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From the President

Ka hinga te tōtara o te wao nui a Tane

This NoticeBoard is dedicated to our colleague, friend and mentor Te Harawira Turoa HARONGA. Turoa HARONGA was a Life Member of ANZASW. He was 84 years old. It was with the deepest sadness we learnt that Pa Turoa passed away peacefully at home, surrounded by his loving whānau on the 10 June 2018. Pa Turoa spent some time lying in state at Taumata o Te Ra Marae. His whānau then lovingly travelled with him to his ancestral home of Waimarama. On 14 June 2018, bathed in sunshine at Waimarama Marae numerous ANZASW members, friends and loved ones celebrated Pa Turoa’s life. We were privileged to listen to the stories, the struggles and significant achievements of a much loved and respected husband, dad, koro, friend and colleague.

Pa Turoa’s life was colourful. His mahi was diverse. He was a solider, he owned and trained racehorses which enabled him to travel around New Zealand and he was freezing worker. He sustained an injury. He then made a considered decision to undertake a new career as a Social Worker. He studied as a mature adult student at Massey University, Palmerston North and graduated with his MA Degree. I watched with immense pride the day Pa Turoa walked across the stage to collect his Degree.

During his social work career Pa Turoa worked tirelessly training, supporting and mentoring social workers. He was passionate about helping young Māori social workers to utilize a Māori World view in their work and value the concept of whānau. Pa Turoa always advocated and instilled the values of kaupapa Māori. He encouraged the implementation and use of, Māori models of practise, and he held fast to the teachings and kawa of his people throughout his life.

He enjoyed his day job as a Social Worker for Māori Mental Health at Manawaroa Mental Health Unit, Palmerston North and working with teams in Hawkes Bay. He along with Buster Curson travelled and represented New Zealand at numerous international conferences always highlighting and encouraging social workers to utilize their indigenous knowledge and models of practice.
A legacy of Pa Turoa and the late John Bradley was the work they undertook to develop the Niho Taniwha Process. The Niho Taniwha Process is the competence framework specifically for Tangata Whenua Takawaenga and tangata whenua practitioners. Pa Turoa was the primary Māori Assessor. He trained many of us to use the Niho Taniwha process. He was a kind but firm teacher. He regularly led the Competence Assessment Panels. He supported social workers through this process. It is his enduring gift to the Aotearoa New Zealand Social Work community.

Pa Turoa’s important work was always supported by his Manawhenua Roopu. For many years Pa Turoa was an active member. He took up the role as Chairperson when no one else was available. He was the leader and Kaumatua.

In the twilight of his career he was sought after to be the Kaumatua for many organisations. He was always willing to share his knowledge. Pa Turoa retired in his late 70s. He had been unwell over recent years. However, his passion and love for social work, for his Iwi and his Roopu never dimmed.

Te Harawira Turoa. Pa Turoa was a life member of ANZASW. He graduated with a Master Applied Social Work Degree in 2008 from Massey University. He became a registered social worker the same year.

The final words belong Pa Turoa.

Me huri te whakaaro ka tika ki te hunga e takoto mai rā ki pāmamao,
ki tawhiti mui, tawhiti roa.

He reo kōrero anō tō koutou e kore nei e hokia, ēngari he reo tūhono i te kūmatarērehu
hei tūhono kaha i a tātou katoa. Kāti ake rā!

Harawira Turoa Haronga

*Te Rau Tipu, Māori Mental Health Conference (2004)*
Greetings-Kia ora-Talofa- Namaste- Ni Hao

I acknowledge with great sadness the passing of Turoa Haronga on the 10th June 2018. It was a privilege to work alongside Pa Turoa. Pa Turoa was committed to ANZASW and to Tangata Whenua members. The development of the Niho Taniwha Competence Assessment was a gift to ANZASW, providing Tangata Whenua members the opportunity to be assessed in the context of Te Ao Māori.

It is with a touch of sadness that ANZASW closed the competence assessment service 30 June 2018. This has been an important member service since 1989. There is a separate article in this edition that provides a brief history of the service.

The decision to exit the service was not taken lightly and was driven by the anticipated changes to the legislation. In relation to competence assessments the expected changes will:

- Remove the requirement for graduates from New Zealand recognised social work programmes to complete an initial competence assessment for the purposes of registration unless doubts have been raised about the applicant’s competence
- Continue to require overseas qualified social workers to complete the overseas competence assessment and a full competence assessment after completing 2000 hours supervised practice in New Zealand, 10 hours each of CPD in relation to Core Competence 1, competence to work with Māori and Core Competence 2, competence to work with different ethnicities and cultures in New Zealand
- Repeal the requirement for social workers to recertify competence every 5 years

Currently, holding a current certificate of competence is a membership requirement for practicing social workers. A constitution is being developed that will take into account changes that emerge from the revised legislation. The constitution is unlikely to be finalised until after the Second Reading which is expected in October. The revised timeline for Third Reading and Royal Assent for the Social Workers Registration Legislation is now November / December 2018.

At the time the last issue of NoticeBoard was published it was reported that Minister Sepuloni had been offered a proposal to replace Section 6AAB, the definition of practice as a social worker based on a scope of practice approach.

Since then ANZASW and Sector representatives have met with the Minister, her officials and officials from the Ministry of Social Development to discuss and develop a way forward for the Social Workers Registration Legislation Bill that would meet the needs of the sector and the Minister.

