

Annual Report

1 JULY 2013 – 30 JUNE 2014



**We acknowledge
the Traditional Owners
and continuing custodians
of the lands of the ACT
and we pay our respects
to the Elders, their families
and ancestors.**

About the Alcohol Tobacco and Other Drug Association ACT

The Alcohol Tobacco and Other Drug Association ACT (ATODA) is the peak body representing the non-government and government alcohol, tobacco and other drug (ATOD) sector in the Australian Capital Territory (ACT). ATODA seeks to promote health through the prevention and reduction of the harms associated with ATOD.

ATODA works collaboratively to provide expertise and leadership in the areas of social policy, sector and workforce development, research, coordination, partnerships, communication, information and resources. ATODA is an evidence informed organisation that is committed to the principles of reconciliation, population health, human rights and social justice.

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Documents accompanying this annual report

ATODA's 2013 – 2014 annual report should be read in conjunction with several accompanying documents including our:

- Reconciliation Action Plan 2014 – 2017
- Strategic Plan 2014 – 2017
- Financial Statements 1 July 2013 – 30 June 2014

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President's Report

The Alcohol Tobacco and Other Drug Association ACT's (ATODA) mission is to be the peak body representing and supporting the alcohol, tobacco and other drug sector in the ACT. As you will read throughout this annual report, which is focussed on reporting our capacity building activities, ATODA is doing just that.

ATODA's fourth year of operation saw the organisation reflect, consolidate, engage and continue to excel. Significant organisational reform processes were lead by the Board to ensure ATODA's work reflects the needs of its members and stakeholders and the contexts in which it works. Three examples of this development are provided below.

New Strategic Plan 2014 - 2017

ATODA has been in staffed operation since 1 July 2010. The first two strategic plans of the organisation reflected its development and sustainability needs, and were of shorter duration to allow closer reflection and monitoring of activities by the Board, members, Secretariat and stakeholders. By doing so, the early strategic plans ensured that the sector could have confidence that ATODA was well placed to identify and undertake work related to priority actions identified by the sector at that time, and into the future. As ATODA has now reached this important point in its development, its new strategic plan places greater emphasis on the priorities of members, the sector and other stakeholders to prevent and reduce the harms associated with alcohol, tobacco and other drugs.

The strategic plan offers realistic aspirations, with achievable goals, to frame ATODA's work into the coming years within an environment of constant policy and service delivery change and reform in both the ACT and across Australia.

The Board has also developed a Governance and Viability Plan, which is focused on short-term stability and long-term viability and complements the strategic plan.

Constitutional review

ATODA's constitution was developed before the organisation was funded and staffed. After three and a half years of operation the Board agreed it was important to conduct a review to ensure it reflected the needs of the membership and the current practices of the organisation and its context.

The constitutional changes were unanimously adopted at a Special General Meeting. The key changes included:

- Reflecting that ATODA is a health promotion organisation
- 2 year rotating Board terms
- Enabling individual members to be elected to the Board
- Establishing a gift fund

These changes were complemented by a reduction in individual membership fees, which have already resulted in increased membership applications, notably from highly regarded researchers in our field.

Reconciliation Action Plan

The re-development of ATODA's Reconciliation Action Plan (RAP) occurred over several months and involved input from staff members, the Board and external Aboriginal and Torres Strait Islander stakeholders.

Additional activities and consultations with Aboriginal and Torres Strait Islander alcohol, tobacco and other drug workers in this time related to their workforce development needs also provided an opportunity to reflect on, and amend, the RAP to better reflect the expressed needs of ATODA's stakeholders.

Our RAP, endorsed by Reconciliation Australia, identifies:

- How ATODA will review and improve the accessibility and appropriateness of its core services in a way that promotes reconciliation and culturally secure practice;
- Specific reconciliation actions that ATODA will undertake;
- Partnerships ATODA will form to engage Aboriginal and Torres Strait Islander people and organisations in the ACT; and
- How, as the peak body for the ACT alcohol, tobacco and other drug sector, ATODA will work to provide leadership across the sector regarding reconciliation and cultural security.

The achievements of ATODA are outcomes of the collective effort of our sector.

We are grateful for the essential and ongoing support from the ACT and Australian Governments. I also thank their staff for their efforts and commitment to individuals, families and communities impacted by alcohol, tobacco and other drugs.

I acknowledge my fellow Board members, the membership and the entire sector for our shared commitment to preventing and reducing alcohol, tobacco and other drug related harms in the ACT. Thank you for your dedication and contributions to our community and our sector.

Finally, I acknowledge the ever-dedicated ATODA team — Carrie Fowlie, David McDonald, Amanda Bode, Julie Robert and Dave Corby.



Anne Kirwan
President, ATODA

Reporting on the Strategic Plan 2014 – 2017

The strategic plan outlines the vision, values, strategic goals, outcomes and decision-making processes of the organisation from 2014 – 2017. Throughout this annual report, each activity is cross referenced to the strategic outcomes and strategic priorities of ATODA (in table below) to demonstrate our progress.

OUR VALUES	THE SPECIALIST LENSES WE USE	THE WAYS WE WORK	OUR STRATEGIC OUTCOMES (2014 - 2017)	OUR STRATEGIC PRIORITIES (2014 - 2017)
Human rights Social justice Reconciliation	Cultural security Responding to the needs of those who most bear the burdens of harm Harm minimisation, including supply, demand and harm reduction Prevention and early intervention Population health Evidence Capacity building Health promotion	Leadership Accountable Collaborative Inclusive Reliable Responsive Reflective Effective Efficient Innovative Integrity	<ol style="list-style-type: none"> 1. High quality services 2. Evidence-informed practice 3. Cohesive specialist sector 	<ol style="list-style-type: none"> a. Improve the quality of service consumer participation b. Support the development of the workforce and services c. Improve policy, practice, participation and research collaborations d. Positive deployment of specialist ATOD expertise

Our Board, Staff and Consultants

Board

A Board was elected from the membership at ATODA's fourth Annual General Meeting in November 2013, including an individual appointed from the ACT ATOD Workers Group. Members include:

