From the Coordinator

2013 is about to come to a close. The year has gone so fast but it has also been a year where our workforce continues to grow and achieve some amazing things.

This is our year of “Yarning” - and I do believe we have been able to yarn to our clients, communities, each other, key stakeholders and anybody else that would listen to us.

Our growth as a team has been so successful with the Chief Ministers award for Excellence in the Enhancing Health and Wellbeing category. It was with great pride that I stood on the stage with Adam Giles, Lalambarri, Patricia, Barak and Lauren. I want you to feel real pride in the wonderful work you do & the recognition you have received.

I wonder what 2014 will bring us all? What other great things can we achieve? I also want to thank you all for your wonderful support. May you and your families have a wonderful safe, happy & peaceful Christmas and New Year. I really look forward to working with you all in 2014.

Jennifer Frendin—Remote AOD Coordinator
Welcome to new staff!

On behalf of the Remote AOD Workforce we would like to welcome the following people to the team!
Groote Eylandt
Robert Wilson—the new AOD Manager
Constantine Mamarika
Katherine West
Sonny Victor
Wurli Wurlinjang
Simon Casey
Mary Babia
Tiwi Island
Gawin Tipiloura

We look forward to working with you all.

AOD Workforce Teleconferences

The Remote AOD Workforce Teleconferences recommence for 2014 on Thursday the 6th March at 9:30am.

Teleconferences are Educational and are our brief catch up and update sessions on what has been happening in our communities and important up-coming events. This is our time to reconnect with each other and engage in two-way learning.

The agendas and relevant information are sent out on the Monday prior to the fortnightly teleconferences. It is an expectation that all Remote AOD Workforce Members link in to the teleconferences where possible as these are excellent opportunities for information sharing, education, professional development & mentoring among the team. The teleconferences also include regularly scheduled education and guest speaker presentations.

Please note: Teleconferences last for 1 hour, participants to link in by 9:25am ready to start at 9:30am.

We look forward to hearing from you all then.

If you have any questions please phone or e-mail Fi or Toni.

**TELECONFERENCE DETAILS:**

At 9:25am phone: 8924 3666.

At the prompt enter GUEST PIN NUMBER: 9180007947#
Cannabis Yarns Workshops May 2013:

In May this year the Remote AOD Workforce Support Unit facilitated and supported the Territory wide Cannabis Yarns Workshops in collaboration with NCPIC (National Cannabis Prevention and Information Council) and AODS (Alcohol & Other Drugs Services – then Program, NTG) along with other NGO service providers mentioned below.

These workshops were highly successful in achieving their aims of improving knowledge of cannabis related issues across the NT and John Howard’s (NCPIC) presentations were particularly well received. The majority of the Remote AOD Workforce staff were able to attend at least one of the workshops and feedback received suggested that a great deal was gained from these informative and discussion-generating days. Over 120 participants attended the workshops in total.

Cannabis resources were discussed and made available such as the NCPIC indigenous specific information and web-site (www.ncpic.org.au) and the AODS ‘Gunja and the Brain’ Flip-chart.

The Remote AOD Workforce Program also presented and provided the ‘Yarning about Gunja’ resource into which the frontline Remote AOD Workers had had significant input.

Venues, Dates and Collaborators for the NT ‘Cannabis Yarns’ Workshops:

Katherine: 27th May - supported by Sunrise Health Board. (40 participants)

Darwin: 28th May – supported by the Danila Dilba Tackling Tobacco Team and FaHCSIA (28 participants)

Yirrkala/Nhulunbuy: 29th May – supported by Miwatj Health (30 participants)

Alice Springs: 31st May – supported by DASA (23 participants)

The NT wide ‘Cannabis Yarns Workshops’ are an excellent example of how stakeholders and service providers (ACCHO’s, Federal and NT Government departments) can collaborate successfully with each other to achieve positive and worthwhile outcomes. I congratulate all participants, presenters and supporters for their contributions into making the Cannabis Yarns Workshops in May 2013 so successful.

A report and feedback summary are available from the Remote AOD Workforce Support Unit.

