

**ANNUAL
REPORT
2013-2014**



ALCOHOL, TOBACCO & OTHER DRUGS COUNCIL TAS INC.

OUR VISION

A Tasmania without drug or alcohol related harm or discrimination

OUR MISSION

To provide independent leadership and advocacy; strengthen partnerships through inclusion, and support consumer participation in the promotion of holistic alcohol, tobacco and other drug (ATOD) services for all Tasmanians

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ALCOHOL, TOBACCO & OTHER DRUGS COUNCIL TAS INC.

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PRESIDENT'S REPORT

After being a long-time Board member, what a privilege it has been to be the president of the ATDC during the past twelve months. At a time when the sector faces new and ongoing challenges, to be part of an organisation that is passionate, active and committed to providing leadership to the Alcohol and Drug Sector is something that I have enjoyed greatly. With a diverse and committed Board we have been able to achieve many strong outcomes.

One of the key initiatives that we have undertaken as a Board this year is to develop strategic sub-committees, these being: Governance and Personnel chaired by Tania Joughin; Finance/Audit/Risk Sub-committee chaired by Tamara Speed; and Communication/Industry Liaison Sub-committee chaired by myself. Through these sub-committees we have achieved a number of outcomes including: a review of membership and the process; Board performance; and maintaining strong effective practices around risk.

The conference held in May was comprehensive, of a high standard and generated a lot of discussion. It was great to see so many of the sector attend and I expect they enjoyed the variety of engaging speakers.



An exciting initiative that has been implemented this year, that will have significant impact in going forward, is the regional meetings. These meetings have the capacity to grow by bringing us together as a sector, allowing a united voice and clearly representing the issues on a statewide basis as well as allowing for regional variances. I would strongly encourage you to make these a priority in your calendar.

A new strategic plan for the ATDC is now complete. With many challenges and changes still facing the ATOD sector it is reassuring to know that we have a strong and effective vision for which to continue to strive. As we move into the next financial year I am confident the current Liberal Government will recognise the importance of the community alcohol and drug sector and support our efforts into the future.

The work of the ATDC would not be possible without the continued commitment and contribution of funding from both the Tasmanian Government through the Alcohol and Drug Service, and the Australian Government Department of Health. I thank these departments for this support.

Finally I would like to acknowledge and thank my fellow Board members; they are a dynamic group of committed people with a diverse range of skills. It has been pleasing to see our consumer representation also continue to develop and influence the Board in positive ways.

Stuart Smith, President

CHIEF EXECUTIVE OFFICER'S REPORT 2013

As the Tasmanian alcohol tobacco and other drugs sector evolves, so too does the ATDC. This has been another year filled with activities focussed on supporting and building our sector, improving our policy and practice responses to the harms caused by alcohol and drug use, and engaging with the community who want access to information and advice on the complexities of substance use.

My role has also expanded over the past year through my involvement in a number of projects and collaborations with key stakeholders with an interest in our field.

I have been inspired by the opportunity provided to me by the ATDC Board to support the inaugural Board of the re-formed Tasmanian Users Health and Support League Inc (TUHSL). The ATDC has advocated long and hard for the establishment of a drug user organisation in Tasmania, and whilst we are yet to see funding allocated to this group, the momentum of support that is building within the community is tangible.

Within our own jurisdiction, the ATDC is being recognised as a leader in the sector as evidenced through the range of requests made of the organisation to provide comment on ATOD related issues within the policy context. The ATDC engages in many levels of review, and contributes to a host of steering committees, working groups and advisory groups.

My involvement in the Tasmanian Auditor General's review of the implementation of the Future Service Directions Plan was important, not only to provide the community sector's perspective on performance against the plan, but also to assist in the development of recommendations which have the potential to support improved service provision across the sector.

I am looking forward to working in partnership with the Alcohol and Drug Service through the AOD Treatment Expert Advisory Group.

I was privileged to be elected Chair of the Tasmanian Community Sector Peaks Network which in turn includes the role of co-chair of the Peaks Network and Government Strategic Forum. Through these roles, the ATDC is provided with an opportunity to lead discussion with peers in both the Government and non-government sector. This is particularly relevant in the current climate of sector reform.

The ATDC is providing support to its membership in the development and implementation of the Department of Health and Human Services Outcomes Purchasing Framework and is playing a significant role in the Agency's working group to reduce red tape and develop more joined up human services.

At a National level the ATDC ensures the Tasmanian ATOD community sector is represented, and our network with the other jurisdictional ATOD Peak Bodies has become even more relevant since the 2013 defunding of the nation peak body, Alcohol and Drug Council of Australia. The partnership across the nation's AOD peak bodies is a strong and productive association that I personally value enormously.

On the home front, changes in personnel occurred this year with the retirement of Vern Traill and recruitment of David Gardiner and Nancy Hoskinson. Vern contributed to the solid financial management of the organisation over many years and I thank him for his commitment to the ATDC.

I would like to take this opportunity to note my appreciation for the ongoing financial support provided by the Tasmanian Department of Health and Human Services and the Australian Government Department of Health. In particular, the staff from the Alcohol and Drug Service, the Mental Health and Alcohol and Drug Directorate and the Department of Health Tasmania Office, are colleagues I look forward to working with in coming years.

To conclude, I reflect upon a year in which we have once again generated and informed public debate on alcohol and drug use. We have worked together to build an effective and skilled workforce, and most importantly we have supported many individuals and families through their issues with alcohol and drug use.

It is a privilege to work in the Tasmanian alcohol and other drug sector and on behalf of the ATDC team I would like to extend my thanks to our members, and the consumers with whom we work, for their ongoing willingness to share their knowledge and expertise with us.

Jann Smith, Chief Executive Officer



ATDC GOVERNANCE

The ATDC is governed by an elected board consisting of twelve members, with the President elected directly by the membership. Two of the board positions are reserved for consumer members and to ensure adequate regional representation from across Tasmania, at least one board member is to be drawn from each of the North, North-West and South of the State.

