



Noticeboard Kete

Aotearoa New Zealand Association of Social Workers
ANZASW

Issue #2

Hakihia / December/ 2011

Introduction

Welcome to the second ANZASW NoticeBoard Kete e-newsletter!

To follow the links (where there is member only access) you will need to be registered on our website with a logon and a password. If you need help/guidance please email us: admin@anzasw.org.nz

If you are having trouble viewing this e-Newsletter we need to know so please email: admin@anzasw.org.nz with the details & I will get back to you. If you are having trouble viewing the images in this newsletter there should be an option in your email browser to download images.

AND ... if your details have changed please email us admin@anzasw.org.nz

We hope you enjoy the read and do get back to us if there is anything you would like to add to our new NoticeBoard Kete.

President's Report 2011

Kia koutou

As I look in retrospect at 2011 and my first year as ANZASW President some very clear milestones and indicators that I would like to share. 2010 my acceptance of the presidency role and in hindsight I am able to see very much in a place of "unconscious incompetence". There was much I about the roles and the responsibilities of presidency and therefore ignorance, I was incompetent. We only know what we know and unless we choose to pursue a particular field of endeavour and risk exposure to inadequacy we remain in ignorance and undeveloped in our own potential. Therefore this year has been a challenging year of unveiling the unconsciousness, of working hard to learn and understand the role of chairmanship and to identify the primary issues and concerns impacting the Social Work sector and consequently the professional body. Growth in consciousness and knowledge precedes and underpins the responsibility to make competent decisions based on the collective direction indicated by the membership. If I had to do a self-analysis of my progression I would humbly assess that I'm consciously competent for the majority of the time and unconsciously incompetent at other times, still a work in progress.



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However, I eagerly look toward 2012 with the knowledge that ANZASW governance board is not a solitary 'waka', is not just about the president, but it's about a team, a group of people committed to a common goal. I thank the members of the board for their diligence, hard work and camaraderie throughout this past year as we have developed the trust and rapport so necessary at this level. I look at the new board and



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have confidence that we are a collective mix of the current social work industry sectors and anticipate robust, stimulating and thought provoking debate and discussion. Collectively we are more aware of the direction we want the 'waka' to head and the potential risks that exist, what we're up against externally and internally that will need careful navigation.

Bicultural Governance

The responsibility to ensure that we continue to grow the legacy and philosophy inherited toward biculturalism is another exciting challenge for the board. By its very nature biculturalism is still a process that is evolving in Aotearoa and we, the current board have been passed the baton of commitment to bicultural governance by our predecessors. There are still unanswered questions pertaining to biculturalism and we as a board need to arrive at some definitive decisions about what we deem to be an acceptable definition of this term. We need to do this to ensure that we continually fulfill our obligations to this core philosophy of ANZASW and the historical intention of the organisation. It is our responsibility to question our function as a bicultural organisation in all our practices and to ensure that we truly represent the interests, aspirations and concerns of our membership. Biculturalism, according to Ritchie (1992, pg. 6) *is the philosophy and process of ensuring that everything that is a part of contemporary life is viewed and considered through the lens of dual cultural understanding*. Dual understanding is a wonderful ideal but how practically achievable is it? We the ANZASW governance board will continue to explore and expand the boundaries of bicultural governance practice.

Public Relations

A point that has become increasingly obvious to the ANZASW governance board is the need for members to have the opportunity to interact and to connect to ourselves. We have become increasingly aware of the need to get out and visit the branches and roopu across the country and create board and membership interface. One of the factors that have informed this objective has been the success of recent visits to branches and roopu where members have enjoyed robust question and answer times with representatives of the board. This has been extremely helpful in terms of clarification of the differences and functions of the Social Work Registration Board and ANZASW.

We strongly encourage branches and roopu who would like to take advantage of this offer to please contact National Office and lodge your interest. Your board is excited to get out and support local initiatives and to spend time with membership whanau.

National Office

Many thanks to the team at national office for the amazing work you all do behind the scenes to keep the organisation running. The fact that the organisation runs so smoothly is hugely indicative of the work that you do. I wish you all a great Christmas and New Year, enjoy your break because you definitely deserve it. To the satellite staff, Robyn and Stephanie thank you for your continued commitment to ANZASW and enjoy the time with your families.



