

Acknowledgment



Jessica Johnson from [Nungala Creative](#)

We proudly acknowledge the Gadigal people of the Eora Nation as the Traditional Custodians of the land on which the NADA office stands. We extend this acknowledgement to all Aboriginal and Torres Strait Islander people across Australia and pay our respects to Elders past, present and future.

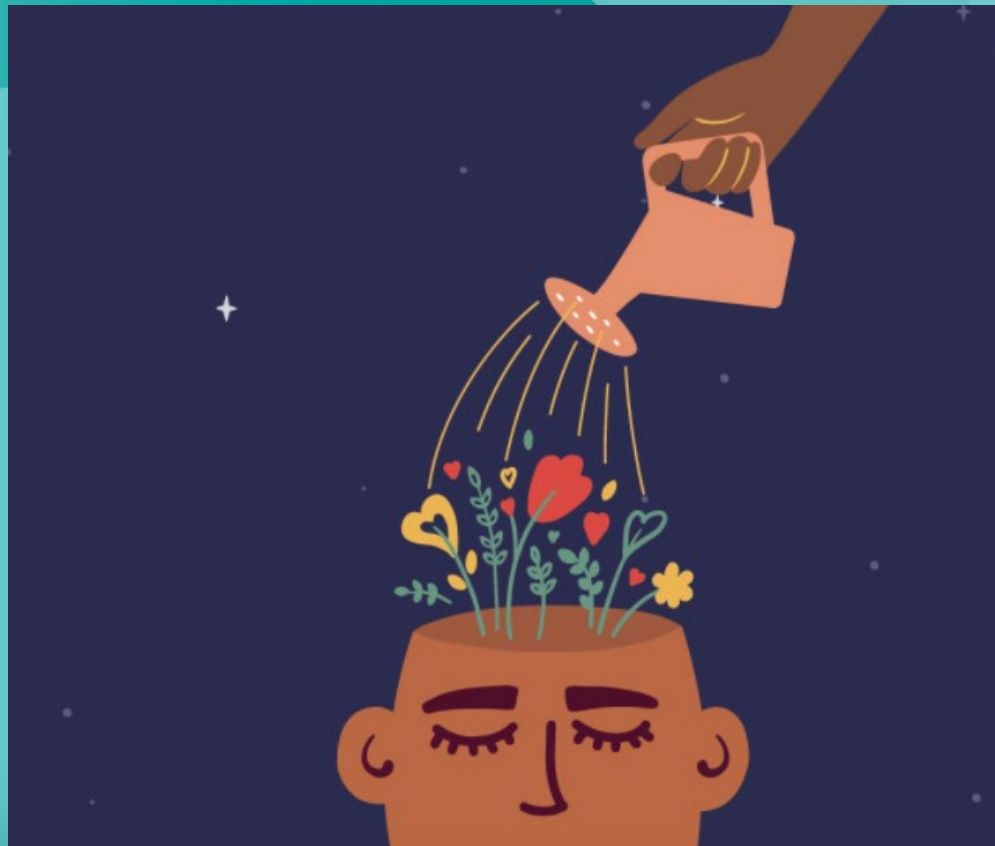
Webinar overview

Implementing evidence-based practices: what AOD managers and workers need to know

Key Learning Outcomes:

- Describe evidence-based practices that are effective for working alongside people with co-occurring alcohol and other drug (AOD) and mental health conditions
- Identify key stages to implementation in an organisation
- Understand how effective implementation works in practice through case studies

Evidence-based practices



Who do you see at your service?

