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6-8 November 2017 12.30 - 1.30pm>>

ANZASW Communications Questionnaire

ANZASW is still looking for feedback! Please complete the Questionnaire to assist ANZASW in developing its Communication Strategy.

Take me to the Questionnaire>>

Post Graduate Certificate in Therapeutic Play Skills
03-17 Jan 18, Hamilton

'Ki te Whakaora' Sexual Violence Trauma: Towards Healing
02 Nov 17 Rotorua; 08 Nov 17 Nelson

The Wonderful World of Child-Centred Play Therapy
16-20 April 2018, Hamilton
Greetings-Kia ora-Talofa- Namaste- Ni Hao

Social work is in a time of change, with a form of mandatory registration now reality and a new Government in place that could make significant changes to the Social Workers Registration Legislation Bill.

Protection of the title of “social worker” is welcomed. As has been said many times, the unfortunate part of the Bill is the Definition of practicing social work –

“A person is practising as a social worker for the purposes of this Act (and practises and willing to practise as a social worker have corresponding meanings) if that person:

(a) is employed or engaged by another person in a position that is described using the words social worker;
(b) is undertaking any work for gain or reward, holds himself or herself out to be a social worker;
(c) holds a position, in a voluntary capacity or as a member of any body or organisation, that is described using the words social worker;
(d) holds a position or performs a role described in an enactment using the words social worker;
(e) undertakes restricted work;
(f) in any other way claims to be a social worker.”

There are significant risks for social workers if it is up to the employer to determine, via a position description or employment contract, whether or not a position is a social work role. If the role is not a social work role, provision of professional supervision and continuing professional development could be deemed to be unnecessary. The way is also opened for a wage differential between registered social workers and people with social work qualifications who use their social work skills and knowledge, but whose role is not described as social worker.

Sadly, I am already hearing from members with a social work qualification whose employers have already, or are planning to restructure roles from social worker to a title of anything but social worker. On some occasions the employer has also removed external supervision and payment of professional body fees from employment contracts on the basis that the role is not a social work role.

All members, all social workers, need to be ready to make their voice heard when the Social Service Select Committee considers the Bill. Branches, Roopu, Special Interest Groups, Workplaces and groups of social workers need to take the opportunity to discuss the Bill and develop a submission or send comments to lucysandford-reed@anzasw.nz or post comments on https://anzasw.nz/forums/topic/social-workers-registration-legislation-bill/.
All the relevant documentation can be found on the ANZASW website https://anzasw.nz/social-workers-registration-legislation-bill-3/.

I feel a sense of hope, that the Labour led Coalition Government will address the many social justice issues that members have identified over the years. A warm dry home and sufficient income to fully participate in society would go a long way to improving outcomes for children, families whānau, senior citizens and communities. The obscene pay equity gap between a minimum wage earner and a multimillion-dollar salary package for a Corporate CE is unlikely to be removed but the move to a minimum wage of $20.00 is a move in the right direction.

Jan Duke (SWRB) and I have been visiting the social work programmes, presenting to the students completing their final placement and who will graduate at the end of the year. I have been impressed by the level of awareness and the energy to address the many social issues in New Zealand shown by the students. Social work is in good hands as these graduates join the workforce and become engaged with their professional body.

Brogan Taie, who is back with us until mid-December, has been doing a sterling job covering the CPD Co-ordinator role keeping the webinar programme running effectively, co-ordinating the CC1 and 2 Workshops and supporting the Online Learning Content Providers. The CPD Co-ordinator role has been re-advertised with the aim of announcing an appointment before Christmas.

Similarly, the Advocacy and Communications Co-ordinator position has been advertised with an anticipation of an appointment announcement before Christmas.

Fiona Scott continues to work on the development of an online CPD Log for members, which when completed will make maintaining CPD Logs a much easier process.

We continue to work with the 303 members who have not yet paid membership fees for the 2017/2018 year that were due in April 2017. We also acknowledge and celebrate the majority of members who continue to support their professional body.

Na mihi nui,

*Lucy Sandford-Reed*

**Kaipurongo – James Makowharemahihi: Mana Whenua Hui**

As part of a feed back to ANZASW by our Mana Whenua Roopu of Manawatu we contribute the following kōrero. Thanks to Shannon Pakura and other Board members for visiting our area and encouraging our having a Mana Whenua hui to reignite other Mana Whenua Roopu. We acknowledge the Tikanga vs Ethics training delivered by Miriama Scott, Ngāti Kahungunu me Rangitane.

Hui held in Papaioea Palmerston North Manawatu.

Ngā mihi ki te mana whenua Ngāti Rangitane Tanenuiarangi.
Kurahaupo waka. Whatonga tangata. “Tini Whetu ki te Rangi ko ngā uri o Rangitane ki te whenua”.

Our guest speaker included Paa Turoa Haronga who contributed his knowledge and voice to the need for Roopu to flourish through the whakatauaki “Ka hinga tetekura ka haere mai tetekura” – “while Roopu may fall away others will arise in their stead.”

Awesome feedback from all attendees.

“Kia tino rawe te hui, kia whakatakato te kaupapa whakahirahira mo taatou iwi, hāpu, roopu rānei! Absolutely agree with all the feedback and suggestions for future training! May the sun shine upon all of you, striving and standing up for our iwi!”

We look forward to our growth of Mana Whenua in ANZASW in each rohe and hui next year so that we as Māori Social Workers can support each other in our Association.

We also congratulate the new coalition Government and look forward to positive change.

