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Chief Executive’s Report

A number of articles have come over my desk on the topic of why people join associations and the attitudes of Baby Boomers, Gen X and Gen Y to association membership. Fascinating reading for those of you who are interested – try this article http://www.smsonline.net.au/data/Membership_Is_Dead.pdf or http://www.asaecenter.org/files/Bookstore/summaries/DecisiontoJoinExecutiveSummary.pdf
For Branches that are struggling to engage with their constituents perhaps it’s time to rethink. As Belinda Moore of Strategic Membership Solutions states:

Younger generations need events and learning formats that are tailored to their needs and learning preferences. They like the opportunity to get together in smaller groups to learn from each other. They like an interesting, convenient and practical venue. They like learning to be fun......

If your association is to thrive, your organisation needs to review venues, format, frequency, duration, content and engagement mechanisms of your events, and establish whether they are relevant and engaging for younger members.

Issues of relevancy and engagement approaches must be addressed at all levels of the Association, nationally, Branches, Roopu & Special Interest Groups.

At the end of May “Your Weekend” featured an article on Paula Bennett, Minister of Social Development and Employment and Minister of Youth Affairs. Current MSD policy for DPB recipients is almost ‘back to work at all costs’. The author, Nikki MacDonald, comments “critics argue Bennett has used the DPB to better herself and pulled the ladder up behind her”. The article goes on to state “she concedes that she could not have progressed as she did under her new rules” and then goes on to quote Bennett as saying “I’m just backing people as I was backed”. With the training allowance removed “back to work at all costs” now seems to mean into low paid work with little opportunity to gain university qualifications or any qualifications necessary for skilled employment. This is an outrageous response to those who have needed, for whatever reason, to rely on the DPB for a period of time. Again it is the vulnerable and those that are less able to speak out being targeted by repressive approaches to those who need “social security”.

The “food in schools” programme has been launched by the Government. This is a great opportunity for children to be given the best possible opportunity to learn and get the best out of their time at school. What has not been addressed by this Government is the strategy to address low wages or, heaven forbid, consider a living wage to minimise the need for food in schools in the first place. Punitive benefit rates and the minimum wage leave many families in a position where meeting all basics living costs is simply not possible. In these situations it is food that becomes the discretionary item in the budget. All too often we are told that increasing the minimum wage will decrease employment opportunities. The question has to be asked is this really the case or is it a case of profits might decrease just a little?

Is the reality that programmes, such as food in schools and working for families payments, are essentially an employer subsidy which allow wages at an unliveable level? Budgeting services and food banks reporting ever increasing levels of demand would suggest there is an element of truth in the assertion. In another twist in the inequity, those on benefits who seek supplementary payments must seek assistance from budgeting services. Budgeting services, which are now an essential step in maintaining benefit entitlement, face funding cuts and therefore staff reductions or even closure. The most needy & vulnerable in our communities are sent on ever demanding goose chases in order to maintain entitlement to support and assistance.
On a positive note there have been some shining examples of people doing good things for others in the community.

There is often talk about young people not volunteering but take heed of Bridget Williams, President of the Student Volunteer Army (Chch Press 4 May 2013), with her view that volunteering is “about being part of something bigger than you and better, better because of you”. The Student Army have done some stunning volunteering in Canterbury over the last 2 years and Canterbury is a better place because of it.

The Wellington response by both individuals and companies to the family that lost everything in the Kingston / Berhampore landslide was nothing short of stunning. In a similar vein, Sunday night’s TV1 “Good Sorts” were a couple of teenage friends who gathered a huge range of resources for schools in Fiji. They made something better for children in Fiji and better because of their actions.

We can be reassured that while the Government seems to be hell bent on making life difficult for people least well off there are examples of individuals and communities responding in ways that makes a positive difference.

Let’s celebrate the good things that are occurring in our communities on a daily basis and strategise to make positive changes in areas that we can influence in order to enhance social justice.

Kaipurongo
By James Makowharemahihi

Tehei Mauriora. Te mea tuatahi maku kei te mihi kia lhoa o nga mano, tuauriuri whaiioio ki tonu te rangi me te whenua. Ka mihi hoki ki nga mate o te wa, o te motu ko ratou kua hinga atu ra ki te waonui o tane, ki nga wahi kainga tuturu o nga tangata. Ko ratou kua wheturangihia ki tua o te area. Haere, haere, haere atu ra. Ka nui te mihi kia koutou e nga mema me o whanau.


Kei te pehea koe? Kei te pehea tou whanau? Kei te pehea tou mahi? Kei te pehea tou tautokotanga ki tou taua kaupapa ma te ANZASW?

He tono tenei – tonu mai koe ki nga turanga I runga I te poari ANZASW!!!!

Happy matariki whanau!!! Matariki or puanga is when Maoridom recognises the Maori New Year and is a time to celebrate, reflect, plan and organise. There is much happening for you to consider as a member in a membership driven organisation.
A vacancy exists for you to apply to be a member on the ANZASW Board. Apply with your details to our offices in Christchurch. The commitment is your skills, experience, leadership, energy and knowledge of governance. ‘Kanohi ki te kanohi’ happens every two months on the Board. Usual governance activity includes lots of reading, contributing to forums, representing ANZASW, lively discussion, a sub-committee role, emails, online skype and webinar.

C50 is coming whanau. Feel free to get aboard planning and organising our 50th anniversary for the year ahead. Ka rawe hei whakamahara me whakakoakoa ki nga tau rima teku o tau roopu mema motuhake.

Go on to our website to debate and air your views on Social Work in a mandatory environment. He aha nga take e pa ana ki nga mema Maori me nga mema whanui l raro l te ture? He aha ai kei hoa hoa mahi nga kai mahi kore e whiwhi tohu?

Matariki reflection: Hoki whakamuri ki te kaupapa. There are many competing demands on our lives as Maori Social Workers. I pay tribute to our recent past President Tauha Te Kani. To have managed Presidency, Work, Family, Community, Iwi and other activities in the years to date is a credit to our rangatira and the multiple roles in a life of dedication. Thank you for your past and future leadership Tauha.

Maori electoral option I liken to some activities in our night skies. Whanau, it comes once every five years for a few months ending next month!! Maori mana motuhake whanau ki te kaupapa ture tangata ma te oranga ki te whanau I runga I te mata o te whenua. This is a task for all of our membership to encourage Maori to opt on to the Maori roll. Particularly our young rangatahi taiohi. This is a big issue of Maori representation in the governance of our nation.

Maori members in the Ikaroa Rawhiti electorate get to vote a new member. All the best to our members in the electorate in choosing a credible member and party. Thanks to Na Rongowhakaata Raihania a former volunteer social worker for supporting our members in a diverse electorate with all the social justice issues including education, training, employment, land usage, environment, mining, housing, etc. Kia kaha kia maia kia manawanui.

Kia manahau te Matariki

DHB Social Work Leaders Council Annual Meeting Report Summary
By Michelle Derrett

At the beginning of May the District Health Board (DHB) Social Worker Leaders’ Council held their annual meeting. The social work leaders look forward to this annual meeting as an opportunity to learn about the latest innovations, the future direction of DHB Health social work service delivery and to network. This year the Counties Manukau DHB social work leaders at Middlemore hospital hosted the meeting.

The DHB social work leaders heard from many motivating speakers. They reminded us to take responsibility for redesigning social work service delivery within the DHBs to remain responsive to our clients. Our job is to redesign for tomorrow and improve what we are doing now. We also need to look at international best practice literature and knowledge to create local solutions. We need to keep clients’ stories at the forefront of any innovation. We were reminded to include the social determinants of health in our conversations about innovation.
As Social Work Leaders we have a responsibility to ensure social work standards are maintained. To do this Social Work Leaders are challenged with having courageous conversations with social workers whose practice is of concern. This is often the unpleasant aspect of leadership. We had a great presentation on performance management. We learnt where there are good processes in place and willing social workers, most performance issues can be resolved fairly quickly.

We discussed what the social work profession will look like in a mandatory registration environment. Within the DHBs many social workers are employed in non social work positions however will still require a professional qualification. We were challenged with supporting these social workers to obtain social work registration alongside frontline social workers.

There are many creative innovations happening across DHB social work services. These innovations are occurring in an environment of cutbacks and restructures. There is a focus on collaboration and identifying common grounds to bring innovations.

In summary this year has been an interesting one; consisting of cutbacks in services, increased social need among our clients, community services stretched along with DHBs restructures and development alliances. In this environment there is an increasing need for social work leaders to be advocating strongly to maintain existing services. We need to be politically savvy to understand both what is happening at the local and national level.

