



Aotearoa New Zealand  
Association of Social Workers  
Te Rōpū Tauwhiro i Aotearoa

# ANNUAL REPORT

1 April 2022  
- 31 March 2023

# Perehitana Welcome

**Kia tutuki ai ngā whaingā me ngā tumanako  
kia mau tonu i ngā mahi**

*Through working together our goals and objectives  
will be achieved*

**Kia ora, Talofa, Kia orana, Mālō e lelei, Bula vinaka, Fakaalofa lahi atu, Fakatalofa atu, Mālō nī, Ni hao, Namaste, Salaam, Greetings to you all**

## Acknowledgements

Firstly, we pause and remember those members who have passed away in the past year. We acknowledge their legacies to the Association and the social work profession which is richer due to their contributions.

We remember:

- Beryl Pirie
- Jean Cunningham
- Alita Harris
- Kerry Searancke

## **Moe mai ra e ngā rangatira okioki i tō rangimārie – rest in peace**

I also acknowledge the following people for your commitment to the Association and myself as President over this past year:

- Kaumātua, Te Naihi Wilson
- Vice President, Sally Dalhousie
- Board members
- Kaiwhakahaere CE, Braden Clark
- ANZASW Member Support Team
- ANZASW Life members
- ANZASW membership

Tēnā koutou, tēnā koutou, tēnā tātou katoa.

## Reflections

It is my pleasure to present this President's Annual Report and to reflect on the year that was from 1 April 2022 – 31 March 2023.

It has been another successful year for the ANZASW with an increasing membership, a hardworking Member Support Team and a supportive and committed Board. I am proud of our Association and the mahi that is done every day to promote and support the social work profession, to uphold ethical practice, advocate on matters of social policy, and advance social justice, human rights, and human dignity.

Our members are our greatest resource and I continue to be amazed and grateful that despite the challenges of the past year, social workers continue to deliver excellent mahi supporting the health and wellbeing of people and communities in Aotearoa New Zealand. This to me confirms that as an Association, we are meeting our commitment to deliver advocacy, support, and training opportunities to enhance members' professional identity and practice.

I am pleased to report that the ANZASW is excellently positioned to continue its focus on the strategic goals set out in Te Mahere Rautaki, our Strategic Plan. The three Pou: Whakawhanaungatanga, Whakamana and Rangatiratanga competently guide our Association's vision of 'Professionally excellent social workers and leaders of social justice' which strengthens social work as a valued profession in Aotearoa New Zealand. This success is due to the collaborative work of the Board and the Member Support Team, ably led by the Kaiwhakahaere CE.

In September 2022, we were thrilled to host a 2-day Wānanga on 'Decolonising Social Work' at the beautiful Te Mahurehure Marae in Tāmaki Makaurau Auckland. This was the first time the ANZASW had conferenced for several years, so it was a very significant and rich time of coming together to wānanga this important kaupapa as Tangata Whenua and Tangata Tiriti exclusively and collectively.



While reflecting on this reporting period, I am encouraged by another significant achievement for our profession that the ANZASW has been privileged to support. We celebrated with the PSA and Social Service Providers Aotearoa – Te Pai Ora o Aotearoa when the Cabinet approved to extend pay equity to all social workers and employees undertaking social work in community and iwi organisations. This is a fantastic achievement acknowledging that the incredible mahi social workers, as professionals do every day is now recognised and remunerated accordingly.

**Ki te kotahi te kākaho, ka whati  
Ki te kāpuia, e kore e whati**

*When we stand alone, we are vulnerable, but together, we are unbreakable.*

## **Board update**

Vicki Hirst was farewelled at the 2022 AGM after completing her term and at the November 2022 Board meeting, we welcomed Joseph Tyro as the newly elected member and sadly farewelled Wyllis Russell who retired from the Board.

New Board members are welcomed with a Mihi Whakatau and those leaving are farewelled with a Poroporoaki and presented with a beautiful pounamu taonga to acknowledge their contribution to the Association.

I am grateful for the high calibre of Board members who sit at the Board table and who consistently give generously of their time and expertise for the benefit of our Association. It is a privilege to serve our members and profession in this way.

## Concluding thoughts

These are challenging times, and the speed of change nationally and globally is increasingly requiring us to be nimble and agile, while holding true to our mission and values. With the strong leadership of the Kaiwhakahaere CE, the Member Support Team and a very capable Board offering diverse skills and experience, ANZASW members can be confident that the Association remains in good hands for the future. I am excited by the opportunities that are before us, and I think that the future of social work is bright as we continue to evolve and move with the communities we serve.

I encourage you to read this Annual Report 2022-2023 in its entirety which gives a great overview of the range of mahi that has been achieved locally, nationally, and globally over this reporting year. We have achieved a lot and there is always more to do, however, I am proud and honoured to be a member of the ANZASW and to serve as your President this past year.

Nāku iti noa, nā



### **Sharyn Roberts**

Ngāi Tahu, Kāti Māmoe, Waitaha, Ngāti Kahungunu ki Wairoa  
Perehitana - President



# Kaiwhakahaere CE Welcome

E mihi ana ahau ki te mema o Te Rōpū Tauwhiro i Aotearoa. Nau mai rā ki tō Annual Report.

I'm extremely proud to present my second (and sadly last) annual report for ANZASW. The last 12 months have been an exciting time of growth and strengthening of our professional body. We have continued to make a meaningful difference for our members and social workers throughout Aotearoa New Zealand.

We've had some incredible achievements for the profession of social work over the past 12 months. One stand out highlight is the pay equity settlement and extension for community and iwi social workers. This historic achievement means social workers in the community sector will no longer be underpaid as a result of gender based bias! Achieving social work pay equity saw many organisations and people working collaboratively with Government in true social work style. Ka rawe ki te mahi! I acknowledge that there is still more work to be done in the equity space and achieving equity for some only further highlights the structural inequities that have oppressed our sector for many decades. We look forward to celebrating pay equity for ALL social workers.

We've remained committed and focused on delivering Te Mahere Rautaki and have made some significant steps forward on this. This has included delivering high-quality professional development and advocating on behalf of social workers in areas of social justice. I invite you to read further about our mahi in this report. I'd like to acknowledge all of the members who have been engaged with your Association this year, whether through delivering professional development, responding to surveys, or being involved in working groups or discussion hui. We can't do it without you.

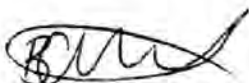
One final highlight for me has been the work on our Supervision Strategy. We're excited to have been able to share a draft strategy which was developed collaboratively through the work of many. We are confident the direction of our strategy will see a meaningful difference in the quality of social work supervision for all social workers.

