Table of Contents

From the President ............................................................................................................................................. 2
From the Chief Executive ............................................................................................................................ 3
  Review of the ANZASW Practice Standards .......................................................................................... 4
  Professional Development Logs ............................................................................................................... 4
  Matariki – the Māori New Year .............................................................................................................. 5
  Competency Services Update ............................................................................................................... 5
  The Competency Assessment Process ................................................................................................ 5
  A Reminder About CPD .......................................................................................................................... 6
SWAN Social Worker Action Network ...................................................................................................... 7
ANZASW Recertification Changes – Advanced Notice ........................................................................... 8
  Continuing Professional Development Log ......................................................................................... 8
2014 Annual General Meeting – Advanced Notice ............................................................................... 9
Life Membership Nominations ................................................................................................................ 9
Commuńiqué to ANZASW Members from the Board – A Two Tier Membership ................................ 10
2014-2015 ANZASW Membership Renewals ...................................................................................... 11
ANZASW Translators Wanted! .................................................................................................................. 11
Description of Practising Social Work .................................................................................................... 11
40 Years of Old IFSW Newsletters now On-line: 1962-2002 .................................................................... 12
50 Years of ANZASW Invitation .......................................................................................................... 12
Decade One 1964-1973: Setting the Framework .................................................................................. 13
Decade Two 1974-1983 ............................................................................................................................ 17
Advertising .................................................................................................................................................. 24
  Interactive Drawing .............................................................................................................................. 24
  Massey University: Social Work & Social Policy Options ............................................................. 25
  Dr Leah Giarratano: Treating Posttraumatic Stress Disorder 2014 Training Dates ......................... 26
  WINTEC – For a Job you’ll really Love .......................................................................................... 27

Quicklinks

- Update your Contact Details
- Supervisors’ Register
The recent release by Child Youth and Family of the Workload and Caseload Review makes for interesting reading. In many ways there is nothing in the report that ANZASW members familiar with CYF will not have heard before. There does however appear to be a desire to act on the report and the involvement of CYF staff, the PSA and external experts and other stakeholders in the report’s development, gives a solid base for action. The real test will be in what actually happens.

Professionally, the emphasis on ‘an ongoing process of critical self analysis, continual learning and improvement ‘with clients’ at the centre of their work’ is something that should be embraced by all social workers, irrespective of their place of employment. This focus though is not always easy to achieve or maintain in the midst of the busyness of most social work practice. To assist social worker engagement with practice critique the Association has in its recent review of the recertification process, together with the Social Workers Registration Board, embedded a process for continual critical reflection as part of keeping the CPD log.

It is heartening to see the report acknowledges the centrality of authentic, effective, time generous and culturally responsive client relationships; alongside recognition of the need for regular competent supervision, manageable caseloads and collaborative working relationships for effective casework to occur. The sting in the tail of the report is that organisational change through a redesigned operational model will be necessary. Any such major change process in a core agency like CYF will of course flow through to other agencies and the wider community. Broader changes such as those associated with Children’s Teams, Investing in service outcomes, Whanau Ora and other Government led initiatives will run in parallel. This will heighten the changeability of the environment in which both CYF and non CYF social workers operate. It is hoped that appropriate funding to the non-government sector will follow to support these changing priorities in the work they do.

Social workers in other child and family focussed agencies will inevitably experience some acceleration in complexity and in the type of work they are doing. Members tell us that this has been a trend in recent years but the pattern will be more pronounced as more collaboration across Government and between Government and Community Sectors occurs.

One risk in this environment is that client service lessens as social workers get distracted by organisational uncertainties and by new ambiguities or new processes and systems. This possibility heightens the ongoing need for diligence by all social workers in being purposeful and professional with a client-centric work focus and a solid baseline of ethical and reflective practice.

The Association is well placed to support members on multiple levels during changing times. Support offered takes many forms including access to ongoing education via webinars and other training resources and the publication of Aotearoa New Zealand Social Work Journal; the provision of indemnity insurance in the event of practice errors occurring; by engaging with Association competency and recertification processes to strengthen practice reflection; provision to connect to practitioners with similar interests and issues via online interest groups and NoticeBoard e-
Newsletters. Similarly, participation in local branch and roopu provides collegial support, professional development, help, and advice.

The workload and caseload review by CYF reminds me that we are all in an ever changing practice environment where as social workers we will continue to encounter new frontiers in our work. The Association is here to help us in all of these endeavours, to work productively towards change for the better in our discipline, for our clients and within our organisations and communities.

Na mihi nui
Jane Maidment

From the Chief Executive

In the two months since the last edition of the NoticeBoard e-newsletter there have been a lot of activities of interest to our members.

The Child Youth and Family Workload and Casework Review was released at the end of May. The findings of the Report vindicated what members have been telling the Association for many years. Many of the recommendations have been made in earlier reports and publications such as the Base Line Review, some going back as far as Puao-Te-Ata-Tu in 1986. The report is upfront about the systems failures. The next challenge will be the implementation of the recommendations. It is hoped that this report does not go the way of the many before with the same recommendations being made in another 10 or 12 years.

The Glenn Inquiry People’s Report followed in early June. Many of the issues raised in the Family Workload and Casework Review were reiterated in this report, particular around high caseloads and insufficient time to do what needed to be done.

