



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

AOTEAROA NEW ZEALAND ASSOCIATION OF SOCIAL WORKERS

**Submission on the
Social Workers Registration Board's
Fees and Disciplinary Levy
Consultation on Change Proposals**

29 November 2021

INTRODUCTION

ANZASW is the largest professional association for social work in Aotearoa New Zealand. We represent approximately 3,800 members. This submission has been prepared on behalf of our membership. We sought feedback on the Social Workers Registration Board's (SWRB) proposed fee increase from members, prepared the draft submission, and then sought feedback on our draft submission. We are confident that this submission reflects the views of our membership.

Thank you for consulting on this proposed fee and disciplinary levy increase. We acknowledge that you have done this and are seeking our feedback on this proposal – which is something not previously done before.

Whilst this consultation has resulted in a significant amount of work for us in a short timeframe, it has essentially forced us to undertake a review of the key issues that are affecting the profession. We will continue to advocate for the profession on the issues that this submission has highlighted, however, we are cognisant that these changes are likely to be sometime away and is largely reliant on Government intervention (particularly financially).

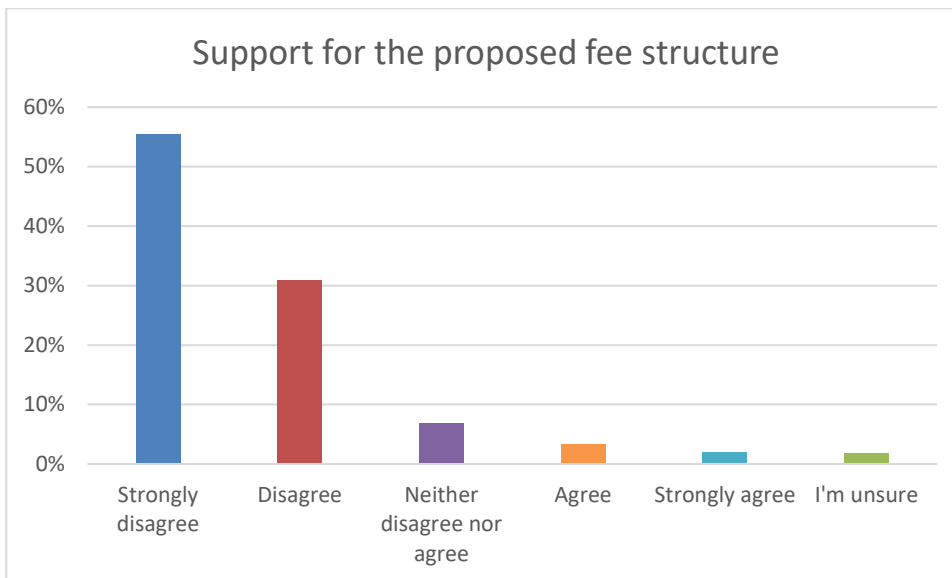
The proposed fee structure is **strongly opposed** by ANZASW members, and many of our members are outraged that SWRB consider that this level of fees is therefore viable for the profession. There is broad awareness that significant inequity exists within our sector because of chronic underfunding by the Government. This proposal will have a catastrophic impact on the community and iwi sector and social workers, and it cannot proceed. Our submission is that should this proposal proceed, with the current inequity issues in the sector, there will be a devastating impact on the sector, with social workers leaving the profession or struggling to afford their ongoing cost of registration, weakening of the professional association, and employers no longer employing registered social workers. We caution there is a very real risk of regulatory failure as a result.

MEMBER FEEDBACK

To develop our feedback on this proposal, we sought feedback from our members. We undertook a survey of members, with 550 members responding with feedback in a nine-day period. The survey was made up of quantitative and qualitative questions. Quantitative questions focused on gathering information about respondents' employment and who covers the cost of registration. Social workers were asked to rate the statement '*I support the proposed changes to the SWRB fee structure*' on a scale from strongly disagree to strongly agree. Key qualitative questions were:

- Please tell us why you support/don't support the proposed fee changes.
- What do you like about this proposal?
- What are you concerned about with this proposal?
- How will the proposed changes affect you? Please give us specific examples.
- What would you like ANZASW's submission to focus on?

In total, we received over 100 pages of responses from our members, with over 90% of members being concerned about the proposal. We have attached the anonymised comments from our members as they provide a descriptive narrative of the impact that these proposals will have on the social work profession. We ask that the Board reads and considers every comment that our members have made as these are representative of the voice of social workers. This proposal will have a **catastrophic** impact on the profession of social work. We have tried to capture the essence of our members feedback in a measured manner.



Our members are **overwhelmingly against** this proposal. Only 27 members selected they supported this proposal, however, when reviewing their comments, it appears that several may have incorrectly responded as their comments about the proposal were all negative.

GENERAL COMMENTS

If this proposal proceeds, it will amount to a 64% (\$207) increase in the annual cost of registration since 2019. When mandatory registration was being considered, the SWRB’s modelling indicated that economies of scale would result in an approximate 30% reduction in the annual cost of registration. We note the frequently asked questions state this came about from advice from 2015. However, this rationale was presented to social workers as late as 2017 in support of mandatory registration,¹ in the Regulatory Impact Statement,² and to Cabinet.³ This modelling was based on an additional 2,000 social workers being registered (taking the total to 8,000). This modelling significantly underestimated the social work workforce and there are now over 10,000 registered social workers, with over 8,000 practising. We are concerned that the SWRB got this so wrong. Instead of the promised 30% reduction, it has resulted in a 64% increase in the annual cost of registration since 2019. This has eroded the professions trust and confidence in the regulator to get things right.

We are concerned about the timing of the review. The last fees review was in 2019. This “more comprehensive review” must have been in planning for some time. We have been in a mandatory environment for less than 12 months. This review must have been conducted whilst there was still Government funding for the transition to mandatory registration, resulting in an expected higher-than-normal workload. We must ask the critical question of how this review has been conducted given these limiting parameters.

We are very worried that the level of fees will deter people from joining the profession. Social services are in very high demand and we need as many social workers as possible. The proposed increased fees will result in social workers not being able to afford the fees, eroding the profession and this will have a flow on effect to the communities they service.

¹ <https://swrb.govt.nz/download/mandatory-registration-discussion-document/>

² <https://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/regulatory-impact-statements/swra-ris.pdf>

³ <https://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/regulatory-impact-statements/2017.05.12-swra-cabinet-paper-for-cabinet.pdf>

LACK OF TRANSPARENT INFORMATION

We are extremely concerned about the quality and lack of transparency presented in the consultation document. The consultation document does not provide sufficient background to the rationale for the required changes, does not present alternative options, nor sufficient information to understand the cost pressures. It provides either no specific or inadequate detail about how the fees and levy have been costed. Consequently, it has not demonstrated whether the proposed increases are necessary or justifiable. Instead, there is a reliance on bland assertions of a risk of regulatory failure, that current charges have not kept pace with inflation, and that they have set the fees and levy capped at the level of cost recovery. In taking this approach the SWRB appears to have equated cost recovery with their estimated global levels of expenditure.

It is well established by the Regulations Review Committee, Office of the Controller and Auditor General, and Treasury that transparency is a key principle when consulting on fees and levy changes. This means that sufficient information must be provided to: *“understand and assess whether the:*

- *basis or method for setting the fee or levy is appropriate;*
- *fees or levies are fairly costed; and*
- *revenue generated is correctly accounted for and used appropriately.”⁴*

We submit that the consultation document has failed the transparency and justifiability test. Only high-level information has been provided about the SWRB’s financial position for the most recent financial year, meaning we are unable to understand nor assess whether the SWRB’s proposal is justified and appropriate. Consequently, we requested additional information from the SWRB on 4 November 2021. This included:

- Annual Report 2020-2021 (especially the financial statements)
- Breakdown of costings (including how these have changed over the past 3 financial years)
- Proposed budgets for next 2 financial years
- Organisational structure changes since 2018 and proposed structure (including FTE)
- Breakdown of costs of complaint service into components (i.e., initial complaint, PCC, tribunal)
- Revised Cost Recovery Impact Statement

In response to the additional information requested, our Kaiwhakahaere Chief Executive was provided a briefing on how the funding model was developed. Again, this was a high-level overview and did not provide us with the necessary information to be able to critically analyse the proposal.

The absence of the most recent annual report does not help determine how effectively or efficiently the regulatory environment is functioning, especially since the start of mandatory registration. Given the significant proposed changes, it is crucial we have access to this information, especially the financial statements, as during the last financial year, mandatory registration was introduced. This is a substantial change to the regulatory environment and as per the Treasury and Office of the Controller and Auditor General guidelines, we have a reasonable expectation to be able to ensure charges and costs are appropriate.

The Board’s Statement of Intent is due for revision (as it expires at the end of 2021). Again, this is important information that should have been available, given the significance of the proposed consultation. The proposed consultation is going to affect social workers in 2022, when the current Statement of Intent no longer applies.

On 25 November 2021 (6 days before submissions closed), additional information was released on the SWRB website. This included the proposed organisational structure, numbers of expected transactions, and a broad breakdown on the costs of income and expenditure for 2020/21, and forecast expenditure for 2021/22 and 2022/23. We are concerned that this information was provided towards the very end of the consultation period and is needed to fully assess the justification of the concerns. We also note the expenditure detail still does not provide the level of detail that is typically provided in the annual report.

⁴ Office of the Controller and Auditor General. (2021). 2.25

OVERESTIMATION OF TIME AND EFFORT

We acknowledge the steps taken to develop a funding model. We understand from the presentation to our Kaiwhakahaere Chief Executive that all staff have undertaken time and effort evaluations to inform the model as to the actual costs of activities, over a 3-week period in 2019 and 2021. We are of the view that these time and effort evaluations are not valid for three key reasons:

1. The 2019 review was completed before the introduction of the new iMIS database (in October 2020), so it is not possible to account for the efficiencies of a database of this nature.
2. It takes a period of time for the full efficiencies of a database to be realised. Whilst staff may be using the database semi-efficiently after 6 months, social workers are irregular users of the database, and it takes longer to transition them to using it and they require additional support.
3. The 2021 review was completed during the first six months of mandatory registration when there would have been additional enquiries or work required to support the sector to transition to mandatory registration. This additional work required was recognised by Crown funding to support the implementation, which ended at the end of July 2021.

We therefore contend that it would be almost impossible to gain an accurate picture of the actual time and effort, and therefore costs, of any of the functions that the SWRB charges for. The actual time and costs are likely to be consequently overinflated.

We have undertaken an analysis of the organisational structures and personnel expenditure from the most recent publicly available annual reports of the comparative regulators we have identified. We are alarmed at the comparative size of our regulator, with \$411/APC being spent on personnel costs. Crown funding is for 5.2 FTE (15.9% of personnel costs), therefore with this funding offsetting personnel costs, the SWRB still spends \$346/APC on personnel. Whilst the Dental, and Medical Councils all have higher expenditure, these professions earn significantly more than the average social worker and so the cost of their professional advisors will be greater.

The proposed organisational structure proposed 32.7 full time equivalent (FTE) staff, a 234% increase in the staffing levels since 2017. We acknowledge there have been increases in the number of registered social workers and complaints, but not at the level necessary to justify a 234% increase in the staffing levels.

The only conclusions we can logically draw from our analysis is that the SWRB is a large organisation that has inefficiencies cognisant with empire building. We are calling for an urgent review and restructuring of the SWRB to bring the personnel costs within an acceptable range of comparative organisations. We cannot reconcile how the proposed organisational structure is justified. We seriously question how the SWRB can justify requiring **32.7 FTE staff, across 35 positions** to operate. This level of staffing is reminiscent of a managerial, bureaucratic, inefficient, and top-heavy organisation. In all regards, the SWRB is by far, comparatively, the largest regulator in the country per registered professional.

We are concerned about the potential misleading nature of the statement in the Frequently Asked Questions: "Of the 35 staff, 16 staff would be partly or fully Crown funded to deliver the workforce planning function and to contribute to SWRB meeting its Crown entity obligations". In actuality, only 5.2 FTE are funded through Crown funding.

Comparisons of personnel and personnel expenditure in regulated professions

Profession	No. APCs	Management FTE	Total FTE	Personnel cost per APC
Nursing Council	59,866	4.08	48	\$47
Medical Sciences Secretariat ⁵	7,922	2	13	\$119
Midwifery Council	3,382			\$211
Physiotherapy Board	3,199	2	14.3	\$221
Occupational Therapy Board	3,013	1	7	\$238
Pharmacy Council	3,906	5.4	11.9	\$339
Dental Council	4,961	2.6	18	\$354
SWRB	8,500 ⁶	7.0	32.7	\$411
Medical Council	17,671			\$415

COMPARATORS TO OTHER PROFESSIONS

The comparators used by the SWRB are misleading and inaccurate. Within the consultation document the SWRB state they reviewed other regulators who had a “register size of between 3,500 and 10,000 people” (p.23). We have reviewed regulated professions under the Health Practitioners Competence Assurance Act 2003 and found that most regulators had a register under 3,000.⁷ Alarming, within the consultation document (p. 24), 4 out of 7 comparator professions cited by the SWRB issued less than 1,100 practising certificates. These professions will naturally have higher costs due to lack of economies of scales.

We reviewed regulated professions with practising numbers of greater than 3,000 and found that social work was the second most expensive regulated profession, other than pharmacists (who have very high disciplinary costs) and doctors.

ANZASW Comparator Professions

Profession	No. APCs	Total Annual Cost
Nursing	59,866	\$110
Medical Laboratory Service	4,642	\$274
Medical Radiation	3,280	\$460
Midwifery	3,382	\$475
Psychology	3,199	\$490
Occupational Therapy	3,013	\$500
Physiotherapy	5,825	\$555.50
Social work	8,500	\$605
Pharmacy	3,906	\$800.62
Doctors	17,671	\$889.64

⁵ The Medical Services Council and Medical Radiation Technologists Board created a jointly owned not-for-profit company, Medical Sciences Secretariat (MSS), through which all business support services are provided to the regulatory authorities. MSS therefore regulates 7,922 practitioners. This would be the closest regulatory body in size to the SWRB.

⁶ Estimation of SWRB annual practising certificates.

⁷ The number of practising certificates issued is a better measure as it reflects the number of practising (and therefore paying) professionals.

SWRB Comparator Professions Incorrectly Cited in the Consultation Document

Profession	No. APCs	Total Annual Cost
Chiropractors	699	\$1244.80
Optometry	1013	\$747
Dental Hygienists ⁸	471	\$1047.68
Dietitians	835	\$625

INFLATIONARY INCREASE

The lack of an inflation adjustment over several years is repeatedly mentioned as a contributing factor to the Board needing to raise fees. The Board is only able to operate on a cost-recovery model and over-recovery is strictly prohibited. We have reviewed the documented surpluses and deficits over the past 10 years. Over the past 10 years, the SWRB have achieved a gross surplus of \$330,000.

SWRB Annual Income and Expenditure over 10 years

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Income	1.14m	1.27m	1.45m	1.57m	1.80m	2.06m	2.22m	2.33m	4.25m	5.15m
Expenses	1.07m	1.30m	1.42m	1.52m	2.01m	2.04m	2.12m	2.46m	3.64m	5.29m
Surplus	0.07m	-0.03m	0.03m	0.05m	-0.20m	0.02m	0.10m	-0.13m	0.57m	-0.14m

The inflationary argument is also problematic in that it contradicts Treasury and the Auditor General's guidelines which identify that current payees should not have to bear the burden of historical cost pressures or deficits. It is therefore inequitable for the Board to abdicate their responsibility and expect the 'catch-up cost' can be passed on with an increased fee, particularly when the actual cost of recovery for activity is unclear.

However, it appears that despite inflationary pressures and unexpected cost pressures, the SWRB has been able to effectively manage its finances without having to increase fees (other than in 2019 when it re-introduced the disciplinary levy). The Board has achieved this through improved efficiencies over the years:

"The review of the operations of the SWRB clearly identified that as a result of ongoing improvements and automation of many of the Board's processes the operational needs of the SWRB have changed significantly. The introduction of an online APC renewal process and the soon-to-be implemented online application process have reduced our need for many of the previously manual tasks undertaken by the SWRB staff".⁹

"There has been a focus on incremental refinements over the year, from simplifying forms such as the template for Competency Assessment, to how we capture and report on notifications and complaints".¹⁰

We note the SWRB undertook a review of fees and levies in 2019 for the 2019/20 practising year. At this time, the disciplinary levy of \$50 was reintroduced. Given this review was relatively recent, we are unsure how such a significant increase to the cost of registration can now be justified.

DISPROPORTIONATE IMPACT ON THE COMMUNITY SECTOR

The current proposal will disproportionately impact on social workers (and/or their employers) who are not employed by statutory agencies. Social workers who are employed by Oranga Tamariki or DHBs have the annual cost of registration paid for. An assertion throughout the consultation paper is that most employers pay the levy for social workers employed by them. We do not agree that this is true. In our survey of

⁸ Dental Hygienists are part of the Dental Council which is a larger regulatory body.

⁹ SWRB Annual Report 2014-2015, p. 13.

¹⁰ SWRB Annual Report 2017-2018, p. 3.

members, 30% of respondents indicated they were responsible for paying their own registration fees.¹¹ Whilst some NGOs cover the cost of registration, it is seldomly built into their funding contracts. Community and iwi organisations are using money from elsewhere to cover this cost.

