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From the President

Tēnā koutou

James Makowharemahihi is the newly elected president for ANZASW following the 2014 Governance Board meeting.

We look forward to hearing from him in the December NoticeBoard e-Newsletter.

From the Chief Executive

The work on reviewing the Practice Standards is almost completed. The Working Party made up of Simon Lowe, Jane Maidment, Bella Wikaira, Sarah Alden, Michelle Derrett, Marti Hartley and Isabella Miraabbasi have been an excellent Team bringing a wide range of ideas to the table. Thank you all for your contribution.

You have all had the opportunity to participate in the Survey Matters survey on your expectations of ANZASW as your professional body. Survey Matters have advised that “ANZASW had a fantastic response rate with 605 completed responses for a 21% rate. This is higher than the overall average of 16%. This also provides a confidence level of 95%, with a ±3% tolerance, so a good indication that it is a representative sample”.

I look forward to receiving the Survey Results at the end of November 2014. The information in the Survey will certainly contribute to the next ANZASW Strategic Plan which I believe must focus on meeting the expectations of our members.

Last week ANZASW was visited by members of the Korean Social Workers Association and delegates from Overseas Training for Social Work Leaders. The Korean Delegation was particularly interested in the ANZASW Code of Ethics and the SWRB Code of Conduct and the different purposes of the two documents. There was also a lively discussion about key issues that social workers in both countries had to respond to. Housing, age care, youth unemployment and natural disasters were common themes.

When Tangata Whenua Social Workers Association (TWSWA) was accepted into membership of IFSW, Aotearoa New Zealand had to establish a Co-ordinating Body as there can only be one IFSW member per country. Once the motion making TWSWA a member of IFSW was passed by the 2014 IFSW General Meeting a Co-ordinating Body Agreement was signed.

The Aotearoa New Zealand Co-ordinating Body Voting Flag

Both ANZASW and TWSWA met formally 17 October 2014.

Miriama Scott was able to provide feedback on the IFSW Asia Pacific Region amplification of the Global Definition of Social Work.

The Working Group is thinking of concepts that lend themselves more readily to be translated into Indigenous languages. The concepts being discussed are Respect, Care, Humility and
Reciprocity. The Australians are suggesting a preamble using the metaphors of sea, waterways and rivers which are important right across the Asia Pacific Region.

The 2014 elections are but a distant memory. It will be important to keep a watching brief on many of the legislative changes proposed in order to be able to make submissions on issues that have the potential to increase levels of inequality in Aotearoa New Zealand or affect members. As the eyes and ears of the Association if you hear of issues that you believe require a comment from ANZASW please let me know.

Currently we are seeking member comments on the Productivity Commission’s publication More Effective Social Services. Information can be found at http://anzasw.org.nz/site/topics/show/969-more-effective-social-services-member-feedback

When the Employment Relations Bill reaches Select Committee we will no doubt be seeking member views of this piece of Legislation, particularly on the impact the changes may have on the ability of social workers to provide safe social work practice. The Bill and associated commentary can be viewed at http://www.legislation.govt.nz/bill/government/2013/0105/latest/DLM5160206.html?search=ta_bill_E_bc%40bcur_an%40bn%40rn_25_a&p=1

There has been an active Forum discussing the CPD Log requirements. I would remind members of the Code of Ethics which states:

Section 7: Responsibility for self

“7.2 Members are required to acquire the knowledge and skills that are relevant to their field of work, and to ensure that these are kept up to date. They will maintain a critical response to new knowledge.

7.3 Similarly, continuing professional development is a requirement, through activities such as formal or ad hoc continuing education courses, familiarity with the current social work literature, professional forums and debate, in order to maintain their skills, knowledge and competence.

Part of accountable social work practice is being able to demonstrate that as practitioners, members are staying in contact with current wisdom and engaging in developing and extending the skills for the work, no matter how new or experienced they are. CPD is a part of the work, not an optional extra.

It has been a pleasure reading postings reinforcing the notion that CPD is part and parcel of professional practice regardless of the profession concerned.

It is hard to believe that the end of 2014 is almost upon us. As the year begins to wind down and members wind up for summer holidays, I wish you well.

Na mihi nui
Lucy Sandford-Reed
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Kaipurongo
By Bella Wikaira

Tangata Whenua Annual Report 2014

Tena koutou nga Tangata Whenua Takawaenga o Aotearoa. Kei te mihi aroha kia koutou katoa.

This year is quickly coming to an end and looking back it never ceases to amaze me just how much work is done in the course of a 12 month period. The board continue to keep their ears and eyes open to the changes that are
occurring both locally and internationally. Through the board and key members we can ensure our (social workers) voice is heard and our contribution is recognised.

Tangata Whenua Board members

Our Tangata Whenua members are a complimentary mix of new board members and less new ones. Regardless of the time they have come onto the board they bring a wealth of experiences and knowledge that enriches the korero around the table.

Bella Wikaira, Ngapuhi, Te Rarawa, came through the general elections in 2007 onto the board. She is currently in her fourth term as a Tangata Whenua representative. It continues to be an honour to represent our membership at the board level in making decisions with the best interest of the membership always in the forefront.

James Makowharemahihi, Atihau Whanganui, NgaRauru, Ngati Apa, TeAtiawa, Ruahinerangi, Ruanui, Ngati Tuwharetoa, Ranginui, Ngati Mahuta, Te iwi Morehu. James is serving his second term on the board. He joined the board in 2011. James is Wellington based and continues to support more strategic effort for Tangata Whenua in the ANZASW bicultural partnership. He attended on behalf of ANZASW Tangata Whenua the SWRB social sector inter-organisational hui on Supervision and Supports To Social Workers and New Graduate Social Workers. James is a member of the CE Employment Committee. He attended the ANZASW Wellington Social Workers Day milestone celebration on the notion that Tangata Whenua and Tauwiwi collaborate on some mutual activities. Wellington branch has had some very good organised activities and branch meetings. Tangata Whenua are very busy in their own mahi but need organising in being active in the Te Whanganui-a-tara/Poneke roopu. James supports expanded membership and mandatory registration and clarity in the demarcation of Social Service Workers listed inside ANZASW.

Jim Anglem, Ngai Tahu, was co-opted to the board in early 2013 and has the role of both Board Member and Kaumatua.

Anaru Gray, Tainui/Te Arawa, a Tangata Whenua Representative was announced at the AGM in Tamaki Makaurau 2013 along with other fellow board members.

Roopu

Roopu activity has been very quiet, despite regular requests for updates. If however there has been activity please drop us a line or let National Office know, particularly if we can assist in any way. It could well be the impetus that other roopu need to get themselves organised.

Tangata Whenua members who are in an area where there is no roopu or the roopu is in recess and you would like some idea about how to get started, you can contact one of the board members for information and assistance from National Office e.g. Tangata Whenua who are living in your rohe.

50th Anniversary Celebrations

This year is a particularly special year because of the 50th Anniversary celebrations occurring across the country I hope you have, and will continue to take part in some of the activities to mark this time in our history. There have been events arranged at the local and National level which have created wonderful memories for all those who have participated. The National Event in Christchurch on 28 & 29 November 2014 will have CPD workshops on the Friday and panels representing the 5 decades on the Saturday. It will be a special end to a very special year in our history.

National and International representatives

We have two new Competency Assessors based in Tamaki Makaurau who have grasped the challenge with both hands. Huia Busby and Hilda Ndango have had orientation in both Tangata Whenua and Tauwiwi competency processes and are ready to go.
Robyn Corrigan has been nominated as our representative on the Indigenous Committee, IFSW. As Tumuaki of ANZASW in the past, she is known internationally and well respected. She will be a strong advocate on indigenous views and rights.

