

ANNUAL REPORT 2019-2020



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

Contents

PRESIDENT’S REPORT	3
TANGATA WHENUA REPORT	8
AOTEAROA NEW ZEALAND INTERNATIONAL FEDERATION OF SOCIAL WORKERS (IFSW) CO- ORDINATING COMMITTEE (ANZ IFSW CC)	11
ANZASW OPERATIONAL REPORT	12
ANNE MACAULAY, CPD COORDINATOR REPORT	19
FINANCIAL REPORT	21
THE EDITORIAL COLLECTIVE REPORT	23
BRANCH ROOPŪ AND SPECIAL INTEREST GROUP REPORTS	24
BAY OF PLENTY BRANCH	24
MANAWHENUA ROOPŪ	26
TE KAHUI POUTOKO ORANGA BRANCH	28
WELLINGTON BRANCH	29
OTAGO BRANCH	30
FILIPINO SOCIAL WORKERS’ INTEREST GROUP	31
MANAGERS AND LEADERS INTEREST GROUP	32
Branches Roopū & Special Interest Groups Not Reporting	36
Branches	36
Roopū	36
Special Interest Groups	36

PRESIDENT'S REPORT

Kia tutuki ai ngā whaingā me ngā tumanako kia mau tonu i ngā mahi
Through working together our goals and objectives will be achieved

Acknowledgments

Firstly, we pause and remember those members who have passed away in the past year. We acknowledge their contributions, gifts, and the challenges they left for us to unpack and progress.

We remember:

Louisiana Elia
Metuavaine Ringi
Christine Curtis

Their work, their commitment and their passion for our profession provide reason to pause, to consider their legacies and to progress with courage along a pathway which strengthens and develops the Social Work Profession in Aotearoa NZ, and internationally.

Moe mai ra e ngā rangatira – Fly with the Angels

I also wish to acknowledge:

- Trevor Wilson, ANZASW Kaumātua
- ANZASW Life Members
- ANZASW CEO Lucy Sandford-Reed, the National Office staff, notably Anne MacAulay for organising our CPD event and AGM
- Distinguished Guests
- Members

Reflections

At this time, I acknowledge the unprecedented times that we are in due to Covid-19. It has been and continues to be the most difficult and trying of times globally. This time last year as we enjoyed the warm hospitality of the Waikato branch of ANZASW in Cambridge at Ngā Hau e Wha community marae, it was inconceivable that within 7 months our country would be shut down indefinitely, borders closed and residents reduced to live and work within bubbles with strict handwashing regimes, contact tracing all our movements, queuing for normal activities and the wearing of facemasks becoming standard issue and wear in some public and work contexts. But here we are living in the midst of a global pandemic and life as we knew will not be the same again.

Despite the disruption, social workers have risen to these challenges and have simply got on with the mahi. Social workers truly are professionals with specific skills, knowledge and expertise, who make an extraordinary difference in the lives of people, including in the midst of crisis. It is no wonder then that during the many weeks of the Covid-19 lockdown that social workers were recognised and mobilised as essential workers to support people in every area of need. There was also hardship in the social work community as some organisations closed and social workers lost their jobs, as funding was reprioritised and in some cases it simply stopped. These are unprecedented times requiring courage, resourcefulness, persistence and patience, qualities I believe social work in Aotearoa New Zealand excels in.

We are grateful that our country's leadership saw it fit to 'go early and go hard', to flatten the curve of the spread of Covid-19 with a focus of elimination which was and will be achieved again – however our world has changed forever and therefore so must we.

ANZASW Projects

- **Te Mahere Rautaki – Strategic Plan 2020-2025**

The strategic plan is still under review and is close to being finalised. An initial draft document was sent out to members for consultation which resulted in a range of constructive feedback being received. A Board Strategic Plan working group that includes the Board Kaumātua, is currently working through the feedback, making amendments and it is hoped that a revised draft will be ready for dissemination before the end of 2020.

Earlier in the year, the Board confirmed the following three pou to inform the development of the strategic goals:

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

Te Mahere Rautaki is structured on He Awa Whiria – a Braided Rivers approach by Angus Macfarlane (Ngāti Whakaue) whereby two streams (Tangata Whenua members and All members) can converge and diverge, each maintaining their own mana motuhake.

Member Voices

As a member-based association, ANZASW is committed to ensuring members have opportunities to participate in specific association activities:

- **Te Kahui Ohu:** Interested tangata whenua members have coordinated a roopū to kōrerorero and to progress tangata whenua leadership development, namely in governance and decision making. This kahui is still developing and is supported by the Māori Caucus, Kaumātua and Tangata Whenua Advisory Group.
- **Stand Up to Stand Out Campaign:** ANZASW is pleased to present a new campaign aimed at addressing the concerning inequality of the current benefit rates in Aotearoa. [E-postcards](#) are available on the ANZASW website for members to send to MPs and are a response to the 2020 Budget and the announcement of a two-tiered benefit system earlier in the year. ANZASW believes that Social Workers often have a unique insight into the livelihoods of some of our countries most vulnerable and want to share these insights with those who make the decisions around benefit rates. This is your opportunity to *#standuptostandout*. (The *#standuptostandout* campaign is ongoing and looks to promote the role of social work in Aotearoa.)
- **Webinars:** In response to the Covid-19 lockdown, CPD Coordinator, Anne MacAulay coordinated and facilitated daily webinars for members to meet and talk about whatever was affecting them. The purpose was whakawhanaungatanga and kotahitanga and this continued for some weeks. Between 26 March and 30 June 26.21% of our members had participated in one or more webinar.

2020	Webinars	Participants
March from lockdown	4	217
April	15	348
May	4	141
June	7	183

- **IFSW Asia Pacific Region**

Rose Henderson continues in her role of President, Asia-Pacific Region. Rose is a superstar both locally and globally and we are truly blessed to have a woman of such dedication, intelligence and integrity contributing so very much to our profession. Recently it was announced that Rose was elected IFSW Global Vice President following the Global General Meeting held over 13-14th July 2020. This is an amazing achievement and gives testament to the hard work and respect that Rose has gained in her role as President of the Asia-Pacific region. We are immensely proud to continue to support Rose as she toils in this very

important international role while continuing her local and national roles here in Aotearoa New Zealand.

- **IFSW Global General Meeting 13-14th July 2020**

The IFSW Coordinating Body of Aotearoa New Zealand that comprises ANZASW and Tangata Whenua Social Workers Association (TWSWA), is delighted to announce that its motion to establish an IFSW Indigenous Commission was supported by the international membership of IFSW at the 2020 IFSW General Meeting. This is a significant endorsement that has been the culmination of a sixteen-year journey that included the establishment of a Coordinating Body in order to introduce an Indigenous Association into the IFSW.

One of the purposes of the Indigenous Commission is to encourage and promote the establishment and maintenance of Indigenous Social Work Associations within IFSW member countries. We hope the Commission will encourage Indigenous social workers in their respective countries to consider this possibility, with the support of professional social worker associations.

Aotearoa New Zealand wishes to thank all those who have supported the process of this endeavour through previous IFSW General Meetings culminating in this motion and hopes that the member Associations of IFSW support the ongoing development and membership of the Commission, and its work into the future.

***A te wa, ma te wa, kua tai mai te ra, kia tu tangata tatou i roto te mana o
to tātou rangatiratanga***

Now and in time, in this day, we stand together in our rangatiratanga

Other Projects

- **Mō tātou, ā, mō kā uri ā muri ake nei – For us and our Children Symposium**

ANZASW, SWRB (Social Workers Registration Board) and Barnardos co-sponsored two one-day symposia in Wellington 18th February 2020 and Christchurch 3rd March 2020. The focus of the Wellington symposium was on working with Māori and the focus of the Christchurch symposium was working with Māori and Pasifika. Both symposia were sold out within weeks of being announced. Both locations had wait-lists, and attendee numbers were deliberately limited in order to generate interest and momentum.