*Noreira na te tohu o te Pipiwharauroa he tohu pai kia tātou Nga manaakitanga o Te Kaihanga o nga mea katoa i nga wa katoa!*

*Naaku na*

_James Makowharemahihi_
J.P. MANZASW SWRB Manawhenua Manawatu Roopu

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**Bulletin Report on the Training Day for Māori Social Workers**

“Ka Hinga Tetekura Ka Haere Mai Tetekura” meaning *Though the frond of the roopu may fall, another may arise in its Place* this was the theme for Māori Social Workers Training held on 12 October 2017 in Palmerston North for ANZASW, Manawhenua Roopu and other social workers, from other rohe.

This Hui was held to rejuvenate and revitalise Māori social workers from around the different rohe to bring out of recess many of our Māori roopu. Manawhenua is the only fully active Roopu still meeting regularly every two months and have done for many years.

The hui provided professional development and training, delivered by Miriama Scott, on Professional Development and Pa Turoa Haronga, Manawhenua Kaumatua.

Our workshop, by our Guest Speaker Miriama Scott, focussed on “Culture versus Ethics.” Miriama delivered a professional and learned presentation at the hui, the feedback from social workers was extremely positive,
in support of her presentation and kōrero of this kaupapa. Miriama has a vast experience and knowledge of ANZASW and tikanga, and those present thoroughly enjoyed and could learn and relate from her kōrero.

Pa Turoa Haronga, Kaumatua of Feilding attended and supported the Hui also. Pa Turoa is a previous Chairperson of Manawhenua and is very passionate about Māori mental health, and he has a lot of past experience in this field. While he was Chairperson, other Roopu in other regions were very strong. He was surprised that many have now gone into recess.

Many of the participants are very keen to now start up or reconvene their roopu to become active, they will go away and discuss this positively with other members in their roopu.

The comments and feedback by social workers stated it was a great day and awesome to be part of ANZASW for Māori, by Māori and to Māori. Many found this hui was also enlightening and uplifting for their wairua, tinana and hinengaro.

A great response now calling for another training day to be held maybe 2-3 days to be either in the Manawatu or for other Roopu or regions to hold the next Training Hui in their rohe.

To our Manawhenua Roopu Organising committee of Ange, Denise, and James who worked tremendously well to bring this kaupapa to fruition; thank you for your wonderful support for our social workers. May this be the start of rejuvenation for many.

Lastly, thank you to all those Agencies, Govt, ANZASW and Community who provided resources for this Hui, your aroha was felt and acknowledged, not only by the organisers of the Hui, but also the participants whom attended the Hui.

Kia whakatu nga roopu Maori o te motu; kia whakapiki ai nga kaimahi a iwi Māori I roto I te maru o Manawhenua.

Wyllis Russell

Chairperson – Manawhenua Roopu - Manawatu

From the Competency Co-ordinator

Seeking indications of interest from full members for Initial Competency panels (SKYPE)

There are some members who are working on either S13 or a provisional registration pathway to be eligible to become registered in a mandatory registration environment. They need to have Competency for this and will need to have an interview process as part of their assessment. The panel ideally needs to include someone from the field of practice the applicant is from and a mix of appropriate ethnicity and gender.

If you are a full member of ANZASW and able to assist, please let Shelley Crawford know via email. You would need to read the portfolio documentation and attend the meeting usually via SKYPE and have
communication with the panel prior to and post the interview. This can be CPD for you in relation to Practice Standard 10.

**Maintaining Competency Logs**

The expectations for competency completions and requirements prior to the enactment of the registration Bill remain as per previous newsletters despite the change of Government.

All registered social worker whose recertification is due **prior to 30 September 2018** need to be preparing to submit their recertification portfolio one month prior to the due date. ANZASW will continue to process portfolios for members and will accept either the ANZASW or SWRB format.

All registered social workers whose due date is after **30 September 2018** should be maintaining a recertification portfolio. ANZASW has recommended to members who have recently completed recertification to maintain a log using the SWRB template and core competence standards. If you have been completing a log on the ANZASW template, start using the SWRB Log template at the beginning of your next 12-month period of logs.

All members with registerable qualifications who are not yet registered should complete recertification of their competency certificate as part of their obligations of full membership of ANZASW.

**Members without registerable qualifications.**

Information has been sent out to members without registerable qualifications about viable options given pending Mandatory Registration. If you are in this position please feel free to call me, Shelley Crawford, Competency Co-ordinator to discuss what may be the best pathway forward for you.

*Mauri ora*

**Shelley Crawford**

Mobile: 027 2269279
Email: compman@anzasw.nz

**Subject Matter Experts – Seeking Expressions of Interest**

ANZAW is calling for Expressions of Interest from members with expertise in a field of practice or topic (e.g. social justice issues, professional issues) to form a Reference Group for the Advocacy and Communications Co-ordinator when they are appointed. It is anticipated that the Reference Group would be a group of six.

The purpose of the Advocacy and Communications Co-ordinator position is to advance the role of ANZASW as the ‘voice of the profession’ by developing and engaging members in activities which promote social work, and social justice issues in Aotearoa New Zealand and enhances the public perception of social workers and the profession.
Subject Matter Experts will provide advice in their area of expertise, contribute to position papers, media releases and interviews and assist with promotion of social workers and the social work profession.

If you are interested in being part of this development, please send a cover letter and a copy of your CV to the CE by 20th November 2017.