Anne Kirwan	President	CatholicCare Canberra and Goulburn
Camilla Rowland	Vice President	Karralika Programs Inc.
Gerard Byrne	Treasurer	Salvation Army
Jill Hughes	Secretary	Alcohol and Drug Services, ACT Health
Fiona Trevelyan	Member	Directions
Ronan O'Connor	Member	Ted Noffs Foundation
Susan Clarke-Lindfield	Member	Toora Women Inc
Geoff Ward	Member	Canberra Alliance for Harm Minimisation and Advocacy
Kate Gardner	Member	ACT ATOD Workers Group Representative

Staff

ATODA staff (4 full time equivalent) included:

Carrie Fowlie	Executive Officer
Amanda Bode	Project Manager
Dave Corby	Office Manager
Dianna Smith	Project Manager (to April 2014)
Julie Robert	Communications and Project Officer

Consultants

ATODA engages consultants and evaluators to provide expert advice and support to the organisation:

David McDonald	Stephen Mugford	Dave Baxter
Jen Harland	Annie Bleeker	Meike Snijder
Adam Bode	Katie Fraser	Lee Jenn Health Consultants

ATODA would also like to acknowledge the financial and IT support from:

Lesley Hyndal
Tony Bandle, Bandle McAneney & Co
Blue Blood Solutions
Epimedia

Executive Officer's Report

Policy, research and service improvement processes take time, sometimes many years. Engaging in these processes is both rewarding and challenging. ATODA's fourth year of operation has seen the organisation further refine its expertise, deliver higher quality work, strengthen its relationships and see the fruits of its labour realised.

Part of the challenge of evidence informed policy and practice, is the gap between drug research and its applications in supply, demand and harm reduction settings. ATODA has sought to establish structures and partnerships that support translational research, including better engagement with services, researchers, policy makers and consumers. Of particular note is the changes announced by the Attorney General Simon Corbell MLA to the *Criminal Code (Controlled Drugs) Legislation Amendment Regulation 2014*. The threshold developments are another important ACT example of how the community benefits when research, policy, practice and consumers collaborate to solve complex problems. Being based on the research evidence, it is a model that others could follow about how to engage in drug law reform.

ATODA is primarily funded to undertake capacity building work. As such, it is essential that we have streamlined processes in place to engage with our members and stakeholders. In the last 12 months, a forum, consultation or training event was held almost every week. Workers, in particular, are a major constituency of ATODA and the target group and recipient of the majority of its services. Worker representation is built into the fabric of the organisation. By way of background, the ACT ATOD Workers Group guided three years of sector support activities that led to the establishment of ATODA as the sector's peak body. The Workers Group is recognised in ATODA's constitution, meets monthly, act as a key reference structure, and annually nominates a representative for election to the Board.

ATODA has also sought to expand our engagement with our specialist ATOD Aboriginal and Torres Strait Islander workers. A workshop, facilitated by Professor Kerry Arabena, generated a wealth of ideas on supporting and strengthening the current and future workforce. We would like to warmly thank the participants for sharing their knowledge and providing valued input to shape future ATODA initiatives.

Deplorably, this year we saw the de-funding of our national peak, the Alcohol and other Drug Council of Australia (ADCA). This was done four months into an intensive 12-month national reform agenda that included seven concurrent projects. Fortunately the sector rallied together (including the State and Territory AOD Peaks Network) and stepped up as best it could to ensure our sector was represented through the projects and the associated processes. Unfortunately despite our best voluntary efforts our sector (particularly treatment, support and harm reduction services) is unsatisfactorily represented at the national level.

ATODA volunteered to take over the running of ADCA's Update and Drugtalk, which has resulted in the sector maintaining its national communication mechanisms. Work continues nationally to ensure the sector has a strong united voice and leadership.

The ACT ATOD sector is made of extraordinary individuals and services that continuously strive to improve the health of all Canberrans. Our sector is pragmatic, and recognises that change is sometimes necessary to maintain high quality services. This year we've seen the outcomes of the ACT's reform agenda for treatment and support services efforts come to fruition with increased service models including two day programs, better access to residential services for people on pharmacotherapies and more evidence based responses to people caught drink driving.

The ongoing support of the ATODA membership, the ATOD sector and ACT Government policy staff is invaluable; you are an ongoing source of insight and advice to ATODA activities.

As always, the reliability, leadership and guidance of the ATODA Board must not go unacknowledged, particularly the President, Anne Kirwan and Vice President, Camilla Rowland.

I would like to also thank the ATODA Secretariat staff for their commitment and talent, particularly Amanda Bode, Dave Corby, Julie Robert and David McDonald.

The volume and quality of ATODA's work far outweighs its size, and the outcomes presented in this Annual report are a small reflection of the exciting progress made in recent times. We look forward to working with you all over the next year to continue to make high quality contributions to ATOD practice, research, policy and participation in the ACT.



Carrie Fowlie

Executive Officer, ATODA

Full, Associate and Individual Members

1. A. Bleeker
2. ACT Shelter
3. AIDS Action Council
4. Alcohol and Drug Programs, ACT Corrective Services
5. Alcohol and Drug Services, ACT Health
6. Canberra Alliance for Harm Minimisation and Advocacy (CAHMA)
7. Canberra Institute of Technology
8. Canberra Recovery Service, Salvation Army
9. Directions
10. Families ACT
11. Families and Friends for Drug Law Reform
12. Health Care Consumers' Association ACT
13. Hello Sunday Morning
14. Hepatitis ACT
15. Karralika Programs Inc
16. Mental Health Community Coalition ACT
17. Mental Health Foundation (ACT)
18. Mental Illness Fellowship Victoria
19. P. Dance
20. S. Byrne
21. Sobering Up Shelter, CatholicCare Canberra and Goulburn
22. Street Law, Welfare Rights and Legal Centre
23. Ted Noffs Foundation ACT
24. WIREDD, Lesley's Place and Marzenna, Toora Women Inc
25. Volunteering ACT
26. Youth Coalition of the ACT

ATODA's membership has increased by 20% in the past 12 months.

