diploma/Advanced Diploma	13%	14%		
		Graduate Certificate/Diploma	9%	11%		
		Undergraduate degree	4%	5%		
		Masters/postgraduate/PhD degree	5%	4%		
		Medical fellowship	1%	1%		
		Other	3%	3%		
		Q4.5	Vocational AOD qualifications	Thinking of all your AOD education and training, which of the following vocational AOD qualifications have you successfully completed? (select all that apply)		
				Diploma of Alcohol and Other Drugs	20% (i)	
Certificate IV in Alcohol and Other Drugs	21% (i)					
Alcohol and Other Drugs Skill Set	23% (i)					
I have not successfully completed any of the above	46% (ii)					
		<i>(i) Proportions do not sum to 100% as multiple responses possible on this item. 8% of respondents held more than 1 vocational qualification.</i>				
		<i>(ii) Overall, 46% of client service workers had not completed any of the vocational AOD qualifications.</i>				
Q4.6	Enrolled in AOD qualifications	Are you currently enrolled in a formal qualification specialising in AOD and / or addiction studies?				
	Yes	24%				
Q4.7	Professional development activities	Beyond formal qualifications, what AOD-related professional development have you done in the past 3 years? (select all that apply)				
		No AOD-related professional development in past 3 years	11% <input checked="" type="checkbox"/>			
		Accredited short course	40%			
		Brief (less than 1 day) course or seminar (non-accredited)	56%			
		Professional conference(s)	53%			
		Short (1 day or longer) training course (non-accredited)	63%			
Q4.8	Professional development access difficulty	Have you experienced challenges or difficulties in accessing sufficient professional development for your work in the AOD sector?				
		None at all	31%			
		A little	30%			
		A moderate amount	21%			
		A lot	11%			
A great deal	7%					
Q4.9	Professional development barriers	What has prevented you from accessing sufficient professional development? (select up to 3)				
		Financial costs to myself	45%			
		Insufficient time at work	36%			
		Financial costs to my employer	35%			
		Difficulties finding relevant training	26%			
		Geographic constraints (training locations not easily accessible)	23%			
		Insufficient time outside of work	22%			
		Staff shortages (i.e. lack of backfill availability)	21%			
		Lack of support from organisation	13%			
		Lack of support from supervisor/manager	11%			
		Other	6%			
Q4.10	Training gaps - client groups	Thinking about training / professional development on working with particular client groups. What are the training gaps:				
		Clients with experiences of trauma	64%			
		Clients with dual diagnoses/co-occurring mental health issues	62%			
		Aboriginal and Torres Strait Islander clients	53%			
		Clients with current/past experience of family violence	52%			
		Children and families	51%			
		Forensic AOD clients	50%			
		Clients from culturally and linguistically diverse backgrounds	47%			
		Acquired brain injury clients	46%			
		Older clients	45%			
		Clients with gambling problems	43%			
		Lesbian/gay/bisexual/trans/intersex/queer clients	42%			
		Other	5%			
		Q4.11	Training gaps - work practice	Thinking about training / professional development on particular areas of work practice. What are the training gaps:		
Responding to multiple and complex needs	55%					
Leadership and management skills	48%					
Specific interventions or therapies	44%					
Service delivery/administration skills	43%					
Clinical skills for counselling, treatment or therapy	42%					
Managing risky behaviours	42%					
Leadership skills	42%					
Advanced clinical skills	40%					
Providing clinical supervision to others	40%					
Skills or knowledge to support evidence-based practice	39%					
Management skills	38%					
Building and maintaining service partnerships	37%					
Training on alcohol or other drugs	35%					
Working with multi-disciplinary teams	33%					
Other	3%					

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5. How you experience your work

Note: Means and standard deviations reported for measures re-scaled to 5-point scale (i.e. minimum score = 1, maximum score = 5). Full item wording and response options are provided in the User Manual and Protocol (see Introduction & Instructions Tab). Item numbering starts at 5.2 (i.e. no Q5.1)