Lucy Sandford-Reed
Lucysandford-reed@anzasw.nz
027 349 0190

General Call for Submissions for the ANZSW Journal

Aotearoa New Zealand Social Work is an international peer-reviewed journal that provides a platform for research, analysis and scholarly debate on social work theory, policy and practice. It is an open-access zero fees journal. Published quarterly, it particularly welcomes work offering critical perspectives on contemporary policy developments, indigenous social work, post-colonialism, anti-racism, feminism, and progressive social work theory, policy and practice. The journal also publishes book reviews and encourages short topical pieces offering readers’ critical commentaries on published articles, analyses of policy or practice developments, and reports on research-informed practice innovations.

We seek three types of articles: those for full peer review (no longer than 6500 words including references), research reports (3000 words) and shorter reports or ‘think’ pieces’ on current topics of interest to the journal audience (no longer than 2000 words including references).

Full articles and research reports will be anonymously reviewed by two readers from a panel of reviewers, shorter pieces by an editor and one reviewer. Reviewers are asked to offer constructive feedback to authors.

Preparation of Copy: You may submit at any time. Please prepare your article following the style and referencing guidelines which can be found on the website, follow the steps to register and submit on line http://anzasw.nz/the-journal/

Please contact the editors at editors@anzasw.nz if you wish to discuss a proposal.
ANZASW Quality and Innovation Awards 2017

It is with great pleasure that the ANZASW 2017 Quality and Innovation Awards were announced on Social Workers Day 27th September 2017.

The Awards were assessed by a Panel of three members, Hori Ahomiro - Bay of Plenty DHB, Sally Dalhousie - The Fono Health & Social Services and Deb Stanfield - Wintec. The Panel is thanked for their thoughtful consideration of the portfolios.

Supreme Award & Certificate of Excellence in Innovation Practice

The Supreme Award and Certificate of Excellence in Innovation Practice is awarded to Nicki Weld for her work E Ko te Matakahi Maire - Therapeutic Social Work.

The Assessment Panel Commented:

This handbook titled ‘E ko te Matakahi Maire’ was an interesting, innovative piece of work providing an ‘encyclopaedia’ of therapeutic interventions. A book of “how and what to do” for social workers. The panel was impressed with its myriad of ‘content in context’ models, graphs, questionnaires and reflection prompts. The therapeutic role of social workers in New Zealand has historically been understated so this is a welcome attempt to encourage social workers to advance their skills in this regard and not be afraid to use them! It is also a good example of an NGO taking leadership in the profession by providing such a resource and creating opportunity for more resources to be developed. Social workers are challenged to deepen the scope of their work and the level of emotional support and analysis that they offer to those who have experienced trauma.

A courageous and comprehensive resource for social workers and the profession. Congratulations for an exceptional piece of work and a valuable creative resource. Ka mau te wehi e Nicki!

Certificate of Excellence in Research

is awarded to Andrea Greer for her work Relationships Matter, Therapeutic Model of Care.

The Assessment Panel Commented:

This is an exceptional MSW research project with good results and with ongoing usefulness for social workers in their work with whānau, children, families and initiative taken to continue developing and sharing the work achieved. The application was very well supported with full detailed information for the panel. The integrated model of care applies well to the field of care and protection providing information about brain development and insightful understanding of ‘connectedness’ using personal stories and stories by children
to form a powerful message. A simplistic yet very well researched piece of work that demonstrated creative thinking skills.

Certificate of Achievement, Innovative Practice and Indigenous Knowledge
is awarded to Te Taiwhenua o Heretaunga for Te Wairatahi.

The Assessment Panel Commented:
The values and vision behind the service gives confidence that service users would be invited into the service with respect, caring and hope.
There is a vital indigenous knowledge perspective that forms part of the service vision and is key to engagement with Māori and Pākehā alike. These values in practice were described as whanaungatanga, kotahitanga, kaitiakitanga and whakamana, which undoubtedly form the Indigenous bodies of Knowledge and a holistic view of daily working in the lives of Te Wairatahi kaimahi, clients and their families. This is a fantastic example of organisational transformation implementing a ‘lean’ model with a customer service focus.
The values and vision behind the service gives confidence that service users would be invited into the service with respect, caring and hope.

Certificate of Achievement in Innovative Practice
is awarded to Janine Joyce for Peacing Together, Kotahitanga Manaakitanga Te Kawa

The Assessment Panel Commented:
This project deconstructed traditional societal / community structures in order to celebrate ‘peace’ through a community based event. The panel would like to acknowledge the volunteer, community and cultural diversity that have shaped this presentation via video clips, feedback, questionnaires, Hui, visioning and kōrero a waha, and practical methods including the principles of kotahitanga and manaakitanga. What this has demonstrated is an indigenous perspective of tikanga, kawa and whanaungatanga in practice, while simultaneously identifying ‘differences in identity, culture, motivation and belief systems.’

This project included an inspiring group of people with a strong vision and the energy to realise it. The journal article about it was well written and provides a good “template” for others to use as a guide should they wish to replicate the event or something like it. We need more of this activism in our social work community, so this is to be celebrated.
**ANZASW Quality & Innovation Award Presentation**

Nicki Weld was presented the award in Christchurch on 26th October at a small gathering attended by Rose Henderson, Board Member, Luis Arevalo, Board Member, Fiona Scott, National Office and Lucy Sandford-Reed ANZASW CE.

![Picture: Lucy, Nicki, Rose, Luis](image)

![Picture: Lucy, Nicki, Rose](image)

**IFSW Ethical Review**

IFSW is jointly reviewing the [Statement of Ethical Principles](#) which was adopted in 2004.

