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- Continuing Professional Development
- Pre-Assessment Workshop Contacts
- Social Work Education
- Social Work Digital Resources
- PODSocs: Podcasts for Social Workers
President’s Report

Tēnā koutou

In recent weeks there has been a lively discussion about unionism on the ANZASW discussion boards and many members have contributed to this. It has been terrific to see such engaged debate about the role of unions and that of the Association in the professional lives of social workers.

From the posts it became evident that quite a few members had experienced difficulties in the workplace with many feeling under pressure to do increasingly more for less. Notwithstanding workload pressure, I have also observed there is a great deal of focus on the notion of reducing risk in the workplace. Practitioners are warned to minimise risk associated with media scrutiny, financial sustainability, practitioner safety and of course risk to the families we work with.

Within this fraught context where does the practitioner get their own wellbeing and professional concerns met? This is where the Association can and does already make a considerable contribution by providing avenues for professional development, forums for discussion, with systems to support members in the event of complaint or grievances. The Association has been increasingly active in making public statements to the media on issues relating to social workers and social issues. These statements are made to raise public awareness about the role of social work and the complexities we face in the practice environment.

Efforts to promote the notion of respectful relationships, particularly in regard to teamwork are a cornerstone of social work practice. In this year of the Association’s 50th anniversary it is timely to acknowledge and remember the efforts of our members past and present who have made a difference to the working conditions of social workers. I look forward to hearing and seeing more debate about key issues for you on the ANZASW Forums.

Na mihi nui
Jane Maidment

Chief Executive’s Report

Congratulations to the Otago Branch for a brilliantly organised event to commence the year of celebrating 50 years of ANZASW.

The event started with the planting of a kahikatea in Woodhaugh Gardens. Anaru Eketone presided over the planting ceremony.

Many of those attending the ceremony talked of visiting the gardens with clients as it provided a quiet and restful place to explore issues and to allow children to play.

It was therefore a fitting choice of location for the ANZASW C50 commemorative tree.

Otago have set the standard for celebratory activities so the challenge is on. We look forward to being able to advertise events round the country.
In the Report of the Inaugural Conference February 1964 Merv Hancock, the first President of NZASW, made some interesting observations, not least being that “an exciting time lies ahead for the New Zealand Association of Social workers”. I will reflect on Merv’s 6 key points and illustrate where ANZASW is positioned in 2014.

At this time the membership Committee has approved some 240 applications for membership and expected more following publicity. Membership currently stands at 3,467.

The National Council was urged to give central attention to the development of training for social workers. The State Services Commission offering two places to social workers from the NGO sector at the Tiromoana Social Work Training School was celebrated.

There are now seventeen tertiary education providers offering social work training programmes recognised by the Social Workers Registration Board, with many of these providers offering a four year programme.

The Association was a mechanism for providing forums for social workers to learn from the professional skill and insight from other colleagues. Many of the Branches regularly deliver professional development activities and National Office delivers a range of professional development seminars using webinar technology.

Research was identified as being central to the development of effective social work services. Over 2012 and 2013 ANZASW has received requests from 31 students and academics to approach members with invitations to participate in research projects. The research topics have been varied and cover a wide range of practice areas.

On professional standards Merv Hancock’s opinion was “no association of social workers is worth its salt unless its members train themselves in more adequate practice and methods and constantly scrutinise their activities”. He went on to suggest that more adequate standards would potentially lead to an increase in standing for social workers. Recently there has been some vigorous debate in the MY.ANZASW Forum about whether or not ANZASW should become a union in order to advocate for social workers in their workplaces. There are many factors that contribute to the “enhanced standing of social workers”. These factors include having a professionally trained competent and accountable workforce, mandatory registration, advocacy for the social work profession, assisting professionals and the public to clearly understand the role of professional social work and providing advocacy to social work professionals in the workplace.

The ANZASW Practice Standards and Code of Ethics are the foundation of the ANZASW competency assessment programme which encourages members to reflect on their practice at five yearly intervals. The peer review based process ensures that members are accountable to their peers for their practice. The move to the requirement to complete a minimum of 20 hours of CPD per annum with a focus on activities that enhance and develop social practice recognises that ongoing professional development is central to being a competent and accountable practitioner.

In relation to philosophy Merv stated “no social worker in New Zealand can assert that the Welfare State has removed the need for social action. It has only changed the nature and direction of it”. ANZASW continues to make submissions on legislative change and provide press releases on a wide range of social issues. This is an area where ANZASW could do even more. Members are encouraged to discuss social justice issues in the social justice forum within MY.ANZASW.

Finally Merv comments on world social work and the need for New Zealand to be involved. ANZASW joined IFSW in 1964 and has been an active player on the world stage since then. For the last 14 years Fiona Robertson has been...
Treasurer of IFSW. The following is from the citation from Rory Truell at the time Fiona was nominated for Life Membership of ANZASW:

As a key leader Fiona has been involved with many significant breakthroughs: the Israel nomination of Palestine into IFSW membership; visiting Zimbabwe at the beginning of its collapse, then at short notice arranging for a conference to be shifted elsewhere because of concerns for safety; representing social work at major international conventions of the United Nations, and driving strategies that ensure social work development funds are available to low income regions - just to name a few.

