



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

# ANNUAL REPORT

1 April 2021 -  
31 March 2022

# Perehitana Welcome

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

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

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

## 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:

- Barbara Beeby
- Beryl Pirie
- Luisa Falanitule
- Rona Sedman

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:

- ANZASW Kaumātua, Te Naihi Wilson
- ANZASW Life Members
- ANZASW Kaiwhakahaere CE and the Member Support Team
- ANZASW Members

Tēnā koutou, tēnā koutou, tēnā tātou katoa.

## Reflections

It is my pleasure to present the Annual Report and to reflect on the year that was from 1 April 2021 – 31 March 2022.

I am proud of our Association and how the ANZASW has adapted and navigated the ever-changing social work landscape in Aotearoa New Zealand this past year. The Covid-19 global pandemic has continued to disrupt and dominate our personal and professional lives.

This has required us to make difficult decisions at times, to ensure the safety of our most vulnerable communities. At this time, I want to celebrate and highlight the commitment of our superstar social workers who continue to deliver excellent mahi in the face of constant change, to keep our communities connected, safe and well. My sincere thanks to you all.

The ANZASW is informed by the three pou of Te Mahere Rautaki – Strategic Plan 2020–2025: Whakawhanaungatanga, Whakamana and Rangatiratanga. For this report, I have selected three key events that exemplify Pou Whakawhanaungatanga, under Pou Rangatiratanga, I give a Board update, and the report concludes with some Pou Whakamana comments.

## Pou Whakawhanaungatanga

**Kotahitanga: Whiria te tangata**

*Weave the people together*

## Kaiwhakahaere Chief Executive

The Board was thrilled to welcome Braden Clark as the new Kaiwhakahaere Chief Executive with a Mihi Whakatau in Tāmaki Makaurau in June 2021, attended by the ANZASW Board and some local members. Braden has returned to Aotearoa New Zealand to fill this role, after working in a senior role with the Hammersmith & Fulham Council in London. Over the 10 months of this reporting period, Braden has successfully established the Kaiwhakahaere CE role in Wellington in accordance with Te Mahere Rautaki – our Strategic Plan and has undertaken a complete review and overhaul of our IT systems to enable the ANZASW functions more efficiently and effectively.



*The mihi whakatau for new Kaiwhakahaere CE, Braden Clark, held in June 2021. In attendance was the ANZASW Board and members.*

## Pou Rangatiratanga

### Puawaitanga: Te amorangi ki mua

*The leader at the front*

#### Board update

At the 2021 AGM we were delighted to announce the successful election to the Board of Tangata ō te Whenua member Kegan Poananga and the re-election of Wyllis Russell. A Mihi Whakatau was held at the beginning of the October Board meeting to welcome Kegan and also Hope Etienne, a Chartered Accountant who was co-opted as a Board member with specialist finance expertise. We are very excited to have Kegan and Hope onboard; as millennials they are representative of the hope and future of the Association.

The October Board meeting concluded with a poroporoaki for Gray Hughson and Vaughan Milner who have both retired/resigned from the Board. We are very grateful for the huge contribution that both men have brought to the Board and the ANZASW, and we wished them every success in their future endeavours with a taonga pounamu.

The Board has continued to meet, alternating between in-person and virtual hui, and is committed to progressing the goals and aspirations of the Association and providing leadership for the social services sector.

#### Honourable mentions

My sincere thanks to Te Naihi Wilson, Board Kaumātua, and to the Board for your continued support for me as President. I honestly could not do the President's role without a dedicated and focused Board team alongside me and the always supportive Madam Vice President, Sally Dalhousie. He mihi aroha ki a koutou.

It has been a pleasure working alongside the Kaiwhakahaere Chief Executive and the Member Support Team, and I thank them for all the hard mahi that is done for the Association, which largely goes unnoticed but honestly, the Board and I could not do this mahi without you.

It continues to be an honour to serve alongside you all for the progression of the ANZASW and I wish you the very best for the coming year.

## Pou Whakamana

### Ahurutanga: Toitū he mana

*Mana endures*

#### Closing comments

These are challenging times, and the speed of change is increasingly requiring us to be nimble and agile. Keeping apace with the changes while holding true to our mission and values, is more important now than ever. With the strong leadership in the Member Support Team and new Board members offering diverse skills and experience, ANZASW members can be confident that the Association remains in good hands for the future.

Again, I encourage you to read the entire Annual Report 2021-2022 which gives a great overview of the range of mahi that has been achieved locally, nationally, and internationally over this reporting year. We have achieved a lot and still have more to do, but I am proud and honoured to be a member of the ANZASW and to serve as your President.

The closing whakatauaiki by Kingi Tukāroto Matutaera Pōtatau Te Wherowhero Tāwhiao, is taken from the book Aroha by Dr Hinemoa Elder who explained, 'when we stand alone, we are vulnerable, but together we are unbreakable'. To me this exemplifies our intent, as the ANZASW.

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

*If a reed stands alone, it can be broken;  
If it is in a group, it cannot.*

Nāku iti noa, nā



#### Sharyn Roberts

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



# Kaiwhakahaere Welcome

## **Tēnā koutou katoa,**

E mihi ana ahau ki te mema o Te Rōpū Tauwhiro i Aotearoa. One of the things I love the most about ANZASW is that we are a community of social workers, striving to make Aotearoa New Zealand a better country. I want to thank each and every one of you for your ongoing commitment to social work and to your Association. I have enjoyed my many hui, phone calls, and emails with you and I look forward to meeting more of you over the coming year.

It is my pleasure to present to you our 2021-2022 Annual Report. It has been another excellent year, where the Association, and the profession of social work, has continued to go from strength to strength despite significant changes. We are now a full year since the introduction of mandatory social work registration, which is helping to lift the profile and professionalism of social work. The sectors social workers practice within are undergoing major reforms (for example, child wellbeing/protection and health). These changes come with challenges but also many opportunities.

**Ko tēnei te wā.** Now is the time for social work to continue to shine and grow as a profession. We must hold strong to our values as a profession and continue to advocate for social justice, human rights, and human dignity. We must continue to bring a strong social work lens and voice to the numerous reforms that are occurring, highlighting how the structures of society result in inequity and poor outcomes. As a profession, we must also critically reflect on how we practice in ways to eliminate the inequity experienced by many, including tangata-ō te whenua. These are some of the opportunities and challenges we must work together to face over the next few years.

Over the last year, we have focused on implementing Te Mahere Rautaki 2020-2025 (our strategic plan), which is our guide to help us achieve our Association's vision of *Professionally excellent social workers and leaders for social justice*. As Sharyn mentioned in her message, Te Mahere Rautaki is centered on three pou: whakawhanaungatanga, whakamana, and rangatiratanga. These pou guide the Board, myself, and the Member Support Team as we plan our activities. Te Mahere Rautaki will hold us in good stead as we transition into a new phase for the profession of social work.

The past 12 months have been about laying the pura (foundation) for ANZASW to be able to achieve its vision as articulated within Te Mahere Rautaki. There has been a lot of behind the scenes work. For example, we have invested in a very successful overhaul of our IT systems. You would have noticed a new, refreshed website with greater functionality for members. Our new IT systems have allowed us to benefit from the increased use of technology and automation, which provides the Member Support Team with more time to support you, our members, rather than being tied up with administration. We'll continue to look at and consider how we use technology to deliver greater value for our members.