- *We are an NGO. We are not funded for this. My employer is currently covering costs but not funded to do so. I don't earn enough to cover these costs myself.*
- *Our agency hires over 80 social workers this cost will impact us highly, our contracts from MSD have not gone up with inflation.*

In 2019, it was established there was a \$630 million shortfall in funding of the community and iwi sector.¹² The significant increases proposed will impose an unfair and inequitable financial burden on an already chronically underfunded NGO and iwi sector. The chronic underfunding has created a significant pay gap of on average 34% between statutory social workers and community and iwi social workers.¹³ On average, community and iwi social workers earn \$58,301. Our members are barely able to survive on this income as it is, let alone to be able to afford an increase of this level. Please see some representative comments below:

- *Cut me out financially. I won't be able to afford to prop up costs even though I love the work.*
- *Currently, I have my fees paid. However, should this become unaffordable for my employer due to hikes in fees, there is a possibility that I wouldn't be able to afford to be registered, which as we are all painfully aware, would mean that I would no longer be able to practice.*
- *I will not earn enough to continue to practice.*
- *I won't be able to put food on my table or pay bills.*
- *The proposed increase in fees (the new fee) is going to be 4 weeks worth of groceries for my whanau, this is going to cause a lot of financial stress. We are already under stress with COVID and lockdowns.*

The proposed increases are simply untenable for the community and iwi sector. Whilst we appreciate this is outside of the SWRB's control, it is a Crown entity and is accountable to the Minister of Social Development and Employment. These inequity issues are a direct result of Crown actions, and we submit the SWRB should have to consider these factors. The Crown either employs or funds most social workers. We raise the principle of equity here given the Crown funds the cost of registration for the social workers in its employment.

PROFESSIONALISATION OF SOCIAL WORKERS

We note that frequently throughout SWRB documents that a key function of the Board is listed as being to lift the professionalism of social workers. It appears, in our view, that the Board has taken a rather broad interpretation to this function, and this is a key contributor to the exorbitant levels of fees required to fund operations.

The primary intention of the Social Worker Registration Act 2003 is to provide a framework for regulation of social workers. As a result of effective regulation, the professionalism of social workers will be enhanced.¹⁴ We note that a function of the Board is "to promote and encourage high standards of practice and professional conduct among social workers and the employers of social workers".¹⁵ In our view, this purpose and function of the SWRB is achieved through being an effective regulator and is not a prominent focus of the SWRB's work. This is supported by the Regulatory Impact Statement, Cabinet paper, and General Policy Statement of the Social Workers Registration Legislation Bill when mandatory registration was being

¹¹ There may be a bias in response as those who are affected by the changes may be more likely to respond.

¹² <https://www.sspa.org.nz/information/funding-gap>

¹³ This pay gap is likely to be much larger now due to Oranga Tamariki recently updating their remuneration framework.

¹⁴ s3(d).

¹⁵ s99(1)(n).

introduced, which notes that enhanced professionalism of social work will be achieved through the regulatory functions:¹⁶

The objective of this Bill is to increase the professionalism of the social work profession and ensure the public is protected from harm. It aims to do this by—

- *increasing coverage of the regulatory regime so that it will cover all social workers:*
- *ensuring social workers are competent and fit to practise and that there are appropriate and efficient complaints and disciplinary processes in place:*
- *increasing the effectiveness and transparency of the way the Act functions.*¹⁷

If SWRB proceed with the proposed fee increases, we are very concerned that it will have the unintended consequence of undermining the professionalism of social work. We have heard from numerous members that they may leave the profession:

- *I can't afford this and may have to leave the profession I'm on very low pay*
- *It costs me a lot and I will have to stop registration and leave the sector unwillingly.*
- *I am likely to retire earlier than I had planned. I provide external supervision to NGO and public sector employees and earn around \$8000 per annum. I do not wish to increase the cost of Supervision to agencies who are already barely funded. I believe that a portion of experienced supervisors will leave the profession at a time when their experience is of most use to practitioners.*

The other unintended consequence of this proposal will be the reduction in the number of experienced external supervisors. Often, as experienced practitioners approach retirement, they consider reducing their workload and starting small private practices. We have heard from members that the cost of registration is likely to dissuade them from this as it will be unaffordable. The loss of experienced social workers who can provide supervision will significantly impact on the profession.

- *As I'm moving into retirement and contemplating contributing as a supervisor, I can't see how I could cover these costs on fixed/limited income.*
- *This proposed change will increase my professional expenses in a work environment (private practice) which is precarious. It is already my most expensive annual cost. The provision of external supervision, and academic work via contract are both necessary and important contributions to the profession, registration is required to carry out these roles, and in the context of my annual earnings, this fee is exorbitant and unfair. It is an insult to the contribution social workers make to the well-being of Aotearoa. I do think we will lose some external supervisors who won't be able to justify this expense.*
- *I shall give up my supervision practice and retire fully.*

Of significant concern, should this proposal go ahead is that it may have a significant impact on the ANZASW membership. Currently, membership fees for the Association are \$330 (which are extraordinarily cheap), meaning the cost of registration and professional association membership is \$935 per annum to practise social work. We have heard from our members that if these increases occur, they will have to make a decision and that will be to no longer be a member of their professional association, despite stating that they value their membership with the Association far more than their registration:

- *I cannot afford to pay for both myself and feel that ANZASW provide more for my money than registration.*
- *I may have to no longer be a member of ANZASW as it is too costly to be registered and a ANZASW member.*

¹⁶ <https://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/regulatory-impact-statements/swra-ris.pdf>
<https://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/regulatory-impact-statements/2017.05.12-swra-cabinet-paper-for-cabinet.pdf>

¹⁷ Social Workers Legislation Bill – General Policy Statement.

- *I will need to stop belonging to both organisations. This means all the Professional Development; information and resources and help I get as a self-employed social worker from ANZASW will no longer be available*

Professional associations have a significant role (we would argue far greater than a regulator) in professionalisation of social work. We are worried that the proposal will mean for many social workers, being a member of ANZASW will no longer be affordable. Should this occur, this will have a seriously detrimental impact on the profession as it is likely the operations of ANZASW would need to decrease. Professional associations enhance the high standards of practice and provide professional development and sector leadership. We contest SWRB can fulfil its obligations under the s99(1)(n) of the Act through indirect measures, such as enabling accessibility to the professional association. A strong professional association must exist alongside SWRB in order for there to be success in this area.

SWRB should be a small organisation. We do not believe that the Board needs to do everything themselves, and work can be outsourced and contracted to the profession. In our view, given the proposed number of staff, the operations of the SWRB appear to be inefficient and ineffective. Contracting out work is likely to be a more effective use of resources.

For example, we firmly believe that the social work profession should (and is capable of doing so) develop and set its own expectations, standards, and policies. These expectations and policies should then be endorsed and implemented by the SWRB. Funding will need to be provided to the professional bodies leading these pieces of work, given that not every social worker is a member of these professional bodies. The SWRB will not require as many staff to fulfil its functions, and risk of regulatory failure will be reduced. This will also have the added benefit of strengthening the professionalism of social work as the sector is able to develop and set its own standards and expectations, which will mean there is likely greater acceptance and adherence to these.

The social work profession is a competent profession and is capable of providing the necessary thought leadership for the SWRB. We do not want nor require a large, bureaucratic Crown entity to provide leadership for our profession, instead we ask the Board to focus on the core functions of regulation. As a professional body, we already provide professional leadership and enhance the professionalism of social work – SWRB does not necessarily have to do this themselves. We ask that you take an enabling approach to allow us to continue to do this (and support us in building our capability to do so) and redesign the manner within which SWRB operates. We are keen to speak with you further about this.

RECOMMENDATION

- **The Social Workers Registration Board enables and funds the profession to provide professional leadership through the development of expectations, policies, and standards.**

FOCUS ON REGULATORY FAILURE

The consultation document and discussions with SWRB justify the increase to avoid the risk of regulatory failure. The Consultation document states that should the proposals not proceed, this would be “*inconsistent with promoting and encouraging social worker professionalism, which is intended by the move to the mandatory regime*”.¹⁸ We are of the view that this is an overstatement – the purposes (s3) and functions of the Board (s99) have not substantially changed since the introduction of the original Act in 2003. Other than the increasing costs of disciplinary and complaint processes, it is difficult for us to understand how such a significant increase is justified now, especially given the increasing number of practising social workers and efficiencies gained through the new online database.

¹⁸ p. 17.

We are very concerned that should these proposals proceed; the Board will inadvertently create an unintended form of regulatory failure. The very high costs of registration may discourage individuals from being registered social workers, or from employers from employing social workers. Only the title of social worker is protected, not the tasks. We are aware that employers are already not employing registered social workers, due to the higher costs, and calling roles other titles (i.e., navigator, whānau worker). We have heard that some employers are intending on not hiring social workers in the future as a result of the proposed increases:

Although my organisation pays the fees, I am the only actual Social Worker amongst a team of 7 Advocates. The other 6 workers do the same work that I do, but the agency does not have to pay the fees. When I resign I have been told that they will not fill my position with a Social Worker due to these fees. They will hire a Sociology major or a Crim major. In other words, the organisation loses a 'real' social worker and a social worker will not get a job or lose out on a job opportunity....all related to these fees. Basically, I cost the organisation too much money and more than the rest of the staff.

Employer may be reluctant to employ additional social workers due to the cost involved (desperately need this). They may look to other professions, or support workers, to do social work. This dangerous to our service users.

As such, we are of the view that the significant increase in the cost of registration will actively discourage social work registration or employing registered social workers, which amounts to regulatory failure under s3, s99(1)(j), and s99(1)(n). Avoidance of registration is possible under the legislation through simply not calling oneself a social worker, and this is placing the safety of the public at risk as they are not accountable to a professional body.

Regulatory failure is much broader than argued in the consultation document. It can also occur when individuals leave the profession, individuals are not attracted into the profession, or when a strong professional body does not exist alongside the regulator. We warn that there is a serious risk of regulatory failure, not for the reasons outlined in the consultation document, but because of the detrimental impact it will have on the profession. We seriously caution against proceeding with these proposed increases.

INDIVIDUAL RESPONSE TO QUESTIONS

1. ANNUAL INFLATION OF FEES AND LEVY

We agree, in principle, annual CPI-based adjustment of fees and levies is supported. Such an adjustment should not, however, be automatic as it assumes all costs have risen at that rate and that no efficiencies have occurred through things like staff changes or improved productivity. We consider a year-by-year decision should be made. We also think factors should be considered such as whether social workers have received pay increases linked to inflation or their employers have received inflation linked funding increases. If increases to compulsory fees made by the SWRB add to financial pressures facing individual social workers or their employers, it can be argued the Board is adding pressure that contributes to the erosion of professional morale and capability. This would be contrary to their responsibility to improve professional performance.

We are of the view that if an annual CPI adjustment is to occur, there must be a review cycle built in to ensure that we are consulted with regularly.

RECOMMENDATION

- **If annual CPI adjustments occur, a regular review cycle (at least every 3-5 years) is built in to ensure consultation occurs.**

2. PRO-RATA PRACTISING CERTIFICATE FEE

We have been calling for a pro rata practising certificate fee for some time now. We were very disappointed that mandatory registration came into effect in February and for some social workers they had to pay for a full year's APC before having to pay for another APC from 1 July. A pro-rata fee based on quarters is supported as a fair way of recognising the social worker's actual period in practise. We note only the APC is mentioned and not the disciplinary levy. We do not support the proposed amount (see Q. 9).

RECOMMENDATION

- **The disciplinary levy is also included in the pro rata.**

3. NEW GRADUATE FEES

We are highly aware that the cost of registration is a barrier to entry of the profession. Over time, most applications for registration will come from new graduates. The proposed initial cost of registration would most likely be between \$731 and \$965, depending on when they register. This is a significant expense for students who have completed a 4-year degree programme, which includes 2 (typically) unpaid placements.

We are concerned that less employers will fund the cost of registration given the proposed changes, which may place the burden on social work students. Providing the new graduates fee is pro-rated like other social workers and they pay the same amounts, then it is reasonable that the current fee reduction no longer applies.

4. UNPAID VOLUNTEER WORK

We recognise the need to ensure the safety of the public by all social workers (including those who are volunteering). However, the cost of registration is a barrier to volunteering in this sector. Our view is that those only undertaking volunteer work will mostly be retired social workers. They may not be doing social work, but other related activities that use their social work skills and knowledge. This therefore means that whilst they remain on the register, they must technically hold an APC. This will likely limit their participation in the voluntary sector, or they may practise illegally. Further policy work needs to be undertaken in this area.

RECOMMENDATION

- **Further policy work is undertaken to ensure there are not unintended consequences that limit social workers participating in society.**

5. COMPETENCE ASSESSMENTS FOR OVERSEAS APPLICANTS

We agree overseas applicants should pay the actual cost of competence assessments.

6. LATE FEES

We agree a late fee should be paid by social workers who have not responded with a declaration regarding practice, providing it is based on a justified assessment of the actual costs incurred. However, consideration for individual circumstances should always be applied.

7. RETURN TO PRACTISE FEES

This fee should most likely be covered by those returning to practise, although this may be a barrier to returning to practise. We assume that in addition to this fee will be the disciplinary levy and annual practising fee. If so, this will be a significant expense which is likely to result in a barrier to return to practise. We are concerned that this may disproportionately affect parents who have been away from practise on parental leave and may be a barrier for them to return to work.

We note the proposal states the return to practise fee covers "*the cost of checking a registered social worker's health, competence, and fitness to practise*" (p. 11). We accept the Board can review competence to practise

social work (although they do not have to under s38(3)). We trust the Board will take a pragmatic approach to this policy.

We question the grounds from which SWRB are reassessing a social workers health and fitness to practise when they are returning to practise. Under s30(1)(a)(iv), the Registrar must refer to the Board an application for a practising certificate if a practising certificate has not been held in the previous 3 years. The Board must consider whether the applicant is competent to practise as a social worker under s38 (s31(1)(a)). An automatic assessment of the applicant's health and fitness to practise appears outside of the scope of the intention of the Act as fitness to practise is explicitly not mentioned in s31(1)(a) but is mentioned in s31(1)(b). Unless there are reasonable grounds to suspect that an individual returning to practise is not a fit and proper person, we are of the view that these checks are an over extension of the Board's powers. Therefore, we submit this proposal must be reviewed and the fee should be lower.

8. PROVISIONAL TO FULL REGISTRATION FEE

We agree a fee for progression from provisional to full registration should be paid, providing it is based on a realistic estimate of the actual cost involved. We wonder if a more pragmatic approach would be to incorporate this fee into the registration application fee as this will save administrative time.

RECOMMENDATION

- **The provisional to full registration fee is included in the registration application fee, which will reduce the cost of administering this fee.**

9. INCREASING PRACTISING CERTIFICATE FEE

We do not agree to the proposed increase to the Practising Certificate fee. The actual cost of issuing certificates and maintaining the regulatory system have not been adequately detailed or justified in the consultation document. While this level of detail may be known to the Board, social workers are entitled to clear and transparent information about how the fee is calculated and how the costs of the regulatory activities fall. There is a widespread perception amongst social workers that the operating arm of SWRB is involved in activities that go beyond their essential regulatory functions and that the level of change in structure and associated piecemeal focus creates inefficiencies. While the aspiration of the Board to work in an anticipatory and collaborative way as a modern regulator is positive, the basic functions of registration, certification, scope of practice, setting standards, assuring professional conduct, CPD audits, and education programme recognition need to be done in a cost-effective manner.

We have comprehensively outlined our concerns about the proposal and the impact this will have on the sector. We will be very concerned if this level of increase proceeds.

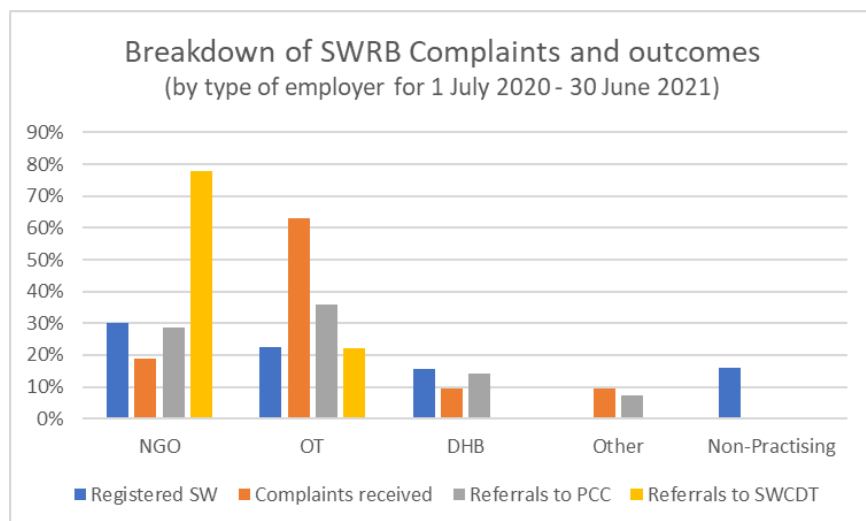
We have consistently heard that social workers would like to have the plastic registration cards reinstated, or at least an option to purchase one. The registration card is an important way that social workers show they are a registered professional.

10. INCREASING DISCIPLINARY LEVY

The cross subsidisation of the practising certificate and disciplinary levy is a red herring. In reality, the practising certificate fee and disciplinary levy are always paid together, so it is irrelevant to have them separated out.

We note the Complaints and Disciplinary Tribunal fees have been increasing over time (\$211,522 – 2019/20; \$284,815 – 2020/21). The proposed disciplinary levy will bring in approximately \$1 million (GST exclusive) in revenue. We assume staff time and costs are allocated to this; however, it is difficult to justify how the disciplinary processes require so much time and effort. A very high number of complaints are received by the SWRB annually. Proportionate to the number of annual practising certificates, social work receives

proportionately more complaints than most other regulated professions.¹⁹ We have previously requested information from the SWRB and analysed this to work out the proportion of complaints received, referrals to PCC and SWCDT via employer type.