In addition Rose Henderson is the Secretary of The Asia Pacific Region of IFSW. Mark Hendrickson is the Asia Pacific Representative on the Board of IAASW and is a member of the APASWE Board.

The developmental journey since 1964 has been significant. It is still appropriate to be saying “an exciting time lies ahead for the New Zealand Association of Social Workers”.

Na mihi nui
Lucy Sandford-Reed

First Official Celebration of 50th Anniversary of the Professional Association 1964-2014

On Friday 21st February the Otago branch of ANZASW was privileged to be the first group of ANZASW members to celebrate the 50th anniversary of the Association. This was particularly significant for local members as ANZASW was founded in Dunedin in 1964.

We were delighted to welcome members of the 50th Celebration Committee as well as past and current members of the Association.

The celebration began with the planting of a kahikatea in the Woodhaugh Gardens. A mihi and a welcome were followed by messages sent by Merv Hancock and Howard Randall, both past Otago members who were unable to attend. A message was also read from the current ANZASW President.

The planting was performed by a past member, a current younger member and a member of the C50 Committee. All those present were then invited to contribute a spadeful to the planting.

The ceremony concluded with a karakia followed by nibbles and a chance to socialise with old friends.

In the evening a dinner was held which was well attended. Associate Professor Pat Shannon, a long time member and supporter of ANZASW who in the course of his career has mentored many social work students, spoke, as did members of the C50 committee. Many anecdotes about the Association from the early years were shared.

Jane Stark
Dunedin Branch
Kia ora koutou katoa
Greetings to all members

I have been in the Competency Coordinator’s role for just over six months now and the social work competency scene is rapidly changing. In August the SWRB initiated a policy change requiring the Assessor and one Panel member to be registered social workers. From 1 September 2014 the whole panel must be registered social workers. There are many times in a Social Worker’s life that the “competency” word comes up especially when your assessment is due. You may think we barrage you with reminders but believe me they are there for many reasons. Let us look at the process:

**Length of time it takes to assess a portfolio and why it takes this long**

Once your Provisional Membership is confirmed, you have within 12 months to complete your Initial Competency Assessment. When your portfolio is received by either snail mail in Christchurch or electronically, it is first checked by a staff member to ensure all components are included. If not, requests are made for the missing items. If Members are slow to respond then delays start to occur for all concerned. Completed portfolios are allocated to one of our Registered Assessors who have a 29 day timeframe to complete the assessment.

The same timeframes occur for Recertification which is completed every 5 years.

It is therefore crucial that you submit your portfolio with sufficient time for the assessment process to be completed by, or before the date your Certificate of Competency expires.

Can a Social Worker really claim to be well organised and able to prioritise workloads when their portfolio comes in 4, 3, or 2 weeks prior to expiry, thus leaving admin and assessors frazzled and short of time?

**Consequences for late submission, especially Registered Social Workers:**

**The Assessor:** When an Assessor is allocated a portfolio, they first review the portfolio, and assess the candidate’s Panel requirements. Then they arrange the Panel, liaise with the applicant, complete the Panel, write up the Assessment Grid and Outcome Letter and refer it to the Competency Coordinator for approval. Admin is advised and successful applicants receive a five year Competency Certificate which meets the requirements of the SWRB.

**The member:** If you are a Provisional Member, your portfolio is late or overdue, and you have not committed to a submission date then you risk being re-assigned to Non Practicing, or referred to the Office Manager for termination of membership.

If you are a RSW, when your Competency expires, so does your APC. There are no extensions. If you continue to practice without your APC, you are practicing illegally.

Advanced warning will be give to RSWs with Certificates of Competency expiring in July 2014 In order to be issued with a new APC these members must recertify by 30 June 2014. We will be
e-mailing this group of members round 1st April alerting them to the need to ensure they are recertified by 30 June 2014.

Failure to complete competency or recertification after reasonable follow-up and failure to honour committed extension dates can lead to termination of membership.

**CPD Logs:**

All practicing members are required to meet ANZASW’s minimum continuing professional development expectations of a minimum of 20 hours per year.

Clearly we need to ensure that members are using the most current CPD Log and that in assessing the Logs, Assessors take into account the SWRB requirements.

It is important to use the current version of the CPD Log and to ensure that all components are covered including:

- The skill and knowledge to be addressed is identified – ie why this particular piece of CPD now
- What the learning activity was
- Reflection on how learning influenced development of practice
- Relationship to Practice Standards
- Supervisor Manager feedback

The CPD Log, which came into being January 2014, is required from all our future applicants as it meets the requirements of the SWRB. In the interim, we will accept overall feedback and signoff, for those members who cannot track previous Supervisors/Managers.

All competency documents are available in both MY.ANZASW and OUR.ANZASW. The current CPD Log is available on the homepage of OUR.ANZASW under Quicklinks, Competency Assessment Documents, and here is the direct link: http://anzasw.org.nz/en/learning/topics/show/219-competent-practice

It is strongly recommended that members commence a new log each **year on the ANNIVERSARY of their certificate of competency** and add CPD details as they complete each activity.