- People who are experiencing issues with their alcohol and other drug use....
- People who are experiencing issues with their mental health.....
- People who feel marginalised, isolated and have a trauma history.....
- People who are resilient, and have much to contribute

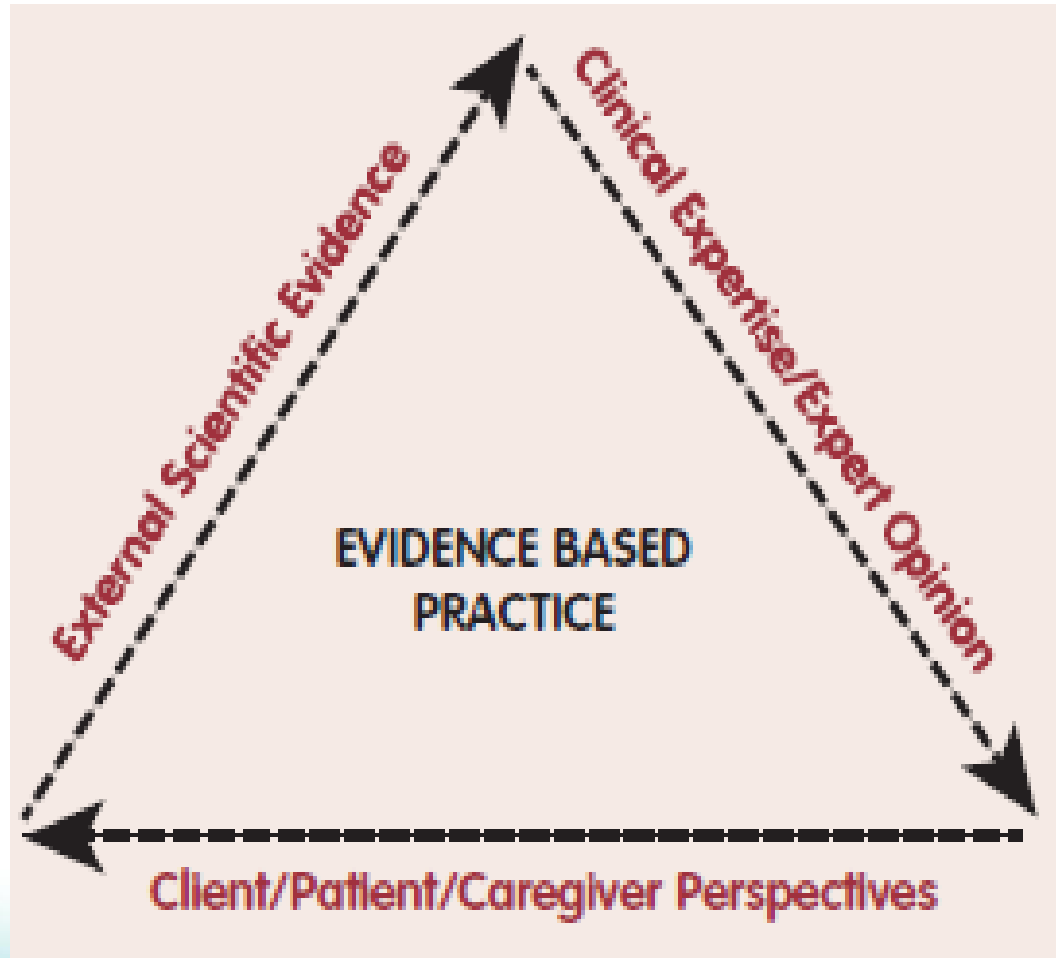


The power of language and respect

- Language Matters
- Experiences of stigma
- The importance of identity, culture and respect
- The power of inclusion and collaboration



Evidence based practice



The People: What works?

- Asking questions that allow them to share their identity
- Collaborating with them on their treatment, and involving/growing potential supports



- Unearthing their interests and strengths

The Research: What works?