Question No.	Measure	Survey item	Scale Mean (Standard Deviation)	%				
Q5.2.1 - Q5.2.3	Work meaning ①	The following statements describe various aspects of work. To what extent do you agree or disagree with regard to your work?	4.42 (.70)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	① Source: <i>Meaning subscale. Spreitzer, G. M. (1995). Psychological empowerment in the workplace: Dimensions, measurement, and validation. Academy of Management Journal, 38(5), 1442-1465.</i>	5.2.1 The work I do is very important to me ①	*	*	*	*	*	*
		5.2.2 The job activities are personally meaningful to me ①	*	*	*	*	*	*
		5.2.3 The work I do is meaningful to me ①	*	1%	1%	5%	40%	53%
Q5.2.4 - Q5.2.8	Work intensity ①	The following statements describe various aspects of work. To what extent do you agree or disagree with regard to your work?	3.45 (.78)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	① Source: <i>Effort subscale. Siegrist, J., Starke, D., Chandola, T., Godin, I., Marmot, M., Niedhammer, I., & Peter, R. (2004). The measurement of effort-reward imbalance at work: European comparisons. Social Science & Medicine, 58(8), 1483-1499.</i>	5.2.4 I have constant time pressure due to a heavy workload ①	*	3%	14%	26%	32%	26%
		5.2.5 I have many interruptions and disturbances while performing my job ①	*	*	*	*	*	*
		5.2.6 I have a lot of responsibility in my job ①	*	*	*	*	*	*
		5.2.7 I am often pressured to work overtime ①	*	*	*	*	*	*
		5.2.8 Over the past few years, my job has become more and more demanding ①	*	*	*	*	*	*
Q5.2.9	Flexible work practices ①	The following statements describe various aspects of work. To what extent do you agree or disagree with regard to your work?	3.53 (1.11)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	① Source: <i>Skinner, N., & Pocock, B. (2008). Work-life conflict: Is work time or work overload more important? Asia Pacific Journal of Human Resources, 46(3), 303-315.</i>	5.2.9 My working times can be flexible to meet my needs ①	*	6%	14%	17%	46%	17%
Q5.2.10 - Q5.2.12	Confidence in professional capacities (general) ①	The following statements describe various aspects of work. To what extent do you agree or disagree with regard to your work?	4.13 (.65)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	① Source: <i>Competence subscale. Siegrist, J., Starke, D., Chandola, T., Godin, I., Marmot, M., Niedhammer, I., & Peter, R. (2004). The measurement of effort-reward imbalance at work: European comparisons. Social Science & Medicine, 58(8), 1483-1499.</i>	5.2.10 I am confident in my ability to do my job ①	*	0%	1%	6%	54%	39%
		5.2.11 I am self-assured about my capabilities to perform my work activities ①	*	*	*	*	*	*
		5.2.12 I have mastered the skills necessary for my job ①	*	*	*	*	*	*
Q5.3.1	Confidence in professional capacities (client service) ①	The following statements describe various aspects of work. To what extent do you agree or disagree with regard to your work?	4.21 (.63)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	① Source: <i>Victorian Department of Health and Human Services (DHHS). (2017). 2016 Alcohol and Other Drugs Workforce Study - Worker Survey. Melbourne: DHHS. Retrieved from https://www2.health.vic.gov.au/about/publications/formsandtemplates/2016-alcohol-other-drugs-workforce-study-worker-survey.</i>	5.3.1 I feel confident in my capability to respond to client needs ①	*	0%	1%	7%	61%	31%
Q5.3.2 - Q5.3.6	Work esteem: respect & support ①	The following statements describe various aspects of work. To what extent do you agree or disagree with regard to your work?	3.82 (.75)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	① Source: <i>Esteem subscale. Siegrist, J., Starke, D., Chandola, T., Godin, I., Marmot, M., Niedhammer, I., & Peter, R. (2004). The measurement of effort-reward imbalance at work: European comparisons. Social Science & Medicine, 58(8), 1483-1499.</i>	5.3.2 I experience adequate support in difficult situations ①	*	2%	10%	17%	51%	19%
		5.3.3 I receive the respect I deserve from my colleagues ①	*	*	*	*	*	*
		5.3.4 I am treated unfairly at work ① (reverse score)	*	*	*	*	*	*
		5.3.5 I receive the respect I deserve from my superior or a respective relevant person ①	*	4%	7%	16%	48%	25%
		5.3.6 Considering all my efforts and achievements, I receive the respect and prestige I deserve at work ①	*	3%	11%	26%	46%	15%
Q5.3.7 - Q5.3.10	Job insecurity ①	The following statements describe various aspects of work. To what extent do you agree or disagree with regard to your work?	2.20 (.90)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	① Source: <i>Vander Elst, T., De Witte, H., & De Cuyper, N. (2014). The Job Insecurity Scale: A psychometric evaluation across five European countries. European Journal of Work and Organizational Psychology, 23(3), 364-380.</i>	5.3.7 Chances are I will lose my job soon ①	*	*	*	*	*	*
		5.3.8 I am sure I can keep my job ① (reverse score)	*	*	*	*	*	*
		5.3.9 I feel insecure about the future of my job ①	*	*	*	*	*	*
		5.3.10 I think I might lose my job in the near future ①	*	34%	32%	25%	7%	3%

SECTION END

Australia's Alcohol and Other Drug Workforce Survey 2019-2020. Select Comparative Data.



