



Addiction Medicine Specialist Services Workforce Model Development Information Bulletin

CONTEXT

Addiction medicine specialists work collaboratively with a multidisciplinary team of clinicians across the continuum of care to support people adversely affected by alcohol and other drugs. The *Strengthening addiction specialist capability in the Victorian public system project* is currently being undertaken by Turning Point with funding from the Victorian Department of Health and Human Services (DHHS) to improve access to and development of a workforce to deliver addiction medicine specialist services across the public system. Turning Point is a national addiction treatment centre, dedicated to providing high-quality, evidence-based treatment services.

An initial review of Victoria's current addiction medicine workforce conducted for the project in 2017 (the Amsing Report) found that the existing Victorian addiction medicine workforce model was unsustainable. Turning Point has now received funding from DHHS to develop a state-wide workforce model for Addiction Medicine Specialist Services in Victoria. To assist with the project, Turning Point has engaged Healthcare Management Advisors (HMA) to:

Deliver an analysis of the workforce models associated with models of care that could be used in acute and other health services and settings, including alcohol and drug services and primary and community health services, across Victoria to deliver addiction medicine specialist services.

PROJECT OBJECTIVES

The objective of the HMA consultancy is twofold:

- Undertake an analysis of how current workforce models for addiction specialists in Victoria align to meet patient need, and
- Develop recommendations and an implementation plan on additional workforce models and options for better workforce utilisation to improve the sustainability and effectiveness of the workforce providing addiction medicine services.

GOVERNANCE

The project to develop a preferred Addiction Medicine Specialist Workforce Model will be overseen by a Steering Committee co-chaired by Professor Dan Lubman (Director, Turning Point, Eastern Health), and Ms Emma Cadogan (Acting Manager, Mental Health and Drugs Workforce, DHHS).

The Steering Committee and project team will receive expert advice from an Addiction Specialist Workforce Committee, which will be established in late September 2019. The Workforce Committee will include representatives from the addiction medicine specialist community, nominees from the Royal Australian and New Zealand College of Psychiatrists, the Royal Australian College of General Practitioners and Primary Health Networks, and a nurse practitioner. It will meet at key points of the project to review interim and final project deliverables and provide advice to the Steering Committee on developing the preferred model.

PROJECT APPROACH AND TIMING

The project commenced in late August 2019 and is due for completion by July 2020. The four stages of the project comprise the following components:

- (1) **Stage One** *Project Planning* (due for completion mid-September 2019): this stage will identify relevant project documentation and agree on arrangements for consultation with the field. The approach to implementation will be documented in a *Project Plan*
- (2) **Stage Two:** *Review existing and emerging best practice system models for providing Addiction Medicine Specialist services* (due for completion mid-December 2019): the project team will:
 - Undertake a rapid literature review emerging models of addiction specialist care
 - Conduct initial stakeholder consultations, including relevant peak and addiction specialist bodies in Victoria, and program managers in other jurisdictions. This will seek stakeholder’s views on the adequacy of existing workforce models and emerging models that could have relevance in a Victorian context.
 - Apply the Drug and Alcohol Service Planning Model for Australia (DASPMA) to a Victorian context to assess the underlying need for addiction specialists
- (3) **Stage Three:** *Detailed analysis of potential best practice system models for providing Addiction Medicine Specialist services* (due for completion mid-April 2020): the project team will:
 - Prepare desktop analysis of six to eight different system models and assess their suitability for a Victorian context
 - Undertake a case study analysis of how the addiction specialist model operates in four Victorian sub-regional geographies, focussing on similarities and differences between the case studies in: categories of services, the role of different sectors (public health system, non-government, and private-for-profit providers), linkages and pathways between component services, and resources used to deliver addiction support services.
 - Compare the case study findings with the six to eight desk-top system models to assess their suitability for application in a Victorian context
 - Present the findings to three stakeholder forums (one metropolitan and two regional), enabling key informants to inform design of the preferred model and ensuring critical issues are identified and addressed, and
 - Seek in-principle endorsement by the project Steering Committee for a preferred Addiction Specialist Model in Victoria.
- (4) **Stage Four:** *Develop final Addiction Medicine Specialist Service System Model* (due for completion in July 2020): the project team will prepare documentation for the project Steering Committee on:
 - how the preferred model could work in Victoria (e.g. skills, qualifications; training and career development pathways; linkages with service categories including primary care, mental health and emergency departments)
 - Prepare a detailed costing of the preferred model, and
 - Develop a detailed implementation plan.

CONTACT INFORMATION

If you would like further information about the Addiction Medicine Specialist Services Workforce Model Development project, please contact HMA or Turning Point using the details provided below.

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