

**AOTEAROA NEW ZEALAND
ASSOCIATION OF SOCIAL WORKERS**

ANNUAL REPORT

1 APRIL 2020 - 31 MARCH 2021



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

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President's 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
Ko te mea tuatahi i te hanga o te mea katoa
Tena koe
Ko te mea tuarua, ki nga aituā i te rangi, te marama te tau.
Moe mai ra e rere ana wairua ki ngā whetūrangitia
Ka hoki ki kanohi ora
E ngā rau rangatira mā, tēnā koutou katoa

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:

- Deborah Mohr
- Sharda Patel
- Lynda Bell
- Patricia Robinson
- Bronwyn Poad
-

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 okioki i to rangimārie – rest in peace

I also wish to acknowledge:

- Te Naihi Wilson, ANZASW Kaumātua
- ANZASW Life Members
- ANZASW Kaiwhakahaere CE and the National Office staff
- Distinguished Guests
- Members

Reflections

This report reflects on the year 1 April 2020 until 31st March 2021. Our world has changed and with it our profession and Association. Covid-19 has significantly impacted our lives and mahi and while uncomfortable, it has also been beneficial. We are fortunate in Aotearoa New Zealand that the 'go hard and go early' strategy has largely worked and the virus has all but been eliminated from our shores, apart from in MIQ facilities which is unavoidable. He mihi aroha to all our members who served tirelessly as essential workers to keep the virus from our communities.

He tōka tū moana ara he toa rongonui
Your strength is like a rock standing in raging waters

Post Rāhui (lockdown), the Association has been nimble and adapted with the sector changes while maintaining our core business. This was achieved through the dedication of the National Office team led by the CE Lucy Sandford-Reed, keeping the Association relevant and viable. The staff have maintained virtual home offices, returning to the ANZASW office periodically for resources and for

meetings. Meanwhile the Board and sub-committees have met via Zoom, adopting this platform as our new normal. From December 2020 we have been alternating between virtual and physical Board meetings.

Remaining connected and supporting members has been a priority and the focus of the CPD Coordinator Anne MacAulay, who has maintained CPD webinar capability from the comfort of her campervan office while travelling around Aotearoa. A successful CPD and AGM online event was held on the 25th September 2020 and attended by up to 150 member attendees. Membership feedback suggested a preference for the online AGM format, with comments that the Q&A facility made it much easier to ask questions and it was appreciated that participant's cameras could be activated when engaging with the Board.

Projects

A key strategic priority for 2020 was finalising Te Mahere Rautaki 2020-2025, the ANZASW strategic plan which was approved at the December 2020 Board meeting. A planning day held in February 2021 with the National Office staff and Board designed its implementation plan. Te Mahere Rautaki – Strategic Plan 2020-2025 can be accessed from the ANZASW website. Also at the December 2020 Board meeting, we sadly farewelled Kohi Waihi (in absentia) from the Board. Kohi resigned the position due to his increasing workload which made his Board commitment untenable. We acknowledge the immense contribution he made to the Board over his 4 years, having served with humility and mana.

ANZASW was privileged to be involved in the development of the Aotearoa New Zealand Social Work General Scope of Practice which preceded the mandatory registration of social workers that took effect on Saturday 27th February 2021. Our thanks go to Shannon Pakura and Lucy Sandford-Reed (President and CE at the time) for carrying this kaupapa across the finish line on behalf of us all. The implementation of mandatory registration was celebrated in Wellington on 16th March 2021, World Social Work Day with the event 'Kia utoka, kia tauwhiro'. The event was recorded and can be viewed via a link on the SWRB website.

Final Acknowledgements

To Liz Beddoe and the editorial collective of the Aotearoa NZ Social Work Journal for your dedication and hard work to ensure that all journals continue to be published despite the sector challenges. The Social Work journals continue to be internally recognised and valued by social workers. To our superstar, Rose Henderson for contributing so much to our profession through your roles as IFSW Global Vice President and IFSW President of the Asia-Pacific Region. Thank you for representing us with mana.

To Lucy Sandford-Reed our long serving Chief Executive who announced her resignation earlier this year after 11 years in the role. Lucy absolutely invested herself to increasing the recognition and enhancement of the social work profession and was fundamental in the establishment of mandatory registration. We wish you well in your new role as GM of Greyhounds as Pets.

My grateful thanks go to the ANZASW Kaumātua Te Naihi Wilson and the Board for your continued support for me as President, with an honourable mention to Sally Dalhousie who gives her time generously and is a worthy madam vice-president. Finally, thank you to the CE and your team for their dedication to the Association and the enduring support that is provided to the Board, the members and myself, as President. It continues to be an honour to serve alongside you all for the advancement of the ANZASW and I wish you the very best for the coming year.

Ma tini ma mano ka rapa te whai - unity is strength
Nāku iti noa, nā

Sharyn Roberts



Kaiwhakahaere Chief Executive's Welcome

Kia ora koutou katoa,

Nau mai ki te ANZASW 2020-21 Annual Report.

It is my absolute pleasure and honour to write this introduction to the 2020-21 Annual Report for the Aotearoa New Zealand Association of Social Workers. It is my first annual report as Kaiwhakahaere Chief Executive, having started in the role in June 2021. Prior to this, I was on the ANZASW Board.

I would like to, firstly, acknowledge Lucy Sandford-Reed, our previous Chief Executive. Lucy was Chief Executive of ANZASW for 11 years. Lucy oversaw the operational side of ANZASW through some significant periods, including the mandatory registration of social work. She has left a significant legacy for the Association, and I wish her well for her future endeavours. This Annual Report covers Lucy's tenure as Chief Executive.

2020-21 was a year that will not soon be forgotten due to the long-lasting impact of COVID-19. It has significantly impacted on the world and the way we do things. It is clear to all, that the impacts of COVID-19 will continue to impact on us all for a long time yet to come. As social workers, it is important that we stop and reflect on the implications of COVID-19 on those we work with, future generations, our own work, and the wider structures of society. The impacts of COVID-19 are likely to be felt greater by those who are already disadvantaged and/or marginalised. It is in this space that we must use our advocacy skills to bring about systemic changes.

Over the course of the past year, the Board undertook some significant pieces of strategic work. The first was the development of Te Mahere Rautaki 2020-2025 – our strategic plan. Te Mahere Rautaki defines our strategy for what ANZASW needs to achieve over the next five years. The plan is centred around three pou, whakawhanaungatanga, whakamana, and rangatiratanga. These pou guide our activities. I am excited about leading the Association to the full realisation of Te Mahere Rautaki.

The second, was considering the feasibility of increasing the physical presence of ANZASW in Te Whanganui-a-Tara (Wellington). The majority of strategic relationships ANZASW holds are in Te Whanganui-a-Tara, and it therefore makes sense for ANZASW to have a strong physical presence here to be able to build these networks and to provide greater advocacy for the social work profession. With Lucy's departure, the Board reviewed the Kaiwhakahaere Chief Executive position description, including locating the role in Te Whanganui-a-Tara. As you may be aware, I am based in Te Whanganui-a-Tara for this purpose.

I am excited about the future of ANZASW and to be able to lead the Association through this next phase as we adjust to working in a mandatory registration environment and as the world adjusts and recovers from the impacts of COVID-19.

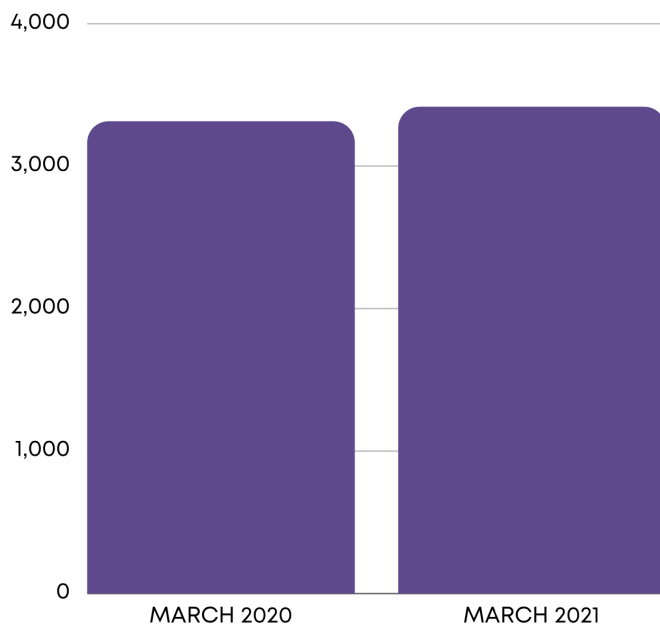
I look forward to meeting more of you over the course of the next year.

Ngā mihi nui,

Braden Clark
Kaiwhakahaere Chief Executive



Membership Overview



Membership Growth 2020-2021

2020	3311
2021	3413 (+3.08%)

Board members (1 April 2020-31 March 2021)

- Sharyn Roberts (President)
- Sally Dalhousie (Vice-President)
- Vicki Hirst
- Vaughan Milner
- Gray Hughson
- Wyllis Russell
- Braden Clark
- Kohi Waihi (until 28 November 2020)
- Te Naihi Wilson (Kaumatua)

National Office staff (1 April 2020-31 March 2021)

4.9 FTE

- Lucy Sandford-Reed Chief Executive (until 18 March 2020)
- Jacqui Christian Office Manager
- Anne MacAulay CPD Co-ordinator
- Rosa Hill Communications Co-ordinator
- Sonja Nissen Senior Administrator
- Fiona Scott IT Administrator

Tangata-ō te whenua caucus

Tangata-ō te whenua members

2020 (as at 31 March)	2021
540 members	568 (+5.19%)

E Rangi, e Papa
E te whānau Atua,
Whakatōhia tō koutou
Manaakitanga,
Ki roto i tēnei mahi o mātou

E ngā rangatira, tēnā koutou katoa i ngā āhuetanga o te wa.