We've also been reviewing the internal operations of the Association, including ensuring we have robust policies and procedures. We're also reviewing the roles of the Member Support Team and so far have established a Senior Policy Analyst role to enable us to provide greater advocacy and leadership for the profession and for social justice.

I would like to also mihi to and acknowledge our incredible Member Support Team who continue to provide an excellent service to our membership, all whilst keeping up with and supporting the Association to undergo significant changes. During the last year, we've welcomed Lisa Glynn (Professional Development Lead) and Bronwyn Larsen (Senior Policy Analyst) to our Member Support Team and farewellled Fiona Scott and Anne MacAulay. You are a pleasure to lead and make my job very easy - ngā mihi nui. Ko koutou a runga!

Finally, I would like to mihi to the Board for their continued leadership, support, and confidence in me. In particular, I would like to thank Sharyn Roberts (our Perehitana | President) with whom I have the pleasure of sharing many kōrero and cups of coffee with as we discuss the future of the Association and the profession of social work. I genuinely could not do my role without your ongoing support and encouragement - ngā mihi nui.

Noho ora mai, nā



**Braden Clark**

Kaiwhakahaere Chief Executive



# Our Vision

Professionally excellent social workers  
and leaders for social justice.

# Our Purpose

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

# Our Values

Rangatiratanga  
Whanaungatanga  
Mātātoa  
Wairuatanga

Manaakitanga  
Aroha  
Kōtahitanga

# Te Mahere Rautaki

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

## He Awa Whiria

Te Mahere Rautaki draws on He Awa Whiria (a braided rivers approach by Angus Macfarlane - Ngāti Whakaue) whereby two streams (tangata-ō te whenua and tangata-ō te tiriti) can converge and diverge, each maintaining their own mana motuhake. According to the metaphor, both tangata-ō te whenua and tangata-ō te tiriti start from the same place and run alongside each other in equal strength. They come together at times and move away from each other as well. The idea is that we will meet the specific needs of both our tangata-ō te whenua members and tangata-ō te tiriti members – strengthening both streams as they flow and grow together.



Waimakariri Awa

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

## The Pou of Te Mahere Rautaki

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

- **Pou Whakawhanaungatanga**
- **Pou Whakamana**
- **Pou Rangatiratanga**

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

**Click here to read  
Te Mahere Rautaki**



## Pou Whakawhanaungatanga

*Kotahitanga: Whiria te tangata  
Weave the people together*

Within **Pou Whakawhanaungatanga** we will actively engage and connect all social workers in Aotearoa New Zealand.

## Pou Whakamana

*Ahurutanga: Toitū he mana  
Mana endures*

Within **Pou Whakamana** we will support and encourage social workers to promote social change, social justice, and wellbeing for all.

## Pou Rangatiratanga

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

Within **Pou Rangatiratanga** we will build the value and voice of social work as a profession in Aotearoa in order to lead social change, social justice, and promote wellbeing.

## Our key policy focus areas

We have identified key areas for our advocacy work and are typically the areas where social workers are mostly working or are affected by. These are:

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

# Our Team

## Our Board\*



### Sharyn Roberts

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



### Sally Dalhousie

*Vice-President*



### Te Naihi Wilson

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



### Kegan Poananga

*Board Member*  
Ngati Raukawa ki-te-Tonga, Ngāti Porou  
*Kegan was elected onto the Board at the September 2021 AGM*



### Wyllis Russell

*Board Member*  
Te Aitanga a Mahaki, Rongowhakaata,  
Rongomaiwahine, Whakatohea, Ko Ngati  
Kahungunu ki Wairoa



### Suzanne Cocker

*Board Member*  
Tūwharetoa me Ngāti Kahungunu  
*Suzanne was co-opted onto the Board from 26 March 2022*



### Hope Etienne

*Board Member (Chartered Accountant)*  
*Hope was co-opted onto the Board from 17 October 2021*



### Vicki Hirst

*Board Member*

## Former Board Members

**Braden Clark** (until 19 June 2021)

**Vaughan Milner** (until 16 October 2021)

**Gray Hughson** (until 16 October 2021)

## Our Member Support Team\*

### Braden Clark

*Kaiwhakahaere Chief Executive*  
*Braden joined the ANZASW team on 19 June 2021 but was on the ANZASW Board prior to this*



### Jacqui Christian

*Office Manager*



### Bronwyn Larsen

*Senior Policy Analyst*  
*Bronwyn joined the team on 24 January 2022*



### Lisa Glynn

*Professional Development Lead*  
*Lisa joined the team on 6 December 2021*



### Sonja Nissen

*Senior Administrator*



### Rosa Hill

*Online Communities*



## Former Staff

**Anne MacAulay** (until September 2021)

**Fiona Scott** (until July 2021)

## Ōtautahi Christchurch Office Update

COVID-19 has altered the way many organisations operate. Our Member Support Team have adapted and are now working remotely. This has worked very well and so we have been working towards no longer having a physical office in Ōtautahi Christchurch. Our Member Support Team will work fully remotely moving forward, which provides us with the flexibility to hire anyone throughout Aotearoa. We will also have significant financial savings in the future. As we are required to have a registered office, our Kaiwhakahaere will have a small office in a co-working location in Te Whanganui a Tara Wellington.

# Our Members

## Membership overview\*

**3,685**

members

**8%**

increase in membership this year

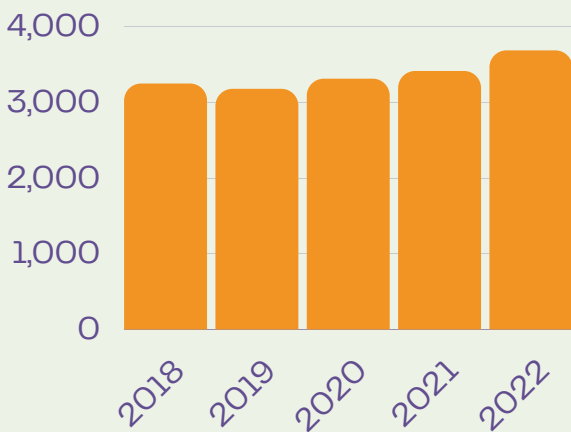
**710**

tangata-ō te whenua members (19.2%)

**232**

Pasifika members (6.3%)

