



**Aotearoa New Zealand Association of Social
Workers (ANZASW)**

And

**Tangata Whenua Social Workers Association
(TWSWA)**

Submission on

Children, Young Persons and Their Families
(Oranga Tamariki) Legislation Bill

To the:

Social Services Select Committee

Submissions due

3 March 2017



Submission Reference number*: WX1GTKM

1. INTRODUCTION

Aotearoa New Zealand Association of Social Workers, or ANZASW, is the professional body for social workers in New Zealand. It is imperative that we provide a voice for our members on The Children, Young Persons and Their Families (Oranga Tamariki) Legislation Bill and its direct effect on the social work profession and users of social work services.

In order to be in a position to write this submission on behalf of our membership, ANZASW Invited members to comment on:

- Investing in Children – Legislative Reform Paper 1, Overview
- Investing in Children – Legislative Reform Paper 2, Foundations for a Child Centred System
- Investing in Children – Legislative Reform Paper, Intensive intervention and care support
- The Children Young Persons and Their Families (Oranga Tamariki) Legislation Bill

Social work practice is about providing assistance, understanding and encouragement to sensitive, stressed and vulnerable clients. Social workers are focused on improving clients' wellbeing whilst effecting long term change. Our members have a significant professional interest in the potential or intended effects the Children Young Persons and Their Families (Oranga Tamariki) Legislation Bill will have on their ability to help clients.

2. AOTEAROA NEW ZEALAND ASSOCIATION OF SOCIAL WORKERS

Aotearoa New Zealand Association of Social Workers (ANZASW) is the professional body for a national collective of approximately 3,400 social workers, who have day-to-day involvement with the most vulnerable people in our society. Our work is guided by a Code of Ethics that is aligned with the International Federation of Social Workers (IFSW).

Social work is founded on principles of human rights and social justice. We are guided by the Treaty of Waitangi and respect the equality, worth and dignity of all people. In accordance with the March 2012 IFSW Global Agenda¹ “we commit ourselves to supporting, influencing and enabling structures and systems that positively address the root cause of oppression and inequality. We commit ourselves wholeheartedly and urgently to work together, with people who use services and with others who share our objectives and aspirations, to create a more socially-just and fair world”. We believe the overarching principles of social work are respect for the inherent worth and dignity of human beings, doing no harm, respect for diversity and upholding human rights and social justice.

Our mission is to enable people to develop their full potential; our skill-set is problem solving and facilitation of positive change in individuals, organisations, whānau and communities. We recognise the environment contains opportunities for people to be both agents of change and victims of factors beyond their control. As a profession, we strive to alleviate poverty, foster social inclusion

¹ International Federation of Social Workers, International Association of Schools of Social Work and International Council on Social Welfare (2012). ‘The Global Agenda for Social Work and Social Development Commitment to Action’. Available at isw.sagepub.com (accessed 13 June 2012)

and liberate those who are vulnerable or oppressed. Social work is evidence-based and draws on theories of human development, behaviour and social systems.

Social workers respond to crises and emergencies along with the personal or social problems that arise from experience of barriers, inequities and injustices within our society. Our interventions involve problem solving, development of coping strategies, one-on-one counselling and therapy, family and group work, agency administration, community organisation and helping people to access services, resources and support systems within their community. We work across government and non-government settings including community organisations, iwi agencies, private practice, youth justice, child protection, mental health, addictions and disability. We are involved in research, training, education, professional development, competency assessment, data gathering, risk assessment, structural analysis, interagency protocols and the improvement of social policy.

3. TANGATA WHENUA SOCIAL WORKERS ASSOCIATION

“A te wa, ma te wa, kua taemai te ra, kia tutangata tatou i roto te mana o tou rangatiratanga”

“Now and in time, in this day we stand together in our rangatiratanga”

The Tangata Whenua Social Workers Association (TWSWA) was formed to:

- To assert Tangata Whenua identity in the Social Work Profession
- To embed Rangatiratanga in competent social and community work practice and more importantly
- To ensure the oranga of tangata whenua whānau, tamariki and mokopuna is the kaupapa of the Association and practitioners.

It is for these reasons that the Tangata Whenua Social Workers Association offers tautoko to the Aotearoa New Zealand Association of Social Workers in this submission on the Children Young Persons and Their Families (Oranga Tamariki) Legislation Bill.

4. SUMMARY COMMENTS

The Children, Young Persons and Their Families (Oranga Tamariki) Legislation Bill has a number of provisions that will enhance the care of children and young people.

