

FAST FACTS

MANAGERS & TURNOVER

76% of managers don't consider ATOD staff turnover to be problematic

STAFF & TURNOVER

50% of workers plan to leave their current job within 2 years

INSUFFICIENT PAY

62% of managers identify insufficient salary packages as a recruitment issue

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 relating to recruitment and retention in the sector. The majority of this data was provided by the 64 individuals who identified that they have staff management responsibilities.

- 5 or fewer ATOD vacancies in the preceding 12 months were advertised by 91% of managers
- The majority of positions were filled within three months
- 27% of manager identified that the time taken to fill positions is too long
- 76% of managers do not consider ATOD staff turnover to be problematic
- 50% of all workers indicate they intend leaving their current role within 2 years
- 62% of managers identify that inadequate salary packages are a recruitment issue
- 56% of managers identify limited scope for advancement and promotion as a recruitment issue
- 38% of managers identify that insufficient numbers of applicants with ATOD qualifications is a barrier to employing ATOD workers
- 84% of workers received formal induction to their current organisation
- 20% of staff wish to increase working hours over the next 2 years
- 26% of staff wish to decrease working hours over the next 5 years
- 30% of staff wish to change their job role with their current employer over the next 5 years
- 30% of staff would like promotion within the next 5 years
- 62% of staff would be interested in returning to work in the ATOD sector, if they left their current position, and 29% said they might be interested in doing so
- 55% of workers might leave their job to expand their skills and experience or for career advancement

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.

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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