The DHB social work leaders’ council has been asked to contribute to the SWRB review of social work programme standards, Te Pou review of the Allied Health New Graduate programme, SWRB Act 2003 review, the SWRB discussion on mandatory registration, the Green Paper and ANZASW practice guidelines for PPPR Act.

In the coming year Lorraine Sayers from the Hawkes Bay DHB will chair the DHB Social Work Leaders’ Council. She will be responsible for ensuring that the good work of the council will continue.

Letter from Colin Elliott

Kia ora koutou,

It is with some sadness that I resign as Competency Manager. It has been a pleasure to work alongside the team of dedicated assessors. I have appreciated their flexibility, their commitment to their work and their ability to challenge me and others appropriately. I thank them all for their support.

In the last two years ANZASW has faced the challenge of supporting members to honour their commitments to themselves and ANZSW. Nearly all members now complete their assessments on time or negotiate an extension. This is crucial in an environment of growing accountability and stronger focus on Social Work registration. While apparent membership numbers have decreased during this process we are left with a more robust organisation with
members committed to their professional identity and strengthening social work in Aotearoa New Zealand. The challenge will be to reinvent our Association as we move forward and ensure our relevance to the new generation of social workers.

Competency assessment is now available on my.anzasw.org.nz and a growing number of members are choosing to present their material electronically. This not only saves postage and paper (be kind to the trees), it can be a less time consuming process.

I think we move into exciting times as we grapple with what an increasing focus on Social Work Registration will mean for ANZASW and us as members. Personally I am committed to ANZASW developing a competency process for non-registered social service workers and believe providing a process of accountability for these workers can only improve safety for our clients, foster the professional identity of Social Workers and strengthen ANZASW as a professional body.

The task of reviewing the competency documents is a work in progress and I hope the new Competency Manager will have some energy for the completion of this important task.

Last, but not least, thank you to my colleagues at National Office. They are a compassionate and dedicated team who achieve a miraculous amount on the limited resources available.

It has been a privilege to be involved in the assessment of so many people’s work. My commitment to Social Work as a profession remains strong and I look forward to the challenges and successes which face us all.

Colin Elliott (MANZASW)
Competency Manager

ANZASW’s Contact Details Barcode

In a bid to keep up with the times ANZASW has developed a QR barcode. Once you have downloaded this APP you will be able to save time by having direct access to the ANZASW website, direct dial into National office, email us, and connect to our Facebook page and My ANAZSW

What is a QR barcode?

The Quick Response (QR) barcode is one of the world’s most popular types of two-dimensional barcode, readable by virtually all scanning apps on Smartphones, in any orientation.

Scan Me

1. Open your QR Reader App on your Smartphone
2. Scan this Code

Any queries in regards to this app please contact cinnamonk@anzasw.org.nz

If you do not have a QR Reader App, simply click on this link and it will show you how to download it onto your Smartphone:
http://www.telecom.co.nz/techinasec/qr/

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Expressions of Interest: ANZASW Board

There are four Board positions due for re-election at the 2013 Annual General Meeting. The positions are:

- 2 Tangata Whenua elected – both to be vacated
- 2 General Member elected position – both currently held by Tangata Whenua

If you are interested in a leadership role within ANZASW and are keen to become a Board member please complete the attached Expression of Interest form and return it to lucysandford-reed@anzasw.org.nz no later than 30 June 2013.

On behalf of the Board Recruitment Committee of:

- Merrill Simmons Hansen &
- Bella Wikaira

ANZASW BOARD POSITION: EXPRESSION OF INTEREST

Hei mema ma te Poari mo te ANZASW

Kua ara mai he turanga mo tetahi e ngakaunui ana ki te poari hei kaitautoko i te Poari o Aotearoa me nga momo mahi hei whakamana I nga kaupapa nga tikanga a koro ma a kui ma mo nga mema Maori me nga hoa haere ki nga kaupapa me nga ture Maori.

Kei Otautahi te tari I nga mahi I tautoko mai i kokiritia ana hoki, a, ko to mahi he tautoko i nga mema i roto i nga mahi katoa o te motu, te wataka, me te whakarite hei whaihuarahi tika mo ratou nga mema. Ara ano nga taumahatanga o te mahi me te tere hoki, no reira me tono waia mai koe.

Ko te mohio ki nga take nui o tetahi o nga tino hua ka puta mai i tenei mahi.

Me waia hoki koe ki nga mahi rorohiko, whakawhitihiti korero, me nga ahuatanga ipurangi pera i te wharangi Pukamata. Mena kei a koe te reo Maori pea he mea pai hoki tera engari, ehara i te take karo i to tono.

Ko tenei turanga, mo nga mema Maori me nga whakaaro ma nga mema tauiwi hoki.

Ki te hiahia koe ki te tono mo tenei turanga, tena, haere ki www.anzasw.nz ki te wahi a te Poari.

Whakakia i te wharangi tono, katahi ka tuku atu ki te tari matua me to reta tono mahi, o pepa tautoko hoki. Me he patai wau, waea atu ki: 03 3490190.

At the 2013 AGM of the Association four positions on the Board are due for re-election. At least two positions, both Tangata Whenua, will be vacated either prior to or at the AGM.

ANZASW is seeking Expressions of Interest from members interested in being elected to the Board.

The Constitutional Requirements:
A minimum of three members of the Governance Board (whether elected, appointed or co-opted) must be Tangata Whenua and a minimum of three members must be Tauiwi.

The Board is made up of:
- 4 members elected by the membership (2 in 2013)
- 2 members elected by the Tangata Whenua Takawaenga o Aotearoa (2 in 2013)
- 1 member elected by the Branches (due for election in 2014)
- Up to 2 people may be co-opted by the Board

Board members hold office for two years.
Board Demographics

Ideally the Board will be reflective of the demographics of the Association. This would include demographics such as:

- **Gender** (Males 17%, Females 83%)
- **Age groups**
  - ‘Baby Boomers’ (52% of members)
  - ‘Generation X’ (44% of members)
  - ‘Generation Y’ (3% of members)
- **Registered (67.62%) & non-registered (32.38%)**

Governance – the role of the Board

Governance might be described as:

_The exercise of corporate leadership through the establishment and monitoring of necessary controls and strategic direction setting so that the organisation is equipped to respond to the changing circumstances and situations in the external and internal environments in order to meet the expectations and demands of owners (Members) and other key stakeholders._

Time Commitment

The Board currently meets 6 times a year,

- An hour & a half audio conference 2-3 days prior to the Board meeting.
- A face to face meeting, this is usually a 1 day meeting on a Friday however if there is a business need the meeting can extend to 2 days, Friday & Saturday.
- If there is urgent business that cannot be dealt with by way of an audio conference there can be a Board meeting in the alternative month.

The current Board Committees are:

- **CE Employment Committee**
- **Risk & Audit Committee**
- **Social Justice Committee** – a mix of Board members & members at large
- **C50 Working Party** (Celebrating 50 years of ANZASW in 2014)
- **Board Appeal Committees** – Appeal of Complaint Management Decisions, Appeal of a Competency Decision – these are set up as required.

When the CE is presenting on ANZASW business, any local Board members are able to attend in support. There are times when Board members are asked to represent ANZASW at an event in their area, eg the Presentation of Te Ara Whakapiki Oranga Competency Framework, hosted by Te Puni Kokiri in Wellington.

Board papers are sent out 5 working days prior to the meetings.

Any Board related travel & accommodation relating to Board meetings & other Board approved business is funded by ANZASW.

Some of the significant challenges facing ANZASW in the next while include:

- **Membership criteria in a Mandatory Registration environment** – for the last 50 years ANZASW has steadfastly maintained an open membership criteria rather than a qualification based criteria.
- **Falling membership** – this is generated by 2 issues, members failing to pay membership dues and relevance of what ANZASW does for members.
- **The key areas for activity consistently identified by members are:**
  - **CPD** – high quality low cost
  - **Advocacy for the profession**
  - **Advocacy for social justice**
  - **Media presence** – the voice of social work
  - **Indemnity insurance**
The future will be exciting as new opportunities for services are explored and will also be challenging as the Association faces current & emerging needs in the social service sector.

If you are interested in being nominated for the Board please complete the following EOI and return it to:

Chief Executive ANZASW
DX Box WX 33 484 Christchurch or
Lucysandford-reed@anzasw.org.nz
03 349 0190 extn 4

Not later than: 30 June 2013 extended until Monday 8th July 2013.

Board members and or the Chief Executive will be available to discuss the EOI with you if you require more information.

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ANZASW BOARD NOMINATION - EXPRESSION OF INTEREST FORM
Please contact Lucysandford-reed@anzasw.org.nz for the word document for completion.