Our Funders, Partners and Sponsors

ATODA acknowledges its funders, partners and sponsors for their generous support, including:

Funders, Sponsors and Supporters

- Members of ATODA
- Ms Katy Gallagher MLA, Chief Minister and Minister for Health
- Mr Shane Rattenbury MLA, Minister for Corrections
- Mr Jeremy Hanson MLA, Leader of the Opposition
- AOD Policy Unit, ACT Health
- Department of Health, Australian Government
- Foundation for Alcohol Research and Education
- Health Promotion Branch, ACT Health
- Policy and Government Relations, ACT Health
- Turning Point Alcohol and Drug Centre
- Drug Policy Modelling Program

Partners and Collaborators

- ACT Ambulance Service, ACT Government
- ACT Corrective Services
- ACT Council of Social Service
- ACT Health
- ACT Legal Assistance Forum
- ACT Medicare Local
- ACT Mental Health Consumer Network
- ACT Shelter
- Advocacy for Inclusion
- Alcohol and Drug Services, ACT Health
- Alcohol and other Drugs Council of Australia (ADCA)
- Alcohol, Tobacco and other Drugs Council of Tasmania (ATDC)
- Annie Bleeker Consultant
- Association of Alcohol and Other Drug Agencies NT (AADANT)
- Australian Illicit and Injecting Drug Users League
- Australian Institute of Aboriginal and Torres Strait Islander Studies
- Australian National Council on Drugs
- Australian Pharmacy Erindale
- Burnet Institute
- Calvary Inpatient Unit (Ward 2N), Calvary Hospital
- Canberra Alliance for Harm Minimisation and Advocacy (CAHMA)
- Canberra Recovery Services, Salvation Army
- Capital Chemist Dickson
- CatholicCare Canberra and Goulburn
- Centre for Research Excellence into Injecting Drug Use

- Community Services and Health Industry Skills Council
- Community Services Directorate, ACT Government
- Develin's City Chemist
- Directions
- Dr Anna Olsen, NCEPH, ANU
- Dr Rebecca McKetin, Centre for Research on Ageing, Health and Wellbeing, ANU
- Dr Soumya Mazumdar APHCRI, ANU
- Dr Mofizul Islam, APHCRI, ANU
- Drug and Alcohol Services South Australia (DASSA) and the WHO Collaborating Centre
- Drug Policy Modelling Program
- Families ACT
- Families and Friends for Drug Law Reform
- Family Drug Support
- Gugan Gulwan Youth Aboriginal Corporation
- headspace ACT
- Health Care Consumers Association
- Hepatitis ACT
- Interchange General Practice
- Justice and Community Safety Directorate, ACT Government
- Justice Health Services, ACT Government
- Karralika Programs Inc
- Mental Health Community Coalition ACT
- Mental Health Services, ACT Government
- Mental Illness Fellowship Victoria
- Mr David McDonald and Ms Noela McDonald, Social Research and Evaluation
- Mr Raglan Maddox, CeRAPH, UC
- Dr Ray Lovett, Australian Institute of Aboriginal and Torres Strait Islander Studies
- Mr Tony Brown, Newcastle Community Drug Action Team
- Mrs Agnes Shea OAM
- National Centre for Education and Training on Addiction (NCETA)
- National Drug and Alcohol Research Centre (NDARC)
- National Drug Research Institute (NDRI)
- National Drugs Sector Information Service, Alcohol and other Drugs Council of Australia
- Network of Alcohol and Drug Agencies (NADA)
- NSW / ACT Alcohol Policy Alliance
- Odyssey House Victoria
- Professor John Cunningham, Centre for Mental Health Research, ANU
- Professor Alison Ritter, Drug Policy Modelling Program
- Professor Paul Dietze, Burnet Institute
- Professor Simon Lenton, National Drug Research Institute
- Public Health Association of Australia
- Queensland Network of Alcohol and other Drug Agencies (QNADA)
- ReGen UnitingCare
- Richmond Fellowship of the ACT
- Sobering Up Shelter, CatholicCare Canberra & Goulburn
- South Australian Network of Drug and Alcohol Agencies (SANDAS)
- St Vincent De Paul
- Dr Stephanie Taplin, Institute of Child Protection Studies, ACU
- Street Law
- Ted Noffs Foundation ACT
- Territory and Municipal Services Directorate, ACT Government
- The Connection
- Toora Women Inc
- Turning Point Alcohol and Drug Centre
- Victorian Alcohol and Drug Association (VAADA)
- Western Australian Network of Alcohol and other Drug Agencies (WANADA)
- Dr Wilma Gallet, Salvation Army
- Winnunga Nimmityjah Aboriginal Health Service
- Woden Pharmasave Pharmacy
- Youth Coalition of the ACT
- Yurauna Centre, Canberra Institute of Technology
- Western Australian Network of Alcohol and Drug Agencies (WANADA)

The Year in Review: Capacity Building

The 'Year in Review' in this annual report maintains a particular focus on the capacity building, workforce development, and support activities of ATODA. These are the funded activities of the organisation.

For further information please visit www.atoda.org.au

An ACT community where Aboriginal and Torres Strait Islander people enjoy good health and wellbeing and live in strong communities

Advancing culturally secure practice and reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians

ATODA is committed to advancing reconciliation between Aboriginal and Torres Strait Islander people and other Australians; and to improving the quality of its work, including through ongoing development of its cultural competency, safety and security.

Alcohol, tobacco and other drugs continue to have significant and disproportionate impacts on Aboriginal and Torres Strait Islander people in the ACT. Within that context, reconciliation and culturally competent, safe and secure practices have particular resonance for ATODA and our sector. In recognition of the need for deliberate actions to address the specific wants and needs of Aboriginal and Torres Strait Islander people and communities affected by alcohol, tobacco and other drugs, ATODA has endeavoured to implement a range of activities, or expand existing activities, to work towards reconciliation.

ATODA warmly thanks all the Aboriginal and Torres Strait Islander people who worked with us throughout the year.

Workers workshop

In December 2013, Professor Kerry Arabena facilitated a workshop, which proactively gathered ACT-based Aboriginal and Torres Strait Islander alcohol, tobacco and other drug workers to generate ideas on supporting and strengthening the current and future workforce.