## Membership trend



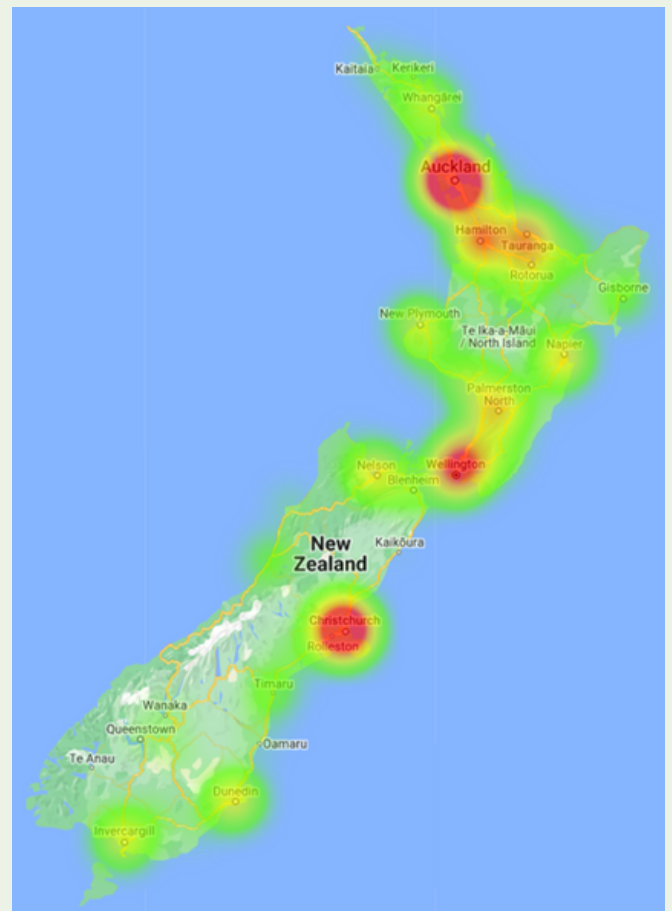
\*As at 31 March 2022. Membership growth is since 31 March 2021.

## Where our members are employed

Employer	%
Oranga Tamariki	33.3%
NGO	26.3%
District Health Board*	16.2%
Private Practice	8.1%
Tertiary Education	3%
Other	13.1%

\*DHBs became Te Whatu Ora - Health NZ in the 22/23 year.

## Where our members are located



# Whakawhanaungatanga

## Kotahitanga: Whiria te tangata

*Weave the people together*

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

Within pou whakawhanaungatanga we are focused on building connections and community between social workers. The ongoing impact of COVID-19 has meant we have not been able to meet kanohi ki te kanohi (face to face) as much as we would desire. We are hopeful that over the next year, we will be able to increase our kanohi ki te kanohi gatherings. We've continued to adapt through an increased use of technology to connect with each other and will continue to use technology to build our sense of community, along with local connections.

## Enabling tangata-ō te whenua leadership

We've been focusing on enabling tangata-ō te whenua leadership, connections, and participation within ANZASW. Te Kahui Ohu is a regular monthly space for tangata-ō te whenua to meet, kōrero and plan to meet the needs of our tangata-ō te whenua members.

Out of the Te Kahui Ohu hui, the need for a wānanga for our tangata-ō te whenua members was identified. We've been working towards planning this and are pleased that the wānanga will be held in September 2022. The theme of the wānanga is Decolonising Social Work practice, and we are looking forward to creating a space for our tangata-ō te whenua members to be Māori.

**I have an association I feel connected to when I need support for my practice.**

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

**TOGETHER, WE ARE ANZASW.**

## Online Communities

We have launched several online communities. Online communities are communities of social work practitioners from a similar field of practice who gather together to form a peer network. They typically meet via Zoom once a month to kōrero and support each other. Resources and ideas are often shared as a result of the hui. Our online communities are supported by an online portal on the website where group members can ask questions, share information and files, and see upcoming hui dates.

In the 2021-22 financial year, we have started the following online communities:

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

Over the next year, we will be launching more online communities. **Click here for more information about our online communities.**

**The online community helps me to not feel isolated in my practice and to talk through issues with my peers.**

## IT systems upgrade

Technology is changing the way we operate and connect with each other. A focus of the last financial year has been the implementation of an IT strategy, which saw the upgrade of all of our IT systems. We've successfully transitioned all of the software we use within the Association to Cloud based technology, allowing our Member Support Team to work from anywhere and more efficiently. This has allowed us to focus more on supporting our members. We've also undertaken a major refresh of our website which is making it easier for members to utilise and engage with the Association.

We're going to continue to look at how we use technology to support our membership and to build our community. We've also refreshed our communications and have had lots of positive feedback that this has made it easier for members to engage .

# Whakamana

## Ahurutanga: Toitū he mana

*Mana endures*

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

Within pou whakamana, we locate our professional development offering. We acknowledge the mahi of Anne MacAulay who left ANZASW in September 2021. Anne's passion for the professional growth of social workers was much appreciated. We welcomed Lisa Glynn into the role of professional development lead in December 2021. Lisa has fitted into the role incredibly well, establishing a professional development strategy and annual workplan, whilst continuing to deliver high-quality professional development events.

Lifting the quality of professional development provision, and associated communications and marketing has been a focus since mid-2021. This enables ANZASW to be recognised within the sector as a key provider of ongoing professional development for social workers. One of our strategic directions under pou whakamana is to support and enable kaupapa Māori aspirations for social work. We're starting to outwork this through the social work symposium, arranging hui for Te Kahui Ohu, planning a wānanga for September 2022, and working towards having more professional development run by Māori.

## Professional Development Survey

We ran a professional development survey in March 2022 to help us understand and plan for our members learning needs. Key findings from the survey were:

- 605 responses with 75% recommending ANZASW professional development to another social worker.
- 47% of respondents said they don't have enough time for professional development.
- 85% of respondents would recommend joining ANZASW.
- Reading and online learning were the most popular professional development activities.

The survey helped us to identify key learning areas for prioritisation.

[Click here to read our survey findings report here.](#)

## Professional Development

18

Webinars held

1,565

Webinar attendees

53

Recordings available

1,897

Recordings viewed\*

*\*Since 1 September 2021*

## Our Top Professional Development Webinars

We ran a number of webinars throughout the year. Our most attended webinars were (click on the title to view the webinar):

- **Demystifying COVID-19 for social workers** with Dr Siouxsie Wiles
- **Ko te mauri, he mea huna ki te moana: Hidden in plain sight - our Te Tiriti o Waitangi practice responsibilities** with Dr Leland Ruwhiu and Nicolette Dickson
- **Professional indemnity insurance and what happens if someone complains about your practice** with Mike Doolan, Paul Kirby and Natasha Clarke
- **An Aotearoa model for creating a culture and environment of trauma responsive practice** with Andrea Greer

View our webinar recording library



I love how ANZASW weaves like a korowai all the sweetness of learning from a huge range of training, issues, and differences into the webinars. It most definitely manaaki, awhi, tautoko, mana builds our social work professional development.



## 2021 Professional Development and AGM

We held a successful online professional development event and AGM on 24 September 2021. The theme was social justice from a te ao Māori perspective in Aotearoa. A huge mihi aroha to our presenters Whaea Emma Webber-Dreadon, Dr. Leland Ruwhiu, Paula Bold-Wilson, and Rose Ngareta Herewini who generously shared their time, knowledge, expertise, and unique perspectives. You can view the presentations:

- **Social justice from a te ao Māori perspective** (Merv Hancock Lecture) - Emma Webber-Dreadon and Dr. Leland Ruwhiu
- **Death by a thousand cuts** - Paula Bold-Wilson
- **Tāku mana, tōu mana, to tātou mana: My mana, your mana, our mana** - Rose Ngareta Herewini

## New Graduate Support Programme

We launched our inaugural New Graduate Support Programme at the start of 2022. The programme is designed to support graduate social workers to transition into their careers. The positive response to the programme has seen a large number of social workers volunteering to be mentors, allowing a large number of new graduates to participate.