The IFSW Ethics Commission has commenced a process of reviewing the Statement of Ethical Principles in partnership with The International Association of Schools of Social Work.

The next stage of this review involves a consultation process on a revised version that has been proposed by the IFSW Global Executive to further discussion on this important subject. You will find the proposed revised version below.

The consultation will be held in two further steps:

1. For IFSW members to give feedback on the attached draft document by 31st January 2018. The feedback will then be considered by the Ethics Commission and the Global Executive.

2. An updated draft will again be distributed to IFSW members in March 2018 with comments to be received by 31st April 2018.

3. The final draft will be presented for final amendment and ratification at the IFSW General Meeting in June 2018.

Please send your feedback or questions to: [ethical.principles.review@ifsw.org](mailto:ethical.principles.review@ifsw.org)
Many thanks,

The IFSW Secretariat on behalf of the IFSW Ethics Commission.

Revised for Consultation:
Draft Statement of Ethical Principles and Professional Integrity.
The statement of ethical principles enables social workers to ensure the professional integrity of their practice. It is also the basis for all social work codes of ethics for members of IFSW.
Members of IFSW are required to support their social work members in upholding these ethical principles, their own code of ethics and the integrity of the profession.
All IFSW policies including the definition of social work stem from these ethical principles.

Principles:

1. Human Rights and Human Dignity
Social work is based on respect for the inherent worth, dignity of all people, and the individual and social rights that follow from this. Social workers often work with people to find a consensus or an appropriate balance between competing human rights:

1.1 The Right to Self-Determination
Social workers respect and promote people’s rights to make their own choices and decisions, irrespective of their values and life choices, provided this does not threaten the rights and legitimate interests of others.

1.2 The Right to Participation
Social workers promote the full involvement and participation of people in ways that enable them to be empowered in all aspects of decisions and actions affecting their lives.

1.3 Respect for the Person
Social workers work with people within the family, community, societal and natural environments and seek to recognize all aspects of a person’s life.

1.4 Respect for Privacy in Family and Community Life.
Social workers respect the all people have a right to privacy in their own lives unless there is a risk of harm or abuse to themselves or others.

1.5 Recognizing Strengths
Social workers work with people to identify their strengths as individuals, groups and communities and thereby promoting their empowerment and self-determination.

1.6 Interdependency of People
Social workers work with the context of families, social groups, communities, societies and globally supporting interdependent relationships and social structures that recognize and value diversity.

2. Social Justice
Social workers have a responsibility to promote social justice, in relation to society generally, and in relation to the people with whom they work. This means:

2.1 Challenging Discrimination
Social workers have a responsibility to challenge discrimination.
This includes but is not limited to; ability, capacity, age, culture, gender or sex, ethnicity, language, religion, political opinions, socio-economic status, poverty, class, type of family, relationship status, civil status, nationality, other physical characteristics, sexual orientation, or spiritual beliefs.

2.2 Respecting Diversity in Societies
Social workers work towards strengthening inclusive communities that respect the ethnic and cultural diversity of the societies in which they live and practice, taking account of individual, family, group and community differences.

2.3 Access to Equitable Resources
Social workers advocate and work towards access and the equitable distribution of resources and wealth.

2.4 Challenging Unjust Policies and Practices
Social workers have a duty to bring to the attention of their employers, policy makers, politicians and the general public, situations where policies and resources are inadequate or where policies and practices are oppressive, unfair or harmful
unless doing so endangers their or other’s safety.

2.5 Building Solidarity
Social workers actively work in communities and with their colleagues building networks of solidarity to work towards transformational change for inclusive societies.

3. Professional Integrity
It is the responsibility of the national organizations that are members of IFSW to develop and regularly update their own codes of ethics or ethical guidelines, to be consistent with this statement. It is also the responsibility of national organizations to inform social workers and schools of social work about these codes or guidelines. Social workers should act in accordance with the ethical code or guidelines current in their country. Social workers are expected to develop and maintain the required skills and competence to do their job:

3.1 Social workers build peace and may work alongside military personnel for humanitarian purposes. Social workers should not allow their skills to be used for inhumane purposes, such as torture, military surveillance or terrorism; or use weapons in their capacity as social worker or in their private lives, for military purposes.

3.2 Social workers should act with integrity. This includes not abusing the relationship of trust with the people using their services, recognizing the boundaries between personal and professional life, and not abusing their position for personal benefit or gain. It is recognized that the giving and receiving of gifts is a part of the social work and cultural experience in many cultures and countries. In such situations this should be referenced in the country’s code of ethics.

3.3 Social workers have a duty to take necessary steps to care for themselves professionally and personally in the workplace, in their private lives and in society.

3.4 Social workers need to acknowledge that they are accountable for their actions to the people they work with, their colleagues, their employers, the professional association and to the law, and that these accountabilities may conflict.

3.5 Social workers should foster and engage in ethical debate with their colleagues and employers and take responsibility for making ethically informed decisions.

3.6 Social workers should be prepared to state the reasons for their decisions informed by evidence, ethical and legal considerations and be accountable for their choices and actions.

3.7 Social workers should work to create conditions in their workplace environments and in their countries, where the principles of this statement and those of their own national code are discussed, evaluated and upheld.

The (likely) Inquiry into Abuse in State Care: An Opportunity for Discomfort & Reflection

This guest blog post by Eileen Joy (Phd Candidate, University of Auckland, ANZASW member) outlines the implications for social workers of an inquiry into state violence against children.