Five speakers presented at each symposium. The Wellington symposium speakers were, Kiritahi Firmin, Justice Joe Williams, Anaru Eketone, Sharyn Roberts and Miriama Scott. The

Christchurch Symposium speakers were Kiritahi Firmin, Yvonne Crichton-Hill, Gisa Dr. Moses Ma'alo Faleolo, Sharyn Roberts and Miriama Scott. The speakers were dynamic. All contributed in their own unique way to the kaupapa of 'whanaungatanga' and the evaluations of the speakers were glowing. [Video links](#) to the presentations are available on the ANZASW website.

Both symposia included:

- A mix of content that gave strong foundational guidance to new practitioners and extended experienced sector workers.
- A selection of speakers that were credible. Social service staff rarely have the opportunity to access speakers of their calibre.
- A range of perspectives and presentation styles.
- The theme of whanaungatanga underpinning the presentations.

We acknowledge the vision and hard work of Shannon Pakura and the team of supporters who made both days successful.

Social Work Scope of Practice development

The Social Work Scope of Practice is a high-level description of social work practice. It will support a shared identity for social workers and establish a common understanding of social work in Aotearoa, New Zealand. The purpose of a scope of practice under the SWR Act 2003 is to '...describe services that are performed by the social work profession' to give clarity and protect social workers and their practice.

ANZASW President, Vice President and CEO are members of the Working Group tasked with developing a general scope of practice for social work. The draft scope of practice will be circulated by the SWRB for sector feedback, and once this has been collated, the Working Group will review this and finalise the Scope of Practice for SWRB Board sign-off. The draft Scope of Practice 2020 and Introduction to the development of draft scope have been distributed widely for feedback and can be downloaded from the SWRB website, <https://swrb.govt.nz/social-workers/practising/scope-of-practice/>

Honourable Mentions

We welcome Kaumātua Trevor Wilson who comes to provide the President and the ANZASW Board with strategic advice on bi-cultural governance practices and to develop Māori capacity within the ANZASW Governance Board. Trevor affiliates to Kai Tahu, Kati Māmoē, Kati Māhaki, Kati Kuia, Ngāti Rārua and has been an ANZASW Tangata Whenua member for many years. Trevor is a Director and Consultant for Tutoko Consultancy and is the Māori Advisor for Presbyterian Support New Zealand. Nau mai haere mai i waenganui i ā tātou e te rangatira!

Final Acknowledgements

I would like to thank the ANZASW Board for their support as a new incoming President and to allow me to develop my leadership style. They have been incredibly gracious, tolerant, forgiving and supportive, and I am truly grateful. An honourable mention goes to Sally Dalhousie who gives her time generously and is a most worthy vice-president. My utmost respect also to Kohi Waihi, Wyllis Russell, Vicki Hurst, Vaughan Milner, Braden Clark and Gray Hughson for their selfless service on the Board and for embracing virtual Board meetings.

It is a requirement of the Board Constitution, that the current board downsizes from 8 to 7 members. It is therefore with a heavy heart that I announce the resignation of Kohi Waihi from the ANZASW Board, effective 28th November 2020. Kohi has been an active tangata whenua board member since 2016 and in this time, he has made a huge contribution, both to the Māori Caucus and the Board as a whole, supporting and advising us on tangata whenua matters. We have appreciated his thoughtful, wise, and valuable contributions. Our overall impression of Kohi is as a kind humble human being and his contribution will be sorely missed by us all.

Ka mahi te tawa uho ki te riri

Well done, you whose courage is like the heart of the tawa tree

Finally, a heartfelt thanks to the CEO and her team; Lucy Sandford-Reed, Jacqui Christian, Sonja Nissen, Fiona Scott, Anne MacAulay and Rosa Hill, for their dedication to the profession and the enduring support that is provided to the Board, the members and myself as President. It is an honour to serve you all and I wish us all the very best as we advance into the year ahead – whatever it may bring.

Kia kaha, kia maia, kia manawanui

Be strong, be courageous, be steadfast

Nō reira e hoa mā, tēnā koutou, tēnā koutou, tēnā tātou katoa.

Naa Sharyn Roberts.

TANGATA WHENUA REPORT

Ko te mea tuatahi i te hanga o te mea katoa

Tēnā koe

Ko te mea tuarua, ki ngā aituā i te rangi, te marama te tau.

Moe mai ra e rere ana wairua ki ngā whetūrangitia

Ka hoki ki kanohi ora

Tēnā koutou katoa

Whakataka te hau ki te uru
Whakataka te hau ki te tonga
Kia mākinakina ki uta, kia mātaratara ki tai
E hī ake ana, te atakura
He huka, he tio, he hauhū

Tīhei Mauri Ora!!!

I roto i ēnei wā o te tino tau kore. Ka kitea he rerenga me te whakamārie i roto i ngā mirumiru ā te whānau me te hāpori ki te wikitoria i tēnei mate, kia pai ai te iwi.

‘He aha te mea nui? He tangata, He Tangata, He Tangata.

As our Māori Caucus takes time to reflect on the year that was, firstly we acknowledge our Creator, and we acknowledge those who have passed today in the month and year to date. Their loss will always be felt for those of us who remain until we are reunited again. We felt it befitting to recite the karakia ‘whakataka te hau’ in this time of reflection particularly as we adjust to life in the current environment and as we face these changing times we look forward to more glorious days ahead.

We acknowledge these unprecedented and uncertain times for us all. We acknowledge the sacrifices we have had to make, but rest assured our whānau bubbles and communities will endure and overcome these times.

It is the great pleasure and privilege of the Tangata Whenua ANZASW Poari Mema to table this report as your appointed members for the year dated 1 April 2019 - 30 March 2020.

To say it has been a difficult and trying year as aforementioned is an understatement, and as your tangata whenua representatives we have found ourselves busy in supporting ANZASW National Office and Board to operate and to support our membership.

Over this financial year we, the Tangata Whenua Caucus are excited to have undertaken the establishing and re-establishing of a number of tangata whenua kahui to provide future facing opportunities for the tangata whenua roopū, both active and those whom we hope to support to re-establish as a result of these initiatives.

We welcome Kaumātua Trevor Wilson who comes to provide the President and the ANZASW Board with strategic advice on bi-cultural governance practices and to develop Māori capacity within the ANZASW Governance Board. Trevor affiliates to Kaitahu, Kati Māmoe, Kati Māhaki, Kati Kuia, Ngāti Rārua and has been an ANZASW Tangata Whenua member for many years. Trevor is a Director and Consultant for Tutoko Consultancy and is the Māori Advisor for Presbyterian Support New Zealand on behalf of Te Roopū Pā Harakeke. Nau mai haere mai i waenganui i a tātou e te rangatira!

In response to a karanga to establish Te Kahui Ohu, 11 tangata whenua members responded and were invited to hui on 9th June, to whakawhanaungatanga and kōrero the kaupapa and

vision. While Covid-19 has been disruptive, the ongoing kaupapa for Te Kahui Ohu is as a roopū for tangata whenua members to kōrerorero, to be an active interest group for tangata whenua matters and decisions. He mihi mahana ki ā Eliza Wallace, Hariata Unu, Emma Webber-Dreadon, Fiona Maurice, Francis Pedersen, Marjorie Jones, Mia Mason, Shelley Crawford, Rose Ngareta Herewini, Evon Jordan and Hariata Kohunui.

We celebrated Matariki with a video message from our President Sharyn Roberts, a written piece by Te Kahui Ohu member Rose Ngareta Herewini and lovely waiata sung by CEO Lucy Sandford-Reed's great-niece Tasmin Henriksen. Video links to the presentations from the Indigenous Symposia in Whanganui a Tara and Ōtautahi - [Mō tātou, ā, mō kā uri ā muri ake nei – For us and our Children](#), were also made available on the ANZASW website.