I'd like to acknowledge the amazing Member Support Team who have continued to go from strength-to-strength to provide value to our members. The team are a dedicated group of professionals committed to improving our services for members. Ngā mihi nui ki a koutou.

Finally, I need to acknowledge the ANZASW Board who have continued to provide leadership and support to me in my role. Thank you for your belief and trust in me.

I trust you will enjoy reading about our collective successes over the past 12 months.

Ngā mihi nui,



Braden Clark  
Kaiwhakahaere Chief Executive



# Our Vision

Professionally excellent social workers  
and leaders for social justice.

# Our Purpose

To promote and support the social work  
profession, uphold ethical practice,  
advocate on matters of social policy,  
and advance social justice, human rights  
and human dignity.

# Our Values

Rangatiratanga  
Whanaungatanga  
Mātātoa  
Wairuatanga

Manaakitanga  
Aroha  
Kōtahitanga

# Te Mahere Rautaki

**Te Mahere Rautaki 2020-2025** is our strategic plan setting the direction for the Association. Te Mahere Rautaki outlines our strategic intentions, what we need to do, and the impact we will see from our actions. We are committed to meaningfully outworking Te Tiriti o Waitangi and to the global social work profession.

## He Awa Whiria

Te Mahere Rautaki draws on He Awa Whiria (a braided rivers approach by Angus Macfarlane - Ngāti Whakaue) whereby two streams can converge and diverge, each maintaining their own mana motuhake.

According to the metaphor, both tangata-ō te whenua and tangata-ō te tiriti start from the same place and run alongside each other in equal strength. They come together at times and move away from each other as well. We will meet the specific needs of both our tangata-ō te whenua members and tangata-ō te tiriti members – strengthening both streams as they flow and grow together.

Te Mahere Rautaki draws on He Awa Whiria bringing all members together on certain components. For other aspects, the streams are separate.



Waimakariri Awa

## Ngā Pou o Te Mahere Rautaki

Te Mahere Rautaki is centred on three pou that represent the three key strategic areas of our work. These pou are largely how we organise our work:

- **Te Pou Whakawhanaungatanga:** We will actively engage and connect all social workers in Aotearoa New Zealand.
- **Te Pou Whakamana:** We will support and encourage social workers to promote social change, social justice, and wellbeing for all.
- **Te Pou Rangatiratanga:** We will build the value and voice of social work as a profession in Aotearoa in order to lead social change, social justice, and promote wellbeing.

Each pou has a strategic intention, strategic directions we hope to achieve, and an articulation of the impact we hope to achieve.

### Whakawhanaungatanga

*Kotahitanga: Whiria te tangata*  
*Weave the people together*

### Whakamana

*Ahurutanga: Toitū he mana*  
*Mana endures*

### Rangatiratanga

*Puawaitanga: Te amorangi ki mua*  
*The leader at the front*

**Click here to read  
Te Mahere Rautaki**



# Our Team

## Our Board\*



**Sharyn Roberts**  
*President | Perehitana*  
Ngāi Tahu, Kāti Māmoe, Waitaha,  
Ngāti Kahungunu ki Wairoa



**Sally Dalhousie**  
*Vice-President*  
Tongan, Palangi



**Te Naihi Wilson**  
*Board Kaumātua*  
Kaitahu, Ngāti Rarua, Te Ātiawa, Ngāti  
Kuia, Ngāti Apa, Rangitane



**Kegan Poananga**  
*Board Member*  
Ngāti Raukawa ki-te-Tonga  
Ngāti Porou



**Joseph Tyro**  
*Board Member*  
Ngāi Tahu, Te Atihaunui-a-Papārangi,  
Ngāti Rangī  
*Joseph was elected onto the Board in September  
2022*



**Suzanne Cocker**  
*Board Member*  
Tūwharetoa me Ngāti Kahungunu, Ngāti Raukawa



**Hope Etienne**  
*Board Member*  
Chartered Accountant

### Former Board Members

**Vicki Hirst** (until September 2022)  
**Wyllis Russell** (until November 2022)

## Our Member Support Team\*



**Braden Clark**  
*Kaiwhakahaere Chief Executive*



**Lisa Glynn**  
*Professional Development Lead*



**Ricci Mathews**  
*Events Co-ordinator*  
Tūhoe  
*Ricci joined the team on 24 January 2022*



**Bronwyn Larsen**  
*Senior Policy Analyst*



**Sonja Nissen**  
*Membership and Advertising  
Lead*



**Rosa Hill**  
*Online Communities*

### Former Staff

**Jacqui Christian** (until September 2022), **Cherie Kerekere** (until March 2023)

*\*As at 31 March 2023*

# Whakawhanaungatanga

## Kotahitanga: Whiria te Tangata

*Weave the people together*

We will actively engage and connect all social workers in Aotearoa New Zealand.

## Our Members

**3,873**

members  
(2022 - 3,685)

**5.1%**

increase  
(2022 - 8%)

**780**

Tangata Whenua  
members  
(2022 - 710)

**245**

Pasifika  
members  
(2022 - 232)

### Membership trend



### Where our members are employed

Employer	%
Oranga Tamariki	34.5%
NGO/Iwi/Pacific Social Services	22.5%
Te Whatu Ora	14.2%
Private Practice	8.9%
Tertiary Education	3.3%
Other	16.6%



## Whakawhanaungatanga

Within te pou whakawhanaungatanga we are focused on building connections and community between social workers. Over the past year, we have continued to see strong membership growth. We have also been able to enable local connections between social workers over the past year with a number of local networking events being held throughout Aotearoa New Zealand.

## Local Networking Events

We have started to host local networking events throughout Aotearoa New Zealand in order to connect local social workers together. These informal gatherings have been highly popular and we have had good attendance at these.

We held 7 networking events across:

- Ōtautahi Christchurch
- Tāmaki Makaurau Auckland
- Whakatū Nelson
- Ōtepoti Dunedin
- Kirikiriroa Hamilton

We will be holding more networking events in local regions to enable local social workers to connect with each other in the future.

## Online Communities

Online communities are communities of social work practitioners from a similar field of practice who gather together to form a peer network. They typically meet regularly to kōrero, share resources and support each other.

We have 4 online communities currently:

- ACC Social Workers
- Social Workers in Schools
- Social Work Supervisors
- Mental Health Social Workers



**TOGETHER, WE** are a community of social workers.  
 develop, support, and protect social workers.  
 enhance our professional identity.  
 promote the social work profession.  
 advocate for social change and justice.

