



# Urgent & important:

AOD workforce development in  
Qld

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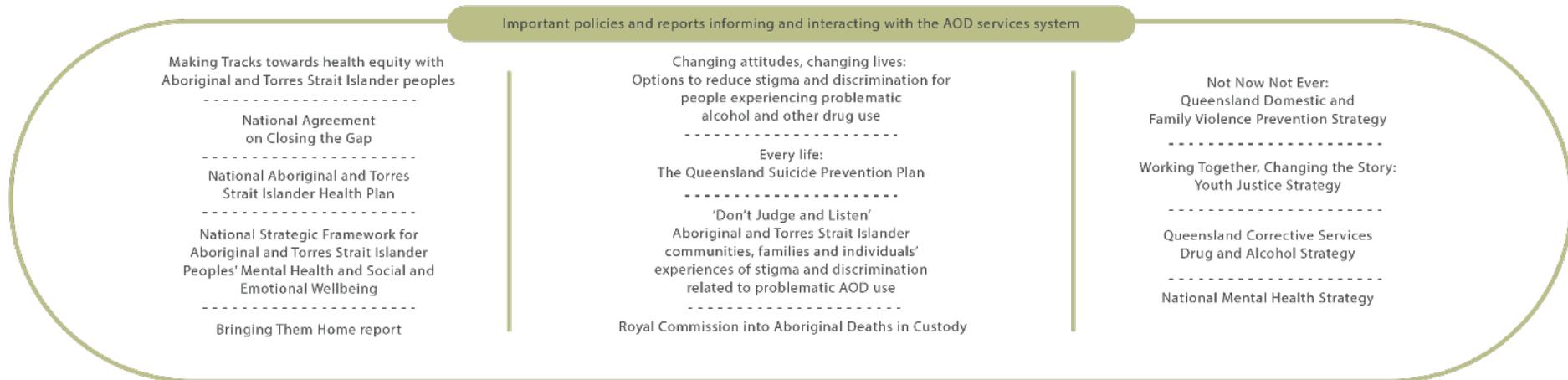
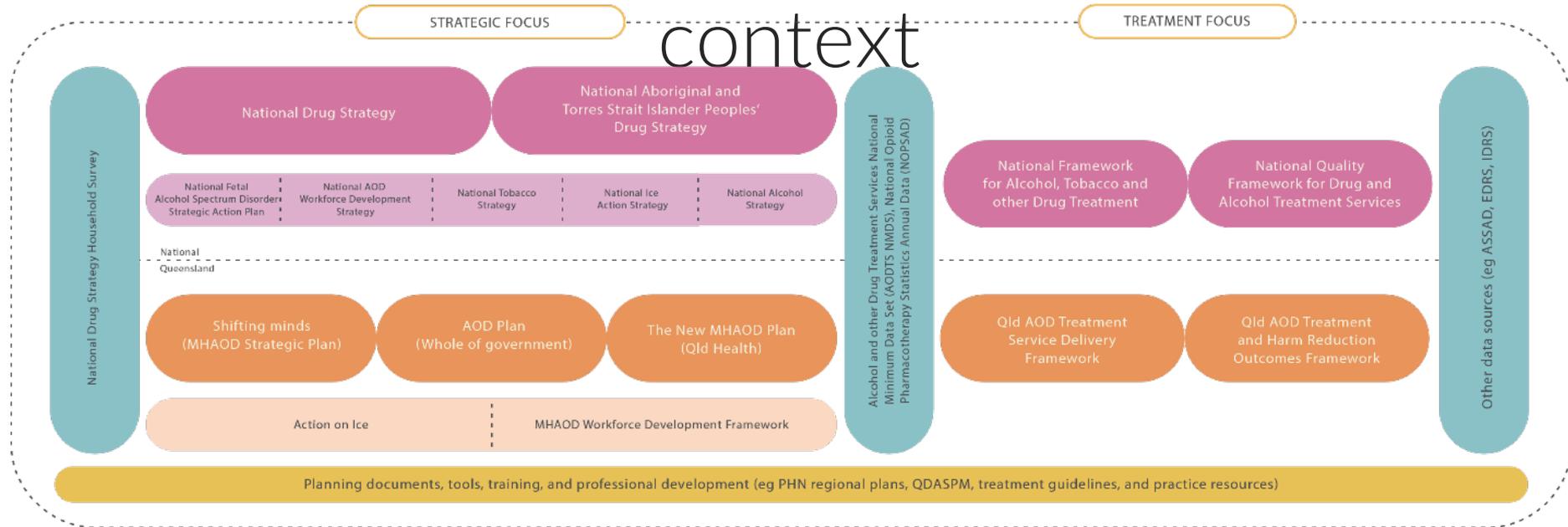
# AOD workforce development

Moving beyond the provision of  
education and training – WFD  
includes:

- strategic context
- recruitment and retention
- workforce planning and  
sustainability
- professional and career  
development
- worker wellbeing

Should have a systems focus

# AOD system strategic context



- National documents
- State documents
- Data sources
- Other AOD services system specific documents
- Documents interacting with the AOD services system

\* Please note, this figure is intended to support navigation of the AOD policy and operating environment. It is not an exhaustive list of strategic or treatment documents.