- Genuine therapeutic alliance
- Motivational Interviewing
- Cognitive Behavioural and Dialectical Behavioural therapy
- Psychosocial groups
- Pharmacological support in combination with psychosocial intervention



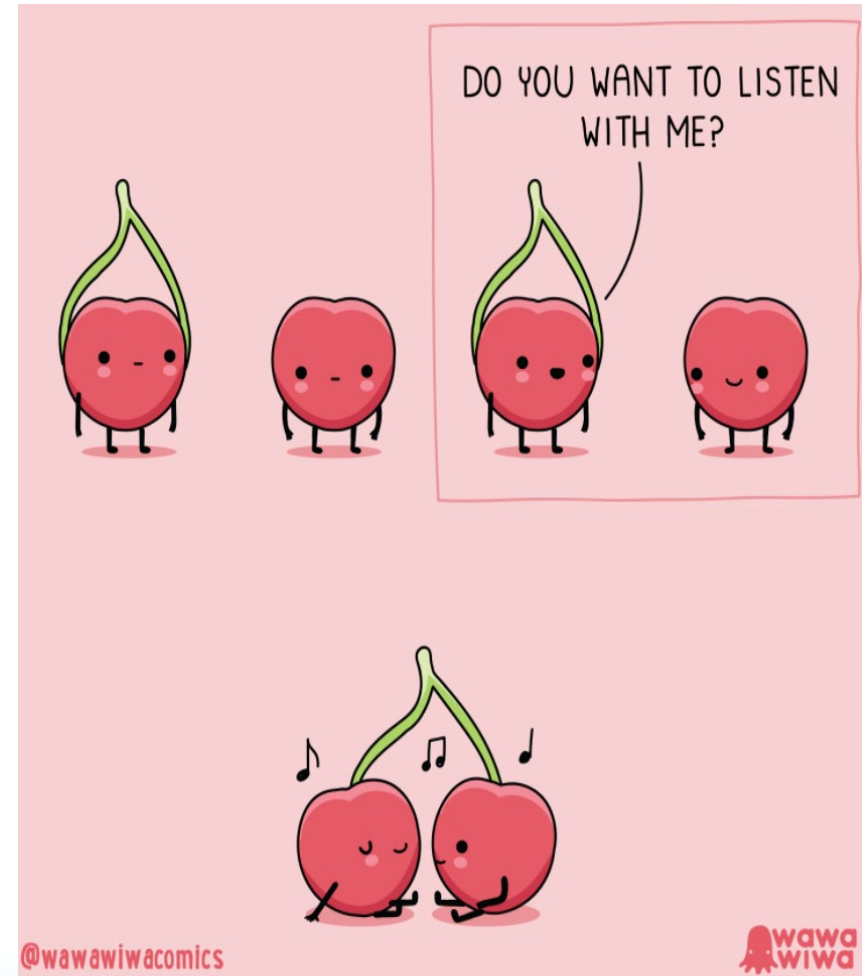
Your experience: What works?

- Having the skills, knowledge and attributes
- Engaging in professional development and clinical supervision – be curious
- Working within your capacity, and growing relationships with people who have a specialty
- Reading the Guidelines and doing the accompanying eLearning – grow confident