**TOGETHER, WE ARE ANZASW.**

[www.anzasw.nz](http://www.anzasw.nz)



## Wellington Branch

This year was once again punctuated by COVID continuing to affect the country. This shaped our attempts to organise gatherings, with two meetings being online. In April, Braden shared insights about possible directions for ANZASW, including the many ways members can give feedback about potential developments for our Association. In June, we held a branch online discussion about elder abuse and neglect issues. We welcomed Jude Douglas' reflections in July on her attending the IFSW AGM with the "Think Global" theme. Discussing the Sustainable Development Goals for social workers in the Asian Pacific region, highlighted their ongoing relevance to our mahi.

Our first kanohi-ki-te-kanohi meeting in August was delightfully musical, when Liz Langham shared new considerations about "safe spaces" from her music therapy placement experience. She showed that our own assumptions about such concepts may not be realities for those we work with. We were drawn towards the benefit of creative options and how music can provide safety and/or space for ourselves and for our clients.

Our Social Workers Day meeting in a mid-city café was celebratory, but also cause for thoughtful discussion. Our meeting preceded the ANZASW 'Decolonising social work' hui in Auckland that several of our Wellington members travelled to. Their feedback to our subsequent October branch meeting, illustrated how vital it is to progress the ethical tenants of Aotearoa social work's bi-cultural foundations. Despite past efforts, as a profession we are again challenged to become more conscious of the privilege that pervasively influences our relationship to clients and other professionals. In November, our written and verbal reflections revolved on our Parikaha Day commemoration experiences.

It was important to have our Christmas meeting at Parliament grounds, as we had done in earlier years. We shared a picnic in a more peaceful mood to end 2022, shading under the trees that had survived the February events, with our blankets on the regenerated grass. This was a significant return to where we had been part of many other protests before Covid. Ironically three months later branch members were there again for the Trans Rights march - with our ANZASW Wellington Sylvia-made sheet banner!

As always, the January meeting at Lainey's boatshed is a Branch highlight, where among the swimming and sharing of nibbles, we try to plan for the year ahead. Significantly this turned out to be several days after the Auckland flooding started, and just before the dramatic cyclones affecting the north/east of Te Ikā-a-Maui. We remain concerned for the people still so badly affected and awahi the tremendous mahi that social workers and many others are doing to support and encourage during such turbulent dislocation of families and communities. In this light it was heart-warming to hear Madeleine's experience of providing supportive debriefing for first responders in Hawkes Bay during our March meeting. This was a poignant addition to her very well-planned session about strategies for our own and for clients' wellbeing, even without talking!

As in previous years, our number of attendees remain small - whether online or in person, and we are considering possible improvements like advertising earlier. It is challenging to plan meetings in a variety of venues to cover the large geography of our region. We continue to be grateful the many learning opportunities that ANZASW provides nationally; as well as the valuable knowledge and skill sharing that Wellington members so generously gift us with locally.

Ngā mihi nui ~ ANZASW Wellington Branch

## Bay of Plenty Branch

Tēnā koutou katoa,

This last year our Executive Committee have continued to meet on a monthly basis to think about and pursue ways to enhance our Bay of Plenty membership.

The Bay of Plenty area is a vast geographical area from Turangi in the South to Tauranga Moana and then down the Coast to East Cape and back to Turangi in a line through Te Urewera. This includes the towns and cities of Tauranga, Te Puke, Rotorua, Whakatane, Opotiki, Taupo and Turangi. As you can imagine it is quite difficult to meet physically very often and this is an area we have struggled with this year, trying to utilise other areas to meet however, the cost of travel and also the time factor seems to be a barrier to getting our membership together in any great numbers.

In December for our Christmas meeting we invited SWRB Chair Shannon Pakura and Chief Executive, Sarah Clark. This meeting was well attended by members from Rotorua, Tauranga and Whakatane and was a most informative and helpful session.

To try and alleviate the difficulty of travel, we arranged a discussion on How We Nourish ourselves as Social Workers and set up meeting places in Whakatane, Rotorua and Tauranga. This was to allow discussion locally and then joining up by Zoom to discuss as big group. Unfortunately this was not well attended.

Another barrier to attendance at local trainings and meetings appears to be a lack of time for social workers. It may also be a lack of support from their employers in allowing social workers to have time out to attend ANZASW meetings. This is something which the Executive is very aware of and the needs of our members is always at the forefront of our thinking.

Next year gives us ongoing opportunities to look at other training options. We are lucky that on our Executive we have members who are involved closely with social work programmes at a tertiary level which allows us some ability to explore wider areas of interest for social work.

As the Executive will agree, I have often mentioned the fact that social workers have changed over the last twenty or so years. From a group of people who would question managerial decisions; ensure that the voices of their clients were held; would seek ways to ensure social change, it would seem that many of our colleagues now are under a different pressure to ensure that managerial needs are met; key performance indicators are more important than the people we work with and it is too scary to challenge in case we lose our jobs. Social workers are not given the recognition of being the professionals they are, holding tertiary qualifications and needing to be registered. I think it is important that employers are made aware of the role of social workers and the importance of listening to their knowledge and judgements on how we can meet our community needs better.

I would like to end my report by thanking the Executive for their time and effort over the past year. We have three life members of ANZASW on our Executive and their knowledge is always welcomed. I also want to thank our Secretary, Anna Voss, for the tireless efforts she makes to ensure that things run smoothly.

Penny Hales (Chair, ANZASW BOP)

# Whakamana

Ahurutanga: Toitū he mana

*Mana endures*

We will support and encourage social workers to promote social change, social justice, and wellbeing for all.

## Professional Development

**35**

Webinars held  
(2022 - 18)

**90**

Recordings available  
(2022 - 53)

**2,596**

Webinar attendees  
(2022 - 1,565)

**4,348**

Recordings viewed  
(2022 - 1,897)

## Key Achievements

- Decolonising Social Work Wānanga held in September 2022.
- Continued support of Mō tātou, ā, mō kā uri ā muri ake nei: Social Work Symposium.
- Significantly increasing our professional development offering.
- Our New Graduate Support Programme runs for a second year.
- Continued growth of our Aotearoa New Zealand Social Work journal.

## Whakamana

Within te pou whakamana, we locate our professional development offering. Lifting the quality, depth, and breadth of professional development has been an ongoing focus for the ANZASW Member Support Team. ANZASW is recognised within the sector as a key provider of ongoing professional development for social workers.

One of our strategic directions under pou whakamana is to support and enable Māori aspirations for social work. We're starting to outwork this through the social work symposium, arranging hui for Te Kahui Ohu, held a wānanga in September 2022, and working towards having more professional development run by Māori. This year, approximately 25% of our professional development was led by Māori and Pasifika.