Name:

Contact Details:

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For Tangata Whenua: Iwi affiliation

Any Positions Held
(eg Competency Assessor, ANZASW Representative, Branch, Roopu, Special Interest Group Convenor)

Demographics

| Gender: |
| Age group (49 + yrs; 28-48 yrs; under 28 yrs) |
| Ethnicity |
| Registered: |
| Branch / Roopu |
| Special Interest Group/s |

Membership Obligations
Board Members, as leaders of ANZASW, are expected to set an example for members by complying with member obligations.

| I have no outstanding fees, levies or dues owed to ANZASW | NO | YES | N/A |
| I am practicing and hold a current Certificate of Competency | | | |
| I am registered and hold a current APC | | | |
| I am non-practicing | | | |
| I have no active complaints about my practice | | | |
| I am not subject to any disciplinary proceedings about my practice | | | |
| I am not under investigation for any criminal proceedings | | | |
| I am not a respondent for a protection order, non-molestation order, non-violence order, trespass order or restraining order | | | |

What do you see as the role of ANZASW now and in the future as New Zealand moves towards mandatory registration of social workers?
What do you see as the key issues facing ANZASW in the short, medium and long term?

Board Members must fulfill their fiduciary duty to act in Aotearoa New Zealand Association of Social Workers best interest at all times regardless of personal position, circumstances or affiliation.

How have you demonstrated these skills in other roles?

Board Members should focus on strategic goals and policy implications rather than operational detail. They need to understand and focus on issues that are central to the success of Aotearoa New Zealand Social Workers Association.

How would you describe your strategic skills?

What is your understanding of governance versus operational management?

Board members are required to provide wise thoughtful counsel on a broad range of issues. How well do you understand the business of the Association and issues for social workers in Aotearoa New Zealand?

Because the Board must monitor financial performance, Board Members must be financially literate. How would you describe your financial literacy skills?

Each Board Member is expected to bring a level of industry and sector knowledge sufficient to contribute to the board’s deliberations and considerations on behalf of the organisation and its Members.

What skills would you bring to this aspect of a Board Member’s responsibility?

Each Board Member is expected to enhance the Board’s deliberations by actively offering questions and comments that add value to the discussion. In order to foster teamwork and engender trust Board Members should be willing to reconsider or change their positions after hearing statements of others’ reasoned viewpoints. How have you demonstrated these skills in other roles?

Brief Bio

Decision of the Complaints Resolution Hearing Panel...

in the matter of Social Worker, Shirley Joy Barrow

The following three documents are available on the ANZASW website:

- Chief Executive Preamble
- Determination of the Complaint Resolution Hearing Panel
- Appeal Decision of the Governance Board

http://anzasw.org.nz/about/topics/show/65-complaint-outcomes

An Open Letter to Members, in Response to Questions Raised by a Branch

14 June 2013

The President of ANZASW, Jane Maidment is of the opinion that the information requested by the Branch was information that all members were entitled to receive.

Membership

When the Association was established in 1964 the membership criteria included two membership categories and criteria were as follows:

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relating to or based on a trust
Full Members

- Qualified social workers, or
- People who had completed training approved by the Membership Committee, or
- Were employed by an Agency on ‘the Register’, or
- Were a member of the Associations of Auckland, Central Districts, Wellington, Canterbury, Otago or Southland, or
- Were controlling, supervising or training social workers or were administering social welfare services, or
- Full time members of the School of Social Science at Victoria University

Associate members

- Were member of the Associations of Auckland, Central Districts, Wellington, Canterbury, Otago or Southland, or
- Were engaged in part-time practice of social work, or
- Were qualified and practicing in the legal, medical, educational or nursing professions or as ordained ministers, priests or deaconesses or members of religious orders, a significant proportion of whose duties were closely associated with social work

“The Register”

In 1989 competency assessments and recertification were implemented. The demonstrated application of the ten practice standards to the members practice became key criteria for membership.

The current membership criteria outlined in the constitution is:

People eligible for membership:

- Have been subject to background checks (3.1.a) e.g.
  - criminal convictions,
  - complaints about practice
- Have been deemed to be “fit & proper” to belong to and practice under ANZASW (3.1.a.ii) AND
- Hold an approved Certificate of Competence to Practice Social Work (3.1.a.ii.1) OR
- Have applied for a Certificate of Competency, known as Provisional Members (3.1.1.a.ii.2)

Membership Profile

ANZASW currently has a membership of 3,573 and of these 1,157 are not registered.

Of the non-registered members

- 747 hold a SWRB recognised qualification but have not registered

2 7 May 2013
• 52 do not hold a SWRB recognised qualification and have been members prior to the commencement of the Social Workers Registration Act, 10 April 2003.
• 217 do not hold a SWRB recognised qualification and have been members since the commencement of the Social Workers Registration Act, 10 April 2003.
• 141 have not provided qualifications details

A number of the 269 members without a recognised qualification will be eligible for registration under the provisions of Section 13 of the Social Workers Registration Act 2003.

**Competency Assessments**
The profile of assessments for the current financial year is:

• 39 Face-to-face assessments (provisional members without a SWRB recognised qualification)
  o Of these 2 were assessed by the Tangata Whenua method
• 54 Paper based assessments – provisional members with SWRB recognised qualifications

Face-to-face assessments are held in the region where the member is located. Paper based assessments are completed in the location of the Assessor rather than the member being assessed.

An increasing number of members are submitting their portfolios on line using the MY.ANZASW facility. Panel members review the portfolio on line and may meet either face to face or on-line to complete the assessment. Where Panels meet on line it is not necessary for the panellists to be in the same location.

**ANZASW Post Mandatory Registration**
The White Paper for Vulnerable Children was widely expected to require mandatory registration of social workers. This did not occur, however, the White Paper for Vulnerable Children does contain actions to promote and support social worker registration through employment and funding contracts and audit obligations. None-the-less mandatory registration of social workers remains on the agenda. The Social Workers Registration Board is actively promoting mandatory registration.

The ANZASW Board is committed to having a strong and vibrant association in a mandatory registration environment and for the next 50 years.

The ANZASW Board is currently identifying the potential strategic risks to the association that could arise in a mandatory registration environment and how the potential risks might be mitigated. Clearly ANZASW will not be able to put members in a position where they were in breach of legislation that is likely to specify something along the lines of:

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• *No person may claim to be practising as a social worker or state or do anything that is calculated to suggest that the person practises or is willing to practise as a social worker unless the person—*
  • *is a social worker; and*
  • *holds a current practising certificate as a social worker*.  

Broadly there are two options available to the Association:

1. Maintain the inclusive membership criteria &
   • Create two membership categories
     • Registered Social Workers
     • Social Service Workers

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3 A modified version of Section 7.2 of the HPCA Act 2003
2. Move to membership criteria that requires a recognised social work qualification / social work registration and
   - Exit all members who do not meet the criteria: Immediate? Through attrition? or
   - Grandparent members not meeting criteria?

Whichever becomes the preferred option there will have to be a constitutional change which means that the membership must vote on changes.

The eventual introduction of mandatory registration of social workers does provide ANZASW with an opportunity to refocus and become more concerned with delivery of quality member services and less focused on ‘regulatory’ activities such as competency and complaint management.

**Certificates of Competency in a Mandatory Registration Environment**

Currently all members assessed as competent are issued with a Certificate of Competency to Practice Social Work regardless of their qualifications.

The certificate of competency therefore does not allow members, employers and service users to identify whether the member is a social worker with a professional and recognised qualification or a social service worker, ie a person without a social work qualification.

The Board accepts that this approach contributes to blurring of boundaries between members who are social work qualified and members with social service qualifications.

In addition, in an environment where registration is being promoted and supported through employment and funding contracts and audit obligations, it is rapidly becoming inappropriate for ANZASW to certify members as competent social work practitioners when the member does not meet the criteria for registration set out in the Social Workers Registration Act 2003.

For this reason the ANZASW Board is of the view that the following strategy is in the best interests of the Association:

- That the current inclusive membership criteria be maintained
- That the current competency assessment programme for social workers be maintained
- That a separate competency assessment programme be developed and implemented for social service workers

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The Board recognises that members must have the opportunity to express their views on the recommended strategy and to achieve this there will be visits to the regions to discuss the issues and gather opinions. This will be followed up with the opportunity for members to respond via a questionnaire.

In coming to this position the Board took into account the views of the two percent of members who responded to the 2010 expanded membership consultation, views expressed by members since then, international outcomes for social work where regulatory bodies cover both social workers and social service workers and a recognition that service users are entitled to safe and accountable service delivery.

For the record, 98 members (2.38%) responded to the 2010 consultation and of the respondents 79 (81%) were opposed to an expanded membership approach.