Fiona Bell
Education, Training and Clinical Program Officer
Remote Alcohol and Other Drugs Workforce
Hi Team,

This year has been a big one for the Remote AOD Workforce in terms of education and training and a lot has been happening since the last Newsletter in April 2013 so I will try to keep this update as short and sweet as possible (not one of my strong points…)

Many of the Remote AOD Workforce Team have engaged in study, workshops and other education opportunities both formal and informal in 2013 and I congratulate everyone who has made the commitment to ongoing development and training throughout the year – the Teleconferences and Forums are also a big part of this. The Remote AOD Workforce Program Support Team is always keen to conduct in-service education when we visit so let us know what you would like covered and we will do our utmost to accommodate this for you and the primary health care teams where you work.

As you are all aware we have just returned from the highly successful and worthwhile ‘Yarning about our Communities’ Remote AOD Workforce Forum in November. The Forums are excellent opportunities for two-way learning and professional development through engaging in education activities. I would like to thank all of the participants and presenters for their positive and enthusiastic contributions through generating discussion, mentoring and information & expertise/experience sharing.

As always the highlights were the Workforce Presentations!! As usual we all learnt a lot from these

**Forum Education Sessions** (included but were not limited to):

- **Yarning about Community Development Framework** Jonathan Hermawan Tjapaltjarri
- **Yarning about Safety and Strengths: Brief Wellbeing Screener and I-pad APP** (Tricia Nagel - Consultant Psychiatrist, Associate Professor Menzies School of Health Research
- **Alcohol Mandatory Treatment** Jo Wright – Director AODS
**Teleconferences and Two-Way Learning:**

The fortnightly teleconferences are also excellent opportunities to come together as a team and discuss issues and ideas that affect us and our communities, celebrate each others successes and support each other in the valuable work you all do as frontline AOD workers. Since April we have had some very interesting and useful information sharing and education topics covered in the Teleconferences some of these have included:

<table>
<thead>
<tr>
<th>Information Sharing - examples</th>
<th>Education Topics – examples</th>
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<tr>
<td>Community Updates &amp; Program Support Unit Updates</td>
<td>Brief Intervention &amp; the Cycle of Behaviour Change</td>
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<td>Remote AOD Workforce Forum feedback discussion &amp; debrief.</td>
<td>Reducing alcohol &amp; Other Drug Related Harm - Remote Context</td>
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<td>Community Development Framework</td>
<td>Synthetic Cannabis</td>
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<td>Remote AOD Workforce Evaluation</td>
<td>Responding to and Reporting VSA</td>
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<td>NAIDOC information</td>
<td>Hepatitis</td>
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<td>Drug Action Week National Youth Week Mental Health Week Men’s Health week White Ribbon Day World AIDS Day</td>
<td>The Pituri Story</td>
</tr>
<tr>
<td>FASD (Foetal Alcohol Spectrum Disorder)</td>
<td>‘Bininj Culture Presentation’ (Jabiru)</td>
</tr>
<tr>
<td>MHACA ‘Suicide Story’</td>
<td>Men’sLine – (24 hour helpline)</td>
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<td>MENZIES and the AIM-hi resources</td>
<td>The Suicide Callback Service</td>
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<tr>
<td>‘Northern Territory Alcohol &amp; Other Drug and Mental Health Services Directory’</td>
<td>Alcohol Mandated Treatment</td>
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All of the information discussed in the Teleconferences and related links are sent out via e-mail with the Minutes and many web-links are available through the Remote AOD Workforce Website www.remoteaod.com.au. (Please refer to the Teleconference Minutes if you would like more details related to these topics)

If any members of the Remote AOD Workforce team have a particular area of interest or have recently been to a seminar or training and would like to present this or lead a discussion at a teleconference you are encouraged and supported to do so. The Teleconferences are excellent mentoring & professional development opportunities and allow all of us to support each other and engage in two-way learning.

The Remote AOD Workforce is a dynamic team that covers the Territory and the information, ideas, experiences and wisdom that we share with each other helps to make us all stronger and assists in our vital role supporting healthier communities.

**Fiona Bell**  
Education, Training and Clinical Program Officer  
Remote Alcohol and Other Drugs Workforce
Earlier this Year— Remote AOD Workforce Forum Jabiru May 2013,


From the 30th April – 2nd May (Tuesday to Thursday) 2013 in Jabiru. Thank you to Samson Henry for being our host. The forums are a great opportunity to get everyone together to learn, share ideas and create networks.