There were some very positive comments in relation to social workers -

- “My current social worker actually cares about what happens to me, rather than just being a job”
- “Somehow I managed to luck into an amazing social worker who I felt listened to me and I felt was on my side. Reading through the notes as I did, it’s quite obvious she didn’t fall for a lot of the stuff that my mother was doing. Because reading through them [notes] there’s a lot of lying going on her [mother’s] part”.
- “People stressed that effective Child Youth and Family social workers genuinely listened and tried to find “holistic” solutions to improve children’s lives”
- Man, I had the best social worker. A Pakeha woman, trying to guide this young Pacific Islander in the right direction”.

Equally there were comments about the need for more education and training in child development, child abuse and domestic violence, mentoring new practitioners and greater consistency in approaches and interagency collaboration. These are challenges for the whole sector if Aotearoa New Zealand is to reduce child abuse and domestic violence.

19th June saw the Third Reading of the Vulnerable Children Bill which was passed with a 105 to 10 majority. The whole Bill is relevant to our members. Of particular relevance are issues such as:

- The definition of a child (Section 15), a child being under 14 years and a young person being under the age of 17 years;
- The requirement for State Services, DHBs, School Board and providers funded by any of these groups to have and report on child protection policies (section 16, 17 18 & 19)

1 The People’s Report: The Peoples Inquiry into Addressing Child Abuse and Domestic Violence 2014
Review of the ANZASW Practice Standards

The Board has agreed that the ANZASW Practice Standards published in 2008 are due for revision and updating. A Working Party is being developed with the aim of having the reviewed Practice Standards ready for launch as the 28 & 29 November National event.

Professional Development Logs are still problematic for some members.

In 2010 both ANZASW and SWRB moved from requiring 150 CPD hours over 5 years to a minimum of 20 hours CPD per year. At this time the CPD Log was introduced and contained the following headings:

- Date
- Activity
- Hours
- Reflection on how the learning has influenced practice

Thus for the last 4 years CPD should have been recorded on this version of the CPD Log.

In January 2014 a revision of the CPD Policy introduced the requirement for Supervisor / Manager / Professional Leader feedback and sign-off. The Template headings became:

- Skills and knowledge identified as being needed for development of practice
- Agreed learning activity & date
- Time in hours
- Practitioner reflections on learning & how the learning has influenced development of practice
- Supervisor / Manager / Professional Leader feedback and sign-off

The expectation is that all CPD activity from 1 January 2014 will be recorded on the template which includes the Supervisor / Manager / Professional Leader feedback and sign-off. CPD activity undertaken prior to 31 December 2013 and recorded on the 2010 Template at the time of completion can be dealt with by having a discussion with your current Supervisor / Manager / Professional Leader and obtaining “global” feedback and sign-off.

Portfolio templates are e-mailed to members 6, 3 and 1 month prior to expiry of current Certificates of Competency if a completed portfolio has not been received. This means for example that a member with a recertification due in March 2014 will have received the 2010 version of the CPD Log in September and December 2013 and the 2014 Log in February 2014. In this scenario all 2014 CPD activity is required on the 2014 Log. If CPD activity had not been recorded at the time of completion for the period up to December 2013 it is preferred that it be recorded on the 2014 Log. Changes of Supervisor / Manager / Professional Leader may mean that ‘global’ feedback and sign-off will be required.

For the revised 2015 recertification process, see the Advanced Notice in this issue of NoticeBoard new templates will be available as soon as they are finalised. The additional requirement will be a “Reflection on the relevance of the learning to the ANZASW selected ANZASW Practice Standard/s”.

Neither the Association nor SWRB require Certificates of Attendance for CPD activity. The critical reflections will indicate whether or not the described CPD activity occurred.
2014 is election year which provides an opportunity to speak with Candidates about key issues of the day such as child poverty, increasing income disparity between affordable warn dry housing. The Social Service Provider Association has some useful material on preparation for the elections. [http://sspa.org.nz/](http://sspa.org.nz/)

Na mihi nui
Lucy Sandford-Reed

Matariki – the Māori New Year

In 2014, Matariki will start on the 28 June.

Matariki is the Māori name for the star cluster known as the Pleiades. Traditionally for Māori when it appeared just before dawn in late May or early June, it signalled the start of the Māori New Year. For some tribes, the rising of Puanga (Rigelion Orion) signals the start of the New Year.

In the early 2000s Te Taura Whiri i te Reo Māori (Māori Language Commission), the Ministry of Education and the Museum of New Zealand TePapa Tongarewa, became involved in the revival of Matariki celebrations.


Kia manahau te Matariki

Competency Services Update
By Janetta Whaley Reg. Social Worker, ANZASW Competency Coordinator

Kia ora koutou katoa
Greetings to all members

1st September 2014 marks the date when all Competency Panellists must be registered social workers. Three new Assessors have been appointed to the Competency Service, with another one underway. I would like to welcome Ann-Marie Stapp from Otane, Huia Busby from Auckland and Lynne Ford from Christchurch onto the ANZASW Assessor Team. We look forward to working with you.