Matariki was also celebrated in the regions – Manawhenua Roopū in Manawatu this year again joined together with the Manawatu Whanganui Branch enjoying kai at a new Greek Restaurant in Palmerston North. Everyone in attendance discussed this kaupapa and gave their views – what it means to them and what are their aspirations and goals for the coming year for themselves or their whānau. Was great to hear the different stories, self evaluations and goals for this Matariki year.

We have supported national office to run tangata whenua webinars. Two webinars have been held this year, facilitated by Tracey Robinson and Cherie Risetto, both members of Manawhenua Roopū in Manawatu. The first webinar was on Whakawhanaungatanga, was a great kōrerorero with other tangata whenua members, and the second webinar was on working and supporting each other and others during COVID 19. We are thankful to Tracey and Cherie for picking up the rākau and presenting these webinars. We look forward to more opportunities for tangata whenua members to share their whakaaro and matauranga in this way. Please contact [the National Office](#) to book a webinar space. We need to hear more from our tangata whenua whānau.

Through our participation in the IFSW Aotearoa New Zealand Coordinating Body, we have supported the establishment of an IFSW indigenous commission at the 2020 IFSW Global general meeting. This was a massive achievement and we especially mihi aroha to tangata whenua members Shannon Pakura and Robyn Corrigan for their leadership and tenacity in seeing this kaupapa through to fruition. Ka nui te mihi aroha ki a korua, he wahine toa!

Finally, we are grateful to you all, our tangata whenua members for your manaaki and tautoko this past year with all its ups and downs. We note with satisfaction that our tangata whenua membership has continued to rise in numbers this year, so we thank you for your membership and commitment to tangata whenua social work and encourage you all to stay involved in the mahi.

Me mahi tahi tātou mo te oranga o te katoa

We should work together for the wellbeing of everyone

Ngā mihi mahana, Kohi Waihi, Wyllis Russell & Sharyn Roberts



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

Aotearoa New Zealand

IFSW Co-ordinating Body



Tangata Whenua
Social Workers Association

AOTEAROA NEW ZEALAND INTERNATIONAL FEDERATION OF SOCIAL WORKERS (IFSW) CO-ORDINATING COMMITTEE (ANZ IFSW CC)

The IFSW Aotearoa Co-Ordinating Body members are representatives from the Aotearoa/NZ Social Work Association (ANZASW) and Tangata Whenua Social Work Association (TWSWA). The purpose of the Co-Ordinating Body is to reach collective decisions on IFSW matters, including IFSW Asia Pacific, matters such as but not limited to IFSW elections, voting at IFSW meetings, organisation of IFSW, conferences and nomination of social workers to serve on IFSW Committees.

This year, the Co-Ordinating Body primarily focused on progressing the concept of an Indigenous Commission being an integral part of the IFSW structure. This journey, led by TWSWA, began in 2004 at the IFSW General Meeting in Adelaide, Australia where IFSW endorsed their policy on Indigenous People. Since 2014 the goal to have indigenous social workers contribute at the IFSW Executive Level was kept alive by the Co-Ordinating Body.

In 2018, to progress the implementation of both the establishment of an Indigenous Committee and the Terms of Reference, a proposal was presented and approved by the IFSW executive. An interim Indigenous Committee was formed and met in Calgary, Canada, October 2019. The newly formed Indigenous Committee (IC), which comprised representatives from each region, considered effective mechanisms and strategies to strengthen the status and influence of indigenous social work, bodies of knowledge, perspectives, and indigenous associations within IFSW.

After considerable discussion the IC made the decision that an International Indigenous Commission is the most effective structure to influence and guide IFSW in its leadership of the social work profession. The IC prepared a report which set out the history, background, draft Terms of Reference and IC strategic goals and action plan (2020-2026) for IFSW Executive consideration.

As well as the report, the Aotearoa Co-Ordinating Body prepared a Motion that an Indigenous Commission be formed. The motion was submitted for consideration by members at the 2020 IFSW General Meeting. The motion was overwhelmingly supported by IFSW members. The formation of an Indigenous Commission is actively being addressed by the IFSW Executive.

Other matters the Co-Ordinating Body contributed to IFSW was its report on the Global Agenda at the Asia Pacific Regional Conference in Bangalore. The Co-Ordinating Body also welcomed and voted that the countries of Republic of the Congo, Togo, Jordan and Mexico be approved as new country-level members. Aotearoa also placed its vote for the Asia Pacific Regional Vice President, at the General Meeting, 2020.

ANZASW acknowledges our Co-Ordinating Body partner, TWSWA for its commitment and contribution to the IFSW korero and outcomes.

ANZASW OPERATIONAL REPORT

ANZASW OPERATIONAL REPORT 1 APRIL 2019 – 31 MARCH 2020

The 2019 – 2020 year ended in spectacular form with the Covid-19 pandemic level 4 lockdown commencing 26 March with only two days warning. As ANZASW was not regarded as an essential service staff were set up with the equipment and systems to work from home. Once the “home offices” and daily webinars were set up the transition to remote working was very smooth for the Team.

The new normal led to members seeking support and advice about a wide range of issues including working with clients on digital platforms and access to PPE. Anne MacAulay, CPD Co-ordinator, immediately set up daily webinars to provide support and advice to members. Through these webinars it quickly became obvious that members were using these forums to support each other, sharing resources and knowledge. Fiona Scott, Database/Website/Advertising/Admin rapidly established a volunteer listing that enabled members to list their availability and organisations wanting additional assistance could locate volunteers in their area.

Special thanks to all the staff who went above and beyond to ensure that members were well supported through lockdown and the new normal of Level 1 & 2.

HIGHLIGHTS

One of the highlights of the year was the adoption of the new Code of Ethics. The previous Code of Ethics was a mix of ethical requirements and conduct requirements and had evolved this way as prior to 2003 ANZASW had responsibility for managing complaints and disciplinary procedures. With the passing of the Social Workers Registration Act in 2003 increasingly it was the Social Workers Registration Board’s responsibility to manage matters relating to registered social workers. By the beginning of the 2019 year in-excess of 85% of

ANZASW members were registered. This presented the opportunity for the Association to develop an aspirational Code of Ethics.

Thanks go to Mike Doolan who developed the draft Code of Ethics for consultation, then reviewed and incorporated the feedback into the final document.

International recognition of the 2019 Code of ethics includes:

Prof Sarah Banks University of Durham “I am familiar with your excellent new code of ethics and have referred to it in the new edition of my text book on ethics and values in social work due to be published later this year. As ever the ANZ work in this area is exemplary”.

Prof Donna McAuliffe Griffith University “have just read the Aotearoa New Zealand Code of Ethics (2019). What a beautifully crafted piece of work that so sensitively captures the spirit of social work. Other countries would do well to follow this lead”.

AASW

The ANZASW CE was invited to attend the AASW Annual Conference in November 2019 to participate as a panel member discussing South Australia’s Social Workers Registration Bill. This led to being invited to present the New Zealand experience of both voluntary and now mandatory social worker registration to the South Australian Government Select Committee.

John Fry Memorial Supreme Quality and Innovation Award

The family of the late John Fry, President 1972-1974, and Life Member have donated funding for the ANZASW Supreme Quality and Innovation Award for the years 2019, 2021, 2023, 2025 and 2027. We extend our sincere thanks to Juliet, Rachel, and David for this generous support for quality and innovation in social work practice.

The tribute to John Fry reads:

John Fry was a founding member of ANZASW, served as President 1972 – 1974 and was made a Life Member in 1988. His social work career over the period 1956 – 1984 spanned child welfare, faith based social services and Local Authority Services in Wellington Auckland, Whakatane, Timaru, and Christchurch. He was deeply committed to the profession of social work and valued and demonstrated quality and innovation in his work.