## Decolonising Social Work Wānanga and Annual General Meeting

We held our Professional Development and AGM event kano ki te kano in September with a wānanga at Te Mahurehure Marae in Tāmaki Makaurau. The theme was 'Decolonising social work'. On the first day of the wānanga, the Hon. Kelvin Davis (Minister for Children, Minister of Corrections, Minister for Māori Crown Relations, Associate Minister of Education) delivered the Merv Hancock address. Nicolette Dickson and Dr Leland Ruwhiu from Oranga Tamariki presented on Hei kōwhiuwhiu te ahi: Fanning the heart fires of change in Oranga Tamariki.

On the second day, Tangata-ō te Whenua and Tangata Tiriti had separate spaces to wānanga. Our Tangata Tiriti rōpū was ably led through the Wall Walk by Sam Bishara. It was a great time of whakawhanaungatanga, learning, and (re)connecting for the first kano ki te kano event in some time due to COVID.



## Decolonising Social Work Wānanga - Tangata Whenua Kōrerorero

### Kia whakatōmuri te haere whakamua - looking back to move forward

#### He Whaia te Mātauranga hei oranga mō koutou

When we hear the chattering of the Tūī we recall its role in Whakapapa and the many names it carries Kōkōuri, Kōpūrehe Kokōtaua Tute as Tane and kōkōtea and Kouwha. Some iwi believe it is a “gift” from Rehua.



#### He ua Kōwhai

The appearance of the kōwhai in flowers is a sure sign the Tui will arrive and the Waiata will commence for all to hear.



#### He Kōrero Tīpuna Tawhito o Aotearoa - Mātua Te Naihi Wilson

Whakawhānaungatanga Tawhito ki te Ātua mō te Whakapapa o ngā Iwi. A very short presentation was laid down by Mātua Te Naihi to enable ANZASW to see that Ao te a roa did not start with the arrival of the Pākehā - 72 of our Ātua was exposed to whānau present, some of these were linked to current iwi. This presentation normally would be presented over two days with Pōteretere, Karakia Waiata-a-tangi, Waiata ringa-ringa, however this was a very minute sample.

#### Rangatira Wāhine Toa - Sunny Petley

During caucus as Tangata o te whenua roopū inside this space we had a main kaupapa of self-care, share your kete. It was a wonderful time to connect and share our mahi around self-care, karakia, Rongoa use of tools and maramataka how it informs our wellbeing alongside our mahi. Supporting resilience and Kaupapa Māori knowledge to look after ourselves a tinana, a hinengaro, a wairua.



Sharing ideas through our kōrero, our stories with ourselves as Māori members, sharing our way of how we take care of our oranga.



#### Rangatria Wāhine Toa - Rose Ngāreta Herewini

The wānanga/conference offered up many activities to listen and participate in discussions about decolonising social work. From a new way of thinking to understanding ancestry, traditional storytelling, spiritual connection, and peer mentorship.

## Mō tātou, ā, mō kā uri ā muri ake nei: Social Work Symposium

Once again, ANZASW partnered with Barnardos and the Social Workers Registration Board to host Mō tātou, ā, mō kā uri ā muri ake nei, a 1-day symposium on social work practice with Māori. The event was live-streamed from Te Whanganui-a-tara Wellington in August 2022 with about 500 online attendees. Sharyn Roberts, ANZASW Perehitana, opened the symposium and acknowledged the journey of the symposium. Feedback was very positive and attendees were appreciative of the opportunity to hear from so many distinguished Māori speakers gathered at one event. We want to acknowledge Shannon Pakura (ANZASW Life Member) who dreamed of the symposium and has been instrumental in making it happen.



### Mō tātou, ā, mō kā uri ā muri ake nei

For us and our children after us

## Professional Development

We have continued to base our professional development workplan on the needs and aspirations of our members and Te Mahere Rautaki. Training opportunities were offered in each of the identified priority learning areas (bicultural practice, social worker wellbeing, mental health and addictions, legislation and policies, ethical practice, trauma, and supervision) and were well supported by social workers in terms of event registration, attendance, and feedback.

This year, we ran 35 professional development webinars with 1,219 individuals attending (about a third of members). Most webinars were recorded, resulting in a current catalogue of 90 webinar recordings. Many others accessed professional development in other ways this year. Our most popular webinars were (click on the title to view the webinar recording):

- [Working with Trauma: Māori Tikanga based models of practice](#)
- [Supervision and Social Worker Wellbeing](#)
- [Courage and Compassion in Social Work](#)
- [Waking up to Whiteness](#)
- [Hauora na te ao Māori](#)
- [Reconsidering Maslow and the Hierarchy of Needs from a First Nation's Perspective](#)

View our webinar  
recording library



## New Graduate Support Programme

We have continued to run our New Graduate Support Programme (NGSP) for a second year with a new cohort of new graduate social workers and mentors. The programme is designed to support graduate social workers to transition into their careers.

The programme is based on a Tuakana-Teina model. Small groups of new graduates are grouped together with one or two experienced social work mentors. The groups meet monthly to provide peer support and with a topic to guide the group's kōrero. The mentor group discussions are enriched by additional professional development webinars aimed at a new graduate level to further support with the transition into practice.

The inaugural NGSP ended in December 2022 with positive and specific feedback which informed the planning and rollout of NGSP for 2023. There was immense support for the second programme, with 40 members offering to volunteer as mentors and 59 new graduate applications. Seven groups are now underway and ANZASW works with mentors to help them overcome barriers to engagement and to maximise programme participation.

Mihi aroha to all of our volunteer mentors for your investment in our new graduate social workers. We look forward to further strengthening our support for new graduates through this programme into the future.



## Aotearoa New Zealand Social Work Journal

Our journal, Aotearoa New Zealand Social Work (ANZSW), continues to make a significant and well-respected contribution to social work scholarship in Aotearoa and internationally. We are proud that our journal is free for anyone to access and is a key way we support the dissemination of social work knowledge. Our sincere thanks to the Editorial Collective, who are led by Editor in Chief, Professor Liz Beddoe, who continue to do a fantastic job producing this high-caliber publication.

During the last year, we published four journal issues, with 24 research articles, three viewpoints, two research briefs, three commentaries, three practice notes and seven book reviews. The four issues included a special issue on Dissenting Social Work and an issue of Tu Mau, our Pasifika issue.

[View our journal website](#)





The journal continues to make a significant and well-respected contribution to social work scholarship in Aotearoa and internationally, with 47,000 users accessing journal articles in the last year (up from 14,000 in 2017), 20 per cent of whom are visitors from outside Aotearoa New Zealand.

