

<p><b>3 The Code of Ethics of the Aotearoa New Zealand Association of Social Workers</b></p>	<p><b>3 Te Tauākī Tikanga o Te Rōpū Kaimahi toko i te Ora</b></p>
<p><b><u>Preface</u></b>                  This Code of Ethics is founded on the guidelines enumerated by the International Federation of Social Workers, as set out in Chapter Four, sections 4 and 5 in this book. In addition, and in keeping with the Objects of ANZASW, the Code also recognises the unique constitutional foundation of the articles of Te Tiriti o Waitangi. Membership of the Association brings with it an obligation to study, incorporate into professional practice, adhere to and promote this Code .<sup>4</sup> <i>All parts of the Code should be read together, and be regarded as having equal status.</i></p> <p><sup>4</sup> <i>Member</i> is used throughout to denote any person who is a full, life or provisional member of the Aotearoa New Zealand Association of Social Workers (Inc), referred to in other places as <i>the Association</i>.</p>	<p><b><u>He kupu whakataki</u></b>                  I ahu mai tēnei Tauākī Tikanga i ngā tohutohu e whakaatuhia ana e te Huihuinga Kaimahi toko i te ora o te Ao [IFSW]. Ka kitea tēnei ki te Wāhanga Tuawha – ki ngā wāhi 4 me te 5 o tēnei pukapuka. Kia whai tonu atu i ngā Whāinga o ANZASW, ka whakaae atu tēnei Tauākī Tangata ki te kōrero ahurei o ngā wāhanga o te Tiriti o Waitangi. He kawenga tō ia mema o te Rōpū nei, kia ako, kia whakamahi, kia mau, kia whakanui hoki i tēnei Tauākī Tikanga.<sup>4</sup> Me pānuī ngātahi ngā wāhanga o tēnei Tauākī Tikanga, ā, he ōrite te nui o tētahi, ki tētahi atu.</p> <p><sup>4</sup> Ko te kaimahi (mema) i whakamahia i tēnei puka mō te tangata kua eke ki te mēmatanga o te Rōpū Kaimahi toko i te ora o Aotearoa mō te roanga o tōna oranga, mo tētahi wā rānei. I ētahi wā ka kiia ai ko te Rōpū mō tēnei ope kaimahi.</p>
<p><b><u>1 Responsibility for Te Tiriti o Waitangi-based Society</u></b></p> <p>1.1 In all relationships with Tangata Whenua, members make ethical decisions and stand by these, in accordance with this Code.</p> <p>1.2 Te Tiriti o Waitangi is a required subject in the education of members both upon entry into social work and ongoing. This includes a knowledge and understanding of their own ethnicity and the Tangata Whenua and Taiwi histories of Aotearoa New Zealand.</p> <p>1.3 Ideally, members will work with agencies and organisations whose policies, procedures and practices are based on Te Tiriti o Waitangi, and actively and constructively promote change in those agencies and organisations that operate from a mono-cultural base.</p> <p>1.4 Appropriate social work requires members to seek to understand differing Tangata Whenua perspectives. Members and social service agencies and organisations respect these differences and at all times avoid imposing mono-cultural values and concepts on Tangata Whenua.</p> <p>1.5 Mono-cultural control over power and resources must be relinquished so that Tangata Whenua can achieve Tino Rangatiratanga. Members relinquish control over their discretionary power and those resources available, so far as that is appropriate within the realities of their workplace.</p> <p>1.6 Members actively promote the rights of Tangata Whenua to utilise Tangata Whenua social work</p>	<p><b><u>1 Ko ngā kawenga mō te hāpori e mau ana ki ngā tikanga o te Tiriti O Waitangi</u></b></p> <p>1.1. I roto i ngā mahi me ngā whakataunga katoa me ngā Tangata Whenua, me mau ngā kaimahi toko i te ora ki ngā wāhanga katoa o tēnei Tauākī Tikanga.</p> <p>1.2. Uru atu ana te tangata ki ngā mahi toko i te ora, me mātua mōhio ia ki ngā akoranga e pā ana ki te Tiriti o Waitangi, he wāhanga whakangungu anō tēnei mōna. Me mōhio hoki ia ki tōna ake iwitanga me ngā kōrero o nehe mō Aotearoa mai i ngā Tangata Whenua me Taiwi hoki.</p> <p>1.3. Ka mahi tahi ngā kaimahi toko i te ora ki ngā whakahaere e whai ana i te Tiriti o Waitangi hei tūāpapa mō ā rātou kaupapa here, ā rātou tikanga, me ā rātou mahi, kia tīni ngā āhuatanga whakahaere o ērā e mahi ana i raro i te tikanga tōtahi.</p> <p>1.4. Kia tōtika ai tāna mahi, me whai māramatangata e te kaimahi toko i te ora ki ngā tirohanga rerekē a ngā Tangata Whenua. Me whakaute ēnei tirohanga motuhake e ngā kaimahi toko i te ora me ngā whakahaere tuku mahi, ā, kia kua e utaina ngā uara me ngā ariā tikanga tōtahi ki ngā Tangata Whenua.</p> <p>1.5. Kia wewete ai ngā here tāmi, me mātua tuku atu i te mana whakahaere tikanga tōtahi me ngā rawa, kia tino rangatira anō ai te Tangata Whenua. Ka tuku atu ngā kaimahi toko i te ora i ngā mana whakahaere me ngā rawa e taea ana, e tika anō hoki i raro i ngā āhuatanga o ngā mahi nei.</p> <p>1.6. Ko te whāinga o ngā kaimahi toko i te ora, kia whakanui i ngā mana o te Tangata Whenua, kia whakatinana i ngā tauira mahi toko i te ora o te Tangata Whenua tonu, kia pūmau tonu te mana me ngā tikanga a te Tangata Whenua, i roto anō i ngā</p>