Negotiations are underway to explore replacing Clause 6AAB with a scope of practice approach, largely based on the Health Practitioners Competence Assurance Act 2003. This would be a significant change to the Bill and therefore requires both the support of the Minister and Cabinet agreement. There is however quiet confidence that Section 6AAB will be replaced with a scope of practice approach.

We are pleased to be able to report that Minister Sepuloni is committed to the Bill being enacted this year.

Discussions have also been taking place in relation to the following:
• SWR Act Section 27 “Social Worker may ask for registration to be cancelled”. The aim is to provide greater clarity about when SWRB has discretion not to cancel registration while still enabling people who are exiting social work to deregister if they choose to.
• Clarification of SWRL Bill Clause 28 (New SWRA 47A) the requirement for employers to report serious misconduct, ie strengthening the meaning of serious misconduct contained in clause 3 of new Section 47A – has or is likely to have an adverse effect on people receiving services from the social worker, adversely reflect on the social worker’s fitness to practice or may bring the social work profession into disrepute.
• Clarification of which organisation should have responsibility for following up / prosecuting instances where a person who is not registered identifies themselves as a social worker – i.e. they breach the protection of title provisions. The final decision will rest with Cabinet, but the most likely choice would be MSD.
• Clarification of SWRA Section 46 Confidentiality of Information – the offence in relation to breach of confidentiality relates to the third party to whom information was provided for the purpose of conducting a competence assessment.

It has been refreshing to have MSD officials actively seeking to collaborate with the sector in order to gain an understanding of the issues and negotiate a way forward.

The possible timeframe for progressing the legislation is:

August    Cabinet confirms policy changes
August / September    PCO drafts Supplementary Order Paper (SOP)
October    Second Reading, SOP released and is debated in Parliament
November / December    Third Reading
November / December    Royal Assent

What happens when the Bill receives Royal Assent

The day after Royal Assent:

• Initial competence assessments for applications to register from graduates of New Zealand recognised social work programmes will not be required, unless doubt has been raised about the applicant’s competence;
• The requirement to recertify competence every 5 years is repealed;
• All other sections come into force except those listed below.

Three months after Royal Assent:

• The SWRB reduces from the current 10 members to 7, four social workers and three other people (SWRA Section 106).

Two years after Royal Assent

• Section 6AAA comes into force – “an unregistered person must not claim to be a social worker”. All social workers must be registered by the end of the 2-year implementation period.

Five Years After Royal Assent

• Section 13 “Board may recognise practical experience in certain cases” is repealed.
The advocacy and lobbying required to get to this point has been a collaborative effort across the sector and has included the professional body, the union, educators, the DHB sector, employers of social workers and when possible the SWRB.

I would like to acknowledge those who have made significant contributions to the advocacy, debate and discussions that have led to these changes getting onto the table and being positively considered:

- Shannon Pakura, ANZASW President
- Amy Ross, member & PSA Organiser
- Neil Ballantyne & Kieran O’Donoghue, Council of Social Work Educators Aotearoa New Zealand
- Brenda Pilot, Social Services Providers Association
- Joy de Villiers & Kim Myhill, National DHB Social Work Leaders Council
- Sarah Clark, Jan Duke and Susan Yorke, SWRB

The passing of the SWRL Bill will herald a significant milestone for the social work profession in Aotearoa New Zealand.

In 1964 J R McCreary¹ made the comment “a profession has a public image, which is very clearly identified in the case of some professions such as those of law, medicine or nursing, for instance, but I believe it has yet to be achieved for social work”. Fifty-Four years on, the introduction of mandatory registration and protection of title for social workers sets the scene to develop a strong and positive image for social workers.

Na mihi nui,

*Lucy Sandford-Reed*

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**Kōrero for the Kaipūrongo**

By Hariata Unu

**Mana Enhancement Framework**

E ngā mana

E ngā reo

E ngā karanga maha o te motu

He mihi maioha tēnei ki a koutou,

ki a tātou katoa.

Ko tōku whakapapa i rere mai

Tawhiti nui,

Tawhiti roa,

Tawhiti pāmaomao.

---

¹ J P McCreary Senior Lecturer and deputy Head, School of Social Science, Victoria University. Key Note address to the NZ Association of Social Workers Inaugural Conference February 1964.
He uri mokopuna ahau o Ngāti Maniapoto
Ngāti Rora te hapu
Motukiorea te maunga
Mangaokewa te awa
Tainui te waka.

Te Tokanganui-a-noho te marae

I am privileged to speak about a Framework I participated in that encompasses our stories of our Kaitiaki / Ātua we have to allow us to look back to help us move forward.

The Framework I speak of is known as Te Ara Whakamana: Mana Enhancement. This model was developed by Susan Ngawati Osborne and Nigel Marshall amongst a group of many others in 2009 (West Auckland) Kōrero also held with Kaumātua, Kuia, Rangatira with respect to the appropriateness of the content and approach of the Māori World View within the Framework.

A wide range of community organisations and many others from diverse cultures also played a significant part in assisting this Framework to unfold with such success and uniqueness to Aotearoa.

The Framework was created to provide a simple and effective tool for positive behaviour change. By building on the strengths of the student and developing emotional literacy, a way forward is found to help achieve the aspirations and potential of the student.

The plan and student information that come from Te Ara Whakamana: Mana Enhancement are recorded in the language of the student and shared with significant people they identify as appropriate supportive individuals in helping them to achieve their greatness and restoring their Mana.

Te Ara Whakamana: Mana Enhancement provides an extensive source of pūrakau that allow us to reflect on how we face life’s challenges and presents us with our own ihi and wana to overcome challenges.

