



NADA

network of alcohol & other drugs agencies

28th annual report 2005-2006

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president's report

barry evans, president

Advocacy according to the Macquarie Dictionary is 'the act of pleading for, supporting or recommending', ...according to Dictionary.com it is 'the act of pleading or arguing in favor of something, such as a cause, idea, or policy; active support'. Now while the NADA Board has not yet rewritten the Job Description for the Executive Director to include pleading it has worked with the ED to ensure that the cause of the NGO AOD sector in NSW has been argued, ideas for sector improvement, capacity building and workforce development, support for information technology enhancement and the integration of NGO services into the MERIT program have all been actively supported by NADA staff and the Board of Management.

In 2006 NADA has continued to grow and expand the range of projects that it manages for the benefit of the drug and alcohol sector in NSW. It is a strong voice for the sector in providing advice and recommendations for service expansion in both the treatment and prevention portfolios, it has assisted member organizations to address governance issues, policy development, preparation for accreditation and strategic planning. As a peak body NADA has set a benchmark which is the reference point for other state peak bodies in Australia. I am sure that the Executive Director will detail NADA's achievements in his report, so I will mention just a few.

In a close working relationship with the Centre for Drug and Alcohol, NADA through the Infrastructure Grants Program has been able to assist its members in their ongoing efforts to improve their facilities. In 2006 NADA has maintained and further developed the Workforce Development Project, increasingly NADA members are using the funding provided by this project to access education and training for staff at both a local and metropolitan level. NADA's initiative and innovative approach to workforce development has won it widespread praise and broad support from its members. Staff involved directly in this project is to be congratulated on the hard work they have contributed to its success, most recently Vanessa Long has re-joined NADA and has been working hard to develop and promote the project.

NADA looks forward to continuing to work with the Centre for Drug and Alcohol over the next twelve months, extending the cooperation and open door policy which has been a feature of the last twelve months. NADA has appreciated the opportunity to contribute on behalf of its members to the profile of AOD services in NSW through its work with the CDA and looks forward to another productive year in 2007.

president's report

Over the last twelve months NADA has witnessed increased participation of member agencies in the provision of MERIT services, NADA's role in brokering a greater integration of MERIT services into the NGO sector has made a direct contribution to this development and it is anticipated that AOD NGOs will continue to have an increasing role to play in MERIT programs in the future. The addition of a MERIT day to last years conference highlighted the need for greater communication between the two sectors and it is hoped that through the NADA MERIT Residential Rehabilitation Strategy greater cooperation and understanding between the sectors will be accomplished. Complementing these developments has been the management of the MERIT information technology project designed to enhance IT technology for those NGOs involved in the provision of services to the MERIT program. Tanya Merinda has joined the NADA team bringing with her a wealth of experience which has benefited the program.

The Prevention Reference Group survey completed in 2005 concluded that NADA has a role in lobbying for prevention funding for the sector and a direct role in providing access to skills training, staff development including mentoring and holding seminars and workshops that are prevention focused. A prevention sub-committee which reports to the NADA Board has been established, this sub committee is chaired by Linda Goldspink-Lord. A Prevention web page has been posted on NADA's website and the sub-committee has begun making representations to government through the CDA.

Last year I reported that as NADA continues to grow and add new programs it has had to review its financial reporting systems, over the last two years NADA has consolidated the changes initiated in 2004 through the efforts of Matrix On Board and the Finance Subcommittee headed up by Peter Ryan. Nancy Gravitis has worked closely with the staff from Matrix during this time, and the result has assisted the Board in its governance role.

president's report

The NADA website, the centrally managed Minimum Data Set collection, NGO IT training and development continue to be ably managed by Max Brettargh, NADA's IT Project Manager. The addition of a Prevention webpage and the maintenance of the website keeping members informed of new initiatives and funding opportunities have been carefully managed under Max's stewardship.