<p>models of practice and ensure the protection of the integrity of Tangata Whenua in a manner which is culturally appropriate.</p> <p>1.7 Members accept the responsibility of their status and are actively anti-racist in their practice.</p>	<p>āhukatanga e tika ana.</p> <p>1.7. E whakaae ana ngā kaimahi toko i te ora ki te kawenga o tēnei tūranga, me te mea nei ka tukua atu ko ngā tikanga kaikiri i roto i ēnei mahi katoa.</p>
<p><b><u>2 Responsibility to the Wider Community</u></b></p> <p>2.1 Members accurately inform the wider community about the services that they offer, and do not misrepresent their knowledge, skills, statutory status, training, qualifications and experience.</p> <p>2.2 From the private troubles they encounter with clients, members encourage the growth and disciplined use of all forms of knowledge that:</p> <ul style="list-style-type: none"> <li>• identify and analyse private troubles and public issues</li> <li>• inform society at large about social injustice, and</li> <li>• inform and enable social workers to effectively carry out their role and function.</li> </ul> <p>2.3 Members advocate social justice and principles of inclusion and choice for all members of society, having particular regard for disadvantaged minorities. They act to prevent and eliminate discrimination against any person or group based on age, beliefs, culture, gender, marital, legal or family status, intellectual, psychological and physical abilities, race, religion, sexual orientation, and social or economic status.</p> <p>2.4 To this end, members promote socially just policies, legislation, and improved social conditions, that encourage the development and just allocation of community resources. They also act to ensure that everyone has access to the existing resources, services and opportunities that they need.</p> <p>2.5 Members encourage public participation in the development of and decision making about social policies and structures.</p> <p>2.6 Members engage in constructive action to change the structures of society that create and perpetuate injustice. They respect the law, whilst working towards change in any laws that disadvantage clients or other members of the community.</p> <p>2.7 Members never directly or indirectly support individuals, groups, political forces or power structures using violence, terrorism, torture or similar means.</p>	<p><b><u>2 Ko ngā kawenga ki te hapori whānui</u></b></p> <p>2.1 Kia tika ngā kōrero ka tukuna e te kaimahi toko i te ora ki te hapori whānui e pā ana ki ā rātou ratonga, ō rātou mātauranga, pūkenga, akoranga, tautohitotanga hoki.</p> <p>2.2 Ka whai wheako ngā kaimahi toko i te ora mai i ngā mahi tūmataiti ki āna kiritaki. Heoi ko tā te mahi a te kaimahi toko i te ora he whakanui ake i ēnei wheako, me tēnei mātauranga, ā, kia āta whakamahī hoki:</p> <ul style="list-style-type: none"> <li>• kia mōhio ai ia ki ngā āhukatanga e pā ana ki ngā whakararu tūmataiti me ngā take tūmatanui, ā, kia āta wāwāhi hoki i ēnei take.</li> <li>• kia whakamōhio atu i te hapori whānui ki ngā āhukatanga pāpori kāore e tika ana,</li> <li>• kia tōtika ai ngā mahi a te kaimahi toko i te ora.</li> </ul> <p>2.3 Me whakatenatena ngā kaimahi toko i te ora i te tōkeke pāpori, i te whaiwāhitanga, i te mana kōwhiri hoki mō ngā tāngata katoa o te hapori whānui, ōtīrā ake, mō ngā iwi itinga e noho whakatiki ana. Ko tā te kaimahi toko i te ora kia mutu ake ai, kia whakakore atu hoki i ngā mahi aukati i te tangata, i tētahi rōpū rānei mō te pakeke, te whakapono, te tikanga ahurea, te tangatatanga, te āhukatanga moe tangata, te mana o te whānau, te mōhiotanga, te āhua o te hinengaro, te taha tinana, te iwitanga, te hāhitanga, te hōkakatanga, te tūranga ohaoha, pāpori rānei te take.</p> <p>2.4 Kia tutuki i tēnei whāinga, ka whakatītina ngā mahi me ngā ture me ngā āhukatanga pāpori pai, e akiaki ana i te whakawhanaketanga o ngā rawa me te whakarato tika i aua rawa. Mā tēnei anō hoki ka whai wāhi ngā tāngata katoa ki ngā rawa, ki ngā ratonga, ki ngā āheitanga hoki e tika ana mō rātou.</p> <p>2.5 Ka whakatītina e ngā kaimahi toko i te ora te whai wāhitanga atu o te hapori whānui katoa ki ngā mahi whakatūkaupapa, ki ngā mahi whakatau hoki mō ngā kaupapa pāpori.</p> <p>2.6 Me mātaōta te whai a ngā kaimahi toko i te ora kia tīni i ngā āhukatanga e whakanui ana, e whakapūmau ana i ngā āhua tūkino. Ka whai tonu ngā kaimahi toko i te ora i ngā ture, engari mō ērā ture e whakatiki ana i te kiritaki, i ētahi atu tāngata rānei o</p>