ANZASW OFFICE TEAM

Staff at 31 March 2019

- Lucy Sandford-Reed, CE, 40 hours
- Jacqui Christian, Office Manager, 40 hours
- Anne MacAulay - CPD Co-ordinator, 32 Hours

- Rosa Hill - Communications Co-ordinator, 28 hours
- Sonja Nissen, Accounts/Advertising Administrator, 32 hours
- Fiona Scott, Database/Website Administrator, 24 hours

In February 2020 we farewelled Emanuel Stoakes from the Communications Co-ordinator role. Emanuel is completing further journalism studies at Canterbury University. We wish Emanuel well.

Rosa Hill joined the Staff Team during lockdown and has settled into the Team. Rosa brings a wide range of skills to the ANZASW “voice” and communications function.

THE BOARD

From November 2019 Board meeting the Board has been made up of:

1. Sharyn Roberts (Kai Tahu, Kati Mamoe, Waitaha, Ngati Kahungunu) President from November 2019
2. Sally Dalhousie – President Feb 2019 – November 2019. Vice President from Nov 2019
3. Kohi Waihi (Te Aitanga Hauiti / Whakatohea Ngāti Porou)
4. Wyllis Russell (Rongowhakaata, Te Aitangaa a Mahaki, Rongomaiwahine)
5. Vaughan Milner
6. Vicki Hirst
7. Braden Clark
8. Gray Hughson – co-opted

Resignations:

- Rose Henderson November 2019 to take up a position on the Social Workers Registration Board
- Peter Matthewson November 2019

The Board members are acknowledged and thanked for their contribution to the governance of ANZASW.

AOTEAROA NEW ZEALAND SOCIAL WORK

Thank you to the Aotearoa New Zealand Editorial Collective for their commitment to producing the journal.

The Journal features Aotearoa scholarship and research providing visibility for the social work profession in Aotearoa New Zealand and publishes innovative Tangata Whenua scholarship in social work. As an open source publication, the Journal is freely available to the international social work community increasing the visibility of social work practice in this country and ANZASW.

The Editorial Collective is:

- Dr Liz Beddoe – Editor in Chief
- Anaru Eketone – Te Kōmako Editor
- Shayne Walker – Te Kōmako Editor
- Simon Lowe – Book Review Editor
- Neil Ballantyne
- Dr Yvonne Crichton-Hill
- Dr Kathryn Hay
- Dr Ian Hyslop
- Dr Emily Keddell
- Dr Deb Stanfield

PROFESSIONAL DEVELOPMENT

In the 2019-2020 year ANZASW continued to provide professional development and support through a range of means to our members.

During the year 22 webinars were made available to social workers. Most of these are recorded and on the website for viewing at members convenience. The last week of the year was dramatic in that we were suddenly all working from home. Our first lockdown support video conference happened on Thursday 26th March. Over 350 people registered for that event so the sessions continued, on at least a daily basis, throughout Level 4 and 3.

27 workshops or presentations were made to social workers around Aotearoa. These were an opportunity to meet face to face with social workers and employers. Issues discussed include regulatory requirements, what constitutes professional development, what is social work and where should social work be in the future. Social workers continued to support and provide professional development for their colleagues.

Three major professional development activities were held during the year. Our AGM in Cambridge at Nga Hau E Wha Marae included professional development sessions as well as the AGM. “Mō tātou, ā, mō kā uri ā muri ake nei – For us, and our children after us “were held in Wellington and Christchurch in March.

Between December 2019 and the middle of March 2020, 71 social workers spoke to me or emailed me about a variety of practice and employment issues. Enquiries included questions about requirements for professional development, various processes and procedures due to regulation, lack of supervision, difficulties meeting costs of registration – including costs of supervision; and lots and lots of enquiries from social workers who are struggling with employers who do not really understand what social workers do and what social work is. Following various news articles, social workers continue to contact me to provide extra information to that presented in the media.

During the first week of lockdown social workers were concerned about how to practice social work during Level 4 and 3, the safety of our clients, what to do in emergencies and how to access services. An e-Social Work document was quickly developed for use by our members.

The role of the Continuing Professional Development Coordinator has expanded to include professional advice, support around employment situations, input into development of the profession of social work, and liaison and communication with various government departments which have relationships with social workers or the work that they do.

Radius Health developed a partnership with ANZASW to deliver professional development opportunities in the aged care environment. This professional development has been appreciated by members. Thank you to Radius Health for this support.

VOICE / COMMUNICATIONS

40 media releases

6 films produced

6 live interviews

ANZASW continues to provide comment on wellbeing issues facing New Zealand poverty, inequality housing and mental health. The campaign to promote social workers and social work continues with several film clips with social workers talking about their field of practice.

COMPLAINTS CONVENOR

There were no complaints about the practice of members received during the 2019/2020 year that required investigation by ANZASW. The Social Workers Registration Board has responsibility for investigation complaints about conduct and competency for registered social workers.

The Complaints Convenor updated and developed Bylaws required by the constitution adopted in August 2019 which included:

- The Complaints Procedures
- Dispute Resolution Procedures
- Applicant Assessment Procedures
- Existing Member Assessment Procedures
- Member Termination

As indicated earlier the Complaints Convenor, Mike Doolan, drafted the Code of Ethics for consultation and then reviewed and incorporated feedback into the version that was adopted at the 2019 Annual General Meeting. Thank you, Mike, for developing and finalising a Code of Ethics that the Association can be proud of and that has attracted international attention.

PROFESSIONAL INDEMNITY

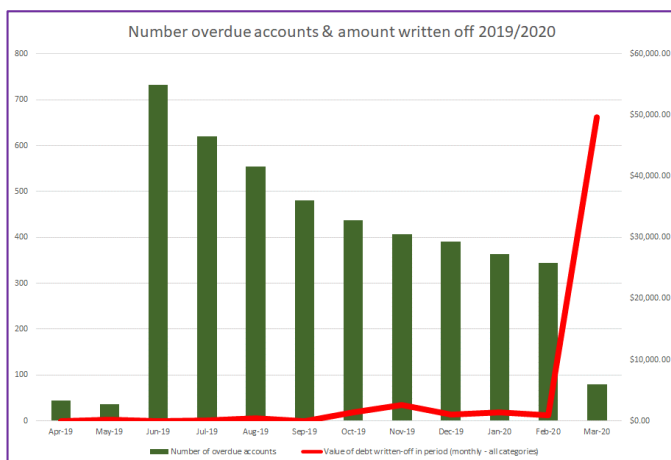
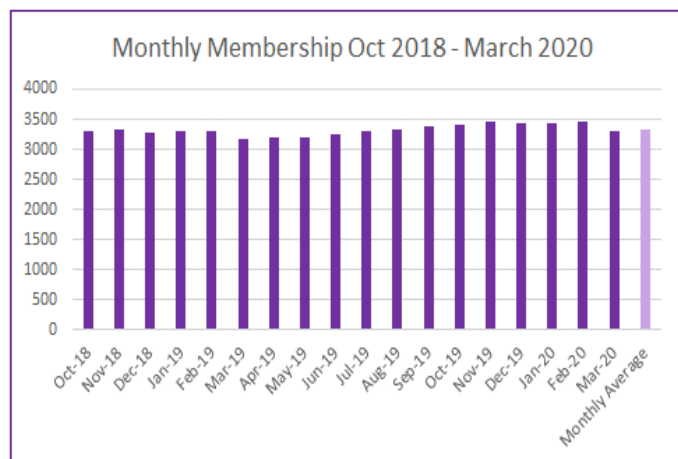
There were thirteen professional indemnity insurance notifications and claims in the year with the claim range being \$1,460 to \$12,908. The total of \$68,726.00 has been paid in claims. Seven claims were for “conduct”, four related to “competency” and two were classified as “other”. SWRB was the investigating body for all the claims.