As the Māori Caucus takes time to reflect on the year that was, firstly we acknowledge our Creator, and those who have passed in the 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 above and acknowledge the interconnectedness of Ngā Atua Māori, giving meaning and purpose to our mahi.

It is the great pleasure and privilege of the tangata ō te whenua ANZASW Poari Mema to table this report as your appointed members for the year dated 1 April 2020 - 31 March 2021. It has been another challenging and busy year for your representatives as we continue the association mahi in the midst of a changing world and fields of practice. We have been busy supporting the ANZASW National Office and the Board, including the development of Te Mahere Rautaki 2020-2025, the ANZASW strategic plan, which has clear tangata-ō te whenua aspirations.

The annual CPD event and AGM celebrated on 25th September 2020 treated us to a wonderful presentation by tangata ō te whenua member, Ange Watson on Kaimahi experiences of the collision of their personal, professional and cultural worlds and the values and ethical challenges within this experience. We received many positive comments on Ange's presentation and encourage other tangata ō te whenua members to also share about their mahi or research projects.

We sadly farewelled tangata ō te whenua Poari Mema, Kohi Waihi at the December 2020 Board meeting. Kohi was an active tangata o te whenua representative since 2016 and in that time, he made a huge contribution to the Māori Caucus and the Board, through supporting and advising on cultural matters. We have appreciated his thoughtful, wise and valuable contributions as he supported three Presidents over this time. Our impression of Kohi is as a kind humble human being and his contribution around the board table and in the regions has been sorely missed.

Ka mahi te tawa uho ki te riri
Well done you whose courage is like the heart of the tawa tree

We extend a huge mihi aroha to our Kaumātua Te Naihi Wilson, who has provided the President and ANZASW Board with awhi and tautoko on bi-cultural governance practices and building Māori membership capacity. Te Naihi is a great asset to the tangata-ō te whenua representatives and the Board, and we are appreciative of the depth of tikanga and matauranga that he brings.

We also mihi to the Tangata-ō te Whenua Advisory Group and Te Kahui Ohu who toil away in the background supporting tangata-ō te whenua issues on behalf of all members through advising the Board, the National Office staff, writing Kaipurongo articles for e-Kete Noticeboard, sharing insights on Matariki, Waitangi Day, and commenting on bi-cultural and tangata-ō te whenua matters as they arose throughout the year. We also mihi to the tangata-ō te whenua working group that has been contributing to the Supervision Policy review. It is important that Te Tiriti o Waitangi aspirations are upheld in these important tasks.

We are pleased to report an increase in tangata-ō te whenua members over this reporting year and we encourage our new members to get involved in their regional rōpū and branches. It is a clear goal and focus to reactivate regional rōpū, to support iwi and kaimahi members in their mahi through whakawhanaungatanga, manaakitanga and kotahitanga. We are focused on creating a Kaitakawaenga Kaimahi role located in the National Office for awhi and matauranga to all members. This will be a goal for the upcoming year.

We are grateful to our tangata-ō te whenua members for your manaaki and tautoko during the past year with its highs and lows. We acknowledge the amazing mahi that is ongoing and give our tautoko to you all. Thank you for your membership and commitment to tangata-ō te whenua social work and again, we encourage you to stay involved and connected in this vital mahi.

Finally, we the Māori Caucus mihi to Lucy Sandford-Reed for her advocacy and awhi for supporting the mana motuhake of tangata-ō te whenua members over her 11 years as CE. Over these years the association's commitment to Te Tiriti o Waitangi and biculturalism was affirmed under Lucy's leadership, and for this we are grateful.

Me mahi tahi tātou mo te oranga o te katoa

We should work together for the wellbeing of everyone

Mauri ora

Te Naihi Wilson, Wyllis Russell & Sharyn Roberts

Professional Development

From the ANZASW CPD Co-ordinator

This year included the tail-end of lockdown for Aotearoa. During lockdown we ran daily Zoom sessions for all social workers. Some of these were about connecting and sharing information and advice. Some were webinars which were relevant to social work practice in a time of difficulty and stress. The webinars were well received and ANZASW was able to connect with social workers who previously had had limited contact with their professional association.

Social workers were more able to connect via video conferencing following the Covid 19 lockdown. They were supplied with equipment and services that had not been previously available. This has ensured that we are able to meet and consult with a wide range of social workers, over a wide geographical area and with various experience levels and knowledge bases. The “Stand up to Stand out” campaign, the supervision policy review, and a Tangata Whenua members of ANZASW group benefitted from this wide input.

Social workers reported some benefits to the increased electronic connectivity during lockdown. Young people were supplied with devices and able to contact their social workers immediately, so issues did not escalate. Telco companies have sponsored health apps, so they are free to download and data to use them is free.

The uncertainty about our ability to hold a face-to-face professional development and AGM day pushed us to hold our first fully online AGM. This was successful and a similar format is planned for this year. Holding an online day means we can have international as well as national contributors and participants.

At the beginning of this year ANZASW joined with SWRB to celebrate the Social Work Registration Legislation. We continue to build relationships with the many and varied organisations, government departments, services and individuals who work with social workers.

Since September 2020 I have been travelling and meeting many social workers face-to-face. I appreciate the time you have made for me, and the ideas, suggestions and needs you have shared. These face-to-face sessions help to enrich and enhance my knowledge of social work in Aotearoa.

Ngā mihi nui to everyone who has been a part of ANZASW this year. I am looking forward to building more and better in the future.

Statistics

Number of webinars held: 28

Most popular webinars:

Risk assessment for family harm in relation to Covid 19: Ken McMaster and Mike Cagney

SWRB CPD log audit: Andrew Thompson

Responding to COVID-19

Total number of ANZASW webinars: 18

Aotearoa New Zealand Social Work Journal

Introduction

The journal continues to grow, in size, scope and reach. In the last year we have published four issues, with a total of 26 research articles, 15 viewpoints, two research briefs, three commentaries and nine book reviews. We published a substantial issue of Te Komako which had been some time in production, offering a solid contribution to Māori scholarship. Our special section on animals in social work was part of our largest issue, with ten full articles and many other valuable contributions to the literature of this emerging area of Social Work. Our general issue two (2) in 2020 contributed to the growing literature on the impact of Covid-19 on our communities and social work practice, enabled by some fast-thinking recruitment of authors to produce shorter relevant articles. We are about to publish an issue with a special section on mental health, also an important ongoing issue for society and the practice of social work in Aotearoa. There are live calls out for our special section on economic justice and Te Komako, and we hope to have a Tu Mau issue published later this year.

Each issue represents a significant amount of labour: of the authors, reviewers, editors, copy editors and the journal manager, who all give of their time and expertise to ensure a high-quality product arrives at the end. With a growing international audience and greater readership from Aotearoa, we can see that the journal remains current and relevant and is certainly keeping pace with the fast-changing international publication environment.

Issues published last 12 months:

2021

Vol 33, No 1 (2021) (seven articles, one commentary, three viewpoints, four book reviews)

2020

Vol 32, No 4 (2020) (with special section on Animals in Social Work: ten articles (four in special section), two research briefs, one viewpoint, three book reviews)

Vol 32, No 3 (2020): Te Komako (six articles and four 'viewpoints')

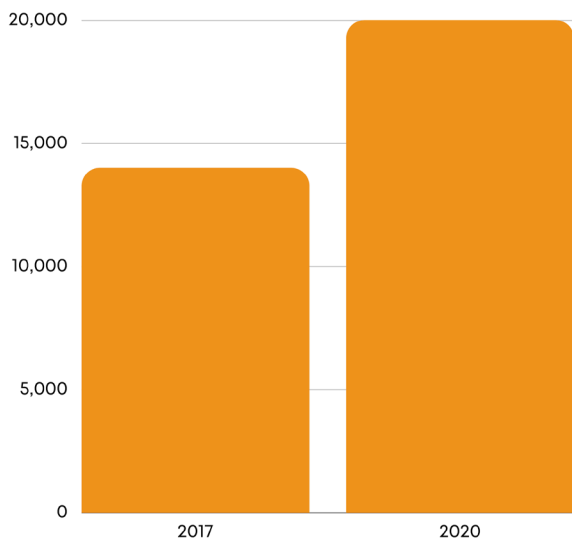
Vol 32, No 2 (2020) (three articles, two commentary and seven viewpoints, two book reviews)

Planned issues

Forthcoming: 33 (2) Mental health special section

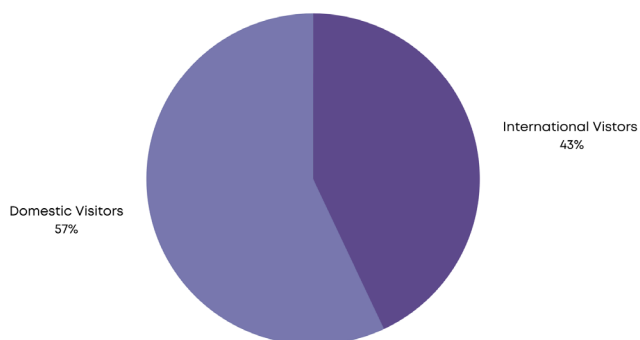
33 (3) General or Tu Mau

33 (4) Te Komako

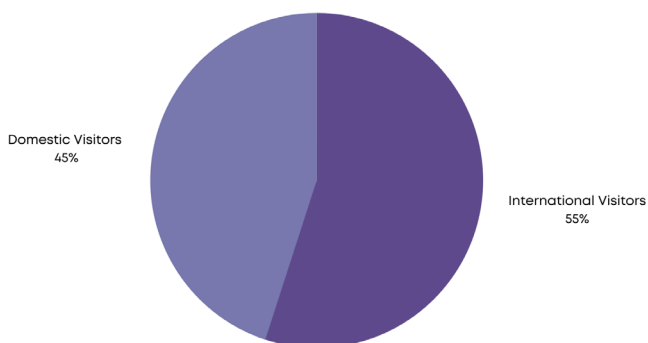


Journal website visitor growth (2017-2020)

- Since the editorial collective first began monitoring visitors to the journal website, we have noted steady year on year increases from almost 14 thousand unique visitors in 2017 to over 29 thousand in 2020, an increase of over 100 per cent.