	<p>te hapori whānui, ko te mahi kia tīni i ngā ture kia pai ake.</p> <p>2.7 E kore ngā kaimahi toko i te ora e tautoko i ngā tāngata, ngā rōpū, ngā mana tōrangapū, mana aha rānei, mā te mahi tūkinō, te mahi whakatumatuma, te mahi whakamamae, i tētahi atu mahi kino rānei.</p>
<p><b>3 Responsibility to Clients</b></p> <p>3.1 Within the context of their legal obligations, members always acknowledge that client interests and welfare are their first priority, and work accordingly.</p> <p>3.2 Members respect the worth and dignity of clients, and work in non-discriminatory ways that acknowledge the age, beliefs, culture, gender, marital, legal or family status, intellectual, psychological and physical abilities, race, religion, sexual orientation, and social and economic status of clients.</p> <p>3.3 The Association recognises the right of Tangata Whenua clients to have a Tangata Whenua worker. Ideally, members and their agencies ensure that Tangata Whenua clients have access to Tangata Whenua workers at all levels. If no Tangata Whenua worker is available, appropriate referral may be made if that is requested by the client.</p> <p>3.4 A member’s moral position or religious convictions do not override their duty to ensure client independence. They will maintain professional objectivity, advise clients of any potential and relevant personal, moral or religious conflict, and if indicated, offer appropriate referral to another social worker.</p> <p>3.5 Members do not abuse or take advantage of any professional relationship with clients for personal, professional, political, financial, or sexual gain.</p> <p>3.5.1 Sexual relationships with current or former clients, supervisees, students or their family /whanau members are unethical. Neither do members encourage or engage in sexual intimacy, either during the time of that professional relationship, or for that subsequent period of time during which the power relationship could be expected to influence personal decision making. It always remains the responsibility of the member, as a social worker, to maintain appropriate boundaries. It is not appropriate to terminate a professional relationship in order to facilitate an intimate relationship with a client, student or supervisee. A sexual relationship, sexual contact or any other form of sexual behaviour between a member and a client is never a valid form of therapy or assistance.</p>	<p><b>3 Ko ngā kawenga ki ngā kiritaki</b></p> <p>3.1 I runga i ngā here a te ture, ka whakaae ngā kaimahi toko i te ora ko te oranga me ngā painga o te kiritaki te kaupapa matua hei whai atu.</p> <p>3.2 Ka whakaute ngā Kaimahi Toko i te Ora i te mana ake o āna kiritaki. Ahakoa te pakeke, te whakapono, te tikanga ahurea, te tangatatanga, te āhuetanga mārena, ngā āhuetanga whānau, te āhuetanga hinengaro, te taha tinana, te iwitanga, te hāhitanga, te hōkakatanga, me ngā āhuetanga noho, tahua hoki a te kiritaki, ka whakanuitia ēnei āhua i roto i ngā mahi a te kaimahi toko i te ora.</p> <p>3.3 E whakaae ana te Rōpū Kaimahi toko i te ora, ki te mana o te kiritaki Tangata Whenua kia whai i tētahi kaimahi toko i te ora, nō te Tangata Whenua tonu. Ka whakarite ngā whakahaere toko i te ora i ngā kaimahi Tangata Whenua i ngā taumata katoa, hei whitanga atu mā te kiritaki mēnā e hiahitia ana. Ki te kore e wātea tētahi kaimahi Tangata Whenua, me kimi atu te kaimahi e tika ana, mehemea e hiahitia ana e te kiritaki.</p> <p>3.4 Ahakoa ngā whanonga me ngā whakapono hāhi a te kaimahi toko i te ora, ko te mana motuhake o te kiritaki tonu te mahi nui. Me tōkeke tonu te ngaiotanga o te kaimahi toko i te ora, ā, me whāki atu ki te kiritaki, mēnā ka puta tētahi āhuetanga whakararu i te kaimahi me ana whanonga, whakapono rānei. Mēnā e hiahitia ana e te kiritaki, me rapu kaimahi hou hei āwhina i te kiritaki.</p> <p>3.5 Ka kore ngā mema e makihuhunu, e whai huanga whaiaro, ā mahi, ā tōrangapū, ā pūtea, e whāipoipo rānei i ā rātou mahinga ki te taha o ngā kiritaki. Kei te hē rawa atu te piri tahi, te whāipoipo ki ngā kiritaki (nō nāianeī, nō namata rānei), ki ngā kaitiaki kiritaki, ki ngā taura, ki te whānau rānei o te kiritaki. I te wā e mahi tahi ana ki tētahi kiritaki, i te wā rānei he kawenga tō te mema ki tērā tangata, ki tōna whānauhoki ka kore e tika kia akinga e tauamema te mahi whāipoipo, te mahi ai rānei. Ka kore hoki e tika e pērā te mahi a te mema mehemea he mana tōna kia huri i ngā whakataunga o taua kiritaki. Ko te kawenga o te mema, hei kaitiaki, kia tika tana tiaki i ngā taupā ā mahi nei. Ka kore hoki e tika kia whakamutu atu i tētahi piringa ā mahi nei, kia piri ā whaiāiponeī ki tētahi kiritaki, ki tētahitaura, ki te kaitiaki rānei o te</p>

3.5.2 Except where approved and monitored control and restraint procedures are in place as an aspect of a Member's employment obligations, and for which the Member has received training, the use of force, assault or violence (including non-physical violence such as shouting or intimidation) is never a valid form of therapy and assistance.

3.6 Members neither sexually harass clients; nor condone sexual harassment by others.

3.7 Members must fully inform clients of the services they offer and the nature of any proposed involvement. It is important to obtain a client's informed consent to participate in any service offered. Members are responsible to fully inform clients of their rights, and of avenues for complaints they may have about the services provided, or the meaning and consequences of any statutory compulsion (see Section 3.9).

3.8 In relation to social work with Tangata Whenua clients, members:

- have a responsibility to acknowledge and support the whānau as the primary source of protection of the integrity of its family members
- recognise the right of the whānau to make its own decisions, and ensure that self determination occurs when it is within the member's power to do so, and
- work towards minimising legal and other forms of compulsion that impose monocultural solutions to Tangata Whenua issues and problems.

Members' professional practice promotes and provides the opportunity for active participation by Tangata Whenua in all decision making.<sup>5</sup>

3.9 Members only participate in the use of compulsion when there is a clear professional justification for that course of action.<sup>6</sup> Compulsion might be necessary to solve one party's problems at the expense of another's. In that situation, the member consults all parties before the use of compulsion commences. In the case of Tangata Whenua clients, members have a responsibility to consult with the client's whānau (or other Tangata Whenua authority as appropriate to the circumstances).

3.10 Members work in ways that encourages and enables self determination by clients. If a client lacks capacity, or is otherwise unable to act with self determination, there is a duty to protect the client's rights and welfare.

kiritaki. Ehara te mahi ai, te whāipoipo rānei i tētahi rongoā hei āwhina i ngā kiritaki.

Ko te tautāwhi, ko te kahaki, ko te whakaete (me aua whakaete ehara i te mahi ā tinana, pērāi te umere, me te whakawehi) ehara i te rongoā pai, ehara i te āwhina tika mō ngā kiritaki, i tua atu i ngā wā kua whakaaengia, kua āta whakaritea mō te hunga anake kua ako i ngā tikanga e tika ana.

3.6 Kāore ngā kaimahi toko i te ora e whakatīwheta tōkai i āna kiritaki, ā, kia kua hoki e whakaae atu ki ngā mahi whakatīwheta tōkai a ētahi atu.

3.7 Me āta whakamōhio atu ngā kaimahi toko i te ora ki āna kiritaki he aha ngā ratonga e taea ana e ia, me te wāhi ki te kiritaki. Me whakaae te kiritaki ki tōna wāhi i ēnei ratonga. Mā ngā kaimahi toko i te ora anō hoki e whakamōhio atu ki āna kiritaki, he aha ngā mana tangata ka tau ki runga ki a ia, me te huarahi tuku whakapae mēnā kāore e pai ana tētahi āhuetanga ki a ia. Me mōhio hoki ia ki ngā hua me ngā tikanga mēnā ka whati ture. (Tirohia te wāhanga 3.9)

3.8 I ngā mahi toko i te ora ki te taha o ngā kiritaki Tangata Whenua, ko tā te kaimahi toko i te ora wāhi:

- He kawenga i runga i ngā kaimahi toko i te ora kia whakanui, kia tautoko anō hoki i te whānau, nā te mea koia te putaketanga o tēnei mea te whakaruruhau i te mana motuhake o te whānau me ōna tāngata katoa.
- Me whakatītina e te kaimahi toko i te ora, e tika ana mā te whānau tonu me ōna tāngata e kawe te mana whakatau mēnā ka taea e rātou, ā...
- Ko tāna e whai ana ko te whakakorengia o ngā ture me ērā atu here, e tau ai te tikanga tōtahi ki ngā kaupapa o te Tangata Whenua. I roto i tāna mahi ngaiotanga me whakatītina e ngā kaimahi toko i te ora kia whai wāhi atu te Tangata Whenua ki ngā mahi whakatakoto kaupapa katoa.<sup>5</sup>