A disproportionate number of complaints are received about social workers employed by Oranga Tamariki. We theorise that this is due to the statutory nature of the work that Oranga Tamariki does. There are very high numbers of complaints being received about social workers with a much smaller numbers being referred to a PCC. We are of the view that the complaints triage process should be funded by the State, and this should not fall onto the social work profession to fund. In our view, the risk of complaints is caused by the provision of a public service and clients may be using the SWRB as a mechanism for complaining about the actions of a social worker when they are not happy about this (despite this being justified). We therefore recommend that funding is sought from Oranga Tamariki to cover the increased burden of assessing complaints.

The consultation document refers to 33 PCC cases and 10 Tribunal cases (p. 5). These figures appear to be in contrast to the number provided to us through an Official Information Request. We were informed that for the 2020/21 financial year, there were 14 referrals to PCC and 9 to the SWCDT. It would be helpful when reporting if SWRB can use consistent and clear figures, so we are able to understand and assess the information being presented in a consistent manner.

We have spoken with our insurer about the complaints process. Overall, they feel that the complaints process is operating effectively and as efficiently as possible. We have one suggestion to make in relation to the complaints process. Currently, when a complaint is received by the SWRB, this complaint is forwarded to the social worker for a response. Our insurer has noted that at times complaints are poorly worded and it is difficult to understand what the complaint is about in relation to the Code of Conduct. We therefore recommend that SWRB strengthens the initial triage process to ensure it is clear what complaint has been made and that this is linked to the Code of Conduct. This will narrow the focus of the complaint assessment process, otherwise broad, irrelevant responses may be received.

As a crown entity, SWRB should be seeking funding from the Government or relevant Government departments to cover the cost of providing this public service. Social workers should not have to fund this. We therefore do not support the disciplinary levy being increased to this extent.

RECOMMENDATION

SWRB approaches Government or Oranga Tamariki to fund the cost of assessing the large number of complaints about social work practise.

¹⁹ Except for dentistry and chiropractors.

11.APPLICATION FOR REGISTRATION COST

The cost of application for registration is consistent with other regulated professions. There is not sufficient information to determine how the application fee has been calculated.

12.EXPERIENCE PATHWAY FEES

In principle, we agree one fee makes sense. However, we are extremely concerned that the proposed changes seek to increase the cost of registration via the experience pathway by 76%. We are extremely concerned about the high expense for those seeking to be registered via the experience pathway. These are social workers who have practised for many years, often well before the Social Workers Registration Act existed. We understand they are typically employed within community and iwi social services and a large proportion of them are Māori. These social workers are likely to be nearing the end of their career and this fee would be unrealistic to expect them to pay.

The cost of registration via an experience pathway will be a significant barrier and we believe it may make this pathway inaccessible. These social workers are mainly employed in the community sector, and they earn significantly less than their statutory counterparts. Employing organisations are not funded to cover this cost and so this could have a detrimental impact on the sector. We believe these highly skilled and experienced social workers will be more likely to leave the profession or no longer call themselves a social worker, but still do social work activities. The regulatory framework will only be successful when all those who are practising social work are registered.

We have a strong view that from a social justice and anti-discrimination perspective that registrants under the experience pathway should pay the same fee as those registering with a qualification. Further disadvantaging such applicants or their employers with an expensive fee is unfair and creates another barrier to them being able to continue to be part of the profession in the mandatory registration environment. Eligibility for this pathway is highly restricted in terms of numbers, and it is not unreasonable for this activity to be subsidised by registered social workers as a group given the historical and individual factors that have meant they need to access the experience pathway.

13.OVERSEAS QUALIFICATION ASSESSMENT FEE

This fee should be fully paid by the overseas qualified individual. However, we are of the view that this fee should decrease overtime (if not already) as the SWRB should be able to build up a database of qualifications that have been previously assessed, reducing the amount of work required to check the equivalency of each qualification.

14.COMPETENCE REVIEW FEE

In principle, if concerns about a specific social worker's practise have been identified and a competence assessment is required, then we support them having to cover the cost of this assessment. However, we also think that if a social worker is found to be competent (i.e., the concerns were not justified) that they should not have to pay this fee.

We note that the proposed competence assessment fee for an overseas qualified practitioner is \$345 whereas this fee is proposed to be \$540. We assume that the same competence assessment process will be followed and so we are unsure as to the rationale for the difference in this fee.

15.COST OF CERTIFICATE COPIES

This fee makes sense and is comparable to other regulators. We expect that all registered social workers are provided with an initial hard copy of their registration certificate when they are initially registered.

16. EDUCATION PROGRAMME RECOGNITION APPLICATION FEE

We are not concerned as to what the name of the fee is. This fee is not used as regularly as new programmes are not regularly created. This fee will have less of an impact. However, as with other proposed fee increases, the detail of how the costs have been calculated are not provided. Additionally, the proposals appear somewhat premature given there are reviews of programme recognition standards and the education framework underway.

17. EDUCATION PROGRAMME ANNUAL FEE

We are worried about the annual cost of accreditation to education providers. Other regulated professions have higher levels of funding. Social work education is funded at Tertiary Education Commission (TEC) Category A, whereas other regulated professions have higher levels of funding. This is outlined in the table below.

Tertiary Education Commission funding per FTE student per year²⁰

Profession	Funding Amount
Social work (funded at social sciences level)	\$6,511
Occupational Therapy	\$9,960
Midwifery, Physiotherapy, Speech Language Therapy, Medical Laboratory Science	\$11,974
Teaching	\$9,888
Nursing	\$11,191

There are significant levels of compliance costs from Government and SWRB, with no recognition of the profession being regulated in the TEC funding category to offset the costs of being a regulated profession. Whilst this problem is somewhat outside of SWRB's control, we caution that regulatory failure could occur if the SWRB continues to place cost and compliance pressure on education providers. Education providers are pivotal to our success as a profession, as they train our graduates and assess their competence to practice social work. SWRB's assessment of competence of graduates has been removed, and as such we are reliant on educators to ensure graduates are competent for practise. If there continues to be cost pressures, we are concerned that SWRB may inadvertently fail as education providers are not funded adequately and they may not have the necessary resources to ensure competence to practise. We submit that SWRB should review the cost to education providers.

We note that SWRB programme recognition fees appear to be substantially higher than other professions:

Profession	Fees (for entire period)	Maximum Period
Social work	Up to \$75,000	5 years
Nursing	\$27,800	5 years
Psychologists	\$12,170	7 years

The proposed fees for education providers are not agreed. As with other proposed fee increases, the detail of how the costs have been calculated are not provided. Additionally, the proposals appear somewhat premature given there are reviews of programme recognition standards and the education framework underway.

²⁰ <https://www.tec.govt.nz/assets/Forms-templates-and-guides/2021-SAC-at-levels-3-and-above-funding-rates-v2.pdf>

RECOMMENDATIONS

We make the following recommendations to SWRB:

- Do not proceed with the proposed levels of fee changes.
- Undertake an operational review of SWRB to ensure the organisation is operating effectively and efficiently. There needs to be a significant reduction in personnel costs.
- Government funding is sought as a contribution to the operations of SWRB given, by and large, the service of SWRB is essentially a public good.
- The Social Workers Registration Board enables and funds the profession to provide professional leadership through the development of expectations, policies, and standards.
- If annual CPI adjustments occur, a regular review cycle (at least every 3-5 years) is built in to ensure consultation occurs.
- The disciplinary levy is also included in the pro rata.
- Further policy work is undertaken to ensure there are not unintended consequences that limit social workers participating in society as volunteers.
- The provisional to full registration fee is included in the registration application fee, which will reduce the cost of administering this fee.
- SWRB approaches Government or Oranga Tamariki to fund the cost of assessing the large number of complaints about social work practise.

CONCLUSION

The consultation proposal essentially argues that registered social workers should accept that significant fee increases are to recover the costs involved in a modern anticipatory regulatory environment. Regrettably, the consultation paper falls short of providing transparent and detailed information about what various activities actually cost and relies on global descriptions of expenditure and generalised information. Up-to-date information is seriously lacking, especially given that we are not yet a full year into the mandatory registration regime.

The consultation paper is also unconvincing in its descriptions of the possible consequences of the proposals not proceeding. We are of the view that should this proposal go ahead, it will be catastrophic for the sector and result in regulatory failure through active discouragement of registration. The Association's view is that the level of proposed increases are not justifiable and will place an inequitable and unfair burden on many individual social workers and on employers in the chronically underfunded NGO and iwi sectors.

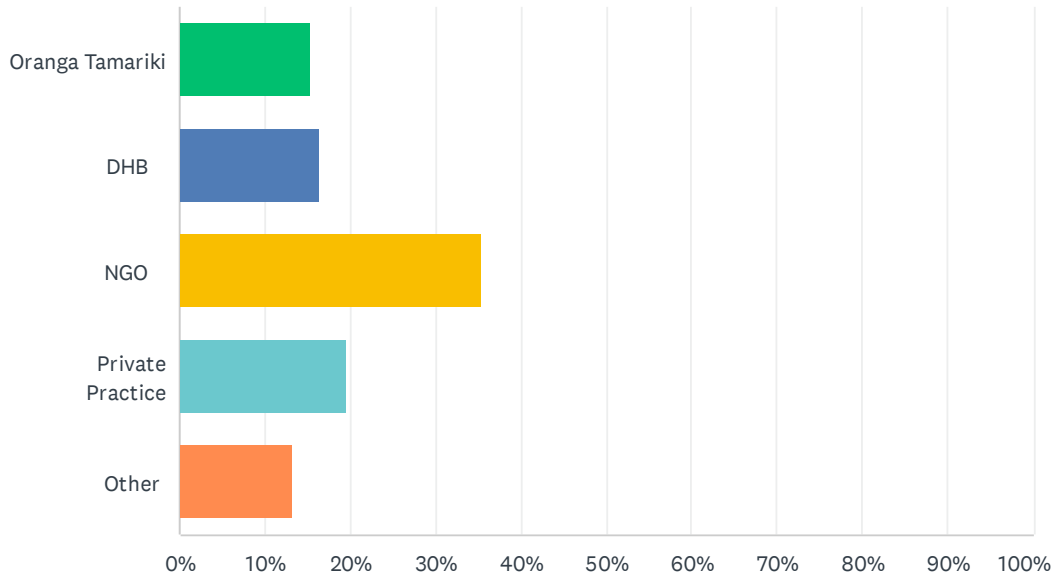
The more we have studied the consultation document, the more concerned we are at the poor quality of this consultation. It simply does not meet the tests of fair fee-setting regimes as established by successive decisions of the Regulation Review Committee, or the Treasury's *Guidelines for Setting Charges in the Public Sector* or the Office of the Controller and Auditor General's *Good Practice Guide: Charging fees for public sector goods and services*. The document claims the latter two of these have been consulted. It is hard to see here.

We are concerned that this proposal has eroded the professions trust and confidence in our regulator to get things right for our profession. We do not require a regulator the size that the Social Workers Registration Board is proposing. We have outlined in this document our significant concerns about this proposal and that the poor analysis and lack of accurate information that has accompanied it.

Should the Board decide to proceed with the proposal, we will be considering all options available to us to appeal and challenge this decision. We are very clear that this proposal is unreasonable, untenable, and does not meet the required standards. We trust our comments and analysis will be carefully considered in deciding next steps.

Q1 Who are you employed by?

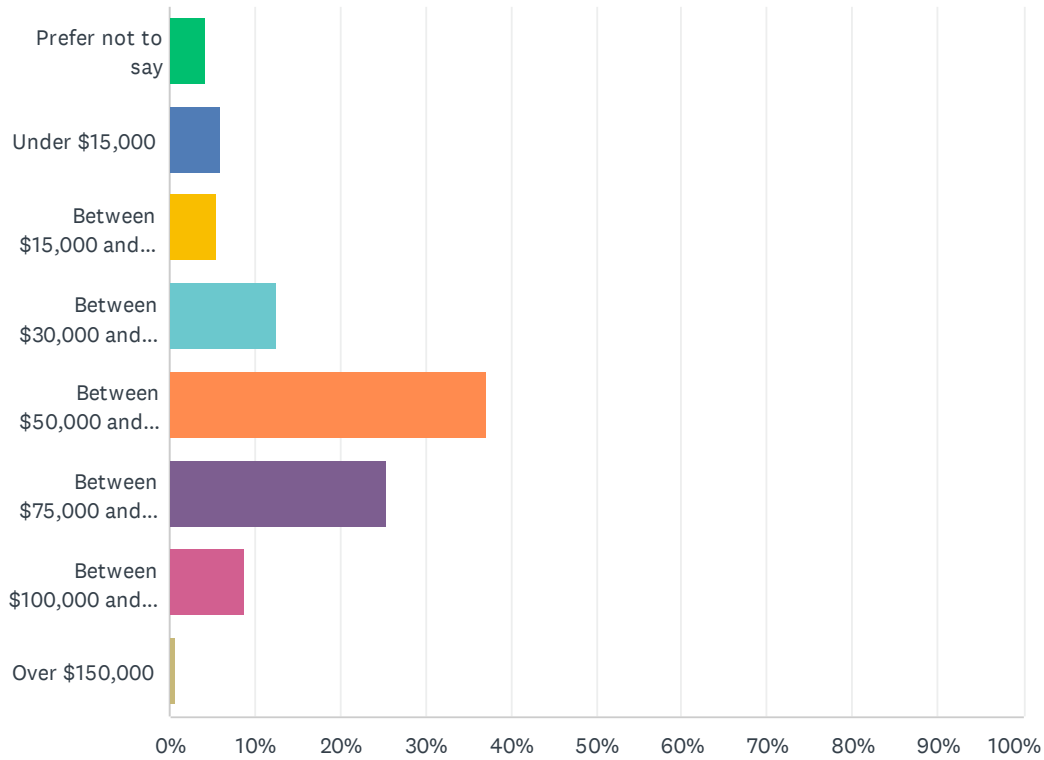
Answered: 548 Skipped: 2



ANSWER CHOICES	RESPONSES	
Oranga Tamariki	15.33%	84
DHB	16.42%	90
NGO	35.40%	194
Private Practice	19.53%	107
Other	13.32%	73
TOTAL		548

Q2 What is your annual salary?

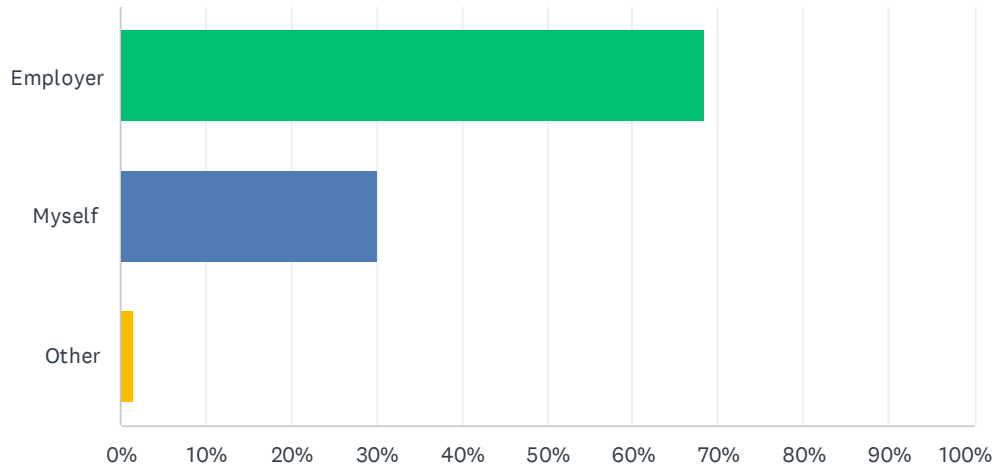
Answered: 550 Skipped: 0



ANSWER CHOICES	RESPONSES	
Prefer not to say	4.18%	23
Under \$15,000	6.00%	33
Between \$15,000 and \$29,999	5.45%	30
Between \$30,000 and \$49,999	12.55%	69
Between \$50,000 and \$74,999	37.09%	204
Between \$75,000 and \$99,999	25.45%	140
Between \$100,000 and \$150,000	8.73%	48
Over \$150,000	0.55%	3
TOTAL		550

Q3 Who pays for your annual registration cost?

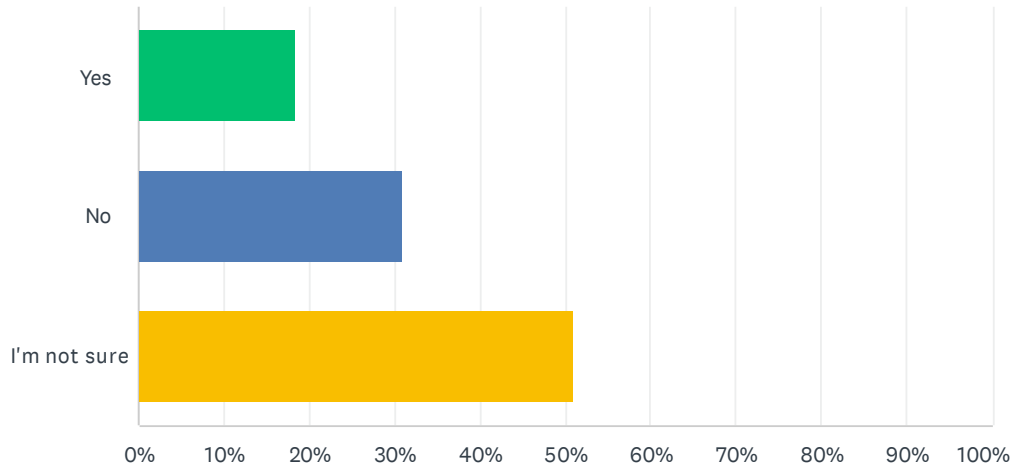
Answered: 550 Skipped: 0



ANSWER CHOICES	RESPONSES	
Employer	68.55%	377
Myself	30.00%	165
Other	1.45%	8
TOTAL		550

Q4 You have indicated your employer pays your annual registration cost. Is your employer funded to cover this cost?

