The assignment title was Social Work Advisor / Community Development Advisor for Grahamstown Area Distress and Relief Association (GADRA) in Grahamstown, South Africa.

Grahamstown is a colonial town where it is hard to see that there have been any changes since 1994 and the advent of the “new” South Africa. The structures in the town, and the way the community operated, seemed to be still very much shaped by apartheid. There are distinct white, coloured, and black areas of town and not much crossing of those boundaries. My nearly two years in South Africa was an education in colonialism.

GADRA was started by the good, white Christian women of the town 50 years ago to feed the hungry in the township and develop projects for the relief of poverty. When I arrived the organization was starting to move in a new direction, offering training for the adult blind.

My experience at working within the NGO sector in South Africa was that there is no lack of funding, in fact there is a steady stream of aid money coming from the West and from the South African Government for community development, especially programmes that can be linked to support those with HIV. What is lacking is capacity to plan programmes and implement them at ground level.

During my first few months at GADRA I observed that while in theory there were a number of projects running, in practice very little was happening day-to-day.

What is great about VSA assignments is that, in recognition that in many cases your original assignment description may not match the reality of the position on the ground once the volunteer is actually in position, you get a chance to review your assignment objectives after 3 months. After 3 months I rewrote my assignment objectives with more emphasis on community development rather than social work.

So what did I do?

- Monthly staff meetings (fortnightly would have been better but as the agency had never had staff meetings getting together on a monthly basis was all the manager could cope with)
- Administration systems
- Client files (they had none)
- Project planning meetings
- Goal planning
- Skills development

All the above was good social work practice but the most satisfying of all my achievements were the gardens. During my first few weeks at GADRA, when I was still trying to get to grips with the agency, the town, loneliness and a strange culture, I often drifted to the back of the buildings where Bongani, who is blind, was single handedly trying to clear some ground for a garden. We found that we shared a passion for growing things and soon with each of us with a spade the garden began to take shape. Over the next two years this project grew to include training other blind gardeners and establishing gardens at people’s homes in the township.

When I think back and analyze what were the most significant points along the path of the Blind Gardening Project I think of the installation of the garden tap. There was only one tap on site and that was over the kitchen sink. If Bongani wanted to water the garden, that was where he had to attach the hose. This was a major inconvenience to everyone else and always flooded the kitchen floor. Most people who used the kitchen were totally blind so there were safety concerns with a constantly wet floor.

“Let’s connect up a garden tap.”

I carefully explained to all who were interested how I thought we could do this. I had learnt by now that people need to “see” what needs to be done. This is the same if you are blind but you have to feel what needs to be done. I showed Bongani and a few others where I thought we could connect a pipe into the kitchen water supply and where we could switch off the water. This meant switching off the water to the clinic next door so the job would have to be done after hours. It was a simple example of solving a problem, planning a project, buying the materials and just doing the job and we can do this ourselves and learn skills along the way.

One Saturday morning, Francois and I put in the tap.

Another significant event was the building of Zweli’s fence. Zweli’s garden was one of the first we established in the township. He lived with his Mama in a one room concrete block house on a good sized section with beautiful soil, but the fences were too poor to keep out the marauding cattle and goats.

By this time I had established a solid team of keen gardeners, all blind, Bongani, Zweli, Vuyseka and Madoda. We measured up the site, bought our materials and then got everything on site and with the assistance of Vitalis, a Zimbabwean social work student on placement and Francois who were the eyes of the project, we built a fence. Half the local community stood on the road and watched with amazement as the Blind mixed concrete, dug fence post holes and strained wire. Zweli’s Mama supplied us with biscuits and cordial for smoko, which must have severely drained this family’s tight resources but her face beaming, she insisted. On my last visit, a few days before I left there was hardly a square yard of that section that was not growing vegetables.

A lot of my time at GADRA seemed to be teaching these practical skills. If something broke we set about fixing...
it right away. Everyone, blind or sighted learnt how to unblock a sink, attach fittings to a hose, build a fence, mix concrete and where all the local hardware shops were in town and who gave good advice. Project planning in action, work out what you want to achieve and work out what materials you need, how you are going to do it and the problems that might arise, then just roll up your sleeves and do it! Gardens, fences, paths, all achieved by working together and best of all, vegetables that fed families on very meager incomes.

When I left Zukiswa said “Don’t forget to tell people in New Zealand about us, tell them our names and who we are. Don’t forget.” How could I.

### Executive Director Update

The $20.00 Disciplinary Levy payable by non-registered social workers since 1 January 2010 has been questioned by some members. The levy was introduced as a means of mitigating the cost of complaint investigation and management. This is a cost that is hard to predict on a yearly basis. While members involved are covered by Indemnity Insurance, the ANZASW costs are met from the operating budget.

The agreement between ANZASW and SWRB is that complaints relating to registered social workers will be referred to SWRB for investigation. Registered social workers are required to pay a disciplinary levy of $90.00 per annum to SWRB. Complaints in relation to members who are not registered are investigated by ANZASW.

The cost of complaint management to ANZASW for the 2008-2009 year was $28,243.57. By February 2010, costs to ANZASW were $28,699.32. In making a determination if a complaint is upheld, a Complaints Resolution Panel or Whakawatea Facilitated Mediation Panel is bound by constitutional requirements which limit the contribution of costs to $5,000.00.

In an ideal world there would be no necessity for a disciplinary levy. In reality, there are always a few social workers who, for whatever reason, practice in ways that are clearly outside the Code of Ethics. Clients, and sometimes colleagues, bring this to the Associations attention which, in the interests of professional practice, creates an obligation to investigate the allegations.

The Social Workers Registration Board now offer a competency option alongside registration. It is not yet clear how this will impact on membership long term. The advent of registration in 2003 has contributed significantly to the increase in membership numbers which now stand at just over 4,000.

It is important that as an organisation there is a strategy for long term sustainability. One option being explored is providing professional body coverage for occupational groups such as support workers, youth workers and community workers. If this was to become a reality the challenge will be to build an organisation that is able to protect and value the unique characteristics of each workforce while at the same time recognising and strengthening commonalities. Once the preliminary investigations are completed information will be available to members.

Lucy Sandford-Reed
Executive Director

### President’s Comment

Tena Koutou Katoa

Nga mihi nui kia koutou katoa – Greetings to you all.

This year is certainly flying by as Easter features just around the corner and I am sure that we are all looking forward to this opportunity to take stock and maybe get in some quality time with loved ones during the break.