Given the current membership criteria and profile this debate must occur and be resolved as ANZASW prepares for mandatory registration.

It is also recognised that the recommended strategy may generate polarised views to the extent that some members may resign:

1. If the strategy is adopted based on the view that ANZASW is exclusively for social workers;
2. If the strategy is not adopted based on the view that an Association for registered social workers only would be exclusive and elitist and pays no attention to clients of social service workers entitlement to receive services from safe competent workers.

Member Services

Over 2009, 2010, 2011 and 2013 members have been consistent in what services they expect of the professional body. The most often cited activities are:

- Quality CPD
- Advocacy for the profession
- Advocacy for social justice, human rights & human dignity
- A media presence – the public voice of the profession
- Indemnity Insurance

As a result of this feedback activities currently being investigated include:

- Seeking feedback from social workers & social work students under 28 years (Gen Y) to identify their expectations of the profession and the professional body
- Exploring social media as a means of providing social justice commentary
- Expansion of the Webinar programme for delivery of CPD and member consultation
- Developing a National Seminar Programme in collaboration with Social Work Schools
- Exploring pilot online Micro Courses (10 hours learning)
- Developing a policy analyst / media capacity within National Office
- Electronic documentation of ANZASW history as part of C50
- Exploring partnership with a Union

Advising Branches of New Members

New Members are listed on the website in a members’ only area:


Branches and Roopu have always been able to request membership lists from National Office.

Does ANZASW have knowledge of why social workers do not become members of their professional body?

There are 4029 social workers on the SWRB Full Register\(^4\). The ANZASW membership is 3,573, with 67.45% (2,410) of the members being registered social workers.

Social workers who choose to register and not become a member of the professional body are not in conversation with the Association about reasons for not joining their professional body. This is a potential area for research in the future.

At the April 2013 Board meeting the Board agreed to recognise the:

- SWRB Graduate Certificate of Competency as meeting membership competency requirements;
- SWRB Cert Competency AND Fitness to Practice Assessment as meeting membership requirements defined in the constitution.

This will streamline the membership application process for registered social workers and new graduates.

ANZASW as a credible source of opinion and generate debate about social justice and the social work profession within NZ.

Currently the Association is approached by the media (newspapers radio and TV) for commentary on issues of relevance to social work.

---

\(^4\) 14th June 2013
ANZASW regularly submits on matters before Select Committees and makes submissions on issues Government and local authorities are consulting on. When submissions are being prepared, global e-mails go to all members and all Branch, Roopu and Special Interest Group Convenors inviting contribution.

The current topics that member comments are being canvas for are:


Submissions and media releases are available to members via the OUR.ANZASW section of the website.

**Salary Banding and low income discounts**

The membership fees set from the year 1 April 2013 – 31 March 2014 are

<table>
<thead>
<tr>
<th>Fee Category</th>
<th>Income</th>
<th>Fee</th>
<th>Early Bird Discount</th>
<th>Low income Rebate</th>
<th>Payable with discounts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Member</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A Category Full Member</td>
<td>$40,000 +</td>
<td>$315.55</td>
<td>$31.55</td>
<td></td>
<td>$284.00</td>
</tr>
<tr>
<td>B Category Low Income Rebate</td>
<td>Up to $39,999.99</td>
<td>$315.55</td>
<td>$31.55</td>
<td>$57.00</td>
<td>$227.00</td>
</tr>
<tr>
<td>C Category low income rebate</td>
<td>Up to $20,000.00</td>
<td>$315.55</td>
<td>$31.55</td>
<td>$114.00</td>
<td>$170.00</td>
</tr>
<tr>
<td>Provisional Member</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provisional Year 1</td>
<td></td>
<td>$147.78</td>
<td>$14.78</td>
<td></td>
<td>$133.00</td>
</tr>
<tr>
<td>A Category Provisional year 2</td>
<td>$40,000 +</td>
<td>$315.55</td>
<td>$31.56</td>
<td></td>
<td>$284.00</td>
</tr>
<tr>
<td>B Category Provisional year 2</td>
<td>Up to $39,999.99</td>
<td>$315.55</td>
<td>$31.55</td>
<td>$57.00</td>
<td>$227.00</td>
</tr>
<tr>
<td>C Category low Provisional year 2</td>
<td>Up to $20,000.00</td>
<td>$315.55</td>
<td>$31.55</td>
<td>$114.00</td>
<td>$170.00</td>
</tr>
</tbody>
</table>

Category C was introduced in recognition that there are a number of members on very low incomes or who are in voluntary roles.

Non-registered social workers are required to pay a disciplinary levy of $80.00 per year. The purpose of the levy is to contribute to the costs on managing complaints about members who are not registered and where the complaint is not more appropriately managed by another agency or organisation such as the employer or the Health & Disability Commission. Total levies invoiced cover the estimated cost of two complaints proceeding to a Disciplinary Hearing.

The initial competency assessment fee is paid over and above the membership fee at the rate of $358.00 for a face-to-face assessment and $230.00 for a paper based assessment. Recertification fees are included in the annual membership fee thus after five years membership there is no payment required for recertification.
Arrangements for paying fees
All members are able to negotiate individualised payment plans with the Office Manager if payment of fees in a lump sum is not practical or affordable.

**ANZASW profile with employers of social workers**
Work is underway to develop an employer brochure that articulates the value of professional body membership for social work staff.

National Office is interested in hearing from members about what they believe the key themes for such a brochure would be.

The Chief Executive attends employer forums where appropriate, to promote membership and assist employers understand the respective roles of ANZASW and SWRB. Information is also provided about the professional requirements of social workers, particularly in the areas of supervision and continuing professional development.

**There have been considerable increases in staff and resources at National Office over the last 5 years – is this still sustainable and reflective of a static or decreasing membership?**
In 2009 total staff hours totalled 244 per week. From the commencement of 2013 total weekly staff hours were 196 with pro-rata contract hours (Complaint Management & Website Content Management) adding up to 6 hours per week.

With a reduction of 48 staff hours per week since 2009 National Office has continued to deliver the core services delivered in 2009. In addition there has been significant increase in service delivery in the areas such as professional development, competency services (eg review of documentation, follow-up of overdue assessments, supporting registered social workers to meet their competency obligations, web based documentation, liaison with SWRB) website resources, in house production of brochures and social workers day posters.

The annual budget setting cycle always reviews annual income and expenditure with the aim of reducing unnecessary costs wherever possible. The Risk & Audit Committee reviews budget performance on a monthly basis and the whole Board bi-monthly.

**Presence in Wellington**
The Chief Executive attends a number of forums in Wellington and maintains the ANZASW “presence” through regular contact with key stakeholders in person and via a range of media. Where the CE is not able to attend meetings and consultation forums, Wellington Branch members and Board Members are able attend to ensure the ANZASW voice is represented.

ANZASW is actively engaged in some of the Children’s Action Plan work streams, particularly the ‘Professionals help children’ initiatives looking at minimum standards and core competencies for the children’s work force. Other areas where ANZASW is engaged include the mandatory review of the social service qualifications Level 2 – 6, a range of projects initiated by CYF National Office, the Family Justice Implementation Programme External Working Group and many years of active involvement with the ACC Sensitive Claims Advisory Group (SCAG) to list a few current activities.

**ANZASW as a union: What are the pros and cons?**
Members have regularly raised the question of ANZASW becoming a Union, however there is by no means a unanimous view on the Association taking this direction. For the Association to move to become a union there would have to be a constitutional change.
One clear risk is that the DHB MECA is quite clear in stating that professional membership fees can be paid so long as the “professional association does not act as the acting union for its members. Where an association does become the acting union, it will be removed from the list” of professional bodies for whom fees can be paid. This would affect approximately a quarter of the membership.

Further work is required to establish what members mean when they request “work place support”, does this mean acting as a union, eg sitting at the wage bargaining table or is there some other work place support that is being sought.

**National Council v Governance Board**

While the National Council model required engagement with members it was an expensive governance model, requiring delegates from all Branches, Roopu and Special Interest Groups to be brought together at the Association’s cost twice a year. Major decisions could only be made at the six monthly National Council meetings which significantly reduce the ability of the Association to respond in a rapidly changing environment.

The ‘representation’ model that existed to support and advise the National Council was, and in some quarters is still believed to be the most effective model for communicating with and engaging members. It is however open to speculation as to whether delegates were representing the majority of the Branch / Roopu, a vocal minority voice or solely the voice of the delegate. In this model it is almost impossible to quantify the number of members engaging in the consultation and decision making process.

The Board meets kanohi ki kanohi bi-monthly with the option of an audio/video conference in the alternate months and as required.