ANZASW supports:

- Inclusion of requirement to take into account the impact of disability and the need to mitigate the impact
- Extension of the definition of young people to include 17 year olds
- Extension of the Youth Court jurisdiction to 17 years and the inclusion of the principle of the best interest of the child or young person in youth justice proceedings.
- Extension of the age a young person can remain or return to, living with a caregiver to 21 years.
- Provision of advice and assistance for young people up to the age of 25 years;
- Provision to fund or contribute to the costs of education or training beyond the age of 25

TITLE OF THE ACT

ANZASW concurs with the UNCROC observation made in the 5th Periodic Report of New Zealand (CRC/C/NZL/CO/5)²:

“7 (b) Consider a different name for the proposed Ministry for Vulnerable Children, and avoid the categorization of children, in law and policy, which may lead to stigmatization”.

Children and young people who have been in care, and or have engaged with Youth Justice, experience enough difficulty without the additional labelling of being vulnerable.

TWSWA would add:

Inā kei te mohio koe ko wai koe, I anga mai koe i hea, kei te mohio
koe. Kei te anga atu ki hea

If you know who you are and where you are from, then you will know where you are going.

Meaning if you are coming from a place of mamae (hurt) as in the notion of ‘Vulnerable’ then this is what will determine your direction. The focus will preclude the journey to oranga because of the very nature of the constant reminder of its origin.

INTERPRETATION

Independent Person:

This Section refers to “ independent persons” as being practitioners registered under the Health Practitioners Competence Assurance Act 2003, childrens workers as defined in the Vulnerable Childrens Act and classes or persons designated as an independent person by regulations.

Social Workers are regulated professionals under the provisions of the Social Workers Registration Act 2003. The Health and Disability Commissioners Act 1994 No 88 has this definition of Authority:

Authority has the same meaning as in Section 5 of the Health Practitioners Competence Assurance Act 2003; and includes the Social Workers Registration Board established by Section 97 of the Social Workers Registration Act 2003

Health Practitioner includes

(iii) a registered social worker within the meaning of the Social Workers Registration Act 2003.

Approximately 9% of the ANZASW members are self-employed or are employed in agencies that are not within the definition of a child welfare and protection agency or as regulated services listed in Schedule 1 of the Vulnerable Childrens Act 2014. Members in this group could potentially be designated as an independent person.

Approximately 61% of the ANZASW members are employed by Government Ministries, agencies or health service providers, both DHBs and community health.

² UNCROC fifth periodic report of New Zealand (CRC/C/NZL/5) Page 2

30% of members are employed by NGO providers, some of which fall outside the definition of a child welfare and protection agency or as Regulated services listed in Schedule 1 of the Vulnerable Children Act 2014.

For this reason, ANZASW argues that practitioners regulated under the Social Workers Registration Act 2003 must be listed as independent persons where that social worker is not employed by Child Youth and Family or an agency listed as a child welfare protection agency or an agency described in Schedule 1 of the Vulnerable Children Act 2014.

PURPOSE & PRINCIPLES

Clause 4(c)

This clause refers to the principle that children and young persons have a “safe and loving home from the *earliest opportunity*”. Clause 8 (vi) “the current harm and risk of future harm to the well-being and development of a child or young person (including the risk of offending) are identified, prevented and responded to at the *earliest opportunity*”. Clause 13(2)(a) states “intervention should *occur early* to improve the safety and well-being of children, young persons, and their families and to address risk of future harm (including the risk that a child or young person may offend or reoffend, or not achieve their developmental potential”.

Together these three clauses have the potential to lead to risk averse practice resulting in early removal of children or young people from their family, whānau, hapu, iwi or usual caregiver. Practice of this sort then potentially overrides the requirement to:

- (d) *support families, whānau, hapu, iwi and usual caregivers to enable them to provide a safe, stable, and loving home for, and meet the needs of, their children and young persons,*
- (e) *strengthening the relationships between children and young persons and their family, whānau, hapū, and iwi (including the relationships between siblings):*
- (k) *recognising mana tamaiti (tamariki), whakapapa, and the practice of whanaungatanga for Māori children and young persons who come to the attention of the department:*
- (l) *promoting an approach that supports capability building at the whānau level to improve life course outcomes for Māori children and young persons and their whānau.*

It is recognised that in some extreme cases “early intervention” is essential for the safety of the child or young person. It is however believed that mechanisms must be in place to ensure that children and young people are protected from “early intervention” becoming the norm and the expense of supporting family, whānau or the usual caregiver being supported to care for the child or young person.