Turoa Haronga recently retired at the young age of 80. A happy send-off was organised and well wishes were taken down from all over the motu to mark his many years of mahi.

Poroporoaki Maioha

Poraporoaki Huata, Ngati Kahungunu, a teacher, a healer, a leader sadly passed away this year and will be missed by all he touched.

To all members who have lost loved ones this past year, kia kaha, kia maia, kia manawanui.

No reira tena koutou, tena koutou, tena koutou katoa.

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

Kia ora koutou katoa, Greetings to all members

Update:
It has been a very busy few months since last NoticeBoard. We have said farewell to Sylvia Bagnall and Margaret McKenzie-Davidson, in their Assessor roles. Thank you both for your services. We welcome Hilda Ndango, based in Auckland who recently joined the Assessor Team.

During the July – September Quarter, Assessors completed 29 Initial Competency Assessments and 101 Recertifications, 82 of whom were registered.

MY.ANZASW and electronic assessments continue to become more popular.

Challenges include developing new policies, updating the assessor’s manual and evaluation forms, running webinars, increasing membership and consistent management of difficult portfolios.

It is nearly a year since ANZASW and SWRB Board Members met to discuss the Recertification process and how it could be updated to become a simpler, more streamlined procedure. It had to be robust enough to enable Assessors to determine a social worker’s competence to practice. Research supports that Competency is not necessarily indicated by reflection on Practice Standards/Core Competencies alone. A better gauge is whether or not practitioners have engaged in intentional, planned CPD and their subsequent ability to reflect on how the CPD enhanced their practice. In addition, both Boards established that if CPD was linked to the Practice Standards/Core Competencies, it added increased value to a planned and purposeful CPD process. Hence the revised procedure has been developed over the course of this year.

There has been a huge amount of email traffic around the CPD Log update and the new Recertification model. Reactions have been strong, ranging from total despair, anger, refusal and denial, to information seeking, pragmatism, acceptance and advocacy in some cases! It is really good to see that Members are using this forum to discuss these issues. Themes from postings have included “why the sudden implementation,” “it’s a huge amount of work,” “it’s a positive culture change,” “it’s a part of your work, not an optional extra” and “if you do a little at a time and then record progressively, it’s actually ok.” Many thoughts and emotions have been elicited. The reality is that CPD Logs are not only a requirement but also an integral part of your Recertification from January 2015.
New Recertification/CPD Log Requirements:

Members were first notified about the revised CPD Log requirements in the June 2014 issue of NoticeBoard. This was followed by a detailed description of the January 2015 requirements and template, in the August issue. Recently, Members were sent the updated CPD template and information about the revised Recertification process. This procedure is not about creating obstacles for recertifying Members but about making a more streamlined and simpler process. From January 2015, Recertification, for both ANZASW and SWRB will require a Cover Sheet, a Declaration page and CPD Logs covering the previous five years. There will no longer be the requirement to complete the questionnaire or obtain four references. However, in order to maintain a robust assessment process, an Assessor may still request additional information, specific reference/s, or a Face to Face Assessment, if there is an issue around a Member’s Competency.

Reflection: ANZASW Members and SWRB Registered Social Workers have been required to reflect on how their CPD has enhanced their practice since 2010, so this requirement is not new. Both ANZASW and SWRB requirements will be the same from January 2015, with identical Logs. The only new condition is for Members to primarily reflect on the relevance of learning, linked to 2 Practice Standards, each year. Other CPD may of course be completed. Members have been notified well in advance of these changes, so you will know what is coming up in the near future. Members are only asked to link the Practice Standard to the specific CPD from 2010 to the end of 2014.

The following Table clearly shows ANZASW CPD Requirements from 2010 – 2015:

**ANZASW CPD Log Requirements 2010 – 2015**

<table>
<thead>
<tr>
<th>August 2010</th>
<th>January 2014</th>
<th>January 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skills and knowledge identified as being needed for current practise and/or career goal</td>
<td>The skill and knowledge identified as being needed for development of professional SW practice</td>
<td></td>
</tr>
<tr>
<td>Date</td>
<td>Date</td>
<td>Date of activity</td>
</tr>
<tr>
<td>Hours</td>
<td>Hours</td>
<td>Time in hours</td>
</tr>
<tr>
<td>Activity</td>
<td>Agreed learning activities</td>
<td>Agreed learning activities</td>
</tr>
<tr>
<td>Reflection on how the learning has influenced practice</td>
<td>Practitioner reflections on learning &amp; how the learning has influenced practice</td>
<td>Critical Reflections on learning and development of professional practice</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Reflection on the relevance of the learning to the selected ANZASW Practice Standard/s</td>
</tr>
<tr>
<td></td>
<td>Supervisor or Manager or Professional Leader; written feedback and signoff on the overall relevance of the CPD to the role/s and the impact on practice and/or career development</td>
<td>Supervisor or Manager or Professional Leader; written feedback and signoff on the overall relevance of the CPD to the role/s and the impact on practice and/or career development</td>
</tr>
</tbody>
</table>

There will be a Webinar presentation on the 2015 Recertification process advertised for next month in the Weekly E-notices.
“In loving memory of Deborah Cubitt, a much loved and respected Social Worker, ANZASW member since 2008.

We’ve had the privilege of calling Deborah Cubitt part of our Stand Children’s Services - Tu Maia Whanau, family for 9 years and in that time Deb proved herself to be a person of huge heart who forged deep and transformational relationships with families.

It’s hard to know whether she was born a social worker or whether she was made one by life; perhaps both.

Deb had the strength and wisdom to ask the hard questions that enabled her to discover the root to others’ hardship and vulnerabilities, and with this knowledge and wisdom Deb would support, nurture, encourage and grow inner strength and wisdom within others, building the resiliency of our vulnerable tamariki and whanau to enable them to bounce back from and to overcome life’s many challenges.

Deb’s commitment to our work, to stand up for children was unfailing, even in times of challenge, and we could always count on Deb to deliver.

The first to question what she felt wasn’t right; her sense of social justice and equality was firm.

Deb stood for all that we aim to achieve in our work.

· Deb stands up for children,
· Deb stands up for families,
· Deb stands tall and brave like Tane Mahuta, brave and courageous through difficult waters and now has found her place to stand.

Deb’s passing will be felt by her team, her wider site, her national organisation and indeed by the clients whom she showed a deep commitment to.

‘Takato I runga I te aroha, moe mai I to moenga roe’
Lie peaceful in our love..........sleep in your final resting place,

Dear friend, dear colleague, dear Deb.

Rosey Davies, Regional Practice Manager
Stand Children’s Services, Roxburgh
From the AGM

Board Members successful in the 2014 elections:

Jane Maidment
Merrill Simmons-Hansen
James Makowharemahihi
Karen Shepherd

Karin Brown stood down from the Board at the AGM as she is planning to move to live and work in Switzerland early in 2015. She was however Co-opted onto the Board at the Board meeting the following day.

President

The Board elected James Makowharemahihi to the Presidency as Jane Maidment was not available for another term as President.

Jane has provided strong leadership for the Board since being elected as President in February 2013. Jane, your time, commitment and dedication to ANZASW is appreciated.

Auditor

Philip Gainsford, Chartered Accountant was elected as Auditor of the 2014/2015 financial year.

Life Membership

Robyn Corrigan was made a Life Member of ANZASW. The Certificate was presented at the ANZASW TWSWA meeting the following day.

Robyn Corrigan Citation 16Oct2014
Constitutional Changes

The Complaints Convenor Mike Doolan proposed that the constitution be amended to allow the Disciplinary Hearing to make a determination about publication of the disciplinary hearing proceedings and to make the publication either permanent or for a specified period of time.