As social workers, particularly those working in the care & protection field, face ever increasing scrutiny in public forums the value of being able access independent legal advice becomes increasingly important.

MEMBERSHIP

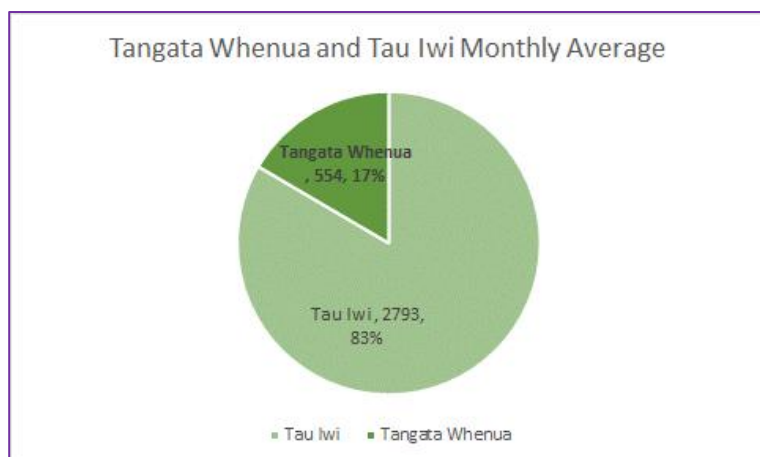
For the 2019 – 2020 year the average monthly membership has been 3347.

The membership number have been relatively stable over the last eighteen months.



Membership numbers dip in February / March each year when membership is terminated for those who have failed to pay their membership subscription. The pattern of the number of overdue membership accounts monthly and the value of debt written off illustrated below is typical for most years.

Tangata whenua membership has been steady at 17% of the membership.



CONSULTATIONS & SUBMISSIONS

- Abortion Law Reform
- ACC ISSC & TI contracts
- BASW – issues facing social workers in Aotearoa New Zealand
- Incorporated Societies Bill
- Issues & Opportunities in Social Work Education
- NGO Fair Pay and Pay Equity
- Review of the NZ Health and Disability Sector
- Royal Commission of Inquiry into Historical Abuse in State Care & Faith-based Institutions
- Social Work Workforce Strategy
- SWRB General Social Work Scope of Practice

LIAISON NETWORKS ALLIANCES, WORKING GROUPS

- The Social Work Alliance
- Allied Health Aotearoa New Zealand
- Executive Committee member of Allied Health Aotearoa New Zealand
- Allied Mental Health Forum
- SWRB Scope of Practice Working Group
- AHANZ / MoH Covid-19 Rehabilitation Guidelines Working Group

Stakeholder / Partner Liaison

- SWRB
- Oranga Tamariki
- Ministry of Health
- Ministry of Social Development
- Office of the Children’s Commissioner
- Accident Compensation Corporation

- NZ Defence Force
- Dept Corrections
- Ministry of Education / TEC / NZQA
- Public Service Association (PSA)
- Social Service Providers Association (SSPA)
- New Zealand Council of Christian Social Services (NZCCSS)
- Tangata Whenua Social Workers Association (TWSWA)
- Council of Social Work Education Aotearoa New Zealand (CSWEANZ)
- National DHB Social Work Leaders Council
- The Social Work Alliance

PRESENTATIONS

- National DHB social work Leaders Council
- Pasifika Social Workers Auckland
- Mid Central DHB Social Workers
- Whanganui social workers
- AASW 2019 Conference
- South Australia Government Select Committee – Social Workers Registration Bill

Social Work Students

- Ara social work
- Canterbury University
- Manukau social work students x 2
- Massey University Albany Campus
- Massey University Palmerston North Campus
- NorthTec
- Open Polytechnic
- Te Wānanga o Aotearoa Hoko-whitu Campus
- Te Wānanga o Aotearoa Porirua Campus
- Unitec
- Whitireia Polytechnic
- Wintec

ANNE MACAULAY, CPD COORDINATOR REPORT

The 2019 / 2020 year was once again a stimulating year, with webinars, discussions, professional development and many opportunities to meet and work with social workers in groups and individually, both face to face and via technology.

During the year 22 webinars were made available to social workers. Most of these are recorded and on the website for viewing at convenience. The last week of the year was dramatic in that we were suddenly all working from home. Our first lockdown support video

conference happened on Thursday 26th March. Over 350 people registered for that event so the sessions continued on at least a daily basis throughout Level 4 and 3.

I was involved in 27 workshops or presentations to social workers around Aotearoa. These were an opportunity to meet face to face with both you as social workers and your employers. We discussed issues ranging from regulatory requirements, what constitutes professional development, what is social work and where do we want social work to be in the future. Social workers continued to support and provide professional development for their colleagues. ANZASW was approached to present to the New Zealand Medico-Legal conference. I spoke about social work and the ethics around working with people who lack competence.

Our AGM was held at the end of August 2019 in Cambridge at Nga Hau E Wha Marae. This day included professional development sessions as well as the AGM. The whole day was organised by a very small group of people, supported by a bigger group on the day. My thanks go to Kane Rangitonga, Pixie Stockman and Dave Hati.

And then there were the two symposia: Mō tātou, ā, mō kā uri ā muri ake nei – For us, and our children after us. These were inspirational sessions! I am not sure how I can hope to meet the same standard next year.

I continue to provide telephone and email support to social workers. Between December 2019 and the middle of March 2020 71 social workers spoke to me or emailed me about a variety of practice and employment issues. Enquiries included questions about requirements for professional development, various processes and procedures due to regulation, lack of supervision, difficulties meeting costs of registration – including costs of supervision; and lots and lots of enquiries from social workers who are struggling with employers who do not really understand what social workers do and what social work is.

During the first week of lockdown the phone went a little mad. There were lots of social workers concerned about how to practice social work during Level 4 and 3, the safety of our clients, what to do in emergencies and how to access services. Social workers again stepped up and supported and helped each other, passing on information and advice.

Social workers faced some controversy during the year, around care and protection practices. I continue to listen to the information social workers provide me about their side of the stories. There is an ongoing need for us to support each other as we improve and develop our practices.

I am looking forward to another year of working with social workers throughout Aotearoa.

FINANCIAL REPORT

[Read the full Report>>](#)

Aotearoa New Zealand Association
of Social Workers (Inc)



Combined Statement of Financial Performance

For the year ended 31 March 2020

		2020	2019
Divisional Result	Note		
Net Surplus / (Deficit) from Professional Association		(30,351)	(64,117)
Net Surplus / (Deficit) from Membership Services		556	(11,501)
Net Surplus / (Deficit) from Publishing		50,543	77,093
Total Divisional Result		20,748	1,475

Statement of Movements in Equity

For the year ended 31 March 2020


		2020	2019
Result and Revaluations	Note		
Equity at the Beginning of the Year		117,876	116,401
Net Surplus/(Deficit)		20,748	1,475
Equity at the End of the Year		138,624	117,876

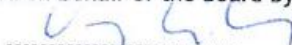
Statement of Financial Position

As at 31 March 2020

	Note	2020	2019
Current Assets			
Westpac - Main Account		8,973	8,312
Westpac - Online Bonus Saver		79,629	73,588
Branch Bank Accounts		6,516	7,586
Westpac Online Saver		16,876	8,509
Westpac Ready Access		35,245	31,539
GST Refundable		(3,194)	4,128
Unexpired Insurance Cover		95,299	76,682
Prepayments		-	9,586
Accounts Receivable	2.	17,463	20,108
Total Current Assets		256,807	240,038
Non-Current Assets			
Plant & Equipment	3.	8,723	8,041
Total Non-Current Assets		8,723	8,041
Total Assets		265,530	248,079
Current Liabilities			
Payables & Accruals	4.	33,927	41,396
Other Funds held in Trust	6.	41,758	39,126
Holiday Pay Provision		25,207	28,276
Other Current Liabilities	5.	26,014	21,405
Total Current Liabilities		126,906	130,203
Net Assets		138,624	117,876
Equity			
Retained Earnings	7.	138,624	117,876
Total Equity		138,624	117,876