**Staying in Touch**

With an increasing use of electronic media (e-mail, survey monkey, website, text, smart phone technology, webinar, Skype) National Office is able to communicate with all members easily and rapidly. Virtual face to face discussion can occur using web conferencing technology.

An advantage of electronic media is that we are able to accurately identify numbers of members contributing. For example:

- 2012 Mandatory registration of social workers consultation: 1109 responded
- 2011 Mandatory reporting of child abuse position paper consultation: 243 responded
- 2010 expanding membership consultation: 98 members individually or as part of a group responded
- 2009 membership survey (ANZASW services): 1427 responded

With this data it is easy to identify whether opinions expressed are those of the majority or a minority and respond accordingly.

Members are automatically assigned to the Branch or Roopu in their area when membership is approved. It is recognised that 35.11% of the members are assigned to a Branch or Roopu that is in recess or has very low levels of activity.

The number of Members who are actively engaged with Branches & Roopu is relatively low. If between 10 and 20 percent of members assigned to an active Branch or Roopu were actively engaged this would represent 222 – 445 members nationally.

The Board is therefore mindful of the need to remain ‘connected’, particularly with those members not engaged with Branches or Roopu, and does so in a variety of ways such as:

- Bi-monthly NoticeBoard
- Global e-mails – notices (eg CPD, conferences, vacancies) and requests for feedback on submissions etc
- Survey monkey
- My ANZASW which provides a secure forum for discussing matters of interest to members (245+ members have registered with the component of the website)
- Provision of information to Branch, Roopu and Special Interest Group Convenors
• Visits to Branches and Roopu
• Attendance at Forums such as the DHB Social Work Leaders Forum, the Social Work Leaders Alliance, the Allied Health New Zealand Forum.
• Presenting at social work schools

Members from time to time have commented that they value the regular e-mails from National Office about CPD events, social work vacancies etc and seeking input into submissions. These members also acknowledge it is their responsibility if they choose not to contribute to the discussions.

Lucy Sandford-Reed
Chief Executive
Aotearoa New Zealand Association of Social Workers (ANZASW)

SPAM Warning!

It’s come to our attention that there are spam emails being sent out targeting Supervisors and ANZASW Members. An example is below. We would like to re-assure you that no-one outside of ANZASW has genuine access to our member contact details. And needless to say please DO NOT be enticed to “Click Here”

Example of Spam Email:

From: M L’Shamsi [mailto:mk87s@hotmail.com]
Sent: Thursday, June 6, 2013 6:42 AM
To: your email address
Subject: Cheap properties for Supervisors/ANZASW MEMBERS

Hoping you are having a great day.
Please view new properties for possible investment purpose. CLICK HERE to lo-gin with your account details. There offer is very good and you can get up to 25%-35% discount on each property if you inquire through this link. My Realtor sent this to me to see if anyone might be interested in these sales offer.
Kindly help forward to all other contacts on your list.

Regards,
M.L. Admin.

Constitutional Advisory Panel

The public consultation stage of the government’s review of our constitution has started. Information about how to make a submission to the review is available at www.ourconstitution.org.nz and the deadline for submissions is 1 July 2013.
We are looking for GREAT Social Worker Stories

Please assist us by sharing your stories about great social workers. We will be publishing stories on a special ANZASW page on our website, and in our NoticeBoard e-newsletter.

Contact: fionas@anzasw.org.nz

Have you received your $10,000 ANZASW member benefit?

All members of our Association are automatically covered by a $1500 Accident Death & Dismemberment Policy. In addition to this our members are also eligible for a $10,000 Accident Death Benefit at the special rate of just $2 - that's the whole annual premium!

If you haven’t taken advantage of this offer, we recommend you do so right away.

These member benefits are provided by AIL of New Zealand (www.ailnz.co.nz.) AIL has a long history of serving community and industry groups in New Zealand and North America and enjoy an A+ Superior financial rating (AM Best.)

AIL also offers affordable family-based Life Insurance plans which can also include Accident Injury, Hospital Indemnity, Cancer Protection and Critical Illness coverage - plans are flexible and can be tailored to meet the specific needs of a member’s family.

To find out more and receive your $10,000 benefit, please return the yellow AIL response card, or call them direct on freephone 0800 894 121 or email info@ailnz.co.nz

Countdown to Social Workers Day: 25 September 2013

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Code of Ethics Section 4: Responsibility to Agencies & Organisations
Changes to this Section effective from 1 July 2013.

The current version of the Code of Ethics Section 4 Responsibility to Agencies & Organisations is high level, placing significant responsibility on the member to monitor their employing agency or organisation and effect changes where necessary. After lengthy discussions the Board identified that regardless of the position held by the member or the length of employment, achieving the ethical requirements described in this section would be almost impossible for employees.

In addition 4.1 “members have a responsibility to adhere to the work contracts they have entered into with employing agencies or organisations” could, and has, allowed employers to abrogate their responsibility to manage organisational issues such as use of vehicles, time keeping, absence without leave etc, transferring responsibility to the Association’s complaint management process. None of these issues would fall into the definition of professional social work practice as defined by the Indemnity Insurance Cover:

Professional Services: any activity engaged in by the Insured wherein the Insured employs their professional skills and abilities in activities associated with "Social Work Practice", including but not limited to casework, group work, counselling, clinical social work, community work, social pedagogical work, psychotherapy, supervision, administration, management, education and training, family/whanau work or therapy, community/iwi organisation and development, advocacy, social service management and administration, social action, social and economic policy formation and political action, policy analysis, youth work, consultancy and research and such other activities as may be disclosed and agreed to by the Insurer.

Social Work Practice: professional interventions which provide a framework to address societal issues, social barriers, inequities and injustices faced by individuals, families/whanau, groups and communities/iwi. Social work is practised in: social work in mental health; social work in justice, corrections and courts; social work in care and protection and families; social work with community and iwi; social work in education and research; or other scopes of practice, from time to time, determined by the Board.

As a result an amended version of Section 4 Responsibility to Agencies and Organisations was approved by the Board to take effect from 1 July 2013.

The revised text reads:

1. Section 4 Responsibility to Agencies and Organisations
Ko ngā kawenga ki ngā Umanga me ngā Whakahaere Pāpori

1.1. Social workers should take reasonable⁵ steps to ensure that their employing organisations’ practices are consistent with the ANZASW Code of Ethics.

1.2. Social workers should take reasonable steps to ensure that Tangata Whenua are consulted with to ensure that the structures, aims and functions of the agency or organisation they are working for provides the best standards of service and that Tangata Whenua are included in all decision making at all levels.

1.3. Social workers should take reasonable steps to ensure that the work place is culturally appropriate for the clients of the organisation.

1.4. Social workers generally⁶ should adhere to commitments made to employers and employing organisations.

⁵ The English (UK) Thesaurus: sensible; rational, logical, practical, realistic, sound, equitable
1.5. Social workers should take reasonable steps to participate in the regular and ongoing review and improvement of their employing agencies’ policies and procedures and the efficiency and effectiveness of their services.

1.6. Social workers should take reasonable steps to ensure that employers are aware of social workers’ ethical obligations as set out in the ANZASW Code of Ethics and of the implications of those obligations for social work practice.

1.7. Social workers should not allow an employing organisation’s policies, procedures, regulations, or administrative orders to interfere with their ethical practice of social work.

1.8. Social workers should act to prevent and eliminate discrimination in the employing organisation’s work assignments and in its employment policies and practices.

1.9. Social workers should accept employment or arrange student field placements only in organisations that exercise fair personnel practices.

1.10. Social workers should be diligent stewards of the resources of their employing organisations, wisely conserving funds where appropriate and never misappropriating funds or using them for unintended purposes.

1.11. Social workers maintain professional accountability to clients and the wider community through ongoing evaluation of their own performance.

1.12. Where members are working in private practice they will ensure all practices are consistent with the expectations described in this section.

ANZASW Continuing Professional Development Webinars

ANZASW began delivering CPD webinars free to members in March 2012. Since then thirteen webinars have been delivered covering topics relating specifically to supervision and also to a wide range of practice issues.

This table shows the number of members attending each session and numbers of Tangata Whenua and Tau Iwi participants. The unidentified participants are those who did not provide their name when entering the webinar.