Elizabeth Stanley (2016), in her detailed examination of state violence against children in New Zealand, called it a ‘Road to Hell’. Her accounts of how children in our country were treated is horrifying, chilling, and makes for unsettling reading. Stanley, the Human Rights Commission, tangata whenua, the United Nations, and many others have repeatedly made calls for there to be an inquiry into abuse in state care. The previous National led government resolutely stuck to their belief that the Confidential Listening and Assistance Service (CLAS) which, from 2008-2015 listened to those individuals who came forward (however only those with claims prior to 1992), and was able to refer people to the relevant Ministry for claims, was enough, and that an inquiry would “achieve very little”. Such claims have been debunked by victims and the judge who oversaw CLAS, who have both made strong calls for an independent inquiry.

However, the recent change in government from a National led government to a new Labour led government has meant that the possibility of a desperately needed inquiry is very real. Indeed, the Labour Party has committed to having an inquiry as part of the ‘First 100 Days’ package. Given that both New Zealand First and the Green Party had both already expressed support for such an inquiry it seems inevitable that it will take place.

Such an inquiry is essential, however any inquiry that does not properly determine frames of reference and include, and even centre the right people will fail in its work. This is why it is so important for social workers to critically examine their own role in the hoped-for upcoming inquiry. I need to preface this by saying this is uncomfortable work, it is always awkward to look at the role one, or one’s own profession might have played in something this awful, however it is critical for true justice and healing. This is not to say that social workers have existed in a vacuum and engaged in these behaviours without state sanction or that they should have been (and are) somehow immune to this cultural soup we all swim in that encourages the proliferation of forms of oppression such as racism, classism, and sexism. Rather this is to say that we can acknowledge all of that, and still own up to our part in this, indeed, that we must, further, that we as social workers, schooled in social justice and human rights are uniquely placed to deeply reflect on our own actions and that of our profession.

Social work, both in New Zealand, and internationally, has a fraught history with being complicit in state abuse. In every Anglophone country that has been colonised, the indigenous people have been subjected to institutionalised and systemic racism meaning that they are both over represented in child abuse statistics and over represented in the figures of those who have been found to be abused in state care.

The ramifications of this are profound. Social work must reckon honestly with its past as a part of state sanctioned abuse. This means all social work, not just those in child protection, for the suspicion that many indigenous people feel towards social workers bleeds into all social work and hinders genuine relationship building. This ultimately means that social workers must be both a part of the inquiry, and be willing to be inquired upon. It is highly likely that there are social workers today who are still working in social work, indeed may still be working in Oranga Tamariki, who participated in, sanctioned, or ‘ignored’ the sort of abuse that Stanley detailed in her book (2016).
In order to do this, social workers need to look to themselves and their practice, both present and past to examine their commitments to bicultural practice. This means, perhaps rather controversially, re-examining the notion of ‘cultural competence’ itself. Pākehā need to ask, can we truly rest on our metaphorical laurels and decree ourselves to be ‘culturally competent’ or is it more accurate to describe such learning as a behaviour, a constant re-examination of self that demands continual attention to whether or not one has lingering, persistent colonising behaviours, conscious or otherwise. We need to be on guard, constantly against what Memmi (2003) calls coloniser in the mind, or, in more local terms, as Andrew Judd has stated, we need to consider ourselves to be ‘recovering racists’. And critically, it is not up to an outsider to one culture, to decree what is competent in another. We as pākehā have to be willing to unpack that which has the capacity to make us feel very uncomfortable.

So in considering the long hoped-for inquiry then, it is critical that such an inquiry, honouring the ancestry of the (mostly) unrealised voices of Pūao-te-Ata-tū and those harmed, must be tangata whenua centred and driven. Social work, government, and New Zealand has a lot to learn, and a lot to reflect on from such an inquiry. As already stated, social work is uniquely placed to not only critically examine its own role in this shameful history, but be present enough to learn and grow from it. This should not be a story of how awful social work is, although it would be easy to paint it as such, it can be a story of how social work is responsible, how it can grow, be better, and recover from the racism that informed much of its practice. The way social work responds to and learns from such an inquiry could be the blueprint for examining racism in other state services, education, health, in all sectors. We could build upon this and have a far-reaching inquiry into institutional racism within all government agencies. We need only be open to the process, open to the possibility of applying the skills and values of social work to our own practice, and then to hold the government responsible for ensuring change will happen. The present government is open to starting the process, let’s be open to ensuring that the process is sound. We need only lean into that discomfort and work towards continually examining the coloniser within to ensure it does not exist throughout.

References

Image credit: Bernard Spragg, NZ

Interview with Dr Margaret Pack, the Author of Self-Help for Trauma Therapists: A Practitioner’s Guide

Source: https://www.aasw.asn.au/publications/social-work-focus

'It was at the Hillview Clinic in the mid-1980s that Dr Margaret Pack began hearing from clients with depression and anxiety that they had had an early trauma. She found her master’s degree in social work had not prepared her for working with this historical trauma and so Margaret sought more specialised training through the HELP Foundation, a research PhD and the Gestalt Institute of New Zealand.

Her practice experiences then led her to wanting to investigate how therapists across a range of helping professions navigated the manifold impacts and effects of trauma-related work. Observing difficulties with
staff morale and retention in some of her workplaces, Margaret set out on a search for solutions to a practical problem.