International visitor percentage 2017



International visitor percentage 2020

- The proportion of international visitors has grown from 43% in 2017 to 55% during 2020. We are on schedule to increase the number of readers further in 2021 having reached almost 20 thousand readers in the first six months alone.

We began 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, although there is fluctuation with spikes occurring after an issue is released. In the last 30 days (June-July 2021) there were 2,746, but following the last issue publication in May 2021, there was a peak of 5,194, more than three times the peak in August 2016.

Commentary

Volume: the volume of submissions is variable, and there are sometimes long delays for reviewers. The ongoing impact of the covid-19 pandemic both here and for our international pool of reviewers continues to affect people's ability to complete reviews in a timely manner.

Twitter: our Twitter account for the journal now has 468 followers, up from 360 last year. This is a crucial way in which we reach both national and international audiences. We tweet most articles following publication, as well as share them on Facebook.

Advertising: We have advertised calls for papers for Te Komako, Tu Mau (which should be published later this year) and the special issue on economic justice, which is currently live, along with another for Te Komako.

Planning: We met in January 2021 to progress our work and planned for the year ahead. One development from this time is to recruit some keen PhD students or ECRs to the collective in order to ensure succession. We do not yet have anyone in this position.

Platform: We continue to use the OJS platform, hosted by the University of Otago library. This system is due for a major upgrade this year, which will further improve the functionality of the work-stream and publishing process.

Open access scholarship: The journal itself is becoming the subject of research on open access publishing and the important debates it evokes around access to knowledge. This was discussed in this article: Gair, S., Zuchowski, I., & Beddoe, L. (2020). Open access publishing: a key enabler to research impact, informed practice, and social justice. *Advances in Social Work and Welfare Education*, 22(2), 25–38.

Leadership: The collective continues to be led most ably by Professor Liz Beddoe. Her dedication, persistence and experience hold the publication process together for each issue, ensuring a quality outcome each time.

Nāku, nā mātou

Emily Keddell and Neil Ballantyne

For the Editorial Collective

Editorial Collective

- Neil Ballantyne
- Liz Beddoe
- Yvonne Crichton-Hill
- Anaru Eketone
- Kath Hay
- Ian Hyslop
- Emily Keddell
- Simon Lowe
- Deb Stanfield
- Shayne Walker

International Federation of Social Work

IFSW Co-ordinating Body Purongo (Report)

PUKORERO

The IFSW Co-ordinating Body of Aotearoa New Zealand was formed in 2014 as a vehicle to represent the profession of social work and tangata whenua within the global domain of the International Federation of Social Workers. The Co-ordinating Body is made up of equal representation from ANZASW and the Tangata Whenua Social Workers Association (TWSWA).

The intention was and still is to strengthen the indigenous voice and thereby whakamana the 2004 IFSW Policy on Indigenous Peoples, which came out of the General Assembly in Adelaide, Australia.

Currently the representation within IFSW is one country, one vote and therefore to raise the tangata whenua voice of Aotearoa New Zealand and indigenous voices across the 5 regions of IFSW, it was strategized in collaboration with the General Secretary of IFSW that Aotearoa New Zealand form a Co-ordinating Body between the Aotearoa New Zealand Association of Social Workers and the Tangata Whenua Social Workers Association. The Co-ordinating Body was formally recognised by the IFSW 2014 General Assembly in Melbourne, Australia.

To date Aotearoa New Zealand has the only Co-ordinating Body in IFSW.

The Coordinating Body is very thankful to ANZASW's previous Chief Executive, Lucy Sandford-Reed, for the support she has provided to keep us connected locally and internationally. We wish her well in her new role.

Co-ordinating Body Representatives

ANZASW	TWSWA
Sharyn Roberts Shannon Pakura Sally Dalhousie Kohi Waihi (stepped down September 2020) Jude Douglas (appointed December 2020)	Robyn Corrigan June Edwards Whitiao Paul Miriam Scott Carole Tana-Tepania

KAUPAPA:

Aotearoa New Zealand has been prominent in proposing and then progressing the whakaaro of an Indigenous Komiti within IFSW. The tikanga to nurture this kaupapa has involved attending General Assemblies to report on the progress of the komiti and as well, to pass procedural documents such as Terms of Reference to ensure the komiti consolidates its ahuatanga.

Also, representation at the International Indigenous Voices in Social Work Conferences: Manitoba, Canada; Darwin, Australia; Alta, Norway and Hualein, Taiwan was seen as opportunities for Aotearoa New Zealand to gather indigenous voices globally and inform them about the IFSW Indigenous Komiti.

The culmination was Calgary in 2019, when Robyn Corrigan and Shannon Pakura represented the Co-ordinating Body to form the initial meeting of indigenous representatives from the five IFSW regions as a beginning to the Indigenous Komiti.

Subsequent discussion with the IFSW Executive and Secretary General proposed the Komiti become a Commission, which would have a greater degree of independence and political sway. The Commission was formally recognised at the virtual General Assembly of IFSW in 2020.

TIKANGA:

The Co-ordinating Body meets at least 3 times a year with the purpose to discuss IFSW matters:

- both globally and as a member of the Asia Pacific region, and
- formulate a consensus decision concerning voting, should that be required.

The hui also discusses and identifies representatives who will attend IFSW hui and who are mandated to present the Co-ordinating Body's korero on any kaupapa that has been discussed prior to the hui.

February 2021: IFSW Asia Pacific Virtual Regional Meeting, attended by Shannon Pakura and Carole Tana-Tepania.

April 2021: The Coordinating Body supported the application for Barbados, Gambia, and Surinam to become IFSW members, which was successful.

COVID-19: The Co-ordinating Body is very aware of how the pandemic has affected indigenous peoples worldwide in countries such as Brazil, The United States of America and latterly Fiji.

It is issues such as this that can be brought to the IFSW table by the Co-ordinating Body and the Indigenous Commission, to ensure the experiences of indigenous peoples and their voices can be aired and ongoing challenges realised.

From the IFSW Asia Pacific President, Rose Henderson

Tena koutou, tena koutou, tena koutou katoa. Nga mihi mahana ki a koutou katoa.

Firstly I would like to thank ANZASW for their continued active membership of the International Federation and specifically for their ongoing informal support of myself as part of the regional and global executive team. I also acknowledge Luis Arevalo (Human Rights) Carole Tana-Tepania (Indigenous) and Jude Douglas (United Nations) for their active involvement in these IFSW Commissions. It is great to see our participation spread across the many layers of IFSW.

Of course the major influence over the past year has been the ongoing consequences of the Covid-19 pandemic with the subsequent and emerging variants continuing to wreak havoc in many parts of our region. It is sometimes very difficult for us here in Aotearoa NZ to appreciate the scale of the devastation many places continue to experience – the ongoing major challenges in India, Japan and closer to home in Fiji are but a few of the examples where significant disruption to previous routines continues. I am constantly impressed by the many stories we hear about the 'above and beyond' work that social workers are doing as they respond in a variety of ways to the needs of their local communities. In most countries social workers are recognised as providing an essential service and this has enabled our colleagues to access the necessary supports to continue working.

We are also mindful of the ongoing tensions our member in Palestine faces with these escalating earlier in the year with tragic results and ongoing trauma. We have also connected with our friends in Myanmar as they deal with their continuing political challenges.

The undoubted highlight for us all has been the successful establishment of the Indigenous Commission following on from the universal support given to this at the IFSW general meeting in July of last year. I especially thank the co-ordinating committee of Aotearoa New Zealand which has provided the leadership to reach this point and I am sure will continue to be a strong support regionally and to the Commissioner as the team progress their influence across IFSW. This provides us all with many exciting opportunities to strengthen what some countries have in place and to support the development of indigenous voices in other parts of our region and across the globe.

Also at the general meeting the revised Global standards on Social Work Education were approved and a workshop later this year will support the region to promote and incorporate these across our region.

We are engaging in ongoing discussions with Myanmar and Khazakhstan about joining IFSW and I am hopeful that some of our Pacific neighbours will also progress plans to join in the not too distant future.