Under the current Constitution, a Disciplinary Hearing order to publish the identity of the Member is permanent. The Association is concerned that this could result in an injustice to a Member over time. The Disciplinary Hearing has the closest involvement with the practice or behaviour of a Member that was proven to constitute professional misconduct and is best placed to judge whether the interests of the public and the membership may be met through a time-limited order in respect of publication or only by a permanent order.

This change was adopted by the AGM. The constitutional change is in the process of being registered with the Companies Office.

Thank you to the Bay of Plenty Branch for hosting the AGM - a lovely touch was flowers on the seats.

AGM 2015

It is a good time for Branches and Roopu to be thinking about whether they would be able to host the 2015 AGM.

Contact the CE for more information. Lucy Sandford-Reed@anzasw.org.nz

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C50 Celebrations Update

By Fiona Robertson, Co-Chair C50 Team

This month’s Notice Board completes the five decade history sequence of ANZASW; the first decade written by Dr Dugald McDonald and the following four decades by Dr Mary Nash. I extend my thanks to Dugald and Mary for writing these decade summary articles.

In addition, special thanks to Mary and Kieran O’Donoghue for editing the special anniversary journal issue, also Kieran for his editorial and Mary for her article. Other authors were Caz Thomson, Mike O’Brien, Liz Beddoe, Sarah Fraser, Sophie Simpson, B. Staniforth, C. Fouche, Liz Beddoe and David McNabb. Reflections were written by Anne Aburn, Pam Smith and Jackie Sayers. This is a great read and for those who haven’t read the Journal, Volume XXVI Numbers 2 and 3, 2014, I encourage you to do so.
The decade articles chart the progress of ANZASW to the current day social work professionalism underpinned by a Code of Ethics, Competency Standards and Standards of Practice which include the Association’s Bi-Cultural Code of Practice. Fifty years ago social work moved from directing its efforts to aiding the sick, hungry, orphaned and poor to dealing with more complicated problems in our society. Social workers have taken on a wider and more demanding range of activities and ANZASW has been there to give identity to social workers and to assist social workers to cope with the many demands placed on the profession. During this time the Association’s identity has been linked to the International Federation of Social Workers.

A Reminder that ANZASW workshops and the reunion being held in Christchurch on November 28 and 29 provide an opportunity to showcase contemporary innovative practice as well as to celebrate the history of ANZASW, plus contributions by individuals and achievements on the occasion of the 50th anniversary. We have an exciting two days planned including opportunities to meet socially with a get together at the University Of Canterbury Staff Club on the evening of the 27th, Dinner the evening of the 28th and a conversazione breakfast on the 29th. Come and join us for this exciting and never to be repeated event.

To register please contact Brogan at National Office brogan@anzasw.org.nz or click here

ANZASW Recertification 2015

This is a very brief summary of the CPD and Recertification process effective from 1 January 2015.

We live in a rapidly change world where a first qualification must be supplemented by ongoing CPD activity in order for practitioners to keep up to date with developments in their field.

Social Workers are accountable to the people with whom and for whom they work. That accountability extends to staying in contact with current wisdom and engaging in developing and extending our skills for the work, no matter how new or experienced the practitioner is. It is a part of the work, not an optional extra. Social Work is more than the tasks that are undertaken - it is the knowledge and skills, values and principles that practitioners bring to the work and investment in developing them to benefit the people worked with. Recording and reflecting on professional development undertaken and making a link to the ANZASW Practice Standards are a reasonable demonstration of that accountability. ¹

From 1 Jan 2015 a recertification portfolio will be made up of:
1. The Cover Sheet
2. Declaration page
3. CPD Logs covering 5 years and evidencing a minimum of 20 hours CPD per annum

The following will no longer be required:
- Practice examples for each of the 10 Practice standards – the questionnaire
- Professional Supervisor Reference
- A copy of the supervision contract
- Manager Attestation

¹ Justin Canty 2014
• Colleague reference
• Client reference

The Assessor may request the practitioner to obtain a reference/s if competency is not clearly evidenced in the CPD log and particularly in the reflection on how learning enhanced practice.

**CPD Log Headings from 2010 – 2013 (20 hours CPD per annum)**
- Date
- Activity
- Hours
- Reflection on how the learning has influenced practice

**CPD Log headings 2014 (20 hours CPD per annum)**
- Skills and knowledge identified as being needed for current practise and/or career goal
- Agreed learning activities
- Date and hours
- Practitioner reflections on learning and how the learning has influenced practice
- Supervisor or Manager or Professional Leader; written feedback and signoff on the overall relevance of the CPD to the role/s and the impact on practice and or career development

**CPD Log Headings from Jan 2015 (20 hours CPD per annum focused on 2 Practice Standards)**
- 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 selected ANZASW Practice Standard/s
- Supervisor or Manager or Professional Leader; written feedback and signoff on the overall relevance of the CPD to the role/s and the impact on practice and/or career development

CPD can cover practice standards other than the 2 selected; however, a minimum of 20 hours must focus on the selected practice standards.

Members are being asked to link past CPD to the practice standards, for example:
- Completing a Te Reo course – write beside the reflection “Practice Standard 2”
- Attending a workshop on elder abuse – write beside the reflection “Practice Standard 7”
- Attending an ANZASW webinar on supervision – write beside the reflection “Practice Standard 8”
  And, so on...

This will enable the practitioner to review what they have done for the past 5 years and identify Standards that they have not paid much attention to and those that they have done a lot of CPD around. This information provides a basis for planning further CPD.

The requirement to evidence 20 hours of CPD focused on 2 “selected practice standards” does not commence until January 2015 and applies to CPD undertaken from this date. For CPD undertaken prior to 1 January 2015 practitioners can elect to provide a reflection on the relevance of the CPD activity to practice standards.

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ANZASW Practice Standards (Draft 15 October 2014)

The Working Group has now completed the penultimate draft of the ANZASW Practice Standards. As the Practice Standards are the basis of competency assessments the draft will be submitted to SWRB for recognition for the purposes of Registration. The ANZASW Board will, all being well, confirm the Standards at the next Board Meeting in November.

Practice Standard 2 and 3 are competencies required by the Social Workers Registration Act 2003. Standard 2 has not changed at this stage and Standard 3 is based on the SWRB Core Competencies. Both Standards are interim and require further development in consultation with Tangata Whenua and different ethnic communities over the next few months.

A few members asked the Board to consider a delay in finalising the Standards. If ANZASW competency assessments are to be accepted by SWRB for registration purposes delay is not possible. The Board has made the decision to continue with the original timeline.

Introduction

The ANZASW Code of Ethics (2013) provides the foundation for the Practice Standards. These practice standards should therefore be read in conjunction with the ANZASW Code of Ethics.

The Practice Standards provide guidance to practice and form the basis of expected standards of practice for social work in Aotearoa New Zealand, thus forming the basis for assessment of practice and planning for ongoing professional development. Competent practice occurs in conjunction with a range of individual, community, organisational and government support.

The principles of empowerment (for people to have control over their own circumstances), social justice, partnership, biculturalism and accountability are paramount and these values provide the foundation for competent practice.

Social work practice needs to be considered in the light of the contribution it makes to the social wellbeing of Aotearoa New Zealand. Elements of social work practice in Aotearoa New Zealand include working directly and indirectly with people in the following ways to:

1. **Enhance problem-solving and coping capacities**

   Working with people to enhance their problem-solving and coping skills so as to put them in better control of their lives – to provide them with a voice, choice and hope. In this work, applying assessment and intervention strategies that are guided by frameworks, approaches, theories and models to enhance people’s problem solving.

2. **Link people with systems that provide them with resources, services and opportunities**

   Putting people in touch with resources, services and opportunities to meet their needs and promoting interdependence among people, and between people and their environment.