The ANZASW embarked upon the 2010 year with a day’s Governance training in January, with the very knowledgeable and highly esteemed Terry Kilmister. This training was very valuable in that it provided Board members the opportunity to really look at the role and responsibilities of governance and more importantly to have a shared understanding. I have found as President, or Chair, of the Board that to have a shared understanding of our roles and responsibilities is really important so that we are better placed to all be working towards the vision of the members of this Association in unity. One of the most valuable aspects of this training for me was to really grasp that the role of governance is to provide “oversight” “insight” and “foresight”. This understanding has certainly supported the Board to remain focussed and to use our energies in the things that we are actually accountable and responsible for. The Board really appreciated starting the year off with this training and we were, and are, very grateful that we were able to get Terry to do this for us as his background and expertise in the area of governance is internationally renowned and recognised so a big thank you to you Terry for not only providing us with this training but for your ongoing support to the Board since then.

I would also like to acknowledge and thank the Auckland Branch of the association who held their AGM on the 8th of February. The attendance of this meeting was fantastic and it was a privilege and a pleasure to have been invited to be a part of the meeting and to be given the opportunity to speak at the meeting. The Auckland Branch of the Association is naturally the biggest branch in the Association but more importantly what was obvious to me and my observations as an outsider of this branch, was the commitment and passion they have for their professional body. A big thanks to the Auckland Branch for your manaakitanga of Lucy and I on this day and I wish your branch a very successful and prosperous year. Ka nui te mihi mahana kia koutou.

In the month of February the Tangata Whenua Roopu Chairs had a teleconference to discuss issues pertinent to the Tangata Whenua membership. The Tangata Whenua Chairs have found regular contact amongst themselves and with T.W members on the board to be most effective in terms of keeping up communications and in terms of ensuring that their voices are
being heard from the roopu level. Whilst face-to-face or “kanohi ki te kanohi” is always the most ideal way to hui, we are also aware that this is not always possible, practical or cost effective. I would like to acknowledge the roopu chairs’ group for their commitment to the ANZASW kaupapa and for the leadership that each of you provide to your respective roopu, and I look forward to our next hui during the month of April. Maa te Atua e manaki koutou me tou koutou roopu hoki.

Finally, it is important to note that as an Association we are within a very challenging environment, as we now journey in a time with competition knocking at our door, coupled with employers who have the task of managing ‘fiscally tight’ budgets, which has the real potential to impact on future membership. These are real issues for this board as without on-going membership growth, it doesn’t take a rocket scientist to work out that future sustainability of the organisation could be in jeopardy. In order to mitigate this risk, it will require some collective creativity and commitment to the cause. I certainly look forward to being a part of future discussions, forums and activities within the Association that will seek to address this very important issue.

Ki te kahore he whakakitenga, ka ngaro te iwi
Without foresight or vision people will be lost.

No reira te whanau o ANZASW – Ka nui te mihi kia koutou katoa.

Awhiora Nia Nia

Kaipurongo

Tenatou katoa. He mihi tenei ki nga tangata katoa i awhina mai i tenei hui. He mihi mahana tenei ki te rangatira Turoa mo o mahi whakahiharihira i roto i tenei reanga hei whakapakari i te iwi Maori.

In March of this year I attended a two day meeting of the Competency Assessors/ Recertification Coordinators, in Wellington. It was a great opportunity for us to come together to connect and welcome newer Assessors/Coordinators to the whanau. The more recent arrivals to the whanau who attended this meeting for the first time came from Otautahi and Canterbury, Northland and Taitokerau and Waikato regions. As well as the welcome to new arrivals we had to farewell some colleagues who were stepping down from their role as Competency Assessor/Recertification Coordinators.

One in particular was Turoa Haronga – he graced us with his presence for one last time by joining us for dinner on the Friday night. Over the beautiful meal, people became nostalgic as they began to reminisce and share stories about long road trips where “all wrongs were put right” during the course of the car ride, if only the “action” from this kōrero was as easy to achieve. Turoa shared a few of his own journeys and stories in the Association.

Turoa spoke about the first group who were assessed in Tamaki Makaurau through the Niho Taniwha process which has paved the way for Tangata Whenua since then as they have a choice of process for competency. Although Turoa has stepped down from the roles of Assessor and Recertification Coordinator he still plans to remain an active Life member.

Turoa is the author of the Niho Taniwha Competency Assessment process. It is truly a landmark and a ‘taonga’ for the Association and words cannot fully express the depth of thanks I feel about this great gift he has given us.

Turoa finished his kōrero with this whakatauki:

“Ko te Amorangi ki mua, ko te hapai o ki muri. Te Tuturutanga mahi pono o te Maori Mana Mutuhake.”

“Let God be the spearhead, achievement will follow. This is true Maoridom in action.”

No reira i runga i lua kōrero. Tena koutou, tena koutou katoa.

Naku noa

Bella Wikaira

Social Work from Around the World

Social Work students from a private school in the North of France are reaching out to you as members of our Association for correspondence and even the possibility of creating a project together to open the communication between our countries. They are looking to further their knowledge and better their skills through their communication. If you are interested in talking with these students and providing information and/or feedback about your Social Work practice and Communities, please read the information below.

From the Students:

Hello, We are 8 post-graduate students in our early twenties! We study social and sanitary in maestris prépa, a private school. Our school is in the north of France, more precisely in Lille! The atmosphere is sympathetic and convivial in our group! We would like to learn and to know more about your Country, your customs and Association. What is your goal? What means do you use? How many people work in your workplace/community? What type of exchange would you like? With computer ( pen friend, blog website...), organising a travel?

Sincerely

Adeline, Axelle, Céline, Claire Marie, Cindy, Graziella, Lucie, Magalie, Marion

From the Teacher:

Hello, I’m an english teacher in France. I teach english to post-graduate students aged from 18 to 20 years. They are in social studies! I would like to find some people motivated to create a blog in English, or a Facebook page about social work, so that my students could speak English to them and exchange about their studies and life. Maybe it could lead to a travel or a project we could develop together for social work in both countries!

Please write to Adeline if interested or for further information!

Adelinewion@hotmail.com
The Evolving Specialist Multi-Disciplinary Team and Social Worker Competency

Introduction

The multi-disciplinary team (MDT) is rapidly evolving as a vehicle for effective care delivery. This is in response to the range of complex clinical and social issues it has to deal with. In its ideal state, the MDT is a model of service delivery in which health professionals work together in a team: they share a common philosophy of care, and they tailor care delivery to the needs of the individuals or population they serve.

The Mason Report (1988) argues for an MDT that operates an egalitarian process in a practice environment that encourages members of the core team to promote the health of the individual. The Royal Colleges of Physicians, General Practitioners, and Pediatrics and Child Health (2008) note that MDTs based in hospitals and in the community, help admission avoidance and enhanced discharge.