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Conclusion

Finally I would like to thank Lucy for her tireless dedication to her role. I know that it can be a thankless task but you continue to chip away regardless of the personal challenges that have confronted you this year. You have been a wonderful support to me and I have learnt so much even when we have disagreed. Lucy, I'm really excited at the prospect of 2012 and look forward to getting into the many projects we have discussed.

To our wise and wonderful kaumatua uncle Witariana, thank you uncle for protecting the mauri and wairua of our organisation. Enjoy your holiday with your mokopuna.

To our membership whanau, take care of yourselves and your whanau over the break. If you see me around please come and say hello, I'm open to eat at any one's bbq.

Mere kirihimete tatou katoa

Tauha Te Kani

Chief Executive, December 2011

It is hard to believe that it is now December. I look back and wonder where the year has gone. Certainly the Canterbury earthquakes and two major winter snow falls have made 2011 a trying year. I will take this opportunity to wish all of our members a happy and restful Christmas. For those of you who will be working our thoughts will be with you.



Recently I have been delivering seminars on the respective roles and functions of ANZASW and the SWRB. Many professions, for example, teaching, nursing, psychology and medicine, to name a few, have both a regulatory authority and a professional body. The regulated professions have a clear understanding that the regulatory body is about protection of the public while the professional body has the professional member as its focus. It is evident that after eight years of voluntary registration, many social workers remain unclear about the respective roles and functions of the two organisations. The opportunity to meet with social workers, both members and non-members has been beneficial in assisting to bring some clarity about the roles of ANZASW and the SWRB.

In the social work sector the Social Workers Registration Board's purpose is to protect the safety of the public by ensuring social workers are competent to practice and are accountable for their practice; to create a framework for registration; to promote the benefits of registration and enhance the professionalism of social work. Being a Crown Entity, the SWRB is accountable to the Minister of Social Development and Employment. Aotearoa New Zealand Association of Social Workers is an incorporated society with a wide range of objects that focus on the provision of member services, advocacy for members and promotion of professional and ethical standards for social work. As an independent body funded by member fees, ANZASW is accountable to the membership and is able to advocate for social workers, social justice and provide services for members. Potentially the benefits of being an independent



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professional body could be reduced or lost if regulatory and professional body functions were to be combined into a single organisation.

The Social Workers Registration Board has indicated that the outcome of the consultation on mandatory registration of social workers was overwhelmingly in favour of the mandatory registration of social workers. If this becomes a reality the protected title is likely become “social worker” rather than the present “registered social worker”. It is well known that social workers are employed in a range of roles and have a range of job titles other than social worker. In order to address this the Social Workers Registration Board has determined that *“practicing social work does not only involve direct interaction with clients but includes managing and/or supervising other social workers, teaching social work practice or theory and generally roles that utilise an individual’s social work knowledge, skills, values and ethics”*. There will be many conversations within the sector to clarify when a position is a social work role or is a role such as social service work or support work or is, for example, a high level policy advisory or managerial role.

A number of members have expressed concern about the potential for “social worker” to become the protected title. There is a sense that something will be lost by protecting the title ‘social worker’.

The current voluntary registration requirement contributes to confusion, as the title of social worker is able to be used by anybody, regardless of whether or not they are members of ANZASW or whether they have a social work qualification. A consistent theme I hear from members is that social work is ‘at the bottom of the heap’ and the ‘undermining / undervaluing of social work identity’. Another frequent comment is that employers ‘will use support workers because they are cheaper than social workers’. What mandatory registration has the potential to do is improve the professional identity and status of social work and improve public confidence in social work by removing any ambiguity about who social workers are and what their role is.

Thank you to all of the members who have taken the time to respond to requests for information on the submissions ANZASW has completed over the year. Your participation has meant that ANZASW is been better able to reflect the views of its members.

And finally, thank you to the National Office Team, Jacqui, Colin, Margaret, Fiona, Cinnamon, Robyn and Stephanie. You have all made significant contributions to the ANZASW operations and member services. You have been a great Team to work with.

‘He moana pukepuke, e ekengia e te waka’
A choppy sea can always be navigated



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AGM 26 September 2011

Special Thanks

Thanks go to the Waikato Branch for hosting both the AGM and the Board meeting, with particular thanks going to Skye Sloper who worked tirelessly to ensure that the Board and attendees were well looked after.