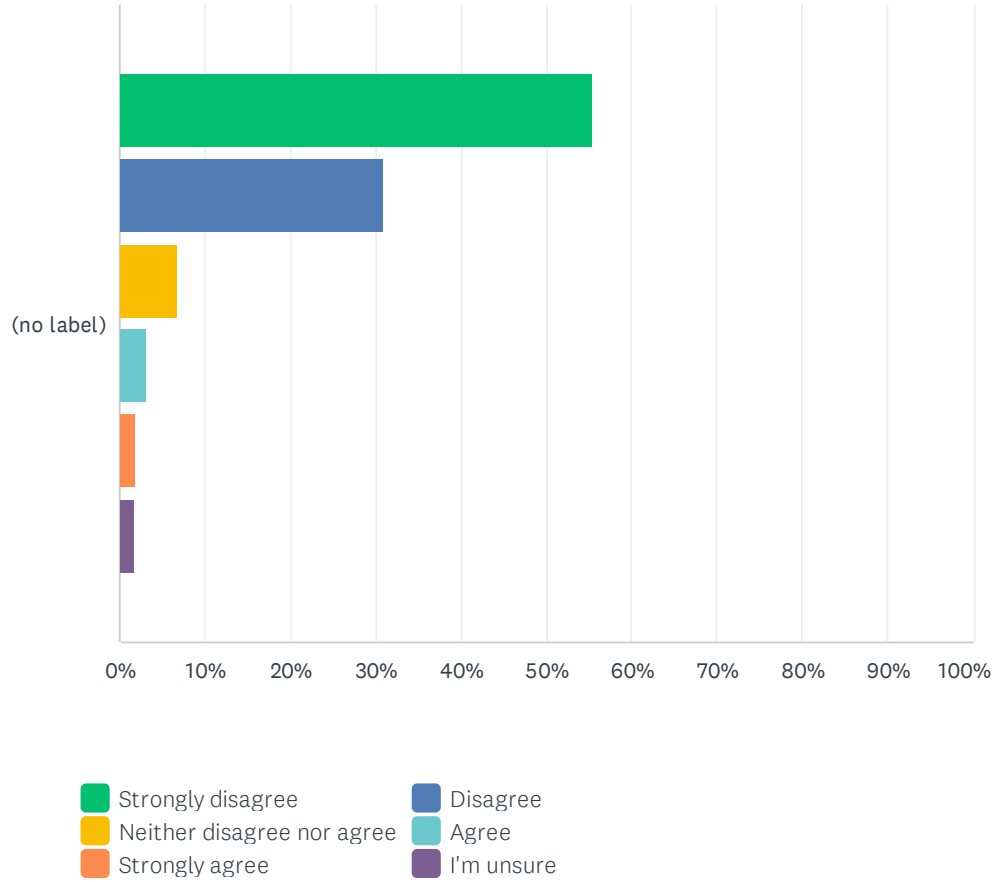
Answered: 373 Skipped: 177



ANSWER CHOICES	RESPONSES	
Yes	18.23%	68
No	30.83%	115
I'm not sure	50.94%	190
TOTAL		373

Q5 Please rate the following statement: I support the proposed changes to the SWRB fee structure.

Answered: 516 Skipped: 34



	STRONGLY DISAGREE	DISAGREE	NEITHER DISAGREE NOR AGREE	AGREE	STRONGLY AGREE	I'M UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	55.43% 286	30.81% 159	6.78% 35	3.29% 17	1.94% 10	1.74% 9	516	1.63

Q6 Please tell us why you support/don't support the proposed fee changes.

Answered: 505 Skipped: 45

#	RESPONSES	DATE
1	It is exceptionally high given the average salary of a social worker. They stated that when mandatory registration came into effect that the costs of registration would go down, not up. Effectively they've lied about the costs. It appears to be another way to more closely regulate the profession and to align social workers more closely to the state i.e., if you want to earn a better salary with an employer who will cover costs of registration get a job with a state employer. I think it will destroy the membership base of ANZASW - who can afford to cover the cost of SWRB registration AND ANZASW. I think social workers will need to chose. Diversity in the social work profession is already dominated by white, middle class women, increasing fees will further reduce diversity. Why come into the social work profession when you can be called something else in a similar profession but pay much less to be registered. It's a con - what do the SWRB actually do? They have a minimal number of complaints to follow up - there needs to be more transparency about what they are actually doing.	11/14/2021 10:30 PM
2	simply not fiscally sustainable	11/14/2021 9:25 PM
3	I work part time for an NGO as a social worker and part time as a play therapist under MOE. I pay my own fees (SWRB, ANZASW & APT). These fees allow me to practice, provide indemnity insurance as well as association with others in my professional bodies. These existing fees are not commensurate with what I earn. A change in the SWRB fee will take my annual fee costs to \$1250 per annum. I see from the Proposal doc that there are comparisons with other professions, and that their fees are higher- however social work (especially NGO social work) pays lower than statutory or DHB. Most NGOs pay fees but only a percentage if working part time. I have not been able to have a conversation as yet with my NGO manager about how the increase will affect capacity to contribute to fees or whether this will impact on monies for professional development for eg.	11/14/2021 9:20 PM
4	The fees are astronomically high. They are unrealistic to expect social workers to pay, especially given the inequity issues that exist within the profession. SWRB is creating an empire and this should not be at the expense of the profession.	11/14/2021 9:16 PM
5	Being an independent Practitioner it is a significant price increase in fees to cover.	11/14/2021 8:57 PM
6	I am concerned that NGO employers will be able to afford the cost. There is a risk employers will move away from employing Social Workers in some roles to more generic support workers.	11/14/2021 8:07 PM
7	I need to know more what cases have they take on. What increase in service do we receive. If it is for discipline then let's look at what type of cases and y r they happening to create education for us all	11/14/2021 6:10 PM
8	As the profession becomes more professional it will need to align with other similar professions who pay similar to the new proposed levys. It is time SW excepts its new position as an equal practice profession alongside other health and wellbeing providers. This increase reinforces this position. However, NGO are not yet positioned to absorb these new costs as well as increase wages to keep up with Statutory changes.	11/14/2021 5:38 PM
9	Our registration fee is already more expensive than many other professional bodies fees. I am concerned about colleagues who work for NGOs as I can't see how their organisations can afford the cost, and I think it is unfair.	11/14/2021 5:34 PM
10	Enormous cost for an individual whenyou add anzasw to this	11/14/2021 5:00 PM
11	P More of a burden on NGOs who work on a tight budget and who are already unable to increase wages for front line workers who are working at l creaking high risk clients. Our wages do not increase yearly even to cover cost of living so why should our fees? Comparatively we are paid less then those in the education or nursing profession and yet their registration fees are less .large than supporting us as professionals this feels like another barrier and a blow to	11/14/2021 3:49 PM

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our profession. Besides admin of registration reviewing a random 5% of professional development with minimal feedback what do they do to support social workers we don't even get a plastic ID card

12	Increasing the costs will be a challenge for NGOS to pay. It will also mean they may not support payment of professional membership fees.	11/14/2021 3:43 PM
13	Significant increase. No recognition of part time or self employed self workers. Impact on NGOs.	11/14/2021 3:30 PM
14	A number of reasons. NGOs struggle to pay decent wages and now are expected to pay this increase. For those that need to pay their own it puts an unfair burden on them. Either way an increase of this much along with additional increases due to the cost of living is again unfair when social workers NGO especially don't have the opportunity to earn the same as their colleagues in OT or pay parity with other sectors such as education and nurses whose registration costs are less. I struggle to understand the benefit of this increase to social workers and wonder besides ensuring the public have a voice around poor social work practice what they do to support social workers. All I have seen increasing delays with issuing APC certificates, very general and limited feedback on the review of social work randomly picked 5% of PD and registration cards are no longer issued. I very much struggle with these proposed increases and feel very let down by an organisation which I believe should supporting us to ensure we work ethically, professionally and in a manner in enhancing manner, not pulling us down	11/14/2021 3:30 PM
15	A SWRB representative told us that when registration becomes compulsory fees will become lower. This is even documented in their consultation document. They passed on assessment of competencies to Schools of SW so they do not even do that anymore. If they are here only to protect the public, public should pay for it! If organisations are paying for it it comes out of our PD or supervision budget and we need to have PD to stay registered so social workers will have to pay for PD out of their pockets and then they will have no funds left to pay for ANZASW membership which is an organisation that works for us! SWRB should be government funded!	11/14/2021 3:25 PM
16	The costs are very prohibitive for all social workers. Even more so for people in private practice and those of us working part time (in my case, to balance with my family responsibilities)	11/14/2021 3:13 PM
17	I'm semi retiring next year, and will probably have to pay my own fees, that will be extremely difficult	11/14/2021 3:12 PM
18	I think it didn't take into account the poor salaries of many social workers especially those in the ngo sector. Also concerning that the board itself isn't funded by government more. Given the mandate	11/14/2021 2:33 PM
19	It is the amount and the percentage increase in one hit. It is indicative of bad financial management including bad fiscal management and an explosion of costs which they arrogantly pass on as they have a monopoly. It is also a time of high costs everywhere and so little regard for social workers ability to pay. Also the messaging from swrb was amazingly arrogant and aggressive I felt, especially when related to future years and potential increases.	11/14/2021 2:13 PM
20	1) Why leave it so long? SWRB state fees haven't changed since 2005, so why couldn't they have increased fees over time with inflation. 2) The hardship/stress it may cause social workers where their employer doesn't pay their fees. Also this is made even more difficult where employers don't also pay or part pay the ANZASW annual fee. 3) Social workers particularly in NGOs are underpaid/unfunded so how is this fair?	11/14/2021 12:25 PM
21	It will cut out highly experienced and qualified practitioners because they won't afford the fees.	11/14/2021 10:35 AM
22	I don't feel we get much from SWRB as it and cannot see how this increase can be justified.	11/14/2021 8:06 AM
23	It undermines even further an already terribly underfunded service	11/13/2021 4:52 PM
24	I understand the proposed changes and appreciate what I receive from SWRB. However personally I find the costs expensive and I pay myself out of a small and non-pay-rise salary.	11/13/2021 11:52 AM
25	It's too much for what we get and too big of an increase for one year. It might be difficult for some people to pay, especially if not subsidised by the employer.	11/12/2021 10:33 PM
26	I don't support it as I feel the increase is overall way too much	11/12/2021 8:34 PM

SWRB Fee Consultation

27	It is too expensive and I am unsure what they do with the money. As we have to be registered to be employed as a social worker they can do what they like and we have no say. Further the increase will sink some NGOs as to pay for their social workers will be too much	11/12/2021 8:32 PM
28	Social work and navigating challenges in the ever-changing environment (restructuring/ health mandatory requirements etc) mean we need a board that has the funds and structures in place to support practitioners in their respective fields to advocate / challenge etc	11/12/2021 8:05 PM
29	It is a huge increase which is going to impact on the NGO that currently pays for both my registration and my ANZASW fees. They will not be able to pay both.	11/12/2021 7:49 PM
30	The cost seems to be significantly more expensive than a number of other professions, e.g. nurses (\$100 something), occupational therapists (\$400 something), physiotherapists (\$500 something) and teachers (\$200 something).	11/12/2021 7:15 PM
31	██████████ Thank you for the opportunity to provide comments on the Social Workers Registration Board proposed fee increase for the ANZASW submission. I am angry that the SWRB is proposing a 29% increase per annum on the cost of annual registration. It appears that part of the justification for the increase is that the fee has not increased in line with inflation, and the SWRB has not increased the fee since 2005. This raises the important question of why the SWRB has allowed the fee to remain the same or less for 16 years. I am angry that the SWRB is proposing a significant fee increase while we are experiencing a global pandemic, which is having a financial burden on organizations and individuals. I am in private practice, so I must pay the fee myself. In a year when my income has been severely impacted, an increase of 29% is a significant burden that will place me further into a negative income. I do recognize that the SWRB has costs to cover, so I suggest that any increase is staggered over three-five years. Ngā mihi ██████████	11/12/2021 4:55 PM
32	Many of us are already living paycheck to paycheck. Not all of us have the capacity (particularly NGO staff) to pay this increase	11/12/2021 4:46 PM
33	This increase reduces my ability to have a salary increase as the NGO I work is not funded directly by govt. This limits and affects my upskilling and ability to look at further university qualifications. We already have a large outgoing cost with what is required of us and are one of not the lowest paid professional group in society.	11/12/2021 4:02 PM
34	My earnings are not predicted to increase. With registration I have to pay for at least monthly supervision. Professional Supervision is \$125 an hour this year. I also pay for registration at ANZSW. These and other costs are increasing continually, yet the amount earned by social workers is not.	11/12/2021 3:53 PM
35	As a private contractor paying my own fees it is not affordable	11/12/2021 3:48 PM
36	I have no opinion. Costs have increased I imagine vs social work isn't a well-paid profession (other than in OT perhaps)	11/12/2021 3:46 PM
37	I support it because most of the social workers are responsible to pay for the annual practicing Certificate and Disciplinary Levy are too high, for the people who are not being supported by the organizations they are working for.	11/12/2021 2:36 PM
38	Too hard for those starting out.	11/12/2021 2:25 PM
39	I think it is unrealistic based on the pay inequity between social workers at OT and NGOs. I also do not feel supported by the SWRB. Additionally, other registration bodies do not charge their members astronomical/unaffordable fees.	11/12/2021 2:22 PM
40	I am fortunate to have my employer pay my registration. The proposed fee increases would equal approx. an entire week's income for me. This would be completely unaffordable for me if my employer was unable to cover this cost. The rising cost of registration may begin to make this unaffordable for employers in the NGO sector. I believe that these fees are disproportionate when considering registration fees with other bodies.	11/12/2021 2:21 PM
41	We are an NGO. We are not funded for this. My employer is currently covering costs but not funded to do so. I don't earn enough to cover these costs myself. This fee is astronomical compared to other professions. What do we get for it ??	11/12/2021 2:19 PM
42	I do agree that costs need to be covered but I also am worried as my partner is not covered within a very low-paid salary in community and hasn't afforded the costs/barrier to being registered so worry others like himself may struggle and would like that there is an option to	11/12/2021 2:05 PM

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apply for reduced costs registration for those in community/paying fees themselves versus those who aren't impacted as business covers them. Almost a community and government fee versus one size for all as not fair in relation to their pay.

43	The fees are way higher than other professional registration already and as I have to pay for them myself it's a big hike in fees which I can not really afford.	11/12/2021 1:55 PM
44	Social workers employed in private practice or with NGO's are poorly paid currently and this increase adds to the financial strain. Not all NGO's pay the registration fee.	11/12/2021 1:25 PM
45	This is a lot of money to an organisation which I feel provides me personally with little-to-no support, outside of recording/managing my registration. It's a purely administrative support.	11/12/2021 1:19 PM
46	This will be an unaffordable cost for those social workers whose employers don't pay their fees. It isn't income tested. There is now a growing disparity in income between Oranga Tamariki and NGO social workers. I believe the SWRB needs to pay a role in advocating for an increase in pay rates across the board for all social workers.	11/12/2021 12:49 PM
47	I understand the need to keep pace with costs. However it's a big chunk of money to fund myself - both ANZASW and SWRB	11/12/2021 12:47 PM
48	SWRB can not perform its role effectively and properly. What have SWRB done for the social workers in NZ?	11/12/2021 12:42 PM
49	Mainly because NGO's and Iwi providers do not have the resources to afford this increase. Funding for these services needs to be increased first. After this SWRB fees can be increased	11/12/2021 12:39 PM
50	I do not support the changes because I do not get value out of the Registration Board like I do from ANZSWA. I am aware it is a regulatory body and ? I do not have the funds to be paying eventually \$600 plus a year for ?.	11/12/2021 12:33 PM
51	Our NGO has to cover the fees for 11 Social Workers, which takes money away that could be used to service our clients instead.	11/12/2021 12:11 PM
52	I only work part time so these fees take a big chunk out of what I earn.	11/12/2021 12:08 PM
53	I have been a member - through no choice of my own for many years and still do not know what the SWRB actually do or how they support my colleagues and I.	11/12/2021 11:58 AM
54	I agree with there needs to be funding to cover the work done, however the increase is significant and with working in a large NGO there is going to be roll on effects with this potentially being take from my training budget.	11/12/2021 11:58 AM
55	I am concerned for SW working in NGOs and the expectation for them to be able to afford this. Plus there a considerable number of Sole parents as Social Workers this is a large amount to have to find. We are not a highly paid profession.	11/12/2021 11:57 AM
56	I accept the need to increase, however this is a huge increased. Whilst DHB funds, we have to pay first and seek reimbursement. Challenging for many on lower salary than myself and for NGO social workers	11/12/2021 11:55 AM
57	Given i do not pay these fees, I would find it incredibly difficult for my colleagues in community and other sections who may pay their own fees to cover these costs. The on going increase is not feasible or fair	11/12/2021 11:54 AM
58	The increase is too high, and for what	11/12/2021 11:53 AM
59	I do understand the need for an increase in fees but I believe the suggested increase is too high	11/12/2021 11:45 AM
60	Cost outrageous, more than other professions, higher cost was related to 'economy of scale' (ie compared to nurses) so this should come down due to increased numbers from mandatory registration. SWRB needs to trim their fat, their professional staff should be paid average SW salary.	11/12/2021 11:40 AM
61	I understand the need to have fees for registration that cover costs of providing the service. This is an Act that we as Social workers are now covered by. Registration comes at a cost. In Health our registartion fees are by no means the highest. I am concerned about social workers not working in government funded agencies.	11/12/2021 10:16 AM
62	The fees are too high compared to other professions and for the benefits.	11/12/2021 9:39 AM