During 2013-14 the board membership was as follows:

POSITION	BOARD MEMBER	ELECTION/APPOINTMENT DATE	RESIGNATION DATE
President	Stuart Smith	2 October 2013	
Vice President	Tania Joughin	2 October 2013	
Treasurer	Tamara Speed	26 September 2012	
	David Jackson	2 October 2013	
	Stephen Brown	2 October 2013	
	Ros Atkinson	2 October 2013	
	Sarah Charlton	26 September 2012	
	Grant Herring	26 September 2012	
	Amanda Quealy	26 September 2012	23 October 2013
	Raimondo Bruno	1 November 2013	
	Shane Aherne	26 September 2012	03 March 2014
	Maree Smith	10 December 2013	

To support good governance the following three sub-committees have been established by the board:

- n Finance, Audit and Risk Sub-Committee
- n Communication and Industry Liaison Sub-Committee
- n Governance and Personnel Sub-Committee.

Each sub-committee has developed terms of reference and has determined an agenda to streamline all key governance responsibilities. In addition to the sub-committee meetings, the board convened six ordinary board meetings and two General Meetings. Participation in these meetings is detailed in the table below:

	MEETINGS ATTENDED	MEETINGS AVAILABLE
Stuart Smith	8	8
Tania Joughin	8	8
Ros Atkinson	7	8
Sarah Charlton	5	8
Tamara Speed	5	8
David Jackson	4	8
Stephen Brown	6	8
Raimondo Bruno	6	8
Grant Herring	6	8
Maree Smith	2	5
Shane Aherne	0	3
Amanda Quealy	2	2

ABOUT THE ATDC

The Alcohol, Tobacco and other Drugs Council Tas Inc. (ATDC) is the peak body representing the interests of community sector organisations (CSOs) that provide services to people with substance misuse issues in Tasmania. The ATDC is a membership-based, independent, not-for-profit and incorporated organisation which is the key body advocating for adequate systemic support and funding for the delivery of evidence-based alcohol, tobacco and other drug (ATOD) initiatives.

The ATDC exists to:

- n support workforce planning and development through training, policy and development projects with, and on behalf of, the sector
- n represent a broad range of service providers and individuals working in prevention, promotion, early intervention, treatment, case management, research and harm reduction
- n play a vital role in assisting the Tasmanian Government to achieve its aims of preventing and reducing harms associated with the use of alcohol, tobacco and other drugs in the Tasmanian community.

ATDC STAFF

During 2013-14 ATDC employed a workforce of approximately 5 full time equivalents (FTEs). The year saw a few changes in staff with the ATDC farewelling Vern Traill in June 2014 due to his retirement. New staff members appointed during 2013-14 were David Gardiner and Nancy Hoskinson.

The staff listing for 2013-14 was:

Jann Smith
Chief Executive Officer
Employee since September 2010
1.0 FTE as at 30 June 2014

David Gardiner
Policy and Research Officer
Employee since September 2013
0.9 FTE as at 30 June 2014

Nancy Hoskinson
Office Coordinator and Finance Officer
Employee since April 2014
1.0 FTE as at 30 June 2014

Vern Traill
Finance and Administration Manager
Employee since August 2006
0.8 FTE

Amanda Street
Sector Capacity Building Project Officer
Employee since November 2010
1.0 FTE as at 30 June 2014

Lynne Maher
Workforce Development Officer
Employee since November 2010
1.0 FTE as at 30 June 2014

Jonathan Jones
Communications Officer
Employee since January 2013
0.4 FTE as at 30 June 2014



Jenn Smith and Vern Traill at Vern's farewell

ATDC MEMBERSHIP

In accordance with the ATDC constitution there are two classes of membership.

Full Membership for:

- n representatives of non-government, not-for-profit organisations that are able to demonstrate an interest in and involvement with the prevention and reduction of harms associated with alcohol or other drug use
- n past or present consumers of alcohol, tobacco or other drug services in Tasmania
- n other individuals committed to and able to contribute to the purpose and objects of the ATDC
- n life members, who are individuals acknowledged by Council to have rendered outstanding service to Council and/or the ATOD sector over a long period of time.

Associate Membership is open to nominated representatives of State and Commonwealth agencies and other for-profit or not-for-profit groups that have an interest in the provision of alcohol, tobacco and other drug services.

Throughout its history the ATDC has maintained a solid member base and during the 2013-14 financial year period had:

- n 26 full organisational members
- n 12 full individual members
- n 3 life members
- n 5 associate members.

FULL MEMBERSHIP	
Advocacy Tasmania Inc.	Relationships Australia Tasmania Inc.
Anglicare Tasmania Inc.	Rural Alive and Well Inc.
Bethlehem House Tasmania Inc.	Tasmanian Aboriginal Centre Inc.
Brain Injury Association of Tasmania	Tasmanian Council on AIDS, Hepatitis and Related Diseases
Circular Head Aboriginal Corporation	The Hobart Clinic
Colony 47	The Link Youth Health Service
Drug Education Network Inc. Family	The Salvation Army
Drug Support Headspace/Cornerstone	WISE Employment
Youth Services Holyoake Tasmania	Wyndarra Centre
Launceston City Mission (Missiondale)	Youth, Family and Community Connections
Mental Health Carers Tasmania	
Mission Australia	ASSOCIATE MEMBERSHIP
OZHELP Foundation	Alcohol & Drug Service
Pathways Tasmania Inc.	Glenorchy City Council
Quit Services Tasmania	Hobart City Council
	Karinya Young Women's Service
	Red Cross Tasmania

THE YEAR IN REVIEW

ATDC PROGRAM AND PROJECT ACTIVITIES SECTOR CAPACITY BUILDING PROJECT (SCBP)

The ATDC's Sector Capacity Building Program has maintained momentum over the 2013-14 financial year, continuing to achieve outcomes and targets in relation to the four main objectives:

- n strategic partnerships and linkages
- n service improvement
- n workforce development and capacity building
- n dissemination of targeted and relevant information.

The project, in its second year, continues to provide the sector with opportunities to network, and collaborate, build individual and organisational capacity in identifying and responding to complexity and provide the sector with evidence based and best practice training opportunities.

A number of highlights for the project include:

- n the success of the third round of Cross Sector Bus Tours with over 40 workers attending in each of the three regions and a 90% satisfaction rate was recorded
- n the outcomes of the Drug Law Reform Roundtable held in Hobart in May which brought together a number of key experts from across the country (and internationally) to discuss the important issue of cannabis decriminalisation
- n the participation of two ATDC members in Adaptive Leadership training offered by Social Leadership Australia in Queensland
- n the results of the evaluation into the pilot of the first round of the Comorbidity Workplace Exchange Project
- n continued collaboration with the other state and territory peaks through the Peaks Capacity Building Network.