The Horn Report (2009) notes that the models of care in New Zealand remain largely unchanged, while the challenges facing health services have changed significantly. It argues that the complexity and chronic nature of much of the current-day health burden requires a greater emphasis on team work and continuity of care across community, primary and secondary care settings. The report affirms that the effectiveness and capacity of the health care workforce is maximized through multi-disciplinary team work.

In his address at the National Annual DHB Social Work Leaders Council Forum (2009), the Associate Minister of Health, the Honorable Peter Dunn, emphasized the need for greater devolvement of health care delivery to the community. He believes that social workers have a critical role in care delivery providing maximum benefits for clients, and families in the community. The Associate Minister favours Community Family Health Centres, with MDTs working holistically with complex needs clients, families and whanau.

Vulnerabilities of the MDT

The MDT, as a preferred service delivery system, is often prone to instabilities because of its multiple cultures, its dynamic nature and its capacity to generate tension and uncertainty in its members. A dysfunctional MDT re-enacts and reinforces the negative life experiences of the health consumer, and invokes anxiety and defensiveness among its members.

Social workers sometimes report a sense of alienation, disempowerment and marginalization, and this erodes their confidence and undermines their proper contribution to assessment, treatment, rehabilitation and prevention of illness or recidivism.

Failed MDTs have been the subject of public opprobrium whenever sentinel events occur in mental health services. There are challenges and opportunities for social workers in the new MDT practice environment that emphasise primary health and community focus to health care. At a global level, the discipline of social work transverses many areas of health and social welfare, and mental health has always been a focus of social work activity.

Social work graduates without specialized skills may be exposed to the demands of specialized MDTs. The expectation that they will learn on the job, without appropriate skills, is hazardous and risk-prone for the client, the service, the profession, the student, families, whanau and the community. There is evidence to show that social workers tend to be the most vulnerable practitioners in MDTs.

Competency to Practice

At the point of entering into specialised practice, the basic competencies for social workers should include:

- Being able to theorize about the possible presence of mental health factors in all presentations and how this relates to needs and problems encountered
- The ability to practice with self-awareness and confidence to acknowledge the reality and impact of mental illness, for individuals, families, the community - as well as the social worker
- Demonstrating a basic understanding of psychiatric diagnoses, causes, symptoms and treatments, as well as being basically familiar with the psychiatric vocabulary
- Ability to recognize when people are becoming mentally ill
- Showing a basic awareness of the need to promote mental health and of the social work contribution to the prevention of breakdown in a person’s mental health
- Applying a basic knowledge of mental health legislation and of mental illness in order to know whether, when, and how to consult others - including social work colleagues and medical personnel
- Understanding racism and discrimination in relation to mental health, and the care and treatment of people who are mentally ill
- Having an ability to work confidently, sensitively and respectfully with diverse populations.

P. Reg Orovwuje
Consultant Social Worker, Regional Forensic Services and Professional Leader, Mental Health Social Workers CCDHB

References


The National Institute of Mental Health in England (2005). The social work contribution to mental health services.

The Royal Colleges of Physicians, General Practitioners and Child Health (2008). Teams without walls. Published by the Royal College of Physicians, UK.

**Interest Group Updates**

**Chinese Social Work Interest Group**

With disappointment, we accepted the resignation of membership from Kefeng Chu an active member, and past chairperson of our group. He has moved on to join New Zealand Trade and Enterprise after several productive years with the NZ police. We wish him all the best in his new venture.

The Group will be holding its AGM on 14/03/10 in Hamilton. We will keep you posted with the outcome of the meeting.

For more information please contact Sue Wong on 09 369 0720 or email: sue.wong@pgfnz.org.nz

**Private Practitioners Interest Group**

Ongoing problems with ACC as acceptance of new claims has all but ceased under the new system. Many experienced members of our, and other Professional Associations, are refusing to accept new ACC work as it is felt it is unethical to label sexual abuse survivors with a mental illness diagnosis that will follow them for the rest of their lives-especially children and young people. One unfortunate result has been that clients are now presenting at community agencies for sexual abuse work

These agencies do not have the capacity nor the trained sexual abuse professionals to carry out the work, which is of concern. ACC has also offered contracts to DHB’s, not only to carry out diagnostic assessments but to monitor the work carried out by the counsellor. Again, DHB’s do not have the capacity to do this work and as far as we know, no DHB’s have accepted this contract. The biggest concern is that acute work ie. those who were sexually assaulted or raped recently, are still waiting to hear if they have an approved claim from as far back as November/December, when we know for optimum outcome immediacy of abuse counselling is paramount. We have continued to use the media to alert the public to these injustices. I have had a letter back from the Ombudsman enclosing a letter of apology from ACC for the unacceptable delays in releasing information requested under the OIA last year.

I attended a SCAG (Sensitive Claims Advisory Group) meeting Friday 12th March

There has been a glimmer of hope for the first time as the meeting was informed that ACC is not happy with the way the Pathway has evolved and asked SCAG for input into assisting ACC in “identifying the gaps”. We were not quite sure why they do not have an idea of this as the group has been extremely vocal in identifying these “gaps”, as have our members together with other Professional Body members both in the press and in communications to ACC.

ACC have finally agreed to our request to hold a hui on May 7 of SCAG, Toah-Nnest and the Taskforce to assist in identifying the “gaps” and provide ACC with ideas of how to overcome problems. We will also be presenting a trauma-based alternative to the DSM IV which ACC have agreed to consider.

In the meantime, please encourage clients who have been turned down to consider mediation or an appeal of the decision.

Cathy McPherson
cathy.mcperson@goalscentre.co.nz

**OTHER ANZASW INTEREST GROUP CONTACTS**

**Supervisors Interest Group**

Michael O’Dempsey, michael.odempsey@ihug.co.nz

**African Social Workers Interest Group**

Marcelle Lamont, marcelle.lamont001@cyf.govt.nz

**SWOT - Social Workers Out There**

Mathew Keen, swot@anzasw.org.nz

**Pasifika Social Workers Interest Group**

Sally Dalhousie, pasifikasw_intgrp@anzasw.org.nz

**Social Workers in Schools Interest Group**

swis@anzasw.org.nz

**Health & Disability Social Workers Interest Group**

hadig@anzasw.org.nz

**Filipino Interest Group**

Victor Viray, vmviray@yahoo.com

**Notes from NATIONAL SUPPORT TEAM**

**Our contact details:**

ANZASW Office
Street Address: Unit C, 375 Main South Road, Hornby, Christchurch 8242
Postal Address: DX Box WX33484, Christchurch
Phone: (03) 349 0190
Fax: (03) 349 0191
email: admin@anzasw.org.nz

**Reminder**

For those whose membership year ends 28 February 2010 - the membership subscription for the next 12 months is now due. A subscription notice and tax invoice is in the mail. Please note the changes and the disciplinary levy invoice, if you have any questions about this please ask. It is possible to pay by credit card, cheque, internet banking or automatic payment. Don’t forget to update the Association’s membership database information at the same time, including your current email.

