

Workforce Characteristics, Capacity and Wellbeing: A Profile of the Specialist Alcohol, Tobacco and Other Drug Workforce in the ACT

ANKE VAN DER STERREN¹, CARRIE FOWLIE¹, AMANDA BODE¹

¹*Alcohol Tobacco and Other Drug Association ACT (ATODA)*

Presenter's email: anke@atoda.org.au

Introduction and Aims:

A 2014 profile of the specialist alcohol, tobacco and other drug (ATOD) workforce in the Australian Capital Territory (ACT) monitors and demonstrates outcomes relating to workforce capacity and wellbeing, and identifies areas for further development investment.

Design and Methods:

The *ACT ATOD Workforce Qualification and Remuneration Profile* was administered at nine government and non-government specialist ATOD organisations in the ACT: one survey to ATOD workers; and one to the managers. This is the fifth Workforce Profile conducted since 2006.

Results:

Approximately half of the estimated ACT ATOD workforce completed the Worker's Survey. The ATOD sector demonstrates good levels of retention of a highly qualified workforce; the majority reach the minimum qualifications for the ACT ATOD sector, and a significant proportion have diploma qualifications or higher.

ATOD workers reported: good to high satisfaction with their present job; moderate stress levels; low to moderate levels of burnout; and moderately high average scores for therapeutic optimism. Analysis of worker wellbeing shows associations among the various measures, and with others, such as the presence of adequate professional development and supervision.

Discussions and Conclusions:

The ACT ATOD workforce continues to demonstrate high levels of job satisfaction, retention and diversity in skills. Survey results will inform professional development strategies to build capacity in the workforce to respond to current and emerging ATOD issues. The profile also highlights the relationships between the wellbeing of ATOD workers, and job roles, retention and job satisfaction.

Implications for Practice or Policy (optional):

Results inform policy work to build career and professional development pathways, and match remuneration more closely to experience and qualifications. An understanding of the wellbeing of workers in the ATOD sector and its relationship with other employment factors enables key improvements in workforce recruitment, support and retention.

Disclosure of Interest Statement:

No potential conflicts of interest are identified.