The ATDC looks forward to continuing to provide a range of opportunities for the ATOD sector in relation to capacity building over the final twelve months of the sector capacity building project.



Cross Sector Bus Tour

WORKFORCE PLANNING AND DEVELOPMENT

The ATDC 2014 Stakeholder Survey reflected the relevance and importance of ATDC's workforce development activities to our sector.

During the 2013-14 year the ATDC has continued to work with registered training organisations, TasTAFE and Singleton Consulting & Training, to attract over \$330,000 to the sector to subsidise 47 qualification places and 125 skill set places in alcohol and other drugs and management-related areas. The benefits of access to this training and assessment will hopefully be reflected in improved client outcomes and improved staff satisfaction with workplace practices.

Liaison with the University of Tasmania has also enabled a small number of individuals from ATDC's member organisations to undertake Professional Honours in Human Services Practice or individual units from that course.

The 2012 ATDC Workforce Survey generated a wealth of data and key findings were published in a set of fact sheets. The 2012 Workforce Survey also identified professional development needs for the sector which informed ATDC's training events and the funding applications for the skill sets and qualifications. This data also assisted in the identification of online training links to include on the ATDC website, much of which is free.

The 2014 Workforce Survey data collection was well underway by the end of the financial year and this will allow valuable comparisons with previous years' data to show trends, and assist with workforce planning and development activities.

After extensive consultations, the ATDC released its position paper on Minimum ATOD Qualifications and Skills for the Alcohol, Tobacco and other Drugs Sector. The paper informed a successful application to Skills Tasmania for the Diploma of community services (alcohol, other drugs and mental health) to be recognised and funded as a traineeship or funded pathway.

Work relating to the Minimum ATOD Qualifications and Skills for the Alcohol, Tobacco and other Drugs Sector has included a focus on organisational training plans and the transfer of learning into workplace practice within some member organisations. This work was showcased at the ATDC 2014 Conference, Visions and Values: Setting the Scene for the Future, in a workshop delivered by Penny Glover from the Salvation Army Bridge Program and Lynne Maher from the ATDC.

ATDC has taken an active interest in the review of the Certificate IV and Diploma ATOD qualification in the national training package and holds a seat on the Subject Matter Expert Group for the review process. Input to the review has been greatly aided by sector input received during regional consultations, as well as from the Workforce Expert Reference Group, whose role in providing advice and input to a range of projects has been invaluable. The training package review is expected to result in new qualifications which will be submitted to the appropriate authorities for endorsement in May 2015.

While progress towards a Tasmanian ATOD Workforce Plan has not progressed as fast as ATDC might have desired, we have been pleased to be involved in consultations and the preparation of submissions in relation to a National Alcohol and Other Drug Workforce Development Strategy which is being prepared by NCETA, the National Centre for Education and Training on Addiction.





Vern Traill, Dr David Jackson, Sarah Charlton and Jonathan Jones at the ATDC strategic planning session

WORKFORCE SURVEY FACT SHEETS

The 2012 ATDC Workforce Survey provided a wealth of data about the sector and key findings from the survey were published in a set of fact sheets. Some of the notable facts about the ATOD sector workforce include:

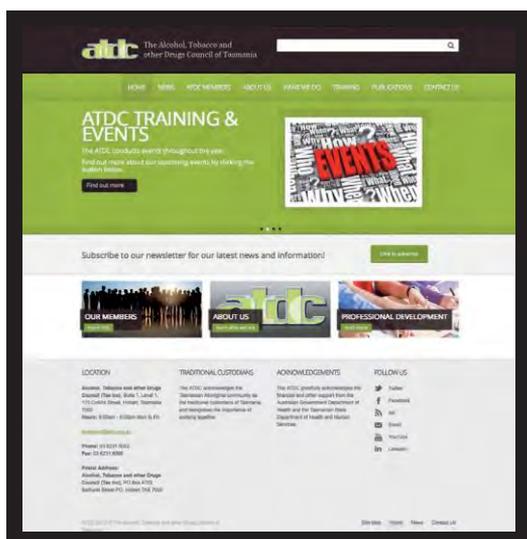
- n 66% of workers are attracted to the sector by a wish to make a useful contribution to society or help disadvantaged people in society
- n 83% of the workforce are qualified at Diploma, or higher, level
- n 50% of workers plan to leave their current job within 2 years
- n Short term contracts are perceived to impact upon successful recruitment and are contributing to worker uncertainty about their future
- n The cost of travel and accommodation is a barrier to attending training
- n 45% of staff are currently studying for a qualification
- n 70% of managers have client contact or other duties which are in addition to their management role
- n 33% of staff might leave because employees and their opinions are not valued; or communications and change are poorly handled in the workplace
- n 52% of the workforce are 45 or over and 20% are 55 or over
- n 62% of managers identify insufficient salary packages as a recruitment issue.

INFORMATION AND COMMUNICATIONS

During 2013-14, the ATDC continued to refine its communications activities. Following the reviews and planning undertaken in the previous financial year, the organisation made important decisions on its electronic content delivery platforms and publication cycle.

Key communications activities were:

- n the continued use of Mailchimp as the delivery platform for the ATDC eNews and the organisation's other bulk email activities. Mailchimp's integrated analytics allowed the organisation to review the delivery of each publication. The platform also permitted the ATDC to maintain subscribed mailing lists
- n the modification of the publication schedule of eNews from two to one edition per month as a way of streamlining production and publication timelines to meet the needs of the ATOD sector
- n the preparation and dissemination of media releases on a regular basis to raise the profile of the sector and key issues of relevance
- n considerable time was spent by the ATDC team reconsidering the purpose and functionality of the organisation's online presence in order to define its content and structure. It was decided that the site would act as both a news feed to the ATOD sector and a repository of easily accessible and useful information. The new site will be deployed in July 2014
- n the design and deployment of a standalone web-site for the 2014 Conference
- n the production of short video "snapshots" of two organisational members, the ATDC, The Link Youth Health Service and Advocacy Tasmania Inc. The videos demonstrate that low cost promotional tools can effectively showcase sector services
- n the continued use of social media (Facebook and Twitter) for certain types of event and news promotion.



ATDC website



Tania Joughin, David Gardiner, Amanda Street, Lynne Maher and Stephen Brown at the ATDC strategic planning session

POLICY AND RESEARCH

The ATDC policy and research role supports the organisation's core functions of leadership, sector support, advocacy and representation.