### Planned issues

Our next issue 35(3) will be a general issue, and the final issue for 2023 will be the special issue on Reproductive Justice, and we have a current call for papers on Animals and Social Work. The animals and social work issue will be edited by Heather Fraser from Queensland University of Technology and Nik Taylor from Canterbury University and to date, has attracted 18 abstracts. It is an indicator of academic peer respect for the journal that Heather and Nik approached the editorial collective to ask if we would be interested in hosting this special issue.

### Promotion

We are pleased to be working with ANZASW to promote selected articles to members and where appropriate to invite authors to present a webinar. ANZASW have now run several webinars in a 'Between the Lines' series where journal authors have presented on their published article to support deeper understanding of the research.

Our journal Twitter account now has 656 followers, up from 582 last year. You can follow us on Twitter: @AotearoaJ

**ANZSW Editorial Collective**

Liz Beddoe (Editor in Chief)  
 Neil Ballantyne  
 Nicky Stanley-Clarke  
 Kerri Cleaver  
 Yvonne Crichton-Hill  
 Anaru Eketone (Te Komako Co-Editor)  
 Ian Hyslop  
 Eileen Joy (Book Review Editor)  
 Emily Keddel  
 Deb Stanfield  
 Shayne Walker (Te Komako Co-Editor)

# Rangatiratanga

**Puawaitanga: Te amorangi ki mua**

*The Leader at the front*

**We will build the value of social work as a profession in Aotearoa in order to lead social change, social justice and promote wellbeing.**

## Advocacy

**7**

Submissions  
made  
(2022 - 11)

**500**

Members  
engaged in  
submissions  
(2022 - 630)

**7**

Media  
Interviews

## Key Achievements

- Development of our draft Supervision Strategy.
- Government agreeing to extend pay equity for community and iwi social workers.
- Advocacy on social work student hardship.
- An ongoing presence within the international community of social work.



## Rangatiratanga

Within te pou rangatiratanga, we continue our mahi in the advocacy and professional leadership space. We have embedded processes around how we select and resource our advocacy efforts, as informed by our Social Justice Engagement Strategy, which was developed in the second half of 2022.

This has enabled more intentional member engagement on matters impacting the social work profession, and issues related to our key policy focus areas. We remain active in a variety of professional leadership and advocacy activities including:

- Submissions.
- Engagement with Ministers and Members of Parliament.
- Maintaining relationships with government agencies.
- Establishing relationships with commissions and other entities.
- Building capacity within the social work workforce to participate in advocacy.
- Raising awareness across the sector and with Government on issues affecting social work (i.e. pay equity and student hardship).
- Media releases and interviews.

## Supervision Strategy

Over the past year, we have provided professional leadership around social work supervision. With the assistance of members, we have drafted a strategy to uplift the quality of social work supervision and address the variance which we currently see across the profession.

We engaged over 150 members, via several workshops, about their supervision experiences and views on the direction of this mahi. The strategy was then informed by a reference group of approximately 40 members, caucused into Tangata-ō te Whenua, Pasifika, Tangata Tiriti and Academic groupings. The draft strategy reflects the voices of social work which members have brought to this mahi and provides an insight into the important role supervision plays in supporting social workers in their practice.

We are confident the strategy will support the lifting of the quality of social work supervision.

### Our Key Policy Focus Areas

- Supporting and promoting better outcomes for Māori
- Wellbeing
- Poverty and inequality (includes housing)
- Family harm and sexual violence
- Equity
- Social worker wellbeing/workload/pay parity and equity
- Achievement of the Sustainable Development Goals



## Social Work Pay Equity

We have been excited to continue to advocate for social work pay equity for community and iwi social workers.

Social work pay equity is a historic achievement which has meant social workers will equitably and meaningfully be paid for their mahi, with an average of a 27% pay correction. The pay equity settlement also includes funding for organisations for professional association fees, registration, supervision, and professional development.

In October, the Government announced the settlement of the pay equity claim for the five representative employers of social workers (Barnardos, Christchurch Methodist Mission, Ngāpuhi Iwi Social Services, Stand Tū Maia, and Wellington Sexual Abuse Help).

In November, a further announcement was made where the Government confirmed that the pay equity claim would be extended to all community and iwi social workers. This means more than 5,000 workers will receive pay equity when it is rolled out in July 2023.

Achieving social work pay equity is an excellent example of collaborative advocacy and working together. We wish to acknowledge and thank the hard work of those who have worked tirelessly to achieve this fantastic outcome, in particular the Public Service Association, Social Service Providers Te Pai Ora o Aotearoa, and Te Kawa Mataaho Public Service Commission.

We recognise that through achieving equity, other inequities have been highlighted. There is further work to be done (and some is underway) to achieve pay equity for ALL social workers and to eliminate gender-based discrimination in Aotearoa New Zealand. ANZASW continues to advocate for pay equity for all social workers.

## Social Work Student Hardship

Over the past year, we have heard frequently from social work students about the incredible hardship they are facing as a result of inadequate financial support for students, particularly for their placements. It is important we raise awareness of this issue and advocate for policy change for all students facing significant hardship. There are declining numbers of students entering into social work programmes and approximately 45% of those who start training as a social worker complete their training.

We collected stories from over 40 student members and educators. We used these stories to prepare a briefing paper for Ministers and voice our concerns and advocate for paid student placements. We met with Minister Sepuloni and have raised our concerns - we will continue advocating for Government to address student hardship. [You can read our briefing paper here.](#)

We are now working with several other professional bodies across similar traditionally female-dominated professions to create a pre-election advocacy campaign during 2023. We are planning on empowering student leadership within this advocacy space.



## Our international mahi

We continue to have a strong presence in the international social work community. Aotearoa New Zealand is represented at the International Federation of Social Workers (IFSW) through the Aotearoa New Zealand Co-ordinating Body, which is an equal partnership between the Tangata Whenua Social Workers Association (TWSWA) and ANZASW. The Co-ordinating Body seeks to strengthen the indigenous voice through involvement in the IFSW.

Over the last year, ANZASW was represented on the Co-ordinating Body by:

- Sharyn Roberts (Perehitana | President)
- Sally Dalhousie (Vice-President)
- Suzanne Cocker
- Wyllis Russell (until November 2022)
- Yvonne Crichton-Hill (from November 2022)
- Jude Douglas (until November 2022)
- Rose Henderson (ex-officio).

Aotearoa New Zealand is also represented on two IFSW Commissions by ANZASW members. Carole Tana-Tepania sits on the Indigenous Commission and Dr Yvonne Crichton-Hill on the Ethics Commission.

We also acknowledge Rose Henderson whose term as the IFSW Global Vice-President and Asia-Pacific Regional President came to an end. Rose's ongoing dedication to the international profession of social work is exemplary and we thank Rose for her work in this space.