3. **Promote the just, effective and humane operation of these systems**

   Working within the parameters of current social policy within Aotearoa New Zealand. This usually means working from an agency base that is expected to provide the platform and set the parameters for just, effective and humane service delivery. Also working to promote and support social development outcomes that enable people and communities to work towards environmental sustainability.

4. **Contribute to the development and improvement of social policy**
Working to influence the development and improvement of policies that shape social services to ensure that they are effective and humane and challenging systems and policies that maintain inequity and inequality.

5. Evaluate

Evaluating and critically reflecting on social work practice to ensure social work is responsive and professionally supported.

Social workers are expected to demonstrate an appropriate level of professional and personal conduct. Context for this is available both through ANZASW’s Code of Ethics and Standards of Practice, and from the Social Workers Registration Board’s Code of Conduct.

Social Workers are expected to meet all the practice standards irrespective of their field of practice or the nature of their practice. For this reason the practice standards should be read as an integrated set of expectations rather than as standalone standards.

Standard 1

The social worker adheres to the Code of Ethics and the Objects of Aotearoa New Zealand Association of Social Workers.

This standard is met when the social worker demonstrates knowledge of:

1. The ANZASW Code of Ethics
2. The Association’s Objects
3. The IFSW Code of Ethics
4. The Global Definition of Social Work (2014) including the Commentary and when the social worker:
   5. Is committed to professional standards, principles and practices;
   6. Upholds their ethical responsibilities through their conduct and decision making;
   7. Demonstrates knowledge about the value base of their profession, its ethical standards and relevant law;
   8. Demonstrates knowledge and impact of own personal strengths, weaknesses, values and beliefs on their practice;

Standard 2

The social worker demonstrates a commitment to practicing social work with an understanding of Te Tiriti o Waitangi, Articles 1, 2, 3 and 4 and demonstrates competence to work with Māori.

This standard is met when the social worker:

1. Demonstrates a knowledge and understanding of Te Tiriti O Waitangi, te reo, tikanga and kawa and its implications for social work;
2. Recognises the Tangata Whenua status of the indigenous Māori people of Aotearoa New Zealand;
3. Respects Māori culture and protocol and has an understanding of their own culture and cultural heritage;
4. Challenges racism at personal and institutional levels in Aotearoa New Zealand
5. Recognises the right of Māori people to determine their own needs and to develop services in accordance with those needs;
6. Offers practical support to the local Tangata Whenua for their initiatives
7. Works collaboratively with Māori services in their area of work;
8. Demonstrates and understands and respects Māori / Indigenous models of practice;
9. Demonstrates, understands and constantly applies skills, knowledge and experience required for working with Tangata Whenua.
Standard 3

The social worker demonstrates competence to work with different ethnic and cultural groups in Aotearoa New Zealand.

This standard is met when the social worker:

1. Engages collaboratively with a people in ethically and culturally appropriate ways;
2. Recognises and supports diversity among groups, individuals and communities;
3. Articulates how the wider context of Aotearoa New Zealand both historically and currently can impact on practice;
4. Demonstrates an understanding of multi-culturalism which involves understanding and sharing the values of another culture, as well as understanding and/or preserving another language and allowing people the choice of the language in which they communicate officially.

Standard 4

The social worker establishes an appropriate and purposeful working relationship with people and communities, taking into account individual differences and the social context of situations and environments.

This standard is met when the social worker:

1. Engages effectively with people when navigating complex situations;
2. Demonstrates utilisation of ethical and informed interventions to challenge all forms of discrimination, such as but not limited to, culture, class, race, ethnicity, spirituality, gender, sexuality, age, health and disability;
3. Gathers a range of information to inform judgment for interventions;
4. Routinely explains professional reasoning, judgments and decisions;
5. Develops a range of interventions using them effectively and evaluates them in practice;
6. Understands and takes account of differentials in power, and is able to use authority appropriately to challenge discrimination and oppression at a personal and institutional level.

Standard 5

The social worker collaborates with people to gain control over their environment and circumstances.

This standard is met when the social worker:

1. Uses strategies that are aimed at increasing people’s hope, self-esteem, resilience and creative potential to confront and challenge oppressive power dynamics and structural sources of injustices;
2. Engages people, social, organisational and political systems to address life challenges and enhance wellbeing;
3. Effectively collaborates with others and assists people to gain access to resources;
4. Employs a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety, whilst balancing rights and risks;
5. supports working with rather than for people;
6. Reflects on social work practice with a view to assisting people to realise potential and participate in their communities.
7. Works to reduce social isolation and build social interaction through social relationships, and employs principles of social cohesion, development and inclusion.
Standard 6

Social workers have and develop the applied knowledge, skills and theories required for effective social work practice.

This standard is met when the social worker:

1. Demonstrates understanding of social work practice within family, whanau, community, iwi, global and environmental contexts;
2. Uses and articulates a range of specific social work methods and techniques appropriate to the area of practice while drawing upon wider theoretical frameworks;
3. Critically reflects upon and analyses traditional and contemporary knowledge and applies the knowledge to practice as and when appropriate;
4. Identifies, evaluates and integrates a range of knowledge demonstrating creativity and curiosity with a commitment to considering emerging and developing changes to social work and societal perspectives;
5. Critically reflects on practice evidence, ones’ own practice experience, service users and carers experiences together with research-based, organisational, policy and legal knowledge;

Standard 7

Social workers demonstrate the skills and knowledge required to communicate and work effectively with people, communities and organisations.

This standard is met when the social worker:

1. Maintains confidentiality and understands the legal limits to confidentiality and privacy;
2. Is able to evidence the ability to be an effective member of a team and communicate within the team;
3. Is able to deal with conflict in a constructive and timely manner;
4. Is able to evidence safe and ethical and competent use of digital and internet technology, in both personal and professional circumstances;
5. Is able to evidence good quality factual and timely recording of all case/file notes, reports and completion of all required documentation.
6. Demonstrates knowledge and understanding of organisational and social policies, social services, resources and opportunities and acts to ensure access for peoples;

Standard 8

The Social Worker demonstrates commitment and contribution to social change and social development.

This standard is met when the social worker:

1. Practices in a way that respects and promotes interdependence among people, and between people and their environment
2. Challenges those structural conditions that contribute to marginalisation, social exclusion and oppression;
3. Understands changing contexts at local, national and international levels, and takes account of these in practice;
4. Demonstrates the ability to work as part of a collective;
5. Challenges all forms of discrimination in New Zealand that result in the values and lifestyle of the dominant group being regarded as superior to those of other groups;
6. Actively takes reasonable and practicable steps to eliminate deprivation and alienation and promotes equity of access to services and resources;
7. Works to promote and supports social development outcomes that enable people and communities to work towards environmental sustainability.

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Standard 9

The Social Worker has an awareness of and demonstrates commitment to social justice, human rights and human dignity.

This standard is met when the social worker:

1. Understands the effects of oppression, discrimination, poverty and inequality;
2. Advocates for social protection\(^2\) and the need for equity and fairness;
3. Respects the inherent worth and dignity of human beings and communities, does no harm, respects diversity and upholds human rights and social justice;
4. Demonstrates that practice is underpinned by principles of human rights and social justice, recognising that these principles are protected in national and international law, conventions and policies;
5. Constantly works to make organisations and systems, which are part of the social work effort, responsive to those who use them.

Standard 10

Membership of the ANZASW is used to promote and support the SW profession with integrity.