Specifically the policy and research role includes:

- n developing funding submissions and proposals on behalf of the ATDC and the ATOD sector
- n consulting with members and stakeholders to inform policy and strategic priorities
- n preparing policy and position statements
- n representing the sector on key committees and forums
- n building and maintaining relationships with government departments, funding bodies, specialist organisations, research bodies, other peaks, and educational institutions
- n gathering and disseminating information, reports, resources and evidence-based research
- n collecting and analysing data
- n advocating on behalf of the alcohol, tobacco and other drugs sector to ensure that the views, needs and expectations of organisations and consumers is reflected to others.

At the start of the financial year the Policy and Research Officer position became vacant with the departure of Ella Haddad. The position was subsequently filled in September 2013 with the appointment of David Gardiner.

The ATDC takes every opportunity to make valuable contributions to the work of Government by writing submissions to various inquiries and consultation processes. During the financial year the ATDC made submissions regarding State Government legislative development and review processes, including:

- n providing comment to the Office of the Commissioner for Children about the potential impacts of the draft Working with Vulnerable People (Background Checking) Bill 2013 on the ATOD sector
- n highlighting the needs and expectations of the ATOD sector to the Public and Environmental Health Service within the Department of Health and Human Services regarding the proposed repeal of the HIV/AIDS Preventive Measures Act 1993 and the subsequent inclusion of clauses regarding the Needle and Syringe Program (NSP) administration within the Public Health Act 1997
- n the ATDC President, CEO and a Board member were invited by the Tasmanian Legislative Council Joint Select Committee Inquiry into Preventative Health to speak to the written submission provided on behalf of the membership.

TRAINING AND EVENTS 2013-2014

During the financial year the ATDC continued to enable access to a range of events, including professional development and training, conferences and symposiums, consultation opportunities and more. Additionally, the ATDC identified 97 events organised by other organisations as relevant to the sector and promoted these via the ATDC website events calendar and the regular eNews publication. The ATDC has also continued to identify and promote access to online training, much of it free of charge.

The table below provides a month-by-month overview of the events that were organised by the ATDC, or by the ATDC in conjunction with other organisations.

MONTH AND YEAR	TRAINING EVENTS
July 2013	ATOD Promotion and Prevention training and assessment in conjunction with TasTAFE and the Drug Education Network (Devonport) The Drugs/Crime Cycle: Insight from Research and Practice (Hobart with videoconference links)
August 2013	Addressing Family Domestic Violence in AOD Settings (Hobart and Devonport) ATOD Promotion and Prevention training and assessment in conjunction with TasTAFE and the Drug Education Network (Hobart)
September 2013	Working with offending behaviours and ATOD issues (Devonport and Hobart)
October 2013	Seriously Smashed: A web based resource for youth workers – workshops (Launceston, Burnie and Hobart) Relapse Prevention ATOD Promotion and Prevention training and assessment in conjunction with TasTAFE (Devonport)
November 2013	Relapse Prevention ATOD Promotion and Prevention training and assessment in conjunction with TasTAFE (Hobart)
February 2014	Putting Together the Puzzle: meaningful engagement with people who use drugs (Devonport and Hobart) 2014 Cross Sector Bus Tour (North West, North and South) Understanding Withdrawal (Hobart with videoconference links)
April 2014	Understanding Pharmacotherapy (Hobart)
May 2014	Drug Law Reform Round Table ATDC 2014 Conference Visions and Values: Setting the scene for the future
June 2014	Assessing Complex AOD Clients training and assessment offered in conjunction with TasTAFE (Hobart)

In summary:

- n twelve ATDC training and information sessions attracted 515 registrations from 91 organisations (274 registrations from 25 member organisations and 240 registrations from 66 non-members organisations)
- n three Bus Tours attracted 50 registrations from sixteen organisations (33 registrations from seven member organisation and seventeen registrations from nine non-member organisations)
- n six Skill Set training and assessment opportunities in conjunction with TasTAFE provided opportunities for 90 individual enrolments into nationally recognised units of competence.

KEY EXPERTS, TRAINERS AND CONSULTANTS

During the 2013-14 year a number of key experts, trainers and consultants from Tasmania, interstate and overseas worked with the ATDC to impart their knowledge, skill and wisdom to our community drug and alcohol sector.

The ATDC invited Dr Robert Tait, formerly of the National Drug and Alcohol Research Institute in Western Australia to present at the Tasmanian Suicide Prevention Conference on the topic of substance misuse and suicide in August 2013. The ATDC sponsored session was one of the most popular at the full-day forum and attracted a number of comments and questions.

Caroline Long, a psychologist from Odyssey House in Victoria, visited the State in August 2013 to provide an insightful information session showcasing a new resource for the sector on addressing family and domestic violence in AOD settings.

Geoff Munro, the National Policy Manager at the Australian Drug Foundation, has spent 25 years specialising in drug training, drug prevention and community development. Geoff showed his expertise and interest in cultural changes that are required to help young people avoid the risk of alcohol related problems and harm, to facilitate workshops in each region with workers interested in how to best use the Glenorchy City Council's new online resource Seriously Smashed to reduce the incidence of youth binge drinking.

Alana Johnston and Trish Evers, psychologists with Caraniche, both of whom have experience in working in prisons and in the workforce development of staff who work in prisons, presented workshops in the North and South of the state to increase our sector's understanding, confidence and skills in working with clients with offending behaviour and ATOD issues.

Tiia Harrison from the Australian Injecting Drug Users' League delivered training in Devonport and Hobart in February 2014 on behalf of the ATDC and Advocacy Tasmania Incorporated. The training attracted excellent numbers and provided participants with a brief history of the role and purpose of consumer engagement, followed by an introduction into practical methods and frameworks for implementation at an organisational level.

Dr Beau Kilmer, a drug policy expert and academic from the RAND Institute in California, imparted his wealth of knowledge on the topic of drug law reform and the considerations required when looking at decriminalisation and legalisation during the Drug Law Reform roundtable that was held in May 2014. Dr Kilmer also shared his experience in implementing a recidivist drink driving program in South Dakota at the 2014 ATDC Conference.

Dr Alex Wodak, known for his role in transforming drug treatment in Australia over a number of years, also participated in the Drug Law Reform roundtable.

Mr Mick Palmer, former Australian Federal Police Commissioner, participated in the Drug Law Reform roundtable.