# AOD workforce issues in context

To understand AOD workforce issues, we must recognise:

- the range of patterns of AOD use, noting most people who use drugs do not experience problems (between 85-90%)
- who is most likely to experience dependent or intensive use (and why)
- workforces most likely to see people using AOD and in what context or pattern of use
- use in the context of social, structural, historical, and cultural determinants of health

Social, structural, historical and cultural determinants of health

STAGE

HARM HAS NOT YET OCCURRED

Primary healthcare / community service / specialist AOD services / government agencies / Community controlled services

HARM IS OCCURRING

Specialist AOD services / Community controlled services

MITIGATING FURTHER HARM

Primary healthcare / community services / Community controlled services

APPROACH

Emergency & hospital services

Withdrawal management

Rehabilitation (ie residential and day programs)

Medication assisted treatment

Peer support programs

Continuing / after care services

Assertive outreach services

Psychosocial intervention services

Parent / carer & family services

Harm reduction services

Brief intervention, information, education & advice

Population-based approaches

CONTINUUM

LEVEL OF HARM

Health promotion and primary prevention

Early intervention / Secondary prevention

Time-limited intervention

Complex / intensive intervention

Maintenance / stabilisation

Continuing care

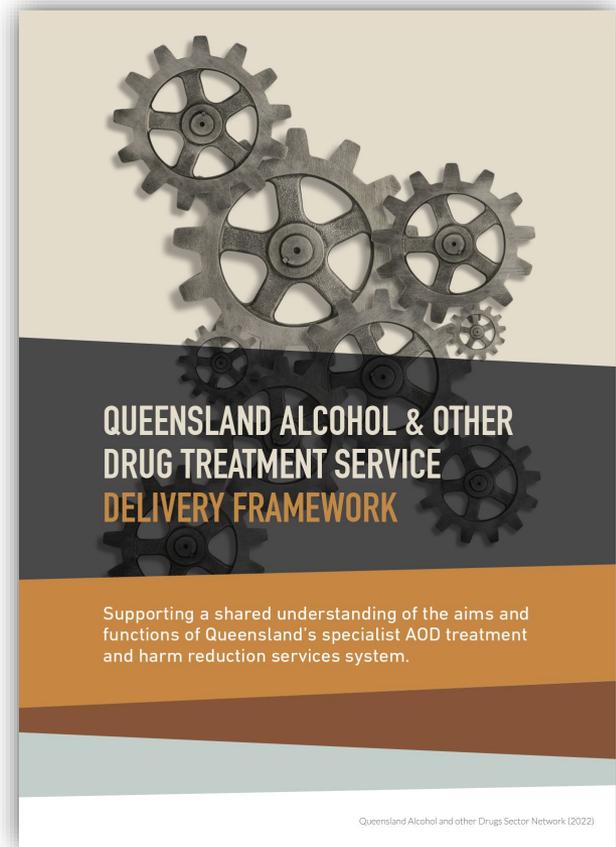
Exit / universal healthcare

Statewide workforce & sector development

Research & evaluation

Public policy

# Spectrum of approaches



# Which workforce?

## Specialist AOD workforce

- counsellors
- social workers
- psychologists
- nurses
- AOD workers
- Aboriginal and Torres Strait Islander AOD/health workers
- medical addiction specialists

## Generalist/adjunct workforces

# Workforce opportunities

## Specialist AOD workforce

- Improve workforce pipelines
- Reduce AOD workforce stigma
- Forward planning for ageing workforce
- Implement recruitment and retention strategies (especially regional, rural, and remote)
- Increase worker wellbeing
- Ongoing professionalisation
- Capitalise on high proportion of lived experience within AOD workforce

## Generalist/adjunct workforces

- Better alignment of system philosophies
- Develop a shared understanding about AOD use
- Provide clarity around focus and scope in responding to AOD
- Reduce stigma

# Supporting organisations

How we do it:

- 7 to 1!
- Planning needs to include support for organisations (quality services and growth equal to demand)
- Opportunities to create system stability and sustainability through longer term contracting and ensuring existing funding grows in line with CPI
- Joint planning and reducing administrative burdens (eg reporting)
- Ensuring funding models support sustainable and quality services

Leverage points:

- Treatment system planning (QDASPM)
- Better Care Together (41 million MHAOD WFD)
- Achieving Balance
- National AOD Workforce Development

# Take home messages

- The majority of people who use drugs don't experience problems requiring specialist treatment (or at all!)
- Generalist / adjunct workforces have a role in supporting AOD responses within their focus and scope (often times, no response is necessary)
- The AOD workforce is diverse as are the opportunities to support workforce growth and sustainability
- Organisations must be adequately supported at a systems level in order to continue to deliver quality services.



Thank you!

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