Despite the pandemic related challenges in March of this year many countries across the region were able to celebrate World Social Work Day by hosting professional development and / or social events – albeit that for most, these were ‘virtual’ events. Our confidence and competence with digital technologies has significantly increased and fully virtual or hybrid models are now our ‘new normal’ for many aspects of our day-to-day business. AASW (Australian Association of Social Workers), the host of our regional conference has recently made the call to be totally virtual as the many uncertainties of the Covid-19 world makes planning very challenging. I encourage you all to join our Australian hosts and our regional speakers and colleagues who will participate in this event.

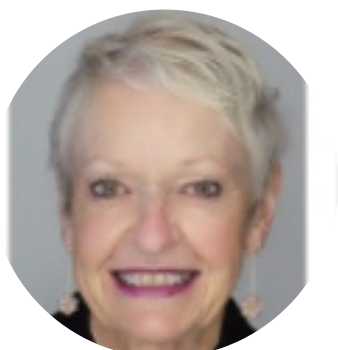
No reira – tena koutou, tena koutou, tena koutou katoa.



(IFSW Asia Pacific regional President and Global Vice-President)



Register at: <https://www.ifsw.org/save-the-date-2021-aasw-ifsw-asia-pacific-regional-social-work-conference/>



IFSW Human Rights Commission

Kia ora,

My name is Luis Arevalo, and I am the International Federation of Social Workers (IFSW) Asia Pacific Human Rights representative on the IFSW Human Right Commission. I am a Cantabrian and a social worker for the older person at Presbyterian Support Upper South Island.

Due to the large geographical expanse that the Asia-Pacific region covers – from Aotearoa New Zealand to the Middle East – I am privileged to be one of two human rights representatives for the Asia-Pacific region, sharing this this work with my colleague and friend Raed Amira from Palestine.

The Commission itself has two roles, with its regional representatives it monitors and protects, as far as it can, the rights of social workers who may be endangered for supporting vulnerable populations or individuals. It is also concerned with promoting human rights around the world, particularly in situations where social workers may already be involved standing up for the rights of people who face discrimination or marginalisation.

With that said, the practical side of the role entails meeting regularly as a Commission with other regional representatives to discuss relevant issues in the region, monitoring human rights issues in our region and highlighting, through written statements, human rights abuses. We also help to lobby, through connections at all levels of civil society, for an end to human rights abuses.

Recent statements written by your Asia Pacific representatives include:

IFSW RIGHTS COMMISSION HIGHLIGHT CONCERNS FOR LGBTQI PEOPLE <https://www.ifsw.org/ifsw-rights-commission-highlight-concerns-for-lgbtqi-people/>

IFSW HRC HIGHLIGHTS CONCERNS ON INCREASING ISLAMOPHOBIA <https://www.ifsw.org/ifsw-hrc-highlights-concerns-on-increasing-islamophobia/>

With that said, while human rights, as defined in the Universal Declaration of Human Rights is quite clear in its definition, there are times when the Commission, through its different regional commissioners, cannot come to a consensus of what a statement should consist of. Politics and regional alliances play a part even at this level.

A perfect example of this is the latest conflict between Palestine and Israel. The Commission debated at length over a period of 2 weeks, via emails and early morning virtual meetings, as to the wording of its statement with some arguing human rights abuses were being carried out on the Palestinian people and others arguing that the Commission needed to be more balanced in its reporting.

It is impossible to cover and report on every human rights abuse in our region due to its size and the countries involved however, it is a privilege to be involved in this work and connect with our social work comrades globally.

Ngā mihi nui,

Luis Arevalo



IFSW United Nations Commission

Tēnā koutou katoa,

The Asia Pacific committee was set up to support the work of the IFSW which has special consultative status to the UN. The role includes responding to requests for a social work perspective on various issues.

In order to do this the group of seven from Iran, India, China, Thailand, South Korea, Australia, and New Zealand meets online occasionally to review the issues in the wider Asia Pacific and negotiates statements which are then presented to various UN bodies. The work continues slowly as various members have been significantly impacted by lockdowns and /or the immediate aftermath.

Currently the focus is on providing a social work perspective on how the Sustainable Development Goals (SDGs) can underpin global goals. In April we provided a statement to the 77th ESCAP (Economic and Social Commission for Asia and the Pacific) Commission session, the biggest meeting of the year for the UN AP. We based our submission on an earlier piece of work called Beyond the Pandemic - Building back better from crises through regional cooperation in Asia and the Pacific.

In the Asia Pacific region, not a single goal is on track to be met by the end of the decade. Poverty and inequity, gender-based violence and climate change are the most intractable and related issues. As a region we are not doing well, and some small gains have been massively set back by the impact of Covid.

Our team has had a presentation accepted for the IFSW sustainable development conference in Brisbane in November of this year. We intend to present a summary of our activities to date. I have also had a paper accepted which will examine how we could make better use of the structures provided by the SDGs in Aotearoa New Zealand, especially through social work education. I am particularly interested in SDG goal #5, gender equity, as it underpins most of the other 17 goals.

In June I was able to attend an online SDG summit in the 2020-2021 Summit Series co-hosted by the University of Canterbury and Lincoln University. The summit includes Pacific-based people with a common goal of using the SDGs to inform their work in various policy areas.

As social workers we are in the unique position of being able to report from the ground to these huge global bodies like the UN. Every day we see the reality for people we work with and hear their ideas about what is needed most urgently. We must continue to advocate for and engage people we work with in these spaces.



Jude Douglas

IFSW Indigenous Commission

Nominations were called for representation on the IFSW Indigenous Commission for the Asia-Pacific region, where Aotearoa's Coordinating Body supported the nomination of Carole Tana-Tepania (TWSWA and ANZASW member). The Asia-Pacific region is represented on the Commission by Carole Tana-Tepania.

IFSW confirmed the regions representation on 8th of January 2021. Given the interest from Asia Pacific we were supported to submit a team of representation with a designated main representative. Additional Asia-Pacific Representatives: Dr Ling How Kee, Malaysia; YANGJIAN (Yvonne), China; and Linda Ford, Australia.

Worldwide Indigenous Commission Representatives

Africa: Charles Rutikanga

Latin America and The Caribbean: Jenny Linares

Europe: Margaretha Uttjek

North America: Hazel Berg

Introductions were made on Saturday 6th March 2021 at an online meeting facilitated by Rory Truell Secretary-General and Rose Henderson Asia Pacific President. Present were Hazel Berg, Carole Tana-Tepania, Linda Ford, Charles Rutikanga, Jenny Linares, and Margaretha Uttjek.

APPOINTMENT OF INAUGURAL IFSW INDIGENOUS COMMISSIONER:

The first task for the Commission was to begin work on creating selection criteria for the Indigenous Commissioner and role description. Conversations were robust which formed the first drafts for additional input via emails. Representatives agreed that the Indigenous Commissioner should have proven experience in advancing indigenous voice, practices and spaces alongside an understanding of diversity and difference of indigenous communities. Representatives were to consult in their respective regions to obtain any additional feedback or suggestions for inclusion.

IFSW Executive endorsed all the criteria proposed for the Global Commissioner Role Description and called for applications from IFSW member organisations by 28th May 2021. The Co-ordinating Body is clear that the selection or election process for the Indigenous Commissioner requires more robust discussion and direction from the Indigenous Commission representatives to ensure an indigenous process is used in future selection/election into this role.

The IFSW executive appointed Hilary Weaver as the inaugural global Commissioner of the Indigenous Commission and we look forward to working together as a Commission to whakahaere indigenous matters. The Indigenous Commission is scheduled to meet in August 2021 to create a work plan.

Mandatory Registration

One of the most significant events (other than COVID-19) over the past year, was the introduction of mandatory social worker registration on 27 February 2021. Mandatory registration was something that ANZASW advocated for over a number of years. The mandatory registration event was celebrated at a joint event, hosted by ANZASW and the Social Workers Registration Board, on the 16th of March 2021, World Social Work Day.

Sharyn Roberts, ANZASW President said: “Now Social Work stands in its own mana, with social workers being recognised as the professional workforce that we are. Located within an ethical and specialised profession, now our years of tertiary study and sacrifice have meaning and our mahi, which is a difficult mahi, with people who are at the most vulnerable and desperate times of their lives, now that mahi has value.”



Branch, Rōpū, and Special Interest Groups

Manawatu/Whanganui Branch

Tena Koutou katoa. Ngā mihi nui ki a koutou.

Warmest greetings to you all and a special acknowledgement to those who have lost loved ones during this past year. Ngā mihi aroha ki a koutou.

2020 has been a year like no other with COVID-19 dominating the landscape. This has created huge personal and professional challenges for many and stretched us in ways we could never have imagined.

May 7th, Merv Hancock Remembrance Day, was marked with members being encouraged to engage in a Reflective Walk. As we were still in Level Three it was not possible to walk together as a group which had been the original plan. This year we were remembering Kara Coombes, one of our deceased Life members, who loved walking and members were provided with a list of Kara's favourite walking places along with the words from the final song at her Requiem, which fitted nicely with our Prime Ministers message to "Be Kind."

If you see your brother standing by the road, with a heavy load from the seeds he sowed.

And if you see your sister falling by the way, just stop and say you're goin' the wrong way

You've got to try a little kindness, yes show a little kindness....