Te Ara Whakamana: Mana Enhancement centres on the imagery and pūrakau of the Māori Creation Story, the story itself begins as a blank canvas that becomes complete when an individual places their story within it.

Ref: Te Ara Whakamana: Mana Enhancement 2017

Four guiding kaupapa:

- Culturally Centred
- Co-construction / Ako
- Mana Enhancement
- Strength-based focus.
Mana has a whole range of meanings to people. Mana is unique to each and every one of us. It stems from who we are as a people and allows us to unleash our potential to become the greatest individual we are designed and destined to be.

**Mana Atua:**

*Our whakapapa; inherited gifts and talents passed down from our spiritual ancestors (ancient & recent).*

*Our link we have to Io Nui, Ngā Atua.*

**Mana Tangata:**

*Our dynamic personalities and beneficial effect on humanity or our actions and deeds.*

** Mana Whenua:**

*Our sacred relationship with the land.*

This Framework is unique in the story telling, the building of relationships, the openness of student, whānau and facilitator.

There are a range of schools in the North Island that utilise the concepts of this Framework in all they do. It has supported, encouraged and empowered their students, kaimahi, whānau and community to thrive and succeed for brighter, clearer futures.

I would encourage all those working the frontline with children, whānau, schools to check the website [http://www.akosolutionz.com/](http://www.akosolutionz.com/) and jump at the chance to attend workshops in your area.

I use this with Framework to not only support the individual but also as a whānaungatanga model. It can be used with individuals, whānau, groups, classroom models and whole school approach.

The possibilities are limitless. The dreams and aspirations are endless. The time to make a change is infinite.

Ngā mihi ki a korua Susan raua Nigel ma ngā matauranga, ngā aroha me ngā taonga nā korua i homai, i tau mai ki ngā tāngata, ki ngā whānau.

Ko te mauri o te tangata, te mana o te whānau
Ko te ihi o te hapu, te wana o te iwi
Ngā mihi ki a koutou katoa
Hariata Unu
Kaitūao i ngā kura / Social Worker in Schools
Ōtautahi

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From the CPD Coordinator

**BIG NEWS!!!!**

**On-line Training**

We are about to launch our first On-Line training programme: Madeleine Taylor’s “Courageous Conversations”. I urge you all to look at this as I consider this as a very important part of your CPD no matter what level of experience you have or what role you are working in. The training is also suitable for people who aren’t social workers, so once it is available pass the link on to colleagues, managers and friends.

I went through the training to assess it. Those of you who know me, know that I have little trouble having these conversations and have often delivered “Difficult Discussions” workshops. I learnt from the training and have taken learning away from it. I have changed the way I approach this sort of conversation and if I was still delivering the workshops, I would make some big changes to them. The training and ideas really made sense to me.

**More Training Needed**

If you have some skills or ideas around developing on-line training, we are very interested to hear from you. We pay for this!! You can provide us with the raw material and we will put it into an on-line format and develop a programme. You will be paid once the programme is up and ready to go live. We would like our on-line programmes to be interactive and make full use of the flexibility of on-line learning – so lots of different learning approaches work best. Each “module” should take participants about 1 hour to complete, and you are welcome to put a number of modules together to form a programme of learning.

If you would like to know more about this, please contact me and I can provide you with more information and discuss your ideas. cpd@anzasw.nz

**Webinars**

Webinars remain the core of ANZASW supplied CPD for members. I am constantly on the look-out for ideas, themes and presenters for your webinars. Do not think that your work is uninteresting. Social work has a huge scope and what you do is interesting and engaging for many of your colleagues. Please consider a webinar about your work or some aspect of your work.

Presenters do not need to be social workers, so if you know someone who has something interesting to talk about or who you work with in your practice, please ask them if they would be willing to talk about their work.

Please, please, PLEASE read this document before you watch your next webinar: [How to improve your webinar experience>>](#)

It contains useful advice and ways to make it easier to watch the webinars.

You need to ensure that Adobe Flash is installed and enabled on the computer that you are watching the webinar on. You should do this ahead of time. If you work for a large organisation you might need to get your IT team to activate it for you – and that will take more than a few minutes.
Accessing recordings

I often have social workers asking how they can access past webinars. They are all there on the ANZASW website!!!!: [https://anzasw.nz/anzasw-webinars/](https://anzasw.nz/anzasw-webinars/)

**CPD Logs**

Under the proposed new legislation, it is unlikely that we will have to submit a CPD Log every 5 years. This does NOT mean that you don’t need to complete it!!! It is likely that when you renew your APC each year with the SWRB you will sign a declaration / tick a box which says you are keeping up to date with your CPD. Completing your CPD log is the evidence that you are maintaining your CPD. You should have it up to date at all times, but especially as you add your signature confirming that you are doing so!! The SWRB are likely to conduct random audits of social workers’ CPD Logs. Other professionals often have a matter of days to submit their logs following the notification they are to be audited.

With the help of a small group of test-users, the ANZASW has been piloting an On-line CPD Log and we are not far from being able to roll this new, free service out to the membership. Additional features will include the automatic upload of activities that you have completed through the ANZASW, e.g. webinars. This will include the title, date and amount of time in attendance. You will then need to complete the reflections and link the training to the core competencies. You will also be able to add manually to the log, activities completed outside of the ANZASW. Enhanced features will be rolled out over time, as they are available.