**Will I have to re-do my CPD Log if it is on the old Form?**

No, you will not have to re-do your whole CPD Log, providing you include Practitioner Reflections on your learning & how the learning has influenced the development of your practice/standards. You will need to have your supervisor / manager provide feedback on your CPD Log in its entirety rather than on each CPD activity.

**I am applying for my Initial Competency; do I have to produce a CPD Log?**

Provisional members have 12 months to complete their initial competency assessment. So yes all initial applicants must complete a minimum of 20 hours CPD in their first CPD Log.

**I am returning to practice after a period of extended leave, how much CPD must I evidence?**

You will need to submit a CPD Log covering any period/s you have been working during the ‘life’ of your current certificate of competency.

Work is still being completed on revising the ANZASW Competency Questionnaire, in an effort to make it more streamlined and attractive. Watch this space!!
Update from the Social Workers Registration Board: Practising Certificates

The Social Workers Registration Board was recently provided with a legal opinion from Crown Law\(^1\) after advice was sought on the interpretation of section 25 of the Social Workers Registration Act 2003 and in particular the meaning of the phrase “employed or engaged as a social worker”.

**25 Practising registered social workers to hold practising certificates.**

No registered social worker may be employed or engaged as a social worker unless he or she holds a current practising certificate.

In essence the legal opinion considered that a registered social worker is “employed or engaged as social worker”, and is therefore required to hold a current practising certificate as per section 25 of the Act, if he or she:

- is mentally engaged with casework decisions at any level; **and/or**
- in the context of performing his or her role, expressly or implicitly holds himself or herself out a registered social worker, or is held out in that way by his or her employer or colleagues.

When the Social Workers Registration Act was being drafted a decision was made not to try to define social worker as social worker is not a standardised position title. It was therefore not considered tenable for section 25 of the Act to be interpreted to apply only to those people with the position title of “social worker” as such an approach would potentially lead to the inconsistent application of the Act throughout the profession.

Crown Law considered that the phrase “employed or engaged as a social worker” concerns positions and roles in which registered social workers are engaged with casework decisions in some way. That is not to say that a registered social worker needs to be the primary casework decision-maker to be “employed or engaged as a social worker”. Nor does it suggest that direct contact with clients is required. In order to fall within this core meaning, some engagement with casework decisions made about individual clients is necessary, be that engagement in the context of a ‘front-line’ role, or in a supervisory, mentoring or managerial capacity. Interpreting the concept in this way ensures that it has a direct nexus with the Act’s purpose of protecting the safety of members of the public.

This advice is welcomed by the Board as this supports the view that practising 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.

If you are a registered social worker and are unsure of whether your role requires you to hold a practising certificate, or your employer does require you to hold a practising certificate, you should contact the SWRB office to ensure that you adhere to the legislative requirements of section 25.

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\(^1\) The Crown Law Office provides legal advice and representation services to the government in matters affecting the executive government, particularly in the areas of criminal, public and administrative law.
IFSW Global Definition of Social Work

The Executive Committee of IFSW and the Board of IASSW have agreed that the review of Global Definition of Social Work has been completed and a new proposed definition will be presented to members of both organisations at the General Meeting/Assembly in Melbourne July 2014.

The ANZASW Representatives at the IFSW General Meeting will be voting in support of adoption of the revised definition of social work.

If you have any comments you wish to make please e-mail lucysandford-reed@anzasw.org.nz

Update on the Review of the Global Definition of Social Work
6 February 2014

The Executive Committee of IFSW and the Board of IASSW have agreed that the review of Global Definition of Social Work has been completed and a new proposed definition will be presented to members of both organisations at the General Meeting/Assembly in Melbourne July 2014.

The IFSW Executive Committee wishes to extend its thanks to the many member organisations and social workers from throughout the world who took part in this extensive review process. IFSW also expresses its appreciation to our sister organisation IASSW for co-facilitating the process and for always being ready to work to find solutions to what was a very complex task. We would also like to acknowledge the considerable work of the many volunteers and secretariat members who have carried out the day-to-day facilitation of the review on behalf of the Executive Committee.

We are delighted that the consultation process has led to a new proposed definition which we believe builds upon the current one and demonstrates the evolution of the profession.

The IFSW General Meeting will be on the 6th and 7th July 2014 in Melbourne.

**Proposed Global Definition of Social Work**

“Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing.

The above definition may be amplified at national and/or regional levels”.

**COMMENTARY**
The commentary serves to unpack the core concepts used in the definition and is detailed in relation to the social work profession’s core mandates, principles, knowledge and practice.

**CORE MANDATES**
The social work profession’s core mandates include promoting social change, social development, social cohesion, and the empowerment and liberation of people.