If you have any questions about the Professional Indemnity Insurance, made available automatically through ANZASW membership, please contact the Association’s Insurance Brokers, ACM Ahlers Insurance Services - contact Iain McKenzie, email iain.mckenzie@acmahlers.co.nz or phone (04) 472 8710. Details about the Social Workers Legal Advisory Panel, a service that provides a panel of approved legal firms for advice on legal issues, can be found on our website - www.anzasw.org.nz
Life Member Profiles

Christine Menzies

The following is the citation written by Jonelle Galbreath, provided for Christine’s Life Membership. 27 November 2008

Christine began her foray into social work in 1978, when she was appointed as a Matron’s Assistant at the Boys’ Home in Dunedin. In 1979 she transferred to Invercargill as a Social Worker, employed by the then Department of Social Welfare. She worked at Social Welfare until 1981.

After having a period of time away from social work, and undertaking further study to become a lawyer, Christine returned to social work in 1992, when she was employed by Southern Health, working in the Aged Care sector. In conjunction with her employment, Christine also studied extramurally and gained her Diploma in Social Work in 1995.

Since her return to social work, Christine has had several jobs, all within social work. Her roles have varied over the years, as has her client base. Whilst work during the 90’s was primarily with aged Care, it would be fair to state Christine’s focus into the new Millennium has been child-focussed.

Initially Co-Ordinator and Social Worker in the Child Development Service, Christine became Practice Leader in the Southland office of Child, Youth and Family in 2001. Whilst this was a new role for Christine, her previous social work experience and her role as a member of the Invercargill Care and Protection Resource Panel meant she was well prepared and she quickly became an important addition to the staff of Child, Youth and Family.

One of the key tasks for Christine as Practice Leader was to inform and ensure best practice for the Invercargill Child, Youth and Family social work staff. Christine has been an excellent mentor and advocate for best practice. Her calm approach to matters and her ability to clearly outline her point of view, whilst having a willingness to listen and accept others viewpoints have been hallmarks of her work ethic and principles.

Judy Larking, Operations Manager Otago Southland, Child, Youth and Family, states Christine has demonstrated a commitment to professional development, including meeting her ANZASW responsibilities alongside her Child, Youth and Family commitments. In addition, Judy states Christine also demonstrated an absolute commitment to providing the best possible service to clients and staff members.

Since March 2008, Christine has undertaken a new position as Southland Area Manager of Special Education. While Christine has transitioned to Managerial positions, she has still retained her commitment to social work principles and practice.

After becoming a member of ANZASW in 1996, Christine has led by example and been an active Southland Branch member. Furthermore, she increased her responsibilities and commitment to social work by undertaking an executive member role in 2000.

Over the last eight years, while still working full time, raising a family, undertaking further tertiary study and being a member of other community committees, Christine has also had a number of key roles at the Executive level, including Secretary and Treasurer, and is currently Chairperson of the Tikanga Committee.

Therefore, we, the Southland Branch of ANZASW, have nominated Christine for Life Membership to ANZASW. It is our considered opinion Christine merits Life Membership to ANZASW, not for the number of years she has been a Social Worker, nor for the years she has been an active member of the Southland Branch of ANZASW, but because she has shown an absolute commitment to social work, its principles, and through her actions, has provided examples of professionalism for her peers.

John Dunlop

The following is the citation written on behalf of the Canterbury Branch, provided for John’s Life Membership. 27 November 2009.

John has been a member of ANZASW since 1989 and an active member of the local Branch since that time. He has taken both formal roles such as chairing meetings, representing Canterbury at National meetings and co-hosting Continuing Professional Development seminars, as well as informal roles such as promoting ANZASW to prospective members, supporting members in stressful situations and always providing sound ethical advice.

He has worked in social services for 35 years in Not for Profit organisations, Government agencies and in private practice. His spans of practice cover a wide age range from youth to elderly. His roles have included supervision, team building, facilitation, therapy, project and service management and service development. In addition to his work in New Zealand, John worked for one year in the United Kingdom and completed two rotations as a social worker in community development on Pitcairn Island in 2005/2006. John established the residential student unit in the late 1970’s and remains a student supervisor for Massey University.

John has contributed to social work in New Zealand through his participation at local and National level. He worked as the Competency Assessor for the Southern region for 9 years - the largest geographically and numerically at that time. John wrote the recertification process and chaired the Recertification Committee when it was based in Christchurch.

He also co-authored the major review of ANZASW’s Competency Assessment with Sonya Hunt in 2001. On two occasions he has filled in for ANZASW between Executive Office appointments.

John was an inaugural Board member of the Social Work Registration Board at a time when the foundations for regulation of the profession was being developed. He brought to this role the strong principles, ethics and heritage of the many years ANZASW spent advocating for registration. John balanced the competing demands of remaining a member of a Crown Entity without compromising his integrity to promote the highest professional standards.

Throughout his broad work experience John has constantly demonstrated an ongoing commitment to the ethics and professional standards of social work of the highest order. His paid voluntary work always focuses in and promotes excellent practice and always ensures that services are client-centred and responsive to their needs. His practice is professional, respectful and empowering.
John is always willing to step up at times of crisis and assist in any way he can to ensure systems are maintained in an appropriate way.

He has been a mentor to many social workers, an advocate for social work and a very supportive colleague.

**Canterbury Branch meeting for John Dunlop**

On 9 March, 2010, members of the Canterbury Branch of ANZASW gathered to host a special evening in honour of John Dunlop who was formally awarded Life Membership at the 2009 Annual General Meeting.

We were especially delighted that John’s wife, some family members and a number of other Life Members from the branch were able to join us in this celebration and recognition of John’s service and commitment to the profession.

John recognised the role his family had played in both his choice of career and also in the understanding he has received from his family as professional responsibilities had taken him away from them on occasions.

In addition to the formal presentation, a number of members spoke in recognition of John’s social work career, his professionalism and his willingness to support the professional body as well as individual members in whatever way he could. John’s demonstration of social work values, ethics and skills are an exemplar and role model for us all.

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**SUPERVISION - COURSE 1**

Christchurch

Facilitated by Margaret Morrell

Dip. Social Work. MANZASW. Registered Social Worker

July 21-23 2010 (9-3.30 each day)

This workshop suits social workers and other professional practitioners who want to start supervising, and experienced supervisors who want to learn about models and frameworks for supervision. The workshop covers:

- Definition, purpose, benefits and components of supervision
- The Supervisor’s “tool box”
- How to promote reflective practice in supervision sessions.
- How to establish and maintain a positive supervision relationship.
- A practical guide to the negotiated agreement or supervision contract.
- The 5-Eyed Supervisee – engaging your supervisee in supervisory discussions
- How to manage ethical dilemmas in supervision.