The Competency Assessment Process

National Office continues to face the challenge of late portfolios being submitted. Earlier in the year I talked about the length of time it takes to complete a Competency Assessment. Here is a reminder. Once your Provisional Membership is confirmed, you have within 12 months to complete your Initial Competency Assessment. When your portfolio is received at National Office, by either snail mail 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.
Advice from Duncan & Cotterill - providers of Legal Advisory Services for Lumley (The ANZASW Professional Indemnity Insurance Provider)

The legal advisors for the ANZASW Professional Indemnity Insurance have provided the following advice for members who are registered social workers:

1. that non-compliance is a criminal offence
2. that it is the member’s personal responsibility to ensure compliance, not ANZASW’s or the SWRB’s
3. that the SWRB has consciously changed its approach to the issue since 2013 and is now enforcing the APC regime strictly and in accordance with the Act
4. that there are significant penalties for non-compliance, and
5. that members should not see the APC process as an administrative task, but rather as a fundamental requirement for practice.

It currently takes 4 weeks from the receipt of a fully complete portfolio to complete the assessment and issue a Certificate of Competency. While every attempt will be made to assess your portfolio prior to the expiry date of your current Certificate of Competency there is no guarantee that this will occur if a complete portfolio is received at National Office less than 4 weeks prior to the expiry of your Certificate of Competency.

The message is clear; get your portfolio to us at least 6 weeks prior to expiry or we cannot guarantee completion.

A Reminder About CPD

All practicing members are required to meet ANZASW’s minimum continuing professional development expectations of a minimum of 20 hours per year; this takes 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. They include:

- The skill and knowledge to be addressed is identified – i.e. 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 was released in January 2014. It is required from all our future applicants. We will accept overall feedback and signoff in the interim prior to December 2013, for those members who cannot track previous Supervisors/Managers. However specific feedback and sign off is required from 1st January 2014.

It is strongly recommended that you commence a new log each year on the Anniversary of your certificate of competency and add CPD details as you complete each activity.

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

All competency documents can be submitted electronically via MY.ANZASW. Contact Cinnamon Kouka Cinnamon@anzasw.org.nz for instructions on uploading documents.

We continue to work on refining our competency process by making it more attractive and streamlined. The Competency Questionnaire has been updated and has been released. The 10 Practice Standards are also to be reviewed and will be updated in the near future, so there will be lots of changes ahead.
Calling all social workers!

In your workplace have you ever worried about:

- Pay?
- Supervision?
- Workload?
- Ethics at work?
- Career progression?
- Client safety?
- Organisational funding?

At the PSA we are thinking about these issues and are active in improving the working lives of social workers. With a dedicated network for social workers- The Social Workers Action Network (SWAN) that advocates for social workers and their needs at work the PSA is completely committed to the social work community.

**We are the union for social workers.**

We have strong relationships with ANZASW and SWRB and work alongside them to ensure the best outcome for social workers across all practice fields. Come and join us and get involved with the movement to improve all our working lives.

How can I find out more/get involved?
You can email swan@psa.org.nz or go to the website: [http://psa.org.nz/Networks/SocialWorkers.aspx](http://psa.org.nz/Networks/SocialWorkers.aspx)
Alternatively you can phone Amy Ross on 0508 367 772 or DDI 04 816 5004
ANZASW Recertification Changes – Advanced Notice

ANZASW is making changes to the Recertification of Competency to Practice Social Work process, to be effective from 1 January 2015.

It has been recognised that members have indicated that the ANZASW Recertification process has been a complex and lengthy process. The changes will create a streamlined and simple process. The initial competency assessment process will remain unchanged. It is recognised that ongoing learning is central to maintaining and enhancing competent practice. The critical reflections required will underpin the recertification process creating a rich portfolio that illustrates the enhancement of competence.

Recertification is to be combined with the annual Continuing Professional Development Log.

ANZASW requires practicing members to participate in CPD as an annual, planned and purposeful activity that enhances professional social work practice and competency.

ANZASW members are required to recertify their competence to practice social work every five years. Members are required to complete a minimum of 20 hours CPD per year.

Continuing Professional Development Log

Recertification will be based on the annual Continuing Professional Development Log.

The Log headings will be:

- The skill and knowledge identified as being needed for development of professional SW practice.
- Agreed learning activity
- Date of activity
- Time in hours
- Critical Reflections on learning and development of professional practice
- Reflection on the relevance of the learning to the ANZASW selected ANZASW Practice Standard/s
- Supervisor /manager / professional leader feedback and signoff

The Process

- From 1 January 2015 CPD Logs are to be submitted annually.
- Each year CPD activity will focus on enhancing competence in at least 2 of the ANZASW Practice Standards, with all 10 Practice Standards being addressed over 5 years.
- At the time of recertification an Assessor will evaluate all five CPD logs to assess ongoing competence to practice social work.
- If the Assessor is unable to establish competence they will be able to request one or more references.

The ANZASW recertification of Competency to Practice Social Work is recognised by SWRB for the purposes of registration and eligibility to hold an Annual Practicing Certificate.

More information will be made available to members as the policy and processes are finalised.
2014 Annual General Meeting – Advanced Notice

The 2014 AGM is scheduled for 16 October 2014. The Bay of Plenty Branch has agreed to host the 2014 AGM.

Life Membership Nominations

It is timely to be thinking about nominations for Life Membership.