The current Children Young Persons and Their Families Act Section 5(a) specifies that “a child’s or young person’s family, whānau, hapu, iwi, and family group **should** participate in the making of decisions affecting that child or young person, and accordingly that, wherever possible, regard should be had to the views of that family, whānau, hapu, iwi, and family group”.

In this Bill the “should” is replaced with “their family, whānau, hapū, iwi, and usual caregiver **can** participate in decisions made about the child or young person”.

This change significantly weakens the obligation to engage with family, whānau, hapū, iwi, or usual caregiver in spite of the aspirations outlined in Clause 8(b) and 8(d).

ANZASW strongly advocates and urges the Act to ensure that family, whanau, hapu and Iwi retain their right within the legislative framework to be a key decision-maker and participant on behalf of their children.

TWSWA absolutely and categorically concurs with ANZASW as the retention of this right maintains the principles of uritanga and ūkaipō, both of which are integral to identity as tangata whenua and to the preservation of rangatiratanga.

Uritanga is maintaining the line of descent, the connectedness between generations and ūkaipō refers to the place of eternal nurturing, which traditionally is the whenua that gives rise to whakapapa and ultimately determines the name tangata whenua or of more recent time mana whenua.

The issue is not ‘taking away from’ but ‘working with’ to ensure the mamae is addressed, healing is achieved and whānau ora attained. Rangatiratanga and Kotahitanga are integral to the wellbeing of tamariki and whānau.

COMPLAINT MECHANISMS

Section 11 requires the chief executive to establish, amend, or replace, after consulting with the Sate Services Commissioner mechanisms to enable children and young persons, parents, families and caregiver to complaint about actions taken by the chief executive, the chief executives delegates and employees and for complaints to receive timely, fair and child cantered responses.

ANZASW supports the development of responsive complaints mechanisms. The Association is however of the opinion that an independent body must be established to investigate serious complaints and all situations where there is loss of life of a child or young person involved with Oranga Tamariki. A model similar to the Police Independent Conduct Authority would go a long way to give confidence that complaints and deaths will be impartially investigated.

STANDARDS OF CARE

The 5th Periodic Report of New Zealand (CRC/C/NZL/CO/5) in relation to Family Environment and alternative care noted:

27 (c) “Inadequate resources allocated to care placements, including insufficient case oversight and training for care personnel, and to caregivers, which hinders their recruitment, and hurdles faced by permanent caregivers to obtain special guardianship, which may negatively affect the child’s well-being and be contrary to his or her best interests”;

28(c) “To allocate adequate human, technical and financial resources to care services, in particular care placement, case oversight and caregivers and ensure that the child’s best interests are taken into account as a primary consideration in guardianship decisions”.³

Clause 119 (3) requires the chief executive to prescribe standards of care (in order to meet the reasonable needs of, and provide for loving and stable care for children and young persons in care).

This provision along with Clause 119(2) aims to enhance out of home care services provided for children and young people. Effective implementation of any regulation will however be dependent on the quantity and quality of resources available to support the intended outcomes, a point noted in the 5th Periodic Report of New Zealand (CRC/C/NZL/CO/5). Without adequate investment in social work support, training and reimbursement of costs, the network of caregivers will remain inadequate which means the best interests of children and young people will remain unmet.

Failure to recruit, screen train and support caregivers appropriately will perpetuate the abuse and neglect that some children and young people have experienced in out of home care.

SAFE STABLE AND LOVING HOME

ANZASW understands the intention of requirement, that is, for this to be the minimum standard of care a child or young person is entitled to receive. ANZASW argues that this must be the minimum standard of care that all children and young people engaging with the Ministry of Vulnerable Children Oranga Tamariki have a right to expect and receive.

The concern however is that the words “safe, stable and loving” are subjective leaving interpretation of what constitutes a safe, stable, loving home to individual practitioners.

The current CYF Being a Caregiver Overview⁴ starts out with the statement “what’s important is having a stable home life”. On the page, How we will support you⁵ it goes on to say “The caregiver social worker is there for any issues related to you, whether you're needing support or want to know about training opportunities”.

In spite of these ideals some children are still experiencing harm while in foster care. Inadequate oversight, monitoring and resources have compromised the capacity to deliver appropriate support for children & young people, their family whanau and caregivers.