3.9 Mēnā e tika ana i raro i ngā āhua ngaiotanga, me pūmau te kaimahi toko i te ora ki te here hei huarahi whāinga māna.<sup>6</sup> Tērā pea, ko te here hei whakatau i ngā raruraru a tētahi, otirā ka utaina te whakararu ki tētahi atu. I tēnā tūāhua, me whakawhiti kōrero te kaimahi toko i te ora ki ngā tangata katoa e whai wāhi ana ki tēnei take i mua i te tīmatanga o ngā mahi here. Mō ngā kiritaki nō te Tangata Whenua, me toro atu hoki ngā kaimahi toko i te ora ki te whānau o te kiritaki (ki tētahi atu mana whakahaere rānei nō te Tangata Whenua e tika ana i runga i ngā āhuetanga o te kaupapa).

3.11 Professional accountability requires members to maintain accurate client records, and to take all reasonable steps to ensure the confidentiality of this information. The right of clients to see their records must be respected and advocated for by the member where access is difficult or denied. Care to preserve the privacy of others in those records is essential.<sup>7</sup>

3.12 Client integrity is preserved by maintaining client confidentiality; by members taking care to inform themselves on all relevant aspects of each client's situation; and by keeping the client informed.

3.13 The following limitations to client confidentiality may exist:

- Where a client is incapable of giving consent for any professional disclosure of her or his information, the member seeks consent from whoever legally represents the client's interests.
- In an emergency, a decision to provide client information to responsible third parties may be in the client's best interests. In such an instance, it is the member's duty to fully inform the client as soon as is reasonable after the event of what information was divulged and to whom.
- By the nature of their vocation, members are from time to time compelled by legislation or the Courts to disclose client information. That leads to a duty to inform the client of potential limitations to confidentiality.
- A member may conclude that the client or someone else (such as a child) may be endangered or harmed by non-disclosure. In any event where disclosure of client information is critically indicated, it should only be done after consultation with a supervisor or colleagues.

3.14 Where it is necessary to disclose client information, only the minimum required for the purpose should be given.

3.15 Communications between clients and the member as social worker may come within professional privilege, because certain legal rules as well as ethical standards protect client information. Members become familiar with and work according to the relevant statutes and common law relating to client rights, evidence, official information and privacy.

3.16 Informed consent from clients must be obtained before taping, recording or permitting others to observe interactions with the client. Client information must not be used for the purposes of

3.10 Ko ngā whāinga o ngā kaimahi toko i te ora, kia tū rangatira ai āna kiritaki. Ki te kore e taea e te kiritaki tōna ake mana rangatiratanga te kawea, mā te kaimahi toko i te ora ia e tiaki.

3.11 Me pupuri tika e te kaimahi toko i te ora, ngā tuhinga kōrero katoa e pā ana ki āna kiritaki. Me noho matatapu tonu ēnei kōrero. Me noho wātea ngā tuhinga kōrero nei ki te kiritaki ahakoa ngā tairo e karo ana i tēnei āheitanga. Me matatapu ngā kōrero a tētahi atu.<sup>7</sup>

3.12 Me āta tiaki e te kaimahi toko i te ora te ngākau tapatahi o te kiritaki, āra, me pūmau te matatapu; me kimi mōhiotanga e pā ana ki ngā āhuatanga katoa o te kiritaki; me tuku mōhiotanga hoki ki te kiritaki.

3.13 Mēnā ka puta ēnei āhuatanga kāore pea e tika ana ki te mau tonu te matatapu o te kiritaki:

- Mēnā he kaha kore nō te kiritaki ki te whakaae atu kia tukuna ngā kōrero e pā ana ki a ia, me whai atu e te kaimahi toko i te ora kia whakaaetia mai e te tangata e tika ana i raro i te ture
- Mēnā he mate whawhati tata, me tuku pea e te kaimahi toko i te ora ngā pārongo kiritaki ki tangata kē, i runga anō i tōna ngaiotanga, me te whakaaro pai ki te kiritaki. Mēnā ka pēnei te kaimahi toko i te ora, me whakamōhio atu ia ki te kiritaki hei te wā e tika ana, he aha ngā kōrero kua tukuna atu, me te mea nei i tuku atu ki a wai.
- Tērā pea ka tonoa te kaimahi toko i te ora e te ture, kia tukuna he pārongo kiritaki. Mēnā ka whakawhāiti pēneitia te matatapu o te pārongo kiritaki, me tuku whakamōhio atu te kaimahi toko i te ora ki a ia.
- Tērā pea ka whakatauria e te kaimahi toko i te ora, ka whakamōreatia te kiritaki, tētahi atu tangata rānei (tētahi tamaiti pea) ki te kore e tukuna ngā pārongo kiritaki. Ki te pēnei, ka tukuna pea e te kaimahi toko i te ora ngā pārongo i runga i tāna whakatau ngaiotanga, me te whakawhitiwhiti whakaaro ki ōna hoa mahi.

3.14 Mēnā ka tukuna ngā pārongo kiritaki e te kaimahi toko i te ora, me tuku atu i te itinga rawa anake e tika ana kia ea taua take.

3.15 Ko ngā whakawhitiwhitinga i waenga i te kaimahi toko i te ora me āna kiritaki, ka taka ki raro i ngā tikanga ngaiotanga - ka rāhuitia ngā pārongo kiritaki i raro i te ture me ngā tikanga ngaiotanga. Me mōhio tonu te kaimahi toko i te ora ki ngā ture whenua me ngā ture Māori e rite ana, e pā ana ki te matatapu, te pārongo atoato, me te taunakitanga.