This standard is met when the social worker:

1. Contributes to a range of social work activities and organisations including taking an active role in ANZASW to reinforce their identity as a social worker;
2. Accesses critical, reflexive supervision, appropriate to, and consistent with, their needs in order to enhance professional development and support competent accountable practice;
3. Actively promotes and models social work values, responsibilities and objectives and consistently acts in a principled, accountable and transparent manner;
4. Contributes to education and professional development of others;
5. Brings to the attention of the Association instances where social work practice is at variance with professional standards;
6. Understands the need for and demonstrates congruity between the personal and professional, including maintaining appropriate boundaries at all times and recognises, declares and responds to conflicts of interest;
7. Recognises the limits of the social workers’ roles, functions and skills and practices appropriate self-care in order to maintain safe competence practice.

References:

- ANZASW Practice Standards 2008
- ANZASW Code of Ethics 2008, revised 2013
- The Global Definition of Social Work (2014), and the Commentary
- The IFSW, IASSW, ICSW Global Agenda for Social Work and Social Development: Commitment to Action March 2012
- SWRB Core Competences, adopted by SWRB August 2014
- AASW Practice Standards 2013
- BASW: Social Media Policy
- Canadian Association of Social Workers: Social Media Use and Social Work Practice
- College of Social Work UK: Practice Framework
- Entry-Level Competency Profile for the Social Work Profession in Canada
- Health & Disability Commissioner Services Consumer Rights Code
- Health Care Professions Council Standards of Proficiency: Social Workers in England

\(^2\) Social protection floors are nationally defined sets of basic social security guarantees that should ensure, as a minimum that, over the life cycle, all in need have access to essential health care and to basic income security which together secure effective access to goods and services defined as necessary at the national level. (ILO) IFSW is developing Guidelines for Social Workers in Social Protection Systems
The Vulnerable Children’s Act 2014 – Information for ANZASW Members
By Mike Doolan

Introduction

Are you always clear on what Government is seeking to achieve for the vulnerable children of New Zealand? Are you confident that agencies are working together to address the needs and protection of vulnerable children? Are you satisfied that the country is serious enough about ensuring children are safe with those who work with them?

The Vulnerable Children’s Act 2014 addresses all these matters. It springs from the Government’s White Paper and Children’s Action Plan. It will require:

- The Government to set priorities for vulnerable children;
- The major Ministries like Social Development, Health, Education, Police and others, to work jointly in developing and implementing a plan to meet Government priorities for vulnerable children;
- The organisations providing children’s services, including State services, funded NGOs, DHBs and School Boards, to establish child protection policies, including the identification and reporting of abuse and neglect.

The Act is in 3 parts:

Part 1 is about Government priorities and planning for vulnerable children, and came into effect on 30 June 2014. Look out for invitations across the children’s sector to give input into this process.

Part 2 is about strengthening child protection policies in agencies and also came into effect on 30 June 2014 with the exception of requirement on School Boards, for which some lead-in time will be allowed. Ask your employers about this and how you can become involved.

Part 3 establishes a regime for safety checking of people working in children’s services and has direct relevance for many ANZASW members. The Act introduces new statutory definitions that will become part of our future language: children’s worker; core worker; non-core worker, specified organisations; regulated services; and specified offences, amongst others. You are encouraged to read the full text of Part 3 of this Act (sections 21 to 40).

Follow this link:

inf%40anif_an%40bn%40rn_25_a&p=1

Children’s worker safety checking and workforce restriction

The Act sets out the enabling provisions of worker safety checking and workforce restriction but the details of how the scheme will operate will be established in Regulations. There is a promise of sector involvement in their development. The Regulations must be in place by 30 June 2016.
What we do know is that the checking regime will apply to all new workers from a given date and for all existing workers every 3 years. The regime will include a process for confirming a worker’s identity and a procedure for assessing the risk a person might pose to the safety of children. While this may sound a scary prospect, the following extract from the Explanatory Notes provided while the Act was going through its approval stages provides some balance:

Gaps in vetting and screening provide opportunities for unsafe people to work with children, and can mean that child abuse can occur more easily in some settings. The new requirements for standard safety checks included in this [Act] provide for consistent and rigorous vetting and screening of employees within the State sector and organisations funded by the Government. They are designed to balance the need to protect children from the threats posed by a small number of high-risk individuals with the need to ensure that safe and competent individuals are not discouraged from entering the workforce. [...] Requirements will be made proportionate to the level of risk and will be able to be applied flexibly [and] be adjusted over time.

In relation to workforce restriction, the Explanatory Notes are again helpful:

This [Act] contains a permanent workforce restriction to prevent people with serious convictions from working within relevant roles within the core children’s workforce. This is designed to support the integrity of the children’s workforce and send a clear signal that people who have committed certain offences should be prevented from working with children. The list of convictions that would mean an individual is restricted is provided in the [Act]. These are serious convictions and this list has purposely been drawn relatively tightly as it is intended to act as a minimum bar. The intention behind this restriction is not to imply that individuals without these specific convictions are necessarily safe to work with children. Employers will still need to make these decisions carefully, based on the information sourced during a safety check. The [Act] also includes provision for individuals to be exempted from the restriction as it is recognised that there may be a small number of cases where a permanent workforce restriction is not justified.

Finally, Part 3 of the Act provides for the approval of Screening Services to carry out specified aspects of safety checking established by Regulations. The Governance Board of the Association will consider whether the Association may have a role to play in this respect, once Regulations are promulgated.

Decade Four 1994-2003
by Mary Nash

In writing this decade, I have included comments from members with good memories and photos; I have also referenced useful websites. I have tried as far as possible to make sure the salient themes and issues of the decade are mentioned.

International

IFSW Secretariat moved to Berne.

Membership covered 84 countries, with almost 500,000 social workers

The book series “Social Work Around the World” was introduced in year 2000

Three core instruments were published: Definition of Social Work, Ethics and Global Standards for Social Work Education.

ANZASW members Buster Curson and Fiona Robertson were elected to the IFSW executive, keeping Aotearoa New Zealand visible.

IFSW included in its published policies its International policy on women, building on the Platform for Action adopted in Beijing in 1995.

At Home

One can discern a struggle for hegemony over social work during this decade as practitioners tried to meet the conflicting demands of their profession and employers. Social work was in danger of fragmenting into a variety of
agency-based tasks as it adapted to New Right policies (Cheyne et al 1997). In this respect, it could have risked losing its identity by neglecting its social justice and community development/social change responsibilities. An excellent source of items of interest during this decade is Mike O’Brien’s Social Policy and Social Work Digest, published in Social Work Review. It provides a picture of social work awareness of the widening poverty gap, the role of food banks, concern for the protection of human rights and information on statutory social service agencies.

In 1994, DSW published Te Punga, the department’s response to Puao-Te-Ata-Tu. According to the Families Commission: ‘Māori were sceptical about Te Punga. For many Māori, Te Punga symbolised an anchor and the probability that the canoe of Puao-te-ata-tu would not be allowed to move anywhere. According to Taki (1996), Te Punga brought iwi to the realisation that the Crown would not deliver on its stated commitment to partnership with iwi or DSW’s endorsement of the principle of whakapakari whānau.’


In June 1995, the NZCETSS was formally disestablished and was replaced by Te Kaiawhina Ahumahi Industry Training Organisation for the Social Services. ANZASW was represented on the Board and various Committees until the ITO merged with Careerforce in 2011. One of its most significant contributions to social work were the National Guidelines for Accreditation and Course Approval for social service courses which it had launched in 1991, and which were well received by the social service sector. The provision of all levels of social and community work courses at university and other tertiary institutions increased during this decade, though the social work programme at Victoria University was disestablished. The ANZASW made submissions to the Vice-Chancellor of Victoria University to keep the social work programme, but in vain.

The ANZASW competency recertification programme was rolled out in 1995. The question of social worker registration has been a continuing feature in our Association publications, with some members in favour of promoting it, while others were more cautious. One particularly useful overview of the state of the debate was provided by Howard Randal (1997).