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

We've received very positive feedback about this programme from new graduates and mentors. Mihi aroha to all of our volunteer mentors for your investment in our new graduate social workers. We look forward to further improving and growing the programme in 2023.

### New Graduate Support Programme\*

84

New graduates

34

Volunteer mentors

17

Mentoring groups

\*At the start of the programme

## Social Work Symposium



**Top right (L-R):** Sharyn Roberts, Yvonne Crichton-Hill, Miriama Scott, Kiritahi Firmin, Dr Moses Faleolo.

**Bottom left:** Sharyn Roberts **Bottom right:** Yvonne Crichton-Hill

**Mō tātou, ā, mō kā uri ā muri ake nei** was the social work symposium held on 1 June 2021 in partnership between ANZASW, Barnardos, and the Social Workers Registration Board. The symposium was a 1-day live-streamed event which explored social work practice with Māori and Pasifika. This excellent annual event showcased current and emerging Māori and Pasifika research, skills, and knowledge with the social services sector. More than 400 social workers attended the event via Zoom or in person. We are proud to commit to a kaupapa that prioritises culturally responsive practice and meeting Te Tiriti o Waitangi obligations. We look forward to running the symposium again in 2022 with our partners.

## Aotearoa New Zealand Social Work Journal

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

The journal continues to grow in size, scope, and reach. During the last financial year, we have published four issues, with a total of 23 research articles, 7 viewpoints, one research brief, four commentaries, one practice note, and 11 book reviews.

### Upcoming issues

We've published a further two issues at the time of writing. Our next issue 34(3) will have a special section on dissenting social work and include a commentary by the author of the text *Dissenting Social Work*, Paul Michael Garrett. Issue 34(4) will be a general issue and we should also have an issue of *Tu Mau* before the end of the year.

### Statistical trends

Since the editorial collective first began monitoring unique visitors to the journal website we have noticed a steady year on year growth from almost 14 thousand in 2017 to almost 40 thousand in 2021 (with growth in unique users of over 10,000 – over 25% – in the last year alone). The proportion of international visitors has also grown from 43% in 2017 to 49% in 2021. Greater access is highly likely to lead to an increased number of citations making the journal a more attractive place for local and international scholars to publish their work.

### Volume

The volume of submissions continues to be variable, and there continues to be significant delays in locating reviewers (a phenomenon that seems to impact most journals these days).

### Promotion

We are pleased to be working with ANZASW to promote selected articles to members and where appropriate to invite authors to present a webinar. The first of these will involve the authors of "Reconsidering Maslow and the hierarchy of needs from a First Nations' perspective". Liz Beddoe has also presented a webinar on writing for publication to members.

### Twitter

Our journal Twitter account now has 582 followers, up from 468 last year.

### Platform

We continue to use the Open Journal System platform, hosted by the University of Otago library. This system underwent a major upgrade this year which introduced some improvements to the look and feel but also introduced a number of bugs into the publication process. The University of Otago IT team continues to offer good support in resolving any technical issues.

## ANZSW Journal

4

Issues published

47

Pieces published

40,000

Website views

49%

International visitors

### 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. Our last report made reference to an article by Gair, Zuchowski, & Beddoe, (2020), this has been added to by Ballantyne, N. (2022) Scholarly publication, open access and the commons, *Critical and Radical Social Work*, XX(XX): 1–15, <https://doi.org/10.1332/204986021X16467538565525>

### Leadership and editorial collective

The collective continues to be led by Editor in Chief, Professor Liz Beddoe. Associate Professor Kath Hay stepped back from the collective this year but, on Kath's recommendation, we were joined by Dr Nicky Stanley-Clarke from Massey University. Simon Lowe has also stood down as book reviews editor and has been replaced by Eileen Joy from the University of Auckland. . The collective has also welcomed Kerri Cleaver (Kāi Tahu, Kāti Māmoe, Waitaha) from the University of Canterbury.

## ANZSW Editorial Collective

Neil Ballantyne  
Liz Beddoe  
Nicky Stanley-Clarke  
Kerri Cleaver  
Yvonne Crichton-Hill  
Anaru Eketone  
Ian Hyslop  
Eileen Joy  
Emily Keddell  
Deb Stanfield  
Shayne Walker

# Rangatiratanga

## Puawaitanga: Te amorangi ki mua

*The leader at the front*

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

Within pou rangatiratanga, we locate our advocacy and professional leadership mahi. Over the past year, we have focused on building our capacity to advocate for social justice and the profession through the establishment of a Senior Policy Analyst position. This is a new role for ANZASW and has been ably filled by Bronwyn Larsen since January 2022. This position is currently for a 12-month fixed term position, whilst we establish the efficacy of the position.

### Submissions made

We have made a variety of submissions on behalf of members and submitted to several select committees. These submissions have related to:

- Pacific Pay Gap Inquiry
- Pay Transparency
- Social Worker Registration fee increases
- Oranga Tamariki and the Children's Commission
- Mental Health law reform
- Pae Ora legislation
- Conversion Practices legislation

[View our submissions](#)



I value your courageous advocacy for social workers and for whānau and communities.

### Our Advocacy Mahi

11

Submissions made

630

Members engaged in submissions

4

Select Committee submissions

### NGO Social Worker Pay Equity

We have been working with our partners to advance social worker pay equity. On Aotearoa New Zealand Social Workers' Day, we held a webinar highlighting the pay equity claim for NGO social workers with our partners (Social Service Providers Aotearoa [SSPA], the Public Service Association [PSA], and SocialLink). We had over 300 attendees at this webinar. Since then, we've continued to support progress on the pay equity claim for NGO social workers, which is being led by the PSA (the union representing social workers) and SSPA (representing the employers of social workers). This pay equity claim should hopefully be settled in the 2022/23 financial year, with role out for the wider NGO sector to follow.



Association membership is fundamental to my professional identity. It enables me to add my voice into the collective social work voice in terms of professional ethics, advocacy, influence, and practice excellence.



### Our voice for the profession

As the professional body for social workers, we have continued to promote the profession of social work and advocate for social justice. We have made a variety of media releases and our Kaiwhakahaere Chief Executive has been in the media speaking about a variety of topics.

We have established relationships and have regular meetings with Minister Davis (Minister for Children, Corrections, and Crown Treaty Relations) and Minister Sepuloni (Minister for Social Development and Employment, ACC, and Arts, Culture and Heritage). We have also met with Members of Parliament from various parties as a form of advocacy.

One of our strategic directions in Te Mahere Rautaki is to be highly visible and active in political and social policy areas, through a physical presence in Wellington. We have located our Kaiwhakahaere Chief Executive in Wellington to allow for the role to build influential relationships across the sector.

## Our international mahi

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

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

- Sharyn Roberts (Perehitana | President)
- Sally Dalhousie (Vice-President)
- Shannon Pakura
- Jude Douglas
- Wyllis Russell
- Rose Henderson (ex-officio).

## Establishment of the Indigenous Commission

Over the past year, we were pleased to see the establishment of the IFSW Indigenous Commission. The Indigenous Commission will work towards improving the voice and representation of indigenous peoples at an influential level of decision making.

We acknowledge the hard work of the Aotearoa New Zealand IFSW Co-ordinating Body members who were instrumental in the establishment of the IFSW Indigenous Commission. In particular, we recognise, previous ANZASW Presidents, Shannon Pakura and Robyn Corrigan's significant roles in the development of the Indigenous Commission.