<p>teaching and learning, or public presentation in any form, unless identifying information has been removed or adequately disguised, or clients have given informed consent.</p> <p>3.17 Client confidentiality must be preserved when members submit information to funding agencies.<sup>8</sup> Clients must be informed if there is any possibility that this data could lead to the identification of individuals.</p> <p><sup>5</sup> Incessant <i>consultation</i> can be undesirable. It may be abusive of time and energy, particularly when it involves constant reference to a small number of Tangata Whenua workers in agencies and organisations. It may also be unrealistic in terms of responsibilities and workloads. It may be useful to consider whether there are fundamental issues of partnership, or whether there is the likelihood of harm to Tangata Whenua clients or colleagues before a decision is made to consult. If not, arrangements for monitoring may be preferable to continuing and intrusive consultation.</p> <p><sup>6</sup> Any member who violates or diminishes the civil or legal rights of a client could be the subject of criminal and civil action, or of complaint action to their employer, the Social Workers Registration Board or the Association.</p> <p><sup>7</sup> Facilitating the right of <i>access to records</i> may require the member to actively assist clients to understand their records, such as explaining jargon terms and providing colloquial translations so that the information is easily understood.</p> <p><sup>8</sup> This applies especially in those follow-up research or evaluation studies required by contracts</p>	<p>3.16 Me mātua whakaae e te kiritaki mēnā e pīrangi ana te kaimahi toko i te ora kia hopu, kia mātaki rānei i ngā whakawhitiwhitinga kōrerorero. Ka kore rawa te kaimahi toko i te ora, e whakamahī, e whakaatu rānei i ngā whakawhitiwhitinga kōrero, i ngā pārongo hoki e pā ana ki te kiritaki i roto i āna mahi whakaaako, i āna kauhau hoki, ki te kore e whakaaetia e te kiritaki, ki te kore rānei e tango i ngā wāhanga o ngā whakawhitiwhitinga kōrero, o ngā rongong hoki e whakamōhio atu ko wai te kiritaki.</p> <p>3.17 Me pūmau tonu te kaimahi toko i te ora ki ngā tikanga matatapu inā ka tuku kōrero ia ki ngā whakahaere tuku pūtea.<sup>1</sup> Me whakamōhio atu ia ki te kiritaki, mēnā ka whakaatuhia pea i roto i ngā kōrero, ko wai te kiritaki.</p> <p>5 I ētahi wā, kāore e whai hua, he hōhā hoki tēnei mea te 'whakawhitiwhiti kōrero'. Tērā pea he whakapau noa iho i te wā, me te kaha o te hunga kaimahi Māori tokoiti kei ngā umanga/whakahaere e mahi ana. Kāore pea e taea, i runga i te taumaha o ngā mahi. Me āta whakaaro i te tuatahi, mēnā ka pā te hononga Tiriti, ka takahia rānei te kiritaki Māori, i mua i te whakatau, āe, me 'whakawhitiwhiti kōrero'. Tēnā pea, he pai ake tētahi āhuatanga arotake i tēnei mea te whakawhitiwhiti kōrero i ngā wā katoa.</p> <p>6 Mēnā ka whati, ka tūkinotia rānei e te kaimahi toko i te ora, ngā mana o te kiritaki, ka taea e te ture ia te whakawā. Mēnā he amuamu tō te mana whakahaere ka whakawāngia e te Pōari Rēhītatanga o ngā kaimahi toko i te ora, e te Rōpū Kaimahi toko i te ora rānei.</p> <p>7 Kia taea te toro atu ki ngā pārongo me ngā pepa katoa, tērā pea me āwhina tonu te kiritaki kia mārāma pai ia ki ngā kōrero kei tana pūkete pārongo</p> <p>8 He tino tīneinei mō ngā mahi rangahau me ngā mahi arotake kua tonoa i raro i ngā mana o ngā kirimana.</p>
<p><b>4 Responsibility to Agencies and Organisations<sup>9</sup></b></p> <p>4.1 Social workers should take reasonable<sup>10</sup> steps to ensure that their employing organisations' practices are consistent with the ANZASW Code of Ethics.</p> <p>4.2 Social Workers generally should adhere to commitments made to employers and employing organisations.</p> <p>4.3 Social workers should take reasonable steps to participate in the regular and ongoing review and improvement of their employing agencies' policies and procedures and the efficiency and effectiveness of their services.</p> <p>4.4 Social workers should take reasonable steps to ensure that employers are aware of social workers' ethical obligations as set out in the ANZASW Code of Ethics and of the implications of those obligations for social work practice.</p> <p>4.5 Social workers should not allow an employing organisation's policies, procedures, regulations, or administrative orders to interfere with their ethical</p>	<p><b>4 Ko ngā kawenga ki ngā Umanga me ngā Whakahaere Pāpori</b></p> <p>4.1 He kawenga tō ngā kaimahi toko i te ora kia whai atu i te Tauāki Tikanga o ANZASW i ā rātou mahi kato.</p> <p>4.2 Mena e taea ana, ko te whāinga ka whakatinana ngā kaimahi toko i te ora i tā rātou i kī ai ki ō rātou wāhi mahi, pāhi hoki.</p> <p>4.3 Ko tā te kaimahi toko i te ora, he kaha ki te arotake, ki te aromatawai i āna mahi, kia whanake ake ai ngā kaupapa here, me ngā tikanga whakahaere o ō rātou wāhi mahi, kia pai ake ai ngā mahi me ngā hua ka puta.</p> <p>4.4 Ko tā te kaimahi toko i te ora, he whakamōhio atu ki ō rātou pāhi, wāhi mahi hoki, he aha ngā kawenga matatika i te Tauāki Tikanga o ANZASW me ngā pānga ki ā rātou mahi toko i te ora.</p> <p>4.5 Kia kua te kaimahi toko i te ora e whakaae kia rerekē ai āna mahi toko i te ora e matatika ana i ngā tikanga whakahaere, i ngā kaupapa here, i ngā tohutohu whakariterite rānei o tōna wāhi mahi.</p>

practice of social work.

4.6 Social workers should take reasonable steps to ensure that Tangata Whenua are consulted with to ensure that the structures, aims and functions of the agency or organisation they are working for provides the best standards of service and that Tangata Whenua are included in all decision making at all levels.

4.7 Social workers should take reasonable steps to ensure that the work place is culturally appropriate for the clients of the organisation.

4.8 Social workers should act to prevent and eliminate discrimination in the employing organisation's work assignments and in its employment policies and practices.

4.9 Social workers should accept employment or arrange student field placements only in organisations that exercise fair personnel practices.

4.10 Social workers should be diligent stewards of the resources of their employing organisations, wisely conserving funds where appropriate and never misappropriating funds or using them for unintended purposes.

4.11 Social workers maintain professional accountability to clients and the wider community through ongoing evaluation of their own performance.

4.12 Where members are working in private practice they will ensure all practices are consistent with the expectations described in this section.

<sup>9</sup> Approved by the ANZASW Board 20 April 2013

<sup>10</sup> The English (UK) Thesaurus: *sensible; rational, logical, practical, realistic, sound, equitable* <sup>11</sup> The English (UK) Thesaurus: usually, normally, in general, in the main, by and large, commonly

4.6 Ko tā te kaimahi toko i te ora, he whai atu i ngā ara kia whai wāhi ai te tangata whenua ki roto i ngā whakataunga katoa, mā tēnei ka tika rawa atu ai ngā whāinga, ngā mahi me te anga o te ratonga tonu.