During the 1998 Conference at Kirikiriroa Marae, Hamilton, Harata Baucke was elected as President and Robyn Corrigan as Vice President of the Association. Kieran O’Donoghue recalls that: Life memberships were awarded to John Bradley and Turoa Haronga. We had political speakers, Bob Simcock from the National Government, Minister of Social Services, Steve Maharey, Labour and James Ritchie. Issue 10 (4) of the Journal has a flavour of the conference in the editorial. It was also the moment when the registration debate took impetus. From my perspective it reflected an impetus for biculturalism and Maori development within the Association and professional regulation. And finally, it should be noted that I recall the wharenui being packed with people standing outside when Merv Hancock gave his paper on the social work profession in the next ten years.
In 1999, members of the ANZASW voted in favour of introducing a system of registration. Exactly what form members wished to see introduced was unclear. The campaign was taken up by the Department of Child, Youth and Family and supported by the Minister for Social Welfare. In 2003, the Social Workers Registration Act (2003) came into law, but the title of social worker was not protected. The Act aims to protect the safety of members of the public by ensuring, through a system of registration, that social workers are accountable and competent to practice. The Social Workers Registration Board was appointed in accordance with the Act. The Board is a crown entity with accountability to the New Zealand public and the Government.

A summary of organisational changes to child welfare statutory provision from Department of Social Welfare to Ministry of Social Development during this decade is available on the Ministry of Social Development website: In July 1998, the Department of Social Welfare comprised the Corporate Office and the business units of the Social Policy Agency (SPA), the New Zealand Community Funding Agency (NZCFA), the Children, Young Persons and Their Families Service (CYPFS), and Income Support. Since then, Income Support has moved to form the new Department of Work and Income (WINZ). The New Zealand Community Funding Agency (NZCFA) has integrated with CYPFS to form the Children, Young Persons and Their Families Agency (CYPFA). On 1 October 1999, CYPFA will become in its own right a standalone Department of Child, Youth and Family Services (CYFS).

The remaining Corporate Office of the Department and SPA will integrate to form the Ministry of Social Policy. In December 1998, preliminary to establishing this Ministry, the housing policy function of the Ministry of Housing was transferred to SPA. This has enhanced the ability of the Agency to provide advice to the Government on a greater breadth of social policy on cross-sector issues. (http://www.msd.govt.nz/documents/about-our-work/publications-resources/archive/2000-annreport1999.pdf)

The Strengthening Families strategy to child welfare was introduced including the Family Start programme, and in 1999, Child Youth and Family Services funded 12 pilot school social work projects and many school social work positions were subsequently created. Efforts at contracting partnerships with Iwi Social Services were important, but at times uneasy initiatives for CYFS to manage. Terms such as ‘moving from welfare to well-being’, and ‘giving a hand up, not a hand out’, were familiar catch-phrases of the decade.

Harata Baucke, (President 1998-2000) with Whanau, at Victoria University after advocating (unsuccessfully as it transpired) for the continuation of the social work programme there.

Buster Curson, Howard Randal, David McNabb and Imelda Dodds (President of International Federation of Social Workers)

Celebrating at the official launch and appointment of the Social Workers Registration Board (SWRB) on Wednesday 5 November 2003 at Turnbull House, Wellington.
Presidents and Office Holders

1994-1996  Buster Curson
Treasurer  Brenda Cromie, Fiona Robertson
Secretary  Liz Wilson

1996-1998  David McNabb

1998-2000  Harata Baucke, Fiona Robertson, Gunter Munzig (deceased)

2000-2002  Robyn Corrigan

2002-2009  Rose Henderson
Secretary  Christine Menzies
Treasurer  Mary Ann Baskerville

Kaiwhakahaere Tangata Whenua Takwaenga O Aotearoa  Whitiao Paul

Robyn Corrigan, President 2000-03; speaker at IFSW Asia-Pacific Conference 2001

Conferences and Themes

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<td>Palmerston North</td>
<td>Regional conference</td>
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<td>96 Sept</td>
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<td>98 November</td>
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<td>00 November</td>
<td>Auckland Airport</td>
<td>Social Work in the millennium – celebrating diversity, innovation and good practice.</td>
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<tr>
<td>02</td>
<td>Christchurch</td>
<td>Local and global visions for social work</td>
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Looking back to the future: Celebrating 40 years of ANZASW – 1964-2004

Nigel Hall Zimbabwe/UK, Keynote speaker; Fiona Robertson and Ian Rentsch, CEO of Australian Association of Social Workers, at the 2002 ANZASW Conference  *Local and global visions for social work practice in Aotearoa New Zealand.*

Fiona Robertson, Vivienne Martini and Pauline Woodward – Conference Organisers 2002 ANZASW Conference  *Local and global visions for social work practice in Aotearoa New Zealand.*

**Defining Moments**

1995   Te Komako Issue 1

1997   Te Kaiawhina Ahumahi ITO published Guidelines for Education Providers
1998  ANZASW joined the Internet and office holders got email addresses

The Association changed its name to the Aotearoa New Zealand Association of Social Workers at the AGM held at Kirikiriroa Marae.

1998  Education and Training Committee issued Supervision Policy

1998  Hikoi of Hope highlighted poverty and unemployment

1998  Hoani (John) Bradley, loved and respected Life Member of the Association, died.

1999  (October) Department of Social Welfare becomes the Department of Social Policy

2001  Maori Model of Competency launched

2001  Tu Mau Issue 1

Tracie Mafile’o launches Tu Mau

2001 2003  Social Work Registration Act Passed


Decade Five 2004-2013

by Mary Nash

This last decade is so close to home that, apart from particularly obvious matters, it has been a little difficult trying to pick out what later social workers will regard as important and direction changing. As with the previous decade, I have been greatly helped through the assistance of fellow members of the Association.
International Federation of Social Workers

Celebrated 30 years of IFSW Social Work Day in the United Nations

Dr Michael Cronin IFSW Representative New York, Keynote speaker Helen Clark and Fiona Robertson at Social Work Day in the United Nations

Established globally a permanent World Social Work Day date

In 2009, the IFSW theme for Social Work Day linked social work to social development with three hopeful statements:

- Together we build the agenda
- Together we face the challenges
- Together we thrive

Kiwi Dr Rory Truell appointed as Secretary General of IFSW 2011

Photo taken at ANZASW farewell for Rory with Lucy Sandford-Reed and Rose Henderson

Fiona Robertson presented with the highest IFSW honor the Andrew Mouravieff-Apostol medal in recognition of 14 years dedicated work for IFSW.
Global Definition of Social Work

In 2014 the Global Definition of Social Work was approved by the IFSW General Meeting and the IASSW General Assembly in July 2014:

Global Definition of the Social Work Profession

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

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

Retrieved (4/9.2014) from:


Regional branches of IFSW and IASSW will now be working on developing specific amplifications and it is likely that the same will be done for Aotearoa New Zealand in due course.

Home

In this decade, several matters will stand out as historically significant and are to be put on record:

- The role of the new Social Work Registration Board (SWRB) and the relationship between the ANZASW and the SWRB;
- Competency certification and related matters;
- Our new constitution and the introduction of the Governance Board;
- Tangata Whenua Social Workers Association;
- Continuing Professional Development.

The Social Work Registration Board has established a clear registration process and keeps people informed and updated through its website: http://www.swrb.govt.nz/


Both the ANZASW competency recertification and the Registration Board Annual Practicing Certificate require competent and registered social workers to show how they maintain their professional knowledge and skills. Mark Henrickson and Liz Beddoe encouraged the Association to take a major role in Continuing Professional Development (CPD) through brokering, direct provisions and lobbying employers, and the government for more resources. The webinar sessions we can now access bear witness to the Association’s success in this area.