6. Your organisation

Note: Means and standard deviations reported for measures re-scaled to 5-point scale (i.e minimum score = 1, maximum score = 5). Full item wording and response options are provided in the User Manual and Protocol (see Introduction & Instructions Tab). Item numbering starts at 6.2 (i.e. no Q6.1)

Question No.	Measure	Survey item	Scale Mean (Standard Deviation)		%			
Q6.2	Geographic location - jurisdiction	In which State / Territory do you work?	-					
		Victoria			28%			
		New South Wales			23%			
		Queensland			21%			
		Western Australia			14%			
		South Australia			9%			
		Northern Territory			2%			
		Australian Capital Territory			2%			
		Tasmania			2%			
Q6.3	Geographic location - metro, regional ①	What is the main location of your work? ①	-					
	① Source: Australian Institute of Health and Welfare (AIHW). (2004). Rural, Regional and Remote Health: A Guide to Remoteness Classifications. Canberra: AIHW.	Metropolitan			64%			
		Rural			33%			
		Remote			3%			
Q6.4	Employment sector	What sector does your organisation belong to?	-					
		Government			39%			
		Non-government			57%			
		Private			3%			
Q6.5	Size of organisation ①	How many employees does your organisation have? ①	-					
	① Source: Australian Bureau of Statistics (ABS). (2014a). Employee Earnings, Benefits and Trade Union Membership, Australia, August 2013. Canberra: ABS.	< 10 employees			5%			
		10 - 19 employees			10%			
		20 - 99 employees			28%			
		100+ employees			51%			
		Don't know			6%			
Q6.6	Organisational openness to change/innovation: ①	To what extent do you agree that in your organisation:	3.31 (.74)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	① Source: Organizational responsiveness to change subscale. Lehman, W. E. K., Greener, J. M., & Simpson, D. D. (2002). Assessing organizational readiness for change. Journal of Substance Abuse Treatment, 22(4), 197-209.	6.6.1 Novel ideas by staff are discouraged ① (reverse score)	*	*	*	*	*	*
		6.6.2 It is easy to change routine procedures to meet new conditions ①	*	*	*	*	*	*
		6.6.3 You frequently hear good staff ideas for improving operations ①	*	*	*	*	*	*
		6.6.4 The general attitude is to change things that aren't working ① (reverse score)	*	*	*	*	*	*
		6.6.5 You are encouraged to try new and different ideas ①	*	4%	14%	27%	46%	9%

SECTION END

Australia's Alcohol and Other Drug Workforce Survey 2019-2020. Select Comparative Data.



7. Recruitment and retention

Note: Means and standard deviations reported for measures re-scaled to 5-point scale (i.e. minimum score = 1, maximum score = 5). Full item wording and response options are provided in the User Manual and Protocol (see Introduction & Instructions Tab). Item numbering starts at 7.2 (i.e. no Q7.1)