Strategies to strengthen the workforce

A proposal was collaboratively developed to implement culturally secure, needs and evidence-based strategies to grow and strengthen the ACT Aboriginal and Torres Strait Islander ATOD workforce. The proposal outlined a range of initiatives that work toward:

- Meeting the current and future ATOD treatment and support needs for Aboriginal and Torres Strait Islander people in the ACT.
- Addressing the disproportionate burden of ill health Aboriginal and Torres Strait Islander people in the ACT continue to suffer as a result of ATOD.
- Increasing the quality and capacity of existing ATOD services to achieve positive outcomes with Aboriginal and Torres Strait Islander people.
- Improving networking, mentoring and support for the existing Aboriginal and Torres Strait Islander ATOD workforce and better ensuring joint planning processes and participation in decision making.

Suggested activities included:

- Supporting the current Aboriginal and Torres Strait Islander ATOD workforce to progress identified professional development priorities
- Establishing an ATOD Aboriginal and Torres Strait Islander Workers Network
- Providing subsidised ATOD qualifications for Aboriginal and Torres Strait Islander workers not currently employed in the ATOD sector
- Obtaining a better understanding of the profile of the ACT Aboriginal and Torres Strait Islander ATOD workforce
- Supporting student placements of the future workforce (i.e. those undertaking the mainstream Certificate IV in AOD studies)
- Building the cultural security of the ATOD sector more broadly
- Coordination and support

The strategies align with the broad goal of building the cultural security of the entire ATOD sector and specifically supporting the future workforce of the planned Ngunnawal Bush Healing Farm.

Strengthening the cultural security of our practice workshops

Ms Jill Rundle, CEO of the Western Australian Network of Alcohol and Drug Agencies (WANADA), was the facilitator and presenter at the Strengthening the Cultural Security of our Practice Workshops. The two workshops, hosted by ATODA in collaboration with WANADA, were:

1. Implementing the *Standard on Culturally Secure Practice (Alcohol and other Drug Sector)* in the ACT
2. Culturally Secure Aboriginal and Torres Strait Islander Recruitment and Retention

The workshops brought together workers from the ATOD and allied sectors to learn from the experiences of WANADA, exchange ideas and engage in future collaborations. The workshop was an action stemming from the issues raised at the 2013 ACT ATOD Aboriginal and Torres Strait Islander Workers Workshop and contributed to broader ACT ATOD Aboriginal and Torres Strait Islander workforce development initiatives.

Reconciliation Working Group



The Reconciliation Working Group was established to provide a structured and supportive forum for the development and implementation of reconciliation and culturally secure practices within specialist ATOD services.

ACT ATOD services, ATODA and the AOD Policy Unit, ACT Health participate as members of the group, which has created a safe, positive and collaborative forum for development and to share ideas, successes and challenges. This Group provided the mechanism through which to progress activities mentioned in this section including the workshops.

ATODA gratefully acknowledges the support of the ACT Council of Social Service and the Gulanga Program in co-hosting and supporting the Reconciliation Working Group.

These activities progress ATODA's Strategic Plan's:

- *values* of human rights, social justice and reconciliation
- *outcomes* of high quality services, evidence-informed practice and cohesive specialist sector
- *priority* of developing the workforce and services



Improving the health of Canberrans by strengthening tobacco management practices in health and community sector workplaces that support disadvantaged people

The Under 10% Project and other tobacco management activities

The link between social disadvantage and smoking is complex. People with alcohol and other drug problems, Aboriginal and Torres Strait Islander people, people with mental health problems, and disadvantaged young people are four groups that have been identified as priority population groups for decreasing the harms associated with smoking.

Additionally, research conducted by ATODA has found that workers in many health and community services also have smoking rates that are disproportionate to the rest of the community, and are the focus for a range of ATODA's tobacco projects.

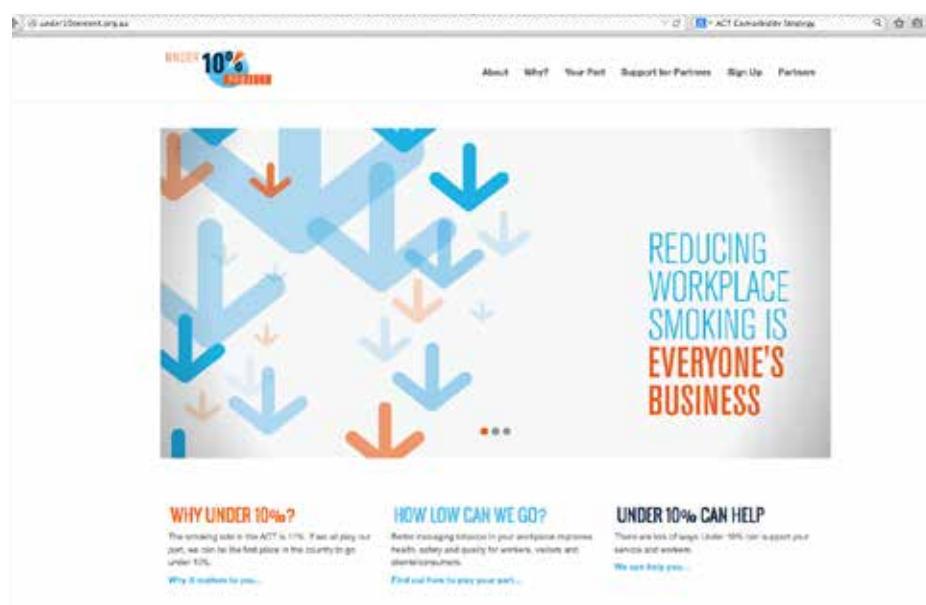
The ACT Government is committed to reducing the ACT's smoking rate to below 10% by 2018. ATODA shares this commitment; and in order to meaningfully achieve this we are focusing our resources on populations with high smoking rates that are experiencing disadvantage.

Under 10% Project

The Under 10% Project aims to improve the health and wellbeing of the Canberra community by strengthening tobacco management practices in health and community sector workplaces that support disadvantaged people. To help Project Partners achieve their goals, ATODA offered support for:

- Planning and evaluation
- Policy development
- Subsidised Nicotine Replacement Therapy for workers
- Signage and promotion material
- Training and tools

18 Project Partners come from a range of sectors including mental health, community, housing and homelessness, family, primary health care, youth and disability sectors.