The establishment of the Association’s Course Approvals Board stands out as a significant (albeit short lived) part of our history, and the Board carried out three approvals between 2003 and 2006, which were the University of Otago, Unitec and the University of Auckland. In the end, this programme was discontinued. The Social Work Registration Board now has responsibility for recognition of social work qualifications in Aotearoa New Zealand.

In 2007, the ANZASW changed its constitution and moved away from a National Executive and Council to a Governance Board and a Chief Executive. It was centralised in Christchurch. At the Special General Meeting in June 2007 a new Constitution was adopted that provided for a new Governance structure for ANZASW. The National Executive was appointed as the new Governance Board until elections could be held at the November Annual
General Meeting. The Board was also given the task of managing the transition to the new governance structure; including reviewing the Standing Committee structure and organising the transition to a new complaints resolution process...


see also: http://anzasw.org.nz/documents/0000/0000/0197/1Notice.Board.Feb.08.pdf

In 2009, the Tangata Whenua Social Workers Association was formed:

About 100 of the country's 1000 Tangata Whenua social workers gathered at Pukaki Marae in Mangere to launch Tangata Whenua Social Workers Association. According to Kaumātua Taotahi Pihama, the group will support Maori working for mainstream and iwi providers, and help train new kaimahi to operate effectively with Maori whanau. It will build on work done by previous generations since the first Maori graduate social worker, John Rangihau, in the 1950s.


Social work practice is always influenced by the social, political, cultural and economic contexts in which it takes place. In 2010, the Ministry of Social Development, the Ministry of Health and Te Puni Kōkiri launched the Whānau Ora initiative in 2010, in response to the report of the Taskforce on Whānau-Centered Initiatives (2010). The taskforce report (2010, p. 6) stated clearly that: Te Tiriti o Waitangi, remains a key instrument to guide national development. It affirms the unique status of Māori as tangata whenua, the indigenous population, while simultaneously conferring, through government, the rights of citizenship upon all New Zealanders.


Like the Strengthening Families initiative, Whānau Ora was designed to facilitate the coordination of government agencies to support whānau. It is based on Māori processes and values and is relevant to the many and varied forms of contemporary Māori familial relationships. (See: http://www.familiescommission.org.nz/web/māori-children-whānau/te-mana-whakahaere_service-provision.html)

2011 As part of a five-yearly review of the Act, the Social Workers Registration Board (the Board) released a discussion paper on Mandatory Social Worker Registration to find out the views of New Zealanders on whether it is time to make registration mandatory for all social workers. Feedback from this process was a clear “Yes” and the SWRB recommended to the Minister for Social Development and Employment that registration of all social workers should be mandatory. The recommendation was not successful.

2013 Aotearoa New Zealand Social Worker: Social Work Review published its themed issue recognizing the first ten years of Social Work Registration. See Social Work Review, 2013, 25 (3). In his editorial, Kieran O’Donoghue quotes a famous song by Tracey Chapman, putting his question to the Minister of Social Development regarding mandatory registration and a Treaty-based system which is “If not now, then when?” This issue of the Association’s journal touches on sensitive areas which have affected the relationship between the ANZASW and the SWRB. One of the first things I was taught as a student social worker holds good in this matter, namely that there are always two sides to a story. Also in 2013, the SWRB held a Conference: Protecting the Public – Enhancing the Profession. For more information on this, readers can refer to the: Edited proceedings from the Social Workers Registration Board Conference 2013. The conference proceedings, edited by Jan Duke, Mark Henrickson and Liz Beddoe, (July 2014) make interesting reading.

The Association continues to make submissions on important matters relating to social work and social policy. A record of these can be found on our ANZASW website.

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The ANZASW Board decided to provide 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. As this goes out to members, an ongoing and passionate debate has been taking place, on whether we should expand our membership and if so to what groups. There is much concern over the competing values of inclusivity and professionalism. Only history can tell us what will be the eventual outcome.

2014

On Friday 21st February the Otago branch celebrated the 50th anniversary of the Association with the planting of a kahikatea in the Woodhaugh Gardens. This was particularly significant for local members as ANZASW was founded in Dunedin in 1964. The ceremony concluded with nibbles and a chance to socialise with old friends and followed in the evening with a dinner

Attendees at the Otago Branch tree planting

The Manawatu Whanganui Branch and Manawhenua roopu of the Aotearoa New Zealand Association of Social Workers recently gathered together to celebrate the Association’s Fiftieth anniversary with Merv Hancock, the founding president of the Association. The Branch hosted life members at a splendid dinner catered for by members of Luck Venue which is part of the MASH Trust. They ensured that we all enjoyed a great meal in comfort.

The photo depicts Merv Hancock, founding president and well-known Palmerston North personality, with life members left to right, Mary Nash, Turoa Haronga, Kara Coombs, Buster Curson and Jackie Sayers.
Presidents and Office Holders

2002-2009  President Rose Henderson Canterbury DHB
(2008)  Kaiwhakahaere Graham Black
Secretary Hanny Naus
Executive Officer Dominic Chilvers

2009-2010  President Awhiora Nia Nia Children’s Health Camps
2010-2013  President Tauha Te Kani Children’s Health Camps/Te Wananga O Aotearoa
2013  President Jane Maidment University of Canterbury

Conferences and Congresses

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<td>Palmerston North Conference</td>
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<td>08</td>
<td>Inaugural National Christchurch Congress</td>
<td>Merv Hancock Address</td>
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<td>Dr. Cindy Kiro, Children’s Commissioner. ‘The Essential Role of Social Work in Child Protection’</td>
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<td>08</td>
<td>Hui Amorangi</td>
<td>First Hui Amorangi that tangata whenua</td>
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<td></td>
<td>Pukaki Marae, Auckland</td>
<td>Governance Board members had facilitated</td>
</tr>
<tr>
<td>09</td>
<td>Congress, Wellington</td>
<td>Merv Hancock Address delivered by Dr. Mary Nash. ‘Imagination, Hope and Steady Nerves, a tried and true ANZASW recipe for success.</td>
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<tr>
<td>2009</td>
<td>Asia Pacific Regional Conference (IFSW) and APASWE conference hosted by ANZASW.</td>
<td>Many voices, many communities Social justice for all.</td>
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<td>2009</td>
<td>Tangata Whenua Takawaenga Hui 2009 Gisborne</td>
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<td>2010</td>
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<td>Merv Hancock address delivered by Professor Mike O’Brien. ‘Social Work, Social Justice and Human Rights.’</td>
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<tr>
<td>2011</td>
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<td>Merv Hancock address delivered by Jo Hutchings: From Shake to Shake and Everything in Between: A personal and professional journey through</td>
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Defining Moments

2007  Governance Structure introduced

2008  New Governance Board has first meeting

Ephra Garrett (Te Atiawa, Ngati Mutunga) whaea of social work in Aotearoa New Zealand, died in April.

Dr Ephra Garrett, wearing te korowai aroha. The quilt was handmade by staff at Massey University and presented to Ephra Garrett in commemoration of 30 years’ research and teaching at Massey University.  

2008  Continuing Development Service is launched. Paraire Huata delivered the first event with the title “Tangata Whenua and other Diverse Realities”.

2009  Social Work Kete, a regular online bulletin of information relevant to social work and social workers

2011  Te Korowai Aroha O Aotearoa established

2011  Initial Paper Based Competency introduced

2014  There are now over 4,500 registered social workers in this country.

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Build your Social Work Career in 2015

The faculty of Education would like to invite you to an information session on our suite of postgraduate programmes. For social work professionals each of the programmes aim to meet the needs of great social workers who have a passion to develop their career through becoming a great supervisor, updating their knowledge or even creating new knowledge through postgraduate research.

