“Continuing Professional Development and its relationship to Social Worker Professional Development”

Barbara Gilray – Social Workers Registration Board
MANZASW & RSW
THIS PRESENTATION WILL:

- Give an overview of CPD
- Discuss what constitutes CPD
- Look at the ANZASW and SWRB CPD requirements for registered social workers
- Describe and discuss adapted CPD exemplars
- Answer questions and queries related to CPD
A DEFINITION:

Continuing Professional Development (CPD) is the means by which members of a profession maintain, improve and broaden their knowledge, expertise and competence.

Continuing Professional Development should be ongoing, should involve the critical reviewing of practice and should identify learning requirements.

Continuing Professional Development should be structured, planned and relevant to a social worker’s level of experience and expertise.
CPD SHOULD BE:

✓ A continuous process
✓ Should be self directed
✓ Should address learning needs
✓ Should contain critical reflection
✓ Should be related to practice
✓ Should be designed to develop and strengthen practice
✓ Should be structured and planned
✓ Should contain a range of different activities relevant to individual social workers experience
✓ Should be employer supported
✓ Should be planned, agreed to and consistent
CPD MIGHT INCLUDE:

✓ professional reading

Example:

ANZASW edition Volume XXV No 1 Page 64
“An example of a competency assessment portfolio, adapted for publication” by Peter Robb.
Read this
Critically reflect on what it outlined
talk about what you learned from the article eg Peter says that
“My CPD has been a prime contributor to my development as a social worker”

do you feel the same? If so how? If so how do you think that CPD has assisted your SW practice? If not why not? research further articles around this eg article by Jan Duke and Liz Beddoe in the latest ANZASW review no 3.
✓ attendance at training courses

Example:

Skills and knowledge:
Before taking on new responsibilities it was identified in supervision that I needed to better understand the nuances of CPD, and the adaptation of CPD to general social work practice.

Practitioner reflections on learning:
To enhance my career development and to maintain competency, it is important for me to understand CPD and how CPD can assist my social work practice as a community social worker.

I identified that there are very few workshops available in Aotearoa/NZ to address this issue, however I found a number of items on line and I read widely. I found Peter Robb’s article in the ANZASW journal particularly useful as he reflected on CPD and outlined how it has contributed to his development as a social worker.
I mused on the fact that often in the past I have attended training on an ad hoc basis and not really related any training to my social work development. I now regularly update my CPD log and ensure that my supervisor comments and signs this off in a timely manner.

I willingly share my knowledge with other social workers in the office. I particularly enjoyed mentoring 4 new social workers to understand how critical it is to plan their CPD, to updated CPD logs, and to reflect on their learnings.

**Supervisor/manager feedback and signoff:**

It was identified that within our office very few social workers understood the requirements around CPD. As part of her career development Pauline took on the responsibility of up-skilling in this area.

As a direct result of her new social work learning Pauline mentored 4 new graduate social workers around CPD requirements. Her commitment to the process has produced very successful results, with all 4 social workers gaining ANZASW competency in the last 3 months.
✓ if in a managerial role - staff related functions e.g. management of Performance Improvement Plans - your critical reflective learnings on these articles and conference presentations

✓ formal study over and above base social work qualifications e.g. social work supervision courses

✓ a peer supervision session or a case conference if it is structured and formal e.g. presentation and discussion of a case study

✓ webinars

✓ research

✓ supervising a student on placement

✓ acting up in a position e.g. supervising a team for 3 months while the incumbent is away on leave
CPD DOES NOT INCLUDE:

- ongoing and regular clinical supervision related to your social work role
- tasks involved in your substantive position i.e. your core role
- courses such as first aid training, health and safety training, computer training
ANZASW PROFESSIONAL DEVELOPMENT LOG

All practicing members are required to meet ANZASW’s minimum continuing professional development expectations. ANZASW believes that a practitioner working 20 hours a week requires a similar amount of continuing professional development to maintain and enhance their knowledge, expertise and competence throughout their careers as a practitioner working full time. It is expected that social workers in full time employment will complete in excess of the minimum requirement.