**Branch Meetings**

I am very interested in attending branch meetings. I am on my way to Hawke’s Bay, Taupo and Manawatu branch meetings next month. I look forward to meeting those members face-to-face. I hope to add in sessions in New Plymouth, Whanganui and Manawhenua, either on the way to or on the way home from my Palmerston North visit.

If you would like me to attend one of your branch meetings, or even to attend a meeting of a number of social workers in your area, please contact me directly so that we can set something up.

**Regional events**

Are you interested in a regional CPD event in your area? I am keen to set up and run some such events, especially in smaller or more isolated areas. I can organise events in your area, support you to organise events, suggest presenters for particular topics and sometimes provide some funding!! Please contact me so we can discuss your needs, the number of people attending etc. These sessions are fun for me – I meet new people, learn new things and get exposed to new presenters.

**Any research?**

I am interested in hearing from any social workers who are involved in research. What is your research? What are your preliminary findings? Would you like to present some preliminary findings or the whole thing to other social workers? Do you want more input from social workers? We can set up video discussion groups to support you.

**Book out Friday 17th August NOW for the Christchurch ANZASW CPD day.**

In the next day or two we will be sending out information about the CPD event in Christchurch: Social Work with Diversity. This is to take place on Friday 17th August at Hornby Workingmen’s Club and is a great chance to meet your SWRB Core Competency 2 / ANZASW Practice Standard 3 requirements. It is also a chance to
meet with other social workers, listen to new ideas and hear about research. I can promise you that this is not a sitting and listening type of learning day – there are workshops and lots of interactive learning. And FOOD!!! Food is very important!! I look forward to meeting many more of you face-to-face.

If you have any questions, ideas, thoughts, whatever that you want to discuss with me, please feel free to contact me on cpd@anzasw.nz or 027 226 7244. I work odd hours, so can talk with you outside of usual work hours if that helps you.

Mauri ora

Anne MacAulay

From the Competency Coordinator

End of Competency Assessment through ANZASW

I would like to thank the following who have been involved in the efficient and effective ANZASW competency assessment processing for members while I have been in the role of Competency Co-ordinator.


ANZASW Competence Assessment Service

You are reminded that ANZASW exited the competency assessment service from 30 June 2018 in anticipation of the enactment of the Social Workers Registration Legislation Bill. From the day after the Act receives Royal Assent it is expected that the following will apply:

- Graduates from recognised New Zealand Social Work Education Programmes will be deemed competent unless information has been received that raises doubts about the applicants’ competence to practice;
- The requirement for all social workers to complete a recertification of competence to practice will be repealed;
- Social workers with an overseas qualification will still need to complete an initial competence assessment, for information go to http://swrb.govt.nz/for-social-workers/new-registrations/overseas-qualified-social-workers/.

A new constitution is being developed to accommodate the anticipated changes to the Social Workers Registration Act. A current membership requirement is to hold a current Certificate of Competence. As having a Certificate of Competence is unlikely to be a requirement for registration it is not anticipated that this will remain a membership requirement.

While the requirement to recertify competence is expected to be repealed the requirement to undertake and record continuing professional development will not be repealed. There will continue to be a
requirement for practicing social workers to complete a minimum of 20 hours professional development each year and record their activities in a CPD Log. SWRB have indicated that once the SWR Act is amended a process of conducting random audits on a sample of CPD Logs each year will be implemented.

**SWRB expectations for processing Recertifications of Competency certificates.**

SWRB expectations for processing Recertifications of Competency certificates. From 1 July 2018 members will need to complete and submit a recertification portfolio to the SWRB if their Certificate of Competence renewal date is before the enactment date of the mandatory registration legislation. At this stage Third Reading and Royal Assent are expected to be completed November / December 2018.

The SWRB will accept previously completed ANZASW logs so there is no need to transfer information onto the SWRB forms. However, you must use the [SWRB Competence Assessment Application Form](http://swrb.govt.nz/for-social-workers/competence-assessment/competence-recertification/) to accompany your log.

All enquiries regarding competency should go to [comp@swrb.govt.nz](mailto:comp@swrb.govt.nz). Someone will respond as needed.

**Other Enquiries**

For general enquiries that have previously come to the Competency Coordinator such as supervision, confidentiality, practice issues and policy enquiries should go to Anne MacAulay, Continuing Professional Development Co-ordinator, [CPD@anzasw.nz](mailto:CPD@anzasw.nz)

Enquiries regarding complaints etc should continue to go to Lucy Sandford-Reed [LucySandford-Reed@anzasw.nz](mailto:LucySandford-Reed@anzasw.nz)

**Mauri ora**

**Shelley Crawford**

Mobile: 027 2269279

Email: [compman@anzasw.nz](mailto:compman@anzasw.nz)
ANZASW Competency “A Brief History”

Competency commenced in 1989 coming after a point of crisis for NZASW at the national AGM in 1988 when, due to the membership numbers having dropped, there was serious consideration to wind up ANZASW.

Fortunately, Merv Hancock took the initiative and proposed a competency assessment programme which would be a version of self-regulation for the profession (Nash & Miller, 2013, p. 334). An Interim Board of Competency was established and Maurice McGregor of Christchurch, made a sterling job of being the inaugural Chairperson (Beddoe & Randal, 1994).

Other members of the inaugural Board of Competency were Louise Nicoll of Dunedin, June Kendrick of Auckland, Ken Daniels of Christchurch, Raylee Kane of Christchurch and Lynne Briggs of Christchurch, President of NZASW (ex officio). Howard Randal was contracted by the Interim Board to undertake much of the development work. This was funded by grants by the Minister of Social Welfare and the health Workforce Development Board. Competence assessments commenced in 1990. The inaugural National Assessors were: Liz Beddoe, Upper North Island; Lainey Cowan Lower North Island; Howard Randal and Annette Direen South Island. Their role was to coordinate the process, sit on all panels in their region alongside local members chosen to reflect the practice being presented and ensure diversity on all panels.

