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Alcohol, Tobacco & other
Drugs Council Tas Inc.

Latest news from the ATDC

August Update

16 August 2013

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DID YOU SEE THAT REPORT?

Sector News

YAFF Position Vacant

Youth & Family Focus Inc have a .5FTE position available at with their Family Drug Service providing health promotion/education and some counselling from the YAFF Oldaker Street premises.

Applications close Friday 16 August 2013.

[Click here](#) to download the Position Description

[Click here](#) to download the Employment Application Form

[Click here](#) to download the Privacy Collection statement

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Position Vacant Sydney - Executive Director, Smart Recovery

Sydney CBD Location, Part-time negotiable (4-5 days)

The Executive Director will report directly to the SMART Recovery Australian Board and be responsible for the following:

- Obtaining funds from governments, foundations or companies, grants and contracts.
- Preparation of grant applications and budgeting, accounting and reporting on grants.
- Business development.
- Developing and implementing fund raising campaigns.
- Advertising, media relations and motivating supporters.
- Strategic planning and service design, development and review.
- Implementing Occupational Health & Safety Policy and Risk Management systems at an organisational level.

[Click here to download the Position Description](#)

For more information:

Contact: Josette Freeman

Email: jfreeman@srau.org.au

Phone: (02) 9373 5100 **Website:** www.smartrecoveryaustralia.com.au

Applications close on: 5pm Friday 30 August 2013

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Workforce Development

Staff Retention

Do you know how much staff turnover is costing your organisation?

Research suggests the real cost to be between 30% and 400% of the lost workers' annual salaries.

Invest in your existing workforce to develop a pool of skilled effective workers who can mentor others and work together as a cohesive team to achieve improved client outcomes.

Improve worker retention by:

- Building relationships and communicating effectively;
- Providing the autonomy, challenge, variety and professional development opportunities that individuals want and need;
- Recognise and reward good work;
- Support a work/life balance;
- Support creativity and innovation.

Read more on the ATDC's Staff Retention web post by [clicking here](#).

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Workforce Planning - The Time for Action is Now!

Why do we need to do workforce planning? The CSHISC's *The Time for Action is Now* says it all.

The Community Services and Health Industry Skills Council is calling for action to develop an affordable service delivery model that meets the changing needs of clients, action on reviewing the whole-of-workforce shortages, and action to ensure Australia has the qualified care and support workforce it deserves.

It is calling for immediate national action to:

- Develop a national community services and health workforce model
- Identify the number of vocationally educated and trained workers required to implement this model
- Run an awareness and recruitment campaign to meet the demand for an increased community services and health assistant workforce

On a more local basis, ATDC is working with the ADS to develop a workforce plan for the Tasmanian ATOD sector.

We aim to ensure that, as we move into the future, we have the right people with appropriate qualifications, in the right place, at the right time to deliver the services we need.

We start by collecting information about existing workers and using that information to inform our plan for the future. We already have the information for the ATOD community sector, thanks to the 209 people who participated in the ATDC 2012 workforce, and the ADS workers are completing a survey this month to provide the remaining information we need to form the plan.

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Protecting Our Investment in Treatment by Reducing Employment Barriers

As part of the joint statement from four key organisations that Australia's current system of employment services (Job Services Australia) is ineffective for people with mental health issues, drug and alcohol problems or affected by homelessness and social exclusion - the Australian National Council on Drugs (ANCD) has also released a package of papers related to reducing employment barriers for people with drug and alcohol problems.

The ANCD examined workforce participation because it recognises that employment can help people to successfully address drug and alcohol problems.

[Click here](#) to download the ANCD's media release.

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Upcoming Training, Events & Conferences

Recidivist Drink Drivers & Therapeutic Justice

This workshop, organised by the Tasmanian Institute of Law Enforcement Studies and the Faculty

of Law at UTAS in conjunction with the Magistrates Court of Tasmania, will initiate the process of informed decision-making about whether and how best to apply problem solving court processes to recidivist drink driving in Tasmania.

This will include presentations and discussion by key stakeholder institutions and agencies, researchers, magistrates and people involved in drink driving programs elsewhere in Australia and internationally.

Date: 19 and 20 September 2013
Time: 19 September (9am-4pm) 20 September (9am-1pm)
Venue: Pepperz, 20 College Road, Sandy Bay (UTAS, Hobart)
RSVP: By 9 September 2013, e-mail to TILES Executive Officer,
Paula.Broucek@utas.edu.au

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Ian Webster Scholarship Program

The Ian Webster Scholarship program recognises Professor Webster's contributions to FARE over the last 10 years.

The Scholarship also recognises the exceptional leadership Professor Webster continues to demonstrate in his work throughout the not-for-profit sector and in various advisory roles to government.