During 2006, Larry Pierce, NADA's Executive Director has strived at all times to make NADA an effective and well regarded peak organization, his achievements are broadly recognized in the field, consolidating NADA as an effective advocate for the AOD sector in NSW. His dedication to this task is sincerely appreciated by the Board and I am sure by the member agencies that he represents.

I would like to express my appreciation for a job well done to the staff of NADA, Nancy, Vanessa, Tanya and Max.

Finally the Board of Management has had a very busy year, my thanks for their ongoing support and commitment to NADA and to advancing the NGO sector in NSW. The dedication of the Board has been an endorsement of the trust placed in them by the NADA membership.

In closing I would like to acknowledge and applaud the work of Peter Ryan who has decided to move on, Peter has been a major contributor to NADA over the years, he has served as Board Member, President and Treasurer and a vocal advocate, Peter is forsaking the rewards of the NGO sector and moving into private business. On behalf of the Board and the membership of NADA I thank him for his efforts and wish him well in his new career.

Barry Evans

President.

executive director's report

Larry Pierce, executive director

Over the last year NADA has been working hard on behalf of the membership with our focus on support for quality improvement and accreditation support initiatives, information technology and data management and reporting services, workforce development program initiatives and our MERIT NGO program initiatives. Max Brettargh, Vanessa Long and Tanya Merinda will be providing more detail on these projects in their reports.

Over the last year NADA has worked closely with the Centre for Drugs and Alcohol (CDA) on a project to finalise the clinical guidelines for residential rehabilitation treatment in NSW. The clinical guidelines have been progressed from last year's membership input and the input of NSW Health's Quality in Treatment Sub-Committee. The Guidelines were formally endorsed by the NSW Health Drug and Alcohol Council and will be implemented across the sector over the coming years.

The CDA, in conjunction with NADA, also finalised the rollout of the Drug Summit 2 residential rehabilitation beds in NSW. This has provided for additional rehabilitation beds for clients with complex needs and for women and children across the state.

The NSW Drug and Alcohol Workforce Development Council, an initiative of the 2003 NSW Alcohol Summit has continued to meet and has finalised its strategic directions for workforce development for the state. NADA continues its representation on the Council and we are playing a key role in the further development of workforce development strategies and projects for the non-government sector. The Council's Strategic plan and work plan have been finalised and are available for members to see through the secretariat.

Again in 2005/06 NADA has been able to distribute substantial infrastructure funding to NSW Health funded NGO's from its NGO Accreditation Infrastructure Grants Program. NSW Health has provided one million dollars over the four years 2003/04 to 2006/07 to assist health funded drug and alcohol NGO's to meet their Occupational Health and Safety and other physical infrastructure requirements in order to meet the Quality Management Services accreditation standards.

I am very pleased that we will be able to provide funds to NADA member agencies over the 06/07 financial year, and will be able to address the infrastructure needs of more over the next years due to this fund.

executive director's report

As we have for the past two years, NADA has been working with the Mental Health Coordinating Council (MHCC), the peak body for Non-government mental health services in NSW, to develop closer links with this sector around the issue of dual diagnosis. In late 2005 we commenced an exciting new initiative with the MHCC to build the capacity of both drug and alcohol residential rehabilitation services and mental health residential treatment services to effectively deal with their clients mental health and substance use issues. This project has now progressed to the live pilot stage with a number of mental and drug and alcohol NGOs involved in the project.

We have also had the opportunity to provide detailed input to the NSW Health budget case for the next four year drug budget 2007 to 2011. The CDA has invited NADA to approve budget bids for resources for the NGO sector and I have duly submitted enhancement funding bids for additional resources for education and prevention, treatment and aftercare projects to be delivered by AOD specialist NGOs.

I would like to take this opportunity to thank the CDA for their inclusion of NADA in the states next drug budget development process; this is surely a first for our sector in terms of detailed input to the department's budget processes. I would also like to personally thank David McGrath – the Director of the Centre for Drugs and Alcohol and the Centre for Mental Health for his support and leadership with the non-government sector.