The criteria for Life Membership are:

- 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

The process for making nominations is:

1. 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.
2. All nominations shall require the recommendation of the Board before being forwarded to a general meeting of the Association for ratification.
3. Nominations are generally made by the Branch / Roopu / Special Interest Group the member belongs to.
4. The nomination is seconded by a Branch / Roopu / Special Interest Group other than the Branch / Roopu / Social Interest Group to which the member belongs.
5. 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.
6. The nominee must
   - i. provide a current Curriculum Vitae
   - ii. accept the nomination in writing.
7. 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

Nomination for Life Membership must be with the Chief Executive no later than the end of business Friday 1st August 2014.
Communiqué to ANZASW Members from the Board – A Two Tier Membership

In 2013 the Board consulted with members about creating a two tier membership for ANZASW that included both social workers and social service workers.

In response to 20% of the membership supporting a two tier membership the Board has made the decision to proceed with the development of professional body coverage for social service workers. The Board has taken the inclusive view that those who are not qualified social workers and/or will not be eligible for registration should be supported as a distinct group of social service worker members within ANZASW.

The Board is mindful that the structure of ANZASW must be capable of incorporating the two workforces and protecting the unique identify of each. To achieve this, the Board will consult widely and will consider a range of options which will be reported back to the membership.

A full copy of the Report on the Consultation Outcome can be obtained from here.

There are two primary reasons for providing professional body coverage for social service workers.

Firstly, by issuing Certificates of Competency to Practice Social Work and a separate Certificate of Competency to Practice Social Service Work, ANZASW is recognising the two distinct but inter-related work forces in the social service sector. This will assist members, employers, service users and the general public to understand and recognise the different workforces and what their qualification and capabilities are.

The current membership criteria requires all members regardless of their qualification to be certified as “Competent to Practice Social Work in accordance with the Association’s Standards of Practice, Code of Ethics and its commitment to Te Tiriti o Waitangi”. The proposed change removes this unintended blurring of boundaries between those who are qualified social work practitioners and those who hold a wide range of social service qualifications and who are not eligible for social worker registration.

Secondly, from a social justice perspective, ANZASW aims to support and advocate for a work force that currently does not have a voice and has no frameworks for service delivery other than those provided as an integral part of funding contracts or employment contracts.

Members without a recognised social work qualification can be supported to, and encouraged to maintain and advance their social service work qualifications and competencies, or to upgrade to a recognised social work qualification.

The Next Steps

The Board is to explore a range of structural models with the aim of identifying a structure that preserves that unique identify of social workers and recognises the identity of the social service workers.
2014-2015 ANZASW Membership Renewals

If you have not paid your invoice for the 2014-2015 annual membership invoice, then please give this your urgent priority.

If you no longer wish to maintain your membership, then please be sure to advise us in writing.

For any queries, or to arrange a payment plan, please email Jacqui at jacquic@anzasw.org.nz

Please note that the SWRB recommend membership of your professional body.

ANZASW Translators Wanted!

ANZASW is interested in knowing the languages that our members are fluent in, along with their interest to assist the Association as a translator, should we need one. The assistance could be verbal, written or both and could also include the Association’s complaints process.

We recently sent out a survey asking members if they would like to be listed as a translator (written, oral or both).

If you missed out on completing this survey and would like your name added to the ANZASW Translator Register for a particular language please email Brogan Taie brogan@anzasw.org.nz with your details.

Thank you
ANZASW

Description of Practising Social Work

The ANZASW Board has adopted the following description of ‘practicing social work’:

Practicing social work does not only involve direct interaction with clients in the context of a ‘front line’ role, but also includes:

- managing, supervising or mentoring other social workers
- teaching social work practice or theory
- other roles that utilise an individual’s social work knowledge, skills, values and ethics, where the individual has some level of engagement in decisions about clients (clients may include individuals, families, groups, communities, whanau, hapu or iwi).
40 Years of Old IFSW Newsletters now On-line: 1962-2002

Posted on 01 May 2014 01:18 pm

IFSW is very pleased to announce that 40 years of scanned newsletters are now available online to be read or downloaded by social workers and researchers globally. The newsletters document many of the issues that social workers responded to between 1962 -2002, and the development of the social work profession at both country and worldwide levels.


ANZASW Members, Friends and International Colleagues are invited to:

An International Reception to celebrate 50 Years of ANZASW

Jane Maidment, ANZASW President and Fiona Robertson, Co-Chair of the ANZASW C50 Committee, invite you to join us to celebrate this wonderful achievement for the social work profession in Aotearoa New Zealand

When: 8th July 5.30-7.00 pm
Where: Melbourne School of Health Sciences
       University of Melbourne
       Room 603, Level 6 Alan Gilbert Building
       161 Barry Street (Corner of Barry and Gerahm Street)
       Parkville, Carlton

RSVP and enquiries to brogan@anzasw.org.nz before 2nd July 2014

ANZASW celebrates 50 Years in 2014!
For more information on our Anniversary Event in November 2014 visit
http://anzasw.org.nz/about/topics/show/455-c50-anniversary
Decade One 1964-1973: Setting the Framework

Following the Study Conference held at Dunedin in 1962, the signs were propitious to bring together the regional Associations of Social Workers into one national body. The 1964 Inaugural Conference Report (Luckock, 1964) shows that this was quite a high level affair, bringing academics, mid-to-top level public administrators, and social service administrators into a gathering with work-face social workers, from the state, religious social services and NGO sectors. It was, and would remain so for some time, rather a male-dominated organization.