These Financial Statements are approved on behalf of the Board by;


Board Member


Board Member

3/09/20
Dated

THE EDITORIAL COLLECTIVE REPORT



Aotearoa New Zealand Social Work

the editorial collective

The Editorial Collective Report – for 2020 AGM

Issues published last 12 months

31(2) General issue

31(3) Supervision special issue

31(4) General issue

32 (1) General issue

32 (2) General issue

Planned issues

32 (3) Te Komako- in production for the end of September/early October 2020

32 (4) Special section on social work with animals + general articles – for November 2020

33 (1) General issue March 2021

33 (2) Mental health special issue

33 (3) General or Tu Mau

33 (4) Te Komako

Statistics (from Google Analytics)

In the last calendar year, we have had 27, 533 unique users: 46% of that number are from Aotearoa, 12% from the USA, 11% from Australia, 10% from the UK and the remainder from other countries We started tracking users using Google analytics in June 2016. In that year the number of monthly unique users peaked in August 2016 at 1,507 unique users during the month of August. There has been a steady year on year growth in the number of unique users with the most recent monthly peak in August 2020 at 3,626 unique users (the user base has more than doubled in four years).

Articles since September 2019

- Number of full articles 22
- Number of research briefs 3
- Number of commentaries 3

- Number of viewpoint pieces 11

Commentary

- Volume- We experienced long delays in both getting article reviews submitted and revised articles back from authors due to Covid-19. This situation is now improving, and we have six articles and 4 viewpoints in the forthcoming Te Komako and eight articles, two research briefs and one viewpoint for the final issue of 2020.
- Twitter- we opened a Twitter account for the journal which now has 360 followers. All articles are promoted on Twitter and Facebook.
- We have advertised calls for papers for Te Komako, Tu Mau and the special issue on mental health and addictions.
- We requested and published a set of short contributions on the impact of Covid-19
- We ran a well-attended Zoom presentation on writing for publication & the review process

Liz Beddoe

For the Editorial Collective

Neil Ballantyne

Liz Beddoe

Yvonne Crichton-Hill

Anaru Eketone

Kath Hay

Ian Hyslop

Emily Keddell

Simon Lowe

Deb Stanfield

Shayne Walker

BRANCH ROOPŪ AND SPECIAL INTEREST GROUP REPORTS

BAY OF PLENTY BRANCH

Tēnā koutou, Tēnā koutou katoa.

Branch AGM with Guest Speaker – 20th August 2019

The BOP ANZASW AGM was held at the Bay of Plenty District Health Board Library in Tauranga.

The AGM had 16 members in attendance. The Executive members of the committee were appointed and the offices were: **Chairperson** = Kelly Glubb-Smith; **Treasurer** = Naomi Hesseling-Green; **Secretary** = position not filled. Members of the Executive moving forward

– Hori Ahomiro; Trish Hanlen; Emma Webber-Dreadon; Merrill Simmons-Hansen; Emily Belbin; Joy Olsen; Anna Voss; Jacqui Dudley; Liz Gourlay & Tracey Blackwell.

Christmas Catch-Up

The BOP Branch Christmas Get Together was a lunch that was held on 5th December 2019 at the Rising Tide in Mt Maunganui. The annual lunch was preceded by a BOP ANZASW Executive Meeting where we planned events for the year ahead. This annual lunch provides Branch members with the opportunity to get together, over food with good conversations had about what has been happening recently, both personally and professionally.

February BOP ANZASW Executive Meeting

The first BOP Executive meeting for 2020 was held on 13th of February at 3pm at the Waikato University Campus in Tauranga. Scopes of Practice were discussed in line with the SWRB consultation process. Consideration of planning a 2021 BOP ANZASW CPD event themed around 'Solidarity and Connectedness' was discussed.

Covid-19 Disruption and Subsequent Meetings

The planned Executive meeting and BOP ANZASW Branch social event scheduled for the 24th March at Brooklyn' on the Strand in Tauranga was cancelled due to Covid-19 disruption.

Executive members met instead via zoom on the 30th of April to check in on each other and consider the impact on Covid-19 on our communities. Decided at this meeting that the social justice issue that the Branch would focus on was Pay Parity due to concerns about pay and retention issues for NGO social workers, especially those in rural communities.

Next Executive Meeting held on the 28th May again via zoom, with further discussion had about the on-going pay equity claim being done with PSA by Barnardos, Stand, CHCH Methodist Mission, Help and Ngā Puhi Iwi Social Services; alongside what could be done locally to support union action.

On the 2nd of July BOP ANZASW Executive meeting included Lucy Stanford-Reid who discussed wider ANZASW action being undertaken around pay parity. Decided that as a branch we would develop some case-studies to illustrate the complexity of NGO social work. Next Executive meeting was held on the 23rd July at The Good Home, in Papamoa. Further discussion had around gaining momentum on Pay Parity issues. As an Executive we would attend an upcoming Social Link 'Meet the candidate event' and have a specific focus around issues of pay parity when questioning local candidates. Discussion also had about increasing local ANZASW membership. Final Executive meeting held on the 20th August at Emma's where. Discussion had about issues pertaining to Voices of Oranga Tamariki. Preparation of questions for the 'Meet the candidate event', which was then postponed until October due to Covid-19 Lockdown levels changing to Level 2. Discussed the need to have a regular place for social workers, considering having our Monthly meetings at a Wesley Church Building in 13th Ave, Tauranga at a set time each month moving forward. Advantages of doing this is

that the meetings can serve as an advertised 'Coffee and Catch-up' for local members as well as a time for the Executive to come together.

The last year has been a difficult one for our communities due to the Covid-19 disruption. As an Executive we have been acutely aware of the added layers of stress and isolation that social workers have been experiencing as they have strived to respond to the needs of their communities. It has also meant that community events that we had anticipated holding or participating in have not been able to proceed.

As always, we need to continue to focus on elevating branch engagement and we hope that having a local space at a set time each month will assist with our ability to support social workers in our community that need support or just need to spend time with other like-minded social workers. As an Executive we draw energy and enthusiasm for social justice and social change action through our time together and want to reach out to others to support them too.

Ngā mihi nui kia koutou

Kelly Glubb-Smith

On behalf of the Bay of Plenty Branch Executive

MANAWHENUA ROOPŪ

Tēnā koutou, tēnā koutou katoa,

Manawhenua Roopū continues to be supportive of ANZASW and the vital work and services they provide for all social workers and others.

Wyllis Russell continues as Chairperson, with Denise Faithfull as Treasurer.

For 2020 we have continued with a committed and active bunch of members supporting the Roopū in the Manawatu and surrounding districts.

It's been pleasing to welcome new members into our Roopū this year, we also continue to support a number of members who live outside our rohe, who travel from Tararua and Horowhenua to participate in meetings and activities.

We said goodbye to our Secretary Deanna Hollis who took up a teaching position in Hawkes Bay, however she continues to be included in all notices and emails.

This year has been the most challenging year for our tangata whenua members due to Covid-19, having to change our way of working, thinking outside the box, becoming more technical with zoom or skype meetings in supporting our whanau hapū and iwi whilst in isolation and lockdown.

The members continue to take turns with venues for our meetings with members taking turns to host and supporting the meetings at different agencies. Thank you to all those agencies hosting, whereby we have the opportunity to continue discussing our important mahi, networking, organising activities and enjoying the supports of other staff and agencies.

Activities

Christmas Celebration– Secret Santa Breakfast

For Christmas celebrations our members again celebrated with an early morning breakfast at Aquabar Restaurant, sharing secret Santa gifts, a meal together and reminiscing of the year 2019.