Figure 1 Powhiri

Board for 2012

- Tauha Te Kani – elected 2011 by the Tangata Whenua Takawaenga o Aotearoa and ratified by the AGM November 2011 (Te Roopu o Te Tairawhiti)
- Andrew Lynch – co-opted Nov 2011 for 2 years until Dec 2013
- Bella Wikaira - elected 2011 by the membership, unopposed ratified by the AGM November 2011 (Tamaki Makaurau)
- James Makowharemahihi - elected 2011 by the membership, unopposed ratified by the AGM November 2011 (Whanganui a tara)
- Janine Joyce – Otago
- John Dunlop – co-opted, Canterbury
- John White – elected 2011 by the Tangata Whenua Takawaenga o Aotearoa and ratified by the AGM November 2011 (Te Whanau o Rongokako)
- Merrill Simmons Hansen – Bay of Plenty
- Paula Grooby – Canterbury

- Witariana Mita – Kaumatua



Figure 2 Paula Grooby, Merrill Simmons-Hanson, Margaret Langley, Lucy Sandford-Reed, Tauha Te Kani, Bella Wikaira, Claudine Nepia-Tule



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Welcome to

- Andrew Lynch
- John White
- James Makowharemahihi



Farewell to:

- Claudine Nepia Tule

Claudine has served two terms on the Board in one of the Tangata Whenua Takawaenga o Aotearoa positions. In this time Claudine has championed the bi-cultural partnership within ANZASW and ensuring that the Tangata Whenua voice is strong within the Association. Thank you Claudine for your contribution to ANZASW.

Figure 3 Tauha Te Kani, Bella Wikaira, Claudine Nepia-Tule & Witariana Mita

Welcomes back to the Board are:

- Tauha Te Kani – Tangata Whenua Takawaenga o Aotearoa position
- Bella Wikaira – General membership position



Figure 4 Lucy Sandford-Reed, Tauha Te Kani, Bella Wikaira

Auditor

- Philip Gainsford has been appointed Auditor for the 2012/2013 year. He is a member of a member of the New Zealand Institute of Chartered Accountants, and is not a Member of the Association.



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Life Memberships

Congratulations to the two new Life Members of ANZASW, Mary Ann Baskerville Davies and Hanny Naus.



Mary Ann Baskerville & Nomination



Hanny Naus & Nominations

Special Interest Group

The establishment of the Christian Fellowship Interest Group was ratified by the AGM. The Convenor of the Interest Group is Liam Butler. Liam's contact details are: liam_peter_butler@hotmail.com.

[Click here](#) to view their web page on ANZASW's site.



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Proposed Constitution

After some discussion about replacing the current Constitution with the proposed constitution there was agreement that the proposed constitution should be discussed by Branches and Roopu. In accordance with the Standing Orders Section 8.5.8 a motion was put and carried to withdraw the

Motion: *That the existing ANZASW constitution dated 27 November 2009 be replaced with the draft Constitution attached to / embedded in the Notice of Motion No 6, effective from 1 April 2012.*



The proposed constitution is to be circulated to Branch, Roopu and Interest Group co-ordinators for further discussion and feedback by 31 March 2012.

The CE will be running a webinar for convenors to provide background information and rationale for the proposed changes.

Merv Hancock Lecture

Jo Hutchings delivered the 2012 Hancock Lecture following the AGM as there is no Congress being held in the 2011/2012 year. Jo reflected on her experiences in the 2011 Queensland Floods and the February 2011 Christchurch Earthquake. Of particular interest was her observation that the Queensland Government had a co-ordinated response to the flooding while the Canterbury response felt disjointed

So what are the Benefits of Indemnity Insurance?

ANZASW Indemnity Insurance coverage

As a member of ANZASW you have instant access to the Indemnity Insurance coverage arranged by the Association with its Insurance Broker, ACM Ahlers. Our comprehensive policy:

- Is tailored for social work
- Has automatic acceptance, on submission of annual declarations
- Is included in your membership fee
- Has an excess of \$500
- Offers discounted rates for additional optional cover

The policy also includes access to the Social Workers Legal Advisory Panel, a unique value added service which is now available to insured Social Workers. The service provides a panel of carefully handpicked and approved legal firms throughout New Zealand.