Social work is a practice profession and an academic discipline that recognizes that interconnected historical, socio-economic, cultural, spatial, political and personal factors serve as opportunities and/or barriers to human wellbeing and development. Structural barriers contribute to the perpetuation of inequalities, discrimination, exploitation and oppression. The development of critical consciousness through reflecting on structural sources of oppression and/or privilege, on the basis of criteria such as race, class, language, religion, gender, disability, culture and sexual
orientation, and developing action strategies towards addressing structural and personal barriers are central to emancipatory practice where the goals are the empowerment and liberation of people. In solidarity with those who are disadvantaged, the profession strives to alleviate poverty, liberate the vulnerable and oppressed, and promote social inclusion and social cohesion.

The social change mandate is based on the premise that social work intervention takes place when the current situation, be this at the level of the person, family, small group, community or society, is deemed to be in need of change and development. It is driven by the need to challenge and change those structural conditions that contribute to marginalization, social exclusion and oppression. Social change initiatives recognize the place of human agency in advancing human rights and economic, environmental, and social justice. The profession is equally committed to the maintenance of social stability, insofar as such stability is not used to marginalize, exclude or oppress any particular group of persons.

Social development is conceptualized to mean strategies for intervention, desired end states and a policy framework, the latter in addition to the more popular residual and the institutional frameworks. It is based on holistic biopsychosocial, spiritual assessments and interventions that transcend the micro-macro divide, incorporating multiple system levels and inter-sectorial and inter-professional collaboration, aimed at sustainable development. It prioritizes socio-structural and economic development, and does not subscribe to conventional wisdom that economic growth is a prerequisite for social development.

PRINCIPLES

The overarching principles of social work are respect for the inherent worth and dignity of human beings, doing no harm, respect for diversity and upholding human rights and social justice.

Advocating and upholding human rights and social justice is the motivation and justification for social work. The social work profession recognizes that human rights need to coexist alongside collective responsibility. The idea of collective responsibility highlights the reality that individual human rights can only be realized on a day-to-day basis if people take responsibility for each other and the environment, and the importance of creating reciprocal relationships within communities. Therefore a major focus of social work is to advocate for the rights of people at all levels, and to facilitate outcomes where people take responsibility for each other’s wellbeing, realize and respect the inter-dependence among people and between people and the environment.

Social work embraces first, second and third generation rights. First generation rights refer to civil and political rights such as free speech and conscience and freedom from torture and arbitrary detention; second generation to socio-economic and cultural rights that include the rights to reasonable levels of education, healthcare, and housing and minority language rights; and third generation rights focus on the natural world and the right to species biodiversity and inter-generational equity. These rights are mutually reinforcing and interdependent, and accommodate both individual and collective rights.

In some instances “doing no harm” and “respect for diversity” may represent conflicting and competing values, for example where in the name of culture the rights, including the right to life, of minority groups such as women and homosexuals, are violated. The Global Standards for Social Work Education and Training deals with this complex issue by advocating that social workers are schooled in a basic human rights approach, with an explanatory note that reads as:

Such an approach might facilitate constructive confrontation and change where certain cultural beliefs, values and traditions violate peoples’ basic human rights. As culture is socially constructed and dynamic, it is subject to deconstruction and change. Such constructive confrontation, deconstruction and change may be facilitated through a tuning into, and an understanding of particular cultural values, beliefs and traditions and via critical and reflective dialogue with members of the cultural group vis-à-vis broader human rights issues.

KNOWLEDGE

Social work is both interdisciplinary and transdisciplinary, and draws on a wide array of scientific theories and research. ‘Science’ is understood in this context in its most basic meaning as ‘knowledge’. Social work draws on its own constantly developing theoretical foundation and research, as well as theories from other human sciences, including but not limited to community development, social pedagogy, administration, anthropology, ecology, economics, education, management, nursing, psychiatry, psychology, public health, and sociology. The uniqueness of social work research and theories is that they are applied and emancipatory. Much of social work research and
theory is co-constructed with service users in an interactive, dialogic process and therefore informed by specific practice environments.

This proposed definition acknowledges that social work is informed not only by specific practice environments and Western theories, but also by indigenous knowledges. Part of the legacy of colonialism is that Western theories and knowledges have been exclusively valorised, and indigenous knowledges have been devalued, discounted, and hegemonised by Western theories and knowledge. The proposed definition attempts to halt and reverse that process by acknowledging that Indigenous peoples in each region, country or area carry their own values, ways of knowing, ways of transmitting their knowledges, and have made invaluable contributions to science. Social work seeks to redress historic Western scientific colonialism and hegemony by listening to and learning from Indigenous peoples around the world. In this way social work knowledges will be co-created and informed by Indigenous peoples, and more appropriately practiced not only in local environments but also internationally. Drawing on the work of the United Nations, the IFSW defines indigenous peoples as follows:

- They live within (or maintain attachments to) geographically distinct ancestral territories.
- They tend to maintain distinct social, economic and political institutions within their territories.
- They typically aspire to remain distinct culturally, geographically and institutionally, rather than assimilate fully into national society.
- They self-identify as indigenous or tribal.