Carole Tana-Tepania (ANZASW and TWSWA member) represents the Asia-Pacific region on the Commission.

## Our members involved with the IFSW

Aotearoa New Zealand is represented in the international arena by several members. Their representation provides leadership in the international social work community and ensures indigenous voices are heard.

Rose Henderson (ANZASW Life Member) has continued in her tenure as the IFSW Asia-Pacific Regional President and the Global Vice-President. Rose's terms end in 2022. We acknowledge Rose's hard work and dedication to the international profession of social work. Thank you, Rose, for your leadership in this space. Ngā mihi nui ki a koe, Rose.

This year we were pleased to nominate Dr Yvonne Crichton-Hill to the IFSW Ethics Commission representing the Asia-Pacific region. The Ethics Commission is responsible for the Statement of Ethical Principles that every member of IFSW must adhere to.

Jude Douglas continues to represent the Asia-Pacific region on the IFSW United Nations Commission. The IFSW has special consultative status to the UN and supports by providing a social work perspective on various issues.

Luis Arévalo represented the Asia-Pacific Region on the Human Rights Commission. The Commission monitors and protects, as far as it can, the rights of social workers who may be endangered for supporting vulnerable populations or individuals. It also is 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.

As already mentioned, Carole Tana-Tepania represents the Asia-Pacific region on the IFSW Indigenous Commission.

# Local Branches/Rōpū

## Wellington Branch

Our year was impacted by Covid-19, reducing our usual monthly meetings with the rise of Delta variant in 2021 and the Omicron variant in 2022. But when we consider the broader context, the inconvenience of flexible planning for our Branch meetings dips into insignificance. We remain concerned for our clients, colleagues and family/whānau affected by Covid, as well as the many national and global issues that dominate our social justice focus.

In April we were pleased that more members arrived, so we had to reorganise extra seating for our meeting at Whitireia. Liz Langham led the session, challenging us to refine our own practice reflection. By giving us different options to try, she encouraged us all to experiment and thereby to consider possibilities for ourselves/clients/supervisees.

At the Open Polytech Jude Douglas engaged us to consider the relevance of the UN Sustainable Development Goals. In discussing her involvement with the IFSW Asia Pacific region, we shared ideas about contributing to feedback which stimulated our vision for how we as social workers interact on macro as well as micro levels.

With Caz Thomson facilitating our discussion on "FactFulness" we had to reconsider the lens that we view big social issues, like poverty. But this also gave impetus for us in our work to weave diverse perspectives into our engagement with clients. We were invited to have this session in their new Whare Manaaki rooms in Porirua. It is another bonus of varying our meeting spaces, as we build up our community knowledge too!

We had to wait until we could meet in person to offer two ANZASW Quality and Innovation Awards in our region. Kora Deverick's Master's work with education of students in Cambodia, showed dedication and endeavour having been interrupted by Covid restrictions. With gusto we celebrated presenting the other award for the PSA's achievement of their long-term dedicated efforts to bring social work equal pay to fruition. We welcomed our new ANZASW Kaiwhakahaere Chief Executive, Braden Clark, for the first time to our meeting.

Overall, we managed seven kanohi ki te kanohi Branch meetings this year, including sessions with several folk who were passing through Wellington. We were privileged to arrange an opportunity with the Abuse in Care Commission's Community Engagement Coordinator. Ana Lee shared openly about the Commission's work timeline, to encourage social workers to present and to support clients to do so.

We caught up with Anne MacAulay when she was 'on the road' with her trusty motor home (that we had all seen the interior of in the many webinars she facilitated for us all).

These were so valuable during those isolation months when Anne provided a way of connecting with social workers across the motu. We were very pleased to thank her - in person - as she was finishing her CPD role for the Association.

We were grateful for the many opportunities to join in with ANZASW's online training options. The training day shared with SWRB and Barnado's: Mō tātou, ā, mō kā uri ā muri ake nei gave us more challenge for our practice. In another trial, we followed one Branch online meeting directly from Lynsey Ellis's webinar, to consider our role in sustainable social work.

Our report would not be complete without highlighting our December café lunch with our faithful long serving 'Mother Christmas Sylvia' to distribute our re-usable gifts, showing her social work negotiating skills to arrange swaps! A month later, we relished sitting on the outdoor deck of Lainey's boatshed, where planning the year ahead began - with the proviso that we needed to remain flexible in our schedule: we have learned from our experience!

# Local Branches/Rōpū

## Manawhenua Rōpū (Manawatū)

Over the last year we have continued to work with the challenges of COVID-19 in our community, regionally, nationally, and globally. Our rōpū members have been very busy in their own mahi, but as a rōpū, we have continued to meet on the last Thursday of every second month at 4pm, either via Zoom or kanohi ki te kanohi. We have been pleased to welcome new members to our rōpū and are encouraged by the commitment of members travelling to attend our hui.

We wish to thank those who have supported us in our hui to enable us to meet, enjoy kai, complete the business of the day. Thank you to those agencies who have allowed us to hui in your venue to enable further growth and connections within our whānau, rōpū, and iwi.

On 8 July a Matariki night was held with some of our members whom met with our Manawatū Branch members and enjoyed a lovely dinner together at the Afghanistan Restaurant in George Street, Palmerston North. Its great to connect and meet annually with our Manawatū Branch members.

We are looking forward to holding a training hui for Māori social workers in Palmerston North in October 2022 - keep an eye out for more information coming soon.

I would like to say a huge thank you to our Committee members: Athena Dias as Secretary whom is doing such a stirring job in keeping great communication going for our rōpū and supporting me in my role as Chairperson for the Manawhenua rōpū; and Denise Faithful as Treasurer. Thank you for the time and dedication that you both put into these positions, its been great to work alongside you both.

It is my 11th year as Chairperson and this will probably be my last year as Chair and I hope to hand the rākau over to another capable rōpū member, for this mahi to continue. Its been many years of learning and relishing the experiences that this position brings.

We look forward to the coming year and hopefully in 2023, Covid diminishes regionally, nationally and globally.

**Ko te pae tawhiti whaia kia tata, ko te pae tata  
Whakamaua kia tina!**

Seek out distant horizons and cherish those that you attain!

Wyllis Diana Russell  
Chairperson

## Te Kahui Poutoko Oranga (South Auckland)

**Ma te rongō, ka mohio,  
Ka marama ma te marama,  
ka matau ma te matau,  
ka ora,**

*Through listening comes awareness,  
Through awareness comes understanding  
Through understanding comes knowledge  
Through knowledge comes life and wellbeing*

Our committee rōpū members are Moana Peni-Prokopis, Moana Herewini, Lonlinette Usufono, Pat Williams, and Tekau-Marua Ashby.

We look forward to being able to meet in person after the lengthy period and are planning events for the remainder of the year.

