

SANDAS 2021 Annual Member Survey Report



The SANDAS 2021 Member Survey was launched on the 19th of June 2021 and closed on the 12th of September 2021.

This report provides feedback on the 2021 survey, with qualitative details consolidated into a thematic review. Recommendations from the report will be incorporated into the Annual Work Plan for 2021-2022 and 2022-2023.

Overview

This report reflects the feedback of 18 respondents, 12 of whom were organisational members and 6 who were individual members. This was down on last year's 20 respondents, with a much higher individual response rate. The survey consisted of 16 questions. The questions were both quantitative and qualitative.

The key issues that arise throughout the responses are:

- Significant ongoing sector concerns about the quantum of funding provided to the sector, especially in relation to federal funding provided through Core and NIAS funding
- the poor timeliness of commissioning and the impact of delayed contracting on the sector, in particular delays in notifying services of successful and unsuccessful tenders resulting in loss of staff due to employment instability and the impact on clients of unstable services,
- challenges in commissioning affected approximately 46% of organisations having issues with staff turnover and 70% having issues with staff job security.
- increased client complexity and demand on services arising from Covid-19
- the challenges of recruiting and retaining staff in a volatile environment, made more complex by Covid-19 and insecure funding
- difficulty accessing to workforce development and training affected over 70% of organisations

There was feedback on the work of SANDAS including:

1. SANDAS Strengths were identified as:
 - Having a collective impact across the AOD sector through advocacy and representation on funding and policy
 - Networking and information sharing
 - Coordinating events and meetings
 - Workforce development, education and training
2. Changes that could improve how SANDAS delivers services to members included:
 - Communicating what we do to the sector more clearly
 - Increasing board diversity
 - Generating more funding to support the sector
 - Providing more opportunities for the sector to network and learn (conferences, training, networking events)
3. Respondents recommended that SANDAS supports the implementation of sectoral workforce development strategies that include:
 - delivery of ongoing professional development
 - delivery of competency-based training including Certificate IV and the AOD Skill Set by public (TAFE) and private providers. This includes the promotion of the availability of the competency based training to the sector.
 - engagement with higher education providers to encourage their engagement with the AOD sector.
 - SANDAS to deliver or support the delivery of delivery of training on the following topics:
 - Trauma-informed practice
 - Cert IV AOD
 - Clinical supervision
 - Working with specific groups (Aboriginal and Torres Strait islanders, Culturally and linguistically diverse clients, LGBTIQ++ clients)
 - Supporting withdrawal (when other options not available)

- Working with families
 - Induction/basic information on AOD for new workers
 - Counselling skills (including online, motivational interviewing)
 - Facilitation and presentation skills
- SANDAS Event Topics suggested by the respondents included:
 - Working with families and engaging families
 - Substance use and parenting
 - Comorbidity – integrated care with MH and homelessness clients
 - Stigma and discrimination
 - AOD prevalence and trends (emerging drugs, changes in patterns of use)
 - Workforce development gaps and solutions

Recommended actions arising from the report:

4. Consistent with previous years SANDAS maintains a major focus on supporting the sector in relation to funding, commissioning and contracting. Specifically, this should relate to advocating:
 - for an increase in the quantum of funding across the whole sector, and especially in relation to the maintenance of Federal National Ice Action Strategy funding, the continuation of the SA AOD Treatment Grant funds and the ERO funds
 - for the maintenance and establishment of specialist services to meet the needs of subgroups (Aboriginal services, CALD services, youth treatment, family services) at a level that meets both obvious demand (informed by wait lists etc) but also hidden demand – that is where people are disengaged before they seek treatment by stigma or a perception of there being no treatment.
 - Increased funding in relation to meet the increased costs and demands put on organisations and staff in relation to addressing the impact of COVID-19 on service delivery. This includes but is not limited to acquisition of hardware and software, staff training in online treatment and support provision
 - Provide support to the lived experience workforce and those who employ and supervise them.
5. SANDAS undertakes work at both an organisational and a sectoral level on cultural awareness and cultural competency. This includes:
 - the development of a Reconciliation Action Plan project proposal and the implementation of the RAP (subject to discussions with Reconciliation SA).

Michael White

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