http://ifsw.org/policies/indigenous-peoples

PRACTICE

Social work’s legitimacy and mandate lie in its intervention at the points where people interact with their environment. The environment includes the various social systems that people are embedded in and the natural, geographic environment, which has a profound influence on the lives of people. The participatory methodology advocated in social work is reflected in “Engages people and structures to address life challenges and enhance wellbeing.” As far as possible social work supports working with rather than for people. Consistent with the social development paradigm, social workers utilize a range of skills, techniques, strategies, principles and activities at various system levels, directed at system maintenance and/or system change efforts. Social work practice spans a range of activities including various forms of therapy and counselling, group work, and community work; policy formulation and analysis; and advocacy and political interventions. From an emancipatory perspective, that this definition supports social work strategies are aimed at increasing people’s hope, self-esteem and creative potential to confront and challenge oppressive power dynamics and structural sources of injustices, thus incorporating into a coherent whole the micro-macro, personal-political dimension of intervention. The holistic focus of social work is universal, but the priorities of social work practice will vary from one country to the next, and from time to time depending on historical, cultural, political and socio-economic conditions.

It is the responsibility of social workers across the world to defend, enrich and realize the values and principles reflected in this definition. A social work definition can only be meaningful when social workers actively commit to its values and vision.

Members Sought for Complaints Advisory Group

The Standing Orders relating to the Complaint Procedures of the Aotearoa New Zealand Association of Social Workers require the Chief Executive to appoint four Full Members of the Association with knowledge of ethics and professional standards to the Complaints Advisory Group [CAG].

The Standing Orders require that that at least two appointees are female, one is male and two are Maori. In making appointments the Chief Executive ensures a range of practice fields is represented on the CAG.
The Complaint Convenor is required to consult with any two, three or four members of the CAG (as the circumstances of the case demand) in determining whether or not a complaint has substance and proceedings should be commenced in relation to the Member concerned.

The appointment is for two years from 1 July 2014, and current appointees may reapply.

Applicants must have current competency certification, and if registered, must hold a current APC.

Service on the CAG assists Members in achieving the requirements of Practice Standard 10.

Interested Members should submit a written application to the Chief Executive outlining areas of practice experience and expertise no later than 30th April 2014.

**ANZASW Membership and Assessment Fees 1 April 2014 – 31 March 2015**

The following fees were approved by the Board 13 December 2013.

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<th>Fee Category</th>
<th>Income</th>
<th>Fee</th>
<th>Early Bird Discount</th>
<th>Low income Rebate</th>
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Key features of the fees are:

1. Early Bird payment and low income discounts are to be retained.
2. Evidence of income will be required in order to claim the low income discounts – this could include (NZAC Evidence of total income required - IRD Tax return, Summary of Income, letter from accountant).
3. The recertification fee, which was once a part of the membership fee, has been removed and is a separate charge once again. Taking into account fees already paid, initially this will be invoiced on a pro-rata basis, to members who opt to complete their Recertification assessment with ANZASW.
4. The general Annual Membership Fee has been reduced across the board.

Annual Membership invoices will be raised in March 2014.

If you do not want to retain your membership, please advise us in writing – jacquic@anzasw.org.nz
This will allow us to fulfil our obligations to the Insurer, assist with the planning involved in the pre-purchase of bulk items, such as Indemnity Insurance and have a record on your file of your intentions.

If you have any queries with regards to the fees please contact Jacqui Christian in the first instance. jacquic@anzasw.org.nz

Introducing Advance Care Planning (ACP)

Advance Care Planning (ACP) gives everyone a chance to say what is important to them when considering end of life care. It helps people understand what the future might hold and to say what treatment they would and would not want. It helps people, their families and their healthcare teams plan for future and end of life care through a process of discussion and shared planning that is focused on the individual and involves both the person and the health care professionals.
The planning process assists the individual to identify their personal beliefs and values and incorporate them into plans for their future health care. ACP provides individuals with the opportunity to develop and express their preferences for care informed not only by their personal beliefs and values but also by an understanding of their current and anticipated future health status and the treatment and care options available. The ACP process may result in the person choosing to write an advance care plan and/or an advance directive and/or to appoint an enduring power of attorney (EPA). If a person is identified as having strong views or preferences about medical treatments and procedures, they should be advised to consider completing an advance directive.

The value of the ACP process, however, lies not solely in these outcomes but in the conversations and the shared understanding that eventuate. This makes it much easier for families and healthcare providers to know what the person would want - particularly if they can no longer speak for themselves. Advance care planning discussions are an opportunity for health professionals to understand what is important to patients, what matters to them, and what makes life meaningful to them. This makes it easier for healthcare workers to make treatment and care decisions on their behalf, if and when the situation arises.

An advance care plan is the desired outcome of the ACP process. Ideally, it is documented rather than verbal and while this might be done on a form designed specifically for that purpose, it can be in any format. It should be accessible to current and future health care providers and to family/whanau members according to the person’s wishes. An advance care plan is not intended to be used only to direct future medical treatments and procedures when the person loses capacity to make their own decisions (becomes incompetent). An advance care plan can and should, however, be used to inform decision-making in this situation along with other measures such as discussions with the individual with an EPA (where one has been appointed) and with family/whanau.