The competency programme absorbed a lot of time and money from members and their employers as it was a self-funding arrangement for the profession. There was a fee for undertaking the assessment and many volunteer hours were required for panellists who sat alongside the paid national assessor. The downside of such an internal focus for the Association was more limited attention to public issues and advocacy. Maori panelists were in high demand to either join the general panels or to sit on specialist Tangata Whenua panels that were developed in the early 1990s (Beddoe & Randal, 1994). This continued the message from Puao-te-Ata-tu (1986) for a stronger Maori voice in groups that had an impact on Maori consumers and the development of processes that were culturally safe for Maori.4

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2 Nash, M., & Miller, J. (2013). Social work: Where we have been and where we are going. In M. Connolly & L. Harms (Eds), Social work: Contexts and practice (pp. 329-345). Melbourne: Oxford University Press.


4 McNabb D 30 years’ membership and a 50th birthday – where to next for ANZASW, Issue 26(2&3), 2014 Aotearoa New Zealand Social Work Pg63
The Niho Taniwha competence assessment and recertification model was developed over a four year period of consultation and hui. The emphasis of the assessment model was “Roopu tautoko taking responsibility for the person’s practice”⁴. Turoa Haronga introduced the model, sanctioned by Takawaenga o Aotearoa, to the National Assessors’ meeting in April 2003. In the same month the Board of Competency “sanctioned the appointment and approval of Tangata Whenua Takawaenga O Aotearoa appointed and trained Roopu assessors who use the Niho Taniwha model of assessment”⁵.

By 1994 a recertification programme had been developed and administered with a centralised assessment process by the Canterbury Branch with John Dunlop as the National Assessor for the South Island. This role after some years was picked up by the Manawatu Branch under the leadership of Helen Simmons. This role later devolved further to be led by existing National Assessors around the country supported by local panellists.

In early 2003 the competency programme was reviewed and refined in preparation for the enactment of the Social Workers Registration Act, 2003 (SWR Act). This was facilitated by Sonya Hunt and John Dunlop who both had periods managing the ANZASW competency programmes.

The SWR Act was enacted after years of support from ANZASW. It had competency requirements that mirrored the existing ANZASW competency programme and ANZASW was one of two accredited providers approved by the Social Workers Registration Board (SWRB) to assess people applying for statutory registration. In 2010 the SWRB commenced delivering a competence assessment service, using a written portfolio model with the ability to require a face-to-face assessment only if the circumstances warranted it.

Over the years about 30 members have assumed the role of National Assessor whose roles have been to ensure a national consistency in assessing people applying to become members of ANZASW. They have been supported by thousands of hours of members who have made themselves available to reflect on the presentations by people seeking membership or for the five yearly competency recertification. Prior to the introduction of the SWR Act all initial assessments undertaken by applicant members required them to present in person with practice example/s and referee attestations from a Manager, Supervisor, colleagues and clients, many of whom also participated in the face-to-face assessment).

The 5 yearly review was however largely paper-based but still with practising local social workers as panellists supporting the National Assessors. This latter model was adopted for initial competence assessments after this became the standard for competence assessments by the SWRB with some disquiet from members who felt the face to face process was more respectful and invited a personal engagement with the Association they were joining.

The CE Column contains information about the changes to competency assessment heralded by the Social Workers Registration Legislation Bill.

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⁴ Minutes of National Assessors Meeting 6 April 2003.
⁵ Minutes of National Assessors Meeting 6 April 2003.
The New SWR Legislation & the Importance of ANZASW’s Indemnity Insurance

24th May 2018

Ref: New Legislation and the Importance of ANZASW’s Insurance

Lucy,

With the coming introduction of new legislation, it is more important than ever that Social Workers insurance provides the protection they need. The introduction of the Social Workers Registration Legislation Bill will change many of the core dynamics of being a Social Worker. At its heart the Bill changes registration requirements, accountability and responsibility. These prescribe the way Social Workers act; and the simple fact that they represent change equates directly to a rise in exposure for members. Those that are not cognisant with the requirements of the new legislation, or those that continue to “carry on as before”, may find themselves in breach of the new law and subject to penalty or censure.

Your members have an insurance advantage. There are many ways that your members will be better off with the insurance they receive as part of their ANZASW membership. Some of these are:

1. Uncertainty. Any new law creates uncertainty as it is bedded in and becomes common practice. The new law will contain changes, some obvious and some with ambiguous meanings and nuances. The impact of these will not be immediately known and there will be little case-history or precedence upon which to reflect and judge. All this leads to greater uncertainty and therefore greater risk for Social Workers. Insurance is invaluable during these times and all your members have it – automatically!

2. ANZASW is working closely with Crombie Lockwood to understand the legislation and determine how this might impact members’ risk exposure. Only ANZASW insured members receive the benefits of this direct engagement.

3. ANZASW insurance is managed by specialists and is uniquely for ANZASW members. In addition, members have immediate access to the Legal Advisory Panel. The panel’s early involvement will help members should they need to address exposures created by the new Act. And it’s free!