Cost: Early bird: $450 (GST incl) Register and pay by June 1st. After June 1st: $480

For more information/to register, email: margaret.morrell@clear.net.nz

Visit Margaret’s website at www.margaretmorrell.co.nz

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**Competency Workshops**

**Tamaki Makaurau/Auckland**

All held at St Lukes Community Centre, 130 Remuera Road, Remuera. Behind the Church. 1-2pm Panel Members workshop. 2-3.30pm Pre Competency Workshop. No bookings required, just come along to the appropriate one. Contacts Bella Wikaira or Sarah Alden, see assessor information.

Thursday May 27th, Friday July 30th, Thursday September 30th, Friday November 26th.

**Northland/Tai Tokerau**

Dates: Thursday 29 April (Liz), Friday 25 June (Soro)
Thursday 26 August (Liz), Friday 29 October (Soro)
Time: 12.00pm – 1.00pm
Venue: Parent and Family Counselling, 25 Otaika Road, Otaika, Whangarei. No booking required
Contacts:
Liz Cassidy-Nelson, liz@parentandfamily.co.nz; (027) 4388852
Soro Ramacake, soro.ramacake@xtra.co.nz; (027) 453 3504

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Thank you to those who have supplied the information for these Life Members. It is much appreciated.

If you would like to know more about Life Membership and/or the Life Membership Nomination process please contact us at admin@anzasw.org.nz
NoticeBoard Deadlines
The deadline for notices, contributions and advertising bookings set for the next two issues of NoticeBoard are:

Monday 17 May for June issue
Monday 19 July for August issue

Please diary these dates so that deadlines can be met and so that NoticeBoard can be delivered to members as near to the first week of each month as possible. Any corrections to these listings, as well as any updates about special events or advertising inquiries, should all be sent to admin@anzasw.org.nz

ANZASW Meetings & Hui
Note: If members do not give their email address on the members detail report when they join they cannot be added to our regional email database and hence will miss out on emails and local news. Also, a reminder that if you are not receiving local notices or panui please contact the local ANZASW Contact, as listed.

GOVERNANCE BOARD
The ANZASW Governance Board are scheduled to meet on the following dates:
- 28 April Teleconference
- 29 May Meeting
- 30 June Teleconference
- 17 July Meeting
- 01 September Teleconference
- 28 September Meeting
- 27 October Teleconference
- 26 Nov AGM
- 27 Nov Meeting

ROOPU
All roopu extend a warm invitation to current and prospective social workers to attend roopu hui. We continue to enjoy our hui and the korero, awhi and whakawhanaungatanga regarding the mahi that our members are involved with in our community. Venues are often moved around the agencies to assist members to attend hui.

Tamaki Makaurau
(Meets last Thursday of the month)
Contact: Chairperson, Sandy Tito Evans, sandyt@xtra.co.nz (please note new email address)

Waiariki
Contact: Hariata Kohunui, kohunuih@waiariki.ac.nz

Te Roopu O Te Tairawhiti
(Meets last Tuesday of the month)
Waea: Te Rina Timutimu, terina.timutimu@nph.org.nz

Te Whanau O Rongokako
(Now meets bi-monthly)
Contact: Rawinia Hape, (06) 870 4779 ext855 or (027) 234 3866, or email to rawinia.Hape@toh.iwi.nz or rawiniahape@xtra.co.nz

Kahu Ora Ki Wairarapa Roopu
Topic: Meet quarterly, every 3rd Tuesday of the month
Venue: 12pm CYF office
First meeting in February then quarterly
Contact: Lesley Wynyard, lesley.wynyard003@cyf.govt.nz

Manawhenua
(Meets first Thursday of the month)
Chair: Thomas Ngaruhe, thomas.ngaruhe004@cyf.govt.nz
Contact: manawhenuaroopu@gmail.com

BRANCHES
All branches warmly welcome new, provisional, intending and existing ANZASW members and interested social workers to their meetings.

Auckland
Next Meeting: Tuesday 11th May, Time TBC
Venue: Disability Resource Centre, 14 Erson Avenue, Royal Oak
Topic: TBC
Contact: Natasha Hofmans (Chair), n.hofmans@manawa.net.nz and 021 234 3054 or Bernice Tyree (CPD Co-ordinator), bernice tyree@xtra.co.nz 027 202 1843

Bay of Plenty
Next Meets: Thursday 10th June 10am-12pm
Venue: Disability Resource Centre, 143 King Street Whakatane
Guest Speaker: Merepeka Raukawa-Tait
Topic: A focus (to be decided) on Elder Abuse & Neglect
Other Info: Cost $10.00 limited to 50 people, refreshments provided.
Contact: Please email either waina.araroa@bopdhb.govt.nz or anne.kennedy@bopdhb.govt.nz to confirm attendance. Branch Contact: John Chand, john.chand@lakesdhb.govt.nz

The executive Committee meeting will follow straight after this, all members invited to attend and have input.

Canterbury
Next Meets: 23rd April 8:45am - 4pm (one day training)
Venue: School of Social Work and Human Services, Canterbury University
Topic: Elder Abuse and Neglect
Other Info: Costs - Members $50.00, Students $20.00, non-members $70.00. Lunch will be provided
Nexts Meets: Bi-monthly Forum 11th May 5:30-7pm
Venue: School of Social Work and Human Services, Canterbury University
Speaker to be advised
Contact: Paula Grooby, paulagrooby@hotmail.com or on (03) 942 4496 (home)

Hawke’s Bay
(Meets second Monday, every second month)
Next Meets: Monday 12th April 3:30pm
Venue: Education Centre - Hawkes Bay Hospital
Topic: Impacts on adult children who have family/fanau responsibility for elder family members: participant voices, cross-cultural perspectives and implications for social service practice and social policy
Contact: Mark Rolls, Mark.Rolls@hawkesbaydhb.govt.nz

Manawatu/ Wanganui
Manawatu
Contact: Joanne Briggs, joanne.briggs@midcentraldhb.govt.nz
anzasw.manawatwanganui@gmail.com

Wanganui
Contact: Trish Melling, (06) 348 1234 Ext 5763, patricia.melling@wdhb.org.nz
Nelson/ Marlborough

Nelson
(Meets third Wednesday of the month) (note change of time)
alistairm@psusi.org.nz or (03) 547 9350 xt717