Remote AOD Workforce Forum
Darwin November 2013

“Yarning about Our Communities”

Another successful Forum ran from the 12th Nov – 14th Nov 2013 in Darwin. Thank you to Joseph Knuth and Patricia Raymond for being our hosts.
Hi All,

It is with great pleasure to inform all of you that the Remote Alcohol & Other Drugs Workforce is the proud recipient of the Chief Minister Award for Excellence in the Enhancing Health & Wellbeing category. This is a huge honour that recognises the important role of alcohol & other drugs work in primary care and the enormous commitment that each of our services have to improving the health and wellbeing of our communities.

This award recognises the unique and successful collaboration between Department of Health and Aboriginal Community Controlled Health Organisations across the Northern Territory within this workforce. The strength of this team is the ability to work together in partnership across all services to enhance a consistent and evidence-based approach to AOD in primary care. I see all of you working so well together over the years to support one-another and the work you do in your communities to address the complex issues around substance misuse in the NT.

I want to acknowledge you and all the hard work that you do, and I want to acknowledge your managers and services for the incredible amount of support they provide. Without them, this workforce couldn’t exist with the tiers of support it has, and as such, would not have the level of success that is being recognised both through the Menzies School of Health Research evaluation report and now this award.

I want to also acknowledge the work of our Program Support Unit and the commitment we have to ensuring you are supported through training & education, clinical supervision, evidenced-based tools, forums, teleconferences, development opportunities, and clinical direction and support.

I wish you could all have been there to receive this award with me, and I would like to thank Pat Taylor (Borroloola), Barak Sambono (Nauiyu), Lalambarrirr Yunupingu (Miwatj Nhulunbuy) and Lauren Buckley (Program Support Unit) for attending the award ceremony and standing with me on stage.

Again, congratulations to everybody for being a valuable contributor to this successful program.

Warmest wishes,  
Jennifer Frendin - Coordinator — Remote Alcohol and Other Drugs Workforce
Dear Bruce,
October 2013

This is in appreciation of your valuable contribution to the Remote Alcohol & Other Drugs Workforce Program over the past 5 years as one of the original frontline workers. We value your wisdom & experience, and recognise the positive impact you have had on your Community.

Thank you Bruce

From Jenn Frendin
(Remote AOD Workforce Program Coordinator)

On behalf of

The Remote AOD Workforce Team
FORECAST FEEDBACK – 22/11/13

Remote AOD team celebrate achievements

The Remote Alcohol & Other Drugs Workforce Program recently convened their second forum for 2013 in Darwin from 12-15 November. Approximately 35 participants, including members of the Remote AOD Workforce, invited guests and presenters, attended the 3 day event.

Attendees represented over 20 communities, spanning remote, regional and urban settings across the NT. The forum provided an excellent opportunity for the workforce to come together to participate in education and information sharing activities, networking, and professional development in the areas of alcohol and other drugs and community development.

The forum culminated in the workforce receiving the Chief Minister Award for Excellence in Enhancing Health and Wellbeing category. This award recognises the unique and successful collaboration between Department of Health and Aboriginal Community Controlled Health Organisations across the Northern Territory within this workforce. The strength of this team is the ability to work together in partnership across all services to enhance a consistent and evidence-based approach to AOD in primary care improving the health and wellbeing of communities within the NT.

The Remote Alcohol & Other Drugs Workforce began in 2006 through the Council of Australian Government, enabling the establishment of an AOD workforce tasked with delivering services to remote communities across the Northern Territory. Over 70 per cent of the workers are Aboriginal and the workforce live within the communities in which they work. There are 36 workers placed within Primary Health Centres including Department of Health Centres at Ali Curung/Elliott, Angurugu, Borroloola, Nauiyu (Daly River), Gunbalanya, Jabiru, Aputula/Titjikala, Nguiu (Bathurst Island) and Umbakumba, and Aboriginal Medical Services in Darwin, Ntaria (Hermannsburg), Utju, Katherine, Katherine West, Kalkarindji, Nhulunbuy, Santa Teresa and Tennant Creek.