Question No.	Measure	Survey item	Scale Mean (Standard Deviation)	%					
Q7.2	Years of experience	How many years have you been working in:	–	Current organisation	AOD sector				
		< 1 year		15%	8%				
		1 - 3 years		32%	21%				
		4 - 6 years		19%	17%				
		7 - 9 years		10%	12%				
		10+ years		23%	41%				
Q7.3	First role in the AOD sector ①	Is your current position the first role you've had in the AOD sector? ①	–	47%					
① Source: Victorian Department of Health and Human Services (DHHS). (2017). 2016 Alcohol and Other Drugs Workforce Study - Worker Survey. Melbourne: DHHS. Retrieved from https://www2.health.vic.gov.au/about/publications/formsandtemplates/2016-alcohol-other-drugs-workforce-study-worker-survey .		Yes							
Q7.4	Prior sector of employment ①	Which sector did you work in prior to joining the AOD sector? (select 1) ①	–						
① Source: Victorian Department of Health and Human Services (DHHS). (2017). 2016 Alcohol and Other Drugs Workforce Study - Worker Survey. Melbourne: DHHS. Retrieved from https://www2.health.vic.gov.au/about/publications/formsandtemplates/2016-alcohol-other-drugs-workforce-study-worker-survey .		Primary health		18%					
		Clinical mental health / mental health		11%					
		Community services / community health		7%					
		Mental health community support services		7%					
		Private sector		7%					
		I haven't worked in any other sector		5%					
		Education		5%					
		Hospitality		5%					
		Youth		5%					
		Administration		5%					
		Child protection		4%					
		Disability		3%					
		Family services / family support		3%					
		Justice		3%					
		Retail		3%					
		Aged care		2%					
		Housing		2%					
		Construction		1%					
		Employment services		1%					
		Sexual health		0.5%					
		Other		7%					
Q7.5.1 - Q7.5.3	Turnover intention (job) ①	To what extent do you agree with the following statements in relation to your current job?	2.55 (1.21)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	
① Source: Rothrauff, T. C., Abraham, A. J., Briede, B. E., & Roman, P. M. (2011). Occupational turnover intentions among substance abuse counselors. <i>Journal of Substance Abuse Treatment</i> , 40(1), 67-76.		7.5.1 I frequently think about leaving my current job ①		*	*	*	*	*	
		7.5.2 I am exploring career opportunities outside my current job ①		*	*	*	*	*	
		7.5.3 It is likely that I will leave my current job in the next year ①		35%	21%	22%	15%	8%	
Q7.6.1 - Q7.6.2	Turnover intention (AOD sector) ①	Now thinking about the AOD sector as a whole:	2.28 (1.11)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	
① Source: Rothrauff, T. C., Abraham, A. J., Briede, B. E., & Roman, P. M. (2011). Occupational turnover intentions among substance abuse counselors. <i>Journal of Substance Abuse Treatment</i> , 40(1), 67-76.		7.6.1 I frequently think about leaving the AOD sector ①		*	*	*	*	*	
		7.6.2 I am exploring career opportunities outside the AOD sector ①		*	*	*	*	*	
		7.6.3 It is likely that I will leave the AOD sector in the next year ①		40%	25%	22%	10%	4%	
Q7.7	Recruitment and retention challenges ①	In your opinion, how challenging is it in your organisation to ①:	–	Not at all	Slightly	Moderately	Very	Extremely	Don't know
① Source: HF Trust. (2018). <i>Sector Pulse Check 18</i> . London: HFT. www.hft.org.uk/wp-content/uploads/2019/02/Hft-Sector-Pulse-Check-2018.pdf .		7.7.1 Recruit new staff ①		9%	14%	28%	27%	16%	5%
		7.7.2 Retain existing staff ①		16%	25%	29%	16%	10%	5%
Q7.8	AOD sector turnover ①	Thinking about the AOD sector in general. In your opinion, why do workers leave the AOD sector? (select up to 3)	–						
① Source: Duraisingam, V., Pidd, K., Roche, A., & O'Connor, J. (2006). <i>Stress, Satisfaction and Retention Among Alcohol and Other Drug Workers in Australia</i> . Adelaide: NCETA. http://nceta.flinders.edu.au/files/8112/6101/8422/1973991936EN144.pdf		High stress / burnout		53%					
		High workload		39%					
		Low salary / poor benefits		38%					
		Lack of career opportunities		28%					
		Lack of job security		18%					
		Insecure funding		18%					
		Experience of difficult clients		17%					
		Lack of workplace support		16%					
		Stigma / lack of respect		9%					
		Lack of clinical supervision		8%					
		Differences between industrial awards		8%					
		Lack of encouragement from AOD sector		6%					
		Limited availability of AOD training / professional development		6%					
		Other		7%					

SECTION END

8 Understanding your wellbeing at work

Note: Means and standard deviations reported for measures re-scaled to 5-point scale (i.e. minimum score = 1, maximum score = 5). Full item wording and response options are provided in the User Manual and Protocol (see Introduction & Instructions Tab). Item numbering starts at 8.2 (i.e. no Q8.1)