<table>
<thead>
<tr>
<th>Presenter</th>
<th>Topic</th>
<th>Number Attending</th>
<th>Tau Iwi</th>
<th>Tangata Whenua</th>
<th>Unidentified participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>DAREN EYLES</td>
<td>Coronial Inquiries</td>
<td>17</td>
<td>16</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>JILL WORRALL</td>
<td>Kin Care</td>
<td>27</td>
<td>23</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>ELAINE LOCH</td>
<td>Suicide Prevention</td>
<td>11</td>
<td>11</td>
<td>0</td>
<td>12</td>
</tr>
<tr>
<td>TARA D’SOUZA</td>
<td>Community Development</td>
<td>11</td>
<td>10</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>CAROL ADAMSON</td>
<td>Building Resilience</td>
<td>19</td>
<td>18</td>
<td>1</td>
<td>11</td>
</tr>
<tr>
<td>MICHAEL O’DEMPSEY</td>
<td>Power Relationship in Supervision</td>
<td>13</td>
<td>8</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>MADELEINE</td>
<td>Courageous Conversations</td>
<td>44</td>
<td>40</td>
<td>4</td>
<td>3</td>
</tr>
</tbody>
</table>

6 Thesaurus: English (United Kingdom) Usually, normally, in general, in the main, by & large, commonly
### TAYLOR JANE MAIDMENT
Developing a Practice Framework for Student Supervision
- 37
- 34
- 3
- 2

### MAREE MACDONALD
A Maori Practice Tool: Te Waka
- 80
- 54
- 26
- 2

### VICKI HIRST
What Hat are you Wearing? Supervisor, Manager or both?
- 72
- 63
- 9
- 3

### MAREE MACDONALD
A Maori Practice Model
- 88
- 66
- 22
- 6

### JUSTIN CANTY
Social Media & Social Work
- 48
- 41
- 7
- 2

### ALLYSON DAVYS
Reflecting Critically in Supervision for Practice
- 62
- 54
- 8
- 3

<table>
<thead>
<tr>
<th>Total</th>
<th>Number of Webinars</th>
<th>Number of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>529</td>
<td>1 webinars</td>
<td>228</td>
</tr>
<tr>
<td>438</td>
<td>2 webinars</td>
<td>56</td>
</tr>
<tr>
<td>91</td>
<td>3 webinars</td>
<td>28</td>
</tr>
<tr>
<td>51</td>
<td>4 webinars</td>
<td>15</td>
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<tr>
<td></td>
<td>5 webinars</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>6 webinars</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>7 webinars</td>
<td>1</td>
</tr>
</tbody>
</table>

**Number of Webinars each participant attended**
## Attendance at Webinars by Branch or Roopu

<table>
<thead>
<tr>
<th>Branch / Roopu</th>
<th>Number attending</th>
<th>Branch / Roopu</th>
<th>Number attending</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auckland</td>
<td>107</td>
<td>Taranaki</td>
<td>10</td>
</tr>
<tr>
<td>Nelson</td>
<td>47</td>
<td>South Canterbury</td>
<td>9</td>
</tr>
<tr>
<td>Wellington</td>
<td>45</td>
<td>Waikato Roopu</td>
<td>9</td>
</tr>
<tr>
<td>Canterbury</td>
<td>44</td>
<td>Waiairiki</td>
<td>7</td>
</tr>
<tr>
<td>Waikato</td>
<td>37</td>
<td>Wairarapa</td>
<td>7</td>
</tr>
<tr>
<td>Bay of Plenty</td>
<td>27</td>
<td>Tairawhiti</td>
<td>6</td>
</tr>
<tr>
<td>Otago</td>
<td>26</td>
<td>Overseas</td>
<td>5</td>
</tr>
<tr>
<td>Hawkes Bay</td>
<td>21</td>
<td>West Coast</td>
<td>5</td>
</tr>
<tr>
<td>Taitokerau</td>
<td>19</td>
<td>East Coast</td>
<td>4</td>
</tr>
<tr>
<td>Tamaki Makaurau</td>
<td>16</td>
<td>Marlborough</td>
<td>4</td>
</tr>
<tr>
<td>Southland</td>
<td>14</td>
<td>Kahu Ora ki Wairarapa</td>
<td>3</td>
</tr>
<tr>
<td>Northland</td>
<td>13</td>
<td>Manawhenua</td>
<td>3</td>
</tr>
<tr>
<td>Whanganui</td>
<td>13</td>
<td>Tauranga Moana Roopu</td>
<td>1</td>
</tr>
<tr>
<td>Manawatu</td>
<td>12</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Percentage of Branch members attending CPD webinars

<table>
<thead>
<tr>
<th>Branch Roopu</th>
<th>Members 30/05/13</th>
<th>Percentage of Branch / Roopu members attending webinars</th>
<th>Branch Roopu</th>
<th>Members 30/05/13</th>
<th>Percentage of Branch / Roopu members attending webinars</th>
</tr>
</thead>
<tbody>
<tr>
<td>TAITOKERAU</td>
<td>39</td>
<td>48.7%</td>
<td>WELLINGTON</td>
<td>322</td>
<td>14.0%</td>
</tr>
<tr>
<td>WEST COAST</td>
<td>31</td>
<td>45.2%</td>
<td>BAY OF PLENTY / COROMANDEL</td>
<td>198</td>
<td>13.6%</td>
</tr>
<tr>
<td>NELSON</td>
<td>122</td>
<td>38.5%</td>
<td>TARANAKI</td>
<td>75</td>
<td>13.3%</td>
</tr>
<tr>
<td>EAST COAST</td>
<td>14</td>
<td>28.6%</td>
<td>MARLBOROUGH</td>
<td>32</td>
<td>12.5%</td>
</tr>
<tr>
<td>SOUTH CANTERBURY</td>
<td>38</td>
<td>23.7%</td>
<td>TAMAKI MAKAURAU</td>
<td>139</td>
<td>11.5%</td>
</tr>
<tr>
<td>WHANGANUI</td>
<td>56</td>
<td>23.2%</td>
<td>WAIARIKI</td>
<td>61</td>
<td>11.5%</td>
</tr>
<tr>
<td>WAIKATO</td>
<td>171</td>
<td>21.6%</td>
<td>SOUTHLAND</td>
<td>145</td>
<td>9.7%</td>
</tr>
<tr>
<td>Region</td>
<td>Members</td>
<td>Percentage</td>
<td>Region</td>
<td>Members</td>
<td>Percentage</td>
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<tr>
<td>--------------------------------</td>
<td>---------</td>
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<td>---------</td>
<td>------------</td>
</tr>
<tr>
<td>HAWKES BAY</td>
<td>99</td>
<td>21.2%</td>
<td>CANTERBURY</td>
<td>484</td>
<td>9.1%</td>
</tr>
<tr>
<td>KAHU ORA KI WAIRARAPA</td>
<td>15</td>
<td>20.0%</td>
<td>MANAWHENUA</td>
<td>36</td>
<td>8.3%</td>
</tr>
<tr>
<td>WAIRARAPA</td>
<td>39</td>
<td>17.9%</td>
<td>MANAWATU</td>
<td>153</td>
<td>7.8%</td>
</tr>
<tr>
<td>OTAGO</td>
<td>146</td>
<td>17.8%</td>
<td>OVERSEAS</td>
<td>79</td>
<td>6.3%</td>
</tr>
<tr>
<td>NORTHLAND</td>
<td>75</td>
<td>17.3%</td>
<td>TAURANGA MOANA ROOPU</td>
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<td>TE WHANAU O RONGOKAKO</td>
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<td>OTAUTAHI</td>
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**ANZASW Policy: Life Honorary Membership**

**Policy Area:** MEMBERSHIP

**Subject:**

**Title of Policy:** LIFE & HONORARY MEMBERSHIP

**Number:**

**Effective Date:**

**Page Numbers:** 3

**Approved Date:** 20 April 2013

**Revision Date:** April 2014

**Approved by:** Board

1. **Rationale or background to policy:**
   This policy is developed in order to give effect to the ANZASW constitution:

   **Section 5.1**

   A general meeting of the Association may, on the recommendation of the Governance Board, confer Life Membership on any member in recognition of outstanding service to the Association, and the profession of social work. A life member shall not be required to pay the annual membership subscription. Recommendations for Life Membership shall be made in accordance with policy and procedures approved by the Governance Board.
Persons who are invited to become members by resolution of a General Meeting on the recommendation of the Executive Officer. [Honorary Members]

2. **Policy Statement: A simple statement of what is to be accomplished.**
   This policy outlines the process for awarding Life Membership to members of the Association in recognition of outstanding contribution and for inviting people to become Honorary Members of the Association.

3. **Life Members**
   1. The following guidelines will be taken into account when a member is being considered for Life Membership:
      i. Nominees should have a minimum of 10 years membership, unless there are exceptional circumstances.
      ii. The contribution of nominees to the Association is outstanding and clearly demonstrated and
      iii. The nominees may have made a substantial contribution to the social work profession in Aotearoa New Zealand and
      iv. The nominee may have made a substantial contribution to international social work.
      v. The award of Life membership is limited, as a very special honour, to approximately 1% of the Association’s total membership at any time.