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Significant benefits of this unique service include:

Access to designated contact personnel of the panel firm selected for general discussions and informal advice:

- If you have been subpoenaed as a witness
- If a client has uplifted their file and intimates that they will claim against you
- On other professional issues relevant to claims or potential claims provided under the ANZASW member's policy

ANZASW Member's policy

As well as the core policy cover the additional benefits available through the ANZASW scheme represent real value to members, not the least of which is the independence it affords them in the event of a problem arising. Their employers, on the other hand, may not see this independence in the same light as it reduces the employer's control over the employee at a time when the employee might otherwise be particularly vulnerable and dependent on the employer. In fact the primary driving force behind the establishment of ANZASW's cover was a situation where two employee social workers were denied access to the employer's indemnity policy and had to face a claim over their professional competence unprotected by insurance.

The policy also offers:

1. The ability to mount one's own defense independent from the employer. Comment: Often enough in the event of a claim the interests of the employer and employee may be somewhat disparate.
2. Additional unique benefits – such as the cover for ethics hearings, daily allowance for court appearance, the free legal service.

For detailed information on Indemnity Insurance and other member services:

<http://anzasw.org.nz/member-services/indemnity-insurance/>

NB: For the same \$500,000 cover for a self-employed social worker category, the premium is \$595 incl. GST. This reduces to \$500 incl. GST if they are workplace employed. However, the policy doesn't have any of the special extensions and is more generic, so not tailored to Social Work. No Legal Advisory panel, no complaints process and no automatic acceptance etc; and a \$1000 excess.



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Membership Fees Review

ANZASW Membership fee review

At their September 2011 meeting, the ANZASW Governance Board reviewed and agreed a **new fee structure** for membership of the Association. Effective **01 April 2012**, the following fee structure will apply:

Fee Category	Income	Fee	Low income Rebate	Early Bird Discount	Payable with discount
Full Member (Category A)	\$40,000 +	\$315.55		\$31.55	\$284.00
Low Income Rebate (Category B)	<\$39,999.99	\$315.55	\$63.33	\$25.22	\$227.00
Provisional Year 1		\$147.78		\$14.78	\$133.00
Provisional Year 2 (Cat A)	\$40,000 +	\$315.55		\$31.56	\$284.00
Provisional Year 2 (Cat B)	<\$39,999.99	\$315.55	\$63.33	\$25.22	\$227.00
Non Practicing – non-earning, retired, overseas etc		\$145.55	\$0.00	\$14.56	\$131.00
Non-Practicing - earning		\$240.00	\$0.00	\$24.00	\$216.00
Non-Practicing Retainer (no services received)		\$55.55	\$0.00	\$5.55	\$50.00
Disciplinary Levy (Non Reg SWs)		\$20.00	\$0.00	\$0.00	\$20.00

Summary of Changes

- New Categories relating to non-practicing membership
 - *Non Practicing Earning* eg earning (distinct from those not working, retired, on parent leave etc)
 - *Non Practicing Retainer* eg those who wish to maintain links with the Association without paying for additional services
- The low income threshold has been increased
- Early Bird discount (available for the first 30 days only)



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Book Release: The Anger Toolbox



Our ANGER TOOLBOX handbook (2nd edition) was launched on Tuesday 15th November by the Commissioner for Children, Dr Russell Wills, at the Commission in Wellington.

This is very this practical handbook that's recently been extensively updated, extended and redesigned. It provides practical information and tools to help children and teens through angry times and is written for their parents, carers, grandparents raising grandchildren, family members and whanau, foster parents, schools and all those working with children and young people. It is packed full of helpful information, a wide range of anger management ideas to try, New Zealand support contact information, comments by NZ parents and specialists, wonderful photos and easy to follow diagrams.

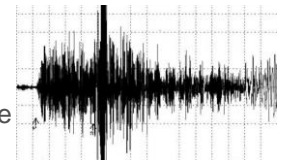
To buy a copy

Purchase online at www.skylight.org.nz/shop

or phone 0800 299 100

or email support@skylight-trust.org.nz

Book Release: Dealing with Trauma Special Canterbury Earthquakes Edition Booklet



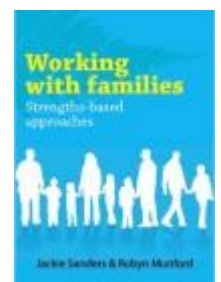
Familial Trust, in collaboration with Dr Annie Southern have worked together to publish a unique booklet to help those dealing with trauma. Annie explains many aspects of trauma, and uses the Canterbury Earthquakes as a case study to relate to the people of Christchurch.