Question No.	Measure	Survey item	Scale Mean (Standard Deviation)	%				
	Job satisfaction - current job ①	Thinking about your current work:	3.50 (.79) (i)	Completely unsatisfied	Unsatisfied	Neither satisfied nor unsatisfied	Satisfied	Completely satisfied
Q8.2	① Source: Taylor, J., & Bowers, D. (1972). <i>Survey of Organizations</i> . Ann Arbor: Institute for Social Research, University of Michigan.	8.2 All in all, how satisfied are you with your job? ①	3.88 (.78) (ii)	1%	7%	12%	65%	16%
Q8.3.1		8.3.1 Considering your skills and the effort you put into your work, how satisfied are you with your pay? ①	*	*	*	*	*	*
Q8.3.2		8.3.2 How satisfied do you feel with the progress you have made in this organisation up to now? ①	*	*	*	*	*	*
Q8.3.3		8.3.3 How satisfied do you feel with your chance for getting ahead in this organisation in the future? ①	*	*	*	*	*	*
			(i) scale mean (sum 4 items: 8.2, 8.3.1, 8.3.2, 8.3.3)					
			(ii) item 8.3.1 mean (single item)					
Q8.4	Job satisfaction - AOD sector ①	8.4 All in all, how satisfied are you with your current employment in the AOD sector? ①	3.77 (.87)	Completely unsatisfied	Unsatisfied	Neither satisfied nor unsatisfied	Satisfied	Completely satisfied
	① Source: Taylor, J., & Bowers, D. (1972). <i>Survey of Organizations</i> . Ann Arbor: Institute for Social Research, University of Michigan.			2%	9%	16%	59%	15%
Q8.5 - Q8.6	Burnout ①		2.74 (.74) (i)					
Q8.5.1 - Q8.5.4	① Source: Kristensen, T., Borritz, M., Villadsen, E., & Christensen, K. (2005). <i>The Copenhagen Burnout Inventory: A new tool for the assessment of burnout. Work and Stress</i> , 19(3), 192-207.	Thinking about your work experience, how often:	2.74 (.76) (ii)	Never/ almost never	Seldom	Sometimes	Often	Always
		8.5.1 Do you feel worn out at the end of the working day? ①	*	*	*	*	*	*
		8.5.2 Are you exhausted in the morning at the thought of another day at work? ①	*	14%	29%	37%	16%	5%
		8.5.3 Do you feel that every working hour is tiring for you? ①	*	*	*	*	*	*
		8.5.4 Do you have enough energy for family and friends during leisure time? ①	*	*	*	*	*	*
Q8.6		Thinking about your work experience, to what degree:	2.77 (.84) (iii)	To a very low degree	To a low degree	Somewhat	To a high degree	To a very high degree
		8.6.1 Is your work emotionally exhausting? ①	*	*	*	*	*	*
		8.6.2 Does your work frustrate you? ①	*	*	*	*	*	*
		8.6.3 Do you feel burnt out because of your work? ①	*	24%	33%	30%	9%	4%
			(i) scale mean (sum 7 items 8.5.1 to 8.6.3)					
			(ii) subscale mean (sum 4 items 8.5.1 to 8.5.4)					
			(iii) subscale mean (sum 3 items 8.6.1 to 8.6.3)					
Q8.7	Engagement ①	At work how often do you feel the following:	3.69 (.61)	Never/ almost never	Seldom	Sometimes	Often	Always
	① Source: Vigor sub-scale. Schaufeli, W., Shimazu, A., Hakanen, J., Salanova, M., & De Witte, H. (2019). <i>An ultra-short measure for work engagement: The UWES-3 validation across five countries. European Journal of Psychological Assessment</i> , 35, pp. 577-591.	8.7.1 At my work, I feel full of energy ①	*					
		8.7.2 I am enthusiastic about my job ①	*	0.2%	3%	23%	58%	16%
		8.7.3 I am immersed in my work ①	*					
Q8.8	Health ①	In general, would you say your health is...?	3.25 (.91)	Poor	Fair	Good	Very good	Excellent
	① Source: Ware, J. J., & Sherbourne, C. (1992). <i>The MOS 36-item short-form health survey (SF-36): I. Conceptual framework and item selection. Medical Care</i> , 30(6), 473-483.			3%	16%	43%	31%	8%
Q8.8	Quality of life ①	How would you rate your quality of life?	4.02 (.75)	Very poor	Poor	Neither poor nor good	Good	Very good
	① Source: World Health Organization (WHO). (1996). <i>WHOQOL-BREF. Introduction, administration, scoring and generic version of the assessment</i> . Geneva: WHO. www.who.int/mental_health/media/en/76.pdf .			0%	3%	16%	55%	26%

SECTION END