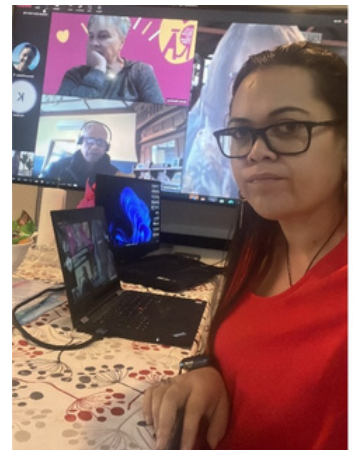
Tekau-Marua Ashby along with her colleagues from Oranga Tamariki presented at the 6th Indigenous Voices in Social Work earlier this year and reported it was reinvigorating to be amongst colleagues from around the world, Decolonise, Deconstruct and Disrupt were some takeaways.

Since our last report we have gained access to Zoom which will allow us to meet more regularly should we be unable to meet in person, and continue our Kaupapa to learn from one another.

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

Nga mihi mahana,

From the Te Kahui Poutoko  
Oranga Komiti



# Local Branches/Rōpū

## Manawatū/Whanganui Branch

Tēnā Koutou katoa. Ngā mihi nui ki a koutou.

Warmest greetings to you all and a special acknowledgement to those who have experienced significant changes in the past year. Covid is still very much a living presence in our world. Ngā mihi aroha ki a koutou.

On 13th April Vincent Wijesingha, from Massey University, and Emma Ochei from Palmerston North Community Services Council facilitated a lunchtime session "Making change: Social workers in neoliberalism". Members were presented with various theories around community change and then invited to consider these alongside their own motivations for key change initiatives identified through the Social Well-Being Forums held tri-annually in Palmerston North.

This year on May 7th, Merv Hancock Remembrance Day was celebrated with the presentation of the ANZASW John Fry Memorial Supreme Quality & Excellence in Social Work to Antonia Nicholson for her work in growing Military social work in Aotearoa New Zealand. This was an early evening event and was a special opportunity to celebrate Toni's achievements with her family. Our congratulations and thanks to Toni and her team for their enduring work in this space.

June saw us joining in "The Importance of Social Work Supervision for Social Work Practitioners and their Practice" a continuing professional education event and launch for The Routledge International Handbook of Social Work Supervision held at Massey University. These days are always incredibly special for the currency of the training provided and for the networking and collegial opportunities that ensue.

On the 8th July we combined with our Rōpū colleagues to celebrate Matariki at Arranged Marriage. Magnificent Indian cuisine was enjoyed by all. This Matariki celebration with the Rōpū is now an annual event where members bring along taonga to share. The evening concluded with the singing of waiata and much to our delight was responded to with a rousing "Tutira Mai" from a large contingent from Property Brokers who were sharing the restaurant space with us.

Our August session with Mana Whaikaha Enabling Good Lives – creative solution finding with clients with disabilities had to be postponed because of the Covid Lockdown. We hope to hold this next year.

Social Workers' Day in September was celebrated with a Breakfast at the Verdict. This was enjoyed by those attending and it is agreed that Verdict is proving a good venue for our Breakfast meetings.

In October we had the pleasure of welcoming Braden Clark our new Kaiwhakahaere for ANZASW to the Manawatū. Braden spoke about the value of being based in Wellington where it is easier to influence government. He also spoke about the number of significant reforms underway in Oranga Tamariki, Health and Disability. Questions were also asked regarding the launch and training regarding our new Code of Ethics. Braden is keen to have further training and development around the use of our new ethics framework and the role of ethical decision making in our practice.

The first Branch activity for 2022 was held on International Social Workers' Day, 15th March 2022.

Using an ANZASW webinar (Dr Lynsey Ellis talk 'Sustainable Social Work: Local practice for a global climate emergency' created an opportunity to consider the impacts of the changing climate on social work practice and the relevance of sustainability in social work). An opportunity to share, discuss and consider our responses was provided via Zoom.

As you can see it has been another 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 members' 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's very satisfying work.

To conclude we would like to thank the committee for their support during 2021 and to Jean in particular for her conscientious work as minute secretary. Wishing everyone safe passage for the remainder of 2022 and for the New Year.

Ngā mihi nui,

Helen Simmons and Lee Hefford  
Branch Co-ordinators

# Local Branches/Rōpū

## Bay of Plenty Branch

This past year has been impacted again by COVID and myriad of difficulties that this has presented to everyone, but it has not put a stop to some wonderful activities within this branch.

In 2021, we were pleased to have ANZASW's new Kaiwhakahaere Braden Clark speak at our branch AGM and professional development day. Braden spoke on the theme of where is ANZASW headed.

We held several online Zoom sessions for the local branch which was fantastic to be able to connect throughout the region.

In December 2021, we enjoyed a Christmas lunch together and were pleased to be able to celebrate Merrill Simmons-Hansen's Life Membership being awarded. We were joined by ANZASW President, Sharyn Roberts, and Braden Clark to support in celebrating this achievement.

We also ran a survey for our BOP Members which allowed us to formulate how we would meet members needs and from this we instigated training sessions and drop in sessions.

While our initial training set for 15th March 2022 had to be postponed due to COVID, we were able to hold a ZOOM training on 27th April with the subject of trauma informed care. Our thanks go to Toni Hocquard and Uria Jenkins for presenting this training.

I would like to thank our BOP Membership who have met each month for a meeting and in particular my thanks go to Anna Voss for secretarial duties; Trish Hanlen for training; and to our Life Members Merrill Simmons-Hansen, Trish Hanlen and Emma Webber-Dreadon for ensuring that we look at the difficult stuff and advocate for our membership and our profession.

Social Work is the profession of hope and is and has been such an important role within society and throughout history. We need to remember that we are professionals and that our work can be difficult and confronting, but it is also heart warming and satisfying when we are able to guide our clients forward in this hope challenged world.

I will finish with a quote from Elizabeth J Clark:  
"Never forget that your hope, and the hope you instil in others, can become a major source of motivation for positive change. Isn't that why we joined the profession of hope in the first place".

Penny Brooks  
Chair, Bay of Plenty

# Financial Summary

## Tēnā koutou katoa,

It is my pleasure to present the financial report for the 2021-2022 financial year on behalf of the ANZASW Board. You will see that we have had a very strong financial year, recording a large surplus. This now places the Association in a strong financial position, which gives us confidence as we head into the future.

The strong financial results are the result of several factors. Firstly, our membership has grown over the financial year at a rate greater than expected - this has meant our income has been higher than forecasted. Secondly, we have reduced our expenditure in a number of areas. This has included our salaries due to staff vacancies. We have also realised savings as a result of not having staff in the office all of the time by reducing printer lease costs, power, and rent savings.

The Board has set a policy of having a minimum of three months' operating expenses in financial reserves. This financial reserve has been built up over the past few years and will help to ensure that we have a strong secure and sustainable financial position, including a buffer should unexpected expenditure arise in the future. As at the 31 March 2022, we now have approximately 4.8 months of operating expenses in reserves. This is higher than anticipated due to a very large surplus being recorded in this financial year.

As we now have more than our minimum level of reserves, the Board has approved a deficit budget for the 2022-2023 financial year. This budget anticipates a reduction in our reserves, whilst still ensuring that our minimum level of operating reserves are retained at all times.

The Risk, Finance, and Audit Committee, and the Board, have been focused on ensuring there are strong financial systems within the Association. We are undertaking a review of our financial policies and ensuring that we have the necessary policies, that these are fit for purpose and mitigate the risks to the Association. Our Kaiwhakahaere CE has successfully implemented a new accounting software (Xero) which provides us with greater financial reporting ability, up-to-date information, and oversight of the Association's finances.