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63	I already feel that the fee we pay is too high, let alone another increase. It is unaffordable, I am lucky my Trust pays this in recognition of our credentials and also to support its staff as it can't pay government salaries so support us with support around our social work body but this will become unaffordable to the NGO sector. You get nothing for you registration fees (not even a plastic card anymore to show we are registered). I have belonged to the SWRB for a long time as I wanted social workers to be recognized as a professional body and have the accountability. However now it is mandatory and it about protecting the public, why do our fees have to be so high to belong when we get nothing in return and is being regulated by the government.	11/12/2021 9:21 AM
64	The fees are already high in proportion to earnings. I work part time for an NGO & also do secondary work under MOE as a Play Therapist. Neither pays a high wage. However I have to meet the SWRB fee in order to practice. In addition I pay fees to ANSAW- because I want to belong to this body but also to ensure Indemnity insurance. On top of that I pay fees to play therapy assoc. With the annual fees change with SWRB this takes my fees to \$1200 per year. I also pay for supervision on top.	11/12/2021 7:36 AM
65	I can understand the need to recoup costs but many social workers cannot absorb this level of increase	11/11/2021 10:43 PM
66	While I understand the Board has to be self supporting, my earnings are very small. Oct I earned 550.00, Sept \$700.00. I have to pay for my own sup, registration and ANZASW subscription (which I value and see as essential if I am practicing). There comes a point where it is not viable for me to practice SWK	11/11/2021 9:07 PM
67	I believe the increase it too much at once, a 10% increase over three years would be better and help people to plan for the increase more particularly if they are paying for this themselves.	11/11/2021 8:54 PM
68	My employment may change and I would have to pay. Also for my international qualification with SWRB and registration I did pay myself over \$2,000, extremely expensive and unreasonable that they want to increase the cost by such significant amounts, considering registration just became mandatory and they are upping the prices by so much. Much more expensive compared to other countries as well.	11/11/2021 8:36 PM
69	I am unable to support the rise in fees, as I work for a charitable organisation who pay these fees from scarce resources.	11/11/2021 6:07 PM
70	Why are social workers having to pay the highest fee out of other disciplines. I struggle paying this out of my own pocket and now SWRB want to increase costs due to inflation? I'm incensed. I also feel for new grads and NGO's struggling to maintain registration in a covid climate	11/11/2021 4:24 PM
71	Social Workers pay outside OT has not increased There are a many social workers who are employed by NGO sector The NGOs are already having to fundraise to try and keep staff and continue to do their mahi and they have not received extra money to cover this cost	11/11/2021 3:25 PM
72	More gradual increase	11/11/2021 1:37 PM
73	It is inevitable that fees will be increased and it is interesting that social workers are invited to comment.	11/11/2021 1:02 PM
74	unfair on p/t workers, those whom are not covered by NGOs , yet to see good value for these costs, when even trying to contact them by ph is something of an almost impossible task.	11/11/2021 11:26 AM
75	Paying the increased annual registration fee will put pressure on NGOs which are already struggle with funding problems to provide services to there communities. Having a registered social worker is important for NGOs to give there communities the support and skills they require. This is not good for either NGos and there communities to have such I massive increase in fees	11/11/2021 11:00 AM
76	Even though my employer pays for the registration I have to initially pay and then it gets reimbursed and this is a lot of money I have to come up with. I was under the impression that with mandatory registration fees would go down not up. The increase of nearly 30% is considerable and considering our wages have not increased or have only increased by 1-2% I'm not sure how the board expects us to absorb this increase. Unfortunately for us all the cost of living in New Zealand is extremely expensive and everything has increased expect wages. The board as a government agency should be supporting social workers to be better paid (pay	11/11/2021 10:08 AM

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equity) like other professions. The board need to consider that ANZASW support social workers with CPD etc and if it was not for this a number of us would not meet our mandatory requirements for registration as this can be our only avenue of training/upskilling. With this in mind (I know it is optional to belong to ANZASW) the cost of this on top of the board means our fees are around the \$1000.00 mark..... This may impact on ANZASW which would be a shame.

77	It adds extra financial pressure to NGO agencies and could reduce choices for social workers - if employers have to pay for both SWRB & ANZASW annual fees. If employers refuse to pay for ANZASW if reduces support, opportunities and education for our social workers. It could pose risk if social workers are able to be ANZASW members, they are not able to access indemnity insurance.	11/11/2021 9:19 AM
78	This is a massive increase and I believe very hard to justify. Other than a practicing certificate, I feel they offer very little else.	11/11/2021 8:43 AM
79	Because I cant to pay them. The professions skills and abilities are poorly recognised by the general public, government departments, and other professions. Therefore we are offered fewer contracts and they arr always at a low rate.	11/11/2021 8:35 AM
80	It is unclear why there is an increase. It feels like now registration is mandatory they are taking advantage of the situation, but not providing more?	11/11/2021 8:08 AM
81	Our agency hires over 80 social workers this cost will impact us highly, our contracts from MSD have not gone up with inflation. Also Im not even sure what the SWRB offer us to justify this increase	11/11/2021 7:25 AM
82	I have not known or believe that SWRB really representatives for the voice of social workers and there appears to be more representation for the employers/professional body itself and not the practitioner. It seems that we have to pay for keeping ourselves accountable to our profession. So Perhaps the government would best be suited to take up the overheads of SWRB's increase proposal.	11/11/2021 7:16 AM
83	We get zero value for money from the SWRB	11/10/2021 10:53 PM
84	it is unfair that all social workers cross subsidize the costs of disciplinary matters -especially given approximately 4.5% of social worker employed by OT are involved with complaints & notifications versus 1% of those employed by NGO/health.	11/10/2021 10:20 PM
85	I work part time and am now on National Superannuation. Although my employer pays my registration fees at present I am concerned that if I leave this employer and want to stay registered with SWRB so I can pick up some casual work I may not be in a position to afford this proposed increase in registration fee.	11/10/2021 5:08 PM
86	I work part time and I struggle to pay my SWRB fees at their current rate	11/10/2021 4:52 PM
87	1. There has been a recent increase in the fee. Shortly after registration was made mandatory. 2. The proposed increased fee makes it very expensive for social workers (if their fee is not paid by their employer) or for organizations. Particularly when social workers may be paying to belong to other bodies such as ANZASW, or for private indemnity insurance cover or also paying PSA fees.	11/10/2021 4:09 PM
88	It is already expensive to register and NGOs are already underfunded.	11/10/2021 3:54 PM
89	The fees already far exceed other health related fields such as nursing, psychology and occupational therapy. The fees are already expensive and another increase of almost 30% is not easy to meet.	11/10/2021 3:35 PM
90	Unaffordable for a semiretired private practitioner	11/10/2021 2:32 PM
91	Already struggling to cover the cost. Increase will create extra financial pressure	11/10/2021 2:32 PM
92	It is a reap off.	11/10/2021 1:32 PM
93	They write about keeping up with inflation, our wages have not kept up with inflation and I took a significant pay cut to move from OT to DHB, for my MH and to avoid burnout. DHB SWrks are fighting for payrises and for pay equity - nothing keeps up with inflation at the moment. I think it is unfair to have such a considerable increase in fees - this will add stress to already stretched budgets!	11/10/2021 1:21 PM

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94	Mandatory registration only just come in and costs went up to then have this 30% increase. This could impacted future employment when applying for a job and employer may not pay this significant amount. This is a huge cost to registered social workers in lower paid roles and where they have to fund themselves.	11/10/2021 1:11 PM
95	I think that the fee is enogh as it currently stands, my employer only partically pays my fee so this will have a financial impact on me	11/10/2021 12:56 PM
96	Not sure if this increase is not justified due to additional costs of making registration mandatory. If I had to pay privately I would give up my ANZASW membership to compensate.	11/10/2021 12:29 PM
97	The fee is high enough as is - and now that is compulsory we have no choice. I am lucky enough that my employer pays for this but this may not continue if it is increased. We are an NGO and this money should be going into the community and not this	11/10/2021 12:27 PM
98	With the current climate increasing this will put more strain on already financially challenged non government organisations! Its insane to think that this is ok to consider. While I understand the professional liability of this there is not much more being provided for us!	11/10/2021 11:26 AM
99	The cost has always been high and we have no choice but to pay it in order to practice. Apart from a practising certificate there is no ongoing benefit as we have to pay for our own fees for ongoing CPD etc elsewhere.	11/10/2021 11:08 AM
100	This will not be financially difficult for me but I know it will be a factor for a number of my colleagues	11/10/2021 10:46 AM
101	They do nothing!	11/10/2021 10:44 AM
102	Previous to working dor myself in practice i worked .6fte. I paid my own registration so that i would not feel obligated to stay with my employer. I was on very low wage for me experiences and for a time just accepted that. Was a big chuck out of my low wage then. So now that SW fees are going up i will be adding extra cost to contracts to cover that. I guess it has to change the as pay scales should change.	11/10/2021 10:40 AM
103	As an employee of an NGO who's funding is [in part] reliant on retail revenue raising from second hand goods stores - this revenue stream has been severely impacted by covid restrictions in the Auckland region especially - this is making a significant impact on our ability to continue to provide free services for our community. Such a significant increase in fees will have a detrimental effect - I suspect our employer will be left no option but to pass this charge [at least in part] to the SWs we employ. It is worth noting that the SW practicing cert fees are well above those of other disciplines that we employ eg nursing. Its simply not timely for the SWRB to impose this on NGOS or the Health Sector in general	11/10/2021 10:34 AM
104	Most social workers are employed by an NGO, as I have been for the past 30 years, having left this position only recently. NGO's constantly struggle to find sufficient funds to supplement. There is usually a considerable shortfall, but in spite of this we always paid their fees. I worry that any fee increase will make NGO's think twice about paying, Now as an Independent contractor I have tp pay myself and am not actually earning that much yet, certainly in comparison to what I was earning.	11/10/2021 10:14 AM
105	30% increase is huge, I can not see how this is justified as Reg SW numbers have increased. SWRB has told us previosuly that the more SW there are our costns will decrease	11/10/2021 10:11 AM
106	It will have a devastating effect on private practitioners and the NGO sector the latter who already struggle to get SWers. Yesterday I supervised a RSW who works approx 5 hours per week(she has about 4 ACC clients and 5 others) - she will not be able to afford the increased costs of her APC her supvn costs and CPD costs. Incredible SWer, huge amount of statutory & NGO experience who will probably leave. It will be ok for Health and OT SWers as it will not affect them.	11/10/2021 9:50 AM
107	Im unsure how this will directly affect me?	11/10/2021 9:44 AM
108	Bearing in mind social workers who have to self fund their fees, the increase will no doubt cause them additional financial distress on top of the numerous Covid-19 related cost increases, particularly with food.	11/10/2021 9:35 AM
109	Social Workers do not get paid enough to be able to pay more fees. Even with the employer pays - it becomes a negotiation tool at employment (it comes out of my training money for the year). I understand the need for more funding for the SWRB but maybe the Government could	11/10/2021 9:26 AM

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be lobbied for this - or change Social Workers at Oranga Tamariki, DHB's the higher rate - as they get paid over \$20,000 + more than in NGOS.

110	Social workers should be subsidized by the government, not charged more.	11/10/2021 9:11 AM
111	first our wages are not and haven't kept up with inflation. I'm unsure why we have to pay a disciplinary levy - unless we are found negligent. what are we actually paying for? Reg I understood supported the public, Swk profession and Swkers themselves. From what I have seen and heard, if there is a complaint, it is a very punitive process swkers are exposed to, with a distinct lack of information and progress, regardless of their proven/disproven negligence.	11/10/2021 8:50 AM
112	I don't support the changes, as I believe Social workers are under paid, especially those working for NGOs. Some are still paying back a big student loan, and have families to look after. This will be particularly disheartening for solo parents, who are working for an organisation that is not assisting them with the SWRB fees, and them having to pay it themselves.	11/10/2021 8:38 AM
113	Far too expensive	11/10/2021 8:17 AM
114	There are many of us and colleagues who will not be able to afford this fee up front. The CDHB are now wanting SW to pay for the fee first and then get reimbursed the amount. The cost of living has gone up so much things are hard.	11/10/2021 8:10 AM
115	SWRB provides no other service to social workers other than registration. ANZASW has a range of services that promote social work development this is not so for SWRB	11/10/2021 7:41 AM
116	Financial pressure this will have on my agency	11/10/2021 7:41 AM
117	\$137 is an excessive price hike and I don't believe the reasons behind such an increase are founded.	11/10/2021 4:32 AM
118	I have worked in community and they don't fund fees tax payer pays for goct jobs and it's hard to ask for xtra for fee's what suffers or gets axed due to the increase	11/9/2021 11:35 PM
119	they now have a massive increase in fees received because of compulsory registration, yet they want more. it is way too high for what is reasonable	11/9/2021 10:44 PM
120	I can understand the need for an increase but not why it is so much?	11/9/2021 10:13 PM
121	Not the time to increase fees when people are struggling financially.	11/9/2021 10:04 PM
122	The increase is not justified	11/9/2021 9:55 PM
123	I accept that inflation is an issue in New Zealand but with compulsory registration it now feels like they have a captive audience and can charge what they like. I have actually seen this happen before with Britain's compulsory vehicle insurance which saw premiums almost double over 5-10 years, and the SWRB change in fees seems to echo this experience.	11/9/2021 9:55 PM
124	Despite my fee being paid by my employer it was as a result of negotiation. I am the only registered SW on the staff although we all do similar mahi NGOs are not funded for professional fees let alone a fee at the suggested rate. I belong to ANZASW and SWRB but believe ANZASW provides far more feedback and opportunities than SWRB I was one of the 5% audited this year. I spent some time collating and writing this up sent in on time with no acknowledgement. I feel quite strongly about this. I do not even know if they received it. I believe in terms of a rise in disciplinary tribunal levy that those who go before the tribunal should pay full costs not the rest of the membership	11/9/2021 9:23 PM
125	An annual increase of 30% is a huge amount. No other professional body have a fixed increase rate of 30%. Even if the employer pay, it is a huge cost. I understand that the SWRB has costs, but I am not sure on what the money is spent. If there can be greater transparency on specifically how the money is spent, it will be helpful. We head about the increase in costs of investigations, but in reality...how many investigations took place in the past year, and what was the cost of these? Surely there was no travel even in these investigations, and making use of online zoom meetings is more cost and time effective. Perhaps the SARB can consider to work more wise with the money. One of the things they said in the past is that as more people will register, it will become cheaper. It seems this was a lie.	11/9/2021 9:05 PM
126	It is an unfair amount to expect underfunded NGO's or underpaid social workers to pay. It is also not in line with the cost of other professional registration bodies.	11/9/2021 8:44 PM

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127	The fee is too high, as it does not include membership of a professional body. Other disciplines, who pay a similar fee to the proposed SWRB fee, have this included in their registration, whereas Social Workers (or their employers) also have to pay for ANZASW membership to be fully covered.	11/9/2021 8:44 PM
128	I am writing a submission stating several reasons.	11/9/2021 8:42 PM
129	NGO's in this current covid climate will be unable to manage this huge increase.	11/9/2021 8:41 PM
130	Because NGO's are struggling to survive as it is. Some services have recently been funded reasonably, but other services that make a big difference to our communities we have to get grants or fundraise for. This additional cost puts an additional burden on NGOs. For those social workers paying their own registration, it makes it less likely that they will join ANZASW - which in my view has a lot more benefits for social workers than SWRB. NGOs are already struggling to recruit and retain staff, extra SWRB fees will take away any additional funding from their wages.	11/9/2021 8:35 PM
131	You get nothing from them except your APC surely at the price they demand we should get more from them	11/9/2021 8:31 PM
132	To high	11/9/2021 7:14 PM
133	Cost seems unreasonably high Social workers shouldn't be the sole source of funding for the SWRB. Needs central govt funding.	11/9/2021 7:02 PM
134	With costs not keeping pace with inflation there is an indication of the need for a significant increase in fees as has been indicated. I would prefer steady increases but I also want social work to be led by a standard. If the increase is justified for use in advocating for social workers within their organisational/leadership level of their various employment settings and kaupapa.	11/9/2021 6:58 PM
135	This is a significant increase and my employer might need to pass some of the increase to me to pay. And given the already low pay among social workers, how can we afford this? On the other hand, the compulsory registration should have increased the SWRB revenue significantly, why need to increase more? This would demotivate social workers to register.	11/9/2021 6:54 PM
136	I feel the increase is going to be very hard for employers and everyone else who has to pay their own fees.	11/9/2021 6:45 PM
137	My understanding is that one element of the proposal to introduce mandatory registration was that it was predicted that this would decrease the cost for individual social workers because there would be more people registered. It is disappointing that instead of this, fees may increase. I also work for an NGO that receives some government funding but is being instructed at all levels to reduce costs. I am in a new role and today was introduced to some elements of our budget. For example, our budget annually for interpreting is only \$1500. We work primarily with refugees and migrants and obtain sensitive information to help people find missing relatives overseas, so interpreting is essential. It is sobering to see that my registration costs are equivalent to half of our annual interpreting budget.	11/9/2021 6:16 PM
138	It is unaffordable. Also not sure about SWRB's exact rationale for the increase. As per my knowledge, there was an increase last time in the APC fee.	11/9/2021 6:16 PM
139	Such a high price hike. Wages aren't bring kept in lign with other increases	11/9/2021 6:04 PM
140	I object becuse I have not choice to belong. It is government directed. I belong to other groups, essential to practise. Social Workers are not paid well in the the private sector, but we are expected to pay fees as though we are doctors or psychologist.	11/9/2021 5:57 PM
141	Paying for registration fees may be put onto social workers to pay. Given I work in a small organisation there has been difficulties with payments of fees and it isn't currently written into contract agreements that the organisation will pay the fee. We do have to cover fees for ANZASW ourselves also so and increase in coatings may further impact the low income we receive or increase the limitation of resources we can access due to having to offset costs elsewhere	11/9/2021 5:47 PM
142	It's way too much of an increase and feels like they are taking advantage now registration is mandatory	11/9/2021 5:41 PM
143	I strongly disagree for these reasons: 1. The 30% increase is very high. 2. SWRB does nothing for swers it is ANZASW does much more for swers. 3. I didn't receive anything from	11/9/2021 5:22 PM

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SWRB re: the intention of a price increase, no collaborative discussions from SWRB. This tells me swrb are not in a position to give any tautoko, manaaki, awhitanga to swers, swrb are only in a position of power, of hegemony. 4. Swrb do not provide any protection or safe keeping of the people they are representing, this all comes from ANZASW.

