Pānui #42 Here-turi-kōkā / August 2018

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From the President

Tangata ako ana i te kaenga, te turanga ki te marae, tau ana

A person nurtured in the community contributes strongly to society

It is with great pride I acknowledge the appointment of our friend and colleague, Rose Henderson to the position of President, Asia-Pacific Region, at the IFSW General Meeting in Dublin. It was a privilege to observe Rose’s appointment. She is the first New Zealand Asia-Pacific Social Work President. Rose’s term in this role is 4 years. The Asia-Pacific Region will benefit from the vast expertise and knowledge Rose has managing issues at a local, regional, and international level. ANZASW and TWSWA are committed to providing support to Rose for the duration of her tenure in the Asia-Pacific role. Congratulations Rose.

Following on from the General Meeting, the Joint World Social Work, Education and Social Development Conference was held. This major World conference was organised on behalf of the International Federation of Social Workers, the International Schools of Social Work and the International Council on Social Welfare. Approximately 2,500 delegates from across the world came together to discuss social work and social development practice, policy research and education under the theme, “Environmental and Community Sustainability: Human Solutions in Evolving Societies”.

For the four conference days, leading practitioners, educators, researchers and policy analysts, and users of services engaged and debated the challenges that affect numerous people across the world in these times of austerity, war and climate change, amongst other themes. The conference encouraged discussion and critical debate around the United Nation’s sustainable development goals, poverty and quality of life, community development, social justice, rights and equality and climate change and sustainable environments were at the forefront for the discussions and debates. Utilising the knowledge and experiences of our fellow professionals enabled delegates to build national and international networks. Furthermore, the ideas that were shared hopefully can be translated into practices that are effective and lasting. ANZASW members were well represented amongst the presenters. Their presentations were well received. I was proud of the calibre of the NZ presentations and posters.

At the local level, ANZASW has been active on the political front. Last month we met with Tracy Martin, Minister of Department of Children and Associate Minister of Education. The purpose of ANZASW’S visit to Minister Martin was to discuss the new measures to improve the safety of children in care and secondly, the review she commissioned to identify issues and opportunities in social work education. NZQA, the key agency leading the review met with a range of key stakeholders at workshops in Wellington and Auckland. The meetings were to identify and understand the issues and discuss solutions. Stakeholders were informed by NZQA that Minister Martin was open to either a full review of social work education or a focused work programme to address specific issues, depending on the nature of the issues identified. NZQA recommendations to the Minister are:

1. An initial work programme to improve pathways to employability for social work graduates with a focus on improving the quality and quantity of field education and identifying what helps social work graduates transition into successful practice.
2. The initial work programme will include the use of a professional and graduate capability framework to help increase engagement between education providers and employers and provide a strong foundation for subsequent work on other priorities.

3. That the initial work programme is followed by a longer-term work programme to review of overall capacities and capabilities of the social work profession with a focus on workforce planning and development to best meet future challenges which is expected to be led by Emeritus Professor Geoff Scott from Western Sydney University.

Social work educators and ANZASW are keeping abreast of developments in this area. Liz Beddoe and Neil Ballantyne sent a letter to the Minister expressing concern on behalf of the profession. They have recently met with NZQA, and the Tertiary Education Commission (TEC) and Jan Duke from the Social Workers Registration Board. TEC/NZQA have backed down from their initial stance and will postpone any consideration of a Geoff Scott style study until our Social Work Educators have completed their work. Instead they will focus on fieldwork. Liz and Neil strongly suggested to TEC/NZQA to engage with Social Work experts in this area. ANZASW remains vigilant. We are firm that the quality of our professional social work qualifications will not be compromised.

Continuing on the political front, we have also secured the participation of Minister Carmel Sepuloni on a “Talatalanoa panel discussion regarding Social Work Registration”. This discussion will be on 21 September 2018 in Auckland. As you are aware Minister Sepuloni is leading the work on the Social Workers Registration Bill. ANZASW raised concerns about the Bill with the Minister. She took our issues seriously. The Social Work Alliance Group of which ANZASW is an integral member developed and maintains a positive working relationship with the Ministry of Social Development who hold the pen for the Social Workers Registration Bill. I am quietly confident that because of the Alliance Group’s intervention and input, the Social Worker Registration Legislation, 2018, will be law that supports our profession and service users. We are expecting the Social Workers Registration Bill to become law before the 2018 year.

Lastly, our Annual General Meeting is on the 21 September 2018 in Auckland. I look forward to catching up with friends and colleagues and discussing future aspirations for our Association.

Shannon Pakura

From the Chief Executive

Greetings-Kia ora-Talofa- Namaste- Ni Hao

Firstly, congratulations to Rose Henderson for being elected as the IFSW Asia Pacific President. This continues the long tradition of New Zealand having a very strong presence in IFSW.

As Shannon Pakura said, ANZASW as part of the social work Alliance has made good progress in negotiating changes to the Social Workers Registration Legislation Bill. While the Bill and the recommended changes are going through the political process there is not much that can be said about the details of the changes.
The Bill sits at number 30 on the Order Paper for 4th September for Second Reading with twelve ten-minute speeches. With this placing, it will be some time before the Bill is read the second time. Minister Sepuloni wants to complete the process before the end of 2018. Third Reading is expected in December – mark your calendar Parliament sits 4th, 5th, 6th, 11th, 12th and 13th December.

Rest assured that as soon as information is in the public arena we will be communicating with members.

The Bill will make registration mandatory, with a two-year transition for social workers to become registered. Members without a recognised social work qualification need to be considering their options for meeting registration requirements.

Members who have an extensive range, length, quality and nature in their Social Work practical experience may be eligible to apply for Section 13 Registration. There have been changes to the Section 13 process which are outlined on the SWRB website http://swrb.govt.nz/for-social-workers/new-registrations/section-13-applications/.

If you are considering a Section 13 application to register you are urged to check out the website and fees. Suffice to say there will be a significant fee increase from 1 October from $300 plus the cost of registration to $276 for the assessment of Section 1 of the Practice Framework, $1,400 for the assessment of the full framework plus the cost of a competence assessment ($255.55) and registration ($345.00).

Members who do not meet the section 13 criteria and do not have a recognised social work qualification are advised to enrol in a recognised qualification before the end to this year and once enrolment is confirmed apply for provisional registration. This will allow you to continue to study and practice concurrently as a registered social worker. The option of studying and practicing concurrently will end once the Bill passes Third Reading and gains Royal Assent.

Members up and down the country will be celebrating New Zealand Social Workers Day on the 26th September. It is a time to reflect on what social workers do and the differences they can make to the lives of the individuals and whānau they work alongside.

We also need to be thinking ahead to World Social Work Day 19th March 2019. World Social Work Day provides an opportunity for social workers in Aotearoa New Zealand to join the international social work community to promote the theme “the importance of human relationships”.

On this day social work organizations throughout the world mark World Social Work Day bringing messages to their governments, communities, and peer professional groups on the unique and significant contributions of the social work profession. The actions highlight social work’s approach to facilitating sustainable community outcomes by applying a developmental and capacity building approach coupled with advocating for social justice and human rights.

The Annual General Meeting 21 September in Auckland is a time to look back at the achievements of the April 2017 – March 2018 year and to acknowledge those who have contributed to Associations business.

In advance of the AGM I say thank you to the Board Members:

Shannon Pakura, President
Sally Dalhousie, Acting President
Gray Hughson
Kohi Waihi
Luis Arevalo
Peter Matthewson
Rose Henderson
Hannah Watson resigned in February 2018
Wyllis Russell, appointed in February 2018.

Also, thanks go to the staff of ANZASW who have worked tirelessly to support members and provide membership services:

Jacqui Christian, Office Manager
Anne MacAulay, CPD Co-ordinator. Anne joined the Team at the end of February 2018
Shelley Crawford, Competence Co-ordinator. Shelley left 30 June 2018
Emanuel Stoakes, Advocacy & Communications Co-ordinator. Emanuel joined the Team in January 2018
Sonja Nissen, Administration
Fiona Scott, Database and website Administrator
Margaret Langley, Administration

Na mihi nui,

Lucy Sandford-Reed

From the CPD Co-ordinator

Kia ora koutou. I have met and been inspired by social workers in a wide range of roles, working for many different organisations during the last few weeks. It is great to see that the passion for social work still runs strong!!

I am currently organising meetings in the Auckland area. I have sent out emails to all members working for Oranga Tamariki and DHBs. If you have responded to me, and haven’t yet had a reply or heard details of a meeting near you, please contact me at cpd@anzasw.nz with information about where you work so that I can either put you in touch with the person organising your local meeting or can get your help to set up a meeting in your workplace.

If you work for an NGO in the Auckland area and can get a group of social workers together, and would like me to meet with you to discuss upcoming changes to the registration legislation, CPD requirements, setting up your CPD log, what you would like in the way of CPD, what you would like from ANZASW and what ANZASW currently offers, please contact me so that we can set up a meeting.
Celebrating Social Workers’ Day 2018

On the 26th September we are celebrating Social Workers’ day for a whole week!! With a week of webinars as well as your own activities, this is going to be a great time to celebrate being a social worker and all the great things we do.

As part of this week we have a series of webinars from the staff at the Waitangi National Trust.

**Webinar 1:** Discovery, settlement by Māori, contact with Europeans, early interactions and consequences up to 1829.

**Webinar 2:** 1830-1840, changes in colonial policy, interaction with British monarchy, appointment of a Resident, choosing New Zealand’s first flag and He Whakaputanga

**Webinar 3:** Te Tiriti o Waitangi

**Webinar 4:** The NZ Land Wars and the events following the signing of Te Tiriti up to the end of the 19th Century.

These webinars will be pre-recorded and available for members to view at any time during a set period. We are currently organising registration forms so we can send the link to the webinars to members who have registered.