ANZASW has the following minimum expectations of continuing professional development:

**CPD**

- is a minimum of 20 hours per annum for members who are practicing social workers and is focused of developing social work practice
- is a self directed cyclical process that requires critical reflection;
- incorporates a range of learning activities to meet individual learning styles
- is aligned with individual professional aspirations and agency goals
- benefits the practitioner as well as the client/service/service user
- requires a commitment from and is a shared responsibility between the practitioner and the professional supervisor/manager
- is a medium to ensure accountability to clients and the profession
- is appropriate to the level of experience of the practitioner

Members who are Registered Social Workers will need to confirm that they have met these requirements when applying for their Social Workers registration Board Annual Practicing Certificate.

When presenting for re-certification of competency you will be required to submit your CPD log for the previous 5 years. Members with a Graduate Certificates of Competency from SWRB will be required to submit a CPD log from the time of completing their degree.

ANZASW requires that practicing members to maintain a continuous, up-to-date and accurate record of their CPD activities. In many cases employers will already have professional development processes for staff built into the annual performance planning process. In these cases it makes sense to use effective systems that already exist rather than have a parallel system. To assist maintaining your record we offer a template that can be used or modified to suit individual learning needs.
### 1. CPD ACTIVITY

<table>
<thead>
<tr>
<th>NAME Ben Affleck</th>
<th>REGISTERED: YES ☑ NO ☐ CERT COMPETENCY DUE / EXPIRY DATE: 06/06/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Skills and knowledge identified as being needed for development of professional SW practise.</strong></td>
<td>Increase and build on my current knowledge in the area of alcohol and drug abuse amongst actors.</td>
</tr>
<tr>
<td><strong>Agreed learning activity</strong></td>
<td>Attend alcohol and drug clinical training programme entitled “Substance abuse in the Acting Fraternity”</td>
</tr>
<tr>
<td><strong>Date of activity</strong></td>
<td>24th February 2010</td>
</tr>
<tr>
<td><strong>Time in hours</strong></td>
<td>7 hours</td>
</tr>
<tr>
<td><strong>Practitioner reflections on learning &amp; how the learning has influenced development of practice</strong></td>
<td>Alcohol and drug abuse is widely experienced amongst actors. This course gave me a comprehensive understanding of drug abuse issues that impact on the ability of actors to act professionally. The training outlined and identified the significance of cocaine and meth use on actors’ stage presentations.</td>
</tr>
<tr>
<td></td>
<td>I can now better identify triggers associated to substance abuse, I am able to assess the initial criticality of acting clients, and I am better equipped to engage with a wide range of Hollywood type芦sters who are referred for drug and alcohol health assessments.</td>
</tr>
<tr>
<td></td>
<td>It has allowed me to build on my ability to practice social work with different ethnic and cultural groups in Aotearoa New Zealand by giving me a greater understanding of minority groups. I feel I am now able to make clear connections between clinical social work, abnormal societal norms and wealth.</td>
</tr>
<tr>
<td><strong>Supervisor /manager feedback and signoff</strong></td>
<td>Although relatively new to this position, Ben Affleck is successfully incorporating learned knowledge into his day to day SW practice. He is demonstrating initiative in arranging ongoing golf tournaments, tennis matches and leisure activities for his clients, and this is having a positive impact on their wellbeing.</td>
</tr>
<tr>
<td></td>
<td>Fred Flintstone</td>
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### 2. CPD ACTIVITY

<table>
<thead>
<tr>
<th>Name Ben Affleck</th>
<th>Develop and understand key issues/strategies around working with people who fail auditions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Skills and knowledge identified as being needed for development of professional SW practise.</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Agreed learning activity</strong></td>
<td>Attend Actors Equity peer support and advocacy meeting</td>
</tr>
<tr>
<td><strong>Date of activity</strong></td>
<td>5th May 2010</td>
</tr>
<tr>
<td><strong>Time in hours</strong></td>
<td>4 hours</td>
</tr>
<tr>
<td><strong>Practitioner reflections on learning &amp; how the learning has influenced development of practice</strong></td>
<td>This provided an opportunity for me to observe how group processes can complement individual social work with clients. Most of the participants had failed a number of auditions resulting in ongoing grief and loss issues. The learning has contributed to my competence to practice social work with fringe groups, and has assisted my theoretical understanding of the despair felt when failed actors remain unemployed.</td>
</tr>
</tbody>
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### 3. CPD ACTIVITY

**Skills and knowledge identified as being needed for development of professional SW practice.**

Gain a greater understanding of issues associated to the American Civil War.