Here we include an edited version of an interview that Margaret gave to the New Zealand Counsellors’ Association about her book, Self-help for trauma therapists: A practitioner’s guide which is now available via Routledge (see flyer attached). For information about how to obtain an online copy or hard copy, visit Routledge or Amazon on https://www.amazon.com/Self-help-Trauma-Therapists-Practitioners-Guide/dp/1138898287

How did you go about researching the book? In 2000, following ethical approval of my research proposal by the university at which I was studying, I interviewed 22 trauma therapists who were on the national register of trauma therapists in New Zealand for my PhD research (Pack, 2004). Using semi-structured interviews, I asked therapists and their significant others about the impact on their lives of working with sexual abuse disclosure. To add a further perspective, I interviewed separately family members, friends, colleagues and supervisors nominated by the primary therapists. I asked the personal and professional significant others to comment upon changes they had observed in the therapist in different areas of his or her life, during the time they had known them. Through the therapists’ own accounts which were interwoven with the perceptions of their significant others, I identified a gap in the existing literature on the impact on therapists from their work in relation to the effects on their primary personal and professional relationships. While there were self-care workbooks on vicarious traumatisation (Pearlman, 1996) and social work guides (van Heugten, 2011), I couldn’t locate a self-care guide that included the insights of significant others.

The book I went on to write aims to bridge this gap in the existing literature on vicarious traumatisation to evolve understandings of the impact of trauma related therapy, drawing from both the insights of experienced trauma therapists and their significant others

How difficult is it for trauma practitioners to do the required self-care?

I think one foundation for self-care for therapists and any other worker involved in hearing traumatic disclosures, relies on self-awareness and an openness to hear the perceptions of others. Sometimes, it is difficult to dedicate a commitment to oneself as we are often focused on the client and therapeutic outcomes. Self-care is often neglected in our professional training and concepts such as vicarious traumatisation are fairly recent. However, knowledge of self-care and other support systems for therapists is considered vitally important to professional effectiveness and for maintaining a ‘fresh’ perspective in one’s practice. Knowledge of how to attend to one’s own self-care in the workplace has been proven to increase job satisfaction and workforce morale and staff retention.

Attending to what other people such as family and friends observe and tell us about ourselves is another facet of good self-care. I discovered in completing my research that the partners, husbands, wives, adult children, colleagues and supervisors of the counsellors I had interviewed had perceptive and incisive comments as to how their relationships with loved ones and colleagues were transformed by the nature of the trauma care work. The mirror image provided by the personal and professional others’ insights was a potent reminder of the changes in the therapist’s sense of self over time and alerted them to the need to regularly self-assess what was happening as part of their own process. Finding the reflective space to work
out what is going on is sometimes another difficulty due to busy caseloads, working in large organisations whose brief is to manage limited resources and allocate services when the worker is focused on helping the client. These ethical concerns can generate an internal tension in the worker that needs to be addressed. So, mindfulness of tensions in the workplace and between one’s value base and that of the employing organisation is often unexplored. Another challenge is finding quality clinical supervision of one’s practice where it is safe enough to discuss these kinds of issues without finding they impact on one’s performance appraisals and promotional opportunities in the organisation.

**How important is self-care for trauma therapists?**

Self-care is a vitally important for people working with trauma. Therapist self-care has a flow on effect to clients so attending to one’s own wellness has the potential to improve the client’s wellbeing and therapeutic outcomes more generally.

Professor Charles Figley, developer of the concept of ‘compassion fatigue’ in his foreword to my book, refers to a point made throughout the book which is that self-care is a moral and ethical issue for the professional associations as well as individual practitioners. Therefore, organisations employing workers who deal with trauma and professional associations of counsellors, have an important responsibility to support their employees and members with appropriate support, training opportunities and networking towards greater self-care.

**How do you think counsellors can use or benefit from the book?**

I suggest that readers’ read as little or much as they feel is helpful to illuminating their own process and themes. There are questions for reflection, activities and a range of resources such as web links, reference lists and case studies at the conclusion of each chapter which can be referred to when a theme or an issue resonates.'

The book concludes with suggestions for constructing a self-care plan that attends to each of the areas outlined in the chapters within the book. Having a self-care plan is crucial to looking after one’s own health.

**What feedback have you received about the book to date?**

The publisher, Routledge UK, has sent the book to three academics to preview. Their comments are that it is a wonderful resource for prompting readers to tailor a self-care plan, guided by the resources and concepts introduced in each of the chapters. One reviewer, Emeritus Professor David Howe of the University of East Anglia in the United Kingdom, has written this about the book:

‘Working with people who have suffered trauma can tax the resources of even the most experienced practitioner. With great understanding and sensitivity, Margaret Pack reviews how working with trauma can affect practitioners personally and socially before then taking a practical and informed look at how self-care, good supervision and a supportive organisation can help the professional remain robust, responsive and emotionally available. The book provides the reader with a thoughtful, expert and caring guide to working well and staying well when providing support and treatment for those who have suffered the trauma of violence, abuse and neglect.’
Professor Tony Ward of the School of Psychology at the Victoria University of Wellington, New Zealand has also commended the book:

‘In this wonderful book Margaret Pack combines a rich therapeutic perspective with sound research in developing practice guidelines for managing trauma. It should prove to be a valuable resource for therapists and researchers alike.’