4. The Legislation changes or updates compliance structures, audit and reporting requirements. Insurance needs to be updated to accommodate these. This is automatic for ANZASW insured members thanks to the work carried out by ANZASW and Crombie Lockwood. Any changes in the policy to accommodate new job descriptions, occupations or activities will be taken care of. This ensures ANZASW insurance remains active, current and relevant. Automatic for your members!

5. The legislation may change interactions with Employers. It is not certain how the new legislation will work between employer and employee. Only ANZASW insurance has special provisions to engage when matters appear to be employment related but are in fact related to the delivery of professional social work services.

6. Your Employers may provide cover. Do you know if this covers you, how this covers you and if it has been updated? The insurance for ANZASW members is personal to each member. Your members don’t need to rely on their employers supporting them.
Encompassing all of this is that we know that the ANZASW insurance contains the widest cover and comes at an exceptionally low cost for members.

In conclusion - all Social Workers will have an obligation to study and be aware of the new legislation and how it may affect them. From a risk and insurance perspective your members will be better off than non-members, as much of this work is being done for them by engaged, specialist agencies. The cover, cost and service outcomes will be superior; and all at no direct cost to your members.

Non-members will need to achieve this on their own. Good luck with that!

Yours sincerely

Iain McKenzie
FIBANZ
Executive Broker | Corporate
DDI +64 7 579 7627 | M +64 21449270 E iain.mckenzie@crombielockwood.co.nz

Neurological Foundation Announces O’Brien Clinical Fellowship

The Neurological Foundation is offering a new Research Fellowship

This Fellowship will be awarded to a New Zealand registered non-medical health professional who is committed to a clinical research career with a major focus on treatment or care of those affected by brain disease or injury, including end of life care. It is intended to enhance their research skills and experience and thus contribute to improved patient outcomes in New Zealand.

The expectation is that at the end of the Fellowship the successful applicant will work in New Zealand in a clinical or research setting. The duration of the Fellowship is up to two years.

Applicants should be New Zealand citizens or permanent residents who have a Bachelor or Masters’ degree, or other relevant professional qualification.

Fellowship will be available to, but not limited to:
Clinical Nurses, Clinical Psychologists, Clinical Trials Managers, Dieticians, Exercise Physiologists, Health Psychologists, Medical Laboratory Technologists, Medical Physicists, Neuropsychologists, Neuropsychologists, Occupational Therapists, Pharmacists, Physiotherapists, Radiographers, Research Nurses, Social Workers, Speech Language Therapists. Those not sure about eligibility should contact the Neurological Foundation Research Manager douglas.ormrod@neurological.org.nz

The closing dates are **May 1st and October 1st each year**.


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**Animals and Family Violence**

By Nicole Robertson

New Zealanders share their homes with 4.6 million companion animals and 83 percent of people consider the animals to be members of the family. Four out of five families with children aged nine to seventeen years live with at least one companion animal (New Zealand Companion Animal Council, 2016). Animals are active members of the family system as they respond to the human family members and their behaviour contributes to the family dynamic. (Melson, 2003)

A growing body of international research investigates the relationship between animal abuse and family violence. In 2012, The Society for the Prevention of Cruelty to Animals (SPCA) in association with New Zealand Women’s Refuge conducted a mixed methods research study that aimed to understand the degree to which “the concern for welfare of the companion animal” might delay women leaving the violent relationship. The report, Pets as Pawns: The Co-existence of Animal Cruelty and Family Violence (Roguski, 2012), revealed the significant psychological impact that animal abuse has on the women and the children who witnessed animal cruelty and the death of an animal. The report provides recommendations for social work practice that include the inclusion of human animal relationships in an ecological assessment. The study identified animal cruelty as a recurring tactic of coercive control during the relationship and after separation.

Fifty-eight percent of the 203 women surveyed reported that the companion animals were the targets for abuse. One third of the women reported that they witnessed the animal injured or killed in the context of family violence by their partner or a family member. Of the 159 women with children surveyed, one quarter reported that their children had witnessed someone in the family injure, torture, or kill an animal.

The New Zealand research found that one in three of the women surveyed reported delaying leaving violent relationships because they feared their pets and other animals would be killed or tortured. The women
remained in the violent relationship to protect the animals for an average of two years, with the range from one week to twenty-two years.

A number of studies have reported that women have returned to the violent relationship because they were unable to take the companion animal with them or were unable to find pet-friendly accommodation (Ascione, 1997; Faver & Strand, 2003; Onyskiw, 2007; Simmons & Lehmann, 2007; Tiplady et al., 2012). These studies identified that, in some instances, women decline refuge in women’s shelters, finding the separation from their companion animal too distressing.

Walsh (2014) highlighted that women are at greater risk of homicide when they return to the violent relationship to care for the animals during the eighteen-month period post separation.

The Family and Whānau Violence Legislation Bill 2017, recognises animal cruelty in the context of family violence as psychological abuse. “Abuse of pets” is a strong indicator of a victim being at “increased risk of serious harm or homicide from family violence”.

Roguski (2012) confirmed that threats and actual harm to companion animals were strategically used to gain and maintain control of family members. It is critical that social work risk assessment and management includes the human and animal family members. Social workers need to consider animals in safety planning and to validate the strong attachment bond between animals and non-abusing partners and children.

Frequently, animal cruelty is a recurring pattern of violence. Risk assessment and management planning needs to account for the changing circumstances of all family members, including the animals. It is important to consider managing the safety of animals during the period the non-abusing partner remains in the relationship and after separation. This necessitates a risk management plan that details interventions to ensure the animal is protected from acts of violence, outlines measures to mitigate the risk for family members who may intervene to protect animals, and identifies mutually agreed options for animal rehoming, or an acceptable animal carer in the home to support the non-abusing partner to come and go as they wish.

