

FAST FACTS

WORKER DISCONNECT

33% of staff might leave because employees and their opinions are not valued; or communications and change are poorly handled in the workplace

STAYING IN THE JOB

Enjoyment of the job is the strongest reason for deciding to remain with an employer

NEED FOR MANAGEMENT SUPPORT

31% of staff identify the need for more management support

MORE INVOLVEMENT IN DECISION MAKING

35% of workers would like more opportunity to participate in decision making

Percentages refer to percentages of those who responded to the relevant question.

For more information contact the ATDC by email at reception@atdc.org.au or by phone on 03 6231 5002.

The ATDC 2012 Workforce Survey of member organisations captured data from 209 individuals who work within 29 organisations within the sector. This fact sheet provides a summary of the data that relates to workplace practices.

- Above award payments are available to around half of all staff
- Availability (92%) and uptake (82%) of fringe benefits tax exemption or salary packaging is widespread
- The availability of flexible work hours is quite high (73%) with 67% uptake
- The job has met the expectations of 90% of staff
- 84% of workers received formal induction to their current organisation
- 56% of staff identify that recommendations of their performance reviews are implemented and reviewed
- 72% of workers identify that enjoyment of their job is a reason to stay
- 50% of workers identify that clients being central to the service is a reason to stay
- 16% of workers would like more autonomy in their role
- 21% of workers would like more variety in their work
- 35% of workers want more opportunity to participate in decision making
- 19% of workers might leave their job because of the amount of administrative work
- 64% of managers with a client case-load do not have clinical supervision but 68% of all managers do provide it for staff
- 94% of staff who consider they require clinical supervision do receive it
- 31% of staff identify the need for more management support as a workforce issue
- Poor workplace communication; not being supported or valued in the workplace; opinions or perspectives not being valued; and poor change management could influence 33% of workers to leave
- 16% of workers identified bullying or lack of peer support as a reason to leave



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The Alcohol, Tobacco and other Drugs Council Tas Inc. (ATDC) is the peak body representing the interests of community sector organisations that provide services to people with substance misuse issues in Tasmania.

The ATDC has a key role in advocating for adequate systemic support and funding for the delivery of evidence based alcohol, tobacco and other drug initiatives.

ATDC supports workforce development through training, policy and developmental projects with, and on behalf of, the sector.

The ATDC represents a broad range of service providers and individuals working in prevention, promotion, early intervention, treatment, research and harm reduction.

Organisations which participated in this survey were:

- Advocacy Tasmania
- Alcohol, Tobacco and other Drugs Council Tas Inc.
- Anglicare Tasmania Inc.
- Bethlehem House
- Circular Head Aboriginal Corporation
- Colony 47
- Community Connections Inc.
- Drug Education Network Inc.
- Glenorchy City Council
- Headspace/Cornerstone Youth Services
- Hobart City Council
- Hobart Clinic
- Holyoake Tasmania
- Karinya Young Women's Service
- Launceston City Mission
- Mission Australia
- OzHelp Foundation
- Pathways Tasmania (formerly Launch Youth Inc. & Live Free Tassie)
- Quit Tasmania
- Red Cross Tasmania
- Rural Alive and Well Inc.
- Salvation Army
- Tasmania Medicare Local (#34 Aboriginal Health Service)
- Tasmanian Aboriginal Centre Inc.
- Tasmanian Council on AIDS, Hepatitis & Related Diseases
- The Link Youth Health Service
- Wyndarra Centre
- Youth and Family Focus