(from "Try a little Kindness" Recessional song at Kara's Requiem)

In the evening of that same day members were offered the opportunity to connect via Zoom to share how they were faring with their mahi during COVID. Seven members took up this opportunity and enjoyed the opportunity to share their favourite after work beverage while enjoying a good yarn and a laugh.

13th July saw us join together with our Rōpu colleagues to celebrate Matariki at Kapadokya to enjoy Mediterranean and Turkish cuisine. We all had a chance to share what Matariki means for us. Let's hope it will become an Aotearoa New Zealand public holiday in the near future. We hope to make a gathering with Manawhenua Rōpu for Matariki an annual event.

With housing being a major social issue in Aotearoa New Zealand, on 27th August a breakfast meeting was held at Joseph Street Kitchen with Cheri and Darren Birch to hear about what the Homes for People Trust is doing in the housing space, working across sectors to provide sustainable housing solutions for those on low incomes. This was a very inspiring presentation with 21 members attending, many of whom have been able to utilise the wrap around services offered by the Homes for People Trust.

The committee submitted a prepared question to the pre-election candidate's forum in September hosted by the PNCSC, regarding Oranga Tamariki's bullying culture and the uplifts of Tamariki Māori, asking what policy their party had on that.

Questions were also asked of ANZASW National Office regarding a proper launch and training regarding our new Code of Ethics. While there was some two-way correspondence regarding this, the issue has not satisfactorily been resolved from our perspective.

his year the usual Social Workers Day training, hosted by Massey University, was postponed because of COVID and is being held today. Ethics was to be an emphasis as part of the presentations included in the day. Members were encouraged to focus on their self-care in terms of celebrating Social Workers Day and as committee members this meant looking after ourselves, rather than trying to cram in more Branch events!

Our biggest undertaking for 2020 was re-hosting the “Working with Islamic Communities” at the Islamic Centre in Cook Street on 27th October. We were very fortunate to be able to use the same team as last year: Zubeda Shariff, Ruman Asari, Dr Ahmed from MidCentral Health, and Anjam Rahman as the keynote presenter for the day-long workshop. Over 60 people registered and most of these attended on the day. A debrief was held following the workshop with Zubeda and Ruman so that we could learn where improvements could be made and savour the very positive feedback. Many thanks again to Mary Ann Baskerville who did a sterling job in managing the budget and co-ordinating the enrolments.

2021 Branch activities began with a breakfast meeting at Verdict, celebrating International Social Workers Day Tuesday 16th March. Guest speaker Andy Hickman, social activist and Anglican priest, spoke to our theme: Strengthening Social Solidarity and Global connectedness.

While Mary Ann is unable to attend committee meetings, she is very busy in the background supporting us with administrative tasks, updating our membership email list and supporting Robyn Scott who is learning the ropes as assistant Treasurer.

So, as you can see it has been a tricky and varied year of Branch trainings and activities despite the COVID factor. We are grateful to the committee for their work and to the members who support through attendance. We are always looking for ways to meet member’s needs via whanaungatanga and trainings so please do let us know your ideas so we can continue being awesome colleagues to one another. New committee members are very welcome so if you would like to join our committed team - it is very satisfying work. Next year breakfast meetings will be held at Verdict in the Square, so we are hoping that venue and time will work for many of you.

To conclude, we would like to thank the committee for their support during 2020, in particular to Jean for her outstanding service as minute secretary. Wishing everyone a safe and happy festive season.

Ngā mihi nui.

Helen Simmons and Lee Hefford
Branch Co-ordinators

Te Kahui Poutoko Oranga – South Auckland Branch

Mehemea ka moemoea ahau ko ahau anake
Mehemea ka moemoea tatou ka taea e tatou

If I dream alone, alone I dream
If we dream, we dream together.

Te Puea Herangi



Our committee rōpū of Moana Peni-Prokopis, Moana Herewini, Lonlinette Usufono, Pat Williams, and Tekau-Marua Ashby have been meeting at our local headquarters to plan events, unfortunately without much success given our pandemic situation from August 2020 to now and cancellations of venues.

The whitiwhiti korero (discussions) have been around post pandemic anxieties and regaining confidence.

We would like to venture into online forums for the future providing platform to meet and discuss matters for our region. Some of our focus has been on succession planning and creating an online database. We have started by creating a dedicated email and drive system, anzaswtamaki@gmail.com, this will help with minute keeping and sharing of information to komiti.

Our Facebook site, Te Kahui Poutoko Oranga ANZASW South Auckland, is also live, so please join if not already.

We are planning to hold an event this year coming celebrating social workers day, in September 2021.

Arohanui from the Komiti

Wellington Branch

Along with the rest of the world, Covid-19 has impacted how ANZASW Wellington Branch has operated in the past year. Usual rhythms of kanohi ki te kanohi monthly meetings was interrupted, so that our gatherings were even more variable than in previous years, as were the range of attendees. We organised our June meeting on Zoom with Jude sharing about her IFSW regional role and recognising how the Asia-Pacific region was being affected by the pandemic too.

Sylvia hosting our tri-annual 'election special' was momentous in our first face-to-face meeting in July. Carmel Sepuloni, Louise Upston, and Jan Logie used their parliamentary dinner-break to speak with us and respond to questions. Ultimately all speakers that night were returned to parliament, even though the elections were delayed until October!

We took the opportunity to watch a movie screening of the film "Rosie" in a city cinema for our August meeting. Our discussion together afterwards highlighted how the setting of this Irish film aligned to many of the housing crises issues that we face in this country too.

Even though we valued being part of the ANZASW AGM event on zoom several days later, we organised our own Social Workers Day event on the actual Wednesday. The suggested topic of utilising our ANZASW Code of Ethics in our practice was the beginning point, but our discussion varied given our experiences during this year. Meeting at a Wellington suburban community centre, our small group gathering included sharing food together – as always!

It was a bonus to have Anne MacAulay share in person in November encouraging us in our CPD log use. This sparked many discussion points including external and internal supervision, as Anne updated us about ANZASW's work and current debates.

Our Christmas meeting involved our reflection on this unusual year, as we gathered in the National Library café, swapped pre-loved Santa gifts, listened to poetry readings, and sparked creative thoughts for future meetings. The new year began with a refreshing swim at Lainey's boatshed, as we planned for a 2021 year flexibly - considering the Covid potential.

CPD was again the focus of our March meeting as Andrew Thompson and colleagues from Social Workers Registration Board hosted us and gave feedback on their review of their first CPD assessment process.

Given how Covid-19 affected our country, we were grateful for the amazing way that ANZASW sprang into action as soon as Level 4 announcements changed the way social workers practiced last autumn. The wonderful array of CPD and supportive Zoom meetings arranged during the year have been superb. During Level 4 and 3 social workers who operated in essential services needed to make huge changes and personal sacrifices to continue their roles. The support, comradery and ongoing encouragement through the many Zoom meetings Anne fronted was stupendous, and the large uptake showed how valued they were. The ongoing regular offering of webinars throughout the year has been very helpful and Wellington members are thankful to National Office staff for their hours of behind-the-scenes efforts to support members in this and other ways.

Notably the last opportunity that some Wellington members were privileged to be part of in the year, was the celebration of the mandatory registration event with SWRB, TWSWA & ANZASW. Reflective speeches from all groups spoke of valuing social work; but it was poignant that the challenge of our ANZASW founder Kaumātua Merv Hancock's words were reiterated by Steve Maharey to keep pushing radical social work approaches. However, this meeting also became our Wellington opportunity to farewell our CE, Lucy Sandford-Reed and thank her for the fantastic way that she has driven social work issues and supported members through many challenging times. We are grateful that Lucy

that Lucy championed ANZASW as a social work member organisation, during many years where different viewpoints were graphically expressed about our profession in the public space.

Manawhenua Rōpū (Manawatu)

Ko te pae tawhiti whāia kia tata, ko te pae tata

Whakamaua kia tina!

Seek out distant horizons and cherish those that you attain!

This last year for the rōpū has been a very busy year, continuing to cope with challenges for our social work sector and the changes that Covid 19 continues to bring into our lives and the workplace. I have noticed the growing confidence of our social workers coping and coming to terms with these changes and challenges over the past year.

For our rōpū here in the Manawatu and surrounding districts, this year has seen a time of growth for our membership, and we welcomed new members into the rōpū.

Our new members have shared their time, talents, ideas and friendship within our rōpū and with others in this rohe. We continue to have members out of the region attend our meetings from Dannevirke, Woodville and Foxton, we are encouraged by their commitment in travelling from out of the Manawatu participating in these rōpū meetings.

Our committee sees Wyllis Russell in her 10th year as Chairperson, Athena Dias as Secretary (moved from Tauranga) and Denise Faithful 6th year as Treasurer, thank you for their time and dedication, who carry the rōpū banner along with our fellow members, allowing us to provide supports and training for our rōpū members here in the Manawatu.

Over the last year, I have noticed a record number of our members are completing further studies towards their Masters' and PhD studies through Massey University. A number will be completing their Masters' this year and may look to furthering towards their Doctorate also. We wish them all the best in their study, which will benefit not only our Māori social workers, but also whānau, hapū and iwi and others for the future.

This year we will hold a Training Day for members to be held in November 2021 in Palmerston North. Due to Covid last year we were unable to continue this training, however the Committee has been set up and discussions will take place shortly for this training, we will be advertising via the ANZASW newsletter and website for those interested in attending.