The workforce is supported by a central program support unit with offices in Alice Springs and Darwin. The program support unit consists of Jennifer Frendin (Workforce Program Coordinator), Lauren Buckley (Clinical Supervisor), and Fiona Bell (Education, Training and Clinical Program Officer) and Toni Saunders (Program Support Officer).

Photo: Representatives from the Remote AOD team accepting their Chief Minister’s Award for Excellence

Jeff Moffet
Chief Executive
Hi everyone,

Another busy year! Jenn and I have been busy with the Relapse Prevention guide and we really look forward to your feedback about how we can make it a really user friendly resource to help you get ready for working with clients. We also hope the website www.remoteaod.com.au has been a support too. Sarah Haythornthwaite and I continue to yarn about work with you all and I hope you find the tool Yarning about Work useful. I would love to start getting your feedback about supervision and I will start asking you some questions in the new year about what you think about getting supervision and please be honest! We would like to do some writing about supervision so your thoughts about what makes a good yarn about work would be great.

Look forward to seeing you all in 2014,

Lauren Buckley- Clinical Supervisor– Remote AOD Workforce

Our Website:

www.remoteaod.com.au

Please have a look at this if you haven’t already and let us know what you think. We will soon be embedding DVD’s so watch that space. Feel free to share it with others who maybe interested.

Feedback is much appreciated.
Our Great Resources, & You & your Communities....
Working in Partnership: Miwatj Health and Remote AOD Workforce

Miwatj Health has been a partner in the Remote AOD Workforce since 2007, and the development of the Substance Misuse Program, in collaboration with Rayprrirr Rom Social Emotional Wellbeing Unit has gone from strength to strength over the past 6 years. It’s great to see the whole team attending the Remote AOD Workforce forum in Darwin this November, with Lalambre, Damien, and Norman in attendance, with Lynda DeGruchy from Rayprrirr Rom as well. Congratulations Miwatj on the completion of clinic renovations and we look forward to working with you in 2014.

Lauren Buckley | Clinical Supervisor
Remote Alcohol & Other Drugs Workforce

Up & Coming Events!!!

The 3rd National Indigenous Drug & Alcohol Conference
June 4-6, Grand Hyatt, Melbourne

Across Australia, people, organisations and communities are working together to address Indigenous alcohol and other drug issues and associated harms. This NIDAc theme is What Works: Doing It Our Way to highlight approaches that are working to reduce the harmful effects of alcohol and other drugs and its associated harms among Indigenous Australians.

The Remote AOD Workforce has a real opportunity here to share our knowledge, skills and experiences in urban, regional and remote communities across the Northern Territory. Our unique workforce has so much to offer, and we invite you to come present with us at NIDAC next year.

You have 2 options:

1. Attend NIDAC as a guest to network and learn new strategies and information in AOD
Come as a speaker as a member of the Remote AOD Workforce Program to present about your community

OR:

Stay home and feel jealous!!!

Let us know what you would like to do. Talk to your managers if you want to attend, there might be sponsored positions for remote workers. Watch this space: http://nidaconference.com.au/

Attendance is always subject to approval by management and interstate travel isn’t always permitted. If you decide to you wish to be a presenter, be prepared to work with us to ensure you have a presentation ready and practice your public speaking skills.

If you want to speak, please get in touch with us, we value your support and contribution
Lauren—| Clinical Supervisor . Phone: 0459 805 019
**Free Domestic Violence Training:**

10th - 11th December 2013 (Register at www.dvalert.org.au). Not only is it free of charge, but they will also cover travel, accommodation and even backfilling of staff. This is also accredited training so it is worthwhile attending. Please talk to your line manager about it and/or contact the training organisation gia.chu@lifeline.org.au or Fi.

* This training is also being held in Katherine on Feb 12th & 13th 2014.

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**Mental Health Association Central Australia - Suicide Story:**

Are planning where they will be conducting their workshops for next year. This is an excellent community development activity so if you think your community would be interested in and could benefit from this being held locally then we encourage you to make contact with them at: Natalie.Williams@mhaca.org.au or Ph: 89504600

They are keen to hear from interested people and communities. Please contact the Borroloola AOD Team if you would like to talk to someone who has been involved in this previously as the Suicide Story was held in Borroloola earlier this year with the support of the Remote AOD Workforce team there.