On a final note I would like to thank the staff of NADA for their hard work, dedication to the issues and the professionalism they have brought to NADA. It has been a real pleasure to work with Nancy, Vanessa, Tanya and Max over the last year and I look forward to the next! I would also like to thank the Board of Directors for their support, guidance and encouragement over the last year.

information technology

max brettargh, i.t. project manager

As with the preceding years, the last twelve months has seen a significant growth in the number of member agencies using the nada on-line database. As the area health services move toward implementing enterprise versions of information management and processing applications in their services; NADA has picked up more of NSW AOD treatment data collection in the non government services. The increase in the number of users equates to an increase in associated activity related to the maintenance of the database used for this collection. More reports, more error checking and so on.

The NADA data collection stands as one of the largest single methods of collecting this increasingly important data. As we expect this trend to continue, some time and energy has been put this year into planning a re-development of this system to a more comprehensive, dynamic and versatile means of data collection for our members.

Also initiated in the preceding twelve months are a number of systems designed to assist the various NADA projects to communicate more effectively and smarter by consolidating key business information and facilitating access to it. This has enabled more efficient communication of business activities between nada staff via enhanced use of business application software.

The ongoing development of NADA's website as a communication tool has seen a review in the presentation format and enhanced functionality for NADA staff.

As communication via the internet and the development of improved web based applications continue to be part of the ongoing strategies for NADA into the future, we have created a development environment where future changes and enhancements of web applications can be fully tested in a live environment prior to being incorporated into the World Wide Web

The NADA IT manager and Drug Crime Diversion Manager are working together on two key activities that will support the non government sector in their information and data management. The first project is investigating the viability and need for a client information management system to assist agencies collate client data, record clinical health outcomes, manage client details and report to funding and other bodies. Initial consultation with the sector has occurred prior to working with a developer for an end product. The end product will be made available firstly to agencies providing drug crime diversion services, then to other agencies if interested.

In order to develop agencies information technology sustainability, the second project will develop guidelines for IT management. These guidelines will aim to be a 'best practice' resource for non government drug and alcohol agencies and will include the areas of business rules for IT management, financial planning guidelines and compliance requirements.

I look forward to working with the members in the next year and believe we in the NGO sector are leading the way in relation to I.T management!

drug crime diversion projects

tanya merinda, manager – drug diversion program

In 2005/06, NADA has continued to lead the non government drug and alcohol sector in NSW by expanding our portfolio to include the drug crime diversion program. Non government agencies play a key role in the success of drug crime diversion programs and individual client outcomes, and NADA now represents the sector on many inter-agency committees, advisory groups and working parties. This ensures the sector contributes to drug crime diversion program implementation and policy development and that the unique circumstances of non government agencies are considered.

In partnership with NSW Health Centre for Drug and Alcohol (CDA), and funded under the Council of Australian Government's (COAG) Illicit Drug Diversion Initiative (IDDI) Agreement with NSW, NADA has taken on several projects that support the broader drug crime diversion initiative as well as agencies involved in delivering drug treatment and related services. These projects will expand the number and type of services NGOs provide in drug crime diversion, recognising the qualities and skill set of the sector. They will also build the capacity of the sector to provide services and work in partnership with other diversion program stakeholders.

The first project - Increasing NGOs in IDDI Service Provision (MERIT) – aims to increase the level of MERIT service provision and related funding to the non government sector. Commencing in July 2006 with visits by NADA and CDA to all Area Health Services (AHS) to discuss the transition of services, progress has been slower than scheduled in actually shifting service delivery and resources. The Diversion Program Manager, with a background in diversion program management and policy development, started with NADA in February 2006, increasing the pace of the projects. Since then, several AHS have identified a range of services to be contracted to NGOs, ranging from specialist case work to whole MERIT program operations. It is expected that by the end of the current IDDI Agreement and in preparation for the next Agreement, NGOs will be further established and recognised in drug crime diversion program service delivery.