The Society for the Prevention of Cruelty to Animals (SPCA) works in partnership with Oranga Tamariki—Ministry for Children and the New Zealand Police to provide an integrated response to animal cruelty, child abuse, and family violence. Housing New Zealand supports residents to share their homes with companion animals and collaborates with the SPCA to promote animal welfare and an agreement with New Zealand Women’s Refuge enables the SPCA provide short term accommodation to animals and to support the non-abusing partner’s choice to escape violence.

If you know or suspect that an animal is being neglected or abused, report your information immediately to the local SPCA or Police.

Please report instances in relation to the failure to provide appropriate care for an animal this may include inadequate food, water, veterinary treatment or shelter. The Animal Welfare Act 1999 defines physical, health and behavioural needs of animals; the SPCA investigates breaches of these needs.

- Physical health and behavioural needs:
- Proper and sufficient food and water
- Adequate shelter
- Opportunity to display normal patterns of behaviour
- Physical handling in a manner which minimises the likelihood of unreasonable and unnecessary pain or distress
- Protection from, and rapid diagnosis of, any significant injury or disease

The SPCA Inspectors require reasonable grounds to suspect that an animal cruelty offense has been committed. It is essential you provide contact details so they can confirm the facts and gather more information. Your contact details remain strictly confidential and are protected in accordance with the Privacy Act. It would be helpful if you could also gather the following information before calling us:

- Description of the animal(s) involved
- Details of the condition of the animal(s) and why you believe there has been cruelty or neglect
- Precise address/description of where the animal(s) are located
- Name and address of the person you believe may be responsible for the cruelty and/or neglect
- Name, address and contact details of any other witnesses who may be able to help


Family and Whānau Violence Legislation Bill 2017 New Zealand


Nicole Robertson RSW, MANZASW
National Targeted Interventions Manager for the Society for the Prevention of Cruelty to Animals (SPCA)
The Power and Control Wheel of animal abuse and domestic violence

- **Isolation**: Refusing them to take the pet to the vet. Prohibiting them from socialising the dog.
- **Emotional Abuse**: Disappearing, giving away or killing pets to take away their source of unconditional love. Forced participation in animal sexual abuse.
- **Threats**: To harm or kill the family pet if abused partner leaves or asserts any independence.
- **Economic Abuse**: Refusing to allow the abused partner to spend money on pet food or vet care.
- **Legal Abuse**: Custody battles over pets. Filing theft charges if the abused partner leaves with the pets.
- **Intimidation**: Harming or killing pet: “Next time it’ll be you”. Targeting pets of family/friends who aid abused partners escape.
- **Denying and Blaming**: Blaming the abused partner or the pet for animal cruelty. Killing the pet and saying it didn’t matter because the pet was old.
- **Using Children**: Harming/killing children’s pets to intimidate them. Blaming the “disappearance” of the family pet of the abused partner to create a wedge between parent and child.

When a child has been abused contact:
Oranga Tamariki, the Ministry for Children (0508 FAMILY)

If an animal has been harmed contact the SPCA:
SPCA New Zealand Targeted Intervention Manager 027 700 3495
Mental Health and Addiction Inquiry - update from the Chair

19 June 2018

Tēnā koutou katoa, talofa lava and warm Pacific greetings

Thank you to everyone who has taken the time to make a submission or attend a meeting with Inquiry panel members over the last two months.

We’ve received over 5,000 submissions, and Panel members have attended over 300 meetings with individuals, community groups and stakeholders around the country. We’ve heard from many people about their experiences of mental health and addiction. This includes individuals’ personal experiences (directly or as family/whānau), what’s working well and what isn’t, and the experiences of providers, clinicians and advocates.

I thank everyone who has participated. I’ve been deeply moved by people’s willingness to share very personal stories. I acknowledge those family members who have lost loved ones through suicide and who have shared their pain and their ideas for the future direction of mental health and addiction in New Zealand.

Over the next three weeks we will continue our regional meetings and further Meet the Panel sessions. We will be visiting Whanganui, New Plymouth, Gisborne, Hamilton, Christchurch, Greymouth and Kaikoura.

This will complete our regional visits, but not our engagement. We have further meetings planned with some groups we’ve not heard from yet. We will continue to meet with people into August. Due to our reporting timeline we have to make some hard decisions, as we cannot meet with everyone we would like to or who has asked to meet with us.

Our attention now turns in part to bringing together and reflecting on the breadth of views and ideas we’ve heard. Together with our Secretariat, we will be reviewing all the information we’ve received, including people’s experiences, and start to formulate our recommendations for the future direction of mental health and addiction – and mental wellbeing – in Aotearoa.

The Government has asked the Inquiry panel to report back by 31 October 2018 so that our advice and recommendations can feed into the 2019 budget. We’re working hard to meet our deadline.

To those who have made submissions or shared your stories and experience with us directly, thank you. We intend to honour your contributions by developing a report that leads to significant improvements in mental health and addiction in New Zealand and creates hope for the future. This Inquiry is a once in a generation opportunity to make real change. We are seizing that opportunity.

Hei konā mai
Book Review: How to Communicate with Someone who has Dementia

by Angela Caughey

Within 128 pages Angela has provided tips, hints and lessons from life as a caregiver to a person who manages dementia. Dementia changes how a person responds to communication and how they can communicate. Exactly how and when the changes occur can depend on a number of factors including the person with dementia’s insight, physical well-being, relationships, any emotional stress and insight into their financial situation.