Natalie Williams
Mental Health & Life Promotion Unit | Program Development Officer
natalie.williams@mhaca.org.au | ph: (08) 8950 4630 | m: 0450 792 584

Mental Health Association of Central Australia
65 Hartley Street | PO Box 2326 Alice Springs NT 0871
ph: 08-8950 4600 | f: (08) 8953 5577 | e: info@mhaca.org.au

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**NCETA National Workforce Strategy Review** – The peak national body for research into AOD work would like to know from frontline workers:

- What works – what helps you do your job well.
- What is difficult – what makes doing your job harder?
- Solutions & ideas - What would help to make the difficult things better?

Please make submissions to NCETA at nceta@flinders.edu.au They are interested in the views, ideas and opinions of frontline AOD workers so have your say.

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**Foetal Alcohol Spectrum Disorder - FASD DVD:** For those of you who have access to u-tube please see this link to a DVD developed in the Barkley area around Foetal Alcohol Spectrum Disorder. http://www.youtube.com/watch?v=1YgSl4GkpLw&feature=share
Our Vision and our Values

At the Forum in November the opportunity was given to express why we appreciate and cherish the 12 traits that form the Remote AOD Workforce values... these have been summed up in the following sentences...

**TRUST:** We value trust because we can work together, trust our judgment, provide security and people will trust us and open up.

**STRENGTH:** We value strength because we want to be able to support others and hold ourselves together so we can be strong for others.

**LOYALTY:** We value loyalty because it creates trust & respect and we can work as a team and value each other.

**DETERMINATION:** We value determination because it helps get the job done and gives us drive and love in what we do.

**LOVE:** We value love because it gives us compassion and connects us to each other, it allows us to care for others and it gives us hope and faith in the future.

**SPIRITUALITY:** We value spirituality because it keeps us strong and empowered; it gives us a sense of belonging, identity and connectedness to being a part of something bigger and helps us work with diversity.

**RESILIENCE:** We value resilience because it keeps us going and supports our values to not give up through the tough times.

**RESPECT:** We value respect because respect is a demonstration of how we show love for one another and recognise the light and gifts in everyone; we gain respect by showing respect.

**WISDOM:** We value wisdom because we learn from each other and share our knowledge, we are open-minded and understand and celebrate our differences and recognise the strengths in ourselves and others.

**COMMITMENT:** We value commitment because it keeps us focused on our goals and how to do our best work and how to support each other.

**PASSION:** We value passion because it gives us enthusiasm to do our job better and inspire change in others and helps build caring, trusting and respectful relationships; it maintains our interest and keeps us connected and focused on moving forward in a positive way.

**LEARNING:** We value learning because it enables us to be better teachers and pass on knowledge, we continue to strive to understand and grow; valuing learning means we are able to gain respect, love and everything else from others.

It is inspirational to be part of such a dynamic and committed workforce team that shares these amazing values. We are able to celebrate each others achievements and support each other through the difficult times helping to keep each other and our communities strong. Thank you all!

NONE OF US KNOWS AS MUCH AS ALL OF US
NOT ONE OF US IS AS STRONG AS ALL OF US
Remote AOD Workforce

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<tr>
<th>Workforce</th>
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<tr>
<td>Jennifer Frendin</td>
<td>DoH- Alice Springs Remote AOD Coordinator</td>
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<tr>
<td>Lauren Buckley</td>
<td>DoH- Program Support &amp; Clinical Supervisor</td>
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<td>Fiona Bell</td>
<td>DoH- Training, Education &amp; Clinical Program Officer</td>
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<td>Tonielle Saunders</td>
<td>DoH- Remote AOD Program Support Officer</td>
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<td>Sarah Haythornwaite</td>
<td>AMSANT- Darwin</td>
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<td>Robert Wilson</td>
<td>DoH- Angurugu - Health Centre Manager</td>
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Please note the Remote Alcohol & Other Drugs Workforce newsletter will be distributed twice a year. The next newsletter will be due in May 2014 from Jenn, Lauren Fiona and Toni

Readers are encouraged to send their feedback to: toni.saunder@nt.gov.au. The next Newsletter will be due to come out next yr in May 2014 — start thinking about the next newsletter. If you would like to contribute please send Newsletter items to Toni

Thank you.
Toni Saunders
(Program Support Officer)