Social Workers are encouraged to complete the level one ACP practitioner training by completing the free online training modules. The level one Advance Care Planning (ACP) e-learning modules are designed to give a broad introduction to the rationale, structure and process involved in initiating an ACP conversation with clients. The modules explore the different elements of the ACP continuum including Advance Directives, Enduring Power of Attorney and Advance Care Plans. Modules are interactive, contain patient stories and practical examples and certification is available.

To learn more about ACP, watch our film where two people recount their true stories of their Advance Care Planning Journey. For further information, or to complete the level one ACP practitioner training, visit our website at www.advancecareplanning.co.nz

The Resilience of the Resilience Concept: Do we mean what we think we mean?
By Carole Adamson

“When I use a word,” Humpty Dumpty said in rather a scornful tone, ‘it means just what I choose it to mean — neither more nor less.”

“The question is,” said Alice, “whether you can make words mean so many different things.”

“The question is,” said Humpty Dumpty, “which is to be master— that's all.”

“Through the Looking Glass” by Lewis Carroll
I am writing this piece in response to a concern that as a frequently used (and perhaps over-used) concept, ‘resilience’ is still a relatively vague term that is in danger of being watered down or captured by agendas antithetical to social work’s allegiance to social justice and human rights.

Resilience is a generational buzz-word, utilised equally to describe whole communities after earthquakes, organisations going through structural change and families facing adversity through domestic violence, poverty or forced re-location. Indeed, the concept of resilience demonstrates its evolution and adaptation over time (Bottrell, 2009), from the influence of psychology and personality theories through to systems thinking and into a constructivist era, by defining resilience first as a capacity that rests within an individual; expanding this to include relational and systemic dimensions of family and wider social context; and through to current perspectives that embrace notions of hidden strengths (Ungar, 2004) and socio-cultural interpretations (Ungar, 2008).

Social work has embraced the concept with fervour, reinforcing our strengths perspective, client-focused emancipatory practice, narrative approaches and the inclusion of indigenous world views. But I wonder if we use it a bit like ‘trauma’ or ‘strengths’, or as I have written about elsewhere, ‘supervision’ (Adamson, 2011), terms that have the potential to be so generalised or captured by ideological agendas that they lose whatever specificity or potency they may have had? How do we resist the concept becoming a one-size-fits-all comfort blanket that we all want to snuggle beneath?

The issue for me is not so much the reining in the meaning and use of the concept but the recognition of how it has morphed according to the purposes for which it is used, and how it can be captured and utilised by various agendas. As Humpty Dumpty says, the key to the meaning of any concept that we use is who uses it – if we define resilience just as the ability to withstand adversity, it does nothing to address the causes of the adversity in the first place. It may instead focus upon the ability (or the responsibility) of the individual to accommodate the adversity, and may reflect a neoliberal agenda of focusing on the capacities and compliance of individuals (clients, families, workers, communities and indigenous peoples) to accept a status quo of inadequate resourcing, inequitable conditions and political agendas that work against long-term wellbeing.
So how do we use it best in social work? We have to recognise that it is a relational, contextually-dependent and fluid concept. Its use is best optimised (I won’t use the Mr Dumpty’s suggestion that we ‘master’ words, he was a bit of an ‘egg’ when it comes to using gender-free language) through recognising social work’s core identity as a discipline and profession that spans micro and macro knowledge. We have a knowledge bias, as Payne suggested in 2001, from within which we can read the concept of resilience. Current research indicates that resilience is not unidimensional, neither in its origins nor in how we promote and sustain it (e.g. Bonanno, Westphal & Mancini, 2011): rather, there are multiple independent predictors of positive outcome that can entrench the concept within social work’s comprehension of complexity.

Resilience is not the product of a simple equation and we are enabled by the way we interpret wellbeing and positive outcomes to acknowledge that the demonstration of resilience is but one pathway of response out of adversity. I like the way in which Norris, Tracy and Galea (2009) chart pathways of recovery from stressful experience: describing resilience as a trajectory, they define it as demonstrating a sharp decrease after initially high stress reactions, in contrast to resistance (low and stable levels of symptoms), recovery (a slower decline of symptoms) and chronic stress responses.

Unpacking the concept like this allows for recognition that interventions in support of resilience cannot be a formulaic, one-size-fits-all process. New Zealand social work research too points to
resilience formed out of a multiplicity of individual, relational and contextual factors. In our research with experienced social workers and practice learning supervisors (Adamson, Beddoe & Davys, 2012), a matrix of factors contributing toward practitioner resilience was identified, suggesting again that a social work knowledge bias, incorporating individual, systemic and constructivist perspectives, strongly supports current definitions of resilience.

My argument is that by asserting the authenticity and viability of our social work perspective, we can combat the distortion and the de-contextualisation of the concept of resilience without losing its utility for strengths-based and structurally-informed practice.