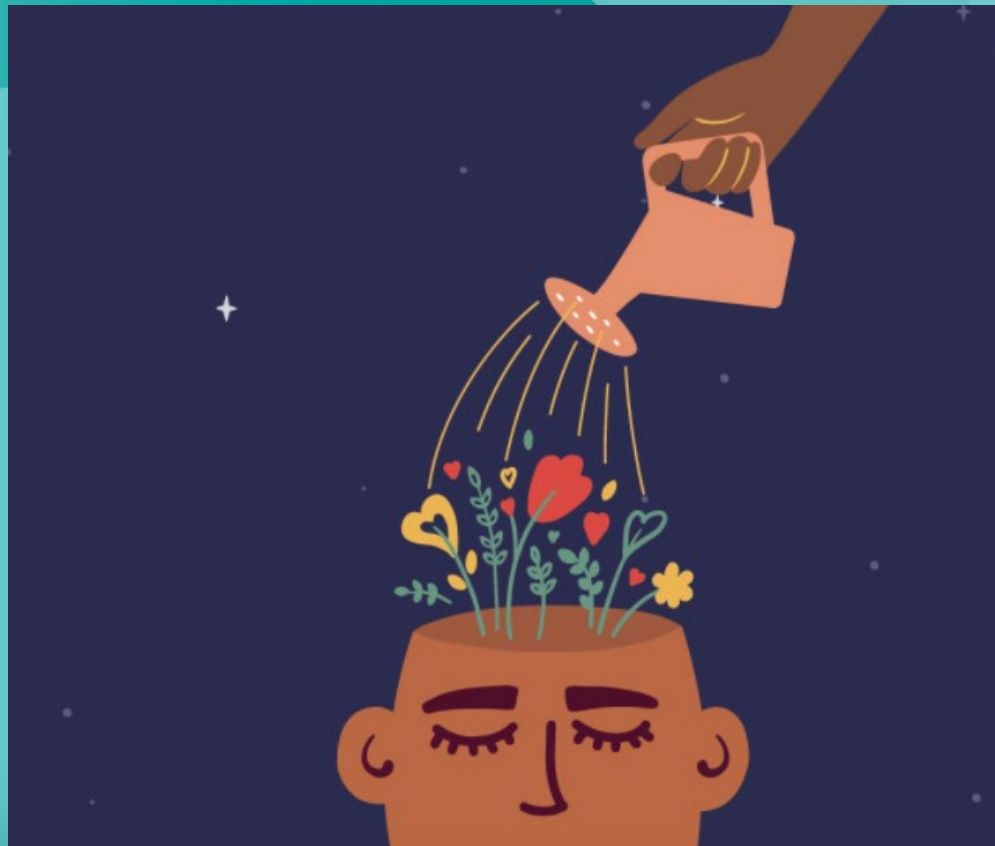


Feedback informed treatment

- Ask people about their treatment experience, hear and respond
- Review a person's plans, and connect them with ongoing supports
- Identify staff learning needs and provide



Meet my guests



Dylan Clay, Weave

Danielle Breeze, Kedesh

Implementation



Guiding principles

- Adopt a 'no wrong door'
- Holistic and person-centred
- Recognise that comorbidity is common and that all clients should be routinely screened for comorbid conditions
- Consult and collaborate with other health care providers
- Ensure continuity of care



Commitment and Governance

- A whole of organisation approach that is supported by leaders and senior staff
- Sponsorship and involvement from the Board level – through to workforce champions
- Consumer engagement champions identified and involved
- Linkages and pathways to other specialist services



What are you already doing?

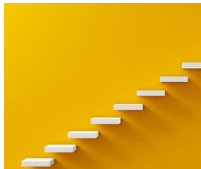

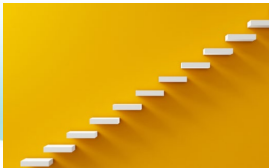
- Conduct an organisational audit
- Consult with people accessing the service, their families and community
- Bring the whole of the organisation on the journey through working groups and QI processes
- Explore each program element – intake, orientation, assessment, care planning, review, transfer of care, connection with services



Identifying projects of work

- Identify and design specific projects of work, each with a program logic and identified leads
- Outline communication plans to ensure everyone is kept in the loop
- Identifying capacity building and training activities that involve staff
- Identify feedback sources – data collection,

Steps to support implementation

1. A clearly articulated outline/description of the program, service or intervention 
2. Clearly stated aims and the proposed outcomes of the intervention 
3. A map or flow chart of how an individual person may access, engage and exit from the program
4. A data collection strategy that clearly describes what measures are used, and the logic behind the measures used, and at what time intervals the data is collected 

Implementation takes time

- Ensure that you have realistic time lines, feedback loops and reviews
- Pilot your new initiatives, look at the data and evaluate what worked well and what needs improvement
- Weave it into meetings and ensure transparency to the organisation and people accessing your service



Resources to support you

- Comorbidity Guidelines website and eLearning package
- NADA Enhanced Performance Management Guide
- NCETA Guides on Workforce Development and Organisational Change
- Dual Diagnosis Audit tools: file audit, service checklist, DDCAT



NADA

network of alcohol and
other drugs agencies