4.7 Ko tā te kaimahi toko i te ora, he whai atu i ngā ara e taea ana kia ū tōna wāhi mahi ki ngā tikanga e tika ana mō ngā kiritaki katoa ahakoa nō hea.

4.8 Ko tā te kaimahi toko i te ora, he ārai atu, he whakaiti atu i te whakaparahako tangata i ngā mahinga, i ngā kaupapa here, i ngā tikanga whakahaere rānei o tōna wāhi mahi.

4.9 Me whakaae anake ngā kaimahi toko i te ora ki ērā tūranga mahi, ki ērā tūranga whakapakari tauira rānei i ngā wāhi mahi, ka ū ki ngā kaupapa here e tika ana mā ngā kaimahi.

4.10 Ko tā te kaimahi toko i te ora, he tino tiaki i ngā rawa a ō rātou wāhi mahi, ā, me e taea ana he penapena i ngā pūtea, waihoki kia kua rawa atu e rāweke i aua pūtea, he tuku rānei ki ngā kaupapa kāore e whakaaengia.

4.11 He here i runga i ngā kaimahi toko i te ora ki ōna kiritaki, ki te hāpori whānui hoki, mā te arotake i āna mahi, ka tika aua here.

4.12 Mena he umanga ake tō te kaimahi toko i te ora, ko tāna he matua whakarite i āna mahi kia ū ki ngā tohutohu i tēnei wāhanga o te Tauākī Tikanga nei.

## **5 Responsibility to Colleagues**

5.1 Members relate to colleagues with integrity, respect, courtesy, openness and honesty. They should respect and seek to understand differences of opinion and practice, and express constructive criticism of each other in a responsible manner.

5.2 Members have a responsibility to promote understanding amongst all colleagues of the need for practice based on Te Tiriti o Waitangi, and promote the adoption of practice based on Te Tiriti o Waitangi throughout the profession.

5.3 The rights of colleagues to constructively

## **5 Ko ngā kawenga ki ngā hoa mahi**

5.1 Me aro atu te kaimahi toko i te ora ki ōna hoa mahi i runga i te ngākau tapatahi, te ngākau atawhai, te whakaaro whakaute, māhorahora me te pono hoki. Ko te whāinga kia mārama ai rātou ki ngā whakaaro me ngā mahi rerekē a tēnā, a tēnā, kia haepapa hoki te whakapuaki i ngā kōrero whakahē.

5.2 Me whakatītina e ngā kaimahi toko i te ora, kia mārama mai ōna hoa mahi ki ngā take, ko te Tiriti o Waitangi te tūāpapa mō te mahi toko i te ora, ā, ko te whāinga kia ū ai ngā mahi toko i te ora katoa ki te Tiriti o Waitangi hei tūāpapa mō ngā mahi.

<p>challenge mono-cultural knowledge, values and methods in social work practice are upheld by all members.</p> <p>5.4 Members practise and promote co-operation with colleagues to enhance the aims and ethics of social work, and development of the skills and knowledge base. They should share knowledge, experience and ideas, and promote opportunities for further education and training.</p> <p>5.5 Members encourage and support collegial research to enhance the growth of all forms of knowledge that inform and enable social workers to effectively carry out their role and function.</p> <p>5.6 Members in the education and training sectors assist students and new entrants to the profession to develop high standards of ethical behaviour, methods of learning, analytical ability, knowledge and skills.</p> <p>5.7 Both the everyday and professional conduct and integrity of members must be beyond reproach. Where a situation is too serious to be resolved by discussion with the colleague concerned, instances of professional misconduct or unethical behaviour by that colleague (particularly where this involves actions that are harmful to clients) must be brought to the attention of the appropriate bodies.</p> <p>5.8 All members give recognition to the process whereby complaints about their practice are investigated.</p> <p>5.9 Members must neither sexually harass colleagues nor condone sexual harassment of colleagues by others.</p>	<p>5.3 Me hāpai e ngā kaimahi toko i te ora katoa te mana totohe o ōna hoa mahi, ki te wero atu i ngā mātauranga, ngā uara, me ngā tikanga tōtahi i roto i ngā mahi toko i te ora.</p> <p>5.4 Me whakatītina e ngā kaimahi toko i te ora te mahi ngātahi, hei hāpai i ngā whāinga me ngā tikanga a te mahi toko i te ora, hei whakapiki hoki i ngā pūkenga me te puna mātauranga. Me māhorahora te whakawhiwhiti mātauranga, wheako, ariā hoki, i waenganui i ngā kaimahi toko i te ora, ā, me whakatītina anō hoki te whāinga kia whakapakari i ō rātou mātauranga.</p> <p>5.5 Me whakatītina e ngā kaimahi toko i te ora ngā kaupapa rangahau hei whakapiki i ngā momo mātauranga katoa, kia pai ake ai ā rātou mahi toko i te ora.</p> <p>5.6 Ko ngā kaimahi toko i te ora e whai wāhi ana ki te mahi whakangungu, tuku mātauranga hoki, ka whakatītina kia eke ā rātou taura ki ngā taumata rawa o ngā tikanga mātāpono, ngā huarahi ako, ngā pūkenga tātari, ngā mātauranga me ngā mōhiotanga hoki.</p> <p>5.7 Me tiketike rawa te whanonga tūmataiti, me te whanonga ngaioanga o te kaimahi toko i te ora. Mēnā he taumaha rawa te whanonga ngaioanga hē a tētahi kaimahi toko i te ora i raro i ngā tikanga mahi toko i te ora (arā mēnā he whanonga whakamōrea i te kiritaki), ka mau atu ki mua i te aroaro o te rūnanga e tika ana.</p> <p>5.8 E whakaae ana ngā tāngata o te Rōpū Kaimahi Toko i te Ora o Aotearoa kia āta tirohia ai ngā whakapae i ā rātou mahi.</p> <p>5.9 Me kore rawa ngā kaimahi toko i te ora e whakatīwheta tōkai i ōna hoa mahi, kia kua hoki rātou e whakaae atu ki te mahi whakatīwheta tōkai a tētahi atu.</p>
<p><b>6 Responsibility in Supervisory Relationships</b></p> <p>6.1 The Association asserts that ethical practice can be maintained only where appropriate arrangements for supervision of practice are in place. Supervision takes different forms in different settings, but is generally directed towards competent practice, client well-being, the development and well-being of the social worker, and towards organisational learning. Its objectives are competency, accountable practice, continuing professional development and education. Supervision occurs within a professional relationship between one or several supervisees and one or several supervisors. As with social work practice, it is informed by and grounded in the Articles of Te Tiriti o</p>	<p><b>6 Ko ngā kawenga i runga i te taha whakahaere</b></p> <p>6.1 E whakaae ana te whakahaere o te Rōpū Kaimahi toko i te ora, ka ahu mai ngā mahi e tika ana i ngā whakaritenga pai hei tautoko, hei ārahi i aua mahi toko i te ora. He maha ngā tūmomo taura o tēnei mea te ārahi ēngari i te nuinga o te wā ka whai i ēnei āhuatanga katoa arā ko ngā mahi pai, ko te oranga o te kiritaki, ko the whakawhanaketanga me te oranga o te kaimahi toko i te ora, me te ako mātauranga. Ko ōna whāinga kia eke ngā mahi katoa, kia mārāma ai ngā mahi katoa, kia pakari ake tonu ai mā te whai i te mātauranga. He hononga ngaio te noho a te kaiārahi ki te taura. I ētahi wā kotahi noa te kaiārahi, i ētahi atu he rōpū kaiārahi, he pēnei hoki te āhua ki te</p>