We recognise Rory Truell's (ANZASW's only honorary member) leadership as the IFSW Global General Secretary. We value our special relationship with Rory and support him in his important mahi.

# Financial Summary

It is my pleasure to present the financial report for the 2022-2023 financial year on behalf of the ANZASW Board. We have had another strong financial year recording a surplus. The strong financial results are the result of several factors. Our membership has continued to grow at a rate greater than expected - this has meant our income has been higher than forecast. Secondly, we have continued to reduce our expenditure in a number of areas.

The Board has a policy of having a minimum of three months' operating expenses in financial reserves. We have continued to build our financial reserves and now have approximately six months in reserve. This financial reserve has been built up over the past few years and will help to ensure that we have a strong secure and sustainable financial position, allowing a buffer for unexpected expenditure.

Unfortunately, our professional indemnity insurance cost for the 2023-24 financial year has increased significantly. Our reserves will enable us to navigate this significant, unexpected increase and allow us to undertake further work into the future. As a result, we are forecasting a significant deficit for the 2023-24 financial year.

Keen readers of our financial statements may also note a change in the way branch and rōpū funds are recorded. We have previously recorded these as a liability but now (in consultation with our auditors) treat these as equity reserves. This has meant an increase in our surplus of \$56,000 for this financial year to allow for this change in approach. The branch and rōpū funds held by ANZASW remain allocated for branch/rōpū use only and are not available for general ANZASW expenditure.

The Risk, Finance, and Audit Committee, and the Board, are focused on ensuring there are strong financial systems within the Association. This year, we have completed a full review of our financial policies and procedures to ensure the Association operates in a financially prudent and responsible manner and we have robust systems in place to mitigate the risk of financial fraud.

Ngā mihi nui,



**Hope Etienne**

Convenor

ANZASW Board Risk, Finance, and Audit Committee



## Risk, Finance, and Audit Committee

The Board has a Risk, Finance, and Audit Committee which meets at least four times per year to assist the Board in discharging its responsibilities with respect to overseeing all aspects of financial and non-financial reporting, audit functions, and organisational risk.

As at 31 March 2023, the members of the Risk, Finance, and Audit Committee were:

- Hope Etienne (Convenor)
- Sharyn Roberts (Perehitana | President)
- Kegan Poananga
- Braden Clark (Kaiwhakahaere CE, ex-officio)

# Performance Report

Aotearoa New Zealand Association of Social Workers  
Incorporated  
For the year ended 31 March 2023

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# Approval of Performance Report

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2023

The Board are pleased to present the approved performance report including the historical financial statements of Aotearoa New Zealand Association of Social Workers Incorporated for year ended 31 March 2023.

APPROVED



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Name - Sharyn Roberts

Position - President

Date ..... 1/8/2023 .....



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Name - Hope Etienne

Position - Convenor - Risk, Finance and Audit Committee

Date ..... 1/8/23 .....

# Entity Information

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2023

### Legal Name of Entity

Aotearoa New Zealand Association of Social Workers Incorporated

### Entity Type and Legal Basis

Incorporated Society

### Registration Number

Incorporated Society Number 223633

### Entity's Purpose or Mission

To promote and support the social work profession, uphold ethical practice, advocate on matters of social policy, and advance social justice, human rights and human dignity.

### Entity Structure

The Society has a 7 person Board that sets the strategy and direction of the organisation. This is then carried out operationally by the 6 person member support team.

### Main Sources of Entity's Cash and Resources

The Society's main source of revenue is fees from its members, and advertising revenue.

### Main Methods Used by the Entity to Raise Funds

The Society is not an active fundraiser.

### Entity's Reliance on Volunteers and Donated Goods or Services

The Society is not reliant on volunteers or on donated goods or services.

### Physical Address

Level 2, 318 Lambton Quay, Wellington, New Zealand, 6011



# Statement of Service Performance

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2023

### Description of Entity's Outcomes

ANZASW's vision is 'Professionally excellent social workers and leaders for social justice'. Our purpose is to promote and support the social work profession, uphold ethical practice, advocate on matters of social policy, and advance social justice, human rights and human dignity.

We aim to support as many social workers as possible, via membership benefits, and by providing professional development webinars, amongst other things.

	2023	2022
<b>Description and Quantification of the Entity's Outputs</b>		
Number of members	3,873	3,685
Number of professional development webinars held	35	18
Number of webinar attendees	2,596	1,565



# Statement of Financial Performance

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2023

	NOTES	2023	2022
<b>Revenue</b>			
Fees, subscriptions and other revenue from members	1	976,870	936,649
Revenue from providing goods or services	1	103,336	88,982
Interest, dividends and other investment revenue	1	12,179	1,166
Other revenue	1	61,936	702
<b>Total Revenue</b>		<b>1,154,322</b>	<b>1,027,499</b>
<b>Expenses</b>			
Volunteer and employee related costs	2	467,943	322,864
Costs related to providing goods or service	2	341,542	427,547
Other expenses	2	105,795	133,593
<b>Total Expenses</b>		<b>915,280</b>	<b>884,003</b>
<b>Surplus/(Deficit) for the Year</b>		<b>239,042</b>	<b>143,496</b>



This statement has been prepared should be read in conjunction with the attached Independent Auditor's Report.

# Statement of Financial Position

## Aotearoa New Zealand Association of Social Workers Incorporated As at 31 March 2023

	NOTES	31 MAR 2023	31 MAR 2022
<b>Assets</b>			
<b>Current Assets</b>			
Bank accounts and cash	3	933,735	798,594
Debtors and prepayments	3	217,374	472,615
<b>Total Current Assets</b>		<b>1,151,109</b>	<b>1,271,209</b>
<b>Non-Current Assets</b>			
Property, Plant and Equipment	5	13,148	18,315
<b>Total Non-Current Assets</b>		<b>13,148</b>	<b>18,315</b>
<b>Total Assets</b>		<b>1,164,257</b>	<b>1,289,525</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Creditors and accrued expenses	4	109,667	347,218
Employee costs payable	4	34,478	37,689
Income received in advance	4	424,357	491,356
Other current liabilities	4	-	56,548
<b>Total Current Liabilities</b>		<b>568,502</b>	<b>932,811</b>
<b>Total Liabilities</b>		<b>568,502</b>	<b>932,811</b>
<b>Total Assets less Total Liabilities (Net Assets)</b>		<b>595,755</b>	<b>356,714</b>
<b>Accumulated Funds</b>			
Accumulated surpluses or (deficits)	6	539,376	356,714
Branch Reserves	6	56,379	-
<b>Total Accumulated Funds</b>		<b>595,755</b>	<b>356,714</b>



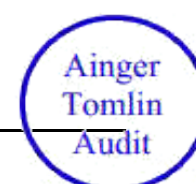
This statement has been prepared should be read in conjunction with the attached Independent Auditor's Report.