Magistrate Margaret Harding from the Drug Court in Victoria participated in the Drug Law Reform roundtable.

During the ATDC conference Dr Adrian Carter, from the University of Queensland, introduced delegates to the concept of addiction neuro-ethics and identified some of the challenges in working in this field.

Professor Steve Allsop, director of the National Drug Research Institute at Curtin University shared some of his 30 years' experience working in the ATOD field in the role of master of ceremonies for the ATDC conference.

During the ATDC conference Dr Robert Ali shared his experience of increasing medication assisted treatment for opioid dependence in South Australia.

Professor Carla Treloar from the Centre for Social Research in Health, NSW introduced ATDC conference delegates to the role of trust in drug treatment settings.

The ATDC Conference provided a forum for Brad Pearce, from the Victorian Alcohol and Drug Association, to share the experience of the Victorian AOD sector regarding current service reforms.

At the ATDC Conference Professor Sharon Dawe provided an overview of the potential impacts of maternal substance abuse in terms of child outcomes by looking at the role of maternal psychopathology.

Dr Anna Dimsey, an experienced Tasmanian clinical psychologist in the field of addictive disorders, particularly in the AOD sector, delivered the training for Relapse Prevention in Hobart and Devonport.

Maria Duggan, an educator with the Drug Education Network focussing on community based grass-roots education, provided the training for ATOD Promotion and Prevention in Hobart and Devonport.

Dr David Jackson, a GP and addiction medicine specialist and the Clinic Medical Officer for The Hobart Clinic, who has been involved in the ATOD sector for 20 years, provided an information session aimed at increasing the sector's understanding of pharmacotherapy.

Tina Goodman, a mental health nurse with extensive experience in AOD withdrawal, specialist pharmacotherapy, counselling and case management contributed to the Understanding Pharmacotherapy information session by providing an overview of a best practice approach to collaborative care of OST clients.

Louise Dewis, an experienced Tasmanian clinical psychologist and senior clinician for the Alcohol and Drug Service, who maintains a private practice and is an honorary lecturer with the School of Psychology at the University of Tasmania, delivered the training for Assessing Complex AOD Clients.

Dr Noel Plumley, an addiction medicine specialist at the Alcohol and Drug Service, with more than 20 years' experience in the area of addiction medicine, co-presented an information session to develop the sector's understanding of AOD withdrawal.

Nikolaas Jacometti, a nurse in the Salvation Army's Bridge Program working with clients choosing home based withdrawal co-presented an information session to develop the sector's understanding of AOD withdrawal.



Jann Smith, Brian Serna and Amanda Street

DRUG LAW REFORM ROUNDTABLE

The ATDC convened the Drug Law Reform Roundtable on Tuesday 6 May 2014 with the objective of bringing together a number of relevant stakeholders to discuss the implications of the decriminalisation of cannabis in Tasmania. The ATDC successfully applied for funding from the Law Foundation of Tasmania through their grants program to cover some of the costs of bringing an international expert to Tasmania to participate and present at the roundtable.

The aim of the roundtable was to explore the issues surrounding the topic and inform the ATDC about the:

- n key health, social, economic and political issues associated with decriminalising the use of cannabis
- n current debate on drug law reform globally, and in Australia, and to look at the implications for Tasmania
- n tension between achieving health and justice outcomes in the context of changing attitudes to cannabis.

Dr Beau Kilmer, a drug policy expert and academic from the RAND Institute in California, was invited to come to Tasmania to share his knowledge on the topic of drug law reform and in particular his experience in assisting Colorado, Washington and Uruguay with the recent changes regarding cannabis legalisation.

Dr Alex Wodak, known for his role in transforming drug treatment in Australia over a number of years, also participated in the roundtable, alongside Mr Mick Palmer, former Australian Federal Police commissioner, and Magistrate Margaret Harding from the Drug Court in Victoria. A number of key Tasmanian stakeholders also participated in this conversation to inform the ATDC about some of the considerations in relation to reforming cannabis laws in Tasmania.

The roundtable commenced with a short presentation from Dr Alex Wodak on the global status of drug law reform, followed by a more specific presentation from Dr Beau Kilmer on the US experience of legalisation of cannabis.

Issues raised included:

- n the need to understand the difference between legalisation and decriminalisation
- n considerations when investigating drug law reform
- n the role of law enforcement and the use of police discretion
- n a case for medicinal cannabis in Tasmania
- n the impact of stigma and discrimination
- n the importance of resourcing and relevant stakeholder engagement.

The ATDC is in the process of compiling a report based on the discussion from the roundtable.

2014 ATOD AWARDS

The Tasmanian Alcohol, Tobacco and Other Drugs Awards, now in their third year, recognise, promote and reward outstanding practice in the alcohol, tobacco and other drugs field in Tasmania.

On 16 June, the 2014 award recipients were announced by Mr Michael Pervan, Acting Secretary of the Department of Health and Human Services, at a presentation at Parliament House.

Winners received an engraved trophy and \$500 to be spent on professional development.

The four award recipients for 2014 were:

- Outstanding Contributions Award - awarded to Tamara Speed
- Excellence in Alcohol, Tobacco and other Drug Work Award - awarded to Liz Moore
- Emerging Researcher Award - awarded to Dr Amy Peacock
- Early Career Award - awarded to Debbie Hollinger

ATDC congratulated these four people on their dedication and professionalism as they represent so much excellent work that is being done by many within the sector.



Tamara Speed, Kate Buzzacott and Jess White



Michael Pervan, Liz Moore and Jann Smith



Amanda Street and Dr Amy Peacock



Debbie Hollinger and Jann Smith

CONSUMER ENGAGEMENT

It is well recognised that increasing meaningful input from consumers into program and service design and delivery, as well as policy development, ultimately leads to improved economic, social and health outcomes as programs become more responsive to consumer needs.

Fundamental to this for the ATOD sector is engagement with consumers and drug users to ensure that those with a lived experience are able to influence and participate in the appropriate development of the service system.

Evidence-based best practice identifies that consumer representation is best achieved when consumers are directly involved in policy and program development and in service delivery.

The 2013-14 financial year period has been a busy one for the ATDC in terms of consumer engagement. The ATDC's strategic plan has always had a significant focus on consumer engagement and on building the capacity in our member organisations to enable meaningful and effective consumer engagement across the ATOD sector.