The Scholarship aims to support the building of leadership and management capacity in the alcohol and other drugs (AOD) sector. The Scholarship will be awarded annually on a competitive basis, benefiting a recipient who has demonstrated a long-term commitment to the AOD sector, or a related sector, to further their leadership skills. The Ian Webster Scholarship will provide \$10,000 towards a program of study, independently-led research or personal development opportunities for an emerging leader in the field.

Applications for 2013 are open from 1 July to 5.00pm AEST on 23 August 2013.

More information, including the application form, can be found by [clicking here](#).

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TasCOSS - Forum on The Challenges New Arrivals to Tasmania Face

Hobart 27 August 2013

TasCOSS will host a forum on the challenges facing people seeking asylum and humanitarian entrants in Tasmania on Tuesday 27 August, 10am-12.30pm, at the Glenorchy Civic Centre, Hobart.

People seeking asylum and humanitarian entrants face some of the greatest disadvantage in Tasmania, yet their situation is not broadly known or understood. What are the legal, practical and emotional challenges they face? What services are currently available to them? What services are still needed? Come and discuss how the community sector can reach out and assist.

Presenters include Al Hines, Red Cross; James Norman, Centacare; Emily Conolan, Tasmanian Asylum Seeker Support; Wynne Russell, TasCOSS, plus a representative of a newly arrived community.

Register online or RSVP to attend the forum to admin@tascoss.org.au

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TasCOSS Effective Governance Series

TasCOSS in partnership with Michelle Swallow from Leadership and Change Consultants, is pleased to present the Introduction to Governance Program.

Commencing in August 2013, with the first of four workshops, Michelle Swallow will provide participants with an opportunity to explore the core requirements for the effective governance of community sector organisations and provide an interactive forum for developing the skills and knowledge every board member needs to work effectively.

The four Workshops are:

- 1. August.** Roles and Responsibilities
- 2. September.** Legal matters & Risk Management
- 3. October.** Everything Financial
- 4. November.** Strategy & Planning

The first in the series, Roles & Responsibilities, will be held in:

- **Hobart** 9:30am - 4:00pm Tuesday 20 August 2013
Glenorchy Civic Centre, Cooper Street, Glenorchy.
- **Burnie** 9:30am - 4:00pm Tuesday 27 August 2013
Wellers Inn, 36 Queen Street, Burnie.
- **Launceston** 9:30am - 4:00pm Wednesday 28 August 2013
The Tramsheds, Inveresk Rail Yards, Launceston.

Cost: TasCOSS members: \$65.00 Full rate: \$95.00

Participants are invited to attend one, all or a combination of workshops to meet their needs.

For more information about the Introduction to Governance workshop series please visit

www.tascoss.org.au or contact Dale Rahmanovic on 03 6231 0755 or dale@tascoss.org.au

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Clare House Education & Training - SPACES STILL AVAILABLE!

There are still spaces available in the next Clare House Education and Training Session as outlined below:

Topic: Self-Harm Symptoms and Suicide in the School Context

Date: Monday 2nd September 2013

Time: 10am – 4:00pm

Venue: The Murphy Room, Catholic Diocesan Centre, 35 Tower Road, New Town TAS 7008

Facilitators: Christine Handley and Colleen MacSporran

Target Audience: Education Sector and CSOs

If you would like to attend, **please click here to download the registration form**, complete it and return by either email, fax, or 'snail mail' as listed on the form. The \$50 registration fee (which includes lunch and morning tea) is due at least 7 days prior to the workshop. Please note we are only able to receive payment by cash, cheque or money order. Payments made on the day will not be receipted until the next day.

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Tasmanian Leaders Program 2014: Applications now open

Take the opportunity to strengthen your leadership skills to be better able to support your team!

The Tasmanian Leaders Program is recognised as one of Tasmania's top leadership programs. It is now accepting applications for the 2014 program.

For more information download an information pack and application form [here](#) or employers and individuals, can attend an information session during August by visiting [here](#).

Two scholarship opportunities are available; for more information, [click here](#).

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Grants

Tasmanian Community Fund Grants Round 27

Grant Round 27 of the Tasmanian Community Fund will open on 24 August 2013. Applications for small grants (up to \$10,000) will close on 2 October 2013.

Applications for medium grants (\$10,001 to \$90,000) will close on 16 October 2013. Applicants will be notified of the outcome of their application in mid-December 2013.

Expressions of interest for large grants (\$100 000 to \$300 000) will be called for in Grant Round 28, which will open in February/March 2014.

For more information [click here](#).

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Mental Health Week Grants

Applications for the Mental Health Week Grants close at 5:00pm on Friday 23 August 2013.

Please [click here](#) to download the Mental Health Week Starter Kit.

Please [click here](#) to download the Mental Health Week Grant Application Form.

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Did You See That Report?

July Update

'*Did you see that report?*' is a monthly listing of recently released Australian reports, research and other items of interest to the AOD sector which are available online. This is a service provided by the Alcohol and other Drugs Council of Australia (ADCA).

To view June reports you may have missed please [click here](#) to go to the reports.

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