On Friday 28th the Waitangi National Trust staff will host a ½ hour webinar question and answer session.

On Thursday 27th at 11:30 Judge Andrew Becroft is presenting a webinar around his work and Child Centered social work in Aotearoa.

There are a number of other webinars in the pipeline too! Keep an eye on the ANZASW website and your emails for more information about them. Not all of the webinars will be on the usual Redback programme. The Waitangi National Trust webinars will be presented via Zoom.

As there will be so many webinars for you to participate in and if you want to attend multiple webinars during a day or during the week, I suggest that you apply to your employer for study leave during this time. This will mean that your time is ring fenced and you will definitely be able to participate in the webinars. This is very cheap CPD for your employers!!

**Online training**

Madeleine Taylor’s “Courageous Conversations” training is up and ready to go now. This is a great programme for all people working with people – social workers, managers, leaders and even front-line administration staff would benefit from it. You will take away tools which will help you in your interactions with clients, colleagues, managers and maybe even family! I used to run a workshop on “Difficult Discussions” and having completed this course, I wished I had access to it years ago! There were quite a few “aha” moments.
I have had a great response from members interested in developing (and being paid for) on line training programmes. We have a large number of suggested topics. If you are interested in learning more or discussing your ideas, please contact me.

On line training can be made up of very short modules. Modules should take about 1 hour to complete. If what you want to teach doesn’t all fit into one hour, you can develop a 2 or 3 module training programme. The programme does need to be more than a recorded PowerPoint!

Webinars

As always, I am looking for presenters for webinars. The work that you do is interesting to other social workers – even if you think it is every day and nothing new. There is always something new for someone. Presenting a webinar is great practice for talking in front of a group of people – because you cannot see the people. Think of a case that you have worked on, a group that you are a member of, some aspect of your work that has absorbed you. Write down some headings and you have the start of your PowerPoint. Start to tell your story and you have what you need to say.

Have a go!!!

Christchurch CPD day, Friday 17th August

This was a great day. I learned such a lot from each of the speakers. We are very sorry that David Betts had to pull out at the last minute. He sends his apologies and has agreed to present a webinar at some time. I am sure you will look forward to tuning in to that.

During the day, I had out sheets with questions on them. Over successive Noticeboards I will repeat the questions and the responses. If you have any more responses, I am very interested to hear them.

The first four questions. I have added some comments in italics:

1. What do you want from ANZASW?
2. What can we do to provide support to you?
3. What would make completing your CPD log easier?

Electronic submission of entry after each training, instead of it being a massive project before it’s due. 3+

*ANZASW is in the process of developing an electronic log which will be available to you on the website. You will need a log in and activities undertaken which are run by ANZASW will be automatically uploaded. The upload will include the title of the training, name of presenter, core competencies suggested, time spent. You will need to do your own reflection.*

A tick box and sign off by team leader / manager to say you have verbally reflected and attended the training – no written reflections. 1+

*Learning and development is an active process. A written reflection on how the training has impacted on us, and especially on how it has impacted on our social work practice encourages us to be actively involved in the*
process. Social work has a strong history of reflective practice and activities. I would be disappointed if this part of the log was discontinued.

With the new log, your manager only needs to provide one sign off at the end of each year.

4. What core competencies are you struggling to meet?

Research

I’m not sure what specific core competency the respondent meant here. Core Competency 7 is “Competence to apply critical thinking to inform and communicate professional judgments”.

You can use the time spent completing surveys and contributing to research requests that are often circulated through ANZASW emails and are on the website for this competency.

You can also talk about cases for which you have needed to increase your knowledge base, do research etc. Your reflection should show the research that you have done and how you applied it — to this case and to your practice.

If you have any further comments or answers to add to these questions, please let me know. I look forward to an increased understanding of what our members want from our professional organisation.

Mauri ora

Anne MacAulay

Kōrero for the Kaipūrongo: A Treaty Story to Share – with Aroha

By Corien Simpson

Abstract:

This story is one Social Worker’s journey towards supporting others to practice within the context of the Treaty of Waitangi.

This story is a draft first chapter of an exegesis currently being written on cultural trainings in mental health, addictions and intellectual disability services – a study.

A Treaty story to share, with Aroha¹.

Ko Taranaki tōku maunga
Ko te moana nui a kiwa tōku moana

Ko Tokomaru tōku waka
Ko Ngāti Mutunga me Fiji ōku īwi
Ko Urenui tōku Pa

Ko Orongomai Marae tōku kianga.

Ko Corien Simpson tōku ingoa

¹ Love, compassion and care.
Tēnā koutou tēnā koutou tēnā tātou katoa

My ancestors guide me, they always have and it is my hope that I will always hear them. I call this Wairua\(^2\), the relationship the living has with the dead.

My ancestors swirled around me, powerful and surging. I felt the greatest sadness I have ever felt, it was overwhelming and unexpected. Short, vibrant and gone. I was standing at the letterbox on a normal day in a picturesque coastal town, with an open voting paper in my hand. I knew it was coming, I had been to a meeting and received emails to say that we had decided to vote\(^3\) but this, the combined strength and sound of my ancestors surging, I did not know this was coming, I never envisioned this!

I went inside, got a pen, hesitated and with a resolute and resilient hand, firmly ticked the box that said ‘yes’. I headed down the hill that backed on to the reserve behind the shops, to the post box, bowing my head with a quick no-nonsense acknowledgement to my ancestors, I posted it.

**Let’s start with looking back.**

It was called the New Zealand Settlements Act 1863. Through this law all the land belonging to Ngāti Mutunga\(^4\) was confiscated. All of it!

It seems hard to believe, its theft! Our government brought eighteen thousand soldiers to our country to force people off their land and to impose rule. The land theft was justified by the government with an Act put in place to punish those rebelling against the sale of land. It was no-win invasion, allow the sale of your land or it will be taken from you because you are a rebel.

The Government distributed the stolen land to the soldiers once the war was over, the owners had gone and they had won.

I think about the invasion sometimes and what it must have been like. Homes were set on fire, crops destroyed, and cattle stolen. Families with children forced at gun-point to leave. There was nowhere to go, they couldn’t stay with family, as everyone had to leave, everyone! Their land, livelihood and nobility taken from them by a government that endorsed and encouraged this absolute breach of human rights.

There was a time in New Zealand where there was one soldier for every three Māori man, woman and child, (Treaty Questions & Answers, 2018).

The first war was in 1860, the New Zealand Settlements Act was three years after. Twenty-one years later came what has been described as the darkest day in New Zealand history. The peaceful settlement of Parihaka was invaded, pillaged and atrocities committed by one thousand sixteen hundred troops lead by a governmental minister. Just nineteen years after that my grandmother Ngauru Rawiri was born.

I love my grandmother and can remember her vividly. She was born at the worst of times when Māori was estimated to have a population of just forty-two thousand. My grandmother, her parents and grandparents are survivors of a situation that I can only describe as horrendous.

Through my vote I had accepted an apology and a tokenistic money payment for land stolen, never to be returned, for lives lost and for hardship endured. I accepted an apology for crimes never put right, not even now.

\(^2\) The spirit or the soul of a person that exists beyond death.

\(^3\) Vote to accept or decline the governments Treaty of Waitangi settlement offer.

\(^4\) A self-governing nation of Māori people grouped together, seen as separate from other Māori nations.
No wonder my ancestors were surging!

**An Apology and an Understanding.**

This is our Government’s apology to those that had gone before me, to me and those yet to come, 2005, Section 8.12:

*The Crown makes this apology to Ngāti Mutunga, to their ancestors and to their descendants.*

*The Crown profoundly regrets, and unreservedly apologises for, the confiscation of Ngāti Mutunga land, which was unconscionable.*

*The Crown profoundly regrets, and unreservedly apologises for, its unconscionable actions at Parihaka.*

*The Crown regrets its failure to acknowledge the mana and rangatiratanga of Ngāti Mutunga.*

*The Crown profoundly regrets, and unreservedly apologises for, the destructive and demoralising effects of its actions which have caused significant damage to the welfare, economy, and social and economic development of Ngāti Mutunga as an iwi.*

*The Crown profoundly regrets, and unreservedly apologises for, its actions which have resulted in the virtual landlessness of Ngāti Mutunga in Taranaki, and which have caused suffering and hardship to Ngāti Mutunga over the generations to the present day.*

Fig 1: The bold dotted line shows the government line of confiscation. All the land to the left of the line was taken, 1,199,622 acres in total. The land belonging to Ngāti Mutunga is near the top (Waitangi Tribunal report, 1996).

Of the land confiscated 156,000 acres belonged to Ngāti Mutunga.
For a while, I was duped into believing that Māori had somehow created our reality. I was lead to believe that land was sold for blankets by stupid Māori, that Māori are savages who needed to be civilised and should be thankful to the government. These messages came from wide-ranging sources; school, books, media and from some of the people around me, outside of my family.

It took years of learning to uncover the facts that upon examination is now obvious. The apology and the conscious realisation that Ngāti Mutunga sustained generational hardship, trauma and suffering due to the actions of others was a turning point for me. No longer were the racist messages valid. The opposite is true, Māori are strong, resilient and forever, just like our ancestral mountain Taranaki.

I know what it is like to have ancestors and historical stories that tell of invasions and breaches of human rights as victims. I also know what it is like to have ancestors that are perpetrators, invaders of the most gruesome kind. This is the experience of the Moriori at the hands of some of those that came before me. In 1835 my ancestors travelled to the Chatham Islands where they invaded, killed and enslaved the indigenous people, the Moriori, almost to extinction.