Smoking Care Training

ATODA partnered with the NSW Tackling Tobacco Project, and trainer Tracey Greenberg, to deliver free training to 60 health and community service workers in the ACT. This high quality training increased awareness and skills of participants to:

- Demonstrate knowledge and understanding of key issues in addressing tobacco use for people experiencing disadvantage.
- Address tobacco use with individuals using brief intervention techniques.
- Demonstrate a non-confrontational assessment of smoking.
- Discuss possible obstacles for cessation with people experiencing disadvantage.
- Outline treatment objectives and strategies, including special precautions and relapse prevention.

Tackling Nicotine Together

ATODA partnered with the University of Newcastle to include the ACT as a jurisdiction in the National Health and Medical Research Council (NHMRC) funded Tackling Nicotine Together (TNT) project. The project aims to examine how effective and cost-effective system-change intervention is in reducing smoking rates among clients attending drug and alcohol treatment centres across Australia. This is a multi-centre, cluster randomised controlled study.

ACT drug treatment and support services participated in an expression of interest process and implementation will begin in the next financial year. ATODA acknowledges the important role that its sister peak, the Network of Alcohol and Drug Agencies NSW (NADA) is playing in this initiative.

NRT for Workers

Access to subsidised nicotine replacement therapy (NRT) is available to smokers who are ATOD, youth or mental health workers in the non-government, not for profit sector of the ACT and/or members of ATODA. This is to help them manage their tobacco consumption at work, engage with smoke-free environment policies and support quit attempts at no cost to the individual employee. Since its inception the program has subsidised over 80 quit attempts.

NRT Community Program

Building on the success of the NRT for workers program, ATODA secured resources to expand subsidised NRT to the broader community. ATODA partnered with LeeJenn Health Consultants to develop the project model and evaluation in collaboration with specialist drug treatment services. This program will be delivered in the next financial year.

These activities progress ATODA's Strategic Plan's:

- *values* of social justice
- *outcomes* of high quality services and evidence-informed practice
- *priorities* of developing the workforce and services



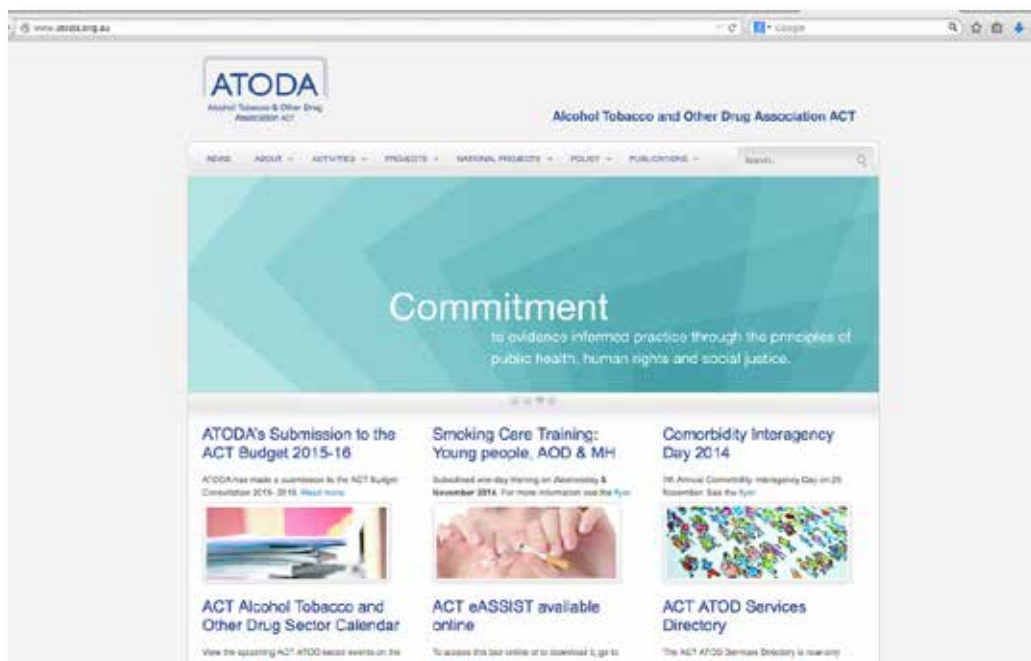
Providing a central point for information about, and for, the ACT ATOD sector

www.atoda.org.au

Incorporating information on activities, projects, policy and publications; the website provides a current and detailed place for information about, and for, the ACT ATOD sector and allied stakeholders. The website is regularly updated allowing for more regular publication of news and events items.

The website has become an essential communication mechanism for ATODA and the sector more broadly; and is a key tool by which stakeholders can engage with ATODA's work. Over the past 12 months, over 7,000 unique visitors viewed the ATODA website and viewed 24,000+ pages.

This activity progresses our *strategic outcome* of a cohesive specialist sector in the ATODA Strategic Plan.



Supporting high quality services by strengthening our competent, evidence-based and professional workforce

Qualification Strategy and Post Graduate Training Pilot

The ACT ATOD Qualification Strategy (previously the Minimum Qualification Strategy) aims to ensure the development and maintenance of a competent and professional workforce. It also aims to ensure that all workers have a shared minimum knowledge and skill base.

Further developing the strategy has been a focus of ATODA's work in recent years in an effort to ensure it meets the needs of our diverse workforce. This has included implementing an evaluation framework and responding to feedback from the sector. This also resulted in the delivery of a post-graduate training pilot that expanded the scholarships that were provided by ATODA and progressed the strategy beyond the previous framing of 'minimum qualifications'.

The strategy has maintained a focus on the provision of education and training through AOD specialist industry providers. 53 scholarships were provided / participants were trained in this financial year.

The QS is delivered as a collaboration between the training providers, ATODA and ACT ATOD services. As a result of their participation, workers are receiving a qualification and / or statements of attainment specific to the ATOD field which are nationally recognised. All of the training is coordinated by ATODA and fully subsidised for participating ATOD workers.

ACT Policing

ATODA developed a partnership with ACT Policing to support key staff to develop training and education plans to engage in accredited alcohol, tobacco and other drug training opportunities.

Mental Health

As part of ATODA's commitment to implement the ACT Comorbidity Strategy, accredited alcohol, tobacco and other drug training opportunities were provided to non-government mental health workers.