Lastly, we continue to meet regularly bi-monthly on the last Thursday of the month, these meetings are hosted by rōpū members in their workplace, we are grateful to those members and their agencies providing this valued support.

We look forward to the coming year and the challenges it may bring.

Wyllis Russell
Chairperson

Nelson Branch

For some time after an ANZASW member stopped hosting the local branch, we did not have an assigned member overseeing and co-ordinating our branch meetings and activities.

Chris Hickson and I decided that we would give it our best shot to revive the local branch. We sent out a survey to the local members to get a feel of what they would want and expect from a local branch. We had a reasonable response and then decided to ignite the local branch again.

We put together a schedule of dates and venues and via the National Office of ANZASW, sent this out to members. We thought it would be good idea to balance presentations/meetings with some collegial get-togethers. Of course, COVID did interrupt this for some time, but we managed to have social breakfasts and catch ups after work, as well as presentations from a variety of services and presenters. Chris and I have kept this going this year. We did commit to a two-year stint, which will finish at the end of 2021.

We had a variety of presentations from Feb this year – topics such as the domestic violence project in the Australia legal system and the model that they were using. Agencies have presented the work that they do – for example Family Start. Members have shared their Masters' thesis and one of the topics was about the role of supervision within social work.

As we get to the end of our “term” we are appealing to our local members to consider taking up the role. We will be quite prepared to do a hand over and support for the transition period.

Bridget Askew and Chris Hickson

Bay of Plenty Branch

Tena Koutou, Tena koutou Katoa,

At the last Bay of Plenty Branch Annual General Meeting in September, held at the DHB, we thanked Kelly Glubb-Smith for her leadership as outgoing President and those who held an Executive role. A new Executive was elected: Jacqui Dudley (President), Anna Voss (Secretary), Naomi Hessel-ing-Green (Treasurer) and Executive members Phil Mulligan, Joy Olson, Merrill Simmons-Hansen, Tracey Blackwell, Kelly Glubb-Smith, Emma Webber-Dreadon (ANZASW Life Member) and Dr. Trish Hanlen (MNZM, ANZASW Life Member).

It is important that we congratulate two of our members for achieving their Dr. of Philosophy. We now have Dr. Albert Kuruvila and Dr. Kelly Glubb-Smith as branch members. We were pleased to see Leisa Moorehouse receive the Innovation Award from ANZASW for her development of a new social work tool. They all work in the social work programme at University of Waikato (Tauranga site). It is also pleasing to see that Emma Webber-Dreadon has had another article on supervision published.

In the last year, the Executive has been meeting regularly and we are grateful to NZ Plunket for the use of their Tauranga rooms for some meetings. Members enjoyed a well-attended branch Christmas get together with a lunch on 10th December 2020. Our Executive meetings and trainings commence with karakia and whaka whanaungatanga.

Discussion included future planning and ideas for engagement with Bay of Plenty members electronically. We have noted that members from Rotorua and Whakatane are less active with the branch.

We note that not only has the Covid -19 virus altered the way social work is carried out, but the social problems Tauranga is experiencing, such as homelessness, loneliness, gang-related violence, and high suicide rates, have exacerbated the strain on social work resources and the stress on social workers. The Bay of Plenty and Northland have the highest saturation of gang activity in Aotearoa New Zealand.

The drive for pay parity for the non-statutory social services with the statutory sector has been an on-going subject for discussion for many months. One of our Executive, Phil Mulligan, has been involved with Social Link, a social service support agency, to produce a video on the subject to stimulate awareness. Liz Davies, CEO of Social Link, has been a guest speaker at the Executive meeting. Last year the PSA Union representative for social workers (SWAN) spoke with members (SWAN) and encouraged to promote Union membership on the pay parity issue. Discussion has been held about the complexity, risk and safety issues posed to NGO social workers versus Oranga Tamariki as being the same, if not higher. It was recognised that there was a \$30,000p.a. pay difference and gendered issue between NGO and statutory workers.

Trish Hanlen has also met with our local MP, Angela Warren Clark, on social work issues, such as pay parity, lack of Training Incentive Allowance for Year 4 social work students over the age of 40 years, and the issue of Fieldwork placement funding category for tertiary providers. Angela Warren Clark also suggested Union involvement.

Other discussions over the last year have included the taking down of ANZASW press release on Facebook re provision of venue for OT members and practice experiences; discussion on membership and attracting members, financial situation of ANZASAW; lack of clarity re possible move of ANZASW to Wellington; a regular site for Bay of Plenty membership to gather monthly; Facebook and Zoom for Bay of Plenty social workers; support needs of social workers and media negativity about social workers.

Various members have contributed to various discussion documents from ANZASW and have provided feedback on the latest brochure promoting the organisation, Scope of Practice, our Code of Ethics and Constitution.

We commenced the financial year with \$729.03 and have not had any further fund raising this year.

It was with regret that our branch saw Lucy Sandford-Reed leave the ANZASW, such a vibrant passionate Chief Executive of the ANZASW. We contacted her to thank her and wish her well in her new role. We were also sorry to see Jan Duke retire from the NZ Social Workers Registration Board, as Jan too has worked tirelessly for the social work profession and the raising of standards within legislative bounds.

In conclusion, a very big thank you to the whole Executive for the great work they have done for the Association this last financial year.

Jacqui Dudley, (Jacqueline Le Gallais), President, Bay of Plenty Branch

Pasifika Special Interest Group

Fakamalo

On behalf of all Pasifika families and communities, the Pasifika Social Workers Interest Group thanks everyone who contributes to the social work profession and provides critical and valuable care to Pasifika. It has been a year of significant challenge and achievement, and as such, connecting within this group has been done within the virtual space. Activities that we have been involved with this year are outlined below.

COVID-19 Pandemic Responses

With the COVID-19 pandemic, the last year has been significantly demanding, particularly for our Pacific families and communities. Social Workers across the country have been required to dig even deeper and step up in new ways as inequities were exasperated during the Lockdowns and with job losses.

Celebrating Pacific Social Work, Aotearoa New Zealand National Social Workers' Day Event

Promoted to the Pasifika members of the ANZASW, the Celebrating Pacific Social Work, Aotearoa New Zealand National Social Workers' Day Event, Wednesday 22nd September 2021, University of Auckland, South Auckland Campus.

Tu Mau

The next edition of Tu Mau is in the process of publication. Sincere gratitude is acknowledged for Dr Tracie Mafile'o, Dr Yvonne Crichton-Hill and Dr Analosa Veukiso-Ulugia. With head, heart and mind we will progress the Pacific knowledge base for social work in Aotearoa New Zealand.

New Kaiwhakahaere Chief Executive

With the resignation of Lucy Sandford-Reid, Pasifika Interest Group members were invited to apply for the Kaiwhakahaere Chief Executive role. Unfortunately, nobody put their hand up, but it would be awesome for us to consider succession planning into the future. Heartfelt Congratulations are sent to Braden Clark, and we look forward to supporting him in his new role.

Growing Pasifika Leadership

Members of the Pasifika Interest Group were invited to apply for the Manager Social Services role at The Fono Trust. It is crucial that Pasifika continue to grow and build its leadership workforce, and we en-

courage all Pasifika members to consider their future career pathing. There is a significant lack of Pacific Social Work Managers, and we need to grow more J

Mandatory Social Work Registration

Members of the Social Workers Interest Group were updated about the mandatory social work registration effective from the 27th of February 2021. Finally bringing social work into the regulated workforce space is a significant achievement for the profession and is the result of a long and concerted effort of the ANZASW since 1964. Way to go the Social Work Profession!

Malo 'aupito ho'o mou ngaue
Sally Dalhousie

Managers and Leaders Special Interest Group

Activities of the Interest Group are listed under three headings:

1. Leadership for Workplace Wellbeing

The Interest Group Report Summary of Activities submitted in September 2020 outlined this research project. It is appended for the benefit of members and to avoid repetition in this report. 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. The Interest Group convenor is the principal investigator for the project.

Current developments

The project has investigated six organisations, of which one is a social work agency. Forty-five participants have been interviewed and transcript analysis has been completed. The UK journal Human Relations has expressed interest in publishing findings after the usual blind peer review process.

The research team has identified four articles which will capture the findings of the project to date:

- i. Scoping literature review on Workplace Wellbeing and Leadership. The purpose of the scoping review is to set the scene for project publications to be submitted to Human Relations by identifying current state of knowledge and the gap/s that our research aims to address
- ii. Workplace Wellbeing: defining organisational wellbeing
- iii. Leadership which creates or contributes to organisational wellbeing
- iv. Theories in Action: Framework of analysis = theories in action. We seek to answer the question: How do you apply 'workplace well-being' in practice? Te Ao Māori perspective is integrated using Mason Durie's Te Whare Tapa Wha model and the indigenous Tipu Ake organic thinking on leadership in organisations.

Application of research

The research team has facilitated two workshops reporting the findings and how they may be applied to two of the six participating organisations. As the papers coming out of the project are written and published, members of the research team are available to engage in workshops and seminars, including online delivery, to social work agencies in the statutory and non-governmental sectors. We anticipate that such events will contribute to the Association's continuing professional development programme facilitated by Anne MacAulay.

2. Workplace bullying

The convenor of the Interest Group is a member of the leadership team for the New Zealand Bullying Prevention (NZBP) Stakeholder Engagement Group. The NZBP holds annual conferences which provide a platform for stakeholders to collaborate, network, share resources and engage for a unified action against bullying. In its work NZBP focuses on workplaces and schools. For those interested, further information is available on <https://bullyingprevention.help/>.