Marlborough/ Wairau
(Meets fourth Thursday of the month)
Contact: Colleen Cox, phone (03) 578 4115

Northland
Next Meets: Wednesday 14th April
Venue: Te Puna Whaiora Childrens Health Camp, 436 Maunu Road, Whangarei
Guest Speaker: Sue Arnold, on the topic “There are good reasons to take a social work student" 
BYO Lunch, Tea and Coffee provided
Contact: Suzie.Munro@healthcamps.org.nz

Otago
Contact: Helen Burnip, helen.burnip@xtra.co.nz

South Canterbury
Next Meets: 14th April, 11:45am and then 12 May, 11:45am
Venue: Family Works, North Street, Timaru
Topic: April - Lucy Sandford-Reed on Competency
       May - Jacki Newton on the methodology for research into the need for a neighbourhood house in Marchwiel
Other info: BYO Lunch, tea and coffee provided
Contact: Karen Manson, karenfemmell@hotmail.com

Southland
(Meets second Wednesday of the month)
Next Meets: April 14th 5:15pm and May 12th at 12:15pm
Venue: Hospice Southland
Contact: Stacey Muir, stacey.moffitt@sdhb.govt.nz

Taranaki
2010 Meetings: 21 April, 19 May, 16 June 12-1pm
Venue: Boardroom, Manaaki Oranga, 36 Maratahu Street (Go up the drive and look for the Tui Ora entrance, the boardroom is just before on the left hand side)
Contact: Sarah DeSouza, sarah.desouza@tdhb.org.nz
NB: If you are not getting emails from ANZASW Taranaki Branch, it could be that you are not on our mailing list, or your details have changed. Please contact the Secretary, Sarah DeSouza at, sarah.desouza@tdhb.org.nz to update our records if that is the case.

Waikato
Next Meets: To be advised
Venue: To be advised
Contact will be made directly with members about up and coming events.
Contact: Narita Fletcher, narita.fletcher@slingshot.co.nz

Wairarapa
Next Meets: 23rd June 12-2pm
Where: CYF rooms
Topic: Soup Lunch, two groups will talk about their experiences of the audit process.
Contact: Frances Dearnley, mcccp@xtra.co.nz

Wellington
Contact: Caz Thomson, caz.thomson@ccdhb.org.nz

Electronic NoticeBoard

You can now receive NoticeBoard electronically. If you would like to receive the bi-monthly publication via email, instead of through the post, then you can do this through our website or email brogant@anzasw.org.nz

Please note that if you do decide to receive NoticeBoard electronically then you will not receive a copy in the post.
Summary of your views from the 2009 ANZASW Membership Survey

1472 members participated in the ANZASW Membership Survey in August 2009 – 79% completed the survey fully. The survey was undertaken in order to achieve a snapshot of members’ views on a wide range of issues. We are grateful to all those who participated and are following up on the issues raised.

The findings of the 2009 Survey were:

- 729 respondents who had contact with the Association within the last 12 months were generally satisfied with the help/advice that was provided to them. The help and advice provided by the National Support Team, Competency Assessors and Branch and Roopu contacts were consistently considered to ‘very helpful’ or ‘helpful’ (89% of responses).

- Membership of the Association is mainly for professional reasons (see graph). To strengthen my professional identity and connectiveness with social workers’ was the strongest reason for membership. Interestingly, 24% of respondents indicated that membership was related to fulfilling the competency requirement for the SWRB.

- To ‘promote ethical and professional standards for the Social Work profession’ and ‘establishing the Association as a primary source of social work Continuous Professional Development information’ were highlighted by 50% of respondents as their preferred priorities for the Association. In relation to CPD, respondents commented on issues such as the availability and the cost of CPD. Member commercial benefits and for the Association to be the central source for advertising social work vacancies were found to be lower priorities.

- Local branches and Roopu are seen as ways for ANZASW members to have an opportunity to network with their local colleagues and discuss local issues. Low levels of attendance however were recorded in the study. 410 respondents recorded that they attended a branch meeting in the last year. Of the Maori members responding to the survey, 77 indicated that they had attended a roopu meeting. Attendance, however, was found not to be an issue relating to the meetings themselves, but more a reflection of whether they were convenient in terms of location/timing and fitting in with a busy work/life schedule.

- Only 13% (176) of respondents indicated that they were members of an existing interest group. Encouragingly most respondents identified value in future participation of interest groups: areas of Child Protection and Mental Health being popular choices for future interest groups – see graph below.

- The change in the regularity of publishing NoticeBoard from monthly to bi-monthly editions was supported by approximately two thirds (64% - 874) of the respondents.

- The ANZASW website was used by 63% of respondents last year (895 members). On the whole, 85% of these respondents found the website easy to navigate and most found the information they were looking for.

- Widening the role of information provided by the Association to members was a common theme in the comments relating to the website and publications development. Articles that would help support social workers at the coal face, information on how others undertake their roles, signposting to relevant research and information sites were just a few of the suggestions on how these informative areas could be developed.

- There is clearly a genuine interest by members to participate in Association activities. Although not currently involved in Association activities, many members indicate their future willingness to do so. A common theme of many of the comments the survey captured was that social workers have busy lives with issues of personal time management and the convenience of the activities highlighted as barriers to participation.

- To increase participation, members told us that topic areas for meetings/CPD need to be relevant to their interests and alternative methods of communication/learning that are easily accessible and convenient to members be considered: possible options being e-groups, discussion boards along with networking opportunities.

- The role of ANZASW and the SWRB was raised by some members, pointing to confusion over roles of each body and comments regarding the high level of fees social workers have to pay for registration and Association membership. Also of comment was for the Association to be more active in pursuing a higher public profile for social workers and a stronger public voice.
Competency Service News

Tena tatou katoa,
Early into my “acting” role I have had the opportunity to spend time with most of the assessors of ANZASW, whose energy and passion for their role and their commitment to ANZASW was inspirational. They truly fly the flag for the profession well. Predictably there was a lot of discussion about the future of competency and comments will be sought from branches, roopu and members over the coming months. There may also be some piloting of new ways of working with Branches who have assessor vacancies at present.

Since the last NoticeBoard, Penny Salmond from Otago/Southland and Jane Brook from Wellington have resigned. Turoa Haronga, who has been the inspiration behind the development and delivery of the Niho Taniwha competency assessment process as well as being the local assessor for Manawatu, has also decided to pass the mantle on and the assessors had the opportunity to honour and farewell him at our assessor hui in March.

ANZASW thanks these three wise people for their dedication to the role over the years and we know their work has been valued by many who have experienced their aroha and whero at assessments.