In February 2014 ATDC collaborated with Advocacy Tasmania Incorporated (ATI) to bring a staff member from the Australian Injecting Drug Users League to Tasmania to deliver workshops

on meaningful consumer engagement in Hobart and Devonport. Over 40 workers from a range of service backgrounds attended the training, which received excellent feedback. A follow up from this training is scheduled for February 2015.

Unfortunately, Tasmania is still one of the only jurisdictions nationally that does not have an organisation that represents ATOD consumers. In its Budget Priority Statement submission for 2014-15 the ATDC recommended that the Tasmanian State Government provide recurrent funding for the establishment and operation of a state-wide consumer organisation for people who use alcohol, tobacco and other drugs.

Throughout the year the ATDC has continued to include a contribution from ATI's Consumer Engagement Officer in the regular eNews which is circulated to a diverse stakeholder and member register. These articles have highlighted the work that is being undertaken by ATI in relation to a consumer reference group.

MEMBER ENGAGEMENT

During the financial year the ATDC established Regional ATDC Member (RAM) meetings to provide the ATDC members with an opportunity to raise local issues relating to service delivery or policy matters, and to ensure that the organisation's strategic direction and planning continues to be informed by members. The meetings also provide an interface between the government and community sector providers.

The RAM meetings:

- n act as a forum in which members can identify and progress action on shared issues and initiatives which impact on the delivery of alcohol, tobacco and other drug (ATOD) services in their region
- n provide an opportunity for ATDC members at all levels to provide input into the strategic direction of the ATDC
- n ensure that information and communications from the ATDC are consistent across all regions
- n facilitate enhanced communication and understanding across the community ATOD service providers and the government ATOD services
- n promote better coordination and integration of services.

During 2013-14 two series of meetings were held across the State, in February and May.

Following the meetings brief update summaries were prepared and disseminated to meeting participants and the ATDC members. The RAM meetings will continue in the following financial year with meetings held on a quarterly basis.

STAKEHOLDER CONSULTATION AND REPRESENTATION

During 2013-14 the ATDC continued to represent the interests of the ATOD community sector on a number of local and national committees and groups including:

- n Alcohol and Drug Dependency Act Review Steering Committee
- n Alcohol Advisory Group
- n Alcohol and Other Drug Steering Committee
- n Building Funding Application Skills Working Group
- n Community Sector Workforce Development Roundtable
- n Court Mandated Diversion Working Group
- n Drug and Alcohol Prevention and Treatment Advisory Committee
- n HIV and Hepatitis Working Group
- n Illicit Drug Action Plan Advisory Group
- n Interagency Working Group on Drugs
- n National AOD Quality Framework Reference Group
- n Opioid Substitution Therapy Arrangements Reference Group
- n Outcomes Purchasing Framework Working Group
- n Partners in Recovery (PIR) Reference Group
- n State and Territory AOD Peak Body CEO Network
- n State and Territory AOD Peak Body Policy Network
- n Statewide Youth Collaborative Group
- n Sector Capacity Building Project Network
- n Subject Matter Expert Group for the Community Services and Health Industry Skill Council's review of the National Training Package for the community sector's vocational qualifications
- n Tasmanian Community Sector Policy Network
- n Tasmanian Community Sector Peaks Network
- n Tasmanian Council of Social Service (TasCOSS) Regional Meetings
- n Tasmanian Peaks Network and Government Strategic Forum
- n Tobacco Control Coalition

ATDC STAKEHOLDER SURVEY 2014

Towards the end of the financial year the ATDC conducted its third Stakeholder Survey. The 2014 survey asked respondents to:

- n assess ATDC performance against the goals in the 2011-14 Strategic Plan
- n identify future policy and strategic priorities for the organisation
- n comment on key ATDC communication channels such as the website, eNews and social media.

The 2014 survey was sent to all 745 ATDC e-News subscribers on the ATDC stakeholder database and when the survey closed at the end of April, 140 people had responded. The results from the survey were analysed and a report was published in June 2014.

The survey provided valuable feedback about the work of the ATDC and continued to demonstrate how highly the work of the organisation is valued by members and stakeholders.

The survey asked respondents to identify the strategic and policy priority areas for the organisation. The highest ranked strategic priorities were:

- n partnerships and collaboration
- n advocacy and representation
- n workforce development
- n sector capacity building.

While the top five policy priorities were:

- n promotion, prevention and early intervention (PPEI)
- n consumer participation and engagement
- n correctional health to address drug use and treatment in prison
- n justice reinvestment directing justice spending to preventive programs
- n workforce planning and development

By completing the survey respondents enable the ATDC to continue to build its effectiveness as the peak body for the alcohol, tobacco and other drugs sector.

ATDC STRATEGIC PLAN

The current ATDC Strategic Plan expires in 2014. Accordingly, during the financial year the ATDC reviewed performance against the current plan and consulted widely to develop a new strategic plan that would focus the organisation on how to best support the sector for the coming period. The three broad ATDC goals for 2015-18 are:

- n to provide effective leadership and representation for the alcohol, tobacco and other drugs sector
- n to build sustainability within the alcohol, tobacco and other drugs sector
- n to maximise consumer engagement in service planning and delivery.

The organisation's new strategic plan will be finalised and launched towards the end of the 2014 calendar year.

BUDGET PRIORITY STATEMENT 2014-15

One of the tasks of the ATDC is to provide a budget priority statement to the Tasmanian Government each year, with recommendations on how the Government should direct their ATOD spending for the following year. The ATDC Budget Priority Statement for 2014-15 included twelve recommendations and highlighted a number of key priority areas requiring Government activity and/or investment, such as:

- n strengthening investment in programs and initiatives that address the social determinants of health
- n increasing investment in promotion, prevention and early intervention to support local, national and international evidence-based approaches that underpin harm reduction and harm minimisation
- n growing the investment in fundamental harm reduction approaches such as the needle and syringe program
- n the growth and improvement of ATOD services via the involvement of service consumers and drug users as their unique perspective maximises the chance of programs and services being appropriate to meet current and future population needs
- n working in partnership to tackle stigma and discrimination
- n continuity and growth in sector funding and an assurance that financial resources will not be diverted to the Southern Tasmanian Health Organisation or more acute health services
- n enabling statewide access to specialist residential rehabilitation and withdrawal management
- n building ground-level collaborations between the ATOD sector and Community Houses to increase the capacity of staff and volunteers to deal with an increase in the number of people who present with ATOD or mental health related issues.