These activities progress ATODA's Strategic Plan's:

- *outcomes* of high quality services, evidence-informed practice and a cohesive specialist sector
- *priorities* of developing the workforce and services



The Screening Project

ATODA has continued to implement activities that strengthen evidence-based and consistent screening, brief intervention and referrals across health and community services in the ACT.

Screening and brief intervention provide a structured approach to undertake early intervention and provide brief support to people who are experiencing, or are at risk of developing, alcohol, tobacco and other drug problems. This intervention can be useful across a range of health and community settings and provides an evidence based and practical approach for workers within these services.

Launching the ACT eASSIST website

ATODA developed and launched the ACT eASSIST website:

www.act-eassist.org.au

The ACT eASSIST provides an evidence-based structured and consistent way for health, community and other workers to:

- Identify if a client / consumer is experiencing alcohol, tobacco or other drug problems
- Determine the level of risk of this use to help decide the next steps to take
- Provide a structured 10 step brief intervention and accurate alcohol, tobacco and other drug information (including through prompts)
- Produce a feedback report card for clients / consumers regarding the risks associated with their alcohol, tobacco or other drug use
- Identify an appropriate ACT referral point for specialist alcohol, tobacco or other drug treatment and support.

The ACT eASSIST was developed through a partnership with the World Health Organization Collaborating Centre at the Drug and Alcohol Services South Australia (DASSA) and is an electronic version of the Alcohol, Smoking and Substance Involvement Screening Test (ASSIST), designed by the World Health Organization.

ACT eASSIST Managers Workshop

16 health and community sector organisations attended a workshop for managers to learn more about:

- The ACT eASSIST and its value to their service and practice
- How the tool can be used as an outcome measure
- Information on the support available to embed the tool in their service

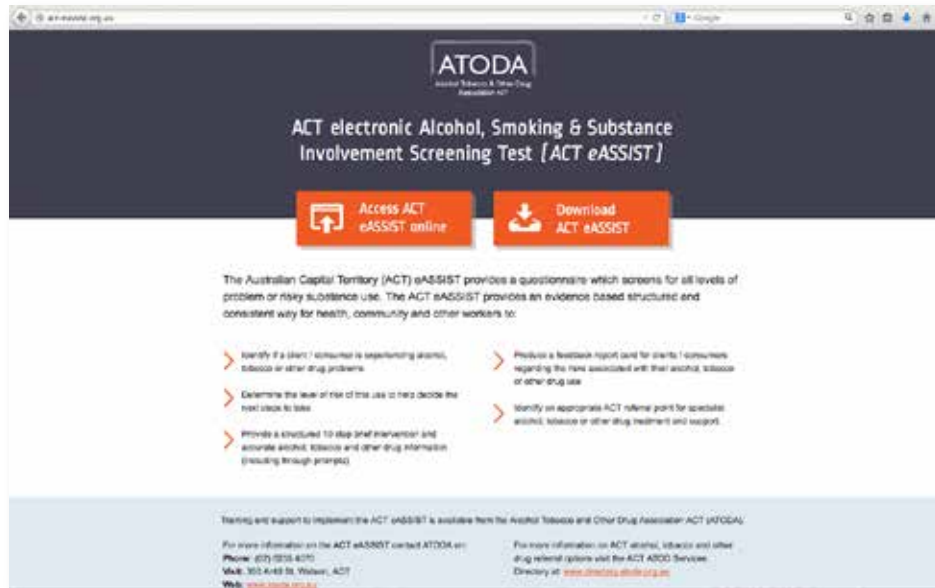
Of the participating organisations, 4 indicated they were already using the ACT eASSIST, 7 indicated they plan to implement the tool.

Development and delivery of tailored ATOD Screening and Brief Intervention Training (ACT eASSIST)

Training was delivered to 64 workers from the health and community sectors over 4 days by Jen Harland. The training covered:

- Overview of screening and brief intervention
- The ACT electronic Alcohol, Smoking and Substance Involvement Screening Test (ACT eASSIST)
- How to conduct an effective brief intervention using the principles of Motivational Interviewing
- Adapting the ACT eASSIST and brief intervention to specific populations (e.g. young people, people with co-morbidities, older people)
- ACT referral options and pathways

100% of participants rated the training as good or excellent and 95% of participants believe they acquired new skills as a result of attending the training.



Development and delivery of tailored ATOD Information and Harm Reduction Training

Training was delivered to 60 workers from the health and community sector over 4 days by Annie Bleeker. The training covered:

- Introduction to alcohol, tobacco and other drugs in Australia
- Policies in the ACT and Australia
- How drugs are used and their effects
- Statistics and data
- Introduction to harm minimisation
- Harm reduction and safety information and strategies
- ACT alcohol, tobacco and other drug sector orientation and referrals

90% of participants rated the training as good or excellent and 75% of participants believe they acquired new skills as a result of attending the training.

ATODA gratefully acknowledges the work of Jen Harland and Annie Bleeker through this initiative.

These activities progress ATODA's Strategic Plan's:

- *outcomes* of high quality services and evidence-informed practice
- *priorities* of developing the workforce and services, improving policy, practice, participation and research collaborations and positively deploying specialist ATOD expertise.

Annie
Bleeker



The ACT ATOD Workers Group

The ACT ATOD Workers Group is involved in the development, implementation, coordination, evaluation and promotion of key sector support activities for the ATOD sector in the ACT (many of which are reported elsewhere in this Annual Report). The group identifies and seeks to respond to a range of issues relevant to frontline workers.

The group implemented a workplan of diverse activities over the last 12 months with secretariat support provided by ATODA. Some priorities included:

- Monitoring the impact of the Working with Vulnerable People Checking System on the ACT ATOD workforce;
- Informing ATODA's capacity building and policy activities;
- Coordinating input and a piloting of the Workforce Profile;
- Providing advice and input into core sector support activities including the ACT ATOD Sector eBulletin and the Directory;
- Appointing and supporting a group member to participate on the ATODA Board.

The group continues to function as an essential component of the ACT ATOD sector governance and acts as a key advisory structure to ATODA.