144	Before mandatory registration was sought, we were told that fees will not be increased as people register this will even costs out. Many people who work in the community pay there own fees and this is totally unacceptable for a social work registration board.	11/9/2021 5:07 PM
145	Places incredible pressure on NGO and self employed practitioners. No regulation on levies or support via Government funding.	11/9/2021 5:05 PM
146	Although my organization pays the fees, I am the only actual Social Worker amongst a team of 7 Advocates. The other 6 workers do the same work that I do, but the agency does not have to pay the fees. When I resign I have been told that they will not fill my position with a Social Worker due to these fees. They will hire a Sociology major or a Crim major. In other words, the organization loses a 'real' social worker and a social worker will not get a job or lose out on a job opportunity....all related to these fees. Basically I cost the organization too much money and more than the rest of the staff.	11/9/2021 5:01 PM
147	I am neutral to the proposed fee change at this moment in time however if this change would have occurred last year 2020 when I graduated from my Social Work Bachelors degree, I would have been extremely upset and put off from registating. I struggled with paying for registration being a new grad as i had no savings from being a student and living on student allowance alone. Raising the fee greatly impacts new grads coming into the workforce and would often not be considered for a job without being registered upon application. I currently work for an NGO who pays for my reg and pc however i worry with the raising registration fees and the amount of money it takes to keep a social worker in the team, that eventually it takes away from the budget of raising our annual salaries.	11/9/2021 5:01 PM
148	While, the fee increase is okay for me to manage, a lot of community based social workers and/or their agencies will struggle with such a huge increase in fees, so will those who are in private practice, possibly only doing a small amount of social work or social worker supervision.	11/9/2021 4:59 PM
149	It should be based on members ability to utilize services when required.	11/9/2021 4:58 PM
150	This is a significant increase in the fee rate, this should be a gradual increase and reflect the actual income Social Workers receive.	11/9/2021 4:56 PM
151	I work in an NGO. My employers Already struggling to pay social workers a wage that keeps up with State employed social workers and cost of living . This is just unaffordable . Why doesnt the board ask for more from the state ?	11/9/2021 4:41 PM
152	I have to pay half of the registration fee as I am only employed part time. This fee increase means that I have more cost and money deducted from my personal budget. This is something I am really worried about and makes me think whether I will renew my registration with the SWRB. Social Workers are already underpaid and not all of us are working full time, so this huge fee increase in combination with the current difficulties around Covid-19 is a really big issue. I struggle to understand why does the SWRB believes it is appropriate and ethical to increase costs/fees so considerably during these difficult times when families are really struggling financially.	11/9/2021 4:25 PM
153	While my own organisation pays my fees for me, I know that many of my colleagues working in NGOs and other organisations outside of the DHB system are not paid even half as well as I am and their organisations are unlikely to pay their professional registrations. It's not built into funding models from the government, and if it is it's taken out of the salary the person may receive. Every increase impacts their standard of living and can leave our social workers needing support from the same organisations they are working in. Further, we have just made it mandatory that all social workers should be registered with the SWRB. If these fees increase it is likely these community roles will start to disappear. They may be replaced by unregulated professions when the organisation still requires a social worker. This will put our profession and most importantly the communities we work with in a vulnerable position. We need our leaders, board and association to be advocating for fairer salaries and to further protect our profession, then lets talk about fee increases.	11/9/2021 4:11 PM
154	That it is a substantial increase and for what increase of service. I am going to take time out from sw and will need to pay the cost myself to continue being registered.	11/9/2021 3:58 PM

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155	It is unethical to wait until registration becomes mandatory and then hike up the fees. This leaves many social workers in a position where they no longer have a choice but to pay	11/9/2021 3:56 PM
156	because my fees are paid I do not think about this a lot..	11/9/2021 3:49 PM
157	I have retired and only do a small amount of hours on contract. I pay the fees myself and the proposed changes will make a big impact.	11/9/2021 3:38 PM
158	This is shocking, I don't even know what I am paying for. People ticking boxes in offices?	11/9/2021 3:32 PM
159	1. Because as practitioners, we see very little for our registration fees as it is 2. This may well impact any pay increases we may get if our employer is incurring additional costs	11/9/2021 3:29 PM
160	For private practitioners, the fee can be burdensome.	11/9/2021 3:26 PM
161	Registration is now mandatory and should be affordable	11/9/2021 3:15 PM
162	Excessive money for some NGO's	11/9/2021 3:12 PM
163	The fee is already very high. My employer will not be impressed and also many workers pay for their own and this may provide hardship for SW's personal situations.	11/9/2021 2:55 PM
164	Registration is important and now mandatory and should be funded by government not the Social Work community. Investigations against Social Workers should be funded by government not the Social Workers !	11/9/2021 2:52 PM
165	I obtained a MSW degree in overseas and just converting my degree from overseas already cost a lot. Currently, I am still stuck in overseas due to the Covid-19 and even I am not sure whether my post-study visa is reactivated or not so that I asked to stop proceeding my application for registering myself as a social worker in New Zealand. In this ambiguous situation, I think it is so unfair for social workers especially who is trying to come to NZ from overseas since it costs a lot.	11/9/2021 2:46 PM
166	To be honest I never supported the kaupapa because it is exorbitant for what. They don't supply us with certificate, we print it off ourselves. The disciplinary charge should be put to those that offend. Just not acceptable really I'm not right with it at all.	11/9/2021 2:45 PM
167	I don't support the proposed changes in fees because I was under the impression from years ago that the fees would go down once the numbers of registered social workers increased. I am retired and supervise four social workers, charging \$100 per session. Supervision usually does not happen in January and often not in December, so this takes place 10 times a year, and less during times of Covid lockdowns. I have chosen to stay registered as I wish to share my considerable knowledge with social workers and have been asked to "please stay on" as a supervisor. I have also paid my ANZASW membership for over 20 years myself with one employer paying registration for 6 years. I will not renew my APC if the fees increase.	11/9/2021 2:35 PM
168	My employer has no funds for this	11/9/2021 2:30 PM
169	We are already paying a large amount to two organisations to continue to be a practising social worker and there is no leeway with the Registration Board for those who are part time workers	11/9/2021 2:29 PM
170	Why is it being increased to so much? Because we are having union talks? It's a ridiculous amount for just one year..should be for 3 years, and what are they actually doing for us as social workers?	11/9/2021 2:27 PM
171	I see the SWRB doing less and wanting more. With the Social Workers Registration Act Amendments (2019) Firstly, I have noticed they have lessened the requirements of registration through the accountability of members re-registration and proof of profession development. Personally I haven't been asked to provide anything for 7 years. I'm presuming with the Act changes and influx of new social workers they have down scaled their requirements to meet their workload. Also I contacted the SWRB this year asking why I hadn't received my ID card. The response I received was that it wasn't viewed as a recognized form of ID so they have done away with them, but directed me to their website where I could print off an amateurish looking card. Given Community Social Workers often attend after-hours callouts with Police, other emergency staff and Oranga Tamariki staff it would be more professional to, as I spent 10 years doing, showing my SWRB ID to establish who I am, than now using my workplace business card.	11/9/2021 2:23 PM
172	I do not support the proposed fee changes - what do we actually get for our fee. Very little - it	11/9/2021 2:21 PM

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is n organization that is to regulate Social Workers. It is an agency funded by government. It is an organization that has mandatory registration - it inhibits NGO's employing qualified social workers due to the high fee structure.

173	It will significantly impact on my income and I don't think it is necessary!	11/9/2021 2:20 PM
174	It is already expensive to be in private practice and I cannot pass these costs on.	11/9/2021 2:08 PM
175	I am in a very privileged position (my employer pays for it AND I earn a very good salary) but NGO social workers will struggle to finance their own registration... mandatory registration and high cost of studying is already assisting to create a two class society and making becoming and staying a social worker is now getting even harder	11/9/2021 1:54 PM
176	As an NGO we are unable to fully fund and would have to ask staff for part payment	11/9/2021 1:50 PM
177	I do not feel that it is fair, or justified to have such an increase in registration cost. One of the current arguments is based around how little social workers are paid in comparison to other professions or Oranga Tamariki social workers yet we have such high registration costs? Also with the mandating of social workers becoming registered there should already be more revenue coming in.	11/9/2021 1:46 PM
178	It is a large increase- we were told that mandatory registration would reduce fees not increase them! more registrations- more income not a need to increase costs Also what about NGO's? how will they cover this ? I am a government employee but OT relies on NGO's we cant afford for them to not pay their staffs registration fees	11/9/2021 1:38 PM
179	that is a significant increase for anyone and anytime, what is the cost to cover i haven't had any pay rise let alone a 30% rise	11/9/2021 1:37 PM
180	I do believe the changes do need to occur but would prefer to see them go up in stages The DHB has only agreed to pay for fees in the last financial year - this may make a difference to this	11/9/2021 1:37 PM
181	30% fee increase is huge. As a social worker our fees once you pay the ANSASW and the SWRB is far more than any other profession. Teacher pay about half, then we have union fees, its a gravey train if you ask me. Sure I have the luck that my employer pays it, but if I go to an NGO its more money from the places its needed most.	11/9/2021 1:35 PM
182	The plan is that most of the statutory work that we currently do will go out to our community partners. They are not funded to do even some of our work currently. This will put another huge cost on them and we run a real risk of our community partners employing non-social workers to do social work. This will further de-professionalize our profession and ultimately could negate the need for Registration.	11/9/2021 1:35 PM
183	Despite the fact my employer covers this cost I typically have to wait, sometimes on extended timeframes, to have this reimbursed. All of which create budgeting stress I could do without.	11/9/2021 1:31 PM
184	We have been affected mentally, emotionally and financially by covid. My concern is NGO will not be able to afford this price increase and will lose valuable staff, we can't afford to lose skilled workers, this impacts statutory organisations, resources and service users.	11/9/2021 1:30 PM
185	I am aware that some social workers do not have provision to get assistance from employers to pay their fees. This seems unfair	11/9/2021 1:23 PM
186	The costs of living have significantly increased, whereas the pay that community social workers receive hasn't. SWRB should not be causing hardship to it's members, when they are already doing a hard job for lesser pay than most other professions who require registration	11/9/2021 1:21 PM
187	I have to come up with the initial amount for registration then wait 2-4 weeks to be reimbursed. This is not financially feasible for me to do as I do not have this kind of money lying around. I also have 2 dependents I am financially responsible for and this money comes out of the food money.	11/9/2021 1:15 PM
188	I do not support the proposed fee changes. The first and most obvious, is, that the SWRB is NOT consulting with our profession. It is going through a series of steps where in the end it is going to do increase the fees, regardless. Secondly, the costs are already exorbitant and out of reach for many yet an increase is going to occur. Who is this meant for exactly and who is it protecting? Certainly not us on at grassroots.	11/9/2021 1:15 PM
189	I don't support the increase as it costs my organisation, which in turn the cost is passed on to	11/9/2021 1:15 PM

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	our clients	
190	The fee does not take into consideration the impact on individuals, community workers, Iwi and other NGO service providers and pay inequities between community and government agencies. The fee is already large for myself. This is a deterrent for registration. How long I would be able to sustain registration given the annual increases, I just don't know.	11/9/2021 1:14 PM
191	Happy for some increase but 30% seems a bit greedy	11/9/2021 1:12 PM
192	We can't afford it!	11/9/2021 1:08 PM
193	The current fees are out of proportion to the rest of registration costs for other professions and a continued increase in these costs are not feasible for employers and social workers to pay.	11/9/2021 1:01 PM
194	I can understand some increase but the proposed increase is excessive in my opinion	11/9/2021 12:57 PM
195	I do not want to pay more for registration when the costs are coming out of my own pockets considering my low income.	11/9/2021 12:56 PM
196	Because I don't feel that they actually support Social Workers, just take our money. We all have to pay the same yet those of us who work for NGO's are paid so much less than statutory SWs	11/9/2021 12:56 PM
197	The cost to those who work for NGO	11/9/2021 12:54 PM
198	The timing of it appears sinister coming in immediately post mandatory registration where people had to register in order to continue to practice as a social worker. It was muted that the fee would decrease once mandatory registration was in as there would be greater critical mass to cover costs. This is crippling for many small NGO's.	11/9/2021 12:49 PM
199	Employers should be supported to cover the cost and it is hard for all employers to have funds	11/9/2021 12:48 PM
200	Fee increased last year. Promises prior to registration that the cost of annual practicing certificate would come down hasn't been honoured. While I'm under the DHB it's funded however this will change under the system transformation. I pay ANZASW membership so if I need to pay both it is a lot of money I simply cannot afford	11/9/2021 12:47 PM
201	Our wages have NOT kept pace with inflation. Health is underfunded, and has been for 40 years. To expect health to fund such a high increase is unfair to Health. Also we have to pay our own fees, then get reimbursed. Many can't afford this and also cover their living expenses, like rent and food and power.	11/9/2021 12:45 PM
202	I do not support the proposed fee changes to such an excessive amount. It is understandable that the fee ought to increase, but not so suddenly and excessively.	11/9/2021 12:45 PM
203	The Disciplinary levy, External Experts and lawyers - are three aspects which are claimed by you as 'subsidised' and /or paid by employer. However, You have no where mentioned or explicitly stated in print or verbal 'What are or what could be those statutory obligations to be met. Inflation does not seem to fit the reason of the increase because it is apparent 'delinquency' and tendency as apparent in worded claim in support of increase shall have clear 'common law' in place in the social work field. This is not the case and I am of view if that is absent and there is no precedent locally in NZ then where are your judgments based upon. This is what your CEO mentioned on Zoom after he was trying to respond to my query. So, first ask MSD to create the provision to support the 'ANZSW' registration or like the board in social development and that financial support is available then proceed with what CEO has no answer for. [REDACTED]	11/9/2021 12:40 PM
204	I support registration however I dont understand why our registration process is so much expensive than other professions. The impact of inflation really was not enough of an explanation for such a significant increase in fees	11/9/2021 12:35 PM
205	It's a significant increase particularly for those from the iwi and community sector who have to pay for their own registration. I am fortunate my employer pays however I am mindful we rely on our community and iwi partners to support whanau. They need a pay increase and support to maintain their registration (financial) otherwise we will lose a lot of good social workers and support for whanau and Tamariki. It's a shame that finances may become a barrier to maintaining registration.	11/9/2021 12:31 PM
206	Obviously, if this change occurs and my employer disagrees with paying the new fees then I will be responsible which will add more stress to my wellbeing.	11/9/2021 12:25 PM

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207	I am unsure if my employee will cover the full cost as our policy states only \$400 will be paid for apc	11/9/2021 12:23 PM
208	I am a contracting social worker and only get paid when I see clients. This lockdown has hit me and my family very hard so any financial increases will put us in trouble. If this was proposed for 2022 or after lockdown i would support the increase.	11/9/2021 12:18 PM
209	Not sure how we will benefit from the increase of cost and why there is such a large increase. There will be more SW registered now as it is compulsory - would this not cover costs	11/9/2021 12:16 PM
210	socaial workers are underpaid if fee goes up i will be unable to afford the fee so will cease practice	11/9/2021 12:09 PM
211	Increased costs and inflation are part of life	11/9/2021 12:09 PM
212	A 30% increase is significant and needs a rationale which has yet to be provided. So I strongly disagree any increase until at an intelligent level I can reflect on the reasons.	11/9/2021 12:08 PM
213	I support the fee changes because everything is changing.	11/9/2021 12:07 PM
214	I'm not sure it is justified. As a "registered" social worker I'm not sure this give me an entitlement to call myself a social worker and if not, why should my employer pay a premium just to have my name on a database	11/9/2021 11:59 AM
215	Ngos cannot support such a large increase. There has already been an increase earlier this year.	11/9/2021 11:55 AM
216	It's already costly and I don't think I would use the consultation	11/9/2021 11:51 AM
217	I work for a small organisation that will no longer pay my fee if there is an increase. I also belong to ANZASW which this year I paid myself, I feel that the increase is too high when both Registration and ANZASW amounts are combined.	11/9/2021 11:51 AM
218	My employer may not have the funds to cover the cost and then I may have to cover part of it...I don't get paid much to start with.	11/9/2021 11:50 AM
219	It is a lot of money for a service we don't get any benefit from other than them saying are registered. The fact it is mandatory to be registered to practice is good but now it is becoming penalising. We get more support from the ANZASW in terms of professional development and guidance and opportunites. SWRB doesn't give us anything I can see other than allowing us to be registered. The cost is too high for people whose employers won't pay such as NGOs.	11/9/2021 11:50 AM
220	Although I do not currently have to pay for my own registration, I worry for my colleagues in the community that have to fund this cost themselves. If I was to become independent, it would hugely impact me. And as I want to be part of both SWRB and ANZASW, which both have rego fees, this would be hard and it would force me to have to not be part of ANZASW as SWRB are the governing body of social work.	11/9/2021 11:44 AM
221	I have always struggled to understand why it's costs so much to be registered especially as currently it appears to mainly be a computer generated system with only 5% of professional development logs reviewed. I'm also wondering with covid and moves to being able to work remotely if any costs can be reduced. Ultimately fee increases mean money coming from other areas to fund it and ultimately impacts on tangata whai Ora as organisation's funding is unlikely to be increased to cover this	11/9/2021 11:44 AM
222	Our study expectations have increased in recent years from 3 to 4 years now, which is an added cost. Now the fees are increasing making it potentially less attractive for people looking at social work as a career. Not all employers cover registration costs and people in private practice cover their own expenses. Why are social workers expected to pay such high costs for their registration compared to other registered bodies?	11/9/2021 11:40 AM
223	Agree: Comparing to other health profession APC fees, between \$300-400 is reasonable. Disagree: Some organizations and individuals may find it difficult to absorb/pay the APC cost.	11/9/2021 11:39 AM
224	for agencies who pay the cost the increase will make that very expensive	11/9/2021 11:38 AM
225	I do not support the fee changes as they are far too high. SWRB already charges higher fees than Nurses (\$185), Psychologists (\$185), O.T's (\$230), Physio's (\$354). Social workers and/or	11/9/2021 11:38 AM

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agencies should not have to pay such high fees. If other disciplines can manage on fees at these levels, why cannot SWRB?