2. All nominations for Life membership shall be made to the Chief Executive in the first instance, to be received a minimum of three months prior to a general meeting of the Association or the Annual General Meeting.

3. All nominations shall require the recommendation of the Board before being forwarded to a general meeting of the Association for ratification.

4. Nominations are generally made by the Branch / Roopu /Special Interest Group the member belongs to.

5. The nomination is seconded by a Branch / Roopu / Special Interest Group other than the Branch /Roopu / Social Interest Group to which the member belongs.

6. In the event that the Member resides in an area where there is no active Branch or Roopu nomination may be made by:
   i. A neighbouring Branch or Roopu
   ii. A Special Interest Group
   iii. A Member holding an official role within ANZASW (eg Board Member, Competency Assessor, Complaints Convenor).
   iv. A group of no less than three members who are able to validate the member’s substantial contribution to the Association and social work in Aotearoa New Zealand and if relevant internationally.
7. The nominee must
   i. provide a current curriculum vitae
   ii. accept the nomination in writing.

8. Nominations of Tangata Whenua members are to be considered by National Hui of Tangata Whenua members.
   In the event that there is no National Tangata Whenua Hui nominations will be considered by the Tangata Whenua Caucus who may consult:
   a. Roopu Chairs
   b. Members of the nominating & supporting Roopu
   c. Roopu members making the nomination

9. At each point of the process the nominator and nominee are to be kept advised of progress with the nomination.

10. Once Life Membership is ratified by a General Meeting of the Association the Life Member:
    i. Shall not be required to pay the annual membership subscription
    ii. Shall be regarded as a ‘member’ for the purposes of the constitution and any other policy approved by the Board unless specifically excluded
    iii. Shall pay their Indemnity Insurance premium for as long as they continue practicing as a social worker

HONORARY MEMBERSHIP

The Chief Executive may recommend that a person be invited to become an Honorary Member of ANZASW. A recommendation for Honorary Membership is a way of recognising contributions to ANZASW, social work and strategic relationships of benefit to ANZASW.

1. The following guidelines will be taken into account when a person is being considered for Honorary Membership:
   a. The Invitee has made a:
      i. significant contribution to ANZASW and /or
      ii. substantial contribution to the social work profession in Aotearoa New Zealand and /or
      iii. substantial contribution to international social work and / or
      iv. will recognise a strategic relationship of significance to ANZASW.

2. Being invited to become an Honorary Member of ANZASW is a very special honour, and numbers shall be limited to 0.25% of the membership at any one time.

3. Following the ratification of the recommendation to invite a person to become an Honorary Member by a general meeting of the Association, the Chief Executive shall issue the invitation.

4. The Invitee shall accept or decline the invitation in writing.

5. On accepting the invitation to become an Honorary Member of the Association, the Member will be issued with a Certificate of Honorary Membership.
6. Once Honorary Membership is ratified by a General Meeting of the Association and the invitation has been accepted, the Honorary Member:
   i. Shall be regarded as a ‘member’ for the purposes of the constitution and any other policy approved by the Board unless specifically excluded
   ii. Shall not be required to pay the annual membership subscription
   iii. If the Honorary Member is practicing as a social worker they shall pay their Professional Indemnity Insurance premium on an annual basis for as long as they are practicing.

Social Media – Social Work: Thinking into the Issues

Social media is a new phenomenon in our societies and is significant for Social Work practice. This is the first in a series of articles, inspired by a recent webinar exploring the relevance of social media for Social Work. In these articles, I use the term ‘social media’ as a catch-all to include social networking sites, apps, blogs, forums, chat applications, games and so on.

Part 1 – Perceptions of Social Media

“Technology is a queer thing. It brings you great gifts with one hand, and it stabs you in the back with the other.”


The internet has changed enormously from the first experiences many of us would have had. Static pages have become vibrant interactive sites and online communities. The development known as ‘Web 2.0’ introduced a simple way to enable interaction on web pages and sites. It allows things like comments on pages, display of messages and simple self-publishing. It also permits a greater social aspect that was previously restricted to message boards, email lists and internet relay chat. Many of these required some technological confidence to access and participate. In some important ways, Web 2.0 has democratised online social interaction.

There is a range of ways we perceive and react to social media. They are consistent with reactions to any technological innovations and they appear in news stories and our responses every time there is a technological innovation, a tragedy or an outrage somehow connected to social media. Technology can save us or be our downfall. These polar opposites can be characterised as ‘utopian’ and ‘dystopian’.

The utopian view focuses on the benefits of social media and can seem a bit idealized at times, as term ‘utopian’ suggests. This is the bright and shiny horizon of communications and opportunity opening up to people through social media. It highlights the ways that online communication has allowed people to connect easily and instantly through online innovations. Social media helps people to stay in touch despite vast distances, to make new friends and renew acquaintances, to create communities for people with rare experiences or health conditions, share aspects of their everyday lives and post funny captions on a seemingly unending stream of cute cat photos.

The dystopian view presents the negatives and pitfalls. Here the focus is on the harm caused by social media. It is often seen in stories of perceived or actual danger, or actual harm or loss to people where the technology is seen as the culprit. It is common in calls for legal intervention on how technology is used and by whom, in everything from stalking (and worse), internet dating disasters, scams, ‘trolls’ and online bullying to file sharing and piracy of copyright material.

There is a third perspective that portrays social media as a tool that people use to do all the things they would do in any other social setting. This functional viewpoint allows space for both the good and the bad that happens through social media, and importantly sees them as the actions of people. It creates a dynamic balance between the utopian and dystopian views. It also demystifies social media a bit, allowing us to see and start to understand the human
interactions that are involved in both the good and the bad in social media. It also puts the responsibility for the results of people’s actions via social media back on people rather than displacing them to the technology.

Recognising how we perceive social media as an aspect of our worlds makes a difference for how we as Social Workers respond to the challenges and opportunities it presents. If we have a predominantly utopian or dystopian view, then this will affect how we interpret the effects in the lives of the people we work with and the implications for our practice. Similarly, if we take a functional view, then this changes how we think into the potential of social media as a tool that may have some significant benefits as well as a few sharp edges that deserve careful handling.

Justin Canty is a PhD Fellow at University of Otago Wellington and a Registered Social Worker. His research topic focuses on children’s experiences of social media. He has worked in a variety of settings, including most recently in child adolescent mental health.

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**Advertising**

**STOP Trust: Office Available**

Well-appointed office available with waiting area in 100% earthquake strengthened building in downtown Dunedin.

Office shared with counselling NGO; room with outside window and access to a large training/group room.

Internet connection and power included.

1-3 year sub-lease; rental by negotiation. Available immediately.

Please Contact: Tracey Harris
STOP Trust
P: 03 374 5010
E: traceyh@stop.org.nz

**ANZASW Social Work Review and Journal Sale...COMING SOON**

We are going to be selling our excess copies of the Social Work Review for $5 per copy!

Keep an eye out for emails and updates on the website with a full list of the years and editions available.

If you have any questions beforehand please contact Brogan Taie - brogan@anzasw.org.nz
$1,500 AD&D
All members of our Association are now covered by a $1,500 Accidental Death & Dismemberment Benefit. 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 contact an AIL representative to deliver your AD&D Benefit and explain the additional insurance coverage available.

Please note: To qualify for the $10,000 of additional ADB coverage, an AIL representative must visit you, obtain an enrollment form and collect premium for the first year. You may renew annually thereafter for $5.
POSTGRADUATE OPTIONS IN SOCIAL WORK AND SOCIAL POLICY

PROFESSIONAL DEVELOPMENT OPPORTUNITIES AVAILABLE IN 2014 THROUGH DISTANCE LEARNING

PROGRAMMES

MASTER OF SOCIAL WORK
The MSW equips social workers to develop and use research skills in their practice settings, and to keep current with the latest theories and practice.
Papers offered in 2014 are: Clinical Practice, Mental Health, Disability Studies, Māori Development, Social Services Supervision, Substance Use and Addictions and Social Policy.

MASTER OF ARTS (SOCIAL POLICY)
The MA (Social Policy) enables students to pursue postgraduate study and research in social policy.

POSTGRADUATE DIPLOMA IN SOCIAL SERVICE SUPERVISION
This diploma is for professionally qualified practitioners who are currently supervising social service and health practitioners and/or students on placements.

POSTGRADUATE DIPLOMA IN ARTS (SOCIAL WORK)
This programme is for social workers who wish to undertake an advanced study of social work by completing postgraduate papers.