# Statement of Cash Flows

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2023

	2023	2022
<b>Cash Flows from Operating Activities</b>		
Fees, subscriptions and other receipts from members	958,005	1,145,296
Receipts from providing goods or services	103,336	88,982
Interest, dividends and other investment receipts	12,179	1,166
Cash receipts from other operating activities	5,557	10,211
Payments to suppliers and employees	(972,571)	(701,043)
Net GST	30,135	46,712
<b>Total Cash Flows from Operating Activities</b>	<b>136,641</b>	<b>591,324</b>
<b>Cash Flows from Investing and Financing Activities</b>		
Payments to acquire property, plant and equipment	(1,500)	(17,329)
<b>Total Cash Flows from Investing and Financing Activities</b>	<b>(1,500)</b>	<b>(17,329)</b>
<b>Net Increase/(Decrease) in Cash</b>	<b>135,141</b>	<b>573,995</b>
<b>Bank Accounts and Cash</b>		
Opening bank accounts and cash	798,594	224,599
Net change in cash for year	135,141	573,995
Closing bank accounts and cash	933,735	798,594

This statement has been prepared should be read in conjunction with the attached Independent Auditor's Report.



# Statement of Accounting Policies

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2023

### Basis of Preparation

The entity has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) on the basis that it does not have public accountability and has total annual expenses equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

### Goods and Services Tax (GST)

The entity is registered for GST. All amounts are stated exclusive of goods and services tax (GST) except for accounts payable and accounts receivable which are stated inclusive of GST.

### Income Tax

The Society is not subject to income tax as it has been granted a tax exemption.

### Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash Flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

### Accounts Receivable

Receivables are stated at their estimated realisable value.

### Property, Plant and Equipment

Property, Plant and Equipment is recognised at cost less accumulated depreciation. Depreciation has been calculated using the maximum rates permitted by the Income Tax Act 2007. Gains and losses on disposal of Property, Plant and Equipment are recorded in the statement of financial performance.

Office Equipment 25% - 67% of the written down value

### Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable for the sale of goods and services, to the extent it is probable that the economic benefits will flow to the Society and revenue can be reliably measured.

Membership income is recognised to the extent that it relates to the reporting period. Membership income invoiced but relating to future periods is held in the statement of financial position under 'income received in advance'.

### Changes in Accounting Policies

There have been no changes in accounting policies during the financial year (last year - nil).



# Notes to the Performance Report

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2023

	2023	2022
<b>1. Analysis of Revenue</b>		
<b>Fees, subscriptions and other revenue from members</b>		
Membership subscriptions	976,870	936,649
<b>Total Fees, subscriptions and other revenue from members</b>	<b>976,870</b>	<b>936,649</b>
<b>Revenue from providing goods or services</b>		
Advertising Revenue	89,542	86,025
ANZASW Publications Sales	1,461	1,775
CPD	5,803	1,183
Registration Fees	6,531	-
<b>Total Revenue from providing goods or services</b>	<b>103,336</b>	<b>88,982</b>
<b>Interest, dividends and other investment revenue</b>		
Interest Income	12,179	1,166
<b>Total Interest, dividends and other investment revenue</b>	<b>12,179</b>	<b>1,166</b>
<b>Other revenue</b>		
Branch Income	57,361	-
Copyright Commission	4,188	557
Stripe Fees Reimbursements	387	145
<b>Total Other revenue</b>	<b>61,936</b>	<b>702</b>

ANZASW Branches and rōpū are established under the ANZASW Constitution. The ANZASW branch and rōpū funds have been previously recorded as an asset and a liability. These funds are now treated as an asset with the funds being offset as reserved equity funds. In the current year, there is corresponding income recorded under Branch Income to account for this, meaning the Association's recorded surplus is higher.

	2023	2022
<b>2. Analysis of Expenses</b>		
<b>Volunteer and employee related costs</b>		
ACC	511	854
EAP Expenses	762	598
Honoraria	15,150	16,750
Salaries and Wages	451,520	304,663
<b>Total Volunteer and employee related costs</b>	<b>467,943</b>	<b>322,864</b>
<b>Costs related to providing goods or services</b>		
AGM	14,167	-
AHPAF Subscription	-	1,825
Aotearoa New Zealand Social Work Journal	15,873	9,810
Branch/rōpū expenditure	3,417	-
Conference Fees	-	940
Members Professional Indemnity Insurance	224,058	310,666



	2023	2022
Membership Fees Written Off	16,624	46,318
Other Expenses	1,833	3,667
Other Insurance Expense	5,033	5,800
Other Member fees	3,430	11,000
Platform costs	-	545
Production Costs	327	603
Professional Deveopment	888	5,061
Scoop Subscriber Services	-	1,645
Strategic Memberships/Subscriptions	9,267	9,626
Stripe fees	9,203	7,211
Te Reo Māori Development	3,558	-
Travel, Accommodation and Meals	31,442	12,580
Venue Hire	2,421	250
<b>Total Costs related to providing goods or services</b>	<b>341,542</b>	<b>427,547</b>
<b>Other expenses</b>		
Accountant Expenses	2,750	6,376
Audit Expenses	2,025	3,500
Bank Fees	393	3,973
Depreciation	6,667	8,623
General Expenses	3,967	2,210
IT and Website Expenses	5,549	15,693
Kaiwhakahaere Office	8,572	7,500
Lease	45,457	39,790
Loss or gain on Sale of Assets	-	2,797
OPEX	427	6,654
Other Operational Expenses	449	4,466
Postage and Courier	-	420
Professional Expenses	5,340	2,840
Recruitment Expenses	1,419	3,159
Software subscriptions	20,073	7,438
Stationary and Printing	471	10,008
Telecommunications	2,237	8,144
<b>Total Other expenses</b>	<b>105,795</b>	<b>133,593</b>



2023 2022

**3. Analysis of Assets****Bank accounts and cash**

Branch bank accounts	38,770	38,222
Society bank accounts	894,965	760,372
<b>Total Bank accounts and cash</b>	<b>933,735</b>	<b>798,594</b>

**Debtors and prepayments**

Accounts Receivable	153,389	218,147
Branch funds held externally	16,912	18,157
Other Receivables	4,186	776
Prepayments	42,887	235,535
<b>Total Debtors and prepayments</b>	<b>217,374</b>	<b>472,615</b>