Come and meet some of the staff and students and hear about study options and research in the School of Counselling, Human Services and Social Work at the Faculty of Education.

At this information session you will learn about:

- Postgraduate Diploma in Professional Supervision
- Postgraduate Diploma in Social Work
- Master of Social Work
- PhD in Social Work

Register for one or more of the following:
19 November 2014 5pm to 7pm
9 December 2014 5pm to 7pm
21 January 2015 5pm to 7pm

Venue: Faculty of Education, N 415, 74 Epsom Ave (Free parking at gate 2, 72 Epsom Ave.)

Contact: Liz Beddoe e.beddoe@auckland.ac.nz
Register here: socialworkinfosession2014.eventbrite.co.nz

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Horsepower Aotearoa presents: A Journey with Horses

Join us for a two day Professional Development workshop utilising horses in ground based activities to access your true self, develop your ability for reflection and deepen connection with self and others.

- Learn to use emotion as information
- Access a more authentic self and creative presence
- Recognise and move beyond conditioned behaviours and thought patterns
- Set boundaries to establish and maintain clear, consistent and safer personal space
- Learn the body scan and how to utilise the body as a sensory device
- Allow horses to guide you in developing deeper heart connections
- Develop essential skills for building an authentic community

22nd & 23rd November 2014
Horsepower Aotearoa
45 Puriri Road, Waikanae
8.45am – 5.00pm
$300
027 2223899 or weggers@xtra.co.nz

Eponaquest Instructors: Renee Keenan & Jane Weggery

Please bring Lunch, Tea & Coffee provided. Wear enclosed shoes or boots and weather appropriate clothing. No previous horse experience required
EMDR INSTITUTE TRAINING

EMDR Institute Basic Training: New Zealand

Wellington:  
Weekend 1: 30 Jan-1 Feb 2015  
Weekend 2: 2-4 Feb 2015

Auckland:  
Weekend 1: 24–26 July 2015  
Weekend 2: 27–29 July 2015

Auckland:  
Venue: The Community of St Luke  
Address: 130 Remuera Road, Auckland NZ

Wellington:  
Venue: To be advised

To register for the training go to www.emdr.com.au to access the website: EMDR Training Australia and New Zealand

Dr Francine Shapiro is the originator and developer of the EMDR approach to psychotherapy. Rigorous research has established the efficacy of EMDR as a front line treatment for PTSD. Research has now extended well beyond the trauma field with supportive studies in the areas of phobias, panic disorder, grief, sexual dysfunction, chemical dependency, sexual addiction, pathological gambling, dissociative disorders, performance enhancement, somatic disorders and a variety of other diagnosis.

In 1990 Dr Shapiro founded the EMDR Institute which today provides trainings throughout Europe, USA, Canada, Asia and South America. It is the only training available in Australia and New Zealand which has this international recognition and maintains the internationally required high standards.

The EMDR Institute Basic training is an accredited EMDR training which is conducted over six days to ensure that participants may optimise their exposure to the practice of EMDR with six separate practicum sessions. The six days are broken into two, 3-day trainings named Weekend 1 and Weekend 2. Each three day training is followed by a five hour supervision component. Group supervision dates are usually determined by the participants at the training. The training is an interactive learning experience participants are required to bring a minor issue to address at the training.

Sigmund Burzynski is a member of the EMDR Institute faculty and is in private psychological practice in Geelong, Australia. He has an extensive clinical background and has worked in the Victorian prison system for six years. He has been in private practice since 1994 and an EMDR Institute trainer since 1998. He has provided EMDR training in Hong Kong, Singapore, New Zealand, and throughout Australia. In 2010 he presented a case study on trauma based anger at the inaugural EMDR Asia conference in Bali. He is also extensively involved in the supervision and training of psychologists and has lectured on EMDR at the University of Indonesia, and Tarumanagara University Indonesia. He provides supervision and training to psychologists nationally and internationally.

Eligibility: Those eligible to attend the training include psychologists, psychiatrists, social workers and counsellors (must have a minimum of a four year tertiary qualification).
POSTGRADUATE OPTIONS IN SOCIAL WORK AND SOCIAL POLICY

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Two highly regarded CPD activities for all mental health professionals: 14 CPD hours for each activity

Clinical skills for treating posttraumatic stress disorder (Treating PTSD)
This two-day (9am-5pm) program presents a highly practical and interactive workshop (case-based) for treating traumatised clients; the content is applicable to both adult and adolescent populations. The techniques are cognitive behavioural, evidence-based, and will be immediately useful and effective for your clinical practice. The emphasis is upon imparting immediately practical skills and up-to-date research in this area.

<table>
<thead>
<tr>
<th>Dates</th>
<th>Location</th>
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<tbody>
<tr>
<td>20-21 November, Melbourne CBD</td>
<td>21-22 May 2015, Melbourne CBD</td>
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<tr>
<td>27-28 November, Sydney CBD</td>
<td>28-29 May 2015, Sydney CBD</td>
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<tr>
<td>7-8 May 2015, Brisbane CBD</td>
<td>11-12 June 2015, Perth CBD</td>
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<td>18-19 June 2015, Adelaide CBD</td>
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<td>25-26 June 2015, Auckland CBD</td>
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Clinical skills for treating complex trauma (Treating Complex Trauma)
This two-day (9am-5pm) program focuses upon phase-based treatment for adult survivors of child abuse and neglect. Participants must have first completed the 'Treating PTSD' program. The workshop completes Leah’s four-day trauma-focused training. The content is applicable to both adult and adolescent populations. The program incorporates practical, current experiential techniques showing promising results with this population; techniques are drawn from EFTT, Metacognitive Therapy, Schema Therapy, attachment patholgy treatment, ACT, CBT, and DBT.

<table>
<thead>
<tr>
<th>Dates</th>
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<tr>
<td>23-24 October, Perth CBD</td>
<td>13-14 November, Adelaide CBD</td>
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<td>30-31 October, Newcastle CBD</td>
<td>14-15 May 2015, Darwin CBD</td>
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<td>6-7 November, Brisbane CBD</td>
<td>4-5 June 2015, Cairns CBD</td>
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<td>16-17 July 2015, Melbourne CBD</td>
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<td>23-24 July 2015, Sydney CBD</td>
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Program Fee for each activity is in Australian Dollars (AUD)
Travel to Australia $500 AUD (when you fax this form to pay for an Australian workshop with a Visa or Master card)
Auckland Super Early Bird $550 AUD if you register at our site by 31/12/14
Auckland Early Bird $600 AUD if you register at our site by 18/3/15
Auckland Normal Fee $650 AUD if you register at our site after 18/3/15

Program fee includes program materials, lunches, morning and afternoon teas on both workshop days
Direct your enquiries to Joshua George on (00612) 9823 3374 (phone/fax/voice) Email: mail@talominbooks.com
For more details about these offerings and books by Leah Giarratano refer to www.talominbooks.com

2014-2015 Trauma Education Registration Form
Please circle the workshop/s you wish to attend above and return a copy of this completed page

Name:
Address:
Phone:
Email (*essential*):
Mobile:
Special dietary requirements:
Method of payment (circle one) Visa MasterCard

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

Cheques are to be made out to Talomin Books Pty Ltd and mailed to PO Box 877, Mascot NSW 1460 Australia
If payment is made with a credit card (or if you are reserving a place); simply complete the information above and fax this page to (00612) 9823 3374.
A receipt will be emailed to you upon processing. Note: Attendee withdrawals and transfers attract a processing fee of $55 AUD.
No withdrawals are permitted in the seven days prior to the workshop; however positions are transferable to anyone you nominate.