I carry the memories of the past. It is sometimes called intergenerational trauma; however, I like the term blood memory (Pihama et al 2017) and it’s in my cells and my wairua. The deep sorrow, shame, anger, regret and grief come with all that is me and all that is gone before me.

The trauma my ancestors experienced is with me and so is their strength.

All the Bits That Make Me.

Rightfully, we have started with my ancestors, next are my grandparents and parents.


My mother Joglen Jury was schooled through correspondence, she came from the wilderness of interior Taranaki to Teachers Training college in the city. Joglen worked hard and “gets on with it” just as my grandmother Ngauru Rawiri did. Ngauru’s second husband is my Grandfather Henry Jury, an Englishman.

My parents were both brought up rurally, then moved to the city, had great jobs and were upstanding members of the urban population. What they went through to overcome, to adjust, even to flourish in their new environments must have been huge for them both and I am proud of them.

I was brought up surrounded by love within my extended family which consisted of predominately three groups. Firstly: my family on my Māori or mum’s side. Any long weekend or holiday period we would pack, pile into the car and drive eight hours to our rural home. I loved it there and always felt I belonged.

The second group of people was a Māori cultural group called Mawai Hakona. Mawai Hakona founded Orongomai Marae, a Māori cultural community meeting place built to nurture, encourage and strengthen Māori culture within an urban environment. This memory is of love, laughter, singing and freedom. I can remember being able to go to anyone as everyone was my family. I felt safe, happy and nurtured.

The third group is my beautiful Fijian family. We made sure we visited my dad’s relatives whenever we could, and we were visited often. Maintaining connections when so far from our Fiji home was vital for the wellbeing of my father and this carried from him to me.
The World around me.

The context in which I was raised contributed to who I am now and my practice. My upbringing was across the tumultuous times of the seventies and eighties when Māori and their non-Māori or Pākehā supporters protested in a variety of ways with persistence and perseverance. Māori never gave up and the protests continued throughout my formative years.

The backlash from mainstream media was brutal; I was interested, and I listened. Common messages where: Māori had the worse health statistics, were failing in education, filling the jails, had the highest rates of violence, they drank, joined gangs and their babies died (at a rate of twice that of the mainstream population). This race-based condemnation continued throughout my formative years. It was racist, hateful and uncensored. The theme was clear: Māori need to stop protesting and get over themselves, it’s all their fault anyway!

My parents continued with life as happens when bringing up a young family. However, there was one memory that stayed with me: one afternoon my parents asked my older sister and I to babysit our three younger siblings. Needing last minute instructions, I hunted for my parents just before they left. I found them both rummaging in our sheds looking for helmets to wear to protest. This was completely unexpected as my parents are law abiding, upstanding members of society. Mum: school teacher, talented weaver, member of the Māori Woman’s Welfare League and leader of our Māori Culture group and Dad: electrician in a hospital, volunteer fireman and President of our District Labour Party.

I often think that seeing the happy conviction in my parents, coupled with the contrast of how they must have been perceived by mainstream society was when the Social Worker in me was born.

The Link – Past to the Present.

Māori protested against colonisation and Pākehā condemned Māori for protesting.

I find the word colonisation hard to define. A Pākehā occupational therapist, in a training I was facilitating, said colonisation is “just a peaceful word for invasion”. This is the best definition I have heard so far, however colonisation is a process that isn’t based on one invasion, the effects last for years, and in the case of land theft, the effects last forever.

In 1840 the British Crown offered Māori a Treaty called The Treaty of Waitangi or in Māori: Te Tiriti o Waitangi. The English text and the Māori written interpretation do not match, the content is different. Some Māori leaders signed, most did not, they either refused or it wasn’t taken to their area. Te Tiriti o Waitangi is an alliance in which Māori would retain independence and allow for the peaceful settlement of British subjects (Ngāpuhi Speaks, 2012). This did not happen, what happened was colonisation.

In my upbringing I have experienced colonisation both in New Zealand and in Fiji. However, Fiji is different as the Fijian people are in power and we have our land. I can build a home anywhere along the seafront on the land of my ancestors. I can pray and give thanks in our family church and we can bury our dead on our land in the way we choose.

We are governed by Fijian ways of doing things, or systems. My cousins and I joke about Fiji style or the Fiji way however there is truth in our laughter. There is a Fiji way and it is in health, justice, education and politics. It is the culture that is purely Fijian.

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5 Springbok’s tour 1981, divided New Zealand and brought racial tensions to a head.
I took part in a Fijian healing, which we called The Simpson Family Deliverance. It was to heal mental illness and to support our land to flourish. It worked and was completely Fijian.

This experience made me wonder how Māori would design and deliver health care if colonisation never happened.

**Statistics – It’s not great reading.**

One statistic that stood out for me is this: Māori women are the most disadvantaged of all population groups. I can remember thinking, it’s not true because Māori women are beautiful, clever and strong. I’m a Māori woman does that mean I’m disadvantaged?

I now know that Māori women experience the highest rates of racial discrimination, in health and housing (Māori Health Chart Book, 2015).

I often wonder which came first, the discrimination or the disadvantage.

Māori die seven to eight years younger than mainstream or Pākehā populations. In mental health Māori suffer the most and come in to services sicker than any other population group. Māori have the highest rates of being detained for treatment against their will, this is made doubly worse by the fact that Māori are the most restrained and secluded while receiving imposed treatment.

I wonder if there would be a need for forced treatment, seclusion or restraint if mental health care fitted with a Māori approach to healing and service delivery.

**Disparities – there’s more!**

In New Zealand the unequal health outcomes are called disparities:

> Research shows that numerous disparities exist among different cultural communities in New Zealand, with the most dismal health status, consistently noted among Māori. These overall disparities persist even after controlling for associated factors such as poverty and education, indicating that culture is an independent determinant of health status. Research has documented that cultural misunderstandings and (unconscious) bias on the part of some clinicians are partially responsible for these disparities.

Bacal, Kira & Jansen, Peter & Smith, Kathleena. (2006, p. 308)

Being rich or educated is irrelevant, the potential to achieve lifelong good health is diminished if you are Māori.

We as a nation know about health disparities. Race-based disparities are also evident in our justice system, in poverty, education and in overarching standards of living.

There’s a duty of care for us all, a responsibility, we know about disparities so therefore we need to be actively doing something about it. To not do something implies we are bystanders, condoning what we know is wrong.

In July 2012 the Human Rights commission published a discussion paper called: *A fair go for all? Rite tahi tātou katoa?* Within it was this quote:

> If you want to treat me equally, you may have to be prepared to treat me differently

Treat me differently, this is client-centred practice at its core, treatment that fits.
I take this one step further, treat me in the context of my stories because they are me. Help to heal the past through listening, discovering and acknowledging together.

Let’s keep going.

In 2015 I attended an indigenous world conference, held in New Zealand. An indigenous Australian keynote speaker said Māori have the best outcomes worldwide in comparison to other colonised populations, he said the world currently follow Māori! I want to take this one step further, as the world also follows Pākehā. Pākehā and Māori together lead the world in addressing the effects of colonisation evident in disparities.

New Zealand as a nation does not have a blueprint or a road map to address colonisation and health disparities, we have no one to follow as we lead, however we do have lessons from the past to show us the way forward.

I have colleagues who were in the mental health system in the 1980’s, both working and receiving services. They said there was nothing for Māori then, no Māori assessment or therapy models used, no Māori-based processes for engagement, not even any language. We have come a long way since then, however our challenge is to keep going, keep asking the question: Is what I’m doing continuing the colonisation process? Is what I am doing continuing disparities? Is what I am doing respecting and honouring the past? If it is then we need to be challenging ourselves and the systems we work in.

Conclusion

In 2005 our government formally apologised to Ngāti Mutunga for the destructive and demoralising effects of its actions which caused suffering and hardship over generations to the present day!

This apology was presented and accepted. However, to continue to cause suffering and hardship is immoral and unjust.

Health disparities are a legacy of colonisation which we have yet to fully address, which is also unjust. Conscious and unconscious cultural bias has been recognised as a major factor in creating and continuing these disparities.

The first step in the journey of discovery is knowing your own culture and the next is knowing the context in which you work. Knowledge gives discernment so instead of cultural bias being unconscious it becomes known and therefore able to be addressed.

Feelings of shame and grief can stop us from moving forward, holding the pain of the past can be debilitating, it’s painful however there is healing in knowing the past and being open to future possibilities.

In his TED talk, Lessons from a Recovering Racist, Andrew Judd says: “Ignorance can drive an attitude”.

I’d like to add to that statement by firstly agreeing and by adding: “Gaining knowledge can change an attitude”.

It is time to no longer condone or shrug our shoulders at the disparities, to say that we can’t do anything because it’s structural, too big, out of my hands and I am just one person.

Mahatma Gandhi once said:

The true measure of any society can be found in how it treats its most vulnerable members.
Gandhi was inspired in his work of non-violent resistance by our own leaders from Parihaka: Te Whiti o Rongomai and Tohu Kakahi. Both men were arrested and detained without trial, for ploughing.

History shows us that we can do something, and we do make a difference, so let’s keep going!

*Kua tawhiti ki te tatou haerenga, ki te kore e haere tonu*

*He tino nui rawa a tatou mahi, kia kore e mahi nui tonu*

We have come too far not to go further.

We have done too much not to do more.

(Ta Hemi Henare, Ngāti Hine, 1989)

*Ehara I te mea*

*No inaianei te aroha*

*No ngā tūpuna*

*I tuku iho, I tuku iho*

Love is not merely of the now, but a treasure handed down, indeed handed down from those that have gone before, our blood memory.

