

# Cross-Party Group on Drug and Alcohol Misuse

Date and Time: 13:00-14:00, Wednesday 28 June 2023

Minute

Present

MSPs

Monica Lennon MSP, Co-convenor  
Stuart McMillan MSP, Co-convenor  
Miles Briggs MSP

Invited guests

Sarah Hart, Team Leader, Learning and Organisational Development  
Corporate Services at Dundee City Council  
Melanie Hyatt, Development Officer (Protecting People Team) at Dundee Health & Social Care  
Stephen MacGillivray, Dundee City Council  
Katy MacLeod, Research and Peer Engagement Programme Manager, Scottish Drugs Forum

Non-MSP Group Members

Liam Mehigan	Abbey Care
Donnie McGilveray	Alternatives West Dunbarton
Amanda Rae	Community Pharmacy Scotland
Rowan Anderson	CORRA
Emma Crawshaw	Crew
Lucy Gilroyd	Cyrenians
Phillip Heaton	Falkirk ADP
Sandra Holmes	Families For Change
April Adam	First For Fife
Michael Trail	Jericho House
Katy MacLeod	Scottish Drugs Forum
Justina Murray	Scottish Families Affected by Alcohol and Drugs
Marianna Marquardt	Scottish Families Affected by Alcohol and Drugs
Jane Gordon	SHAAP
Natalie Logan MacLean	Sisco
Graeme Callander	With You
Faye Keogh	Turning Point Scotland
Hannah Carver,	

## Apologies

Mercedes Villalba MSP

### Agenda item 1- Welcome and Appreciation of Dave Liddell

The co-convenor opened the meeting and recorded the appreciation of the Group for the work of David Liddell OBE, the now retired CEO of Scottish Drugs Forum, for his work in supporting the Group since its inception. She recorded the best wishes of the Group to Mr Liddell in his retirement.

### Agenda item 2- Presentation from Sarah Hart and Melanie Hyatt on Innovation in staff support and development in delivering services to vulnerable people affected by trauma.

*Sarah Hart, Team Leader, Learning and Organisational Development Corporate Services at Dundee City Council and Melanie Hyatt, Development Officer (Protecting People Team) at Dundee Health & Social Care* presented on Innovation in staff support and development in delivering services to vulnerable people affected by trauma.

Learning from NES organisational can be hyper-aroused dysregulated or hypo-aroused.

Staff members with lived experience of trauma are able to contribute and co-produce services and strategy and also at the same time may need supports in their work.

Authentic Voice – pilot in Dundee improving the inclusion of lived experience in strategic decision-making and planning. A seven agency partnership work from two bases: Leaders, experts by profession and experts by experience, bring insight about supporting people with lived experience of trauma. 'Power sharing' is about developing processes so that experts by experience are safely and meaningfully involved in decision making with leaders and experts by profession across all aspects of an organisation, and where there are proactive attempts to ensure power differentials are levelled. Organisations and professionals can choose to share power and collaborate with people with lived experience of trauma. This supports through developing trusting relationships and being valued. This can support further engagement with services, strengthen resilience and improve outcomes... and increase job satisfaction for professionals.

### Agenda item 3- Presentation from Katy MacLeod, *Preventing Burnout, Promoting Wellbeing- Findings and*

## *Learning from ‘Burnout in frontline services in Dundee for people who use substances’*

*Katy MacLeod, Research and Peer Engagement Programme Manager, Scottish Drugs Forum* presented on a piece of work funded via CORRA, Preventing Burnout, Promoting Wellbeing- Findings and Learning from ‘Burnout in frontline services in Dundee for people who use substances’

Mixed methods evaluation of burnout in drugs and alcohol service staff in Dundee. Forty staff from statutory and third sector services completed the online survey; sixteen frontline staff and seven managers/service leads contributed to in depth interviews or focus groups.

Staff reported the extent of caseload and workload; drug-related deaths and non-fatal overdose; capacity issues e.g. covering absence; stigma: both direct and negative media coverage and criticism from at organisational and government levels as contributing factors.

The recommendations were developed from the evidence:

- Caseloads: Urgently address staff capacity issues, caseloads and workload.
- Training: Deliver training and resources for staff and managers.
- Identification: Regular screen for burnout to identify early warning signs- proQOL.
- Stigma: Challenge stigma on personal, cultural and structural/societal levels.
- Shared understanding of remits, better partnership working and communication
- Reframing of death prevention, maintenance and crisis work-balance with drives for seeing ‘progress’.
- Communication of The National Drugs Mission - celebrate retention in treatment and prevention of DRDs
- Prevention- Access to support including structured debriefing and follow up. Positive organisational cultures and management support centred around collective care.

## Agenda item 4- Discussion and close of meeting

The Co-convenor led a very short question session which raised learning from the pilots and the design of services.

The Co-convenor thanked her colleagues and fellow MSPs for their interest and attendance, thanked Group members for their attendance and participation and closed the meeting.