Was also held a farewell for Deanna Hollis for her support and secretary role with Manawhenua Roopū.

Matariki 2020

The membership this year shared dinner with the Manawatu/Whanganui Branch at the popular new Greek Restaurant on George Street in Palmerston North, which was enjoyed with generous kai, in the company of others. Everyone participated in korero, hearing each others views in what is the meaning of Matariki for them and their whanau and what are their aspirations and goals for the coming Matariki year.

Training

We had hoped to organise a One Day Training/ Professional Development for tangata whenua members, as we have presented over the last two years, however due to Covid-19 we have had to put this on hold. We will certainly follow up next year to provide this vital and strategic training request for our members.

Webinars for Tangata Whenua

Due to Covid-19, webinars have been provided by ANZASW via Zoom to all Members.

There have been many workshops to view online, during early Covid-19 webinars were in demand more so when the Nation was in Level 3 and 4.

Two of our members, Tracey Robinson and Cherie Risetto, hosted and facilitated the tangata whenua webinars via Zoom. The topics being Whakawhanaungatanga korero and Coping during the Covid-19 virus lockdown.

CPD Day

We also acknowledge Ange Watson also a member - whom will be presenting her Masters Thesis during the CPD training this month on the 25 September 2020 entitled:

TUKIA - WHACK! THE BIGGEST MACK TRUCK EVER!

Kaimahi experiences of the collision of their personal, professional and cultural worlds and the values and ethical challenges within this experience

Manawhenua Roopū actively seek to keep abreast of social work needs for all our members.

Our hopes and dreams are to remain active and to increase our numbers of Roopū membership in this rohe and surrounding districts. Always welcome are our students on placement from our local tertiary establishments and providers here in Palmerston North and other Rohe.

I have had a couple of enquiries from other tangata whenua members in other Rohe interested to set up a Roopū in their Rohe. We are always excited and available to awahi others throughout Aotearoa to formulate this important mahi for their local iwi and rohe.

KA HINGA TETEKURA KA HAERE MAI TETEKURA

“Though the frond of the Roopū may fall, another may arise in its place”

Wyllis Russell
Chairperson

TE KAHUI POUTOKO ORANGA BRANCH

Te Kahui Poutoko Oranga
Branch ANZASW South Auckland

Report 2019/2020

"Mahia te mahi, hei painga mo te iwi. Manaakitia te iwi, whangaingia te tangata. Kia mau ki te aroha, me te rangimarie."

- Te Puea Herangi

Kia Ora Koutou,

Our committee roopū of Wahine Toa (Moana Peni, Moana Herewini, Lonlinette Usufono, Pat Williams, Angela Todman, and Tekau-Marua Ashby) have been meeting throughout the year, in person for 2019, then Zoom meetings for most of 2020.

Unfortunately, due to COVID-19 we haven't managed to organise as many training forums as we had planned.

We managed to hold one special event held for Aotearoa NZ Social Workers' Day on Wednesday 25 September 2019.

Our special guests' speakers were Dr Moana Eruera and Dr Leland Rewhiu.

There were approx. 90 members who attended the day full of waiata/singing, learnings and whakawhanaungatanga/networking.

On 2 July 2019 we also held a presentation by Peter Thorburn on Methamphetamine, this was greatly received with over 90 members attending the hui.

We received great feedback and was requested to hold more.

We appreciate all the hard mahi that has been undertaken for the year and hope that next year is a better one.

Ngā Mihi
Committee Te Kahui Poutoko Oranga

WELLINGTON BRANCH

April 2019 - March 2020

This year began in momentous fashion for social work with the mandatory registration legislation in place. Our first meeting for the year was appropriately learning how to use the new CPD recording tool. As a video link Anne patiently progressed through teaching this to our branch members. Later she repeated this teaching in an ANZASW webinar that was equally helpful to the wider membership across the country.

During our next branch meeting, our presenter shared about her crucial work with marginalised whanau with mental health and addiction issues through a community social service contract. Given the value of her social work role, we were aghast that funding for her position was coming to an end when the role was so clearly needed.

In July branch members gathered in Porirua to discuss the ANZASW Code of Ethics draft document. The healthy discussion included tangata whenua and tauwiwi perspectives where we could raise questions and come up with alternative wording together. It was gratifying that our views were noted as we received feedback on the points we had raised.

Our meeting following the publicity about social work involvement in the Hawkes Bay baby uplift case provided a welcome avenue to express the dilemmas that we as social workers (in whatever field) were being questioned about. We were able to reflect candidly on our own feelings and our profession values together. This was valuable in a social work group meeting, especially when the public debate had been so fierce and divisive.

On other occasions too, we have tried to listen to one another's differing points of view about controversial issues, particularly when we are seeking to present a social work perspective.

On 5 November we had a great opportunity to commemorate Parihaka Day and valued several members sharing from their own ancestors involved with a diary reading and music. This meeting also gave us the opportunity to meet at the new Social Work Registration Board office, meet together with their staff and have Shannon Pakura briefly feedback on her recent visit to meetings with other indigenous social work associations internationally and IFSW.

But some of our engagement this year happened outside our formal monthly meeting structure. Our branch was involved with written submissions on the Abortion Law Reform and Sexual Violence Legislation and joined with National Office in one oral submission.

We met with Lucy Sandford-Reed when she was in Wellington ostensibly to present Quality and Innovations Award Trophy to Neil Ballantyne. She updated us on all the various work programmes that ANZASW nationally is involved in, which helps to keep our focus broad. We met with Shannon Pakura to congratulate her on the life membership she had been awarded at the ANZASW AGM.

We organised a film screening of the movie “Celia” who through her life had shown re-considering of child raising, family violence, and offending issues in New Zealand society. Being able to keep talking together about these issues afterwards was useful reflection for this meeting. Likewise, at our Social Workers Day gathering at a Newtown café brought different members together for a cuppa and celebration chat.

At our Christmas and February meetings, the opportunity to talk together is important to both reflect and to plan for the many possibilities for the year ahead. Bringing them to fruition is our challenge!

It was poignant that in the autumn of 2019 our country was devastated by the deliberate mosque shooting and as social workers we too formed part of that community outcry to challenge discrimination against minority groups. That challenge is core to our social work values. Yet as we came to the end of this ANZASW year we were discussing racism again! Our March 2020 meeting, we learned strategies to challenge racism expressed against those perceived to have brought the COVID-19 pandemic here. Clearly our social work profession still has an important role to speak into community debates that label and discriminate.

OTAGO BRANCH

April 2019 - March 2020

We continued having Monthly Committee Meetings after the last AGM (a year ago), and sometimes arranged Speakers –which were appreciated by the Attendees.

Prior to Christmas 2019 – we had a lovely evening meal at a local Restaurant – and invited several former (mainly now retired) members and it was a great catch up for both old and current Otago ANZASW Members.

This year, we decided to have half of our meetings at lunch times at various locations – we started this in March 2020 – as we had information from members that they would appreciate these.

Like everyone else Covid-19 came along and put our group in recess. After lock-down, with some restrictions still in place, it was decided that we would stay in recess until Spring!

At this stage, no meetings have been arranged, but we expect to arrange one in November and then have a nice Christmas meal out, like we usually do in early December.

Then we plan to be fully back to regular meetings next year.

FILIPINO SOCIAL WORKERS' INTEREST GROUP



New Leadership Team

- At the beginning of 2019, following the group's yearly gathering held at the Cornwall Park, a new set of Leaders have accepted the challenge for the years 2019-2021.

Cathy Gorme - Convenor
 Maria Sanchez - Co-convenor
 Coleen Martinez - Secretary
 Rowena Zinaman - Treasurer



IN-CONFIDENCE

1st Meeting - 13 April 2019

- A meeting was held at Friendship House Manukau attended by members representing 3 subgroups – **North Shore, West and South**. This is followed by a "Bingo" event hosted by the **South Group**.