Dr Margaret Pack has worked in practice for many years as a registered social worker specialising in mental health and trauma recovery. Dr Pack has over 50 internationally peer reviewed research publications drawing on her expertise in vicarious traumatisation, trauma-informed professional supervision and critical incident stress management, as well as her training in Gestalt Psychotherapy. For a decade she worked in a national trauma centre, where claimants were assessed for eligibility for services under sensitive claim. Her career has included developing a new well-being service for general practitioners in the Hutt Valley, before moving to academic teaching in social work, counselling, and allied health over the past decade.

Her first book: ‘Evidence discovery and assessment in social work practice, an edited reader with international contributions from the UK and Australasia, has been reviewed in the August 2016 issue of the Australian Journal of Social Work.

Moving Forward with Reflective Supervision


Reflective supervision models in diverse social work contexts hold critical importance for developing practice and safeguarding against the current impacts of neoliberal policies in social service and health. My recent article in *Aotearoa New Zealand Social Work* ‘Making the connections: A practice model for reflective supervision’ discusses a practice model for reflective supervision and highlights the interrelationship and connection between the social worker, the organisation, relationships with others, and the systemic contexts where practice occurs. The model demonstrates the significant roles of the supervisor and supervisee to promote self-awareness, relational practice and social justice strategies within a number of practice settings.

I recently graduated with my PhD from The University of Auckland in the September ceremony and have also celebrated the birth of my son, James. My article has been developed from critical analysis undertaken for my PhD research. It reports on the supervision practices of social workers working in community-based child welfare services. The aim of my study was to explore the current perspectives of social work practitioners about reflective supervision and strategies to support this development in practice.

The importance of reflective practice and critical thinking in professional supervision continues to inform my teaching on courses within the Bachelor of Social Work, Masters of Social Work (Professional) and the Postgraduate Diploma in Professional Supervision. In a managerial climate, reflective supervision appears to be a professional stance that risks fading into obscurity within the helping professions. I encourage students to participate in robust discussions and activities in class regarding the value of reflection in supervision and adopting a critical stance towards the wider environmental influences on professional practice.
In 2018, I look forward to commencing a leadership position as Programme Leader for the Postgraduate Diploma in Professional Supervision. Such a position is pivotal towards encouraging the research capability by interdisciplinary professionals alongside contributing to the overall continual development of the papers within the programme and the practice of reflective supervision within a range of helping professions.

**Featured expert:** Dr Matt Rankine

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Social Worker: I work because I believe I can make a difference

Source: [http://www.onestopsocial.co.uk](http://www.onestopsocial.co.uk) Anonymous

I’ve been a qualified Social Worker now for several years. In that time, I have worked primarily within Children & Young People Services (Initial Assessment, Child Protection & Children Looked After).

Every day a new challenge presents itself. Well, if I’m honest, it’s more like several at any one time. Yes, the job is tough, involves long hours and is very emotionally draining. However, I knew this would be the case before I began studying to be a Social Worker, as some of my closest friends are in the profession.

So, why Social Work? Well, I certainly did not come into this job to be rewarded or thanked by my friends or family. In actual fact, I’m not allowed to talk about my job for fear of upsetting them. As the saying goes, “out of sight, out of mind”. Likewise, I did not come into the role because of monetary rewards. I admit that the pay has significantly improved. But, if I were to work out the actual hours I do a week (and not just the 37 I’m paid for), I am likely to find that I am working for less than minimum wage.

I became a Social Worker for one simple reason – I wanted to make a difference. I wanted to work with people who were less fortunate than myself (whether opportunity or monetary). I wanted to work with societies most vulnerable people. I wanted to help them achieve and make better opportunities so as they could thrive like I have been able to because of others around me. They have often supported me in my time of need and wow, there were many of those!

My biggest belief is that we can all make good decisions and improve oneself if we are provided with 1) the right tools and 2) given an opportunity. It is this thought process or key value that is the reason as to why I have been able to remain positive in a profession that is like a hot political potato. There have been numerous changes to my work, even in the short time I have been qualified. Some have been for the better, but others are more representative of a curve ball in the game of baseball. What I don’t get is the lack of connection between decision makers and those on the front-line. Because surely it makes sense to seek advice and guidance from those that have a wealth of experience?

However, no matter what negatives continue to be reported within the media about my chosen profession, I will continue to work to the very best of my ability. I will continue to strive to support others as best as I can.
I will continue to develop my learning and skills/knowledge base so as I can offer a service to those deemed in need. This is what gets me out of bed in the morning and work “Friday Night Lights” (twilight hours on a Friday often involving a trip to the local Hospital).

So, to those that genuinely want to make a difference and support those in need, join the Social Work profession. Yes, it will challenge you, but when you get that single case that thanks you for what you have done or the support you have provided them, so they can achieve... well, it all becomes worth it!

This article has been sponsored by McGraw-Hill Education

We want to hear from You!

We are looking for stories from great social workers. Or do you have a burning topic on your mind and you need to spread awareness?

We will be publishing stories on a special ANZASW page on our website, and in our NoticeBoard e-newsletter.

Contact: fionas@anzasw.org.nz

Seeking Webinar Presenters

We would like to hear from members who:

- Have research outcomes they are willing to present
- Are working in an area of emerging practice
- Have worked on a project overseas or here in Aotearoa New Zealand
- Have an interest in aspects of supervision
- Wish to share an aspect of their field of practice
- Have an interest in presenting on one or more of the new practice standards

You can deliver a ‘stand-alone’ session or a series of sessions on one topic.

Presenting a webinar counts for CPD hours and contributes to Standard 10 Membership of the ANZASW is used to promote and support the SW profession with integrity.