This activity progresses ATODA's Strategic Plan's:

- *outcomes* of high quality services and a cohesive specialist sector
- *priorities* of developing the workforce and services

Improving communication, awareness of,
and referral to, Specialist ATOD Services in the ACT

The ACT ATOD Services Directory www.directory.atoda.org.au

The ACT ATOD Services Directory communicates the diverse programs available in the ACT. It supports workers to make referrals, increases cross and intra sector knowledge and fosters collaborations. The Directory is the most comprehensive of its kind in Australia.

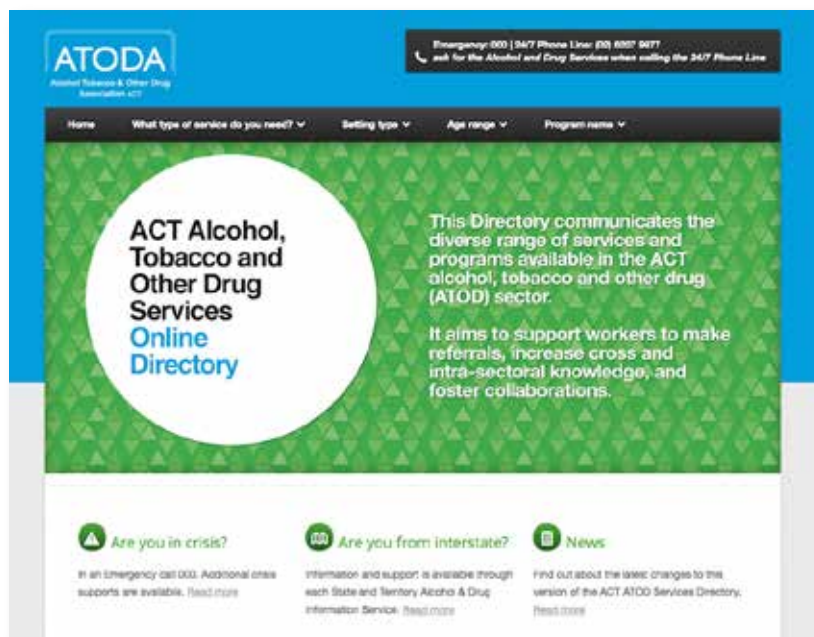
The Directory was developed in response to the identified need of the sector, and is a significant collaboration between ATODA, the ACT ATOD Workers Group and Executive Group.

Version 11 was launched in February 2014, information produced included:

- Over 35 detailed program profiles
- A quick reference guide by service name and by service type
- An interactive map of service locations
- Over 10 limited profiles of allied programs

The website has become a sustained mechanism for ATODA and the sector more broadly to communicate about its programs and services. Over the past 12 months, over 2,300 unique visitors viewed the Directory website.

This activity progresses our strategic outcomes of high quality services and a cohesive specialist sector from the ATODA Strategic Plan.



eBulletins and eList

ACT ATOD Sector eBulletin

The monthly ACT ATOD Sector eBulletin is a concise summary of information, important developments, policy, publications, events and other information relevant to ATOD and allied workers in the ACT. There are over 600 subscribers to eBulletin from various sectors, spanning roles from service workers to researchers to policy makers.

The eBulletin continues to be a 'one stop shop' for all you need to know about the ACT ATOD sector.

Research eBulletin

The monthly Research eBulletin features newly-published research findings and other research activities of particular relevance to ATOD and allied workers in the ACT. A statement on the relevance of the research to the ACT context is also provided.

The Research eBulletin's evidence summaries are compiled by Mr David McDonald — National Alcohol and Drug Awards Honor Roll Inductee, Outstanding Contributions Award Recipient; Director of Social Research and Evaluation, Visiting Fellow at The Australian National University and consultant to ATODA.

Each Research eBulletin includes an ACT Research Spotlight to highlight research undertaken locally or information that has a particular local relevance. Those that were promoted in the last 12 months include:

- Aboriginal and Torres Strait Islander Health Performance Framework 2012 report – Australian Capital Territory
- ACT findings from the National opioid pharmacotherapy statistics annual data collection
- ACT Findings from the Alcohol and other drug treatment services in Australia 2011–12 report
- The Smoke Ring: Smoking Among Aboriginal and Torres Strait Islander People in the ACT Region
- Criminal Justice Statistical Profile
- ACT findings from the Specialist homelessness services 2012–13 report
- Key trends nationally and locally in relation to alcohol consumption and alcohol-related harm
- Making change happen: a case study of the successful establishment of a peer-administered naloxone program in one Australian jurisdiction
- Key interim findings — independent evaluation of the 'Implementing Expanding Naloxone Availability in the ACT (I-ENAACT)' Program, 2011–2013.
- New 2012–13 Data on Cannabis Arrests in the ACT

Alerts

In addition to the monthly ebulletin, special alert bulletins were also disseminated, these included:

- Overdose Awareness Day 2013
- ATODA Members and Stakeholders Survey 2013
- 18th Annual Remembrance Ceremony
- ADCA Defunded
- Strengthening the Cultural Security of Our Practice
- New ACT Drug Laws
- Reconciliation Week 2014



18th Annual Remembrance Ceremony 'for those who have lost their life to illicit drugs'

This will be the 18th year that the Canberra Community gathers to remember those who have lost their lives to illicit drugs. This event is coordinated by Families and Friends for Drug Law Reform (FFDLR). All are welcome to attend this event.

Date: Monday 21 October 2013

Time: 12.30pm – 1.30pm

Location: The dedicated memorial located on the right of Weston Park Road opposite the Prescott Lane Junction, Weston Park, Yarralumla

Music by Strange Weather Choir

Refreshments will be served following the ceremony

Speakers include

- Senator Richard Di Natale, Australian Greens
- Suzanne McGhie, parent who has lost a child

Update and Drug Talk

Following the de-funding of the Alcohol and other Drug Council of Australia (ADCA), ATODA volunteered to maintain 'Update and Drug Talk' an essential communication mechanism of the Australian alcohol, tobacco and other drug sector.

This activity progresses ATODA's Strategic Plan's:

- *outcome* of evidence-informed practice and a cohesive specialist sector
- *priority* of improving policy, practice, participation and research collaborations



The Canberra Collaboration

The vision is to develop a coherent mechanism for expanding and strengthening alcohol, tobacco and other drug research policy and its implementation, through establishing a Canberra collaboration for ATOD research, policy and practice. The Canberra Collaboration is in its early stages and is largely unfunded.