At first, a small executive body was to answer to a “National Council”, made up of representatives of the regional branches, meeting once or twice a year in rotation. Eventually, this was to give way to a broader, more task-oriented Executive which would rotate around the country mainly in line with Biennial Conference locations.

In his inaugural address, Merv Hancock set out three main objectives for the new body: training advances; a forum for debate; and research (Hancock, 1964). Building on those imperatives, NZASW grappled with three major challenges in this first decade. Firstly, there was the vexed question of who ought to be admitted as members. Given that in 1964 the term ‘social worker’ was neither widely used nor recognised in common parlance, early criteria tended to be agency-based demarcations, hence the list of agencies from which members could be drawn.

Secondly, there was the challenge of setting standards of education and training. This was to be an early and major theme in the life of the Association, based on Object [c] of the 1964 constitution: “to assist in promoting a higher standard of training in social work”. Clearly, if this was to be a ‘professional body’, then one ought to be able to say what made it such. Early on, an interim Code of Ethics was adopted, then foreign borrowings from IFSW, lasting, in the event, for some thirty years! In 1964 there was in Aotearoa/New Zealand just one School of Social Work, at Victoria University of Wellington, taking handfuls of students into its two-year Diploma (McCreary, 1971a; 1971b). Begun in 1950, the largest class intake by 1966 was of sixteen students and a yearly average of 12 students, mostly public service bursars (McDonald, 2004).

Thirdly, there was the issue of forging clear and comprehensive statements of intent for the existence of a professional body within a work force wracked by diversity of nomenclature, loyalties and ideologies. Was this to be a union concerned with work-force issues of remuneration and the like?

A fourth and minor issue, was ‘bridging the gulf’, trying to find methods to co-opt and include the reactionary forces of anti-collectivism and anti-professionalism in the social services industry. Fortunately, in the long-term this was largely a single generation phenomenon.

As early as 1965, NZASW was showing its muscle by cobbling together education and training experiences of some appeal and authority, such as the ‘Course for workers in institutions’ held at Templeton Hospital (directed on secondment by Maurice McGregor). Similar promotions of seminars, visiting experts’ lectures and the like were to become commonplace as the Association acted as the vehicle to harness the hunger for an identity and meaning.

The Christchurch-based Education and Training Committee solicited articles from key people in all sectors of the industry which was published as “Social Work Training in New Zealand” (Daniels & McDonald, 1968).

In 1970, NZASW held the first ever conference on Education and Training at VUW over two days (Daniels and McDonald, 1970). The imperatives were very clearly laid out in a series of invited papers and, and were to have a seminal influence on the burgeoning growth of opportunities early in the next decade.

Also in 1970, through the Interim Board of studies, the Association got into the business of certificating students from extension studies courses at Auckland, VUW, Canterbury and Otago universities (McDonald, 2004).

The Association was wrestling with issues of mission and structure. If it was not to be a form of trade union, what was it to be? How could member involvement be translated to representation and governance? Pragmatic experimentation and change was, as events turned out, to be a recurring theme over the next half-century. There were five regional branches after inauguration in 1964. By 1973 there were thirteen.
The decade “ended with a bang” in the ambitious project which culminated in the publication of “Social Welfare at the Crossroads” (NZASW, 1971). This was in response to the declared intention of both major political parties to make a major reform of the state social services. In the event, the National government of the day gazetted the Department of Social Welfare Act, 1971 to come into force on the 1 April, 1972. This combined the former Social Security Department and the Child Welfare Division of the Department of Education. Influential activists within those agencies and external political lobbying prevailed in a radical ‘new look’ for the profession. For the first time in our history, state and NGO social workers were officially to be known as ‘social workers’. The new wave created an inescapable demand for an expansion of educational avenues. The Act made the Director-General responsible for the promotion of social work education, and in 1973 the New Zealand Social Work Training Council was established.

**Timeline**

**1964**

- **February**
  - Inaugural Conference held at Auckland 4 to 7 February, formally instituting the New Zealand Association of Social Workers Inc.
  - Mervyn W. Hancock elected First President of NZASW, the Rev A.M. (‘Arch’) Elliffe, Secretary, and Mrs Margaret Barr, Treasurer. Much later, Merv revealed that his nomination and election were not predetermined issues, and that he was genuinely surprised by that outcome.

- An Interim Code of Ethics adopted by Conference on 7 February
- Regional associations disband and NZASW branches formed in Auckland, Palmerston North, Wellington, Christchurch and Otago.
1965

August

- First issue of NZASW “News and Opinions”, quarterly magazine.