2023 2022

**4. Analysis of Liabilities****Creditors and accrued expenses**

Accounts Payable	18,692	285,103
Accrued expenses	5,662	8,000
Westpac Credit Card	5,721	4,658
GST liability	79,592	49,457
<b>Total Creditors and accrued expenses</b>	<b>109,667</b>	<b>347,218</b>

**Employee costs payable**

Employee Wages Payable	5,363	4,467
PAYE	13,131	15,188
Provision for Holiday Pay	15,984	18,035
<b>Total Employee costs payable</b>	<b>34,478</b>	<b>37,689</b>

**Income received in advance**

Membership income received in advance	424,357	491,356
<b>Total Income received in advance</b>	<b>424,357</b>	<b>491,356</b>

**Other current liabilities**

Branch bank accounts held in Trust	-	38,222
Branch funds held externally	-	18,157
Other liabilities	-	168
<b>Total Other current liabilities</b>	<b>-</b>	<b>56,548</b>



## 5. Property, Plant and Equipment

	2023	2022
Office Equipment		
Opening carrying amount	18,315	12,406
Purchases	1,500	18,652
Sales/Disposals	-	(4,119)
Current year depreciation	(6,667)	(8,623)
<b>Closing carrying amount</b>	<b>13,148</b>	<b>18,315</b>

## 6. Accumulated Funds

	2023	2022
Accumulated surpluses or deficits		
Opening balance	356,714	213,218
Net surplus for the year	239,042	143,496
Transfer to Reserves	(56,380)	-
<b>Closing balance</b>	<b>539,376</b>	<b>356,714</b>
Reserves		
Opening balance	-	-
Transfer from Reserves	56,380	-
<b>Closing balance</b>	<b>56,380</b>	<b>-</b>
<b>Total Accumulated Funds</b>	<b>595,796</b>	<b>356,714</b>

Reserves represent net funds given to the various branches.



## 7. Commitments

There are no commitments as at 31 March 2023 (Last year - nil).

## 8. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 31 March 2023 (Last year - nil).

## 9. Related Party Transactions

Board members are paid an Honorarium for their time and costs incurred. Total honorariums paid during the year were \$15,150 (Last year - \$16,750). Refer the table below for a breakdown. There were no balances outstanding at balance date (2022: Nil), and there were no other transactions involving related parties during the financial year (2022: Nil).

<b>Name</b>	<b>2023</b>	<b>2022</b>
Braden Clark	-	500
Gray Hughson	-	1,250
Hope Etienne	1,650	1,000
Joesph Tyro	900	-
Kegan Poananga	1,650	1,000
Sally Dalhouse	1,500	-
Sharyn Roberts	3,750	8,500
Suzanne Cocker	1,650	-
Te Naihi Wilson	2,250	-
Vaughan Milner	-	1,000
Vicki Hurst	750	1,750
Wyllis Russell	1,050	1,750
<b>Total</b>	<b>15,150</b>	<b>16,750</b>

## 10. Events After the Balance Date

There were no events that have occurred after the balance date that would have a material impact on the Performance Report (Last year - nil).



## **INDEPENDENT AUDITOR'S REPORT**

To the Members of Aotearoa New Zealand Association of Social Workers Incorporated

### **Report on the Performance Report**

#### **Opinion**

We have audited the performance report of Aotearoa New Zealand Association of Social Workers Incorporated on pages 4 to 14, which comprises the entity information, the statement of service performance, the statement of financial performance and statement of cash flows for the year ended 31 March 2023, the statement of financial position as at 31 March 2023, and the statement of accounting policies and other explanatory information.

In our opinion:

a) the reported outcomes and outputs, and quantification of the outputs to the extent practicable, in the statement of service performance are suitable.

b) the accompanying performance report presents fairly, in all material respects,

- the entity information for the year then ended.
- the service performance for the year then ended; and
- the financial position of Aotearoa New Zealand Association of Social Workers Incorporated as at 31 March 2023, and its financial performance, cash flows for the year then ended

in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit) issued by the New Zealand Accounting Standards Board.

#### **Basis for Opinion**

We conducted our audit of the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)), and the audit of the entity information and statement of service performance in accordance with the International Standard on Assurance Engagements (New Zealand) ISAE (NZ) 3000 (Revised). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Performance Report section of our report. We are independent of Aotearoa New Zealand Association of Social Workers Incorporated in accordance with Professional and Ethical Standard 1 (Revised) Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor we have no relationship with, or interests in, Aotearoa New Zealand Association of Social Workers Incorporated.

## **Restriction on Responsibility**

This report is made solely to the Beneficiaries, as a body, in accordance with section 42F of the Charities Act 2005. Our audit work has been undertaken so that we might state to the Beneficiaries those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Beneficiaries as a body, for our audit work, for this report, or for the opinions we have formed

## **Responsibilities of Board for the Performance Report**

The Board are responsible for:

(a) Identifying outcomes and outputs, and quantifying the outputs to the extent practicable, that are relevant, reliable, comparable and understandable, to report in the statement of service performance.

(b) the preparation and fair presentation of the performance report on behalf of the entity which comprises:

- the entity information.
- the statement of service performance; and
- the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report

in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-For Profit) issued by the New Zealand Accounting Standards Board, and

(c) such internal control as the Board determine is necessary to enable the preparation of the performance report that is free from material misstatement, whether due to fraud or error.

In preparing the performance report, the Board are responsible on behalf of Aotearoa New Zealand Association of Social Workers Incorporated for assessing Aotearoa New Zealand Association of Social Workers Incorporated's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board either intend to liquidate Aotearoa New Zealand Association of Social Workers Incorporated or to cease operations, or have no realistic alternative but to do so.

## **Auditor's Responsibilities for the Audit of the Performance Report**

Our objectives are to obtain reasonable assurance about whether the performance report is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and ISAE (NZ) 3000 (Revised) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this performance report.

As part of an audit in accordance with ISAs (NZ) and ISAE (NZ) 3000 (Revised), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the performance report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the use of the going concern basis of accounting by the Board and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Aotearoa New Zealand Association of Social Workers Incorporated's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the performance report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Aotearoa New Zealand Association of Social Workers Incorporated to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the performance report, including the disclosures, and whether the performance report represents the underlying transactions and events in a manner that achieves fair presentation.
- Perform procedures to obtain evidence about and evaluate whether the reported outcomes and outputs, and quantification of the outputs to the extent practicable, are relevant, reliable, comparable, and understandable.

We communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Ainger Tomlin Audit Ltd*

**Ainger Tomlin Audit Limited**  
**Christchurch**  
**1 August 2023**



Aotearoa New Zealand  
Association of Social Workers  
Te Rōpū Tauwhiro i Aotearoa

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