SOCIALWORK@MASSEY.AC.NZ
0800 MASSEY
Master of Social Practice

Levels 8 - 9, 240 credits
Duration Full-time for two years or part-time for up to five years
Starts February or July
Number of places 20 places per course
Preferential applications by 1 January or 1 June
Indicative fee $1,619.70 per 30-credit course
Campus Mt Albert

The Master of Social Practice helps advanced social practitioners develop an understanding of the relationships between contemporary perspectives on social practice in New Zealand, theories of power and culture, and Te Tiriti o Waitangi. Advance your critical analysis skills, learn to write articles for publication in academic journals, increase your awareness of critical issues and debates in social practice and community development, and explore a range of research methodologies.

Highlights

» Ongoing professional development for advanced practitioners who need to make informed, ethical and integrated responses to the complex situations they encounter. You should have a thorough grounding in your professional discipline.

» Suitable for qualified and experienced practitioners in social work, counselling, community development, nursing, teaching and other disciplines.

» Focus on research: as part of the programme, you complete either a 120-credit or a 90-credit research thesis on a topic of your interest.

» Reflective and collaborative learning, drawing on your professional experience.

» Emphasis on social justice.

» Highly qualified staff who often have active roles in community and national organisations.

» Block courses: most courses will be delivered over four two-day blocks (on Fridays and Saturdays).

» There is one compulsory course, Transdisciplinary Research, and then you select three elective courses in your particular field of interest, exploring issues such as managing community organisations, social change, kaupapa Māori and feminism in social practice. Not all electives will be offered every year, so please plan your programme of study carefully. For detailed course information visit www.community.unitect.ac.nz

You can choose from a wide range of elective courses, including Advanced Child Protection Practice

Course title: Advanced Child Protection Practice
Course code: CSTU8022
COURSE AIM: To engage in a process of collaborative enquiry which considers the historical connections between social work and social science in the humanist tradition and to explore policy options and practice skills which promote solutions to the contemporary challenges for child protection practice in Aotearoa/New Zealand.

LECTURER: Ian Hyslop
Ian Hyslop has an academic background in law, social work and social policy. Ian worked for CYFS for twenty years as a practitioner and is also interested in child protection 'as practice'. He is currently carrying out research for his doctoral thesis. His main research focus includes:
empowering practice in child protection; structure and functioning of practice teams and the role of the state in social service provision.

TOPICS INCLUDE:
» Social work, political theory, and practice context/construction of child abuse and development of child protection social work related to late-modernity.
» Child protection and Tangata Whenua - colonialism, practice past and present/ exploration of risks and opportunities facing contemporary practice with whanau Māori.
» The experience of complexity and ambiguity in child protection practice/ relationships between control, creativity, and empowerment in the bureaucratic and legal framework of statutory child protection.
» Structural alternatives for the delivery of child protection social work/relationships between state, the NGO sector and community development in the future development of practice.
» The development and application of practice skills in the context of child protection/critical analysis of the concept of self care in relation to effective practice.

DATES:
9, 10 August 2013
6, 7 September 2013
18, 19 October 2013
22, 23 November 2013

Admission requirements
To be eligible for admission, applicants must meet the general admission requirements and the English language requirements. Applicants may be interviewed.

GENERAL ADMISSION
Applicants must:
Have a recognised bachelor's degree in the same or similar discipline, with merit achievement (deemed to be an average grade of B- or higher in all level 7 courses); OR
Hold a professional qualification in a relevant discipline, recognised as being equivalent to at least merit achievement in a bachelors degree.

ENGLISH LANGUAGE
Applicants must:
Have a minimum of eight NCEA credits in English at level 2, of which four must be in Reading and four in Writing, or equivalent; OR
Have successfully completed studies at level 5 or higher in an English medium; OR
Have a grade of 5 or better in New Zealand Sixth Form Certificate in an English-rich subject, or equivalent; OR
Have an overall IELTS band score (Academic) of no less than 6.5 (with no band score less than 6.0 in Writing), or a TOEFL score of no less than 575, or equivalent; OR
Have an appropriate Unitec English language qualification, such as the Diploma in English (Advanced), or equivalent.

Fees
The 2013 fee for each 30 credit course is approximately $1,619.70

Note: These fees act as a guide only. Please do not send any payment until you receive your fees invoice. The programme fee you pay at enrolment covers tuition and class materials. You will also have to pay a Student Services fee and any applicable NZQA charges. The deadline for payment of student tuition fees is seven days prior to the start of your programme.

Payment may be made in cash, by cheque, EFTPOS, credit card, or in the form of an approved application for a student loan.
Application/Enrolment Procedure
Please complete a Unitec application/enrolment form, and send it to:

Student Central
Unitec Institute of Technology
Private Bag 92025
Victoria St West, Auckland 1142,
New Zealand

If there is no application/enrolment attached to this flyer, you can download a form from our website www.unitac.ac.nz (look on the ‘Enrolment info’ page) or request a form by phoning Student Central (Te Pae Korero) on 0800 10 95 10.

Where there are places available, applications will be accepted up until the class begins. However as places are limited, it is recommended that you apply early.

The deadline for payment of student tuition fees is seven days prior to the start of your programme. Payment may be made in cash, by cheque, EFTPOS, credit card, or in the form of an approved application for a student loan.

Further Information
For more details on this course or other programmes offered by the Department of Social Practice please contact:

Helene Connor
Programme Leader
Department of Social Practice
Unitec Institute of Technology
phone +64 9 815 4321 ext 5010
email hconnor@unitac.ac.nz

phone 0800 10 95 10
fax +64 9 815 2905
web www.unitac.ac.nz
address Private Bag 92025
Victoria St West
Auckland 1142
New Zealand

Mt Albert campus
139 Carrington Rd
Mt Albert
Auckland 1025

Northern campus
10 Rothwell Ave
Albany
Auckland 0632

Waitakere campus
5-7 Ratahu St
Henderson
Auckland 0612

Unitec is an Institute of Technology in New Zealand and a Member of the International Association of Universities.
### Dr Leah Giarratano: Treating Posttraumatic Stress Disorder 2013 Training Dates

**A CPD activity for all mental health professionals**

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<thead>
<tr>
<th>Location</th>
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*For more details about this workshop and books by Leah Giarratano refer to [www.talominbooks.com](http://www.talominbooks.com)*

### Clinical skills for treating posttraumatic stress disorder

This two-day (9am-4.30pm) program presents a highly practical and interactive workshop (case-based) for treating traumatised clients; the content is applicable to both adult and adolescent populations. 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.

**Day one topics include:**
- Treatment maps and planning strategies
- Psychoeducation and motivation tips
- Analysing and targeting dysfunctional behaviours (e.g., substance abuse, self-harm)
- Arousal reduction strategies (including breathing retraining, grounding and distress tolerance)
- An introduction to anger management
- Self care for mental health professionals

**Day Two topics include:**
- In vivo exposure therapy (reducing avoidance behaviours)
- The fundamentals of exposure therapy for traumatic memories (prolonged imaginal exposure)
- Cognitive challenging of negative self-statements related to the traumatic event
- Contraindications and complex case issues

### Program Fee

- NZ Resident Travelling to Australia $500 (when you email or fax this form to pay for an Australian workshop with a Visa or Master card)
- **Auckland Early Bird $600** (when you pay with this form by 10/5/13) **Auckland Normal Fee $650** (when you pay after 10/5/13)

*Save $50 each when you register with a colleague by email or fax (both registrations must arrive together).*

Program Fee includes materials, lunches, morning and afternoon teas on both workshop days.

Please direct your enquiries to Joshua George: **Phone** (0061 2) 9823 3374  **Fax** (0061 2) 8786 1361  **Email**: mail@talominbooks.com

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**2013 Treating PTSD Registration/Reservation Form**

Please circle the workshop you wish to attend below and return a copy of this completed page by fax or mail.

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**Name:**  
**Address for invoice:**  
**Phone:**  
**Email (essential):**  
**Mobile:**  
**Special dietary requirements:**

**Method of payment (circle one)**  
Visa  MasterCard  Cheque  Please reserve my place & issue a fax invoice

**Name of cardholder:** (if using a credit card)
**Card Number:**  
**Expiry Date:**
**Card Verification Number:**
**Signature of card holder:** (if using a credit card)
**Debit amount:** $

**Cheques are to be made payable to Talomin Books Pty Ltd and mailed to PO Box 877, Mascot NSW 1460.**

If payment is made with a credit card, simply complete the information above and fax this page to (0061 2) 8786 1361. A receipt will be emailed to you upon completing. Note: Attendee withdrawals and transfers attract a processing fee of $55.

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