1966

February

- NZASW National Biennial Conference and Convention, 9-13 February, Massey University, Palmerston North.
- President: The Rev Father Leo Downey. Vice-President: Miss Rona Frame. Secretary: The Rev. A. M. Elliffe. Treasurer: Mr J. G. (Jack) Luckock. Executive Member: Mr W. N. Panapa
August

- Merv Hancock represents NZASW at three international conferences in Washington, DC, USA [20 August - 8 October]

1967

August

- NZASW sends three representatives to The Australian Association of Social Workers 10th National Conference (News & Opinions, vol.3:4, pp 61-65)

1968

February

- Biennial General Meeting held at Lincoln College, Christchurch, 8th February. New executive; President, Mr E.J. (Ted) Wadsworth, Vice President, Mr Tom Ball, Secretary, Miss Nancy Collins.

1969

December

- NZASW publishes “Social work training in New Zealand” (Daniels & McDonald, 1968), a collection of contributed articles summing up the existing structures and positing new pathways. The position paper adopted by National Executive calls for a government-supported “Council on Social Work Training”.

1970

January

- Biennial general Meeting held at University of Waikato, Hamilton, 28-31 January. New Executive: President, Major Noel C. Manson, S.A; Vice-President, Miss Beverley J. Brown; Secretary, Miss Nancy Collins.
- Outgoing President Noel Manson writes “When the history of the New Zealand Association of Social Workers is written, the years 1970-71 may well be remembered for the sheer volume of work the Association became involved in and successfully handled” (New & Opinions, 1970, vol.8, 1 p3)

1971

December

- National Council approved the formation of the tenth branch of NZASW for the Gisborne area.
- First Certificates issued by the Interim Board of Studies (retrospectively in most cases)

1972

January

- Biennial general Meeting held at Wellington. New executive: President, Mr John. R. L. Fry, Vice-President, Mr Maurice, R. McGregor; National Secretary, Miss V. E.(Val) Dobson.
1973

- New Zealand Social Work Training Council formed as an advisory body to the Minister of Social Welfare, upon which NZASW has representation.

**Decade Two 1974-1983**

by Mary Nash

The ‘Decade One’ Article (in this issue), outlined the early formation and progress of the NZASW. When legislation gave expression to social work as an occupational category in the Department of Social Welfare (1972), it was accompanied by an acknowledgment of the need for training and education for social workers with the establishment of the New Zealand Social Work Training Council. In 1974, the majority of social workers were employed by the DSW (405). The Hospital Boards employed 186 staff, the Department of Justice employed 167 staff and the Department of Maori Affairs employed 99. Only 17% of the combined staff had a recognised qualification in social work (NZSWTC, 1974:3).

Employers, professionals and radicals/community workers now struggled for control of and access to education and training for social work. The NZASW recognized the connection between education and professionalization and in the years 1974-1983 it made strenuous efforts through its National Education and Training Committee to influence the SWTC and ensure that social workers were adequately prepared for their work. It felt superseded by the work of the Council and wished to play a more active role in determining directions and initiatives. Members of the NZASW had by now recognised that the social work profession was in danger of marginalisation in terms of providing
leadership for the education of its members. By the end of the decade two new university courses for professional social work education had been established, one at Massey University and the other at Canterbury University.


Campaigns in this period addressed law and order issues, street gangs in Auckland, the overstayer problem and rising unemployment. In 1975, Maori Land grievances were expressed through the 29-day Land March from Te Hapua to Parliament and, in 1978, the Bastion Point evictions brought home to non-Maori the genuine concerns and serious intentions of Maori. The 1981 Springbok Tour polarised public opinion regarding racism and drew attention to the fact that, in New Zealand, Maori faced racism and the effects of colonisation. Racism, prejudice against solo mothers, rising unemployment and housing worries alerted social workers to take a radical position if they were not to be mere agents of the state.

During this second decade, conventional schools of social work thought continued to draw on social casework methods and the social administration tradition in the curriculum. At the same time, those looking for social action approaches or methods indigenous to, or home-grown in Aotearoa/New Zealand, were challenging the status quo in social work methods.
Community workers were beginning to organize into regional groups and advocating strongly for social change and for access to education and training for community development workers. The community work movement had a critical influence on social work education in this decade.

Speakers at the 1982 NZASW Biennial Conference, whose theme was "social justice a social work concern for the 80's", acknowledged the changes that were taking place in the governance of Aotearoa/New Zealand and Ranginui Walker urged social workers to resist the "Orwellian implications" of the "super state" that Aotearoa/New Zealand was becoming, and to do so by supporting community groups to develop as a counterbalancing power. Just before the biennial conference on social justice, the NZASW had formally adopted the International Federation of Social Workers' definition of social work stating that:

Social work is a profession whose purpose is to bring about social changes in society in general and in its individual forms of development (NZASW Position Statement, 6/9/82).

In tune with this position, the NZASW nominee on the NZSWTC, Murray Short, delivered a resounding and much publicised speech by way of his final report to the NZASW. His critical speech struck a chord and his message made headlines in several daily papers. "Get rid of your middle-class image" (Evening Standard, 28/8/82), "Control becoming harsher as the cash gap widens" (The Gisborne Herald, 28/8/82), "Social workers urged to define public's real needs" (Auckland Star, 28/8/82) and "More flexible social work training needed" (Times-Age, 28/8/82). His report and the newspaper articles were included for discussion in the agenda (Item 5d) of that Committee on 15 Oct 1982, with the question "Do we wish to pursue an alternative model of training?" He put it to the Council that its approach to the provision of education for social work was elitist and left community workers out in the cold.