<p>Waitangi.</p> <p>6.2 Individual members, as supervisees, have the responsibility to:</p> <ul style="list-style-type: none"> <li>• ensure that they access appropriate supervision</li> <li>• understand and negotiate their role, responsibilities and relationship as a social work supervisee</li> <li>• actively participate in the supervision process and relationship</li> <li>• act in the interests of client well-being within their professional and organisational mandate and in accordance with their supervision contract.</li> </ul> <p>6.3 Supervisors have the responsibility to:</p> <ul style="list-style-type: none"> <li>• work within the level of their competency, undertake specific foundation training and pursue continuing education in social work supervision theory, skills and practice</li> <li>• negotiate a written contract for service with each supervisee, which must include reciprocal roles and responsibilities, specify accountability and reporting lines to agencies or third parties. and methods for the resolution of disputes</li> <li>• apply the principles of all clauses of this Code in their relationships with supervisees</li> <li>• recognise the differing needs of supervisees related to their personal and professional background, level of experience, gender, and cultural identity</li> <li>• act promptly and professionally at all times in the best interest of clients and supervisees</li> <li>• meet their ethical duties and obligations to the organisation and the profession.</li> </ul>	<p>tauirā. He օrite tēnei ki ngā mahi toko i te ora, arā, ko te tūāpapa mō ēnei mahi katoa e whai ana i ngā wāhanga tonu o Te Tiriti o Waitangi.</p> <p>6.2 Ko ngā kawenga i runga i ia kaiārahi, ko ēnei:</p> <ul style="list-style-type: none"> <li>• kia whai rātou i tētahi hei ārahi i a rātou anō.</li> <li>• kia mārama rawa ki ngā āhautanga o te mahi me օna ritenga mō tēnei tino mahi arā te ārahi i ngā mahi toko i te ora.</li> <li>• Ka mahi rawa i ngā mahi ārahi, ā, ka whai wāhi anō taua hononga.</li> <li>• Ko te whāinga o ngā mahi kia hāpai i te oranga o te kiritaki i roto i ngā mana me ngā ritenga o ā rātou mahi toko i te ora, i roto hoki i te kirimana o te kaiārahi.</li> </ul> <p>6.3 He kawenga i runga i ngā kaiārahi kia:</p> <ul style="list-style-type: none"> <li>• Mahi i roto anō i օ rātou āheaitanga, ā, kia whaia hoki ko ngā āwhitanga kia whakangungu kia whakapakari i օ rātou pukenga toko i te ora, me ngā mātauranga e pā ana ki ngā mahi ārahi.</li> <li>• Whakarite i tētahi kirimana kua tāngia mā ia kaiārahi, ā, me uru ki roto ko ngā mahi a tēnā, a tēnā, ko te tūranga me ngā kawenga tuku rīpoata ki tangata kē, ki rōpū kē, me ngā mōhiotanga mō ngā ara whakpai raru.</li> <li>• Whakamahia e te kaiārahi ngā mātāpono i kitea i ngā wāhanga katoa o tēnei tauāki tikanga.</li> <li>• Mōhio rātou ki ngā hiahia rerekē օ tēnā, օ tēnā. Ka ahu mai ēnei rerenga kētanga i ā rātou wheako mahi, wheako tangata, i te tangatatanga, me tōna iwitanga hoki.</li> <li>• Me wawe tonu ngā mahi, ā, kia ngaio tonu i roto i ngā mahi hei hāpai i ngā hiahia a ngā kiritaki me ngā tauira anō hoki.</li> <li>• Kia tutuki pai katoa ngā whāinga me ngā mahi e tika ana ki te Rōpū me kāhui kaimahi toko i te ora.</li> </ul>
<p><b>7 Responsibility for Self</b></p> <p>7.1 Members act with integrity at all times, and in the knowledge that their standards of behaviour reflect also on the Association and the profession of social work.</p> <p>7.2 Members are required to acquire the knowledge and skills that are relevant to their field of work, and to ensure that these are kept up to date. They will maintain a critical response to new knowledge.</p> <p>7.3 Similarly, continuing professional development is a requirement, through activities such as formal or ad hoc continuing education courses, familiarity with the current social work literature, professional forums</p>	<p><b>7 Ngā kawenga ki a koe anō</b></p> <p>7.1 Me tika ngā mahi ā ngā kaimahi toko i te ora i ngā wā katoa, ā, kia aro hoki rātou ki ēnei - hē o te kotahi, nō te tokomaha.</p> <p>7.2 Me whai mātauranga, me whai pūkenga te kaimahi toko i te ora e hāngai ana ki āna mahi, ā me whakahou tonu. Me kaikini atu te aro ki ngā mātauranga hou e puta mai ana.</p> <p>7.3 Me whai wāhi tonu ngā kaimahi toko i te ora ki te whakangungu. Mā ngā mahi whai mātauranga te mōhio ki ngā tuhinga e puta mai ana mō ngā mahi nei, ngā wānanga me ngā tohetohe, ka pakari tonu te tangata me օna pukenga ki ngā mahi toko i te ora.</p>