REVIEW OF THE DRUG AND ALCOHOL PREVENTION AND TREATMENT SERVICES SECTOR

Following the finalisation of the Substance Misuse Service Delivery Grants Fund (SMSDGF) and Non-Government Organisation Treatment Grants Program (NGOTGP) funding rounds in early 2012, the former Minister for Mental Health, requested that the Department of Health undertake a review of the drug and alcohol prevention and treatment services sector. Accordingly during the financial year the Australian Government Department of Health funded the Drug Policy Modelling Program (DPMP), National Drug and Alcohol Research Centre (NDARC), UNSW.

The key objectives of the project were to clarify Australian drug and alcohol treatment and prevention funding, identify current and future service needs, better understand the gap between met and unmet demand and enable planning and funding processes for the future.

The ATDC supported the project from its inception with Jann Smith appointed as a member of the Review Advisory Committee. Additionally the ATDC met with project review team staff and coordinated consultation interviews with key respondents and representatives of the sector.

With the completion of the national review in June 2014, and provision of the final report to the Government we now await the outcome. The ATDC hopes that this review will provide the impetus for improved cooperation between state and federal governments in planning and ongoing funding for the delivery of sustainable community sector AOD services.

DHHS FUNDED COMMUNITY SECTOR OUTCOMES PURCHASING FRAMEWORK

During the financial year the Community Sector Relations Unit (CSRU) within the Tasmanian Department of Health and Human Services led the development of the DHHS Funded Community Sector Outcomes Purchasing Framework. The Framework is consistent with national and international directions in health and community service delivery where there is an increasing focus on monitoring and measuring client and population level outcomes.

A working group of representatives from across DHHS and from the Community Sector Peaks Network contributed to the development of the Framework. During the developmental stage the Department held a number of consultative workshops to obtain feedback and test the model by developing examples of “commissioning for outcomes” statements against current funding programs. The workshops involved departmental program managers, funding agreement managers and representatives from across the community sector. “Commissioning for outcomes” statements tell the story of the types of client and population outcomes that funded programs and services are trying to achieve. The statements include a number of indicators that enable services and funders to assess what results are being achieved for clients and the Tasmanian community alike.

During the coming financial year the Department will work closely with community sector organisations to progressively implement the framework depending on organisational readiness and funding agreement renegotiation timeframes. The ATDC will work closely with members and provide advice and support during the contract renegotiation stage where commissioning for outcomes statements and performance indicators are negotiated between the Department and funded organisations.

NATIONAL AOD QUALITY FRAMEWORK

During the financial year the Australian Government Department of Health engaged Turning Point Alcohol and Drug Centre to develop a Quality Framework for Australian Government Funded Drug and Alcohol Treatment Services.

It was a requirement that the quality framework be developed in collaboration with Alcohol and Other Drug (AOD) treatment services, state and territory governments and AOD peak bodies. Ultimately the framework will lead the drive towards quality improvements in AOD treatment service delivery and improved client outcomes, by delivering best practice, evidence based treatment models to clients and family members.

The aims of the project included developing a quality framework for AOD treatment services that:

- n complements other models/frameworks that services must currently comply with
- n is adaptable, flexible and suitable for a range of service types and settings, including Indigenous-specific services
- n clearly describes the expected quality standards for each service type
- n has clear guidelines, policies and procedures to support the achievement and maintenance of these quality standards
- n considers related aspects such as accreditation and minimum qualifications.

The project was undertaken in a number of key stages which included:

- n consulting with the sector and gathering data about the quality standards currently in use
- n mapping quality processes and activities within organisations and across the sector
- n developing standards and indicators and testing the model with the sector.

The ATDC supported the project by coordinating and convening consultative workshop with Commonwealth funded AOD service providers, directly participating in national workshops and providing advice to the project team, disseminating project resources and information and acting as a conduit between AOD sector organisations and Turning Point.

PROMOTION, PREVENTION AND EARLY INTERVENTION

In March 2013 the State Government released Everybody's Business: A Strategic Framework for Implementing Promotion, Prevention and Early Intervention (PPEI) Approaches in Averting Alcohol, Tobacco and Other Drugs Use. Following the release of the Strategic Framework the Tasmanian Department of Health and Human Services:

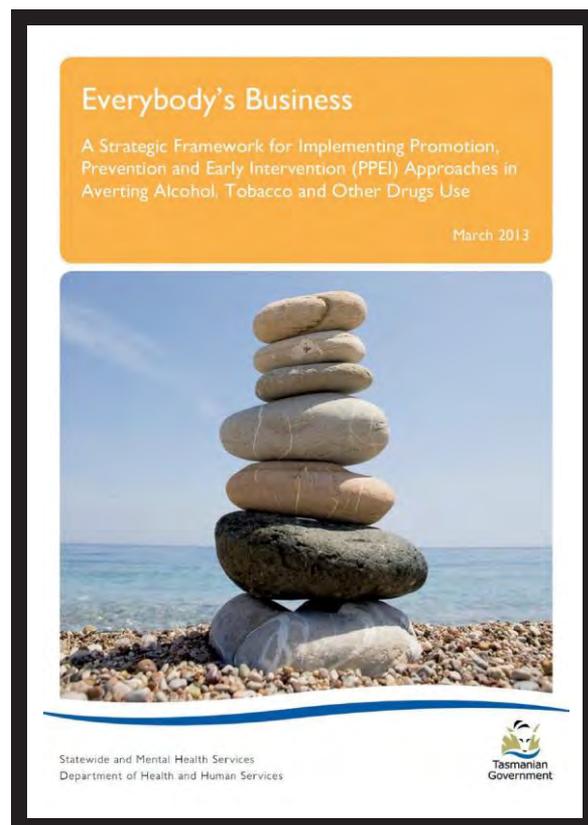
- convened two workshops of interested ATOD stakeholders to confirm priority areas of action
- assigned the Drug Education Network (DEN) as the lead body to develop an implementation plan and coordinate PPEI activity within the State.

During 2013-14 the ATDC convened the Alcohol and Other Drug (AOD) Sector Promotion, Prevention and Early Intervention (PPEI) Implementation Advisory Group. The principal role of the Advisory Group is to progress the Strategic Framework by guiding the development of a Tasmanian PPEI Implementation Plan by the Drug Education Network.