ATOD Researcher Mapping

ATODA has undertaken a mapping process of the Canberra based universities and other institutions to identify researchers with alcohol, tobacco and other drug expertise. This has resulted in a contact list of approximately 60 individuals.

ACT Research Spotlight

ATODA is committed to identifying, communicating, reviewing, recording and showcasing drug research about the ACT and conducted by ACT based drug researchers.

This is done in two ways, through a dedicated webpage on our website and a monthly ACT Research Spotlight.

ATOD Research Networking Workshop

Delivered as a partnership between ATODA and the Research School of Population Health, The Australian National University, this workshop aimed to gather ACT based alcohol, tobacco and other drug researchers across institutions and other key stakeholders to network, exchange ideas and support future collaborations.

Presentations of ATOD research conducted by Canberra based researchers across 3 institutions were provided including:

Dr Anna Olsen, National Centre for Epidemiology and Population Health, The Australian National University — *Opioid prevention and management program including the provision of take home prescription naloxone*

Professor John Cunningham, Centre for Mental Health Research, The Australian National University — *Comparison of two internet-based interventions for at risk drinkers: RCT*

Dr Stephanie Taplin, Institute of Child Protection Studies, Australian Catholic University — *Being an illicit drug-user mother: treatment, parenting and child protection*

Dr Rebecca McKetin, Centre for Research on Ageing, Health and Wellbeing, the Australian National University — *A lifetime of drug use and its impact on older Australians*

Mr Raglan Maddox, Centre for Research and Action in Public Health, University of Canberra — *Aboriginal and Torres Strait Islander people and tobacco*

Dr Soumya Mazumdar and **Dr Mofizul Islam**, Australian Primary Health Care Research Institute, the Australian National University — *Analysing drug use variation with novel geographic methods*

The workshop evaluation found that participants were somewhat or very satisfied with the opportunities provided by the workshop to network and exchange ideas, explore future collaborations and connect them to ACT based ATOD research.

It is hoped that the workshop will initiate a more regular gathering of ACT researchers, policy makers and services with an interest in ATOD research. This could generate important networking and collaborative opportunities.

This activity progresses ATODA's Strategic Plan's:

- *outcome* of evidence-informed practice and a cohesive specialist sector
- *priority* of improving policy, practice, participation and research collaborations



Increasing the capacity of frontline workers to support people experiencing co-occurring ATOD and mental health problems

The Comorbidity Bus Tours

The Comorbidity Bus Tours are a cross-sectoral development activity designed to support frontline workers. Services from the ATOD, mental health and youth sectors are visited on three separate tours that operate on a rotating basis each fortnight.

The Comorbidity Bus Tours are a partnership between Youth Coalition of the ACT (youth sector peak body), the Mental Health Community Coalition ACT (mental health sector peak body) and ATODA. Over 30 programs collaborate to provide service visits on the tours.

Feedback continues to be highly positive and over 120 workers having participated in the last 12 months.

This activity progresses ATODA's Strategic Plan's:

- *outcome* of high quality services
- *priority* of developing the workforce and services



Collaboration across State and Territory ATOD Peak Bodies

ATODA continued to work closely with our sister peaks across other Australian jurisdictions. This has included participation and co-chairing of networking and working groups (on a fortnightly and monthly basis) with a focus on capacity building, policy and strategic planning.

The groups facilitate collaboration, knowledge and information sharing on an ongoing basis with the view to strengthen the sector's capacity, minimise duplication and further common strategic interests.

National Projects initiated by the Department of Health

Throughout this year, the collaboration has provided a mechanism for ATODA and other peaks to engage with activities initiated by the Australian Government Department of Health including:

- Review of the Drug and Alcohol Prevention and Treatment Services Sector undertaken by the Drug Policy Modelling Program
- Quality Framework for Australian Government Funded Drug and Alcohol Treatment Services undertaken by Turning Point Alcohol and Drug Centre
- National Drug and Alcohol Mapping Project undertaken by Monash University and Turning Point Alcohol and Drug Centre
- National AOD Workforce Development Strategy undertaken by the National Centre for Education and Training on Addiction
- National Patient Pathways Project undertaken by Turning Point Alcohol & Drug Centre with National Drug Research Institute, Alcohol and Drug Council of Australia, Monash University

- National Drug and Alcohol Clinical Care & Prevention (DA-CCP) Project undertaken by the Drug Policy Modelling Program
- Building Funding Application Skills Project undertaken by the National Centre for Education and Training on Addiction

ATODA supported a number of face to face consultations with ACT stakeholders, developed written submission and attended advisory committees to inform these projects.

Evaluation of AOD Peak Bodies' Roles in Building Capacity in the AOD Sector

A process is underway to evaluate the role of the peak bodies for the NGO AOD sector in building sector organisational capacity, particularly each peak body's ability to support the NGO AOD treatment services to deliver measurable and sustainable results in treatment outcomes, including improvement of services to people experiencing co-occurring mental illness and substance misuse. Social Research and Evaluation have been contracted to conduct the evaluation and findings are expected in 2015.

This activity progresses ATODA's Strategic Plan's:

- *outcome* of evidence-informed practice
- *priority* of cohesive specialist sector



Training and Professional Development Calendar

The Training and Professional Development Calendar is produced bi-monthly as a partnership between ATODA, the Youth Coalition of the ACT and the Mental Health Community Coalition ACT. It promotes training and professional development opportunities for workers in the ATOD, youth, mental health and allied sectors. The calendar has an average distribution of over 400 in the ACT and is a single source of information to support workers and organisations to plan professional development activities. 100s of training providers, workers and organisations contribute content to the calendar each year.

Over the past year, the calendar partners have produced 6 x bimonthly calendars, posted these directly to agencies in hard copies, and promoted activities through each sector's eBulletins and online calendars, such as www.atoda.org.au/events/month/.

This activity progresses our strategic priority of developing the workforce and services.



Financial Report

ATODA's 2013 – 14 financial report is available as a separate document to accompany this annual report. Please visit www.atoda.org.au for electronic copies or contact ATODA on info@atoda.org.au or (02) 6255 4070 for hard copies.



www.atoda.org.au