For those keen readers of our financial statements, you may notice that our financial statements are in a different format from previous years. The Board has decided to begin to utilise the External Reporting Board Tier 3 Not for Profit Accounting Standards from this financial year. The new Incorporated Societies Act 2022 requires us to re-register as a society by April 2026. Once we have re-registered as a society, we will need to utilise these new accounting standards and so we have decided to start using them from this financial year.

Finally, the Board would like to acknowledge Gray Hughson who served on the Board from May 2016 until October 2021 as the Board member with a recognised financial qualification. Gray's leadership and advice to the Board within the finance arena, but also as a non-social work perspective to the Board, has enabled us to achieve this strong financial position for the Association. Thank you Gray for your dedication to the Association over the past five years.

Ngā mihi nui,



**Hope Etienne**

Convenor

ANZASW Board Risk, Finance, and Audit Committee



## **Risk, Finance, and Audit Committee**

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

As at 31 March 2022, the members of the Risk, Finance, and Audit Committee were:

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

# Performance Report

Aotearoa New Zealand Association of Social Workers  
Incorporated  
For the year ended 31 March 2022

# Contents

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6	Statement of Financial Performance
7	Statement of Financial Position
8	Statement of Cash Flows
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10	Notes to the Performance Report
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# Approval of Performance Report

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2022

The Board are pleased to present the approved performance report including the historical financial statements of Aotearoa New Zealand Association of Social Workers Incorporated for year ended 31 March 2022.

APPROVED



Name Sharyn Roberts - Perehitana | President

Date 23 August 2022



Name Hope Etienne - Convenor - Risk, Finance and Audit Committee

Date 23 August 2022

# Entity Information

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2022

### Legal Name of Entity

Aotearoa New Zealand Association of Social Workers Incorporated

### Entity Type and Legal Basis

Incorporated Society

### Registration Number

Incorporated Society Number 223633

### Entity's Purpose or Mission

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

### Entity Structure

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

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

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

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

The Society is not an active fundraiser.

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

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

### Physical Address

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

# Statement of Service Performance

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2022

### Description of Entity's Outcomes

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

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

	2022	2021
<b>Description and Quantification of the Entity's Outputs</b>		
Number of members	3,685	3,413
Number of professional development webinars held	18	13

# Statement of Financial Performance

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2022

	NOTES	2022	2021
<b>Revenue</b>			
Fees, subscriptions and other revenue from members	1	936,649	899,958
Revenue from providing goods or services	1	88,982	94,913
Interest, dividends and other investment revenue	1	1,166	687
Other revenue	1	702	7,196
<b>Total Revenue</b>		<b>1,027,499</b>	<b>1,002,753</b>
<b>Expenses</b>			
Volunteer and employee related costs	2	322,864	377,000
Costs related to providing goods or service	2	427,547	451,446
Other expenses	2	133,593	99,713
<b>Total Expenses</b>		<b>884,003</b>	<b>928,159</b>
<b>Surplus/(Deficit) for the Year</b>		<b>143,496</b>	<b>74,595</b>

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

# Statement of Financial Position

## Aotearoa New Zealand Association of Social Workers Incorporated As at 31 March 2022

	NOTES	31 MAR 2022	31 MAR 2021
<b>Assets</b>			
<b>Current Assets</b>			
Bank accounts and cash	3	798,594	224,599
Debtors and prepayments	3	472,615	132,675
<b>Total Current Assets</b>		<b>1,271,209</b>	<b>357,274</b>
<b>Non-Current Assets</b>			
Property, Plant and Equipment	5	18,315	12,380
<b>Total Non-Current Assets</b>		<b>18,315</b>	<b>12,380</b>
<b>Total Assets</b>		<b>1,289,525</b>	<b>369,654</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Creditors and accrued expenses	4	347,218	19,023
Employee costs payable	4	37,689	51,692
Income received in advance	4	491,356	28,538
Other current liabilities	4	56,548	57,181
<b>Total Current Liabilities</b>		<b>932,811</b>	<b>156,435</b>
<b>Total Liabilities</b>		<b>932,811</b>	<b>156,435</b>
<b>Total Assets less Total Liabilities (Net Assets)</b>		<b>356,714</b>	<b>213,219</b>
<b>Accumulated Funds</b>			
Accumulated surpluses or (deficits)	6	356,714	213,219
<b>Total Accumulated Funds</b>		<b>356,714</b>	<b>213,219</b>

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

# Statement of Cash Flows

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2022

2022 2021

### Cash Flows from Operating Activities

Fees, subscriptions and other receipts from members	1,145,296	889,084
Receipts from providing goods or services	88,982	94,913
Interest, dividends and other investment receipts	1,166	687
Cash receipts from other operating activities	10,211	7,196
Payments to suppliers and employees	(701,043)	(903,899)
Net GST	46,712	(449)
<b>Total Cash Flows from Operating Activities</b>	<b>591,324</b>	<b>87,532</b>

### Cash Flows from Investing and Financing Activities

Payments to acquire property, plant and equipment	(17,329)	(3,657)
<b>Total Cash Flows from Investing and Financing Activities</b>	<b>(17,329)</b>	<b>(3,657)</b>

<b>Net Increase/(Decrease) in Cash</b>	<b>573,995</b>	<b>83,875</b>
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### Bank Accounts and Cash

Opening bank accounts and cash	224,599	140,724
Net change in cash for year	573,995	83,875
Closing bank accounts and cash	798,594	224,599

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

# Statement of Accounting Policies

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2022

### Basis of Preparation

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

This is the Society's first year voluntarily preparing a Performance Report under the XRB Tiered framework. Previously it prepared special purpose Financial Statements.

### Goods and Services Tax (GST)

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

### Income Tax

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

### Bank Accounts and Cash

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

### Accounts Receivable

Receivables are stated at their estimated realisable value.

### Property, Plant and Equipment

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

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

### Revenue Recognition

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

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

### Changes in Accounting Policies

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

# Notes to the Performance Report

## Aotearoa New Zealand Association of Social Workers Incorporated For the year ended 31 March 2022

	2022	2021
<b>1. Analysis of Revenue</b>		
<b>Fees, subscriptions and other revenue from members</b>		
Membership subscriptions	936,649	899,958
<b>Total Fees, subscriptions and other revenue from members</b>	<b>936,649</b>	<b>899,958</b>
<b>Revenue from providing goods or services</b>		
Advertising Revenue	86,025	82,151
ANZASW Publications Sales	1,775	236
CPD	1,183	12,527
<b>Total Revenue from providing goods or services</b>	<b>88,982</b>	<b>94,913</b>
<b>Interest, dividends and other investment revenue</b>		
Interest Received	1,166	687
<b>Total Interest, dividends and other investment revenue</b>	<b>1,166</b>	<b>687</b>
<b>Other revenue</b>		
Copyright Commission	557	7,196
Stripe Fees Reimbursements	145	-
<b>Total Other revenue</b>	<b>702</b>	<b>7,196</b>
	2022	2021

