

Let's get ready!  
An ***organisational  
readiness toolkit*** to assist  
with embedding lived-living  
experience / peer workers  
into AOD services

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*We have no conflicts of interests to  
disclose*

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**insight**

Centre for alcohol and other drug  
training and workforce development





Insight acknowledges the Traditional Custodians and Owners throughout Australia, their continuing connection to land, water, culture and community, and their knowledge and teachings passed down from generation to generation.

We pay respect to Elders past and present.

Artist: Bree Buttenshaw, Kalkadoon artist with Saltwater People.  
*"This piece is about community, people and place. It is about coming together, working together and collaborating to achieve the shared goal of supporting people affected by drug and alcohol use."*





**Our Team**  
**AOD LLE educators started 2023**

**We are a leading provider**  
of alcohol and drug training and workforce  
development services

**We would like to recognise those amongst us today who have experienced the stigma that surrounds alcohol and other drugs, mental health challenges, and suicidality. We also recognise those who walk alongside us, the families and significant others who often also experience the impacts of this stigma.**

**We recognise the great contributions your experiences can provide, in improving systems and the experiences of those accessing them.**

**None of the work I present here today would be possible without the brave and tireless efforts of many peers before me and I acknowledge their contributions.**

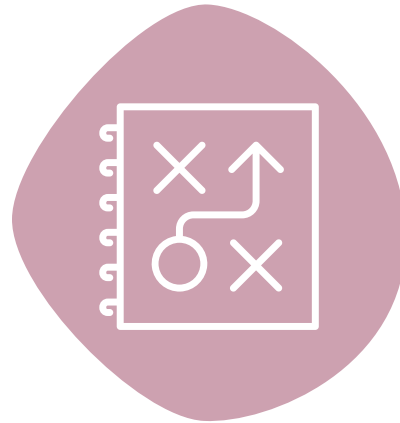
# Overview



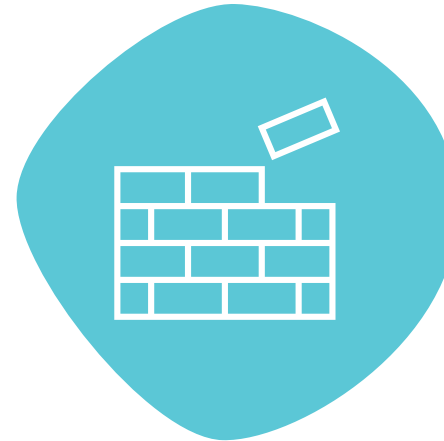
Background



Consultation



Challenges



Organisational  
readiness toolkit



Q & A

# Background

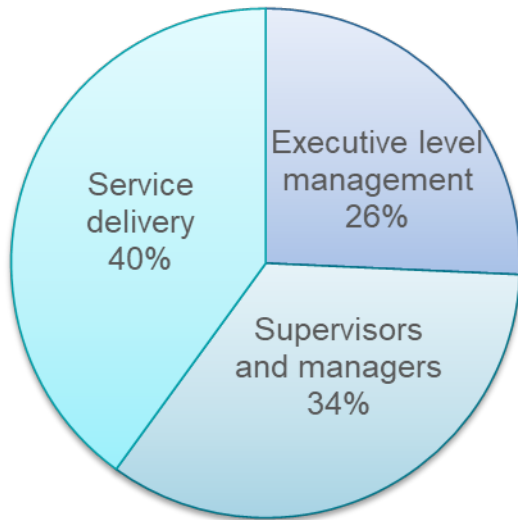


- Initially a 12-month project position
- Blank landscape go out and fill it
- Network consultation and literature review
- Many examples of pioneers working within systems and making change
- Also, many examples of where this had gone wrong
- 4 main findings
  - Disclosure
  - Boundaries
  - Self-Care
  - Organisational Readiness

# Consultation

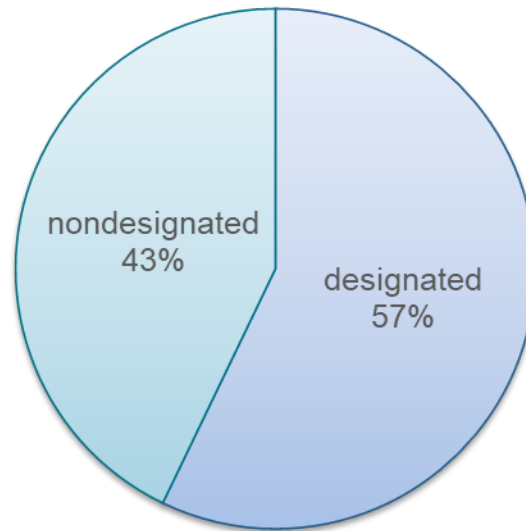
- Peer approach to consultation
- 35 conversations across Qld and interstate
- Identified the areas people felt needed covering
- Continued conversations through draft to final product