The State of Care 2016 Report⁶ reported “At the C&P sites we visited, the reported caseloads for care and protection social workers (who work with the children and young people) ranged from 15-30 cases and for caregiver social workers (who work with caregivers) from 40-60 cases. These caseloads are too high to undertake the intensive and often time-consuming work required to meet the

³ Ibid Page 9

⁴ <http://www.cyf.govt.nz/info-for-caregivers/being-a-caregiver/being-a-caregiver.html> accessed 22 February 2017

⁵ <http://www.cyf.govt.nz/info-for-caregivers/becoming-a-caregiver/what-help-will-i-get-as-a-foster-carer.html> accessed 22 February 2017

⁶ State of Care 2016 Office of the Children’s Commissioner June 2016 pp22

complex needs of vulnerable children and young people. There is just not enough time available for care and protection social workers to achieve high quality child-centred case management”.

The report goes on to say *“consistent with the EAP report, we found the biggest gap for caregivers is the limited professional support they receive to manage the complex behavioural, emotional and mental health issues of children and young people in their care. Caregivers who have mokopuna Māori placed with them also need more guidance and support to promote children and young people’s understanding of whakapapa in a way that identifies and strengthens their connection with whānau, hapu and iwi. Although caregiver social workers support caregivers as best they can, their limited time and skills in some areas have led to some caregivers having low expectations”*⁷.

Workload Caseload Review May 2014 reported:

10.39 Social workers surveyed as part of this review agreed that spending time with children and young people should be a priority task. Nearly half the survey respondents (46 per cent) reported less than 5 hours a week face-to-face with children, young people and their family/whānau. However, nearly all (90 per cent) said they wanted to spend more than this, if they had greater capacity to do so.

10.40 The majority of social workers surveyed felt the time they spent with children and young people did not always meet the needs of the child, nor did they feel it was always sufficient for them to do what they needed to do.

- *Only one in five social workers (20 per cent) surveyed agreed the time they spent with the children and young people on their caseload was sufficient for them to do what they needed to do.*
- *Less than one-quarter (23 per cent) of the social workers surveyed agreed the quality time spent with children and young people on their caseloads met the needs of the children and young people.*⁸

Of even more concern was the statement:

*“10.60 When asked what tasks they stopped doing first when they got busy, all social workers highlighted CYRAS case noting. However, professional supervision and meeting with children and young people also ceased when social workers got busy, despite acknowledging these were some of the most important things to do.”*⁹

In light of the findings of both the State of Care 2016 and the Workload and Caseload Review if legislation is to require *“ensuring that children and young persons who come to the attention of the department have a safe, stable loving home from the earliest opportunity”* there will have to be mechanisms in place and adequate resources available to support the requirement in order to prevent the failures described above that expose children and young people to harm in their ‘safe, stable, loving’ homes.

⁷ Ibid P 23

⁸ Workload and Casework Review: Qualitative Review of Social Worker Caseload, Casework and Workload Management May 2014, Office of the Chief Social Worker Child Youth & Family p73

⁹ Ibid P 76

The demands of caseload, acuity and documentation and the pressure these create in trying to address the need to find a *safe, stable and loving home* particularly if there is a perceived or actual dearth of such opportunities are recognised. However this is an essential beginning to tamariki attaining *oranga* and because of this, case managers must be given the time and space to prioritise this first step.

OUTCOMES FOR TAMARIKI AND RANGATAHI

In 1988 Puao-Te-Atatu Recommendation 4 (c) made a number of recommendation in relation to the care of Maori Children.

The Children and Young Persons Act 1974 be reviewed having regard to the following principles:

- (i) That in the consideration of the welfare of a Maori child, regard must be had to the desirability of maintaining the child within the child's hapu;*
- (ii) that the whanau/hapu/iwi must be consulted and may be heard in Court of appropriate jurisdiction on the placement of a Maori child;*
- (iii) that Court officers, social workers, or any other person dealing with a Maori child should be required to make inquiries as to the child's heritage and family links;*
- (iv) that the process of law must enable the kinds of skills and experience required for dealing with Maori children and young persons hapu members to be demonstrated, understood and constantly applied. The approach in recommendation (iv) will require appropriate training mechanisms for all people involved with regard to customary cultural preferences and current Māori circumstances and aspirations;*
- (v) that prior to any sentence or determination of a placement the Court of appropriate jurisdiction should where practicable consult, and be seen to be consulting with, members of the child's hapu or with persons active in tribal affairs with a sound knowledge of the hapu concerned;*
- (vi) that the child or the child's family should be empowered to select Kai tiaki or members of the hapu with a right to speak for them;*
- (vii) that authority should be given for the diversion of negative forms of expenditure towards programmes for positive Māori development through tribal authorities; these programmes to be aimed at improving Maori community service to the care of children and the relief of parents under stress.¹⁰*