## 2. Analysis of Expenses

<b>Volunteer and employee related costs</b>		
ACC	854	789
EAP Expenses	598	902
Honoraria	16,750	11,000
Salaries and Wages	304,663	364,310
<b>Total Volunteer and employee related costs</b>	<b>322,864</b>	<b>377,000</b>
<b>Costs related to providing goods or services</b>		
AHPAF Subscription	1,825	1,500
Conference Fees	940	(1,064)
Members Prof Indemnity	310,666	299,758
Membership Fees Written Off	46,318	85,094
Other Expenses	3,667	9,469
Other Insurance Expense	5,800	6,039
Other Member fees	11,000	18,648
Platform costs	545	35
Production Costs	603	1,606
Professional Deveopment	5,061	2,357
Proofreading	3,770	6,594
Scoop Subscriber Services	1,645	1,645
Strategic Memberships/Subscriptions	9,626	-

	2022	2021
Stripe fees	7,211	-
SWR Expenses	6,040	7,414
Travel, Accommodation and Meals	12,580	10,898
Venue Hire	250	1,451
<b>Total Costs related to providing goods or services</b>	<b>427,547</b>	<b>451,446</b>
<b>Other expenses</b>		
Accountant Expenses	6,376	2,021
Audit Expenses	3,500	4,500
Bank Fees	3,973	5,002
Depreciation	8,623	3,536
General Expenses	2,210	-
IT and Website Expenses	15,693	22,377
Kaiwhakahaere Office	7,500	-
Lease	39,790	28,333
Loss or gain on Sale of Assets	2,797	-
OPEX	6,654	12,661
Other Operational Expenses	4,466	2,967
Postage and Courier	420	1,250
Professional Expenses	2,840	1,200
Recruitment Expenses	3,159	1,685
Software subscriptions	7,438	-
Stationary and Printing	10,008	6,220
Telecommunications	8,144	7,959
<b>Total Other expenses</b>	<b>133,593</b>	<b>99,713</b>
	2022	2021

### 3. Analysis of Assets

#### Bank accounts and cash

Branch bank accounts	38,222	34,959
Society bank accounts	760,372	189,640
<b>Total Bank accounts and cash</b>	<b>798,594</b>	<b>224,599</b>

#### Debtors and prepayments

Accounts Receivable	218,147	19,803
Branch balances held in Trust	18,157	21,847
Prepayments	236,311	91,025
<b>Total Debtors and prepayments</b>	<b>472,615</b>	<b>132,675</b>

2022 2021

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

Accounts Payable	285,103	8,279
Accrued expenses	8,000	8,000
Credit card	4,658	-
GST liability	49,457	2,745
<b>Total Creditors and accrued expenses</b>	<b>347,218</b>	<b>19,023</b>

**Employee costs payable**

Employee Wages Payable	4,467	-
PAYE	15,188	16,367
Provision for Holiday Pay	18,035	35,325
<b>Total Employee costs payable</b>	<b>37,689</b>	<b>51,692</b>

**Income received in advance**

Membership income received in advance*	491,356	28,538
<b>Total Income received in advance</b>	<b>491,356</b>	<b>28,538</b>

**Other current liabilities**

Branch bank accounts held in Trust	38,222	34,959
Branch balances held in Trust	18,157	21,848
Other liabilities	168	375
<b>Total Other current liabilities</b>	<b>56,548</b>	<b>57,181</b>

**\*Membership income in advance**

During the current year, the organisation changed the way it invoiced for membership fees. Historically, any new members were invoiced an apportioned amount through to 31 March. In April, they were then invoiced for the next 12 month membership period. As such, all members were on the same membership period, and invoiced and paid to 31 March. Accordingly, income received in advance was minimal.

1 - From 1 September 2021, all new members were invoiced for a 12 month period from the date they became a member. Meaning, members can, and now do, have unique membership periods. Old members remain on the 1 April - 31 March membership period.

2 - Additionally, the decision was made to invoice renewals for the period 1 April 2022 - 31 March 2023, in advance during February and March 2022. Both 1 and 2 above explain the increase in both accounts receivable and income received in advance as at 31 March 2022.

2022 2021

**5. Property, Plant and Equipment****Office Equipment**

Office Equipment at cost	32,128	69,891
Accumulated depreciation - Office Equipment	(13,813)	(57,511)
<b>Total Office Equipment</b>	<b>18,315</b>	<b>12,380</b>
<b>Total Property, Plant and Equipment</b>	<b>18,315</b>	<b>12,380</b>

	2022	2021
<b>Depreciation</b>		
Depreciation - Office Equipment	8,623	3,536
<b>Total Depreciation</b>	<b>8,623</b>	<b>3,536</b>
	2022	2021

## 6. Accumulated Funds

<b>Accumulated Funds</b>		
Opening Balance	213,219	138,624
Accumulated surpluses or (deficits)	143,495	74,595
<b>Total Accumulated Funds</b>	<b>356,714</b>	<b>213,219</b>
<b>Total Accumulated Funds</b>	<b>356,714</b>	<b>213,219</b>

## 7. Commitments

There are no commitments as at 31 March 2022 (Last year - nil).

## 8. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 31 March 2022 (Last year - nil).

## 9. Related Parties

Board members are paid an Honorarium for their time and costs incurred. Total honorariums paid during the year were \$16,750 (Last year - \$11,000). Refer below table for detail. There were no balances outstanding at balance date, and there were no other transactions involving related parties during the financial year.

<b>Name</b>	<b>2022</b>	<b>2021</b>
Braden Clark	500	1,500
Gray Hughson	1,250	1,500
Hope Etienne	1,000	-
Kegan Poananga	1,000	-
Kohi Waihi	-	500
Sally Dalhouse	-	250
Sharyn Roberts	8,500	3,000
Vaughan Milner	1,000	1,500
Vicki Hurst	1,750	1,250
Wyllis Russell	1,750	1,500
<b>Total</b>	<b>16,750</b>	<b>11,000</b>

## 10. Events After the Balance Date

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

## **INDEPENDENT AUDITOR'S REPORT**

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

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

#### **Opinion**

We have audited the performance report of Aotearoa New Zealand Association of Social Workers Incorporated on pages 4 to 14, which comprises the entity information, the statement of service performance, the statement of financial performance and statement of cash flows for the year ended 31 March 2022, the statement of financial position as at 31 March 2022, and the statement of accounting policies and other explanatory information.

In our opinion:

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

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

- the entity information for the year then ended.
- the service performance for the year then ended; and
- the financial position of Aotearoa New Zealand Association of Social Workers Incorporated as at 31 March 2022, and its financial performance, cash flows for the year then ended

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

#### **Basis for Opinion**

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

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

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

The Board are responsible for:

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

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

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

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

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

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

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

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

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

- Identify and assess the risks of material misstatement of the performance report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of the use of the going concern basis of accounting by the Board and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Aotearoa New Zealand Association of Social Workers Incorporated's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the performance report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Aotearoa New Zealand Association of Social Workers Incorporated to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the performance report, including the disclosures, and whether the performance report represents the underlying transactions and events in a manner that achieves fair presentation.
- Perform procedures to obtain evidence about and evaluate whether the reported outcomes and outputs, and quantification of the outputs to the extent practicable, are relevant, reliable, comparable, and understandable.

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

*Ainger Tomlin Audit Ltd.*

**Ainger Tomlin Audit Limited**  
**Christchurch**  
**23 August 2022**



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

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