We look forward to being able to deliver an exciting range of webinars over 2018.

If you are interested in presenting, please contact Sonja Nissen, sonjan@anzasw.nz ph. 03 349 0190 ext. 3.
Have You Received your $10,000 ANZASW Member Benefit?

All members are now covered by a $1500 Accidental Death & Dismemberment Benefit. This is an automatic membership benefit of belonging to the ANZASW and is provided by AIL Insurance Company, absolutely free of charge.

In addition to this benefit, we are also offering members an additional $10,000 Accident Death Benefit, which costs just $2 for the first year (members may renew annually for just $5 thereafter.)

To take advantage of this offer, we ask that all members complete an online enrolment at www.ailnz.co.nz/request to receive your certificate and nominate a beneficiary for your policy.

You and your family may qualify for additional insurance benefits offered at this time. AIL is rated A+ (Superior) for overall Financial Strength (as of 6/15) and their programmes are offered to help our members. Please take a few minutes and listen to the A.I.L. representative who will be calling on you. If you have any questions about these benefits, please call AIL on (09) 827 9900 or 0800 894 121 (outside of Auckland), or email info@ailnz.co.nz

Did you know ANZASW advertises Social Worker Vacancies?

ANZASW provides a service, advertising social work vacancies. Advertisements are sent directly to approximately 3,500 social worker members and are available to social workers who are not members via our website www.anzasw.nz – under the tab member services / social work vacancies.

The process is simple. You email the text of the advert &/ your logo to fionas@anzasw.nz

The advertisement is:

- placed on our website until the closing date
- included in our weekly e-Notice email that is distributed to approx 3500 social workers with a link to your vacancy also included until the closing date

The cost is currently only $150.00 plus GST.
POSTGRADUATE OPTIONS IN SOCIAL WORK AND SOCIAL POLICY

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Doctor of Social Work
The first in New Zealand. This advanced professional doctorate provides social workers with the opportunity to develop expertise in policy and practice-based research and evaluation at the highest level.

Master of Social Work
The MSW equips social workers to develop and use research skills in their practice settings, and to keep current with the latest theories and practice.

Master of Arts (Social Policy)
The MA (Social Policy) enables students to pursue postgraduate study and research in social policy.

Postgraduate Diploma in Social Service Supervision
This diploma is for professionally qualified practitioners who are currently supervising social service and health practitioners and/or students on placements.

Postgraduate Diploma in Social Work
This programme is for social workers who wish to undertake an advanced study of social work by completing postgraduate papers.

Postgraduate Certificate in Social Work
The Certificate is made up of two papers drawn for the Master of Social Work (MSW) schedule and is an advanced qualification for professionally qualified social workers, who wish to undertake further study and provided a pathway into PGDSW and MSW particular for those without a four year honours degree in social work.

socialwork@massey.ac.nz
0800 Massey
massey.ac.nz
Clinical skills for treating posttraumatic stress disorder (Treating PTSD)

This two-day (8:30am-4:30pm) program presents a highly practical and interactive workshop (case-based) for treating traumatised clients; the content is applicable to both adult and adolescent populations. The techniques are cognitive, behavioural, evidence-based, and will be immediately useful and effective for your clinical practice. The emphasis is upon imparting immediately practical skills and up-to-date research in this area. In order to attend Treating Complex Trauma, participants must have first completed this 'Treating PTSD' program.

2-3 November 2017, Brisbane CBD  
9-10 November 2017, Sydney CBD  
23-24 November 2017, Melbourne CBD

Clinical skills for treating complex trauma (Treating Complex Trauma)

This two-day (8:30am-4:30pm) program focuses upon phase-based treatment for adult survivors of child abuse and neglect. This workshop complements Leah’s four-day trauma-focused training. The content is applicable to both adult and adolescent populations. The program incorporates practical, current experiential techniques showing promising results with this population; techniques are drawn from emotion focused therapy for trauma, metacognitive therapy, schema therapy, attachment pathology treatment, acceptance and commitment therapy, cognitive behaviour therapy, and dialectical behaviour therapy.

27-28 July 2017, Sydney CBD  
19-20 October 2017, Perth CBD  
26-27 October 2017, Adelaide CBD  
16-17 November 2017, Sydney CBD  
30 Nov -1 Dec 2017, Melbourne CBD

The June and August Wellington workshops sold out in May

Program Fee for each activity is in Australian Dollars (AUD). Valid for NZ residents only

$550 AUD each if you register to attend an Australian workshop using this form (subject to availability so book early)

Program fee includes program materials, lunches, morning and afternoon teas on each workshop day

Please direct your enquiries to Joshua George on: mail@talominbooks.com

For more details about these offerings and books by Leah Giarratano refer to www.talominbooks.com

2017 Trauma Education Registration Form for ANZASW

Please circle the workshop/s you wish to attend above and return a scanned copy of this completed page

Name:
Address:
Phone:
Email (*essential*):
Mobile:
Special dietary requirements:

Method of payment (circle one)  
Visa  
MasterCard  

Name of cardholder:  
Card Number:  
Expiration Date:  
Card Verification Number:  
Signature of card holder:  
Debit amount in Australian Dollars: 

Credit card payment is preferred. Simply complete the information above, scan and email this page mail@talominbooks.com

A receipt will be emailed to you upon processing. Note: Attendee withdrawals and transfers attract a processing fee of $55 AUD.

No withdrawals are permitted in the seven days prior to the workshop; however positions are transferable to anyone you nominate.