To read some excerpts from the book: <http://www.familialtrust.org/events/dealing-with-trauma-booklet-excerpts>

Book Release: Working with Families -Strengths-Based Approaches

by Jackie Sanders & Robyn Munford

This edition continues a strong emphasis upon context, the cornerstone of effective social and community work practice. It covers the key areas of reflective practice, policy, management and leadership, approaches to support, and diversity. <http://blacksheepcreative.co.nz/fanmail/images/anzasw/working-with-families-flyer.pdf>





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Social Work Kete

What is World AIDS Day?



World AIDS Day is held on 1 December each year and is an opportunity for people worldwide to unite in the fight against HIV, show their support for people living with HIV and to commemorate people who have died. World AIDS Day was the first ever global health day and the first one was held in 1988.

<http://www.worldaidsday.org/>

Te Pou o Te Whakaaro Nui – The Impact of Lets Get Real

We have established a new way of working. We now work with services to ensure we target the products and services we have available to match their priorities. This involves partnering with services to assess needs, look at qualitative and quantitative data and then together design a programme to help address gaps they are looking to fill. It means that [outcomes information](#), [Let's get real](#), key performance indicators, [Knowing the People Planning](#), [talking therapies](#) and [sensory modulation](#) get targeted to the service's specific needs.

Social Work Practice Research Expo

CPIT and UC present a social work celebration of student and agency practice research. A project funded and supported by Ako Aotearoa, Southern Hub. This expo showcases industry practice research projects completed by students and field educators during 2011. <http://www.cpit.ac.nz/news-and-events/upcoming-events/events/social-work-practice-research-expo>

Volunteers roles in hospitals celebrated

Volunteers gifted nearly 33,000 hours to Waikato Hospital this year and many hundreds more gave their time to help patients and visitors to all Waikato District Health Board's hospitals and continuing care facilities.

<http://www.scoop.co.nz/stories/GE1112/S00014/volunteers-roles-in-hospitals-celebrated.htm>

Look after yourself and look after your mates

Operation Unite to target alcohol related harm in BOP. Members of Bay of Plenty Police will be out in force and joining their colleagues from around New Zealand and Australia this weekend in an effort to address alcohol related harm.

<http://www.scoop.co.nz/stories/AK1112/S00012/look-after-yourself-and-look-after-your-mates.htm>



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Jane Brook Resources

Resources which can be used with individuals or in building effective groups and programmes. They have a basis in strength based, narrative and CBT. Straight forward, yet I find highly effective in assisting people to label emotions and make change. Thank you for passing this email on to anyone who you feel will benefit from it.

<http://janebrook.co.nz/shop/>

Support for people with diabetes over the festive season

Need help with your Christmas planning if you have diabetes? Looking for the right present for your friends or family member with diabetes? If so, the Diabetes NZ Wellington Centre can assist.

“Christmas is a very busy time for people with diabetes and their families, it can bring added challenges. We offer advice and support service for our members in the Wellington area,” said Field Officer Peggy Bhana-Thomson.

<http://www.scoop.co.nz/stories/GE1112/S00024/support-for-people-with-diabetes-over-the-festive-season.htm>

New Technology Helps Older People Stay Independent

Bupa Personal Medical Alarms has launched new technology aimed at helping older people with dementia or other medical conditions stay in their homes for longer. As new medical alarm technologies continue to grow in popularity and peoples’ desire to stay at home longer increases, health and care company Bupa has invested in sourcing compatible technology to make staying at home easier.

<http://www.scoop.co.nz/stories/GE1112/S00020/new-technology-helps-older-people-stay-independent.htm>

Teens having babies – challenges and opportunities

New research undertaken by the Families Commission looks at the tough realities of teen parenting, busts some myths and says there are important steps we can take to provide greater support, choice and opportunity for young mums and dads.

<http://www.scoop.co.nz/stories/PO1112/S00074/teens-having-babies-challenges-and-opportunities.htm>