Towards the end of the financial year the Department of Health and Human Services funded the appointment of a PPEI Project Officer within the ATDC. The Project Officer will support the implementation of the Strategic Framework by:

- working closely with the DEN
- developing and maintaining relationships with key stakeholders
- analysing key issues and trends
- supporting project governance arrangements
- compiling meeting documentation and providing executive support to the Implementation Advisory Group.

Recruitment of the Project Officer will occur during the early part of the next financial year.





**FINANCIAL
STATEMENTS
2013-14**

ADDENDUM TO REPLACE PAGE 25 OF THE 2013-2014 ANNUAL REPORT

INCOME AND EXPENDITURE YEAR ENDED 30 JUNE 2014

INCOME	2013 / 2014	2012 / 2013
Funds Brought Forward	\$3,640	\$27,205
Grants Repaid	\$0	(\$4,404)
Grants Received	\$664,791	\$570,078
Other Income	\$7,376	\$0
Membership Fees	\$8,920	\$8,515
Bank Interest	\$7,939	\$6,669
Sponsorships / Scholarships	\$0	\$2,500
Sundry Income	\$1,644	\$264
Training & Other Events	\$14,927	\$15,750
Revenue Carried Forward	\$0	(\$26,103)
Total Income	\$709,237	\$600,474
 EXPENSES		
Admin & Overheads	\$65,117	\$70,481
Equipment Purchases	\$17,198	\$3,904
Governance	\$8,181	\$4,904
Salaries	\$446,120	\$412,080
Travel, Conferences & Other	\$71,695	\$90,322
Vehicle Expenses	\$6,964	\$6,088
Miscellaneous Expenses	\$3,431	(\$3)
Total Expenses	\$618,706	\$587,776
 OTHER INCOME - CONFERENCE		
Funds Brought Forward	\$57,699	\$37,699
Conference Registrations	\$40,148	
Sponsorship/Exhibitors	\$18,919	
Project Contributions		\$20,000
Revenue Carried Forward		-57,699
Total Other Income	\$116,766	\$600,474
 OTHER EXPENSES - CONFERENCE		
Admin & Overheads	\$1,877	
Advertising & Marketing	\$894	
Bank / Merchant Fees	\$135	
Equipment / Audio Visual Hire	\$13,171	
Manager / Coordinator Costs	\$16,472	
Publication Costs	\$1,551	
Registration System Costs	\$2,586	
Speakers Costs	\$2,360	
Travel & Accommodation	\$3,472	
Venue Hire & Catering	\$29,983	
Total Other Expenses	\$72,501	
 NET PROFIT	 \$134,796	 \$12,698

BALANCE SHEET 2013 / 2014

	2013 / 2014	2012 / 2013
Assets		
Current Assets	\$299,237	\$201,277
Non-Current Assets	\$33,690	\$32,980
Total Assets	\$332,927	\$234,258
Liabilities		
Current Liabilities	\$3,936	\$0
Payroll Liabilities	\$6,441	\$4,046
Leave Provisions	\$36,598	\$38,237
GST Liabilities	\$7,618	\$4,903
Reserve for Future Expenditure	\$20,269	\$63,803
Total Liabilities	\$74,862	\$110,989
Net Assets	\$258,065	\$123,269
Equity		
Retained Earnings	\$123,269	\$110,571
Current Year Earnings	\$134,796	\$12,698
Total Equity	\$258,065	\$123,269

NOTES TO THE FINANCIAL STATEMENTS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2014

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNT POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the reporting requirements of the *Association Incorporation Act 1964 Tasmania*. The committee has determined that the association is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the *Associations Incorporation Act Tasmania* and the following Australian Accounting Standards:

AASB 1031 Materiality

AASB 110 Events Occurring After Balance Sheet Date

No other applicable Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standard Board have been applied.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values, or except where specifically stated, current valuation of non-current assets.

The financial report has been prepared in accordance with a special purpose framework in order to meet the needs of the associations members. As such, the financial report may not be suitable for another purpose.

NOTES TO THE FINANCIAL STATEMENTS

The Alcohol Tobacco and Other Drugs Council (Tas) Inc.

OFFICERS' ASSERTION STATEMENT

The Committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

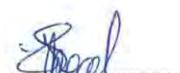
In the opinion of the Committee, the attached financial report:

1. Presents a true and fair view of the financial position of the The Alcohol Tobacco and Other Drugs Council (Tas) Inc. as at June 2014 and its performance for the period 1 July 2013 to 30 June 2014;
2. At the date of this statement, there are reasonable grounds to believe that the The Alcohol Tobacco and Other Drugs Council (Tas) Inc., will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

Dated at Hobart this 1 day of sept 2014


.....
PRESIDENT


.....
TREASURER

NOTES TO THE FINANCIAL STATEMENTS



INDEPENDENT AUDITOR'S REPORT

To the members of The Alcohol Tobacco and Other Drugs Council (Tas) Inc.

We have audited the accompanying financial report, being a special purpose report, of The Alcohol Tobacco and Other Drugs Council (Tas) Inc., which comprises the statement of financial position as at 30 June 2014, the statement of financial performance for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the officers assertion statement.

Officers Responsibility for the Financial Report

The officers of The Alcohol Tobacco and Other Drugs Council (Tas) Inc., are responsible for the preparation of the financial report, and have determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the *Associations Incorporated Act 1964* and is appropriate to meet the needs of the members. The officers' responsibility also includes such internal control as the officers determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments the auditor considers internal control relevant to the association's preparation of the financial report that gives a true and fair view, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the officers, as well as evaluating the overall presentation of the financial report.

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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NOTES TO THE FINANCIAL STATEMENTS



Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of The Alcohol Tobacco and Other Drugs Council (Tas) Inc., as at 30 June 2014 and of its financial performance and its cash flows for the year then ended in accordance with the *Associations Incorporated Act (1964)*.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the officers financial reporting requirements under the *Associations Incorporation Act 1964* and as such may be unsuitable for another purpose.

The officers have determined that the financial report shall be prepared in accordance with a special purpose framework. As a result, the financial report may not be suitable for another purpose as only the accounting standards specifically stated in note 1 to the accounts have been applied in the preparation of this special purpose financial report.

As such, this report should not be distributed or used by parties other than The Alcohol Tobacco and Other Drugs Council (Tas) Inc., and its members.


.....
Michael J Burnett FCA
Registered Company Auditor
Partner, Accru+ Hobart
Lvl 1, 18 Ross Avenue
ROSNY PARK TAS 7018

Date: 2 September 2014

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