Carole Adamson

References


He aha to mea nui o te Ao? He Tangata, He Tangata, He Tangata

Reflecting, Inspiring, Promoting, Affirming and Celebrating 50 Years of ANZASW

National Event: Friday 28th & Saturday 29th November 2014
Venue: Chateau on the Park, Riccarton, Christchurch

Friday 28th November 2014
Presenting contemporary practice and future directions for excellence in social work
ANZASW Workshop Symposia led by experienced social workers

Saturday 29th November 2014
Reunion:
Celebrating 50 years of professional social work practice in Aotearoa presented by social work leaders from across the 5 decades.

Social Programme:
Thursday 27th: Pre-registration & Drinks and Nibbles
Friday 28th: National Event Dinner
Saturday 29th: Breakfast Conversazione

Enquiries to CSO@anzasw.org.nz
Check the ANZASW website regularly for further details of confirmed plans
Cognitive Behavioural Therapy; 
An introductory two-day workshop

11th & 12th April 2013 • Nathan Homestead • Manurewa • Auckland

Facilitated by Anna Elders (BN, PGCertCAMH, PGDipCBT)

Cognitive Behavioural Therapy (CBT) is a widely recognised and increasingly utilised therapy for the treatment of many commonly presenting mental health difficulties. With an impressive evidence base and adaptability for use within different cultures and in different settings, its presence within our health system is set to further grow.

This two-day workshop will aim to:

Day One
- Present an overview of the origins, basic tenets and structure of CBT
- Explore a stepped approach to CBT and where it fits within our changing focus in mental health
- Review some disorder-specific case studies to highlight application and outcomes
- Propose what can facilitate a clients therapeutic journey as they engage with a therapist

Day Two
- Explore how distress and its many presentations can be contextualized and understood
- Provide a practical in-roads to a more collaborative style of practice with clients
- Review basic techniques derived from CBT & how these can be incorporated into daily practice
- Provide tools for application in our own reflective practices as clinicians/workers/team members

Two day workshop price (lunch and all day refreshments included): $400 including GST

Places are limited so please book early. Please register online on our website http://www.thecbtclinic.co.nz/pb/wp_dc8424a6/wp_dc8424a6.html

For further information or to query further training dates and locations for the year please contact Anna Elders on 0212555148 or email her annaelders@thecbtclinic.co.nz

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SUPERVISION - COURSE 1

A Reflective and Developmental Approach

Christchurch April 29-May 1 2014

The February course filled so quickly that we are running another. Hurry to secure your place!

Come to this course if you ever feel you supervise by the "seat of your pants", or are unsure whether you are meeting your supervisee's needs.

Learn effective ways of thinking about your supervision practice on this safe, enjoyable and inspiring workshop.

For more information please visit:  www.margaretmorrell.co.nz

"MANAGING PROFESSIONAL BOUNDARIES"

Our new ½ day, inspiring and energizing workshop, now available to run in your organisation for up to 40 people

Transform your staff’s approach to this exciting topic!

Inform your staff how to think through difficult boundary situations that arise!

YOU DESERVE GOOD SUPERVISION! A GUIDE FOR SUPERVISEES

6 simple steps that will transform your supervision experiences!

Only $15. (Less if you order more than 1)

For more information visit Margaret’s website at  http://www.margaretmorrell.co.nz and click on “Books”

COMING SOON!

SUPERVISION AND ETHICS: MANAGING THE NIGHTMARE!

Email:  mailto:margaret.morrell@clear.net.nz  to register your interest.
CHAMPIONING THE INTERESTS OF FAMILIES AND CHILDREN THROUGH FDR

Lessons Learned From Major Reforms in the UK

PRESENTED BY ANTHONY DOUGLAS (CBE), CEO OF THE CHILDREN AND FAMILY ADVISORY AND SUPPORT SERVICE (CAFCASS) IN THE UK

Jill Goldson of The Family Matters is proud to sponsor a timely visit from Anthony Douglas, coinciding as it does with the first week of the NZ Family Court reform process.

Awarded a CBE for family justice, Anthony has worked closely with UK Government Ministers on the Family Justice Board which is charged with the delivery of Britain’s reforms. With 150,000 families and children from diverse cultures under his watch, he is ideally placed to offer his evidence and views on minimising delays and incorporating the voice of the child in pre-court processes.

His keynote address includes:

- Family dispute resolution and child participation
- The power of community partnerships in the UK reform environment
- In-service training, quality assurance and staff resilience
- Replacing a culture of delay with a culture of urgency

Q&A time will be available to audience members at each venue.

This seminar is of particular relevance to mediators, lawyers, social workers, counsellors, child mental health specialists, family policy researchers and managers.

AUCKLAND
3 April
Sky City Convention Centre
4:00-6:00pm

WELLINGTON
7 April
Hotel Intercontinental
4:00 - 6:00pm

CHRISTCHURCH
9 April
Chateau on The Park
4:00-6:00pm

ANTHONY DOUGLAS, CBE

Anthony Douglas has been Chief Executive of Cafcass, since 2004. Prior to this he was Director of Social Services in the London Borough of Havering, and also in Suffolk.

Anthony has led many specific national programmes, including, at present, the implementation of the Public Law Outline, aimed at improving family court-based services to vulnerable children, in England and Wales, and as a member of the Expert Group advising the government’s chief adviser on the safety of children. He is Chair of the British Association for Adoption and Fostering (BAAF). Anthony was awarded a CBE in 2008 for services to family justice and adoption.