Level of employment



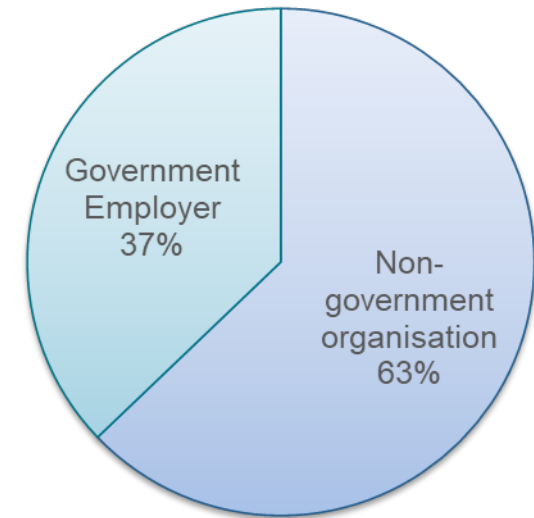
■ Executive level management ■ Supervisors and managers  
■ Service delivery

AOD LLE Designated roles



■ designated ■ nondesignated

NGO's vs Government



■ Non-government organisation ■ Government Employer



# Challenges

AOD LLE Pre-design and professional services work

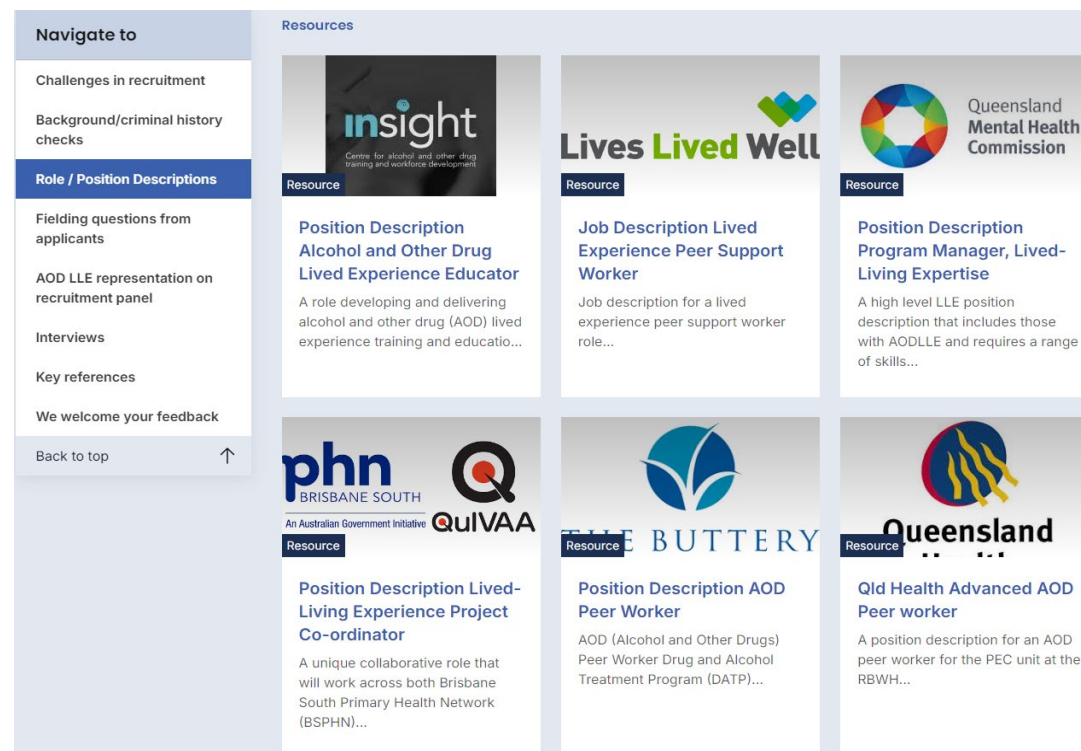




# Insight's AOD LLE organisational readiness toolkit



- Divided into sections that align with where an organisation is
- Navigation bar allows quick access to the section required
- External resources open in new link or download





[www.insight.qld.gov.au](http://www.insight.qld.gov.au)