226	Throughout the time before mandatory registration, The SWRB regularly stated that one of the benefits of mandatory registration would be increased membership leading to reduced fees. What appears to have happened is the removal of one or two excellent staff who have been replaced with a higher number of staff who are less efficient.	11/9/2021 11:37 AM
227	Because the cost of running the SWRB has to be met by the Board. If we want them to be able to do the work, they need to be funded.	11/9/2021 11:36 AM
228	As a private practitioner after and during Covid it has been hard enough to cover costs. Also the costs of CPD are double for those of us privately employed, as when attending courses we are not paid for our time as well as paying for the course costs. Increasingly fees is an additional expense few of us can afford at present.	11/9/2021 11:34 AM
229	The proposed annual increase and basis on inflation rates doesn't take into account that not only are annual salary increases not guaranteed to social workers, but the likelihood of these increases keeping pace with inflation is incredibly low. Additionally, the professional development we're required to undertake to keep our practicing certificate can be very expensive, costing potentially hundreds or thousands of dollars.	11/9/2021 11:32 AM
230	I am struggling to understand why the need for an increase in fees when there is now a larger pool of monies from compulsory registration.	11/9/2021 11:32 AM
231	It's too much for community and private practice social workers and there is no gain or support given for the cost we pay	11/9/2021 11:31 AM
232	Other professions are less example Nursing there fees are \$137.00 annually. High specs and valued. SW fees will be 3 times this	11/9/2021 11:30 AM
233	Because some social workers will struggle to pay this amount. It is an excessive increase and is this being done because of the Pay Parity matter coming to an agreement? I am aware as a CEO that not all employers pay Registration/Memberships for their staff. Staff might be able to seek reimbursement at a later date. It will still cause financial stress as they wait for reimbursement.	11/9/2021 11:27 AM
234	In my opinion the suggested increase is far too high and it is not fair, to do this in one step instead of increasing the fees over a few years. In other countries this increase would be perceived as unethical. As social workers, we are chronically underfunded. I have worked until this year for the DHB and I did not have a pay-rise since the time the PSA and the DHBs agreed on the CASP process for increasing the salary. This process is huge and not worth the increase in money so only a handful of allied health in DHBs in NZ have been able to do this process. All of the others had been too busy and rather than engaging in this process they worked for the same salary all those years. I have just started working in private practice last month and the hourly rates paid by ACC and EAP programs are a pittance for the work that is delivered by social workers. Therefore even in private practice I can not get more money by increasing my fees. Furthermore it looks to me like mismanagement on the side of the SWRB who should have seen, if they work in a professional way, that the complaints will increase with mandatory registration. Why should we they workers on the coal face pay this huge increase because of their mismanagement.	11/9/2021 11:27 AM
235	I believe it is a step in the right direction to make our professional stronger and stand out	11/9/2021 11:25 AM
236	My employer, the school part pays for my SWRB fee- which is more than the teacher registration yet I am not paid as much as a teacher! very inequitable. I wont be able to afford both ANASAW and SWRB fees.	11/9/2021 11:25 AM
237	As soon as its required you increase the price behind the guise of 'inflation' and increasing costs...lol	11/9/2021 11:24 AM
238	It unfairly impacts social workers who are self employed. I invoice my agency for half the fee and it is somewhat reluctantly reimbursed but others in my position have to pay the whole fee. OT sw's do not pay anything as the employer pays the whole fee and that of the ANZASW fee. I work less than 20 hours so get a reduction for ANZASW but not for the SWRB.	11/9/2021 11:24 AM
239	Social work is not a highly paid profession and the current fees are also higher than a lot of other professions e.g. teaching. Also the inference from SWRB that fees would not go up in a mandatory registration environment. Social Workers also have additional fees associated with	11/9/2021 11:23 AM

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belonging to ANZASW and to have to pay more may mean less social workers being ANZASW members.

240	I feel that as long as every dollar is accounted for and used appropriately then if we need to increase fees to fund progress and support social workers we should	11/9/2021 11:22 AM
241	It calculates to almost \$600 registration fee is huge. Being in Private Practice I'm also registered to other organizations like ANZASW, DAPAANZ, Resolution Institute and I'm now in a position to have to decide value for money. Another point I'd like to know what the increase covers? I understand there are more Registered Social Workers now so more money is obviously coming in. So why such a big increase?? I guess they could say they have more people to monitor but costs usually decrease with increased numbers not the other way round. I'm astounded to say the least.	11/9/2021 11:20 AM
242	SWRB is administrative and no impact from membership is felt by me personally. Used to get a free diary but that's not available. I object to the increase	11/9/2021 11:19 AM
243	I remember discussions happening a while ago that the fees were going to be reduced when it became mandatory to register if you want to work as a SW. This line of work is not a high paying role and the pressure on SW or employers advertising for other roles instead	11/9/2021 11:18 AM
244	I think their fees are already very high (higher than the ANZASW) and so far been unable to see what all this money is being spend on	11/9/2021 11:17 AM
245	even though my employer pays I still have to pay upfront .I am the sole income earner for my family and every year I experience a cash flow issue due to the already quite high fees. I don't know how to handle this moving forward and think about all those SW's who are not getting reimbursed and are in the same situation	11/9/2021 11:17 AM
246	SWRB promised fees would go down when more social workers were registered (economies of scale) The opposite has occurred. SWRB is creating it's own bureaucracy Cost of disciplinary processes for social work seems to be increasing	11/9/2021 11:17 AM
247	For what they provide and what they take doesn't match up. ANZASW provides much more in terms of support training etc..	11/9/2021 11:16 AM
248	I am currently fortunate that my employer covers the cost currently. But that is not the case for all social workers. It is a huge increase that impacts all social workers in Aotearoa.	11/9/2021 11:15 AM
249	I think it is disgusting that the SWRB are considering an increase in the cost of registration when they provide nothing of anything of relevance.	11/9/2021 11:14 AM
250	It's hard enough now to pay for my memberships, I want to keep them all but I just cannot afford it with these increases.	11/9/2021 11:13 AM
251	I am aware of the requirement for the SWRB to operate a cost recovery model, however I need more information from them to determine whether the proposed rate of increase is justified.	11/9/2021 11:11 AM
252	.	11/9/2021 11:10 AM
253	Compared to other Professional bodies the SWRB is extremely expensive When I was employed the organization paid for it. What do we get in return for it. . . .very little compared to ANZASW.	11/9/2021 11:08 AM
254	It is starting to feel a disproportionate expense for the service that is provided.	11/9/2021 11:07 AM
255	The issue is lack of funding to the Registration Board. It seems incredibly unfair that members have to bare the brunt of that underfunding. I think it's also not keeping with our Professions value of equity that the cost of registration is the same regardless of how much you are working or earn, as there is a big discrepancy in the income between NGO and statutory workers, as well as of course full time and part time workers.	11/9/2021 11:06 AM
256	Social Work Registration Board is not looking in to the life of registered social workers who are under paid and undervalued but focusing on increasing the payments. Very disappointing.	11/9/2021 11:06 AM
257	I already struggle to see the value for money in terms of the payment of this fee so an increase in the financial burden upon my employer is difficult to justify within an already financially under resourced organisation.	11/9/2021 11:05 AM
258	for what purpose are the fees going up, what additional costs are the increase having to cover	11/9/2021 11:03 AM

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259	This is a huge increase for all services employing Social Workers. Currently my employer pays the full cost of registration but this might change should the amount increase by as much as proposed. This is a large amount for privately employed Social Workers.	11/9/2021 11:03 AM
260	This will have an major negative impact on my employers bottom line financially which will then have follow on negative affect on employees salary's leading potentially to poor outcomes for Service users - this compounds the struggle that NGO's have retaining quality staff	11/9/2021 11:02 AM
261	I'm working to help people get out of vulnerable situations. I earn little from this. Increasing the SWRB charge is likely to nudge me toward not doing this work. If nudging people out of Social Work is your goal, say that directly and clearly, not indirectly. I also teach undergraduates on a social work bachelor. Students are being put off by such increase in cost.	11/9/2021 11:00 AM
262	The rise in fees is not justified. We no longer receive cards for ID and with the now mandatory registration legislation; there will be more registering therefore a price DROP should be considered. If this goes forward, I myself will be considering a change in profession as counsellor and teachers and nowhere near this cost.	11/9/2021 10:59 AM
263	This increase is going to adversely affect those that are not funded and is disproportionate to other professions.	11/9/2021 10:59 AM
264	As I only work part time it is a huge cost to maintain registration. I'm also concerned that employers will be reluctant to employ part time social workers due to the cost associated. It is already hard to find Social work positions that fit with family life.	11/9/2021 10:59 AM
265	It is a huge increase in one go..	11/9/2021 10:58 AM
266	i dont know enough about it.	11/9/2021 10:58 AM
267	I am mindful of the number of registered SW who work in NGO's where the pay is not great (compared to OT staff) and this is a huge increase that they need to pay	11/9/2021 10:58 AM
268	Large, unaffordable increase. Does not take into account part time workers and NGO charities. SWs do not have pay parity yet	11/9/2021 10:57 AM
269	Its a large amount of money, I couldn't personally easily afford it if I had to pay it myself and so I feel for social workers who do have to pay this. I am mindful that we are a female dominated industry and that many of my coworkers, including myself are parents. Many of which are paid just above the threshold for government support. With ECE frees, school costs, afterschool care etc and all the other costs that come with having children registration may be unaffordable for many.	11/9/2021 10:56 AM
270	Money spent on the social worker registration means some money will not be spent on children and their families who are in needs. SWRB is government funded organization to work on mandatory registration. The government should be funding SWRB's capacity to meet the needs, not from the social services organizations. Again, a penny spent on the social workers' registration, is a penny not spent on other critical things needed in the community.	11/9/2021 10:56 AM
271	There was a price increase last year - 2 huge increases in 2 years is not fair! Although my fees are paid by my employer I still have to pay them and get reimbursed. I dont have the funds to pay this upfront. The other thing is that the fees are very high compared to other professions ie nurses and we get paid the least out of these professions- so it is ridiculous.	11/9/2021 10:56 AM
272	I think we are paying more than enough already. This will place extreme pressure upon workers who have to self-fund, but also for those employers who have the means to do so. I think it could potentially create a climate of a practitioner feeling they have to perform and not make a 'mistake' in their practice, at any level, to warrant their worthiness. Social Work involves risk at every level, and sometimes mistakes will occur, due to complex needs and expectations.	11/9/2021 10:56 AM
273	It is too expensive for those who have to pay their own costs eg employers won't or very recent graduates who need registration to be able to apply for jobs	11/9/2021 10:55 AM
274	There is significant disparity in pay between sectors which impacts on social workers. Not all social workers are earning at a level which they are able to easily afford to pay their own reg fees & their employers don't cover it. This is completely unfair and unjust - which goes against social work ethics as it creates a further divide between the 'have and have not'. We need to be supporting each other to increase access to professionalism and development as a social work body. The fee increase us not justified.	11/9/2021 10:55 AM

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275	There are a range of pressures on NGO and for my employer to continue to support staff by paying both SWRB and ANZASW fees this is a big ask. Govt funding for our contracts seems to be only increasing annually by 'Cost of living adjustment' this is minimal. We are all aware of increased costs for agencies around salaries so they can retain staff especially when competing with the large salaries OT can offer for registered Social Workers. the cost of Petrol and consumables which in a practical sense are a necessity to be able to provide a Service have risen considerably in the past few months. Now we are facing a considerable increase in the Fees SWRB are proposing . I remember when registration was talked about it was said that as more Social Workers became registered the fees would drop I have not seen this occur.	11/9/2021 10:55 AM
276	There are SWERS that cannot afford the payment already who do not get this paid by their work place	11/9/2021 10:54 AM
277	I don't support the proposed funding at all. I work for an Iwi Māori provider that has limited funding to support my SWRB fees consequently I have to pay. Finding very difficult to continue paying such an exorbitant cost leaving me at risk of not being a Registered SW.	11/9/2021 10:54 AM
278	i am fortunate that my employer covers the cost of my registration. however i have been in NGO and understand the personal cost of having to fund our own registration and the pressure that this places on individuals and the NGO>	11/9/2021 10:52 AM
279	As this does not directly affect me financially, i am still unsure about the cost nationally for Oranga Tamariki for each of it's staff who are registered. This would be a significant amount to ensure we remain registered. In an environment that is also stretched to capacity in terms of fiscal responsibility - i do not think the timing is right to increase fees.	11/9/2021 10:52 AM
280	I believe it is a significant increase. This year there was an increase of \$100. While my employer covers my costs it is on a reimbursement basis which can take some time to have completed. The APC costs are also at a similar date to ANZASW so will be a large portion of money to come up with at once.	11/9/2021 10:52 AM
281	The average social worker gets almost nothing for the fee that is already quite high. I can't see how increasing the cost will result in benefit for social workers.	11/9/2021 10:51 AM
282	I don't understand why they would need this - what does this cover? The SWRB have within the past year moved to mandatory registration and so will have increased the amount they are gaining in registration many many times over. Is this in line with other professional groups - taking into account how much their fees are to start with, and the amount that they earn.	11/9/2021 10:51 AM
283	the cost is too high	11/9/2021 10:50 AM
284	because it is expensive now and I know of other Social Workers in the NGOs and Govt struggling to do pay even if in some cases that they are reimbursed.	11/9/2021 10:50 AM
285	It is a huge cost to my employer and for a small no agency it has a significant financial impact...this also limits their ability to off staff pay increases	11/9/2021 10:50 AM
286	the majority of social workers are not well paid comparatively with other professions (particularly those who are employed by an NGO. Salaries/wages have not increased by 30%. How come social workers are then expected to pay a 30% increase for SWRB registration?	11/9/2021 10:50 AM
287	I am shocked and absolutely disgusted at this proposal to increase the fees by so much at once. They only just increased the fees recently. Firstly, it is not Social Worker's fault that they chose not to increase fees on a yearly basis in line with inflation. So why are we paying for it now? Secondly, at a time when we are all facing such uncertainty with our jobs due to the pandemic, it seems reckless and inconsiderate to increase fees now. Most non profit organisations already struggle to pay SW the appropriate salary let alone the registration fees. It seems like a money grab to me; knowing that many Social Worker's are leaving the profession due to the vaccine mandate. Thirdly, I am self employed so it is incorrect to state that our employer pays all our fees. This is not the case. I cannot get a pay rise from government contracts to afford to pay the extra increase, which means that I will have to consider quitting also, seeing as I cannot practise without an APC. My clients will be the ones to suffer. It is difficult to understand what I am getting for my fees anyway. The APC is online and they don't provide any professional support to me. Their customer service is severely lacking and each person tells me something different each time I call, so they're obviously not investing in their staff. This is not the way to encourage people to remain in the profession.	11/9/2021 10:49 AM
288	Working for an NGO we have limited funding and this increase is going to have a major impact	11/9/2021 10:48 AM

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on this. Also if I had to pay this I would not be able to afford it. What extra services are we getting for this increase