Anthony is also a strong supporter of the Family Group Conference model in NZ.

Read Anthony’s blog at www.cafcass.gov.uk/blog.aspx?author=Anthony%20Douglas
Supporting Families and Children at a Time of Reform

Jill Goldson, Director of The Family Matters Centre, is proud to team up with Anthony Douglas (CBE) from the UK to present a Master Class specifically designed for practitioners who want to focus on family and children facilitation and FDR practices.

Anthony Douglas is the CEO of the Child and Family Court Advisory and Support Service, (Cafcass) UK, the largest dispute resolution agency in Europe that works with 150,000 multi-cultural children and their families each year. He has authored several books on social policy and his latest is on resilience in troubled times.

Jill Goldson is a leading expert in NZ on child inclusion and internationally recognised for her research and practice. She has over 25 years experience of innovative practice with the family in transition and child participation.(www.thefamilymatterscentre.co.nz)

These two award winning professionals have teamed up to create an eclectic and comprehensive overview of evidence-based child inclusive practice and family facilitation methodology. The Master Class topics include:

- Evaluation of child impact of conflicted parenting
- Evidence based and quality assured outcomes of child and family facilitated approaches
- Successful models of community partnerships in pre court services
- Resilience in practice: service improvement in troubled times

Registration Form: Child Inclusion and Family Facilitation in FDR

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<tr>
<th>Auckland: 2 April 1:00-4:30pm</th>
<th>Wellington: 8 April 9:30-1:00pm</th>
<th>Christchurch: 10 April 9:30-1:00pm</th>
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<td>AUT City Campus, Bldg WF, Level 7 Room 02</td>
<td>Institute of Professional Legal Training</td>
<td>University of Canterbury, College of Education</td>
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<tr>
<td>Corner of Wakefield St &amp; Mayoral Dr</td>
<td>Level 7, 23 Waring Taylor St. Wellington</td>
<td>Whaki Building Room 202</td>
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Name: 
Organisation: 
Address: 
Town/City: 
Post Code: 
Phone: 
Cell Phone: 
Email: 

Fee (GST Included) $150.00 
All queries to: reception@thefamilymatterscentre.co.nz 

Payment: (GST receipt will be issued.) Please reserve your place before 25 March 2013.

- Cheque attached made payable to “The Family Matters Centre” 66 Wellpark Ave, Westmere, Auckland, 1021
- Electronic Direct Credit to The Family Matters Centre Acc 01-1841-0077779-01 (Scan and email or post registration form.)

Cancellation & Refund Policy: If written notice of cancellation is received 48 hours before the seminar we will refund the registration fee, less an administration fee of $25. If you cannot attend, you may send a substitute. If the seminar is cancelled you will receive a full refund.

Thank you to Mary Ferguson, expert on infant mental health, for her generous support.
Clinical skills for treating posttraumatic stress disorder (Treating PTSD)

This two-day (9am-5pm) 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 practical skills and up-to-date research in this area.

1-2 May, Gold Coast
8-9 May, Canberra CBD
15-16 May, Townsville CBD
22-23 May, Melbourne CBD
29-30 May, Sydney CBD
12-13 June, Perth CBD
19-20 June, Adelaide CBD
26-27 June, Auckland CBD

**** NEW Clinical skills for treating COMPLEX trauma (Treating Complex Trauma) NEW****

This advanced two-day (9am-5pm) program focuses upon treatment for adult survivors of child abuse and neglect. Participants must have completed the ‘Treating PTSD’ program. The workshop completes Leah’s four-day basic training for professionals working with traumatised clients; the content is applicable to both adult and adolescent populations. The program incorporates practical techniques from ACT, CBT, DBT, EFT, Metacognitive Therapy and Schema Therapy.

5-6 June, Cairns CBD
17-18 July, Melbourne CBD
24-25 July, Sydney CBD
31 July-1 August, Auckland CBD
23-24 October, Perth CBD
30-31 October, Newcastle CBD
6-7 November, Brisbane CBD
13-14 November, Adelaide CBD

Program Fee for each activity is in Australian Dollars (AUD)

Travel to Australia $500 AUD (when you fax this form to pay for an Australian workshop with a Visa or Master card)
Auckland Early Bird $600 AUD (single) or $550 AUD each if you register with a colleague by fax/email by 31/3/14
Auckland Normal Fee $650 AUD (single) or $600 AUD each if you register with a colleague by fax/email after 31/3/14

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

Direct your enquiries to Joshua George on (00612) 9823 3374 (phone/fax/voice) Email: mail@talominbooks.com

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

Registration/Reservation Form
or register securely online at www.talominbooks.com

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

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If payment is made with a credit card (or if you are reserving a place), simply complete the information above and fax this page to (00612) 9823 3374.
A receipt will be emailed to you upon processing. Note: Attendee withdrawals and transfers attract a processing fee of $55 AUD.
No withdrawals are permitted in the seven days prior to the workshop; however positions are transferable to anyone you nominate.

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