<p>and debate, in order to maintain their skills, knowledge and competence.</p> <p>7.4 Members take responsibility for their own emotional, mental and physical health. They will acknowledge that there are limits to the service they can provide, and for their own protection and that of clients, members need to consciously consider whether they can take on any particular task. Respect for their individual health and self esteem should be maintained.</p>	<p>7.4 Me aro atu te kaimahi toko i te ora ki tōna ake oranga, arā, te oranga ngākau, te oranga hinengaro, me te oranga tinana. Me āhukahuka tonu, kāore e taea e te tangata kotahi ngā ratonga katoa te tuku. I runga i te ngākau atawhai ki a ia anō me ōna kiritaki, me āta whakaaro mēnā ka tutuki i a ia tētahi kaupapa, kāore rānei. Me tiaki tonu te kiritau me tōna ake oranga.</p>
<p><b>8 Responsibility for Research and Publications</b></p> <p>8.1 All research activities carried out by members (or by others under their supervision) must meet the appropriate scientific standards of competency and sensitivity to the wellbeing and dignity of participants. As with social work practice, it is informed by and grounded in the Articles of Te Tiriti o Waitangi.</p> <p>8.2 The informed consent of participants must be obtained except in situations where an exception can be justified by the research methodology. Informed consent means agreement to participate in the research, or agreement by those authorised to represent the interests of any person judged to be incapable of giving informed consent, and covers them being informed of:</p> <ul style="list-style-type: none"> <li>• the purpose, nature and procedures of the research</li> <li>• any research procedures that might have harmful effects on them</li> <li>• the right to withdraw from a research project at any stage and, if they have been paid to participate, the conditions of withdrawal</li> <li>• the right to know the use to which the data may be put and of the outcome of the study.</li> </ul> <p>8.3 Members must submit their research proposals involving human participants to an appropriate ethics committee for review.</p> <p>8.4 Members take all possible steps to protect participants from physical and mental discomfort, harm or danger.</p> <p>8.5 A full justification must be made to an appropriate ethics committee of any methodological requirement of a study that involves the use of concealment or deception with human participants. The researcher has to demonstrate that other non-deceptive procedures could not be used, and has to obtain the consent of participants to waive their right to prior information on the nature and purpose of the study and ensure that all participants are given full explanations as soon as practicable.</p>	<p><b>8 Ko te kawenga ki te Mahi Rangahau me te Whakaputa Pukapuka</b></p> <p>8.1 Ko ngā mahi rangahau a te kaimahi toko i te ora (me ērā tāngata e tiakina ana e ia), me eke i ngā taumata ngaiotanga e tika ana, ā, me aro hoki ki te oranga me te ngākau tapatahi o ngā kaiuru. Ko te tūāpapa mō ēnei mahi kei roto i ngā wāhanga katoa o Te Tiriti o Waitangi.</p> <p>8.2 Me mātua whakaae mai ngā kaiuru ki ngā mahi rangahau, me mārāma hoki rātou ki te kaupapa, hāunga te rangahautanga kāore e hāngai ana i raro i āna tikanga. Ki te kore e āhei te tangata hauā ki te whakaae atu, mā te tangata tika e kawē ana i te haepapa mōna e whakaae. Ka uru mai ēnei āhuetanga ki te tikanga o te ‘whakaaetanga’:</p> <ul style="list-style-type: none"> <li>• me mōhio te kaiuru ki ngā whāinga, te āhua, me ngā whakahaere o te rangahau;</li> <li>• me mārāma te kaiuru ki ngā whakahaere tērā pea ka pā kino atu ki a ia;</li> <li>• me mōhio tonu te kaiuru, kei a ia te mana whakaputa atu i te rangahautanga, ā, mēnā i utua ia, me mōhio ia ki ngā here kei runga i a ia.</li> <li>• me mōhio te kaiuru ka pēhea te whakamahi i ngā raraunga, me ngā hua ka puta.</li> </ul> <p>8.3 Me whakatakoto e te kaimahi toko i te ora, āna kaupapa rangahau ki mua i te aroaro o tētahi komiti tikanga rangahau e hāngai ana.</p> <p>8.4 Me mātua whai e te kaimahi toko i te ora kia kaua te kaiuru e taka ki te auhi tinana, te auhi hinengaro, te kino, te whakamōrea rānei.</p> <p>8.5 Me whakatakoto e te kaimahi toko i te ora ki mua i te aroaro o tētahi rūnanga tikanga mēnā he āhuetanga huna tā te rangahautanga. Me mātua whakaatu e te kaimahi toko i te ora, he whakaritenga tika ngā āhuetanga huna nei, ā, me whakaae e ngā kaiuru, kia uru kāpō atu ki te mahi rangahau. Taro ake te wā e tika ana, ka āta tukuna atu ngā whakamārāma katoa.</p> <p>8.6 Me tika, me tōkeke hoki ngā pūrongo whakaatu</p>

8.6 Accuracy and objectivity in reporting data or information is required. Public comments by members must be pertinent to areas of social work in which they have appropriate knowledge. When reporting research findings, members have a responsibility to include relevant details of research findings that may modify or cast doubt upon the interpretation of the evidence provided.

8.7 In any publication, members accurately acknowledge sources of information and ideas, and give appropriate credit to contributions made by individuals and organisations.

8.8 Members are expected to take reasonable steps to correct any misleading or incorrect reports related to their work, and do not make excessive or exaggerated claims for their research findings or professional activities.

8.9 Unless they have been properly authorised in advance, members do not assert or imply that personal statements made by them are made on behalf of other members, social workers, ANZASW, or other organisations.

raraunga a te kaimahi toko i te ora. Ko āna whakatau tūmatanui, me hāngai tonu ki ngā āhuratanga o te mahi toko i te ora e taunga ana ia. Inā, ka whakatakotohia e te kaimahi toko i te ora ngā hua ka puta i tētahi rangahautanga, me haere tahi hoki ngā kōrero whakahē i te kaupapa hei whakaarotanga mā te iwi.

8.7 Ahakoa te pukapuka ka whakaputaina e te kaimahi toko i te ora, me tika tāna whāki i te pūtakenga mai o ngā pārongo me ngā ariā, me te whakamihī ki ngā tāngata me ngā whakahaere i whāi wāhi atu ki te mahi rā.

8.8 Me whai e te kaimahi toko i te ora kia whakatikahia ngā pūrongo hē e pā ana ki tāna mahi. Kia kua hoki e tahupera ngā kōrero mō ngā hua ka puta i tāna rangahautanga, mahi ngaiotanga rānei.

8.9 Kia kua te kaimahi toko i te ora e kī, e whakapae rānei ko āna ake whakatau kōrero he mea tautoko e ōna hoa mahi, e te ANZASW, e tētahi whakahaere toko i te ora rānei, mēnā kāore i a ia te mana tōtika.