Angela clearly guides the reader through all of these factors providing succinct examples of how people have adapted their life to become caregiver so that frustrations are minimised. This book is a useful tool for people who are about to embark on their journey as caregivers so they can plan to care well and maintain their own wellbeing.

By reflecting on the stories in the book people supporting caregivers and stakeholders of the person with dementia can gain an appreciation of the significant challenges of this journey and how they can be of most use and support the person to live well with dementia and enjoy community engagement in a Dementia friendly Aotearoa.

Please order your copy directly from Calico Publishing
RRP $35 + $5 delivery in New Zealand
Email: books@calicopublishing.co.nz
Phone: 09 624 5674
Website: http://calicopublishing.co.nz/book/communicate-someone-dementia/
Celebrating Matariki – the Māori New Year

Matariki is the Māori name for the cluster of stars also known as the Pleiades (or Subaru in Japan). It rises in mid-winter and for many Māori, it heralds the start of a new year.

Traditionally, it was a time for remembering the dead, celebrating new life and planting new crops. In the 21st century, observing Matariki has become popular again as a cross-cultural celebration. Kites, kai, balloons and fireworks help mark the occasion.

Iwi across Aotearoa celebrate Matariki at different times according to when its return is observed from their rohe (area). To some iwi the new year in mid-winter was signalled by the dawn rising of Matariki (the Pleiades), while to others it was the rising of Puanga (Rigel in Orion). Matariki or Puanga can be seen pre-dawn in the north-east of the sky, just above the horizon from mid-June to early July.

More detailed information about Matariki can be found on our agencies websites.

Te Ara website: Matariki – Māori New Year

NZHistory website: Matariki

Te Papa website: Matariki collection

On the Te Taura Whiri i te Reo Māori website they have compiled a 28-page booklet that looks at Matariki in depth – its origins and its significance.

Do you have a vacancy for a Social Worker where you work?

ANZASW provides a service advertising social work vacancies for members and non-members alike.

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 / find a job.

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 fortnightly e-Notice email that is distributed to approximately 3500 social workers with a link to your vacancy until its closing date

The cost is currently $150.00 plus GST
### Membership Statistics

#### Membership by Member Category

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<th>Count</th>
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#### Membership by Employer Category

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<td>COMMISSION/CROWN AGENCY</td>
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#### Membership by Branch

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<td>Whanganui</td>
<td>47</td>
</tr>
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</table>
More than words...

A page-based way of working with words, images and feelings to access different parts of the psyche. The page becomes a mirror for your client, helping them see themselves more objectively from new perspectives, and facilitating insight, inner resourcefulness, and profound change. A unique map of the stages of the therapeutic journey guides you through the tasks, challenges, risks and interventions of each stage, dramatically increasing your effectiveness and ability to work safely.

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A client-centred process of disclosure and discovery in which you actively partner the client in the process of deepening their work, often through the development of visual metaphors. The counsellor does not interpret the client's imagery.

A practical and versatile modality
that you can use across a wide range of situations, client groups and presenting problems and with other therapies. IDT can be used for self, individual, couple or group therapy, with all ages (including young children), with less verbally or conceptually fluent clients, cross culturally, and for short-term crisis to long-term developmental work.

Well-established (and growing)
with over 8,000 Australasian course registrations over the last 10 years, published in several peer-reviewed journals, and presented at national and international conferences.

Widely-used by a diverse range of helping professionals
including counsellors & psychotherapists, social workers, psychologists & psychiatrists, doctors & nurses, occupational therapists, speech language therapists, guidance counsellors, teachers, youth workers, career practitioners, spiritual directors, staff from Aboriginal & Maori service agencies, alcohol & drug services, sexual abuse & refuge centres, immigrant services, hospices & stopping violence agencies.

What people say about IDT
“It’s the best psychological tool I’ve found and I’ve been working in the social welfare industry for 30 years.” “We continue to be delighted, excited and amazed at the wide uses of IDT in the mental health setting.” “Creative and empowering for the client, enlightening for the therapist.” “... a universal therapy ... engages with ease & safety.”

To register or for more information visit

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Email: info@InteractiveDrawingTherapy.co.nz

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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 partcularly 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.

1-2 November 2018, Brisbane CBD
8 - 9 November 2018, Sydney CBD
22 - 23 November 2018, Melbourne CBD
30 - 31 May 2019, Auckland (NZ) CBD
13 - 14 June 2019, Perth CBD
20 - 21 June 2019, Adelaide CBD
22 - 23 August 2019, Darwin CBD

Clinical skills for treating complex traumatisation (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 completes 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.

16 - 17 August 2018, Auckland (NZ) CBD
23 - 24 August 2018, Wellington (NZ) CBD
18 - 19 October 2018, Perth CBD
25 - 26 October 2018, Adelaide CBD
15 - 16 November 2018, Sydney CBD
29 - 30 November 2018, Melbourne CBD
18 - 19 July 2019, Brisbane CBD
29 - 30 August 2019, Darwin CBD

Program fee for each activity

NZ Super Early Bird $550 AUD each when you register more than six months prior.
NZ Early Bird $615 AUD each when you register more than three months prior.
NZ Normal Fee $680 AUD each when you register less than three months prior.

NZ Residents attending Australian workshops are charged a flat fee of $550 AUD each in 2018 (subject to availability)

Program fee includes Australian GST, program materials, lunches, morning and afternoon teas on both workshop days.

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

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