Throughout this decade, the NZASW was divided over professionalisation, the desire to prevent the social work/welfare split that had become established in Australia and the twin issues of criteria for membership of the Association and the introduction of a system of registration. The decade ended with attention becoming focused on equality issues including feminism, racism, Te Tiriti O Waitangi, and social work delivery within Department of Social Welfare institutions.
Timeline

The Executives for the Decade

1974 New Executive:

President    Ms Erica Brodie    YWCA & Methodist Social Services
Secretary    Warren Thompson    Police training school
Treasurer    John Lambie    District Social Work Dept. Wellington

1976 New Executive:

President    Mr Mike O’Brien    Health Services
Secretary    Miss Margaret Cooper
Treasurer    Miss Lou Macdonald

1978 New Executive:

President    Ms Mary Gray    Health Services
Secretary    Rodney Routledge    Social Work Unit, Canterbury
Treasurer    Dean Laurence    Health Social Work

1980 New Executive:

President    Mr Geoff Stenton    (three months)
             Mr John Hannifin    Alcohol & Drug Services
Secretary    Mary Ann Baskerville    (acting secretary, Jill Cheer, appointed in 1981)
Treasurer    Nancy Taylor    (succeeded by Mary Ann in 1981)

1982 New Executive:

President    Ms Gaye Tozer    Health Services
Secretary    Pam Redmond
Treasurer    Cathy Gavigan

Defining moments

1974

- Tiromoana began offering three month, pre-entry induction training for new staff. Taranaki House Training Centre (Auckland) opened with same programme.

1975

- Land March: Thousands of Māori and supporters marched on Parliament on 13 October to publicise the continued loss of Māori land. Whina Cooper led the hīkoi that set off from Te Hāpuia in the Far North on 14 September. The marchers demanded that ‘Not one more acre of Māori land’ should be alienated. The hīkoi raised public and official awareness of Māori concerns.
- Basic Minimum Standards developed by NZSWTC
- Map of the Training Journey published
- Auckland, M.A. in Sociology in Social Welfare and Development established (with Mobil oil funding).
1976

- Massey University, BSW Degree first year intake.
- Canterbury University, M.A. in Sociology (Option 2: Social Work), first year intake.
- News and Views, 1976. (12)1 calls for members to discuss issues around registration. Advantages and disadvantages put forward were:

<table>
<thead>
<tr>
<th>Advantages</th>
<th>Disadvantages</th>
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<tbody>
<tr>
<td>protection for employers and clients</td>
<td>small pool of qualified social workers</td>
</tr>
<tr>
<td>professional development</td>
<td>risk of undermining the unqualified in a situation where they are the back-bone of the service.</td>
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<tr>
<td>encourage training</td>
<td></td>
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<tr>
<td>encourage skills-development</td>
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<tr>
<td>give social workers protection</td>
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1977

- Bastion Point Occupation
- Auckland Regional Council of Social and Community Work Training formed.
- NZSWTC suspended accreditation for two years because the effects of introducing accreditation in NZ were unknown and they were concerned about the effect of accreditation on social workers from non-accredited courses and the implication that such courses were of lesser status than the accredited courses

1978

- Rochford and Robb Report on the social work task, and the fit between the social work task and preparation for social work.

1979

- Annual Report by NZASW President, Mary Gray, calls for recognition that society was facing hardships when she drew attention to:
  the continual attacks on, and constant undermining of the Welfare State. Cuts in social services have been made in widely varying areas ranging from the "sinking lid" policy over all Government departments including Social Welfare, Justice and Maori Affairs to one percent cuts in Hospital Board budgets and the removal of mortgage priority for families with children.... The Welfare State in New Zealand is at a critical stage.... People are closing into self-interest lobbies intent on protecting their own interests at the expense of those least able to fight in the political arena... (Gray, 1979: 1).
- NZSWTC Review of Minimum Standards and called for submissions on the accreditation issue.
- Brian Manchester resigned from NZSWTC to take up appointment as Assistant Director-General, Social Welfare.
<table>
<thead>
<tr>
<th>Points in Favour</th>
<th>Points Against</th>
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</thead>
<tbody>
<tr>
<td>Establishment of educational standards</td>
<td>The issue of certificates might begin to transgress the fine line between accreditation and registration.</td>
</tr>
<tr>
<td>Guidance for students</td>
<td>Accreditation might inhibit the development of courses for which there was no accreditation system.</td>
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<tr>
<td>Client protection</td>
<td>Accreditation may lead to undesirable uniformity and stifle innovation and development in accredited courses.</td>
</tr>
<tr>
<td>Manpower planning</td>
<td>Accreditation may lead to the rise of a system in which people become 'status conscious'.</td>
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</table>

- Report of the (Accreditation Advisory Review Committee, 23/11/79: 5). The report distinguished between accreditation and registration. Accreditation was used to mean a course had met specified minimum standards. Registration applied to individuals whom a recognised body had deemed fit for practice. The Council distanced itself from responsibility for registration.