For the Otautahi roopu, we are commencing a process to introduce Henare Te Karu, who has been trained as a Niho Taniwha assessor to undertake assessments in the South Island. We have now had eight people complete the initial paper-based assessment process and whilst applicants are often being asked to supply more detail, which would normally be gathered in discussion during the face-to-face process, it seems that it is providing a useful additional option for assessments, for those eligible. Current provisional members have an option of electing either face-to-face or paper based process for the initial process. Those opting for the paper-based process need to fill in the documentation specifically for it. It would seem that up to 50% of new applicants are opting for this process.

Ka kite
John Dunlop
Acting Manager Membership Services

Member Lists no longer in NoticeBoard

The Member lists that were published in NoticeBoard are now available for viewing on the website. They are located under Member Services and then Membership Info. There are separate lists there for New Members, Full Members, Recertifications and Addresses Unknown.

You will need to log-in to the website before you can view these lists, so if you don’t have a password or can’t remember yours please email admin@anzasw.org.nz to have it reset.
The Centre for Cognitive Behaviour Therapy provides the opportunity to develop knowledge and skills in this effective, efficient and empowering method of personal change. Training programmes build on the work of key CBT theorists such as Albert Ellis and Aaron Beck, and are open to social workers and other helping professionals.

Primary Certificate in Rational Emotive Behaviour Therapy
New in 2010: Interactive multi-media/video learning tool

CBT with Children & Families
An intensive one-day workshop that practices what it preaches (it’s fun)

Mindfulness
A two-day, in-depth hands-on training experience with a solid theoretical base

Anxiety
A one-day intensive on the treatment of all types of anxiety, from GAD to PTSD

May
Wellington

August
Hamilton

November
Christchurch

2010: A GOOD TIME TO UPDATE IN COGNITIVE BEHAVIOUR THERAPY?

Ask It Right: Assessing, Preparing and Supporting Adoptive and Foster Parents for the Journey Ahead
By Jayne Schooler

Thursday 3 June 2010
Auckland
Cost $90 incl GST, morning tea. Lunch not included.

This workshop is suitable for any professionals working with children whose early development has been compromised by trauma or neglect of any kind; social workers in foster care, permanent placements, adoption, care and protection, psychologists psychotherapists, or counselors working with such families.

To register: Email office@icanz.gen.nz or call (09) 623 9369. Venue depends on numbers, so please advise intention to attend early.

Hosted by APIAF (Asia Pacific International Adoption Forum & ICANZ (Inter Country Adoption NZ).

Further information www.icanz.gen.nz and www.jayneschooler.com

Johnella Bird is a counselling practitioner and co-founder of The Family Therapy Centre in Auckland, NZ. Johnella is also author of The Heart’s Narrative (2000), Talk That Sings (2004) and Constructing The Narrative In Super-vision (2006). Johnella has recently completed a new teaching resource of three DVDs and a workbook titled Constructing Narratives To Make A Difference (2008).

Talk That Sings: Extending The Narrative Tradition
April 12, 13, 15 & 16

Throughout this workshop I will draw on examples of individual, couple and family work. I will demonstrate those practical skills that enable us to discover people’s resources, strengths and abilities while also incorporating their struggles, disappointments and despair.

Over this week participants will become familiar with the following:
• Finding and utilising people’s resources.
• Developing questions that effectively research people’s experience.
• Noticing and utilising change-making possibilities.
• Using direct experience to extend personal narratives.
• Holding new discoveries in a narrative form, e.g. summarising and letters.

Working With Couples: We Talk, We Listen, But Do We Understand?
June 14 & 15

How do we assist people to address serious concerns such as, significant betrayals of trust, long-standing conflicts, the impact of losses and grief, and the negotiation of change in relationships? In this workshop I will discuss and demonstrate a conversational process that allows people to step away from accusation in order to find new understandings and solutions to these difficulties.

OTHER WORKSHOPS
Vital Reflection: A Tool For People Working with People - July 9
Creating Storylines In The Here And Now: Working With Individuals - July 23
Advancing Therapeutic Conversations - Sept. 27, 28, 30 & Oct. 1
Extending Practice Through Super-vision - Nov. 5

Workshop details can be found at www.heartsnarrative. cc or contact Jill Kelly (09) 624.1845 email: edgepress@xtra.co.nz
The value of ANZASW’s Indemnity Insurance

Have you ever wondered what value there is in the Indemnity Insurance that forms part of membership of ANZASW? Below is some general information provided by ACMAhlers, our insurance provider, which outlines the benefits.

Number of times the Legal Advisory Panel has been used
- AIG estimate as many as 50 enquiries per year are made to the Legal Advisory Panel. About 50% of these progress as notifiable incidents. The others are either not insurance related or not issues that are indemnifiable under the policy [i.e. employment issues].

Number of claims made
- We expect 20-25 notifications of claims this year (2010).
- 50% of notified claims come to nothing and are closed without significant action and solicitor payments of less than $1,000.

Value range
- When claims proceed, the average cost of defending an allegation is $7,000. 90% of claims are “defence costs only” and no award is made to the plaintiff.
- The largest claim paid under the Scheme was in the $70,000 to $75,000 range (in the last 2 years). Mostly defence costs, but there was an award element in the settlement.

Number of times other bodies are involved
- The most common associations re notifications are; Health & Disability Commissioner, Privacy Commissioner, Various Health Boards, ACC, CYFS

Types of allegations
- The most common allegations are; Breach of ethics or conduct, Breach of duty, Professional mismanagement/standards, Disclosure of information

So...’What do I get from my membership fee?’
“With Liability insurance we have found that we need to express to clients that allegations of professional misconduct can be made by any one at any time for any reason. A party simply needs to feel aggrieved or affected by an issue to bring a complaint. We have found when clients look to specific circumstances they start to respond with “that won’t happen to me”, but in reality they have no control over who or why plaintiff’s bring an action. Looking at specific circumstances also tend to galvanise clients towards claims involving errors or omissions. This is dangerous. As you can see from the above statistics there is no error or omission in most cases. 90% of claims are defended without awards to the Plaintiff, but at an average $7,000 cost per defence.

The strength of the insurance is in the containment of risk and knowing there is a professional and well-funded resource available to assist with the management and costs of unexpected liabilities. Because there is no limitation on the scope of possible allegations, members cannot control nor eliminate the nature and number of allegations that may be made against them. Therefore the benefit to members is in the transfer of this uncontrolled risk giving them the freedom to operate and deliver the best services to their clients, without undue concern over the contingent liabilities that they could be creating by the provisioning of those very services.”

“Because the cost of the insurance is included within the ANZASW membership fee, members are able to achieve this transfer at cost and in ways that are not available to non-members”.

ANZASW Complaints process
The table below reflects the expenses (GST excl.) that have been incurred by ANZASW in relation to complaints resolution.