In the context of this work, the convenor of the Interest Group has published research, presented at a social work conference addressing workplace bullying, and published opinion pieces:

Webster, M. (2016). Challenging workplace bullying: The role of social work leadership integrity. *Ethics and Social Welfare*, 10(4), 316-332. 10.1080/17496535.2016.1155633

Webster, M. (2018). Challenging toxic workplaces: The role of social work leadership integrity. Paper presented at the 29th Annual Conference of the Network for Social Work Management, San Diego, CA

Don't stand by on workplace bullying. Op-ed published on News and Opinion, University of Auckland <https://www.auckland.ac.nz/en/news/2021/05/27/dont-stand-by-workplace-bullying.html>

Intermediate school students discover compassion. Op-ed published on News and Opinion, University of Auckland <https://www.auckland.ac.nz/en/news/2018/11/28/intermediate-school-students-discover-compassion.html>

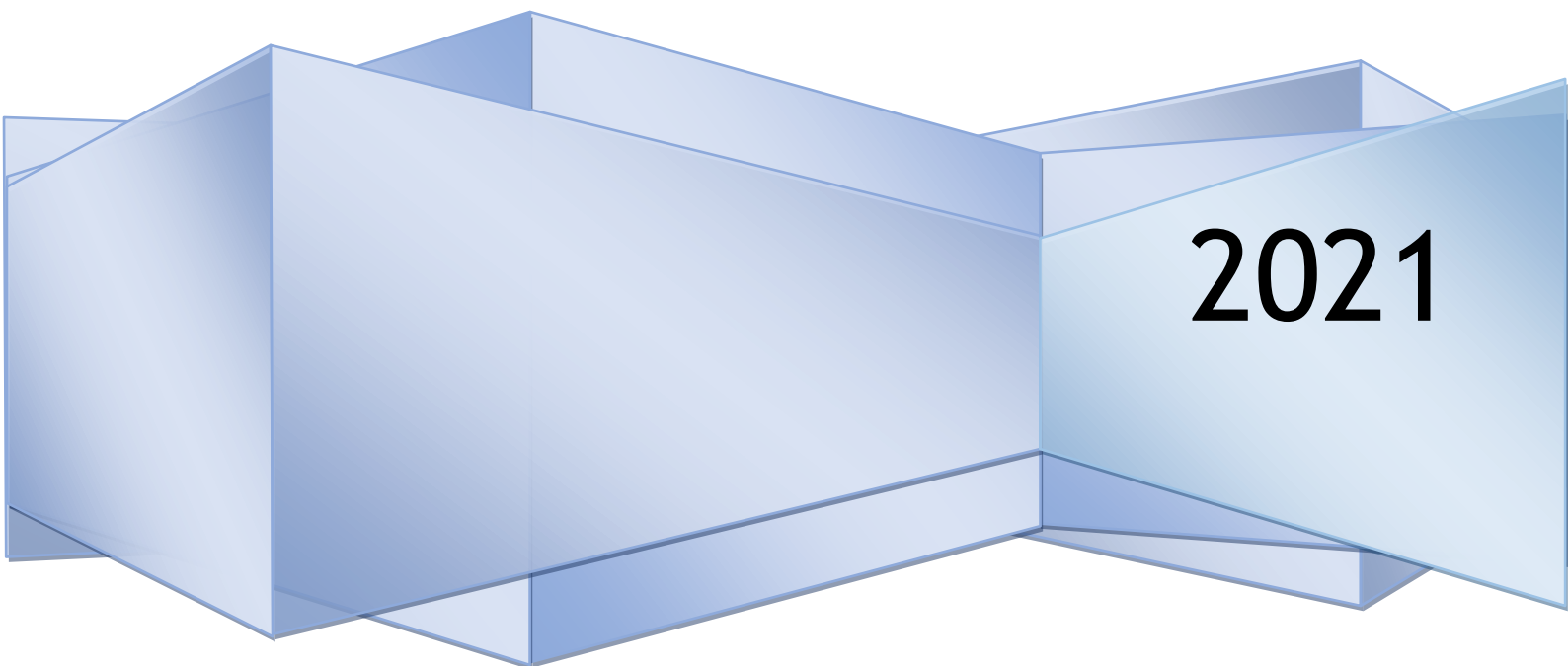
The intention of these writings is to present practical ideas on addressing bullying in the workplace and schools, drawing from research. In the year commencing 1st April 2021, i.e., after the period to which this report applies, two webinars were held under the ANZASW's CPD programme. These will be discussed in next year's Report; but members who are interested in the content of the webinars may contact either Anne on cpd@anzasw.nz or the Convenor on m.webster@auckland.ac.nz for material presented.



Mike Webster, Convenor
m.webster@auckland.ac.nz

Financial Statements

Aotearoa New Zealand Association
of Social Workers (Inc)



2021

Aotearoa New Zealand Association of Social Workers (Inc)

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Aotearoa New Zealand Association of Social Workers (Inc)

Directory

As at 31 March 2021

Nature of Business	An incorporated society representing a professional association of social workers in Aotearoa New Zealand
Accountant	T A Wypych P O Box 4190 Wellington 6140
Auditor	Ainger Tomlin Audit Limited Level 1, Ainger Tomlin House, 136 Ilam Road, Ilam PO Box 8237 Christchurch 8440
Bankers	Westpac: Riccarton Branch P O Box 8095 Riccarton Christchurch 8440
Solicitors	Buddle Finlay P O Box 2694 Wellington 6140

INDEPENDENT AUDITOR'S REPORT

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

Opinion

We have audited the financial statements of Aotearoa New Zealand Association of Social Workers Incorporated on pages 6 to 15, which comprise the Statement of Financial Position as at 31 March 2021, and the Divisional and Combined Statements of Financial Performance and Statement of Movements in Equity for the year then ended, and Notes to the Financial Statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements of Aotearoa New Zealand Association of Social Workers Incorporated for the year ended 31 March 2021 are prepared, in all material respects, in accordance with the stated accounting policies of Aotearoa New Zealand Association of Social Workers Incorporated.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements 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.

Emphasis of Matter – Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial statements are prepared for the use by the members of Aotearoa New Zealand Association of Social Workers Incorporated. As a result, the financial statements may not be suitable for another purpose. Our report is intended solely for the members of Aotearoa New Zealand Association of Social Workers Incorporated and should not be distributed to or used by parties other than the members of Aotearoa New Zealand Association of Social Workers Incorporated. Our opinion is not modified in respect of this matter.

Board's Responsibilities for the Financial Statements

The Board are responsible for the preparation of the financial statements in accordance with the stated accounting policies of Aotearoa New Zealand Association of Social Workers Incorporated and for such internal control as the Board determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board are responsible for assessing Aotearoa New Zealand Association of Social Workers Incorporated's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless

the Board either intends 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 Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are 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) 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 these financial statements.

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

- Identify and assess the risks of material misstatement of the financial statements, 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 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 Aotearoa New Zealand Association of Social Workers Incorporated's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.
- 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 financial statements 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.

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
21 June 2021

Aotearoa New Zealand Association of Social Workers (Inc)

Divisional Statement of Financial Performance

For the year ended 31 March 2021

	2021	2020
Professional Association		
	Note	
Operating Revenue		
Branch Income (net)	-	(650)
Interest Received	687	2,405
Subscriptions	899,924	843,857
Net Revenue for the Period	900,611	845,612
Less Expenses		
Accountancy Fees	2,021	5,962
Audit Fees	4,500	4,988
Bad Debts Written Off	85,094	57,425
Bank Fees & Charges	5,002	4,535
Interest & Penalties	152	71
Scoop Subscriber Services	1,645	1,645
Strategic Pay Remuneration Report	380	370
EAP Programme Management Fee	112	447
Insurances	305,797	255,311
IFSW Subscription	-	9,586
Subscriptions AuSAE & AHPAF	2,152	2,252
Legal Fees - Deductible	-	14,895
	406,855	357,487
National Office		
ACC Levies	789	884
Depreciation	3,510	3,632
IT Services & Maintenance	20,001	10,420
EAP-Employee Assistance Programme	790	426
Lease Charges	28,333	35,667
Occupancy Costs	12,661	15,492
Printing, Postage & Stationery	9,396	11,588
Professional Development	3,295	5,859
Recruitment	1,685	-
Sundry Expenses	639	673
Telecommunications	7,959	9,605
Travel, Accommodation & Meals	3,538	25,173
Wages & Kiwi Saver Expense	364,310	327,234
	456,932	446,653

This statement is to be read in conjunction with the accompanying notes and the independent auditor's report

Aotearoa New Zealand Association of Social Workers (Inc)

Divisional Statement of Financial Performance

For the year ended 31 March 2021 (continued)

	2021	2020
Note		
Governance Board		
Conference Fees	(1,064)	1,715
Honoraria	11,000	11,785
Professional Development	262	2,760
IFSW Co-ordinating Body	(129)	4,338
Sundry Expenses	9,469	2,063
Travel, Accommodation and Meals	7,360	17,270
Venue Hire	1,451	967
	28,349	40,898
Human Resources		
Complaints & Legal Consultant Fees	250	8,770
	250	8,770
Committees & Projects		
C.P.D. Project	-	21,208
	-	21,208
Marketing		
Production	1,596	-
Website Maintenance	2,377	947
	3,973	947
Total Expenses	896,359	875,963
Net Surplus/(Deficit) for the Year	4,252	(30,351)