Annual General Assembly – 17 August 2019

- The interest group decided to hold a General Assembly once a year and that each subgroup will continue with meetings (i.e. bi-monthly or quarterly) and activities planned for the year.
- The interest group recognizes each subgroup's uniqueness yet encourages each member to participate any activity hosted and organized by any subgroup.
- Last year's theme for the General Assembly was celebrating Filipino Language and looking back to how the Interest group started. This was celebrated with traditional Filipino songs and cultural dance, games and a kai together with our families and children.

IN-CONFIDENCE

Annual General Assembly Highlights



West Group Members and Activities

- Quarterly meetings: June and October 2019 and Feb 2020
- Christmas Party held at Tui Glen Park last 8 Dec 2019
- Donations made to Taal Volcano Eruption victims in the Philippines in Feb 2020

North Shore Group Members and Activities

- Year End Meeting in Nov 2019
- Official Logo for the North Chapter and Distribution of T-shirts.
- Donations and Relief operations for Taal Volcano Eruption victims in the Philippines in February 2020

IN-CONFIDENCE

South Group Members and Activities

- Bingo Event for a cause
- Year End Party
- Donated \$500 to Kanlungan sa Erma Ministry, Inc (partner NGO in the Philippines) to support children of working fathers on the street who were affected by COVID-19.

- 3 October 2020 – **North Shore** subgroup has invited Mr Robert Adams, a social worker in NZ Police to share about the role of a social worker in the Police force.
- **North Shore** subgroup will conduct home visits to Filipino cancer patients who have no families in NZ to provide emotional support and identify supports that the family needs.
- **South Auckland** subgroup fund raising activity “Pabingo sa Scholar” on 31 October 2020 which is also open to the community not just to Filipinos.
- **West** subgroup fund raising activity, proceeds will be for donating Social Work books in a school in the Philippines.

MANAGERS AND LEADERS INTEREST GROUP

ANZASW Managers and Leaders Interest Group Report

September 2020

Summary of activities: 1 April 2019 – 31 March 2020

Convenor: Mike Webster | PhD, MBS, Registered Social Worker | Senior Lecturer

School of Counselling, Human Services and Social Work | Te Kura Tauwhiro Tangata

Faculty of Education and Social Work | Te Kura Akoranga me Te Tauwhiro Tangata



EDUCATION AND SOCIAL WORK

Leadership for Workplace Wellbeing

In June 2018 this research project received ethics approval from the University of Auckland. The project aims to find out what professional people including social workers think about wellbeing in the workplace and the leadership values and actions which contribute to

wellbeing. Members of the research team are listed on page 2 of this report; the Convenor of the Interest Group is principal investigator.

The project seeks to contribute to the well-being provisions of Code of Ethics adopted in August 2019:

WAIRUATANGA

SOCIAL WORKERS attend to the wellbeing – spiritual, emotional, psychological and physical – of self and others.

MĀTĀTOA

SOCIAL WORKERS act with moral courage in situations that are uncomfortable, challenging and uncertain. We use critical reflection and questioning to work through contradictions and complexity

- We take reasonable steps to hold employers accountable for client and worker safety and *well-being in our workplaces*;
- We challenge any *workplace culture* that supports bullying, or harassment, or intentional harm of others

From the outset, the research was designed as an interdisciplinary project. Because social workers are increasingly located in multi-disciplinary workplaces, the profession benefits from engagement with other professions to create alliances for common concerns. Leadership of the profession collectively expressed through the ANZASW as well as through peer-recognised or designated leaders needs to consider strategic alliances with recognised players in the public, and governmental, mind. The obvious alliances would be with those professions represented in multidisciplinary organisations: hospitals and community agencies employ doctors and allied health professionals who work alongside social workers and have some understanding of the social work task.

In addition, innovative work including research is being carried out by leadership and management academics who often work in collaboration with business leaders. Social justice in the form of corporate social responsibility has become part of management and leadership in the for-profit sector. Social work leadership understandings of ecological systems thinking is ideally placed to connect with all these groups.

Summary of project

The World Health Organization (WHO) defines a healthy workplace as

One in which *workers and managers collaborate* to use a continual improvement process to protect and promote the health, safety and well-being of workers and the sustainability of the workplace by considering health and safety concerns in the *physical* work environment; health, safety and well-being concerns in the *psychosocial* work

environment including organisation of work and workplace culture; *personal health resources* in the workplace; and ways of *participating in the community* to improve the health of workers, their families and other members of the community (emphasis added).

Phase one of the data gathering has been completed. Thirty-two participants from four organisations have been interviewed, including one social worker.

Specific Objectives

The project has four specific objectives:

1. Define and describe workplace wellbeing
2. Define and describe leadership values and actions which contribute to or create workplace wellbeing and healthy workplaces
3. Develop a blended learning model creating connections between the workplace and university-based research
4. Make a strong contribution to workplace wellbeing policy

Initial findings relate to the **first objective**, to define and describe workplace wellbeing. Three themes emerged. Participants saw the elements of workplace wellbeing in these terms:

People Feeling Valued

- a. “A whole person” with their own skills and strengths
- b. Part of something bigger

The Importance of Relationships and Communication

- a. Positive relationships between leaders and staff
- b. Communications of clarity and transparency

Workplace Policies Relating to Healthy, Safe, and Robust Systems

- a. An environment where people can flourish
- b. Supporting a culturally safe workplace
- c. Work-life boundaries
- d. Resources and environment

An appendix to this report contains a fuller version of initial findings for those interested.

Workplace Wellbeing Research Team

Registered Social Workers in the Workplace Wellbeing Research Team



Mike Webster



Matt Rankine



Cherie Appleton



Bigson Gumbeze

Principal Investigator

Dr Mike Webster, Registered Social Worker, Senior Lecturer, School of Counselling, Human Services and Social Work, University of Auckland

Research interests relevant to the project: Social work leadership

Co-investigators

Dr James Sun, formerly Professor, Department of Management and International Business, University of Auckland

Research interests relevant to the project: Leadership styles and cross-cultural challenges facing Asian and New Zealand business.

Ms Janice Riegen, RN, BN, PDipHSc, MHSc (Hons).

Research interests relevant to the project: Healthy workplaces model

Dr Matt Rankine, Registered Social Worker, Leader Professional Supervision Programme, School of Counselling, Human Services and Social Work, University of Auckland .

Research interests relevant to the project: Professional supervision for social workers

Ms Cherie Appleton, Registered Social Worker, Senior Tutor, School of Counselling, Human Services and Social Work, University of Auckland.

Research interests relevant to the project: Management and leadership in social services

Mr Bigson Gumbeze, Registered Social Worker, BSW, MBA, MprofStudies International Relations and Human Rights (Hons)

Research interests relevant to the project: Human rights, humanitarian management, youth work and child protection. Developing support networks and programs to combat bullying in schools or workplaces

Ms Kendra Cox, MSW student, Project Research Assistant.



Mike Webster, Convenor

m.webster@auckland.ac.nz

Branches Roopū & Special Interest Groups Not Reporting

Branches

Auckland - Recess	South Canterbury
Canterbury-Waitaha Social Work Collective - Recess	Southland
East Coast – Recess	Taranaki
Hawkes Bay - Recess	Waikato
Manawatu/Whanganui	Wairarapa
Nelson/Marlborough	West Coast
Northland	

Roopū

Kahu ora ki Wairarapa – Recess	Tauranga Moana
Ōtautahi	Te Whānau o Rongokako
Tairāwhiti	Wairariki – Recess
Taitokerau – recess	Waikato Roopū – Recess
Tamaki Makaurau - Recess	

Special Interest Groups

African Social Workers	Heath and Disability	Students
Alcohol and Other Drugs	Indian Social Workers	Supervisors
Chinese Social Workers	Private Practice	Social Workers in Schools
Council of International Fellowship	Research	Social Workers Out There