The current Children Young Persons and their Families Act 1989 in the Sections General Objects, General Principles and the General Duties of the chief executive include principles of whanau and cultural empowerment. These sections go some way towards achieving the Puao-Te-Atatu recommendations. Specifically, these guiding principles are included:

- (a) the principle that, wherever possible, a child's or young person's family, whanau, hapu, iwi, and family group should participate in the making of decisions affecting that child or young person, and accordingly that, wherever possible, regard should be had to the views of that family, whanau, hapu, iwi, and family group:*

¹⁰ Puao-Te-Ata-Tu (Day Break) Ministerial Advisory Committee on a Maori Perspective for the Department of Social Welfare 1988 p 10-11

- (b) *the principle that, wherever possible, the relationship between a child or young person and his or her family, whanau, hapu, iwi, and family group should be maintained and strengthened:*
- (c) *the principle that consideration must always be given to how a decision affecting a child or young person will affect—*
 - (i) *the welfare of that child or young person; and*
 - (ii) *the stability of that child's or young person's family, whanau, hapu, iwi, and family group:*

Clause 6 of the Children, Young Persons and Their Families (Oranga Tamariki) Legislation Bill Purposes refers to:

- (k) recognising mana tamaiti (tamariki), whakapapa, and the practice of whanaungatanga for Māori children and young persons who come to the attention of the department:
- (l) promoting an approach that supports capability building at the whānau level to improve life course outcomes for Māori children and young persons and their whānau.

Clause 12 provides for new duties for the chief executive in relation to improvement of Maori outcomes with specific requirement to ensure:

- (a) the policies and practices of the department that impact on the well-being of children have the objective of reducing disparities by setting measurable outcomes for Māori children and young persons who come to the attention of the department:
- (b) the policies, practices, and services of the department must have regard to the mana and whakapapa of Māori children and young persons and the whanaungatanga responsibilities of their whānau, hapū, and iwi:

The duties go onto require reporting of the impact of *“those measures in improving outcomes for Māori children and young persons in care or protection under this Act and the steps to be taken in the immediate future”*.

In spite of principles of inclusion and empowerment being included in the current Act the Workload and Caseload Review May 2014¹¹ identified the following key findings in relation to Maori:

1. *Approximately half of the children and young people Child, Youth and Family works with are Māori.*
2. *The findings showed limited evidence of a different approach to working with mokopuna Māori and their whānau based on their cultural needs and identity.*
3. *A number of Māori staff members commented on the cultural support and expertise they provided to their peers, over and above their own responsibilities.*
4. *Additional time needed to increase culturally responsive practice for mokopuna Māori was not currently available or formally quantified in existing measures of caseload or resourcing.*
5. *Significant development work was underway within Child, Youth and Family in this area.*

¹¹ Workload and Casework Review: Qualitative Review of Social Worker Caseload, Casework and Workload Management May 2014, Office of the Chief Social Worker Child Youth & Family p62

6. *To build on its existing commitment to cultural responsiveness, it will be important for Child, Youth and Family to continue to strengthen and seek new relationships with iwi, Māori social service providers and communities.*

These findings suggest that Child Youth and Family have struggled to adequately meet the needs of tamariki and rangatahi in spite of the principle requiring “*wherever possible, a child’s or young person’s family, whanau, hapu, iwi, and family group should participate in the making of decisions affecting that child or young person, and accordingly that, wherever possible, regard should be had to the views of that family, whanau, hapu, iwi, and family group*”.

Members have expressed a concern that the Purpose refers to “recognising” and “promoting” the needs of tamariki and rangatahi do not necessarily mean that there is a requirement to act. This omission is felt to be doing little to improve outcomes for Māori. A more constructive approach would be to ensure that there are adequate human, technical and financial resources to fully engage family, whānau hapu and iwi in meeting the needs of Maori children and young people. Additionally, the Bill needs to re-establish the imperative to engage with family, whānau, hapu, iwi at all stages in the process.