This statement is to be read in conjunction with the accompanying notes and the independent auditor's report

Aotearoa New Zealand Association of Social Workers (Inc)

Divisional Statement of Financial Performance

For the year ended 31 March 2021 (continued)

	2021	2020
Membership Services		
	Note	
Operating Revenue		
CPD Registrations	9	9,650
Net Revenue for the Year	9	9,650
Less Expenses		
Competency Programme		
Police Vetting	1,394	1,334
	1,394	1,334
Recertification Programme		
Assessors Fees	-	-
	-	-
CPD Service		
Venue & Equipment Hire	-	(115)
Administration Costs	(199)	6,671
Travel & Accommodation	-	(22)
Facilitator Fees	4,000	495
Telecommunications & Platform Costs	35	731
	3,836	7,760
Total Expenses	5,230	9,094
Net Surplus/(Deficit) for the Year	(5,221)	556

This statement is to be read in conjunction with the accompanying notes and the independent auditor's report

Aotearoa New Zealand Association of Social Workers (Inc)

Divisional Statement of Financial Performance

For the year ended 31 March 2021 (continued)

	2021	2020
Publishing		
	Note	
Operating Revenue		
Advertising Revenue	82,150	59,816
Publication Sales	236	-
Copyright Commission	7,196	3,870
Net Revenue for the Year	89,582	63,686
Less Expenses		
Competency Handbook & Code of Ethics	10	(834)
Social Work Review	14,008	13,977
Total Expenses	14,018	13,143
Net Surplus/(Deficit) for the Year	75,564	50,543

This statement is to be read in conjunction with the accompanying notes and the independent auditor's report

Aotearoa New Zealand Association of Social Workers (Inc)

Combined Statement of Financial Performance

For the year ended 31 March 2021

	2021	2020
Divisional Result		
	Note	
Net Surplus / (Deficit) from Professional Association	4,252	(30,351)
Net Surplus / (Deficit) from Membership Services	(5,221)	556
Net Surplus / (Deficit) from Publishing	75,564	50,543
Total Divisional Result	74,595	20,748

Statement of Movements in Equity

For the year ended 31 March 2021

	2021	2020
Result and Revaluations		
	Note	
Equity at the Beginning of the Year	138,624	117,876
Net Surplus/(Deficit)	74,595	20,748
Equity at the End of the Year	213,219	138,624

This statement is to be read in conjunction with the accompanying notes and the independent auditor's report

Aotearoa New Zealand Association
of Social Workers (Inc)

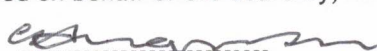
Statement of Financial Position


As at 31 March 2021

		2021	2020
	Note		
Current Assets			
Westpac - Main Account		14,457	8,973
Westpac - Online Bonus Saver		175,109	79,629
Branch Bank Accounts		21,847	6,516
Westpac Online Saver		74	16,876
Westpac Ready Access		34,959	35,245
Unexpired Insurance Cover		91,025	95,299
Accounts Receivable	2.	19,803	17,463
Total Current Assets		357,274	260,001
Non-Current Assets			
Plant & Equipment	3.	12,380	8,723
Total Non-Current Assets		12,380	8,723
Total Assets		369,654	268,724
Current Liabilities			
Payables & Accruals	4.	33,021	33,927
Other Funds held in Trust	6.	56,806	41,758
GST Payable		2,745	3,194
Holiday Pay Provision		35,325	25,207
Other Current Liabilities	5.	28,538	26,014
Total Current Liabilities		156,435	130,100
Net Assets		213,219	138,624
Equity			
Retained Earnings	7.	213,219	138,624
Total Equity		213,219	138,624

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


Board Member


Board Member


Dated

This statement is to be read in conjunction with the accompanying notes and the independent auditor's report

Notes to and forming part of the Financial Statements

For the year ended 31 March 2021

1 Statement of Accounting Policies

Reporting Entity

Aotearoa New Zealand Association of Social Workers (Inc) is an Incorporated society. The Society is involved in the business of representing social workers.

Statement of Compliance and Basis of Preparation

The Financial Statements of Aotearoa New Zealand Association of Social Workers (Inc) have been prepared as special purpose financial statements which have been prepared for the purpose of the members.

The accounting principles recognised as appropriate for the measurement and reporting of the financial performance and financial position on an historical cost basis are followed by the society.

These financial statements are presented in NZ dollars (NZ\$) and rounded to the nearest whole dollar unless otherwise stated

Specific Accounting Policies

The following specific accounting policies which materially affect the measurement of the financial performance and financial position have been applied:

a) *Trade Receivables*

Trade Receivables are recognised at estimated realisable value.

b) *Plant & Equipment*

Plant & Equipment is recognised at cost less aggregate depreciation. Depreciation has been calculated using the maximum rates permitted by the Income Tax Act 2007. Gains and losses on disposal of fixed assets are taken into account in determining the operating result for the year.

Office Equipment 13% - 100% of the written down value

c) *Income Tax*

The Society is not subject to income tax pursuant to the Income Tax Act 2007

d) *Goods and Services Taxation (GST)*

Revenues and expenses have been recognised in the financial statements exclusive of GST except that irrecoverable GST input tax has been recognised in association with the expense to which it relates. All items in the Statement of Financial Position are stated exclusive of GST except for Accounts receivable and Accounts payable which are stated inclusive of GST.

e) *Changes in Accounting Policies*

There have been no changes in accounting policies. All policies have been applied on a basis consistent with those from previous financial statements.

(f) *Revenue Policy.*

All Society's revenues are reported on an invoice basis, except branch revenues which are reported when received from Branches. This policy should be read in conjunction with Note 5 and Note 8 referencing membership subscriptions and competency fees.

This statement is to be read in conjunction with the accompanying notes and the independent auditor's report

Notes to and forming part of the Financial Statements

For the year ended 31 March 2021 (continued)

2 Current Receivables

	2021	2020
Accounts Receivable	\$	\$
Accounts Receivable	19,803	17,463
Less: Provision for Doubtful Debts	-	-
Total Receivables	19,803	17,463

3 Plant and Equipment

Plant and Equipment 2021

	Cost	Deprcn Charged	Accum Deprcn	Closing Book Value
	\$	\$	\$	\$
Office Equipment	69,891	3,536	57,511	12,380
Total Plant and Equipment 2021	69,891	3,536	57,511	12,380

Plant and Equipment 2020

	Cost	Deprcn Charged	Accum Deprcn	Closing Book Value
	\$	\$	\$	\$
Office Equipment	62,698	3,632	53,975	8,723
Total Plant and Equipment 2020	62,698	3,632	53,975	8,723

4 Current Liabilities - Payables

	2021	2020
Payables & Accruals	\$	\$
Accounts Payable	8,279	3,944
Payroll Taxes	16,742	8,472
Accruals	8,000	21,511
Total Payables & Accruals	33,021	33,927

This statement is to be read in conjunction with the accompanying notes and the independent auditor's report

Aotearoa New Zealand Association of Social Workers (Inc)

Notes to and forming part of the Financial Statements

For the year ended 31 March 2021 (continued)

5 Current Liabilities - Other

	2021	2020
	\$	\$
Receipts in Advance	28,538	26,014
	<u>28,538</u>	<u>26,014</u>

Receipts in Advance, are monies received from members prior to the end of March 2021, for memberships to be invoiced subsequent to balance date.

6 Other Funds held in Trust

	2021	2020
	\$	\$
Branch Bank Accounts	21,847	6,516
Filipino Interest Group	1,007	1,007
South Auckland Branch	1,845	1,845
Waikato Branch	595	595
Auckland Branch (In Recess)	5,065	5,065
Manawhenua Branch	321	321
Hawkes Bay Branch	245	245
Tamaki Makaurau (In Recess)	402	402
Charitable Trust Funds	17,618	17,804
Otago Branch	966	996
Canterbury Branch	6,895	6,962
	<u>56,806</u>	<u>41,758</u>

7 Retained Earnings

	2021	2020
	\$	\$
Opening Balance	138,624	117,876
Less Adjustment for Branch Funds Held	-	-
Less Adjustment for Funds Held in Trust	-	-
Plus:		
Net Surplus / (Deficit)	74,595	20,748
Retained Earnings Closing Balance	<u>213,219</u>	<u>138,624</u>

This statement is to be read in conjunction with the accompanying notes and the independent auditor's report

Notes to and forming part of the Financial Statements

For the year ended 31 March 2021 (continued)

8 Subscriptions & Competency Fees

ANZASW Refunds and Debt Collections Policy sets out the eligibility of members for a refund of membership subscriptions or competency fees.

This policy states that where a member has:

1. Paid their annual Membership subscriptions in advance and they resign, their membership subscription is non-refundable.
2. Paid their Competency assessment in advance, but resign before completing their assessment no refund is made.

9 Contingent Liabilities and Capital Commitments

There were no contingent liabilities or capital commitments at Balance Date. Aotearoa New Zealand Association of Social Workers (Inc) has not granted any securities nor given any guarantees in respect of contingent liabilities payable by it or any other party. (2020;\$Nil)

This statement is to be read in conjunction with the accompanying notes and the independent auditor's report