<table>
<thead>
<tr>
<th></th>
<th>2008/2009 (01/07/08-30/06/09)</th>
<th>2009/2010 (01/07/09-28/02/10)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12 months</td>
<td>8 months</td>
</tr>
<tr>
<td>Convenor’s fee/other expenses</td>
<td>$2785.00</td>
<td>$2303.79</td>
</tr>
<tr>
<td>Legal Fees</td>
<td>$25458.57</td>
<td>$26395.53</td>
</tr>
<tr>
<td>Total</td>
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<td>$28699.32</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2008/2009 (01/07/07-30/06/09)</th>
<th>2008/2009 (01/07/09-28/02/10)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12 months</td>
<td>8 months</td>
</tr>
<tr>
<td>Complaints Received</td>
<td>9</td>
<td>11</td>
</tr>
<tr>
<td>Complaints Investigated, no further action</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Complaint received, non-member</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Complaints referred to SWRB</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Complaints referred to employer in the first instance</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>Complaints currently under investigation/to be formalised</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Complaints upheld</td>
<td>1</td>
<td>1 (07/08 complaint)</td>
</tr>
</tbody>
</table>

Please refer to the ANZASW website www.anzasw.org.nz for further information on Indemnity Insurance, as well as the contact information for the Legal Advisory Panel. A member’s log-in ID and password will be required and can be obtained either via the website, or by email to admin@anzasw.org.nz.
LONDON CALLING

2-3 Year Social Work contracts in London (Sponsorship/Visa service provided)

The Synergy Group are excited to be recruiting Children and Family Social Workers from New Zealand for the London Borough of Southwark (Family Support Team). Interviews will be taking place in Auckland and Wellington from 24th - 29th May (travel expenses will be reimbursed).

The London Borough of Southwark boasts outstanding retention rates of staff due to exceptional training, support and development opportunities.

Benefits include:

- NZD 4297 Welcome Bonus on arrival (£ equivalent)
- Highly competitive salary: NZD 63537 – 83223* (£ equivalent)
- Minimum 25 days holiday + 8 public holidays per year
- Child Care Voucher Scheme
- Gym Membership
- Car Allowance
- Season Ticket Purchase
- Contributory Pension Scheme

If you hold a Social Work degree, have experience working in child and family social work and would like to experience living and working in London, please contact Rachel Davis with a copy of your current CV: rachel.davis@synergygroup.co.uk or visit our website at www.synergygroup.co.uk/southwark for further information.

*Salaries correct at time of going to print.

FANCY A FRESH START IN 2010??

YOUR SECRET IS SAFE WITH US!
WE ARE CURRENTLY SEEKING SOCIAL WORKERS FOR VICTORIA AND THE UK
DON’T DELAY CONTACT US TODAY!!

www.nzswrecruit.co.nz, 06 3555 294
New Zealand Social Work Recruitment Ltd

WORK AT WITT...

The Western Institute of Technology at Taranaki based in New Plymouth, is one of New Zealand’s 20 polytechnics with 2,000 equivalent full time students and approx. 160 staff. We are currently recruiting for a part time or full time Social Work Tutor to join our team.

The purpose of the position is to deliver courses, up to degree level, in the Faculty of Health, Humanities & Māori. Subject areas include social work, human growth and development, psychology and sociology.

WE ARE LOOKING FOR SOMEONE WHO …
- is educated to masters level in Social Work
- is a team player with excellent communication skills
- has considerable social work practice (essential)
- possesses a working knowledge of the tertiary education sector
- has previous teaching experience (desirable)
- is proficient with Microsoft Office.

A job description and application form for vacancy 1005 can be downloaded at www.witt.ac.nz. Email applications tohr@witt.ac.nz.
UK = Work and Play

Reed Social Care have an enviable reputation for providing quality locums to the UK’s leading client base. We have ongoing contracts with a range of local authorities, councils, care organisations and private clients across the UK.

Reed Social Care specialise in the recruitment of qualified social workers from Australia and New Zealand. With over 20 years of experience, we have a wealth of knowledge and can make your transition as smooth as possible.

Our Australian-based consultants have all previously lived and worked in the UK and will provide expert advice on the whole process from visas, professional registration and police checks to bank accounts, accommodating and limited company pay schemes—dedicated to making your transition as smooth as possible.

Why Reed Social Care?
- 100% reimbursement of your GSCC (professional registration) fee*
- Free CRB (UK police check)*
- Australian & UK based consultants
- London based International Centre for support upon arrival
- HUGE variety of locum positions across England, Scotland & Wales
- Social events organised
- Totally FREE service

For a free information pack or to chat to one of our friendly consultants, please contact:
Phone: 1800 677 948 (Aus) or 0800 803 864 (NZ)
Email: gr.melbourne@reedglobal.com
Visit us online: www.reedglobal.com.au

$1,500 AD&D
All members are now covered by a $1,500 Accidental Death & Dismemberment Benefit, including $500 spouse coverage and a further $500 coverage on dependent children. This is an automatic membership benefit of belonging to ANZASW.

Members also have the option to increase their coverage an additional $10,000 which costs just $2 for the first year. Please complete and return the enclosed reply card to have an AIL representative deliver your AD&D Benefit and explain the additional $10,000 option. The AIL representative will also discuss additional supplemental insurance available. This is very important to you and your family.

www.ailnz.co.nz
Protecting Working Families

freephone 0800 894 121
mario@ailnz.co.nz

AMERICAN INCOME LIFE
insurancce company

in New Zealand
Postgraduate and professional development courses for social workers

Professional development is important so why not gain a qualification at the same time? It’s a chance for you to learn new skills and enhance your career and salary prospects.

Postgraduate Diploma in Health Sciences in Social Work
This programme is aimed at qualified social workers wishing to pursue postgraduate study in a health related field.

Postgraduate Certificate and Diploma in Professional Supervision
Ideal for practitioners who are seeking advanced skills in supervision or who are aspiring to take on leadership roles within health and human services.

New programmes proposed for 2011
Master of Social Work
Master of Counselling
These programmes are designed for advanced learning and professional development in the areas of social work and counselling and are subject to CUAP approval.

To find out more, come to our Postgraduate Information Evening

Wednesday 19 May, 5-7.30pm
Epsom Campus
Gate 3, 74 Epsom Avenue, Epsom
Presentation from 5-6pm in the Sylvia Ashton-Warner Library Seminar Room followed by information stalls and refreshments.

To register your attendance visit www.auckland.ac.nz/postgradweek

For more information contact:
Delia Matthias, Recruitment Advisor
+64 9 623 8899 ext 48640
d.matthias@auckland.ac.nz
www.education.auckland.ac.nz