1980
- Certificate of Qualification in Social Work introduced by NZSWTC
- Auckland University ceased intake for Social Welfare and Development Course.
- New applications for accreditation accepted by NZSWTC from 1/1/80
- December, NZASW News and Views: "Clear decision on Membership" Headline: "One of the hottest issues at NZASW Conference this year was the membership question. The 1978-80 national executive based in Christchurch sought approval on a proposal from the membership committee---To restrict membership, from May 1, 1981, to those who had "satisfactorily completed a course of professional s.w. training" which leads to the NZSWTC CQSW. After much discussion, the proposal was defeated, 141 against, 45 in favour. A later motion was put to make "membership of NZASW open to all who apply" (p9). Again, this was defeated by a large majority.

1981
- August, News and Views
  1. Mr Hannifin, the NZASW President, endorsed the open membership arrangement. Encourages social workers to have qualifications but indicated that these need to be at an attainable level.
  2. Springbok Tour News Supplement. An anti-springbok tour statement: "The NZASW abhors the presence of the representatives of the oppressive anti-apartheid system, namely the Springbok rugby team in NZ." NZASW supported peaceful protests, and condemned the police behaviour.

1982
- Auckland College of Education: Diploma in Social Work
- Report of the Human Rights Commission on representations by the Auckland Committee on Racism and Discrimination (ACORD, 1982) ACORD was concerned at what it regarded as the Department of Social Welfare’s failure to work sensitively with "the racial, ethnic and cultural identity of children and young people

- November, NZASW Executive in Auckland rented an office in Trades Hall, on the same floor as the PSA. This symbolised the orientation of the NZASW towards unionism and social justice. Hectic and controversial are two words used to describe the work of the Executive. The goals of the National Executive were published:

1. To be an effective political pressure group, speaking out on social and political issues with a particular concern for disadvantaged groups in society and with changing oppressive social structures.
2. To work towards greater participation by members in all aspects of NZASW....
3. To broaden the membership base of NZASW by attracting social workers who have not previously seen the Association as representing their interests.
4. To aim for recognised standards of practice to enhance professional accountability and protection for clients.
5. To increase the number of certificated social workers in practice by:
   - improving access to training opportunities
   - supporting the development of a range of basic, specialist and advanced courses, both part-time and fulltime.
   - encouraging employers to recognise professional social work qualifications, (NZASW News and Views in Social Work, November, 1982:1).

- Biennial Conference, Auckland, theme was Social Justice - A social work concern for the 80s - Conference speakers: Mr Alf Kirk, Federation of Labour economist, Mr Ian Shirley called for social workers to link the private troubles of their clients to the social structures and systems of privilege and power which make them poor and Sr Pauline O’Connor, a staunch and well-known community worker from Christchurch, gave a practical example of working with the powerless to bring about change. Maori input to the conference was welcomed.

1983

- Introduction of the Maatua Whangai programme.
- Minister of Social Welfare requested NZSWTC prepare report on training needs of Community workers

ANZASW Conferences and themes

<table>
<thead>
<tr>
<th>Year</th>
<th>Location</th>
<th>Theme</th>
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<tr>
<td>76 Jan</td>
<td>Auckland</td>
<td>Community</td>
</tr>
<tr>
<td>78</td>
<td>Massey University, Palmerston North</td>
<td>The disabling professions</td>
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<tr>
<td>80</td>
<td>Victoria University, Wellington</td>
<td>People, Power and Politics – Human response to change</td>
</tr>
<tr>
<td>82 August</td>
<td>Auckland</td>
<td>Social justice, a social work concern for the 80s</td>
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A complete history of the NZASW has yet to be written, although aspects of its work are on record. Sources of information for this decade include:


The NZASW publication, News and Views, which reported the debates which took place at this time.

New Zealand Social Work Training Council Archives.
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<thead>
<tr>
<th>IDT 2014 Course Schedule</th>
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<tbody>
<tr>
<td><strong>Unit 1</strong></td>
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<td>Unit 1 Christchurch</td>
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<td>Unit 1 Palmerston North</td>
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<td>Unit 1 Tauranga</td>
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<td>Unit 1 Napier</td>
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<th>Working with Groups</th>
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<td>Groups Tauranga</td>
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<td>Groups Wellington</td>
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<th>Working with Children and Adolescents</th>
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<td>C&amp;A Christchurch</td>
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<td>C&amp;A Auckland</td>
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<table>
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<tr>
<th>Dates</th>
<th>Location</th>
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<tr>
<td>12-13 June, Perth CBD</td>
<td>26-27 June, Auckland CBD</td>
</tr>
<tr>
<td>19-20 June, Adelaide CBD</td>
<td>20-21 November, Melbourne CBD</td>
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<td>27-28 November, Sydney CBD</td>
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<tr>
<th>Dates</th>
<th>Location</th>
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<tr>
<td>5-6 June, Cairns CBD</td>
<td>31 July-1 August, Auckland CBD</td>
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<td>17-18 July, Melbourne CBD</td>
<td>23-24 October, Perth CBD</td>
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<td>24-25 July, Sydney CBD</td>
<td>30-31 October, Newcastle CBD</td>
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<td>6-7 November, Brisbane CBD</td>
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<td>13-14 November, Adelaide CBD</td>
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Special dietary requirements: 
Method of payment (circle one) Visa MasterCard 
Name of cardholder: (if using a credit card) Expiry Date: 
Card Number: 
Card Verification Number: 
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