**References**


*Ngapuhi Speaks.* Whangarei: Te Kawariki, Network Waitangi (2012)
The Aotearoa New Zealand Association of Social Workers (ANZASW) is pleased to announce that Life Member Rose Henderson has been elected to the role of President of the International Federation of Social Workers (IFSW) in the Asia-Pacific region. For many years Rose served as secretary for the IFSW Asia Pacific region and in 2014 she was elected as the Regional Vice President. She has been very active in the region in these roles and highly values the strong professional linkages across this richly diverse region. She looks forward to continuing to strengthen these links and warmly acknowledges the great work of her predecessor, Dr Mariko Kimura.

ANZASW has a long history of exemplary service to IFSW. Rose joins a number of high profile New Zealand social workers who have represented our profession on the global stage, and we know she will do ANZASW and all social workers in Aotearoa New Zealand proud!

Rose’s social work journey began in Invercargill / Waihōpai in the late 1970s, working as a social worker for the Department of Social Welfare. The following decade was dominated by her family commitments, although she found time, despite bringing up four children- to contribute to the NGO sector, most notably through establishing and co-ordinating the Invercargill Women’s refuge, which made a big difference in the lives of many. Rose was also elected to the local Area Health Board and served on a number of local community organisations.

In 1989, Rose returned to the paid workforce as a social worker in mental and women’s health. During this time, Rose’s connection with ANZASW deepened, becoming a full member of the Association by 1993. She recalls her experience with the face-to-face competency assessment process as being one of her
professional highlights. By the end of the decade, she completed her first social work professional qualification with Otago University.

In 1998, she relocated to Christchurch / Ōtautahi and began work at the Lyndhurst Day hospital in the field of women’s health. As the new century dawned, Rose moved into mental health where she remains today having worked as a case manager, clinical co-ordinator, Director of Allied Health and currently as the Director of Allied Health Special Projects and Clinical Lead for Recovery and Wellbeing following the 2016 North Canterbury – Kaikoura earthquake.

In 2002 Rose was elected into the role of National Secretary within ANZASW; the following year she rose to the position of President of the Association. She served with dedication and distinction for six years until 2009, representing the Association at the national and international level; to date, she is our longest-serving President.

In 2004 Rose, despite her many commitments, completed her post-graduate Diplomas in Social Welfare and Māori from the Otago University

In 2010 Rose was recommended for, and received, life membership of ANZASW in recognition of her exemplary service to the profession and our Association.

**ANZASW Life Member: John Fry (dec. Sep 18)**

*It is with great sadness to announce that John Fry, ANZASW Life Member, passed away last weekend.*

**John Fry Tribute by Ken Daniels**

**John Fry’s Life was a Life of Service.**

His over 40 years of commitment to and involvement in social work and social services was a natural expression of his Christian faith.

John’s concern for people almost certainly emerged from his early family experiences. His vicar father and his mother always had an open home and they worked in their parish in the middle of poverty, unemployment and domestic crises. It was the depression years.

John’s commitment to social work led him to undertaking the 2-year education and training course at Victoria University in Wellington and that was some 65 years ago. Following graduation, he joined the then Child Welfare Division of Government and worked in a number of different locations. John has been described as an initiator and his first significant initiative was to establish a new district office for Child Welfare in Whakatane. This was a major cultural shock for John and one he wished he had been better prepared for. His second significant initiative was to move to Timaru to establish Anglican Social Services in that city and following that he moved to Christchurch in 1973 to become the first community advisor for the Christchurch City Council. He thus established the Community Services Division of the Council and eventually managed a staff of 11.
John’s work began with involvement with children and families who were experiencing distress. He never lost that first love and when he moved to his new role in the Council he was working to improve and enhance the environment and communities so that children and families would benefit.

In retirement John continued to contribute to many community organisations.

Professional standards were very important to John Fry and this led him to an active involvement in the Social Workers Association now ANZASW. He was particularly supportive of new entrants to social work and was influential in the establishment of education and training course in social work at the University of Canterbury. It was not surprising that his abilities and skilled leadership led to his being elected National President of the Association. There were many challenges for him in this role, perhaps most notably his debating with Government Ministers and Officials the decision to amalgamate the Child Welfare Division with the Social Security Department. He described this as the coming together of unsuited bedfellows, one being focused on people and the other on money.

In 1988 John was made a Life Member of the Association he had worked so hard for.

In all his work John was enriched and supported by his loving wife Ruth.

Today we say thank you on behalf of all the people whose lives you touched and strengthened. We say thank you for your work in developing communities, for your contribution to our city and our country. That contribution has been widespread and influential. We also say thank you for your very able and unstinting service to the profession of social work.

WHILE WE SAY THANK YOU WE ALSO CELEBRATE YOUR CONTRIBUTION.
YOUR LIFE’S WORK HAS BEEN CHARACTERISED BY
YOUR COMMITMENT TO OTHERS
YOUR QUIET STRENGTH
YOUR FAITH.
YOUR LEADERSHIP AND YOUR SERVICE
WELL DONE THOU GOOD AND FAITHFUL SERVANT.
John Fry with Lucy Sandford-Reed’s English Springer Spaniel, Bracken. John was gifted a Springer puppy when he retired from the Christchurch City Council in 1984. John maintained an interest in Spaniels. After the ANZASW National Office moved to the Hornby location John would visit once a week to walk Bracken, an activity enjoyed by both John and Bracken.

Our History: John Fry, President of the Association 1972-1974
By Mary Nash, Honorary Research Associate, Massey University.
AOTEAROA NEW ZEALAND SOCIAL WORK ISSUE 26(2&3), 2014

Abstract

This article is based on an interview with John Fry, one-time President of the Aotearoa New Zealand Association of Social Workers of which he is now a Life Member. It describes, often in his own words, one man’s contribution over a 40-year period, to the social work profession and to the communities with which he worked. He is able to describe the early periods of urban drift, especially for Māori, and was respectfully working with traditional Māori communities in ways that challenged the dominant colonial attitudes present in the government institutions of the day.

Introduction

When Maurice McGregor (contemporary and highly respected member of the (A)NZASW in Christchurch) nominated John Fry as a life member for the ANZASW, he observed that ‘John, in his quiet and purposeful way has done a great deal for this Association.’ (McGregor, 1988, p. 1) I interviewed John Fry, NZASW President (1972-4) and Life Member of the Aotearoa New Zealand Association of Social Workers, in June 2000. This article provides an account of John Fry’s life as a social worker, together with his contributions to the Association, based on that interview, augmented by some of his own records and speeches, together with McGregor’s biographical notes (1988) and a variety of historical records, including past issues of the Association journal and my doctoral thesis (Nash, 1998).

John Fry 2003

John talked about his social work career beginning in a statutory organisation as a Child Welfare Officer, and then in a non-government organisation in Anglican Social Services and finally in local government as a Christchurch City Council Community Advisor. He spoke reflectively of his involvement in the New Zealand Association of Social Workers as President during the aftermath of the closure of the Child Welfare Branch as it was merged with Social Security to become the Department of Social Welfare, and as he talked, McGregor’s observations were justified.

This account of John’s life as a social worker proceeds chronologically and covers the main themes he brought up during the interview, which was guided by several open-ended questions about his social work career. John recalled how he was gradually drawn into social work, referring to the Depression, the aftermath of WWII and the development of social work education and professional qualifications, as well as the struggles over professionalism and registration. He reflected on the
watershed years for social work when, despite all its efforts, the NZASW had to accept the formation of the Department of Social Welfare, and during his time as President, he had help to make this new social work agency function. This was despite the Association’s efforts, prior to the merger, to influence the Government to adopt a different approach, informed by the carefully researched report published as ‘Social Welfare at the Crossroads’ (NZASW, 1971).

**Introduction to Social Work**

John described his introduction to social work as beginning in his:

... own home growing up during the depth of the depression in New Zealand in my family. My father was the vicar of a large industrial parish in Wellington and he and my mother were really very involved in people’s lives ... I was very familiar with problems of people in real poverty, I was very acquainted with unemployment, the associated domestic crises ... our home from time to time included a young single girl waiting around for her baby to arrive in some sort of sheltered environment (Fry, 2000).

According to O’Connor (2004, p. 36), family background and wanting to help people in need are often cited as reasons for becoming a social worker. Likewise, Cree (2003, p. 155) identified five factors which influence people to become a social worker, including childhood and family background, the influence of significant individuals and the urge to do something and make a contribution to society. John’s account fits well with these findings.

As John grew up, he explained how he was faced with World War II and a desire to join the navy, a desire thwarted by his ill health at that time. He did voluntary work in the canteen of the Seaman’s Institute; this was the Flying Angel Mission, and in those days, as John pointed out:

There were hundreds of mainly English merchant seamen coming ashore, spending the evening ashore in Wellington, buying food in the canteen to take back home. I heard from across the counter conversation about a fully loaded cargo ship’s departure delayed by being short of crew. I seized the opportunity to go off to sea as the ship’s boy, ... no medical examinations, no formalities to get in the way. I ended my wartime seafaring experience on a ship that was putting American forces ashore at the Normandy beachheads (Fry, 2000).

**Early years of professional social work with the Child Welfare Division**

After a stint running the Seamen’s Institute, John explained that he had recognised:

...that you have to have skills and knowledge if you are going to work in people’s lives. During those 12 months, there were a lot of things that came on my plate and I just felt that people weren’t receiving all the help they should (Fry, 2000).

In 1953, John enrolled in the Diploma in Social Science at Victoria University College Wellington. This two-year course was the first professional social work qualifying course available in New Zealand, and in his first year John was taught by Professor Marsh, while in his second year he had Professor Minn (as did June Kendrick, see Staniforth and Nash 2012). After qualifying as a social worker, John was employed by the Child Welfare Division of the Department of Education (a statutory agency) and he was placed in the Austin Street Boys’ Home in Wellington to learn the ropes. In 1957 he was appointed to Auckland, working as a Child Welfare Officer in the largest team of social workers in the country, with Michael Lyons as the District Officer. John described his work in Auckland as:

... four years of field work involving finding foster homes for state wards and watching out for their care, writing reports for Children’s’ Court and supervision of boys 10-16 years of age (Fry, 2000).
To contextualise Child Welfare work in these years, the Child Welfare Branch (later Division) was then a small part of the Education Department operating under the Child Welfare Act 1925. Between 1949 and 1950, 1,848 children went through the Children’s Court. In 1951, there were 1,796 children boarded out, the number placed in employment was 566 and in residential schools for the deaf there were 298 children (Department of Statistics, 1951-52). These are small numbers in comparison with the later years, when for example, 16,624 cases were handled by the Child Welfare Division in the year ending 31/12/69. (Department of Statistics, 1971).

From 1961 to 1966 John went to Whakatane, where a new child welfare district had been carved out and he was given the responsibility for establishing the new office. John became the first District Child Welfare Officer in Whakatane. He explained that these years saw:

The beginning of the exodus from the countryside and the towns, young people were leaving school and making their way to Hamilton and Auckland and I imagine some further south too. There was a lack of employment and also there was that move into the cities. Coincidental with this, there was a rising rate in children’s court appearances (Fry, 2000).

John recalled how in retrospect he felt he should have insisted on a six-month course in Te Reo before moving to Whakatane, which was an area of New Zealand where there is a higher proportion of Māori men and women than elsewhere. He considered this should have been a prerequisite for the job. He remembered a lead given at that time by the then Governor General, Sir Bernard Fergusson, who was quite able to go on to a Marae and speak in Māori. John observed that he had:

A great five years in Whakatane. I was introduced to a life very different from anything I had experienced, and it was a testing time, moving into remote Māori communities, having, as best one could, to be sensitive to all that was happening in Māoridom at that time (Fry, 2000).

Perhaps John’s ideas were ahead of his times. In 1962, the Māori Welfare Act was passed, its aim being:

... the social and economic advancement and the promotion and maintenance of the health and general well-being of the Māori community and the facilitation of full integration of the Māori race into the social and economic life of the country (Māori Welfare Act, 1962, p. 179).

Social workers today are expected to demonstrate appropriate levels of cultural sensitivity in their practice. However, this has not always been the case and different, monocultural and assimilationist sensitivities were earlier deemed appropriate and acted upon by government authorities. John was alive to these issues and recalled how, shortly after arriving in the Bay of Plenty: ‘The then visiting magistrate upset the community in his court by showing a complete ignorance of the Ringatu faith’. Years later, John referred to this episode in his talk to the Christchurch Rotary Club as follows:

Young men of the Ringatu faith are singing a psalm of David at first cock crow. I wake up, frightened out of my wits and then I realise that I am in the large Urewera meeting house at Ruatoki, sleeping next to my six-year-old daughter. Here, late into the previous night, the problems of the tribe’s young boys and girls leaving school and drifting into the cities had been discussed. I am facing a testing time. A request to attend this hui – the only pākehā to be there, except for one academic from Auckland – came as I moved to the Bay of Plenty with Ruth and a young family, to be Whakatane’s first District Child Welfare Officer. There is a troubled situation as a magistrate visits the town monthly and, in conducting the Children’s Court, shows scant understanding of Māori ways and deals insensitively with offending children and parents summoned to appear with them (Fry, 2002).

John, with good advice from John Rangihau (at the time the District Māori Welfare Officer at Rotorua, and formerly a fellow student on the social work course at Victoria University, who later chaired the Ministerial
Advisory Committee on a Māori Perspective for the Department of Social Welfare) and the welcome presence of his own young family, was able to diffuse the situation, and gain acceptance, both for himself and for social work.

The inauguration of the New Zealand Association of Social Workers

While still based in the Bay of Plenty, John attended the inauguration of the New Zealand Association of Social Workers at its first conference in Auckland. John described his memories of this historic occasion as leaving a ‘very vivid memory of the way Merv Hancock conducted that original meeting of the Association.’ He believed that, ‘The people that formed that Association originally were drawn 50/50 from the voluntary organisations and from the statutory agencies’, though this was to change over time. John attributed the fact that, ‘there was a mixture at that meeting, of people like Jim Robb and John McCreary who had come from the academic world’ (teaching on the Victoria University Social Science diploma) and who, ‘to their eternal credit saw that they could contribute to this. They could see the worth of bringing people together and getting this Association off the ground.’ John speculated that they could see the Association eventually advocating for increased opportunities for social work education.

John also mentioned how he had put forward a successful motion for the new course at Tiromoana (which was about to open and admit only statutory workers) to reserve some places for non-statutory practitioners, despite some opposition from a representative of the State Services Commission who was attending the conference. This was significant because it recognised the pressing need for social work practitioners to have access to social work training.

Staff development and supervision

John formed a small Council of Social Services while at Whakatane, where he was determined to promote high standards for social work. In this he was supported when, in 1966, Marriage Guidance Council set up a branch in Whakatane and for this they required supervision for the counsellors. John recalled how keen he was to promote this initiative and how he anticipated that supervision would benefit his own social work staff as well. In those days Marriage Guidance came under the Department of Justice. John was encouraged to go to Wellington where, after his selection, he was given supervision training which he found most useful. Here he renewed acquaintance with John Morrison, who was the chief social worker for what was then known as the Social Service Council of the Diocese of Christchurch. John applied for a position with the Social Service Council, and eventually accepted the offer of going to Timaru to open up a new Anglican Social Services office there.

President of the NZASW

John joined the NZASW Canterbury Branch executive and in 1972, was appointed as president of the New Zealand Association of Social Workers. His agency was willing to help him, ‘to carry out as adequately as possible the responsibilities to the association for those two years as president, which included time away to go to the International Federation of Social Work conference which was being held in Holland in 1972’ (Fry, 2000).

These were serious responsibilities, and perhaps John’s calm influence on social work in the aftermath of the amalgamation of the Child Welfare Division and the Social Security Department can be seen as his particular contribution to social work. In his address to the fifth Biennial Conference of the NZASW, John referred to this amalgamation in some detail, describing how the Association had energetically opposed it, and how, with its implementation there was ‘concern over the uncertain position and dissatisfaction of a considerable number of our members in the Department of Social Welfare’ (Fry, 1974, p.9). John reminded conference members how in 1971 the Association had run a campaign opposing the amalgamation, arguing that if merged, the Child Welfare Division and the Social Security Department ‘were likely to make unsuited
bedfellows’ (Fry, 1974, p.9). He referred to 'Social Welfare at the Cross-roads' (NZASW, 1971), a professional blueprint published by the Association in 1971, putting the case for a much more comprehensive merger of welfare-related organisations. For example, the blueprint not only argued against the amalgamation of the Child Welfare Division and the Income Support Service, but also put forward a comprehensive alternative which paid meticulous attention to the practicalities of implementation and which called for increased resources for the education and training of social workers.

John went on to speak of the visit of Professor John Spencer, from Edinburgh University, who had visited Branches around the country promoting the type of reorganisation of social services then occurring in Scotland. He had himself hosted the professor when he visited Timaru. John reminded the audience of the public relations consultant engaged by the Association to publicise the campaign (a fascinating campaign which illustrates many of the values and divisions within our professional association) and acknowledged the disappointment of members when the Government virtually ignored the Association’s position and all the hard work that had gone into the campaign.

In fact, there has never been much acknowledgement of this interesting part of the Association’s history. When McClure (1998) wrote a beautifully researched history of social security provision in Aotearoa New Zealand, the critical voice of the professional Association of Social Workers is barely referred to. Likewise, Dalley and Tennant’s 1998 history of child welfare provision is almost blind to the role of professional social workers, more because of what she omits than from what she writes. In neither of these two commissioned histories would the social work student get an inkling of the tremendous efforts made by the NZASW on various occasions to persuade Government to consider shaping policies in particular ways.

In 1974, John was speaking of a watershed moment of our history. (1) It had been his responsibility to support members of the Association, who as new employees in the new Department of Social Welfare, had to implement the policy they had battled against. The new executive of the Association (of which he was president) had immediately asked to meet the Director-General of the new department and this was to lead to regular meetings between Mr. MacKay and the Association representatives. John’s speech was neither weak nor inflammatory. Instead it was critical in tone and yet pragmatic in its acceptance of a fait accompli. He stressed the fact that: ‘Specialised work with families where children are at risk is not an appropriate field for economy’ (Fry, 1974, p. 11), a sentiment which once again needs emphasis.

Other highlights in John’s contribution to social work include his presentation of a paper at the 1972 IFSW Conference in Holland, and how, a couple of months before setting out to do that, a letter came from Hong Kong from the Council of Social Services there to say that they were having a preconference seminar and asking if he would present a paper on the role of the NZ Association of Social Workers. This he agreed to do and recounted how he:

... was greatly helped in responding to that invitation by a very strong committee the association had in Wellington, that year. It was the Public Questions Committee which had some extraordinarily good people on it, there was Avery Jack, Peter Bygate, Ian Jenkins, Marjorie Heads, Brian Manchester, Erica Brodie and others, and they were instrumental in sending off ahead a very good account of the stage which the NZASW was at. This included something which clearly was of immense interest to young and trainee social workers in Hong Kong who were present at that seminar on the afternoon that I delivered the paper because it spoke of how NZ social workers in their day to day work were able to gain the ear of their employers and it described the mechanisms that were in place as an association for meeting with the Minister of Social Welfare and Heads of Government Departments; now to this day I can see in my mind’s eye at the back of the room, a ‘demonstration’ being staged by young social workers. In Hong Kong there seemed to be social workers everywhere, lots of voluntary agencies and government agencies. It was a rigidly controlled
Crown Colony and the fact that it was possible for New Zealand social workers to get their voices through in this way was seen as exciting and almost revolutionary (Fry, 2000).

Another event that stood out in John’s memory and is still recalled by those who were present was how the Dunedin Branch invited Bob Hawke (later prime minister of Australia) to be the guest speaker at the 1974 conference. John described how:

At that time Bob Hawke was undoubtedly the best-known trade unionist in Australia ... and he was under threat for his life from terrorists (he was supporting Jewish women involved in the fighting in Israel and the target of some hostility as a result) ... I can remember that our conference got under way in Dunedin and the very first day it was given some slight element of excitement because the local police came down and examined the access to the hostels and ran a sort of tape measure over the place and then I think in the late afternoon it was the beginning of the conference, Maurice McGregor who was there with me, had to go out to the airport to meet Bob Hawke ... and very quickly Bob Hawke established himself as the most likeable man and absolutely threw himself into our two or three days of conference. ... There is no doubt about it that having Bob Hawke was something that future conferences might keep in mind. ... There is a quote from him, ‘we must be activists in the sense of not accepting something as necessarily so just because it is done’, and at the president’s dinner according to my notes, Bob Hawke certainly put his words into action when he ably led the whole conference in singing ‘Solidarity Forever’ and formed the head of a long conga singing throughout the university premises, ‘I am a union man’ (Fry, 2000).

The photograph below depicts John with Bob Hawke, at the Dunedin Conference, 1974. The character sitting behind John and Bob Hawke is the plain clothes policeman assigned to look after Hawke. When John asked him how he was chosen for this task, he said that he was selected to fit in at a social workers’ conference!

Community Advisor with Christchurch City Council, 1973-84

During our interview, John had said little about his post-presidential career in the social services. Like several others whom I have interviewed, John was kind enough to give me supplementary papers and additional thoughts relating to the interview, among which is a reflective note stating that:

My working life in social/community services was carried out from three quite distinct bases – statutory, voluntary organisation, local government. I rate my most productive time (access to resources, influential colleagues in related fields e.g. town planning, housing), as the ten years in local government, and feel gratitude to NZASW members who saw the opportunities of getting workers into that structure and supported the initial moves. In fact, it was Maurice McGregor who
clipped the original newspaper advertisement for a ‘welfare worker’ at the Christchurch City Council and mailed it to me while I was away in Holland at the IFSW meeting.

In nominating John for life membership, Maurice McGregor observed that:

...in Christchurch social workers remembered John Fry for the work he has done with the Christchurch City Council, first of all as a Community Advisor and later, when there were seven community workers, as Head of the Division of Community Services. John developed a publication, ‘HELP’ which was a directory of community activities and was involved with the local Citizens’ Advice Bureau, where he was, for a time, local Chairperson and National Vice-President (McGregor, 1988).

Conclusion

The article raises substantive questions about the role of the Association today, as well as raising questions about our relationship with the government sector. It is both challenging and sobering to consider the similar issues we still face as a professional body and as individual social workers all these years on. The struggle for social justice continues, and advocacy and policy development remain critical for every social work practitioner. Looking back over John’s career he was something of an initiator. He opened up the new Child Welfare District office in Whakatane, where he also introduced supervision, through the Marriage Guidance Council, to counsellors and social workers. Later, he opened the Anglican Social Services office for South Canterbury in Timaru, and then he saw the Association of Social Workers through its first years in the Department of Social Welfare. In retirement, John has continued to be an engaged and active member of the Association, attending conferences and supporting the local branch. His story (of which I have probably only touched the surface), supports the title of his talk to the Christchurch Rotary Club in 2002: ‘Life is an adventure.’

Methodological notes: I am grateful to John Fry for correcting errors and giving me permission to publish this article. I have edited the spoken word in order to make the text flow more smoothly and to cluster ideas together. I have done so as sparingly as possible. I have tried to use the correct title for the Aotearoa New Zealand Association of Social Workers, as it was used in the period referred to, or else inclusive of its current and original name ‘(A) NZASW’. Finally, I am grateful to the reviewers for their comments, and they will notice that I have incorporated some of their suggestions and observations into this article.

References


On the international scene, two publications relating to restructuring social service delivery systems, the Kilbrandon Report (1964) in Scotland and the Seebohm Report (1968) in England and Wales, had advocated amalgamating statutory social service provision into one all-purpose department, where generic social workers would assist clients.

### Tribute to Daryl Brougham 1979-2018

ANZASW mourns the loss of Daryl Brougham, a social worker and courageous advocate for vulnerable children and survivors of abuse in state care.

Daryl, who was based in Auckland, was known to many of our members, who benefitted from his friendship and shared his deep commitment to improving the lives of children / Tamariki.

Daryl was a survivor of 18 years of appalling mistreatment while in state care. He was moved between a total of 79 foster homes and 27 schools before he reached adulthood; during this time, he experienced sexual, psychological and physical abuse. Yet he did not let the suffering of his early and formative years determine his future; instead he forged a path through which he sought to prevent others from suffering as he did, and to seek justice for fellow survivors.

In many respects Daryl embodied the liberatory promise of social work: both as an individual who overcame extraordinary obstacles personally and as practitioner who applied his multi-layered expertise to walk with others to empower themselves. His life was a testament to the strength of the human spirit.

In February 2015, Daryl received an official apology from the Ministry of Social Development (MSD) for the state’s failure to protect him from neglect and abuse. This admission was a high-profile milestone in the process of compensating and recognising the victims of historical abuse in state care.

In the same year, Daryl’s account of his experiences, “Through the Eyes of a Foster Child” was published; the book helped to raise awareness of the failures of the past and the need for reform of child protection...
services. Last year he won the People’s Choice Attitude Award and was nominated to be New Zealander of the Year.

In September 2017 Daryl hosted a Master Class Forum for ANZASW at the Social Service Providers Aotearoa Conference, entitled “Breaking through Boundaries – the voice of the child in out-of-home care.” The presentation provided insight into the importance of identity, belonging and trust for children in state care. This was well-received by members who appreciated Daryl’s peerless expertise and perspectives.

Two months ago, he appeared as the subject of a TVNZ documentary in the “I am” series, which brought his views and experiences to a wider audience.

Perhaps the greatest legacy that Daryl leaves us with, besides the lasting impact he had on the lives of clients and colleagues, is the Royal Commission of Inquiry into the abuse of children in state care. The review, which Daryl helped to launch, has the potential to be another turning point in the struggle for accountability for survivors of abuse and reform of the care system.

We hope that Daryl’s example will inspire future social workers, especially those who have overcome disadvantage and trauma, to act as change agents and advocates for the vulnerable in society. His fierce passion for justice, tireless efforts to promulgate the cause of protecting Aotearoa New Zealand’s children and his courageous voice will be deeply missed.

Daryl is survived by his wife Emily and five children.

ANZASW Members Presenting at the Joint World Conference on Social Work, Education & Social Development

ANZASW is delighted to note that Aotearoa New Zealand was well-represented at the Joint World Conference on Social Work, Education and Social Development in Dublin in early July this year. Members offered presentations to delegates on a wide range of subjects, drawing on their own expertise, developments at home and topics of mutual concern.

A total of 27 members participated in 31 presentations at the Conference; all of which were very well received. Given that Aotearoa New Zealand is a country with a small population, this is quite an
achievement, of which we should be very proud. For a full list of abstracts, presentations and posters please see this link on the IFSW website.

The following is a list of presentations in which members featured:

- A presentation in which Luis Arevalo participated entitled “Developing transnational solidarity to oppose neoliberal agendas and strategies”


- Peter also collaborated with a representative of Auckland Action Against Poverty in a workshop entitled: “Student Practicum Learning of Radical Social Work Down Under: An Aotearoa New Zealand Experience.”

- Dr Liz Beddoe presented two workshops, called “Finding out what social workers do: Researching long-term social work and child protection work by observing practice and organisational life” and “Transnational social workers: Opportunities and challenges in a global profession and Experience of transition into the host country: Analysis of data from focus groups with transnational social workers (TSWs) in New Zealand.”

- Dr Kath Hay and Lynne Briggs represented Aotearoa New Zealand in a workshop entitled “Social Work and Disasters – Australia and New Zealand,” which featured a number of speakers from the two countries discussing how to develop social work responses to natural disasters.

- Mike Webster and Matt Rankine from the University of Auckland presented on the topic “Structuring the blended learning environment: Pedagogical and technological challenges.”

- Mike Webster also presented a workshop entitled “Addressing contradictions: How social workers deal with the coercive power of the state by exercising ethical, empowering and authentic leadership.”

- Simon Lowe from the University of Waikato participated in a presentation entitled “Discussion on the differences and uniqueness of social work in various countries ~ a focus on ethics, cultural gaps, and cultural competence.” The workshop explored how the international definitions of social work and the IFSW code of ethics are applied in a diverse range of settings internationally, with a view to improving global social work practice.

- Carole Adamson participated in the workshop “When Personal and Professional Values Collide – Ethics Education for Social Justice,” which explored the issue of what to do when one encounters viewpoints which are at sharp variance to social work principles.
- **Deb Stanfield** submitted an oral paper entitled “The social work kete: Designing social media practice in Aotearoa New Zealand.” The *kete* in the paper represented “the toolkit of the profession” in Aotearoa New Zealand; among the topics addressed were the relationship of social media to social work practice.

- **Neil Ballantyne, Kath Hay, Jane Maidment and Shayne Walker** also presented oral papers entitled “The enhance R2P project: Visualising the social work curriculum” and “Safely dabbling in social work practice: Newly qualified social worker and supervisor perspectives on field education in Aotearoa New Zealand.”

- **Raewyn Tudor** presented a piece called the “The biopolitics of community: An analysis of school social work practice in the wake of the 2010/2011 Christchurch earthquakes”

- **Barbara Staniforth** from Auckland University, presented an oral paper entitled, “Biculturation in Aotearoa New Zealand. Foreign trained social workers’ process of becoming bicultural”.

- **Barbara Staniforth** also presented an oral paper on “Climate equality? South Pacific Small Island Developing States residents’ perspectives on their environments and the effects of climate change.”

- **Barbara Staniforth** also presented the oral paper “Help is where you find it: A study on people's therapeutic relationships with their hair stylists, fitness trainers and beauticians.”

- **David Betts** from Canterbury University offered an oral paper entitled “Older sexual and gender minorities: Legislation, social policy, and the risk of social work complacency.”

- **Shayne Walker** presented an oral paper entitled “Ko au ko koe, ko koe ko au! I am you and you are me! Shared meaning making in social work education and practice” and “Freire's (1972) notion of love within 21st century transformative social work relationships and process”.

- **Shayne** also co-presented an oral paper called “Who decides who provides social work services to Children and their Whānau?”

- **Eliza Wallace** presented an oral paper titled “Manawanui: Indigenous relationships co-creating sacred spaces, an expression of social work supervision from Te Taitokerau, Aotearoa, New Zealand.”

- **Ian Hyslop** presented an oral paper entitled “Poverty and Child Protection Practice: Can an accommodation be reached?”

- **Carole Adamson** co-presented an oral paper called “What is good social work practice? Identifying good social work practice through the lens of competency assessments for registration in New Zealand.”
- **Carole Adamson** also presented a piece entitled “Transitioning the curriculum: the development of four-year social work degrees in Aotearoa New Zealand.”

- **Sonia Hunt** presented an oral paper called “The social work regulation project in Aotearoa New Zealand: Establishing the qualification criteria to be a registered social worker.”

- **David McNabb** joined academic colleagues from Unitec, Institute of Technology, Auckland to present an oral paper called “Access to social work education: Correlations between applicant performance on selection tasks, demographics and success as a student.”

- **David** also presented a paper on his own which was called “Democratising and Decolonising Social Work Education: Opportunities for Leadership.”

- **Lisa King and Jude Douglas** presented an oral paper called “Hoa haere, valued companions in a search of social justice in social work education.”

- **Michael Dale and Kieran O’Donoghue** presented a paper entitled “Sustaining a Social Work programme in Aotearoa New Zealand over 40 years.”

- **Tracie Mafileo** shared a short presentation paper called “Cakes with Love’: Sweet Art for Stronger Communities.”

- **Matthew Rankine** also presented a piece called “Making the connections: A practice model for effective supervisory relationships.”

- In addition to this **Jude Douglas** submitted a poster with the title “Unpacking the invisible handbag in Aotearoa New Zealand.”

The Association congratulates them all on their impressive contribution to conversations about our profession at the highest international level: *mihi mo-to mahi!*

Hosted By
ANZASW Posters for Social Workers Day
You can now download posters from the ANZASW website>>

Thank-you Rosa Hill (daughter of Sonja Nissen who works here at Head Office) for coming in and helping design the two posters below - we think they’re totally awesome!

Also special thanks to Hadley Amaru, an ANZASW member who has taken the time and effort to design the two posters above for us.

Thank-you Hadley for the above posters - we love them!
**ANZASW AGM Event & CPD Day: Talatalanoa-Effecting Positive Change through Meaningful Conversation**

Contact: [Sally.Dalhousie@thefono.org](mailto:Sally.Dalhousie@thefono.org)

**Register here>>**

<table>
<thead>
<tr>
<th>Time</th>
<th>Programme</th>
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<tr>
<td>8:30am</td>
<td>Registration and Welcome</td>
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<tr>
<td>9:00am</td>
<td>Opening and Introductions</td>
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<td></td>
<td>– <strong>Minister Carmel Sepuloni</strong></td>
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<td>– <strong>SWRB CEO Sarah Clark</strong></td>
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<td>– <strong>ANZASW Board President Shannon Pakura</strong></td>
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<td>11:00am</td>
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ANZASW Publication Give-Aways

Jackie Newton has a set of ANZASW Journals (Social Work Review 1998-2015) that she would like to give away to anybody who is interested. You would need to pay for the postage. Please email: jackiekiche@hotmail.com

Howard Randal & Annette Direen have the following they’d also like to give-away. You would need to pay for the postage. Howard & Annette are happy to bundle together any requests made in bulk. Please email: hjrandal@gmail.com

<table>
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<tr>
<td>The New Zealand Social Worker</td>
<td>February 1972 Vol 8 (1)</td>
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- 30th Anniversary
Social Work Review
Te Komako
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Social Work Review
40th Anniversary Issue (1964-2004)
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<td>The NZ Non-profit Sector in Comparative Sector</td>
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Mental Health and Addiction Inquiry - update from the Chair

28 August 2018

Tēnā koutou katoa, talofa lava and warm Pacific greetings

We ended our public engagement programme where we began, with a well-attended community forum on 8 August in Palmerston North, where we had launched our consultation back in April.

Two major submissions representing the views of thousands of people from around the country have been presented to the panel. A couple of weeks ago panel member Josiah Tualamali’I and I, on behalf of the panel, received a submission signed by over 5,000 people calling for free counselling for all Kiwis. The submission was organised by psychotherapist Kyle MacDonald with the support of Action Station and can be found online at https://our.actionstation.org.nz/petitions/free-counselling-for-all-kiwi-s-open-submission-to-the-mental-health-review. After the presentation, Josiah and I enjoyed a lively session with Kyle and Hamish Coleman-Ross for the ‘Nutters Club’ radio show. The video is here.

In late July, Mary O’Hagan, on behalf of Peer Zone and Action Station, presented the panel with the Wellbeing Manifesto – signed by over 2,000 people – at an event in Wellington. We enjoyed hearing about how the manifesto was developed and were struck by the sense of hope and expectation in the room. You can view the submission at: https://www.wellbeingmanifesto.nz/

There have been other collective submissions, collating the views of many people – notably the Changing Minds submission, presenting the voices of 760 people with lived experience and their whanau, following an online survey organised by Taimi Allan and team. You can read the submission here. The PSA Youth Network, the wider PSA and the Council of Trade Unions are among those larger organisations that have submitted on behalf of their respective memberships. Other organisations have proposed particular community-based solutions, including kaupapa Māori and Pacific models of care. Each submission, collective or individual, is an important contribution to our task of ‘hearing the voices of the people’. We appreciate all the effort organisers have put into gathering and presenting such valuable collations of experience and ideas.

We’re grateful for everyone’s input with around 5,500 submissions and over 2,000 people attending 26 public meetings around New Zealand and engagement with community groups and individuals at numerous other meetings. Our job now is to bring all this information together and shape our views and recommendations for improving mental health and wellbeing in New Zealand. It’s keeping us busy!

My next update will be as we get near the end of the Inquiry and the delivery of our report. On behalf of the panel, thank you for all your work in sharing ideas about what’s working and what isn’t and how we can create a better society for the mental health of all our people. And thanks too for the aroha and encouragement that has lifted our spirits as we undertake this important work.
Residential Tenancies Amendment Bill No 2

The Residential Tenancies Amendment Bill No 2 is open for submissions which close Sunday 21 October.

A reform of the RTA is now underway to promote good-faith relationships in the renting environment, and to ensure there are appropriate protections in place for both tenants and landlords. Consultation opened in August and submissions are due Sunday 21 October.

Is this an area of interest? If the answer is yes would you be interested in being part of a small working group to develop a submission for ANZASW?

To give you an idea of the issues the MBIE have included questions to consider in the discussion document.

It is expected that the group would meet by Zoom video conferencing for something like an hour a week to develop the submission.

If you are interested, please contact lucysandford-reed@anzasw.nz as soon as possible.

Relevant Documents

- Residential Tenancies Amendment Bill No 2
- Summary Document
- RT Act 1986 Discussion Document
Dear IFSW members,

In this update, you will find a number of important issues that have resulted from the 2018 General Meeting held in Dublin last month. Included is information and links related the new Statement of Ethical Principles, Calls for expressions of Interest on the roles of IFSW Commissioners (UN and Interim Education), an announcement calling for nominations for the Asia-Pacific Vice President position, and the draft minutes of the 2018 General Meeting.

For further information about the 2018 General Meeting please see this news item that was published on the 3rd of July.

**New Statement of Ethical Principles**

The 2018 IFSW General Meeting passed a new statement of Ethical Principles. The statement was drafted jointly by IFSW and The International Association of Schools of Social Work (IASSW).

In accordance with IFSW policies and constitution, Full IFSW Member’s (organizations) Codes of Ethics must comply with the Statement of Ethical Principles and therefore it is important for all member organization’s to review their Codes of Ethics in relation to the new Statement of Ethical Principles.

Please find a link to the [Global Social Work Statement of Ethical Principles](#)>

If any member has any questions on the compliance between their Code of Ethics and the Statement of Ethical Principles, please contact the IFSW Secretary-General: rory.truell@ifsw.org

**Call for Expressions of Interest in the Roles of Commissioner for the UN Commission, and the Commissioner for the Interim Education Commission**

Please find the role descriptions for:

[Commissioner for IFSW UN Commission]

[Commissioner for the IFSW Interim Education Commission]

Expressions of interest in either of these positions should be sent to The IFSW Secretary-General Rory Truell (rory.truell@ifsw.org) before 2nd November 2018 and enquiries for more information can be made at any time.

All applicants must provide a letter of support from their IFSW member organization, which is required to be in good standing, as well as their CV and vision statement on the role of the Commission.

**Call for Nominations in the Asia Pacific Region for the Position of Regional Vice President**
Following the successful election of Rose Henderson to the role of Regional President for the Asia-Pacific Region during the General Meeting 2018 in Dublin, the remainder of her past term as Vice President is now vacant and therefore open to the following election process:

Regional Vice President, Asia Pacific (2018 – 2020)

The date nominations close is 20 September 2018. All nominations are subject to approval by the IFSW Nominations Committee and approved nominations will be posted on the IFSW website at the end of September. The election will be held by email ballot until Friday 2 November 2018.

Please find enclosed the job description for Regional Vice President.

Nominations need to be emailed to The IFSW Elections Officer, David N Jones (davidnjones@peopleneedpeople.org.uk) and copied The IFSW Secretary-General, Rory Truell (rory.truell@ifsw.org).

Please note that nominations need to comply fully with the IFSW Bylaws and, hence, they should include the following documentation:

1. Signed and dated Profile and Curriculum Vitae of the Nominee of a maximum of five (5) pages

2. Letter of support from the nominating association, signed by the President and one other person of the executive on an association letterhead

3. Proof of a motion supporting the nomination carried by the national association

If there are any questions, please contact either the Elections Officer or Secretary-General.

Draft Minutes of the 2018 IFSW General Meeting

The Draft Minutes of the 2018 IFSW General Meeting are now available.

Please find a link to them here.

If any IFSW member that was present at the General Meeting believes the minutes should be altered or corrected, please send your amended text to rory.truell@ifsw.org.

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Always love Malcolm Fosters artwork – keep them coming!
The Ethics of Using Facebook in Child Protection Practice

By Liz Beddoe & Tarsem Singh Cooner, written for Reimagining Social Work

We presented this short video at the recent Social Work and Social Development conference in Dublin, July 2018: Facebook: An unethical practice or an effective tool in child protection.

Social media networks have redefined how we are able to keep in touch with family and friends, find people and relate to others. Research has shown that social workers have been using social media, both collectively and individually, as a way to ‘collapse borders’ between social workers and service users to gain another view of their lives through monitoring of Facebook pages (Joy 2017). While it is known that such practices go on, no research has shown how Facebook is actually used in case work with families and under what circumstances.

We created this short video to stimulate debate about the ethical issues of social media use by social work professionals. We draw on some findings from an ESRC funded research project into child protection processes in England*. This large ethnographic study of child protection social work practice in England involved 15 months of participant observation at two sites. The study observed incidences of Facebook being used by social workers as part of risk assessment and on-going case work with families. Sage and Sage (2016) observe, with reference to social work assessments, that there is a lack of research about how social network sites are being used to inform social work practice. On the one hand such practice can be viewed as an acceptable tool for social workers with concerns about the truthfulness of service-user information. On the other, they are seen as an intrusion across the border into (semi) private spaces. These contentious positions: the surveillance of Facebook and the issues of consent and power underpinning this practice are both worthy of ethical exploration within the profession.

Our paper, first given at SWSD 2018 in Dublin, reports how social workers provided researchers with a rationale for their use of Facebook and analyses the ethics of such practice in the context of the specific concerns in the cases and the broader issues of power and human rights.

*The research team: The project is “Organisations, staff support and the dynamics and quality of social work practice: A qualitative longitudinal study of child protection work” funded by Economic and Social Research Council.
Professor Harry Ferguson, University of Birmingham
Dr Tarsem Singh Cooner, University of Birmingham
Associate Professor Liz Beddoe, University of Auckland
Introducing Debt Blocker

We at Debt Blocker have recently developed a social enterprise to help tackle the level of unsustainable debt in our community, and social workers around the country may find it useful.

Debt Blocker is a social enterprise to help people take responsibility for their borrowing, avoid taking on debt they can’t afford, and to help lenders better identify vulnerable borrowers and those at high risk of defaulting on their loans.

It is a voluntary and completely free list, where people can indicate to lending companies that they don’t want to be given credit. This will be useful for people with risky spending habits, mental illness, addictions or those who may be coerced into taking out loans for other people (i.e. Financial Abuse). They sign up and their name and DOB go onto a secure list, that can be searched by a potential lender only if they apply for credit. This search will only indicate "Yes" or "No" whether the person is on the list, as no other information is recorded.

Lending companies will pay a fee for searching the database only as part of an application for credit. This will help them better identify vulnerable borrowers, meet their obligations under the Responsible Lending Code, and reduce the number of loans they have to write off as bad debt. If someone is on Debt Blocker, it will also reduce costs in processing unsuccessful loan applications.

Debt blocker is an innovative solution to tackling unsustainable debt and the social consequences for mental health, addictions, poverty, family violence, and crime. It allows both borrowers and lenders to be more responsible and avoid bad debt. Profits from search fees will go back into the community to support projects.
to improve financial literacy. Debt Blocker benefits vulnerable borrowers and their whanau, the social service providers who are working with them, lending companies and the wider community.

Debt Blocker Ltd. is a New Zealand social enterprise that exists solely to manage the database and does not provide credit or financial services or advice to anyone. Profits from the company will be given back to the community to support projects and new initiatives to help people avoid unsustainable debt.

Our website debtblocker.nz has just gone live and lending companies and social services are starting to sign up.

**Head Office’s Recipe of the Month**

Anne MacAuley, ANZASW’s CPD Co-ordinator came down from the Waikato and we had morning tea. Anne made us a very delicious Lemon Cake and we thought we’d share it with our members. We highly recommend it – so zesty, zingy and delightful.

If you have a recipe you’d like to share, please email margaretl@anzasw.nz

![Lemon Cake](http://rechelleunderwood.blogspot.com)

**Ingredients**

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<tr>
<td>1 c sugar</td>
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<td>2 eggs</td>
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<td>castor sugar</td>
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**Oven:** 180 °C

Grease (and line) a cake or loaf tin. I like to use a silicon cake form because it holds the juice that you are going to pour over the cake at the end.

Cream butter and sugar. Add eggs and the grated rind off the 3 lemons.

Beat well.

Sift in flour and baking powder. Add milk. Mix well.

Spread evenly in cake form / tin. Bake around 45 minutes.

**Topping**

Juice the lemons into a measuring jug. Mix in around the same amount of castor sugar as you have juice. I usually use less sugar. Heat mixture in microwave to dissolve sugar.

Pour mixture over cake while cake is still warm.

Cake is best made at least 24 hours before you need it. This gives the juice time to soak through the cake.

Works well with gluten free flour too.
## Membership Statistics

### Membership by Member Category

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<td>Student</td>
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<td>Life &amp; Honorary members</td>
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### Membership by Employer Category

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<tr>
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<tr>
<td>DISTRICT HEALTH BOARD</td>
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<td>TERTIARY EDUCATION FACILITY</td>
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<td>GOVT MINISTRY/NON ORANGA TAMARIKI</td>
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<td>IWI SOCIAL SERVICES</td>
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<td>HEALTH PROVIDER NON-DHB</td>
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<td>PRIVATE PRACTICE &amp; EMPLOYED</td>
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### Membership by Branch

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<td>TAITOKERAU(RECESS)</td>
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<td>TAURANGA MOANA ROOPU</td>
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<td>WHANGANUI</td>
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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.

Creative, Inspiring and Respectful
A client-centred process of discovery and disclosure 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 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

www.InteractiveDrawingTherapy.co.nz
Email: info@InteractiveDrawingTherapy.co.nz

IDT - Powerful Tools for Counsellors & Therapists
Dr Leah Giarratano: Treating PTSD 2018-19 Training Dates

2018-19 Trauma Education
presented by Dr Leah Giarratano

Leah is a doctoral-level clinical psychologist with 23 years of clinical and teaching expertise in CBT and traumatology

REGISTER OR PLAN NOW TO SAVE ON THE FEE

Two highly regarded CPD activities for all mental health professionals: 14 hours for each activity. These workshops are endorsed by the AASW, ACA and ACMHN

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
(minimum numbers must be achieved by 30/4/19 for Darwin)

Clinical skills for treating complex traumatisation (Treating Complex Trauma)

This two-day (8:30am-4:30pm) program focuses upon phase-based treatment for 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.

15 - 16 November 2018, Sydney CBD
29 - 30 November 2018, Melbourne CBD
27 - 28 June 2019, Auckland CBD
15 - 16 August 2019, Brisbane CBD
29 - 30 August 2019, Darwin CBD
(minimum numbers must be achieved by 30/4/19 for Darwin)
5 - 6 September 2019, Perth CBD
12 - 13 September 2019, Adelaide CBD

Program fee for each activity

NZ Super Early Bird $550 AUD each when you pay more than six months prior.
NZ Early Bird $615 AUD each when you pay more than three months prior.
NZ Normal Fee $680 AUD each when you pay less than three months prior.
NZ Residents attending Australian workshops are charged a flat fee of $550 AUD each (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

ANZASW Registration form for NZ residents attending in Australia

Please circle the number workshop/s you wish to attend above and return a copy of this completed page via email.

If you wish to attend our NZ workshops, please register directly at our website

<table>
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<th>Name:</th>
<th>Dietary Requirements</th>
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<td>Type of card (circle one): Visa</td>
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<td>Cardholders Name:</td>
<td>Expiry (MM/YY):</td>
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<td>Card number:</td>
<td>CVN (last 3 digits on signature panel):</td>
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Credit card payment is preferred. Simply complete the information above, scan and email this page to mail@talominbooks.com

A receipt will be emailed to you upon processing. Note: Attendee withdrawals and transfers attract a processing fee of $66.

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