289	There has been no increased in salaries for social workers to be able to cover the cost increase	11/9/2021 10:48 AM
290	Social workers who work for NGOs shouldn't have to pay such a high amount to be registered	11/9/2021 10:47 AM
291	It's a blatant rip off. They do nothing for Social workers.	11/9/2021 10:46 AM
292	The NGO sector is highly underfunded and is competing with govt organisations around salaries where there also a significant gap. This proposal undermines the NGO sector even more.	11/9/2021 10:28 AM
293	I do not believe the SWRB are supportive for the SW profession with regards to the development nor do they promote the the profession. SWRB only monitor SW practices and provide an avenue for complaints. The SWRB's role doesn't deem it necessary to increase the fees as there role has not changed and the Social workers do no benefit in any way.	11/9/2021 9:39 AM
294	I feel it is too much of an increase & I am not confident that they are using the money they already get well. It is my opinion that too much money is spent on the complaints process, when a significant number of complaints end up going nowhere because they were just being made for the wrong reasons in the first place. This expensive process could be completed very quickly instead of the current long drawn out, costly process.	11/9/2021 8:23 AM
295	I've been paying this fee for YEARS and the SWRB have only ever sent me an email with CEO news every so often. What am I paying for??? How do they honestly expect NGOS to keep fronting up these costs?? The disciplinary fee was already increased last year but they're not acknowledging that. They promised fees would decrease as registration became mandatory and this feel likes they're taking the absolute piss. What are they doing with our money???????	11/8/2021 5:05 PM
296	The proposed fee increase and the proposal to cease consultation on future fee increases flies in the face of the Ten Core Competence Standards, as SWRB should be first cab off the rank in modeling the ethics of the standards in their own professional practices.	11/8/2021 4:01 PM
297	It is harder enough with the disparities in pay. As a NGO iwi registered social worker who is just getting \$54,500 a year and has limited resources and this is placed as another outgoings on our organisation. Our organisation has to pay for ANZSWA as well which we fought hard to get paid for by our organisation. Displeasing to hear statutory agency has just received another pay increase as we are struggling on the ground and still do the mahi. With high complex cases hard to reach whanau that is rural isolated from services price of petrol and resources are a struggle. We should have a lower price on how much we earn for the annual fee.	11/8/2021 3:46 PM
298	Lockdowns have impacted on my ability to work so it's another hit on my already stretched income.	11/8/2021 2:51 PM
299	SWRB for years have said that when mandatory registration arrived we would get an increase in social workers registering and that fees could therefore be reduced as our numbers increased. This is in direct contravention of the sell done for mandatory registration to social workers over several years including in SWRB submissions to government on mandatory registration. Recommend SWRB be audited as to value for money - social workers are paying for the cost of the regulator. Costs are increasing not decreasing. Unfair.	11/8/2021 2:13 PM
300	The fee is already quite high and I don't feel the support or CPD opportunities provided by ANZASW warrant an increased fee.	11/8/2021 1:29 PM
301	I'm not convinced that they are operating as efficiently as they could be - underperforming in fact. I already consider the fees to be marginal in terms of quality of consumer service provided	11/8/2021 12:54 PM
302	Im concerned that with such a massive increase in fees, employers that pay their Social Workers fees, will recover this cost by keeping wages low or not employing more social workers where needed.....for those that pay their own fees this will be too much of a stretch. The cost of SWRB & ANZASW combined is too expensive for such a low paid profession.....	11/8/2021 11:26 AM
303	I work for an NGO that has a multi-disciplinary employment team. I am currently the only Registered Social Worker and I am lucky enough that my Employer covered my registration	11/8/2021 11:15 AM

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and costs of monthly supervision. My registration costs are all ready significantly higher than any of my other colleagues who also come from respected professions in the social sector and do not require external supervision as a condition of their registration. I am concerned that with these proposed fee changes, my employer may not be able to afford my registration and my external supervision costs.

304	the fee proposed is too high	11/8/2021 10:49 AM
305	I am shocked at the significant increase in one go. I am also unhappy with the structure of the SWRB's email whereby they state 'most employers pay the fee' - so what, many employers don't and this will put great hardship on other social wokers where employers don't pay their fees and for self-employed social workers. In addition one cannot guarantee that those employers who do currently pay the yearly fees will continue to do so with such a significant rise and it also looks like rises will continue in the years to come and with no consultation in the future.	11/8/2021 10:40 AM
306	Its a bit costly for Social Workers who are paying for the registration and PC themselves.	11/8/2021 10:07 AM
307	as a social worker in auckland, raising fees in keeping with inflation is not a solution, with well evidenced information that salaries are not rising as well. I am a contractor, and i pay my own professional body fees. This increase combined with the last two years of covid related lack of work at times (when restrictions are in place) is untenable.	11/8/2021 10:05 AM
308	Social Work is one of the most underpaid professions so it does not justify the high	11/8/2021 10:00 AM
309	I am retiring in February 2022 from a fulltime position. I may chose to re-enter the workforce in a part time position. If I have to pay for the whole registration fee, I will probably decide not to work again	11/8/2021 9:31 AM
310	I feel a small increase will be acceptable, but think that a 30% increase on yearly basis, is way too much.	11/8/2021 9:26 AM
311	It effects so many social workers finically, in my view is an under paid profession.	11/8/2021 9:11 AM
312	Comparatively this cost is too high. Social Workers, unless employed by government agencies, do not get paid appropriately - high case loads, high stress, low wage. NGO's struggle to cover costs - they will incur the increase in APC costs. We need to encourage more tangata into the field of social work, not discouraging.	11/8/2021 9:04 AM
313	While I agree with the fee change in principal, I wonder if there should be a sliding scale. For those that need to pay themselves for both this and external supervision it can be a bit of a stretch. The sliding scale would need to take into account more than annual salary. Self-employed by itself means nothing - someone might work two days a week. I work for an NGO and pay for my own supervision and registration and this is already a stretch. I do recognise that it is difficult to accomodation everyone however. I also know that many other professional registrations are less than that of a social workers.	11/8/2021 9:01 AM
314	I support this proposed fee in order for the board to work hard to levy the GOVT for more money for my underpaid colleagues	11/8/2021 8:47 AM
315	The SWRB said that with more registrations, fees would go down. They still don't allow partial payments, or recognise how much of the year someone is practising, if they work part time etc.	11/8/2021 8:38 AM
316	As an NGO we are unable to afford these costs. Philanthropic funding streams have reduced during Covid-19 and we continue to have large pay disparity for social workers in NGOs. In future, if these are addressed, we may be better positioned to support SWRB with these costs.	11/8/2021 8:37 AM
317	Because they are high enough already, some organisations don't pay for it leaving the cost to the social worker	11/8/2021 8:19 AM
318	cost is too high for employees who have to pay their own registration and their salaries are significantly lower that what OT employees receive. The cost of registration should be paid by employers and this funded through their respective contracts.	11/8/2021 8:16 AM
319	They have said fees will reduce when reg became compulsory now it it compulsory they have gone back on their word and now people can not choose not to be reg. Disingenuous damages their integrity with the service community Pressure on those who have to pay their own fees Will discourage people becoming SWs in the future	11/8/2021 7:22 AM

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320	The increased should be subsidized by the government	11/8/2021 6:37 AM
321	For many Social Workers this cost is too great. Social Workers are already under funded, under paid and under valued, and the proposed increased costs only make things worse. The SWRB also indicated that fees would decrease with mandatory registration but this is the opposite.	11/7/2021 10:05 PM
322	Ridiculous	11/7/2021 10:04 PM
323	Because the registration is alot to already.	11/7/2021 9:45 PM
324	Because I know there are other professional bodies ie nursing, which are alot cheaper. I can understand that there may not be as many social workers, as there are nurses, but there would be a lot more social workers if there were appropriate subsidies, better supervisory support, better pay, better work environment conditions, less toxicity in environments and managers. My biggest learning curve doing placements during my degree, was the incredible amount of injustice occuring for and between staff and management within the organisations we were placed in. I have continued to hear story after story of this, its a systemic and chronic ironic issue. I also believe that SWRB have way too much management level staff, and their processes are extremely poor and slow. I have never experienced anything like it. The SWRB fosters injustice within its own system. Social workers have also been fighting for pay equity for years, and still no change, in a predominantly female profession, this only continues to enforce oppression, then on low wages that are redicuously low (someone cleaning or picking up wood and tools on a building yard can get way more than a senior social worker - they still very much deserve to get a decent wage, but social workers should be paid more for the hard work they do (could be argued much harder than psychologists work yet they get paid hundreds more per hour in many cases). The SWRB also doesn't take complaints about a social worker, if you are already submitting a complaint through another process, ie dhb, according to the SWRB website. I was disappointed to read that a social worker would not still be held accountable to the SWRB. So are the fees justified?	11/7/2021 6:56 PM
325	Too expensive	11/7/2021 6:30 PM
326	The level will make it untenable for me to continue my practice	11/7/2021 5:54 PM
327	It unfairly targets low income earners and doesn't take into count the financial circumstances of social workers —for instance I'm supporting my disabled brother in ways W&I can't, which puts enough of a strain on my income. We already pay higher fees than some of our peers, we still Have to pay fees (quite high fees too) if we're complained about and lose.	11/7/2021 5:46 PM
328	Because it is a large cost to a position that is underpaid.	11/7/2021 5:31 PM
329	I don't support it for the very reasons you have mentioned. An increase like this may result in people who pay their own fees no longer being able to maintain their membership and NGO Social Workers may have vital service delivery resources diverted to pay staff registration fees, possibly social work resource decreased to cover the cost. Either way the impact will be significant	11/7/2021 2:41 PM
330	Transparent justification needed. Possible my NGO employee won't cover because of the increase.	11/7/2021 1:56 PM
331	They haven't given us an acceptable reason to actually raise the fee and have not consulted us before doing so	11/7/2021 8:55 AM
332	The SWRB indicated the fees would drop!	11/7/2021 7:53 AM
333	Many social workers are not paid high salaries...this does not seem a justifiable hike in cost... and with registration becoming mandatory an increase will bring financial stress.	11/7/2021 5:39 AM
334	We were told that fees would decrease/stay the same after registration became mandatory. Nurses registration is cheaper and also includes amenity protection.	11/6/2021 10:06 PM
335	They need to meet their costs to fund a professional service and carry out the associated tasks to ensure social work professionalism.	11/6/2021 9:46 PM
336	I don't believe that registration is yet covered by funding for employers to cover the cost for social workers. As such, too many social workers have to pay for it personally or employers need to somehow find the money to pay for it despite not being funded to cover it. But this survey should clarify that!	11/6/2021 9:22 PM

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337	I am not against an increase but the proposed increase is too much.	11/6/2021 7:16 PM
338	1. It is extremely high compared relative to social worker wages. 2. Other professional registration are much lower ie teachers and nurses.	11/6/2021 6:52 PM
339	I think the increase in unfair for those employed in the community and in private practice.	11/6/2021 6:40 PM
340	The amount of change in cost is significant and with me paying for it myself it is of great concern	11/6/2021 6:09 PM
341	It will put even more financial stress on ngos	11/6/2021 5:09 PM
342	My direct experience and treatment of me as a professional, a social worker who has 45 years experience in the health sectors of two countries. when I applied for SWRB registration. It cost me 6 months in lost income, my lwi is Ngati Maru but because my 4 year Social Work degree was acquired in Melbourne Australia I was treated as an overseas worker. Despite the fact that I've been wrking as both a counsellor/Advocate and a Social Worker for the past 21 years in New Zealand where I was born and trained initially as a nurse. All those years I was registered with ANZASW. My experience of their system Is that it is abusive, unprofessional and incompetent. Because I complained I got audited. Should I mention punitive!	11/6/2021 4:56 PM
343	Social work remains one of the lowest paid of the professions, especially in the NGO and iwi sectors, yet the proposed new annual fees are higher than those paid by our colleagues in other professions. Furthermore, the fee paid for a Practicing Certificate gives you nothing more than the right to practice and assurance for those you work for that you will be held accountable for your practice and disciplined if necessary. Social work already struggles to attract people to the profession. A four year degree and the student loan that goes with it, followed by a salary that does not reflect one's hard work is enough to put people off, without the further disincentive of a \$600 annual fee.	11/6/2021 4:36 PM
344	As NGO SW we are one of the lowest paid professions amongst all professions requiring a degree and with one of the highest costs for registration-why is this?	11/6/2021 4:27 PM
345	I don't support because we are already struggling to get job n good pay and also this will be extra stress.	11/6/2021 4:27 PM
346	We are so under paid for salary but pay some of the highest registration fees. Not good enough.	11/6/2021 4:21 PM
347	Those who's employer doesnt pay it isn't fair	11/6/2021 4:17 PM
348	The proposed fee increase will be detrimental to NGO service provision and social workers who do great work in an under funded environment. A fee increase will be counterproductive to the SWRB mandate to protect clients as it will decrease SW capacity. A fee increase lacks integrity of the SWRB as it consistently stated that the increased number of SW registrations would result in a 30-50% fee deduction not an increase.	11/6/2021 3:30 PM
349	Why now? Right in the middle of a pandemic, we as frontline Social Worker's are flat out. There's division building between vaxed & non vaxed. It's incredibly bad taste timing SWRB!	11/6/2021 2:43 PM
350	The new fees are unrealistic and extremely expensive. Why do Social Workers need to pay more than other disciplines such as Midwives and Psychologists to be registered? Social Work is a very valuable skill and this will cause people to rather pursue other study and employment opportunities. Otherwise Social Workers should all get an increase in salaries too. It is too expensive and unreasonable.	11/6/2021 2:13 PM
351	Too expensive for those who have to pay it themselves, there doesn't seem to be any allowance for those who may work part time or in private practice	11/6/2021 1:50 PM
352	Perhaps we have to accept Board must cover it's operating costs.	11/6/2021 1:12 PM
353	We as NGO Social Workers only receive a limited amount of funding. We already struggle with pay equity and compete with higher paying organizations. We have been understaffed for a long time, meaning Social Workers have double ometimes a triple workload creating burnout. Extra costs out of our putea will most probably lead to our ngo refusing to pay for our fees, and we will need to pay for it out of our already shallow pockets. If Social Workers are truly valued for their expertise this should reflect in the funding.	11/6/2021 12:56 PM
354	as a very part time, 'retired' worker, this puts the costs of maintaining both my CPD and registration beyond my income. I have an alternative 'registration' i can take up which is	11/6/2021 12:42 PM

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	cheaper.	
355	This will be putting another strain on an already strained and underfunded profession	11/6/2021 9:32 AM
356	30% is a substantial amount why wasn't it incremental over the past years inflation has consistently been an issue. Also SWRB does very little for me in relation to resources I access ANZASW more. We do all the work CPD compliance etc seems another beauracratc system to pay management and disciplinary processes. Why can't we register with one or the other and not have to pay two organisations or have a choice. Can feed be based on remuneration to make it fairer? I know there will be push back by employers and feel for those whanau who have to pay their own fees.	11/6/2021 9:19 AM
357	When you explore other registered practitioners their annual fees are must less than what SW fees are ???	11/6/2021 8:38 AM
358	Not sure	11/6/2021 8:21 AM
359	Fees are already high for a profession that isn't paid much. Comparatively already high fees compared to other registrations.	11/6/2021 8:11 AM
360	Our registration fee is already pretty steep and I fail to understand what it covers. I recently registered and experienced swrb losing my application despite electronic delivery, long delays, phones not answered, general disorganization. I was told at a rally that mandatory registration would likely mean reduced fees as you would be collecting more from people. Once the registration process is done, unless I'm audited, or have a complaint against me, theres very little my fee pays for that warrants such an increase. Most other professions have a much cheaper registration- nurses...teachers. I feel betrayed and tricked into supporting the mandatory registration, why is swrb not advocating for our wages to rise. We are so underpaid unless we work for oranga tamariki. This fee hike in NGO's is going to encourage services to rename roles to avoid having to hire registered social workers. It's doing nothing to raise the profile of our profession. I'm beginning to really regret choosing this profession- we're the underpaid underdogs	11/6/2021 8:03 AM
361	Ngo's are already under resourced with funding.	11/6/2021 7:55 AM
362	The fee increases are disproportionate - a big jump in cost.	11/6/2021 7:20 AM
363	I work for education & this will be financially challenging for new graduates. For ngo sector this is hard. Less people will join the ANZASW as they will not have the funds. SWRB by compliance are silencing & dividing the profession	11/6/2021 6:51 AM
364	What is the purpose of being registered there are jobs avail that pay more then what we can get? Support the integrity of being a social worker instead of pushing people away, organisations especially NGOS are not going to want to support the increase for what PURPOSE?	11/6/2021 6:24 AM
365	The implications on funding for NGOs and social workers who fund their own fees is huge due to this increase. NGOs struggle now in terms of lack of funding and resources to support families. As well as individual payers who maybe experienced semi retired or retired supervisors who have a wealth of knowledge to supervise social workers may now withdraw this service due to the proposed increase. What NGOs require is more funding .	11/6/2021 6:16 AM
366	This is significantly higher than the fees for other comparable professional bodies eg: NZAC, DAPAANZ, Nursing Council. The ongoing issue with pay parity for social workers means that this is a significant increase for those paying personally. As an employer of social workers, this is a big increase in cost for our service.	11/6/2021 4:49 AM
367	Social work is not typically a highly paid profession. Many social workers pay their own fees and this increase may result in social workers leaving. There is no convincing rationale for an almost 30% increase.	11/6/2021 4:44 AM
368	affordability for an already underfunded DHB service	11/5/2021 11:22 PM
369	No clarification as to what the money is actually used for. Not affordable for SWs on low pay scale.	11/5/2021 11:18 PM
370	Expensive, you have to print your own certificates, no photo card. Id prefer to pay this to anzasw and fell they do more for sw than swrb	11/5/2021 11:02 PM
371	As a private practitioner, I do not have fix income. Some contract work is low pay job and not	11/5/2021 10:41 PM

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everyone would take it. For the community, for those who needs help, I take it not for money. