INTRODUCTION

It goes without saying that having been invited to present this lecture is an enormous honour and privilege and I am very mindful of the shoulders on which I stand. Some of you will know that my connections with Merv Hancock extend through almost all of my 40 years in social work, in varying capacities. Let me illustrate these capacities for you:

I began social work as a child welfare officer in Invercargill, my turangawaewae. In my very early days in Invercargill (I think it would have been 1968) I was at a Social Workers Association seminar held in Queens Gardens in Invercargill at which Merv Hancock was a keynote speaker; while I wouldn’t claim to recall the details of that evening, I certainly do recall being impressed by Merv’s depth and vision in relation to social work in Aotearoa New Zealand and the international frame of reference he brought to that discussion.

The Auckland Museum was the venue for the Biennial conference of the Association at which I was elected Association President. It will come as no surprise to many of you to know that Merv was an important part of the discussions which we had during the course of that conference around Association directions and the work that was required of an incoming President at a time when the Association was in the midst of some very significant and substantial debates about the nature of Association membership - professionalism was part of that, a notion which continues to have important echoes and which I will return to in the course of this session.

The Social Science Tower at Massey University represents the third leg of a relationship which in due course led to my applying for and obtaining a place on the postgraduate social policy programme at York University in the United Kingdom. While at York I wrote to Merv to explore the possibility of some monies to continue with my studies. Merv’s response was to encourage me to apply for a position at Massey University in the social work programme and I was fortunate enough to be appointed to that position in 1980. When we returned to New Zealand in December 1980 the person who met us off the plane was Merv Hancock and he was to be of course the Unit Director for the next four years. Merv’s influence on my work over those four years was significant, much more significant I am sure than I fully appreciate. It was a period which provided an enormously important base for the development of the programme and indeed for the development of my own work over the intervening years.

It goes without saying, therefore, that Merv Hancock’s significance and influence on my social work teaching and research life has been enormously significant, and continues to be enormously significant. Merv’s creative energy, his commitment and passion about not just social work per se but what potential it had to contribute to the human condition and to a better society for ALL (and the word “ALL” requires bold letters and heavy emphasis) remain important legacies for all of us and provide benchmarks against which to review and evaluate our own work and the work of the Association and the contribution of social work to Aotearoa New Zealand. The themes of social justice and human rights which form the basis for this discussion sit appropriately and comfortably with Merv and with all that he means and brings to social work in this country. To repeat, I am deeply honoured to have been asked to spend some time with you today reflecting on those themes of social justice and human rights in the Merv Hancock lecture.

In the best traditions of Alice in Wonderland, the question now becomes: where shall we begin? If I recall that advice accurately it was to begin at the beginning. But, you might ask, where is the beginning? I want you to be the beginning and that beginning will operate in this way. In the best traditions of so many meetings, conferences and social work gatherings I want you to talk with those who are sitting near where you are sitting in groups of 2, 3, 4, 5 or 6, -I don’t mind the size, - and identify what you would think to be the key elements and ideas about social justice and human rights. When you have gathered those ideas, terms and expressions together could you appoint somebody from the group (and again in the best traditions of group activities) to come to the whiteboard and quickly write those words or phrases on the whiteboard. It doesn’t matter if others have the same two words or phrases and this is not one of those exams with right and wrong answers – it is in that sense a very postmodern exercise even if I have serious reservations about many of the applications of postmodernism in social work and social services.

Let’s leave those words and phrases sitting on the whiteboard as we progress over the next period.

SOCIAL JUSTICE

There is a vast body of literature which attends to the question of the nature of social justice; it is a topic which is replete with debate, definition and argumentation. Interesting and important though that debate is, I do not want to draw out all aspects of that debate here today. Rather, I want to simply posit a definition of social justice which comes from some work of Gary Craig’s in 2008. He defines social justice as:
a framework of political objectives, pursued through social,
economic, environmental and political policies, based on an
acceptance of difference and diversity, and informed by values
concerned with: achieving fairness, and equality of outcomes
and treatment; recognising the dignity and equal worth and
encouraging the self-esteem of all; the meeting of basic needs;
maximizing the reduction of inequalities in wealth, income and
life chances; and the participation of all, including the most
disadvantaged.

I have highlighted some themes from that definition because
they are central to understandings and debates in the field. There
are, of course, other definitions and descriptions as reflected in
this Table.

<table>
<thead>
<tr>
<th>Nancy Fraser</th>
<th>David Miller</th>
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<tr>
<td>DISTRIBUTIVE JUSTICE OR MALDISTRIBUTION</td>
<td>EQUAL CITIZENSHIP</td>
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<td>STATUS OR INEQUALITY OR MISRECOGNITION</td>
<td>EQUALITY OF OPPORTUNITY</td>
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<td>MISREPRESENTATION</td>
<td>FAIR DISTRIBUTION</td>
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Alongside the conceptual and theoretical discussions, there is
also a significant and important social work literature on
social justice and social work practice, reflected in a sample of
book covers which serve as an illustration of elements of that
connection.

As some of you know - you may well have been participants in
the project - last year I gathered some data from a sample of
Association members about their definitions of social justice, the
factors which had shaped their thinking in relation to social
justice, examples to illustrate their definitions in practice and
their prioritizing of a range of dimensions of social justice. If
you were one of the participants in that project can I warmly
acknowledge the contribution you made to that work, work
which is being written up piece by piece and which will be
drawn together in a more substantial volume next year. For
now, I want to take some examples from that research to share
with you and illustrate some of the definitions and practice
examples as the basis for the discussion today. You will see very
quickly that the definitions reflect many of the ideas, words,
phrases and experiences which you have identified in the recent
discussion.

I want to begin with the two concepts which were most
commonly used by research participants, two which are also
reflected in Craig’s definition, namely equality and fairness. Let
me simply set out both definitions that were given and the
practice examples provided to show this at work in daily practice.
These are simply illustrative – they are not chosen because they
represent a wider set of arguments and approaches, but rather
they are designed to give you a sense of how practitioners
defined the terms and what this then meant for them in their
social work practice.

FAIRNESS
Definition: A society where there is a fair and equitable
distribution of resources and where all members’ human rights
are recognised and all members are considered equal.
Example: A client over 65 with a hearing loss was unable to
afford hearing aids and thus his inability to communicate with
others affected his quality of life. If this client was working or a
child he would have had access to government subsidies. My

definition of social justice includes having equal access to resources
to participate in society and I felt older people are getting a bad
deal. The government subsidy had not been raised for years, I
applied for funding for a hearing aid and was successful. I raised
the issue at the Age Care Forum of which I am a member, a
forum that meets monthly to discuss, co-ordinate, advocate and
focus on the needs of older people. I wrote to the Minister of
Health and Ruth Dyson about the issue and spoke to people at
MoH. Before last election government subsidy was raised but in
the meantime the cost of hearing aids has risen.

Definition: Fair and just treatment of any individual, and the
right to benefit from what is available in any society.
Example: This is not just a practice incident but relates to a
number of the client group with whom I work - there is the
problem of housing patients who have mental illness and who
have a history of offending. Because they fall into a particular
category HNZ and City Council housing (low cost housing) are
reluctant to accept them as tenants and in one instance a patient
has been kept waiting 7 months for a HNZ unit while another
person was granted a HNZ flat directly from prison without any
wait. It has affected my practice in that I have had to become a
strong advocate for this client group to the point of arranging a
meeting with our management and with low cost housing
providers about housing problems.

Definition: Society seeking to create a just system and working
towards addressing some areas that are found to be unjust or
inequality. Individuals acknowledging what is unjust and having
ways of redress should they be marginalised. A whole system
approach to society. Individuals acknowledging and changing.
Example: When a client was unable to have access to a service
because technically she didn’t fit into their criteria. However,
she had no other options available to her and if she didn’t receive
help from this service she would continue in a cycle which I
believe was abusive to her. It was the system in place that was
abusive, not the individual workers. I felt that it was unjust for
her to continue in that way, never getting what she really needed
because she fell through every imaginable gap. My definition
affected my practice as I felt that society and we workers as
individuals had to change our way of working to ensure needs
were met. Myself and others at my office continued to push the
issue so that others could not ignore the needs of the client. This
did take several attempts and things getting worse for the client
before action was taken.

EQUALITY
Definition: Striving for equitable outcomes for all. This may not
mean equal or exactly the same but it would lead to each person
having the best possible chance at becoming able to participate
in society to their fullest ability, regardless of sex, race, health,
disability, country of origin, economic status etc.
Example: I am working with an Ethiopian mother and daughter
to try to improve the behaviour of the daughter. When I first
started the case the girl (aged 10) was in CYF care. The school,
CYFS and the caregivers all wanted her to stay in care - they
saw Mum’s struggles to negotiate the NZ system as the problem
rather than trying to understand the vast cultural/language
divide. I have seen my work with the family as having a huge
educational component to bridge the gap from both sides in
order to give Mum and daughter the skills to participate in NZ
society without having to lose their cultural identity. For the
professionals involved with my Ethiopian family I have written a
cross-cultural comparison of growing up-parenting in Ethiopia/ NZ.
This is to try and break down some of the judgements
being made from a Western perspective about the family. I am working on this with a consultant psychologist who specialises in refugee traumas.

**EQUALITY AND FAIRNESS**
Definition: Equality. Fairness for all groups in society
Example: Grandparents raising Grandchildren. Advocating that even though they are caring for family (and the expectations that they should do so) they still may require significant support including financial as they may have had to sacrifice a lot, e.g. jobs, enjoyment of life in later years to care for a child.

The definitions and examples above gather two of the major themes, or more precisely the two major themes, which appeared in the practitioners' definitions from the research last year. They are themes which are also expressed in many of your comments today. I want to leave both those statements and your contributions sitting as a backdrop to a more general discussion around three central parts of today's triangle: social justice, human rights, social work and to make some comments and reflections around how these intersect.

Before leaving this, I should note that alongside the themes of equality and fairness which the participants in the research project identified, a range of other terms and themes, in part reflecting these broad notions but not always explicitly used or synonymous with them, were utilised by other practitioners to describe and define what they meant and understood by social justice.

**Opportunities**
- Access
- Advocacy
- Discrimination
- Respect
- Tino Rangatiratanga
- Legal
- Grassroots

So, to the triangle. Social Work, Social Justice, Human Rights

In the literature many of these terms are utilised and drawn on as philosophers, political theorists and social policy and social work academics engaged with different dimensions of what is mean by “social justice”. In and through that debate there are two important and overarching themes which are increasingly drawn on to represent broad aspects of social justice and have been captured in some aspects of the definitions and descriptions here. These two terms are: redistribution and recognition.

“Redistribution” is perhaps historically the most widely used and common notion about social justice and a dimension which we are, I think, relatively familiar with. That is, a socially just society and socially just social relations include and extend to redistribution of resources and opportunities to reflect a sense of social commitment, social engagement and shared belonging within a society. At a broad macro level, redistribution is most commonly and simply reflected in progressive tax systems, although as recent experiences over the last two decades in New Zealand would suggest, “redistribution” can also occur when the tax system is used to redistribute to those who have are privileged and economically powerful. In brief, redistribution has historically and traditionally meant reallocating resources from those who have to those who have not, commonly largely limited to financial and economic dimensions, both directly through the tax system and indirectly through a range of other social service, social policy and social welfare programmes. As elsewhere in these discussions about social justice, there is a significant body of work which asks very directly whether welfare states do redistribute and to whom and, perhaps at, an even more fundamental level, what is the extent of possible redistribution in the context of a global economy. What we do know is that redistribution in New Zealand over approximately the last two decades has been more extensive than virtually any other country in the OECD. That redistribution has, of course, been in favour of those with the greatest resources. In other words, redistribution has been in favour of the wealthy, not the poor. The OECD data makes this very clear.

**Ginis coefficient changes, mid1980 stomid2000:24 OECD nations.**

**Income inequality across the OECD: Gini coefficients (x100) for around 2004**

Alongside this very basic data on inequality, it is possible to add a range of material on poverty, both changes in levels of poverty and in the distribution of poverty. Rather than traverse that extensively today, I simply want to highlight a few specific dimensions, drawing on Perry’s recent report on household incomes. None of them will come as too much of a surprise, unfortunately.

22% of children were living in poverty on the 2009 figures, measuring poverty as 60% of median income after housing costs. For the 65+ population, the figure is 9%.

Using ethnicity as a variable, one in six pakeha, one in four Pacific and one in three Maori children were living in poverty. For children in benefit households, the poverty rate is 75%.

So, those are some of the bald facts about the redistributive dimension of social justice in a contemporary context. During the last two or three decades (perhaps slightly longer)
there has been an increasing recognition and acknowledgement both in New Zealand and internationally that redistribution alone will not produce and create social justice for all. In her work, Nancy Fraser has argued very persuasively that redistribution needs to be accompanied by “recognition”, an argument which has been echoed by a number of other writers and commentators. The limitation of redistribution lies in its universalised treatment, ironically, also one of its strengths. The limitation of universalised treatments, as I am sure we are all very familiar with, is that they failed to attend to difference and diversity and they assumed commonalities which those who have worked with issues of structural inequality in areas of gender, ethnicity, disability, sexual identity know and demonstrate only too well serve simply to disadvantage the least powerful. In brief, social justice requires both equal treatment and different treatment if it is to lead to justice for all. Without too much difficulty at all, a momentary reflection on the social and economic position of Māori (to say nothing about the partnership dimensions of the Treaty, but focusing particularly around issues of equal participation), Pacific and migrant peoples, disabled people, children, beneficiaries and women quickly and clearly demonstrate that different treatment is required as an integral part of the pursuit of social justice and indeed of human rights. Reflect again on the figures above.

While redistribution alone does not produce social justice, nor does recognition alone – hence my earlier comments about postmodernism. The last two decades have seen a strong emphasis on difference and diversity, sometimes reflected in postmodern arguments about the importance of identity or, perhaps more commonly, identities. Recognition of, attention to and careful consideration of issues of gender, ethnicity, indigeneity, disability, sexual identity have been at the centre of many of our debates and discussions and, rightly, explored as central to our practice. However, identity, difference and diversity, on their own, cannot create social justice because of their failure to attend to important and fundamental issues of redistribution. Diversity and difference and acknowledgment of diversity and difference matter BUT they have to be supported and complemented by an equally strong attention to the realities of material opportunities and living conditions. Income matters, poverty matters, adequate and affordable housing matter. Indeed, I would argue that focusing on recognition and identity can serve as a very important means of hiding and avoiding fundamental issues of poverty and material deprivation and disadvantage. Without attending carefully to both redistribution and recognition, social justice remains a mirage.

I want to come back in a moment to talk a little about what this might mean in relation to the practice of social work and the practice of social workers, but before I do so I want to shift to the second piece of our triangle, namely human rights. As with the idea of social justice, human rights are articulated as a fundamental part of social work, reflected in international definitions and descriptions, including the current international definition. As with social justice, human rights is a term and phrase which is subject to extensive debate and discussion about its meaning, debate and discussion which is very apposite for the social work profession currently as we engage with efforts to establish an international definition of what we mean by “social work”. I want to leave that discussion to one side for a moment and talk more generally about human rights.

Human rights have a both a collective and an individual dimension. The international declaration of human rights and the various sets of rights which go with that around the rights of indigenous people, children, women, disabled people have broad statements of principle which relate to all human beings because of their very humanness. Human rights thinking and human rights work advances on both the general and the particular level. On the general level, human rights are focused on and emphasise a range of broad considerations which affect groups of people who fit into a particular category. Thus, to take an example with which I am reasonably familiar, the work which we have done in Child Poverty Action Group in recent years around the discrimination against children resulting from Working For Families and its predecessor is human rights activity which is aimed at improving the circumstances and position of a group of children rather than the rights of an individual child. Equally, the day to day practice work which practitioners do to challenge user experiences of discrimination are also human rights activities, practiced at an individual level.

Alongside the broad general statements and actions around human rights are more individualised and individually focused activities when individuals themselves personally experience transgressions of their human rights and failure to properly and appropriately acknowledge those rights. Thus, a person who is the subject of racial or gendered discrimination in their workplace will take individual action to protect their own personal individual rights. That action may have consequences for other people in similar or comparable circumstances but those consequences, if any, are a byproduct of their individual action which is focused on protecting and upholding their human rights and providing remedies in the case of discriminatory practices and experiences.

If takes up some of these issues in his recent work on human rights and social work when he argues that (a) social work is human rights work; (b) human rights should pervade all that we do, specifically identifying discourse and language, analysis and action and reflection; (c) there are fundamental personal and political, micro and macro, public and private dimensions to all of our practice and effective and appropriate practice needs to encompass both elements if it is to be effective human rights practice. To quote him directly: “to work for human rights requires that a social worker work both with the individual to ensure that his/her rights are adequately met and protected, and also with the institutions of the state and the labour market to ensure that the political obligations implied by human rights are adequately met”. (182).

This then leads into the third leg of the triangle, social work. Those of you who were listening keenly at the beginning of this presentation would have noted that I highlighted the importance of not only what social work is but, and much more importantly in my view, what it can do, achieve and contribute to human well-being and improving and changing social arrangements and social conditions. That, for me, is much more important than debate about what is the nature of social work and the significance of the social work profession; those debates are only important insofar as they enable us to advance human and social well-being. Social work is important not for what it is but for what it does and contributes.

So, what do these broader considerations about social justice and human rights have to do with social work? How do they contribute to social work and that social work contribution and agenda which I have just referred to? Perhaps, more fundamentally do they contribute and, conversely, does social work contribute to the advancement of human rights and social justice?
I want to ask you now to rejoin the groups, preferably the group you were in previously but that is not essential, and briefly identify your responses to two important questions:

1) how can my social work practice and that of my agency advance social justice and human rights?

2) What would be needed to strengthen that contribution?

Lorenz (2006) describes social work as the practice of citizenship. It is a description which is I think very apt, particularly in the context of thinking about social justice and human rights, terms in which citizenship is very central both to an intellectual understanding and to practice. It is a very interesting reflection and, equally, a very interesting and significant focus in that it has the potential to capture the various dimensions of social work, both the day-to-day practice of practitioners and the broader efforts to effect social change.

Much of the literature on social justice focuses and concentrates, quite rightly, on broad policy and structural considerations around the approach, effects and outcomes of social and economic policy decisions - in brief, do those decisions and actions enhance social justice or enhance and advance injustice? This attention to the very broad considerations has failed to engage with the social justice dimensions of day-to-day social work practice which is designed to advance human rights and advance social justice. The research which I did last year and the material which you have drawn out in this last exercise demonstrates the daily practice of social justice. It demonstrates the ways in which the day-to-day work of practitioners has the potential to advance equality, to advance fairness, to improve access and opportunities and to contribute to human and social well-being. The day-to-day practice of social work practitioners can quite legitimately be described and understood as the daily practice of social justice and of human rights. I emphasise CAN because it is not necessarily so and I will return to that question in a minute. Indeed, as a slight but important aside, one of the troubling issues from that research was the 20 participants who did not provide an example.

First though, three examples from the practitioners which were provided as part of last year’s research illustrate their description of their practice of social justice.

A client needed both dialysis and rest home level care. There is no provision for funding within the local DHB for rest home care clients to have dialysis. Family were not in a position to pay for private care. DHB had no provision for this essential life support service once this client needed residential care. Expectation was that if she needed community based dialysis either she or family had to take responsibility for this. This placed enormous pressure on family who could no longer care for her but felt they were executing a death sentence by stating this to health services – resulted in social worker advocacy to try to access resources.

A regular occurrence is where families whose children cannot access any additional school or out of school activities such as school camps, sports clubs, music/dance/et c. lessons. This disadvantages these children and sets them apart from other children. My practice has been to address the reasons for this situation, i.e. the basis of the families’ poverty and to do so at a practical level but also in the wider macro level. At a local level, I have built networks e.g. to budgeting services, foodbanks, have a friend within my budget to address individual circumstances but will also report trends, advocate at WINZ and CYF, write to my MP, discuss at ANZASW meetings, support petitions etc. I also talk to families about how their circumstance are connected to political decisions.

A Maori mother who believed she was stupid and not able to better herself. She had been beaten often from an ex-partner, moved down to Christchurch from Auckland to get away from the partner. She was very isolated, had 4 children and few skills. My belief in equal opportunity for all motivated me to help this woman get support within the community. I also encouraged her to do night school and contrived to encourage and support her until she had enrolled in a polytechnic course. Once she had experienced success with night school her esteem improved and inspired a belief in her own ability that opportunities were for her the same as they were for others. What was unjust? Domestic violence towards her which forced her to leave her Maori family’s support and move south; bad experience at school which left the feeling she was unbright, being raised in a dysfunctional, criminal-tolerant family reduced her life chances to meet her potential.

This, of course, begs the question of whether ideas of social justice and human rights were conscious and active in the work of the practitioners at the time they undertook the work or were the result of subsequent reflections: that is, were social justice and human rights a deliberate, conscious and active influence in shaping their approach to the work or was this description an ‘after the fact’ reflection? That is a question which this research cannot answer but I would certainly encourage you to reflect on your own practice in the light of this question.

There is, perhaps, an even more fundamental challenge, more fundamental that is than the question which I have just posed, to the links which I have been touching on between social work, social justice and human rights. The challenge is this. Is our practice aimed at and shaped by a framework in which the focus is creating social cohesion/social control (using that term in a broad sense) or is the focus about working towards and engaging with an approach to social justice and human rights which tussles with and engages with social exclusion and aims to effect change in those institutions and practices which strengthen, support, create and sustain social inclusion and challenge social exclusion.

Social work’s critics and commentators have argued, with some justification, that it is often, perhaps more commonly, social cohesion rather than social inclusion and challenges to social exclusion which shapes the work and activities of social work practitioners. But it is that challenge which we need to actively engage with. There has been substantial and significant criticism of social work and the Association’s failure to adequately engage with the social justice remit and base over the last decade. There is legitimacy in some at least, if not much, of that criticism. There are two challenges which confront us as a result of those challenges. The first challenge is around what we will commit to the links which I have been touching on between social work, social justice and human rights. The challenge is this. Is our practice and through our work with the Association and with the issues which social work users face. I go back to my earlier comment about the aims, goals and actions being absolutely fundamental. What kind of an Association do we want to be and what do we expect of ourselves, our colleagues and our Association in advancing human rights and social justice.

The second challenge lies in what it is that we are trying to achieve as we pursue the social justice values and goals. I want to finish off with some questions for exploration and consideration around the practice of social justice and human rights. Is it social cohesion or challenges to social exclusion which drives what we do and the alliances, connections and relationships which we make? Is social work part of the solution or part of the problem? How do we advance social justice in line with the definition that
I used earlier, or perhaps more fundamentally, do we? When we talk about and practice being “professional” what do we mean by that term and how does ‘professional’ practice contribute to and build social justice and human rights? There is an increasing literature developing which is challenging the traditional models of professionalism and challenging practitioners to develop alliances with users as integral to the practice of social work – what model of practice informs our sense of ‘being professional’? In his discussion on professionalism and social work in a human rights frame, Ihe argues that we need to apply the human rights analysis that we might use in relation to other institutions and structures to ourselves: “Applying a human rights perspective to client outcomes is one thing, but applying it to social work itself is quite another. After all, it is easier, and more comfortable, to apply a radical critique to something else (such as oppressive structures or institutions) than to one’s own practice. This suggests that as well as promoting action to change oppressive structures in society, a major task for those seeking to bring about radical change through social work is also to apply the analysis to social work itself”. (222-223).

As we reflect on the questions of social justice, human rights and social work I am reminded that it was clearly the challenge to social exclusion and advancement of social inclusion framework which always shaped and informed the various dimensions of Merv Hancock’s enormous contribution to social work. Clearly, eliminating social exclusion, advancing social inclusion and tussling with the forces which create and sustain exclusion and prevent inclusion were and are integral parts of his legacy and fundamental to the challenges which lie ahead if social work is to contribute effectively to human and social well-being and advancement. He concludes his work on human rights and social work by observing that a human rights discourse and a human rights approach is a discourse and approach of hope based on an analysis of what is wrong and a vision of what might be right. “Such a discourse of hope is significantly lacking in the social and political discourse, and is particularly lacking in the discourse of social work” (228). I agree with him in the first instance but not in the second – hope is very central to social work and to social work practice but the task for all of us, in our daily practice and in our professional activities, is to embed that hope with a vision and practice that is informed, influenced and shaped, at every level, by explicit attention to issues of human rights and social justice.

REFERENCES

Presidents Comment
Tena Koutou nga Takawaenga o Aotearoa
Greetings to all social work members of the association.
I trust that you all have celebrated social workers day which was held on the 22nd of September this year in some shape or form. For me and about 100 or so other social workers we were very fortunate to have spent this day together at this year’s national congress down in Christchurch. The day was marked with several wonderful presenters from different parts of the country presenting around issues of family violence. The presentations provided us with much to think about in terms of how we as social workers are involved in family violence matters from the practice levels and research and policy levels and how all are important in the on-going battle against family violence in this country.

On the second day we broke into groups to discuss some very important matters, one of which included us looking at the pros and cons of expanding membership with other disciplines/professions within the welfare and health sectors. All groups who participated in this very important kōrero/discussion contributed immensely to the process. It will be very important over the coming months that members are contributing to the discussions/debates/decisions around this very important issue. We are potentially in another historical time within the association as we consider the move towards widening membership to not only be inclusive of others, but more importantly, to be contributing to safer practices in this country. There is an array of people in the “helping professions” who practice in the absence of any standards of practice, ethical standards and/or professional support for the important work that they do with people. As members it will be important to have your say, so please take note of the communication action plan that has been developed by National Office, and put in a submission to have your voice heard.

I would also like to acknowledge Mr Mike O’Brien who presented the Merv Hancock address this year, which focussed on Human Rights and Social Justice which was apt given the theme for social work day this year. I personally got a lot out of Mike’s presentation and have a couple of questions, was left with me as I listened to Mike’s talk which included the following “how can my social work practice and that of my agency advance social justice and human rights” and furthermore “is social work a part of the solution or a part of the problem” Ka nui te mihi kia koe Mike.

Interestingly on this day I got to sit, quite by accident with Mr John Fry and thought it worthy to mention this pakeke/elder in this commentary as I was so in awe of his presence during congress. Mr Fry also attended the last congress but I never got a chance to talk to him. Mr Fry is a life member of ANZASW who joined the association back in 1964 when it first began. He is now 89 years of age and continues to attend congress with me as I listened to Mike’s talk which included the following “how can my social work practice and that of my agency advance social justice and human rights” and furthermore “is social work a part of the solution or a part of the problem” Ka nui te mihi kia koe Mike.

I would also like to acknowledge those who attended the Tangata Whenua caucus hui on the third day. I know that it was a long week for some of you and so to hui an extra day was a big ask. I would like to thank you all for your contributions to the hui, and for your ongoing tautoko to the kaupapa of ANZASW. Ka nui te aroha kia koutou katoa.

Finally, I would like to thank all members for their support of me over the past year or so but particularly to the Tangata Whenua caucus who nominated me to the Board back in 2008, and then endorsed my taking up the role of president at the 2009 Hui a Tau e Rua held in Te Tairarawhiti. I have always been privileged and grateful for the support from the caucus and the...
Executive Director Update

Thank you to those who sent messages of support following the Christchurch earthquake. Canterbury continues to rock and roll however still times are increasing. As I write this column Canterbury has had 1122 quakes since 4 September. Little wonder we are all a little frazzled and tired. Thanks must go to Emergency Services, Civil Defense, Support Organisations and the many volunteers who have been and are still working with families and communities struggling to return to normality. The silver lining from this natural disaster has been communities pulling together.

Thank you to the members who sent us messages on Social Workers Days. The Waikato Branch is to be congratulated on their Social Workers Day activity. The Branch took advantage of the local body elections and invited all local body candidates to a ‘soap box’ meeting in Garden Place to talk about actions they intended to take to make human rights real and achieve social justice for all in the Waikato area. This was an excellent way to create an awareness of social workers, Social Workers Day and social work involvement with social justice issues.

The “Extending Membership Discussion Document” was e-mailed to members 13 September and has been posted on the Association website. An opportunity for Congress delegates to have an initial discussion was made available at Congress 2010. National Office is receiving feedback until 17th December 2010. Congress 2011 is to be held in July 2011 with significant time being dedicated to reviewing member and stakeholder feedback as well as debating the emerging issues.

The acceptance or rejection of the proposal to expand ANZASW professional body coverage to the ‘allied’ social work workforce will be a defining moment for the Association. In accepting the proposal, a wider pool of members provides the opportunity to develop member services thus improving relevance for members and to provide a Code of Ethics and Practice Standards for a workforce that is an integral part of social service support work delivery in Aotearoa New Zealand. Rejecting the proposal will require the Association to work to ensure survival in a climate where employers are more likely to meet the costs associated with registration than with membership of a professional body. This will be about maintaining and improving relevance for members and employers.

Members are encouraged to read the Discussion Document and to participate in discussion with colleagues, at Branch and Roopu Meetings, within Interest Groups, in work places and with members of the ‘allied’ social service support work workforce. Informed debate and discussion is healthy, provides for robust feedback and a sound platform from which to make decisions. To reach a decision in the absence of information does little to contribute towards a positive outcome.

The proposal is not about ‘watering down’ or otherwise minimizing the importance of social work as a professional group. All of the proposed organisational models have been developed to ensure that social work as a profession is protected.

It is timely in the context of the extended membership debate to signal that the Social Workers Registration Board has as an Output for 2010/2011:

“in collaboration with the Ministry of Social Development, the Board will consult the public, the profession and organisations employing social workers on their views on whether a system of mandatory registration would achieve the purposes of the Act and report its findings to the Minister”.

It is reasonably safe to say that mandatory registration is highly likely and in the reasonably near future. In addition the SWRB lists as an objective:

“to explore improving access to registration and its intended accountability through broadened entitlement to registration for those with allied qualifications and practical experience in the social service sector”.

This can be taken as meaning the ‘allied’ social service support workforce that ANZASW is considering providing professional body coverage for.

In a mandatory regulatory environment is is important that there is a strong professional body alongside the regulatory body. The professional body is the advocate for the profession and attends to a range of member services. ‘By the profession for the profession.’ The regulatory body is primarily concerned with protection of the public.

The Assessors Hui, Congress 2010, Hui Amorangi and the Governance Board were held last week. For those involved for all five days thank you for your time and commitment. The presenters for CPD programme Working Differently with Domestic Violence were stimulating and provided challenging insights into different ways of working with domestic violence.

Mike O’Brien delivered the Merv Hancock address focusing on making human rights real and achieving social justice for all. Mike took the time to celebrate the contribution Merv Hancock has made to social work. The address was thought provoking and invited practitioners to examine their practice to evaluate whether the way they practiced was part of the problem or solution to human rights and social justice in Aotearoa New Zealand.
I remember picking watercress with my grandfather as a kid and being told not to pick the watercress where the water was not moving “no good” he would say- in essence its mauri had become stagnated. Just like people, our mauri can become stagnate, it’s important to strive for balance for ourselves, in our mahi, with our whanau and care for one another’s mauri- to me that is whanau ora.

On another note, I would like to take this opportunity to go over my word limit and as it will be my last korero for this year- and acknowledge Awhiora Nia Nia for having taken up the challenge of the President role, working alongside you e hoa has been a pleasure. We wish you well in the future and I’m grateful for the friendship and laughter. Nga mihi nui ki a koe.

Update of the Hui Amorangi in Christchurch will be provided in the next edition of Notice Board. Mauriora e te iwi!

Kaipurongo Tangata Whenua Perspective
Claudine Nepia-Tule
Tangata Whenua Governance Board Member

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

As I write this, my thoughts are with all the people of Christchurch having endured the earthquake. Watching the news on 4 September 2010 and witnessing the devastation of the earthquake it is miraculous there were no fatal injuries. What also stood out was the way communities rallied support, neighbours checked on one another and whanau pulled together in a time of need. Just imagine if that level of binding together and level of concern occurred on a global level across humankind. We were reminded of the increasing number of natural disasters and global responses required at the Asia Pacific Conference held in Auckland November 2009, in which social workers have an important role to undertake on both macro and micro response levels.

Similarly Whanau ora is a systemic approach to systems, to people, to service delivery and to reiterate the essential need for a competent workforce.

Taking a whanau ora approach is a common theme for the thirty one health and disability providers who succeeded in gaining a share of $20 million over 4 years from the Ministry of Health Te Ao Auahatanga Maori Health Innovations Fund. As pointed out by Minister Turia, a key emphasis in the contracts is they will improve Maori health outcomes. This is a very good achievement and is quite exciting, not only because of the funding and gaining the support from the government, but the fact that the Maori Party have managed to keep this kaupapa on the Prime Ministers agenda, establish a Minister to lead and monitor the implementation and performance of this initiative, set up a Whanau Ora Taskforce and essentially Whanau Ora Navigators in service providers to deliver this service. Fantastic!

Although, the dichotomy of working in the realm of service planning, contracts and funding can often be a navigating process in itself! As often I find the social work side of planning, contracts and funding can often be a navigating through a hapu and iwi perspective, grappling with the development of key performance indicators for a generic service at the same time ensuring Maori health targets are encapsulated and to be reported on, challenging a manager as to why there is no Maori health plan for their service and the consequences of this, to which the reply was “I think we have too many Maoris in the team...don’t get me wrong that’s a good thing though”.

This is the parallel universe I operate in. That’s the universe where often constructs collide and institutional racism sometimes simmers below the surface, however, at the end of the day it is vital not to compromise on my values, hold fast to my principles as a Maori of Rongowhakatac decent and make it work for Maori in tea o hurihuri the modern world- ‘working smarter, not harder’ or ‘playing the game’. This is a balancing act and the need to play the game, sometimes leaves one wondering- whose game am I actually playing! Balance is key.

Waina’s passing on 10th August 2010 at age 65 after a short illness has left the Whakatane Social Work Team with a loss that is difficult to come to terms with. Her presence, her beautiful smile and mischievous sense of humour in the corridor in the Regional Community Services building is sorely missed along with her skills, knowledge and values she was always happy to share with those who sought from her wealth of experience of her 22 years of service at the BOPDHB.

Waina was known and respected by all staff at the hospital who worked with her as a genuinely caring, kind, generous, loyal and supportive person. She was also regarded as a trusted professional by those she worked to support in her role for many years as medical ward social worker and the last 3 years as community social worker for adult services.

Waina derived much satisfaction when working with her own people, but was also known and appreciated for her empathy and understanding of working in a truly bi cultural way with non Maori and this was evident in the few short weeks of her illness with the wide representation of people who went to her home to visit her and who came to pay their respects to her and the whanau when she passed away.

After the Edgecumbe earthquake in 1987, Waina was employed to start a home help service in the Whakatane and surrounding districts. When the DHB took this over, Waina started in her role as social worker where she was a familiar face in the wards for many years working within the multi disciplinary team to achieve good outcomes for the patients she worked with.

Many of those patients she worked with would ask for Waina to work with them if they were patients who were regulars or needed follow up in the community.
Her knowledge of community and iwi services in the Eastern Bay and people working within those services helped access the best resources for those she worked alongside to better their circumstances within the health setting.

Prior to 1987, Waina worked in various roles in her community of Te Teko where she lived for 42 years. After leaving Turakina Maori Girls College where she was Dux and Head Girl in her final year, Waina trained and qualified as a dental nurse and worked in Gisborne, Waimana, Poroporo, Ruatoki and Te Teko. It was in Te Teko she met her husband Herewini Jerry Araroa (from Ngati Awa) and when they married, her first job was managing the garage at Te Teko.

Waina was the first female green keeper in New Zealand for the Te Teko Golf Club, she drove the school bus for several years and was busy raising and caring for her family of seven children.

The two oldest sons, James and Waina Tauhe are deceased. Matthew and his wife, Gina live in Dargaville, Waana and her husband Paul live in Auckland, Mary Jane (known as MJ) and her partner Tiemen and MJ’s twin Noella live in Whakatane as do Reuben and his wife Christine. The 12 mokopuna (grandchildren) and the first mokopuna tuarua (great grandchild) born just three weeks before Waina passed away, were the shining lights of Waina’s life that would always bring a smile to brighten her face. Her children, mokopuna and extended whanau were what drove her to be the best role model she could be as a devoted, dedicated and loving mother, grandmother, aunty, sister and mana wahine; passionate in working to better her family and people to help improve their quality of life.

Waina was her children’s greatest support and fan when it came to their sporting interests. She and Jerry travelled all over New Zealand and overseas standing on the sidelines staunch and encouraging in their role as parents to ensure their children and mokopuna participated and were able to compete at all levels of the sports they played.

Her three daughters excelled in the netball arena where she gave 22 years service to Waiairiki Maori Netball in various roles and over 10 years to Aotearoa Maori Netball Healthy Oranga Lifestyle (AMNHOL) as National Health Co-ordinator. Waina’s role as Health Co-ordinator for AMNHOL ensured she was a strong advocate for driving the Auahi Kore (smoking cessation) banner for her people.

In 2006, Waina was recognised at the Mataatua Sports Awards with the prestigious award of “Services to the Community of Ngati Awa.” She was the first person not of Ngati Awa descent to receive this accolade and was awarded the honour in recognition of her 30 plus years of services of encouraging, supporting and bringing rangatahi (young Maori) to sports regardless of their backgrounds.

It is little known that Waina’s own sporting achievements extended to being a C grade squash champion, a senior member of the Bay of Plenty Golf team and an avid hockey player even in the late stages of her pregnancies.

Over the past year, Waina and her daughter MJ were the leaders of the local committee in organising and running the Aotearoa National Maori Bowls Tournament (one of Jerry’s sports interests he still participates in) held earlier this year in Whakatane and surrounding Eastern Bay venues. The tournament was a huge success and is testimony to one of Waina’s outstanding strengths – her organisational and leadership skills along with her particular attention to even the smallest details being taken care of.

These skills also extended into her work role as a Senior Social Worker, in volunteering to organise team building days and social gatherings and in her role as member and Treasurer of the ANZASW (Aotearoa Association of Social Workers) Bay of Plenty branch, she organised speakers with a Maori and/or bi cultural interest which attracted full turnouts to the events and raised the financial coffers to the most healthy they have ever been in the history of the ANZASW BOP branch.

Waina worked hard and gave her best to everything she did and achieved her formal qualification of a Diploma in Social Work in 2006 after studying at Te Wanga O Aotearoa while still working at her full time job at the hospital.

She was a perfectionist in all she undertook and was affectionately known (by those who knew her well) as the “Queen of Procrastination” because she would delay and rationalise that she could do better – even when others were more than happy with an end result she had obtained. She would not be satisfied until she knew she had done the best she could in “getting it right” yet she always maintained a humble and respectful attitude with all her achievements and in her approach with those she came in contact with.

Waina’s generosity in giving and sharing of herself is best summed up by her daughter MJ when she said: “Mum was her own taonga.”

The qualities and values she will be remembered and loved for by both her family and her colleagues are legacies that will remain inherent when the question gets asked, “What would Waina have wanted,” or “What would Waina have done?”

Those legacies she leaves us with are to:
- Treat people how you would want to be treated
- Always show respect for others so that their mana (dignity) is upheld
- Value and love family and people above any material things in life

He aha te mea nui o te ao?
He tangata, he tangata, he tangata!  
What is the most important thing in this world?  
It is people, it is people, it is people!

Invoicing Information

We are currently in the process of aligning all of our members to one invoicing period (1 April to 31 March) each year. As a result, we are currently issuing invoices on a pro-rata basis to fit in with this timeframe. Those of you whose previous anniversary date fell between October and March will be invoiced up to March 2011 only. You will then be invoiced on an annual basis from March 2011.

On 1 October 2010 GST will rise from 12.5% to 15%. All invoices issued on or after this date will also reflect the increase in GST.
NoticeBoard Deadlines
The deadline for notices, contributions and advertising bookings set for the next two issues of NoticeBoard are:

Monday 15 November for December issue
Monday 17 January for February issue

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

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

GOVERNANCE BOARD
The ANZASW Governance Board are scheduled to meet on the following dates:
27 October Teleconference
26 Nov AGM
27 Nov Meeting

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

Tamaki Makaurau
(Meets last Thursday of the month)
Elected office holders as per AGM 26th August
Chairperson: Sandy Tito-Evans
Treasurer: Moana Herewini
Secretaries: Rachel De Thierry and Anaru Perenara
Contact: Chairperson, Sandy Tito Evans, sandyte@xtra.co.nz (please note new email address)

Te Roopu O Te Tairawhiti
Meets bi-monthly for Roopu hui, also meets bi monthly for Professional Development on the months where there is not a formal hui
Waea: Kay Symes, kay.symes@tdh.org.nz, 027 240 7861
Future Roopu meeting dates: 26 October, 30 November, 12 December

Te Whanau O Rongokako
(Meets every third Thursday, every second month)
Contact: Rawinia Hape, (06) 870 4779 xt855 or (027) 234 3866, or email to rawinia.hape@ttob.iwi.nz or rawiniahape@xtra.co.nz
Future Roopu meeting dates: 21st October, 16th December, venue same as above for all.

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

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

Tangata Whenua Takawaenga o Aotearoa ki Otautahi
Meets: First Wednesday of every month
Next Meets: Wednesday 6th October 5-7pm
Venue: Te Puna Oranga, Worcester Street, Christchurch
Gold coin and small kai to share
Nau mai, Haere mai, we are now active again and welcome new (or old) members to our Roopu.
Contact: Tiriana Te Pakeke (03) 365 9912 or tiriana@familyhelptrust.org.nz

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

Auckland
Next Meets: Thursday 4th November 5-7pm
Venue: Unitec Waitakere
Topic: The Council for International Fellowship (CIF), Unitec and the Auckland ANZASW Branch are co-hosting the event where 6 International CIF guests will each introduce themselves, their country and the work they do there.
Other Info: Complimentary drinks and nibbles at 4:30pm
Contact: Shyam Grover, shyam.grover@waitematadhb.govt.nz

Next Meets: Monday November 8th 12-2pm
Venue: Disability Resource Centre, 8 Erson Avenue
Topic: ‘Getting to know the social services in your area’
Other Info: A team of representatives from NZ Council of Social Services (NZCOSS) will speak specifically about the social services and networks in all areas of Auckland. This event will be of particular interest to those social workers wanting to strengthen their knowledge and local connection of local social services.

Executive Committee Meeting: Wednesday 27th October 4-7pm
Venue: St Lukes Community Centre
Details: This will be a strategic planning meeting for 2011. We invite any members who have requests or suggestions about branch activities for 2011 to email those to Natasha before the meeting.
Contacts: Natasha Hofmans (Chair), n.hofmans@manawa.net.nz and 021 234 3054 or Bernice Tyree (CPD Co-ordinator), bernice.tyree@xtra.co.nz 027 202 1843

Bay of Plenty
Contact: Sarah Deighton, sarah.deighton@bopdhb.govt.nz

Canterbury
Next Meets: Monday 15th November 7pm
Venue: Canterbury University, Clyde Road
Topic: AGM, all members welcome
Contact: Paula Grooby, paulagrooby@hotmail.com or (03) 942 4496 (home)

Hawke’s Bay
(Meets second Monday, every second month)
Next Meets: 11th October
Venue:Education Centre HB Hospital
Topic: DOVE HB present their services
Other Info: Christmas function planned for December, information to come.
Contact: Mark Rolls, Mark.Rolls@hawkesbaydhb.govt.nz

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

Up and coming event to mark in your diary
When: 7th and 8th October
What: 2 day training presented by John Wong
Where: Feilding, more details to be advertised in the near future
Contact: Joanne Briggs (details above)

Wanganui
Next Meets: Thursday 4th November 11am
Venue: Primary Health Organisation (PHO), 76 Guyton Street
Level 1
Topic: Host Tracey Matthews, Strengthening Families
Contact: Trish Melling, (06) 348 1234 Ext 5763,
patricia.melling@wdhb.org.nz

Nelson/ Marlborough
Nelson
(Meets third Wednesday of the month )
Contact: alistirm@psusi.org.nz or (03) 547 9350 xt717

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

Northland
Next Meets: Wednesday 13th October 12pm
Venue: Te Puna Whaiora Children’s Health Camp, 436 Maunu Road, Whangarei
Guest Speaker: Feedback from Congress participants
Contact: Suzie.Munro@healthcamps.org.nz

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

South Canterbury
Contact: Karen Manson, karenfgemmell@hotmail.com

Southland
(Meets second Wednesday of the month)
Contact: Stacey Muir, stacey.muir@sdhb.govt.nz

Taranaki
2010 Meetings: Wednesdays 20th October, 17 November and 15 December 12-1pm
Venue: Boardroom, Manaaki Oranga, 36 Maratahu Street (Go up the drive and look for the Tui Ora entrance, the boardroom is just before on the left hand side)
Contact: Sarah DeSouza, sarah.desouza@tdhb.org.nz
NB: If you are not getting emails from ANZASW Taranaki Branch, it could be that you are not on our mailing list, or your details have changed. Please contact the Secretary, Sarah DeSouza at, sarah.desouza@tdhb.org.nz to update our records if that is the case.

Waikato
Next Meets: To be advised
Venue: To be advised
Other Info: Monthly forums replacing meetings
November Meeting: Friday 12th November
Venue and Time to be advised: will be a dinner
Contact will be made directly with members about up and coming events.
Contact: Nicola Livingston, nicola.livingston@waikatodhb.health.nz

Wairarapa
Next Meets: September 22nd
Where: Stall in town and Pub meeting
Topic: Details to be confirmed
Contact: Frances Dearnley, mccp@xtra.co.nz

Wellington
Next Meets: October 27th, 3pm
Venue: CMHT, 100 Tory Street, Wellington
Topic: To be decided
November Meeting: November 24th
Venue: To be decided
Topic: Christmas Celebration
Other Info: Flyer will be sent via email. If you are not getting regular emails, please get in touch.
Contact: Caz Thomson, caz.thomson@ccdhb.org.nz

Different aspects of representation
Professional Regulation – where a statutory requirement exists that in order to demonstrate public accountability of safe practice the individual must demonstrate a specified level of education/competency to be able to use the protected title of 'registered'. The Social Workers Registration Board oversees social workers registration. Social Worker registration is currently voluntary, but it is likely that, at some point in time, it will become mandatory.

Professional representation – where the aims of the profession are promoted on their behalf through a united voice of the profession such as ANZASW. Mainly centred around providing advocacy for both the member and their clients; providing leadership in putting forward the professions concerns and opinions on issues related to their practice; helping the workforce to network together and providing opportunities for continuing professional development and educational activities.

Workplace representation – typically seeking to ensure equity and public values for the individual within the workplace through collective bargaining, promotion and protection of conditions and terms of employment and salaries. In terms of social service, the prominent trade unions are the Public Services Association (PSA), the Service and Food Workers Union (SRWU) and National Association of Public Employees (NUPE).

9th National PONZ Conference
Massey University, Wellington
28-30 November 2010
Enquiries to Conference Organiser:
Wayne McCarthy, email: wayne.mccarthy@ffpl.co.nz
Multi-Disciplinary Teams:Weaving together the strands of cancer care.
To find out more, check the website: http://www.ponz.org.nz/
PONZ is a group of health professionals with an interest in developing a focus for nationally co-ordinated support for psychosocial oncology clinical practice and development.
Social Workers Day 2010 Festivities

**Counties Manukau DHB**

Social Worker's Day this year included the launch of the Counties Rainbow Network, an employee initiative for lesbian, gay, takatāpui, bisexual and transgender staff at Counties Manukau DHB.

Over 100 social workers, CEO Geraint Martin, and Social Work Professional Leaders welcomed the group to the occasion. Celebratory rainbow biscuits were handed round, copies of Express, TMLN and other information about LGBT experiences were on show, and group members, spoke to social workers about working with LGBT communities in a health setting.

Founding members Andi Chapman, Kim Myhill, Ian Kaihe-Wetting, Debra Gedge, Deb Christensen, Molly Mulholland, Sharon Kitching and Brian Grey all circulated the new posters in Counties work venues and hope that this will be the start of something big, supportive and inclusive.

"Creating a visible presence at Counties is so important both for employees and patients," says Andi Chapman. "Counties Manukau is all about being out and proud and the Rainbow Network is keen to join that reputation!"

The group members were extremely pleased by the reception the group received.

**Waikato**

An event was organised in Hamilton Garden Place that was well attended.

Below: A poster that was displayed in the City Public Library, it was created by Wintec Social Work Students.

**Northland**

Below: A breakfast was organised in Northland, hosted by Northtec Social Services staff, attended by members of our Northland Branch and very much enjoyed by all.
National Congress was held in Christchurch on Wednesday 22nd and Thursday 23rd September. There was a lot of productive discussion, interesting and informative speakers and also quite a lot of fun for those members that participated. The feedback that we have had back has been very positive and we look forward to Congress 2011. The photos below show some of the goings on in Christchurch.
DHB Social Work Leaders Report

FOCUS ON HEALTH: ANZASW NoticeBoard
Prepared by National Chairperson, Marianne Pike, Taranaki DHB

10th ANNUAL DHB HEALTH SOCIAL WORK LEADERS COUNCIL MEETING
26 & 27 July 2010: Education Centre, Taranaki District Health Board, New Plymouth

This year Taranaki District Health Board have had the privilege to host the 10th Annual DHB Health Social Work Leaders Council Meeting. The meeting was held over two days, and attended by 30 health social work leaders from the 20 DHBS in NZ. The Council meetings are held at a different DHB every year, and the purpose of the Council are:

“To provide active leadership for professional health social work practice development in DHB health social work services” (TOR, 2001-2010).

In the current changing health environment this year’s annual council meeting has fulfilled its purpose by creating an opportunity for health social work leaders to meet with regional and national stakeholders (Ministry of Health representatives, Social Work Registration Board, ANZASW, University of Auckland, Te Pau, Family Violence Intervention Coordinator, etc). Strategic goals were discussed and will be developed to align nationally and regionally and develop systems to enhance health social work service delivery in every DHB to “better, sooner and more effective” services. This will support the service users and enable the health social work workforce to deliver to this vision.

The theme this year was “Create an Impact – Make a difference”. In the current health environment health social work leadership actively contributes to local DHB clinical governance structures. HSW Leadership focuses on partnering, participating and promoting the health social work scope of practice while contributing to the primary, secondary and tertiary vision of health services in NZ. We celebrated the past 10 years that this Council has officially met, all the progress that have been made in health social work and focussed on the vision for Health Social Work in the next 10 years.

Competency Assessor Contacts

Northland
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Waikato/Waikato Roopu
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Canterbury/South Canterbury/West Coast
Michael O’Dempsey
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Email: michael.odempsey@ihug.co.nz
Paper-Based and Face-to-Face Assessor

To be advised, meanwhile please contact National Office

Taranaki, Manawhenua, Wellington, Tangata Whenua South Island (excluding Nelson) and Otago/Southland

ANZASW NoticeBoard ♦ October 2010 ♦ Page 14
The Panel concludes that information collection and assessments are causing significant delays for many people and there are concerns about privacy and appropriateness (section 6.4, page 28). ACC’s communications with sexual abuse victims and providers have often been inappropriate and inadequate. These need to be improved as a matter of urgency taking a client perspective and working with survivors and providers in the process (section 7.2, page 34).

The Pathway has aggravated the situation for certain groups of sexual abuse survivors with particular needs including Maori, children, adolescents, people with mental illness, and people who have problems with addiction or substance abuse (paragraph 166, page 35).

Overall the Panel concludes that the Pathway is effectively a claims management pathway which has significantly reduced timeliness and appropriate access. It has not improved outcomes for individual clients nor for groups with particular needs (section 8, page 41).

Again, big thanks to everyone who has contributed to this battle which at times seemed without hope of a positive outcome and we look forward to having a new process that is inclusive, culturally safe, differentiates between adults and young people and does not discriminate against people with pre existing conditions, and in which fair decisions are made “in a timely manner”.

Cathy McPherson
SCAG representative for ANZASW

OTHER ANZASW INTEREST GROUP CONTACTS
Pasilika Social Workers Interest Group
Sally Dalhousie, pasilikasw_intgrp@anzasw.org.nz

Chinese Social Workers Interest Group
Sue Wong, sue.wong@pgfnz.org.nz

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

African Social Workers Interest Group
Marcelle Lamont, marcelle.lamont001@cyf.govt.nz

SWOT - Social Workers Out There
Mathew Keen, swot@anzasw.org.nz

Social Workers in Schools Interest Group
swis@anzasw.org.nz

Health & Disability Social Workers Interest Group
hadig@anzasw.org.nz

Filipino Interest Group
Victor Viray, vmviray@yahoo.com

Election Forms Enclosed

Please note that the General Election Forms are enclosed. Please read through the profiles and instructions before posting these back to National Office.