In supervision it was identified that I lacked knowledge around social issues associated to the American Civil War. My supervisor recommended this book to assist in broadening my historical social work knowledge.

**Agreed learning activity.**

Read “Gone with the Wind”

**Date of activity**

May 2010

**Time in hours**

4.5 hours

**Practitioner reflections on learning & how the learning has influenced development of practice.**

I am now more cognizant of the issues that contributed to the American Civil War and can understand the part that actors such as Clark Gable and Vivien Leigh had in changing peoples’ attitudes to what were considered as the societal norms of the time.

In addition I wrote a review of the book for the ANZASW Spring Te Komako edition. This made me critically reflect on the issues of racial inequality and gave me an opportunity to outline how the book could contribute to ongoing social work knowledge, skills and education.

The review has gone viral and as a result has enhanced the number of men, particularly unemployed actors, applying to become social workers.

Peer conversations with other colleagues about the book has been particularly helpful as we have been able to discuss and share the issues of competence to promote social change, and the empowerment and liberation of people.

**Supervisor /manager feedback and signoff**

Ben has received very positive feedback on this book review. The book is an important resource in terms of ongoing social work education.

Ben has taken the opportunity to extend his knowledge in the area of inequality and is now more confident in working with refugee and migrant clients.

* Fred Flintstone

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### 4. CPD ACTIVITY

**Skills and knowledge identified as being needed for development of professional SW practice.**

Increase my knowledge so I can work more effectively with Pacific Island families.

**Agreed learning activity**

Attend a 1 day course entitled Pasifika Cultural perspectives.

**Date of activity**

1st November 2010

**Time in hours**

7.5 hours

**Practitioner reflections on learning & how the learning**

The course gave me a greater understanding of the wide diversity of Pacific cultures that are represented in NZ. In
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<th>5. CPD ACTIVITY</th>
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<tr>
<td>Time in hours</td>
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<tr>
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<tr>
<td>Supervisor /manager feedback and signoff</td>
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<td>6. CPD ACTIVITY</td>
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<td>Supervisor /manager feedback and signoff</td>
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- Ben works in a culturally diverse environment and the Cultural Perspectives course has helped him to grow his ability to work with clients in their cultural contexts. In addition, the training has enabled Ben to make clear connections between clinical social work practice and social justice issues.

Fred Flintstone
6.2 OF ANZASW CODE OF ETHICS STATES:

“Social workers have a responsibility to continue their professional development, through activities such as formal or ad hoc continuing education courses, familiarity with the current social work literature, professional forums and debate, in order to maintain their skills, knowledge and competence.”
CPD IS COMMON TO MOST PROFESSIONS

CPD consists of any educational activity which helps to maintain social work knowledge and skills to enhance professional performance.

The Board has the following minimum expectations of continuing professional development:

CPD is an annual, planned and purposive activity incorporated within a professional development plan. The SWRB expectations are:

Registered social workers maintain a continuous, up-to-date and accurate record of their CPD activities in a CPD log/portfolio.
Registered social workers complete a minimum of 20 hours of CPD learning per year.
Registered social workers reflect on their CPD learning and the relevance of the learning for their practice.
Registered social workers utilise a minimum of two different learning activities when undertaking their annual CPD.
Conclusion

As social workers we need to support our own professional development.

We can’t stand still in our profession.

We all need to strive to be better at what we do. CPD helps to ensure this.

I believe that the day that we stop learning as social workers is the day that we should leave the profession.

In his article referred to earlier Peter Rob states:

• *my CPD has been a prime contributor to my development as a social worker. I have participated in and completed training courses relevant to the roles that I have had, whether as a social worker or in other roles as a non-practising social worker*

• *in service training has been at the nexus of my drive and my focus to develop my social work skills*
• for me it is important that in my development as a social worker I continually seek to improve by gaining more knowledge and skills

• I believe I am a better social worker as a result of my continuing professional development, as I have intertwined my life experiences with what I have learned through the courses I have completed to bring about a holistic methodology to use in my practice