Tangata Whenua members have indicated that the Bill must go beyond recognising Mana tamaiti, Tamariki because traditionally mana of tamaiti and tamariki was entrusted to the hapu, koroua and kuia. The proposed Bill diminishes and undermines the responsibility of whanau, hapu and Iwi and thus leaves our tamaiti and tamariki in a more vulnerable state than ever before if they are not included in the ongoing care and processes of both this Bill and the Vulnerable Children’s Act.

It is essential that critical engagement must occur for all stakeholders and especially the tamariki with whanau, hapu and Iwi at all stages in the care and protection and youth justice systems. Because if this crucial element is left out a myriad of consequences will unfold over time to the detriment of the implementation of the intention of the Bill. As written, the Bill creates the situation that enables ‘authority’ to shift to various organisations, providers or parties that cannot even do the basics of engaging with our Maori, whanau, hapu and iwi, therefore no ‘buy in’ will exist moving forward and the process becomes one of inputs and outputs only. More specifically ‘Maori Tikanga and Ahuatanga’ elements can be easily left out of the equation all together.

TWSWA offers tautoko to what has been expressed by ANZASW and would further contend that by continuing to disenfranchise tamariki from whānau, hapū and iwi their sense of self imbued in rangatiratanga and kotahitanga continues to be denied. The state of mamae is perpetuated as the healing process only involves the tamariki, oranga tamariki, the state and process are not seen in their entirety as the oranga of whānau. It is argued that the oranga of tamariki lies in the oranga of whānau, this is the essence of uritanga which is an expression of rangatiratanga.

WORKFORCE ISSUES

Members identified concerns about the ‘workforce’ in all areas in relation to the ability to meaningfully engage and work collaboratively with tamariki, whanau, hapu and iwi. This needs to be addressed on a continuum within organisations / providers / educators through regular training and development programmes with oversight by Maori liaison. Although policies are there to direct and

guide the workforce, often the humanistic element becomes secondary and therefore lost due to Government changes, political influences or media as a result of public outcry over 'hot topics' or current affairs.

With the changes arising from both the Children, Young Persons, and Their Families (Advocacy, Workforce, and Age Settings) Amendment Act and the Children, Young Persons and Their Families (Oranga Tamariki) Legislation Bill there is potential for social work education to be guided by a prescriptive list of topics to be covered for example care & protection, family violence, mental health, drug & alcohol and so on. An alternative and more appropriate approach would be to focus on developing a "a whole of career approach and specify the outcomes we expect at different points in the career journey of a social worker"¹² which then opens the way to articulating a set of "clear, unambiguous and realistic statements of intended graduate outcomes, competencies or capabilities"¹³.

ANZASW therefore strongly supports

- the development of an assessed and supported first year of practice. By the end of an assessed and supported year of practice social workers should have consistently demonstrated practice in a wider range of tasks and roles, and have become more effective in their interventions, thus building their own confidence, and earning the confidence of others. They will have more experience and skills in relation to a particular setting and user group, and have demonstrated ability to work effectively on more complex situations. They will seek support in supervision appropriately, while starting to exercise initiative and evaluate their own practice.
- The development of a post qualification framework focusing on areas of practice such as care and protection and health would enable practitioners to develop advanced levels of practice in dedicated areas of social work practice.

The 2014 Workload and Casework Review 2014¹⁴ identified that in order to meet the demands for assessments there was a workforce shortfall of 356 social workers. This did not take into account the workforce required to meet ongoing care and protect and youth justice casework requirements. Increasing the threshold for CYF intake has the effect of diverting work to the NGO sector. This approach merely shifts the workforce deficit from CYF to the contracted NGO providers.

Claims that the current Children Young Persons and their Families Act 1989 is not meeting the needs to children young people and their families implies that it is families, whanau, hapu and iwi who are at fault. ANZASW argues that the failings are systemic resulting from lack of resourcing which contributes to, for example, high caseloads and complex administrative demands which prevent staff from being able to develop the kinds of relationships with families, whanau, hapū and iwi necessary to effect positive changes. Unless the Children, Young Persons and Their Families (Oranga Tamariki) Legislation Bill is adequately resourced the issues raised in the Workload and Casework Review May 2014 will persist.

¹² Neil Ballantyne <http://www.reimaginingocialwork.nz/2016/08/enhancing-fieldwork-education-a-strategic-approach/> accessed 2 March 2017

¹³ Ibid

¹⁴ Workload Casework Review May 2014 P 95