The MERIT Residential Rehabilitation Strategy aims to increase communication between AHS MERIT teams and MERIT funded non government residential rehabilitation providers. As part of this project NADA has developed and is hosting the recently launched MERIT website, targeting all MERIT service providers seeking program information, particularly about treatment access. This project will also develop MERIT residential rehabilitation protocols to further support inter-agency communication and practice.

drug crime diversion projects

The third is an exciting project where NADA is responsible for the equitable distribution of information technology (IT) infrastructure and training grants to agencies involved in drug crime diversion service provision. The MERIT Information Technology Strategy is operating through several grant rounds and has already provided greatly needed financial support for agencies to purchase computer hardware, software and communication technology. This project allows agencies to meet communication, data and reporting requirements and supports them in the provision of MERIT treatment services.

Where to from here? As well as continuing with the specific projects described, NADA will continue to ensure that the non government sector is well positioned in drug crime diversion program service delivery and policy development.

We are ready for the challenges and achievements in 2006/07.

workforce development program

vanessa long, manager – workforce development

The past year has again seen changes to staff in the position of workforce development Manager at NADA. Vanessa Long joined NADA in February 2006 after Jane Barrett left the position in January to travel the world. Jane had been Acting Manager for six months for Diana McConachy who is now working as an evaluator with an international body in the HIV/AIDS sector.

The workforce development program was funded from 2004 to 2007 by the NSW Health Centre for Drug and Alcohol through a Diversion Training Budget. NADA's approach has not restricted its activities to member agencies with Diversion funding, but aimed to build the capacity of all members to work with coerced clients and enhance their ability to work with Area Health Services, including Magistrates Early Referral Into Treatment (MERIT) teams.

As outlined in NADA's Business Plan, the program also supports agencies Organizational Development by providing resources, referral and advice. The work of the program recognizes the importance of agencies being supported through their quality improvement processes. It has been another challenging year highlighting the need for long term support to strengthen the non government AOD sector through its most important resource, its workforce.

Four key strategic directions will continue to frame the work of the program during its last year of funding:

- Enhancing skills and knowledge by increasing opportunities for participation in workforce development activities.
- Creating opportunities for the design and implementation of flexible, innovative and multi-disciplinary workforce and management development strategies and projects.
- Providing leadership and support for the development and implementation of workforce development policies and practices at system and organisational levels.
- Building evidence and promoting innovation in workforce development practice.

Key initiatives planned over the next twelve months include a continuation of the Training Grants Scheme, which has provided more than \$145,000 for 322 grants in the past two years. There will also be strategies for clinical supervision, traineeships, partnership with training providers and a focus on mental illness and substance use (MISU). Building the evidence base of the project will be an important goal with a Training Needs Assessment and a workforce mapping exercise planned.

workforce development program

Special thanks go to the NADA Workforce Development Advisory Committee who have provided invaluable advice and support during the past year. Members of the Advisory Group over the past twelve months have included:

Past

- Gina Ingrouille, Manager, Australian Drug Foundation
- Ross Johnston, Manager, Community Participation, South Eastern Sydney & Illawarra Area Health Service

Current

- Fiona Hastings, Manager, Guthrie House
- Jane Fisher, Coordinator, TAFE NSW Alcohol & Drug Unit
- John Haydock, Senior Project Officer, Centre for Drug and Alcohol, NSW Health
- Larry Pierce, Executive Officer, Network of Alcohol and Other Drug Agencies
- Lesley Dawes, NGO Project Manager, Hunter New England Health
- Matt Stubbs, Manager, Ted Noffs Institute
- Norman Booker, Coordinator, Workforce Development Program
- Rob Wilkins, Senior Project Manager, Workforce Development Program

As always, the success of the program depended on the commitment and interaction with NADA members. The work undertaken reflects the commitment and quality of the member agencies to quality improvement and providing the best possible service to clients. In looking to 2006, many of the challenges of recruiting and retaining a confident and competent workforce remain. NADA looks forward to meeting these challenges and will continue to strive to achieve outcomes in the interests of all NADA members.

board members 2005–2006

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