If you have any questions please feel free to contact us. Contact details (03) 349 0190 or admin@anzasw.org.nz
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**Additional Supervisors**

### Manawatu
Diame Milne
62 Andrew Ave, Palmerston North
027 3355288
d.milne@xtra.co.nz
Female, New Zealand Pakeha

**Qualifications:** BSW (hons) graduated 2001, Postgraduate Certificate in Cognitive Behavioural Therapy, studying towards completion of Postgraduate Diploma in Social Services Supervision.

**Experience:** 10 years working with children, adolescents and families in care and protection and mental health, in both non governmental and statutory roles. Provision of external supervision and field educator for Massey University. Currently working at Arohanui Hospice.

**Supervision Interests:** Working collaboratively with supervisees to explore their practice in a safe way. Strengths-based and reflective practitioner.

### Auckland
Matt Rankine
Address: Laingholm, Waitakere City, Auckland
Phone: 0211534839 or (09)8177869
E-mail: driveit10@gmail.com
Male Pakeha

**Qualifications:** Masters of Social Work (Applied) Hons; Post Graduate Diploma in Professional Supervision; Post Graduate Award in Social Work U.K., Bachelors of Arts, (Majoring in Psychology). MANZASW Registered Social worker.

**Experience:** I have had almost ten years experience within Social work and another 5 years Residential Social work working with children, young people and families. These have been in a number of statutory organisations, Hospital social work, NGO and other sectors in Aotearoa/New Zealand and in the United Kingdom. During my experiences, I have become familiar with other areas such as child protection, mental health and disability. Regular member of ANZASW Competency Panel and Chair for Child Protection Resource Panel at Child Youth and Family.

**Supervision Interests:** Reflective professional supervision, critical thinking, narrative and strengths-based approaches, child protection, managing change and building resilience, community development and disability.

### Waikato
Angela Lloyd
60 Cowan Road, RD1, Te Awamutu
Ph (07) 827 2121, 027 6258733
Email: angelalloyd@gmail.com

**Qualifications:** BSc (Hons) Business Systems, Post Grad Diploma Social Work, Cert. Professional Supervision, Advanced Diploma Holistic Life Coaching

**Experience:** over 15 years working in the Social Services Sector in England and New Zealand. 11 years as a Social Worker/Snr Practitioner in England and 1 year in New Zealand. 3 years as a Supervisor and then Team Leader for Child Youth and Family, and Senior Manager for a Non Government Agency.

**Supervision Interests:** I am passionate about supervision and the role a supervisor plays to support the supervisee. I have supervised students on a 1:1 basis when on placement with CYF and NGO’s. I use a client centred approach utilising strengths and promoting reflective practice. I also utilise coaching models to assist practitioners to reach their full potential. I also offer 1:1 development coaching and mentoring.

**Competency Workshops**

**Tamaki Makaurau/Auckland**
All held at St Lukes Community Centre, 130 Remuera Road, Remuera, behind the Church. 1-2pm Panel Members workshop. 2.30pm Pre Competency Workshop. No bookings required, just come along to the appropriate one.

**Contacts** Bella Wikaira or Sarah Alden, see assessor information. Friday November 26th.

**Northland/Tai Tokerau**
Date: Friday 29 October
Time: 12.00pm – 1.00pm
Venue: Parent and Family Counselling, 25 Otaika Road, Otaika, Whangarei. No booking required
Contact: Soro Ramacake, soro.ramacake@yahoo.co.nz; (027) 453 3504

**Competency and Recertification Workshop**

**ANZASW NoticeBoard**
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16th National Forensic Social Work Conference

Date: 24th & 25th November 2010
Venue: Henry Rongomau Bennett Centre, Waikato Hospital
Costs: $120 per person

This is an opportunity to share ideas and network, refresh practice as well as keep up to date with changes and trends in forensic services. “Challenge to Change” will focus on changes in forensic services, alternative discussions with regards to recidivism and offending in New Zealand. Presentations will include service delivery, grass roots challenges and tools in working with tangatawhaiora.

For further information contact
Elizabeth.Gonda@waikatodhb.health.nz

Reminder
For those whose membership year ends 30 September 2010 - the membership subscription for the next 12 months is now due. A subscription notice and tax invoice is in the mail. Please note the changes and the disciplinary levy invoice, if you have any questions about this please ask. It is possible to pay by credit card, cheque, internet banking or automatic payment. Don’t forget to update the Association’s membership database information at the same time, including your current email.

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

More information and Frequently Asked Questions are available on the ANZASW website, www.anzasw.org.nz

Professional associations: I am a full ANZASW member and a registered social worker and a registered development coach with International Association of Coaching

NOTE: These details have been supplied by each supervisor. In publishing these details ANZASW does not assume responsibility for the accuracy of their details or the quality of supervision offered. All are members of ANZASW but, as there is not yet a specific competency assessment for supervisory practice, the onus is placed on any person seeking a supervisor to clarify and check the information to their own satisfaction.

Doctoral Thesis on social work supervision amongst members of ANZASW completed and available.

Kieran O’Donoghue’s research explored how social work supervision was constructed within Aotearoa New Zealand. Several key findings emerged. First, social work supervision was constructed primarily from a professional standpoint. Second, its construction within Aotearoa New Zealand was influenced by bicultural, indigenous and multicultural discourses. Third, improvements were required within the professional and organisational systems that support supervision as well as within its practice. The implications and recommendations concern social work supervision theory and practice, cultural competence and the further development of professional supervision. It is suggested that the future research and development agenda for social work supervision both internationally and within Aotearoa New Zealand focuses on theory-building, responding to the dynamics of culture and difference within supervision and the professionalisation of supervision.

An electronic copy of the Thesis is available for download at: http://muir.massey.ac.nz/handle/10179/1535

Kieran O’Donoghue, Senior Lecturer, Social Work Programme, Massey University, Palmerston North
E : K.B.ODonoghue@massey.ac.nz P: 64 6 356 9099 X 2818
Skype ID: kieranodnz

Reminder
For those whose membership year ends 30 September 2010 - the membership subscription for the next 12 months is now due. A subscription notice and tax invoice is in the mail. Please note the changes and the disciplinary levy invoice, if you have any questions about this please ask. It is possible to pay by credit card, cheque, internet banking or automatic payment. Don’t forget to update the Association’s membership database information at the same time, including your current email.

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More information and Frequently Asked Questions are available on the ANZASW website, www.anzasw.org.nz

Membership update
ANZASW Membership numbers as at 19 July 2010:

<table>
<thead>
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<th></th>
<th>Taucwi</th>
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<td>Total</td>
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* This includes members in training, those with legitimate extensions or who have changed status from Non-Practising to Provisional, as well as those who are ‘out of time’.

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Are you ready to explore professional supervision online?

Linda Glew has extended her range of professional supervision services to include skype (audio or video) email or MSN text.

Linda invites you to find out more about online supervision on her website:
www.onlinesupervision.co.nz
or contact her on:
onlinesupervisor@xtra.co.nz
Linda Glew (MANZASW)

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• Totally FREE service

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Email: gr.melbourne@reedglobal.com
Visit us online: www.reedglobal.com.au

*terms & conditions apply
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Contact Patrycia Lowicki at patrycia.lowicki@hays.com.au or free call 0800 001 718.

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

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

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Master of Counselling
There are limited spaces available for this two-year programme with an option of exiting after one year with a Postgraduate Diploma in Counselling Theory. Applicants need at least three years of practical experience in social work.

Closing date: 1 November 2010

To find out more, come to an information session

Wednesday 6 October, 6pm start.
Epsom Campus, Music Auditorium, B Block
Gate 3, 74 Epsom Avenue, Epsom

Register your attendance with Delia Matthias on 623 8899 ext 48610, d.matthias@auckland.ac.nz, or contact us for more information.

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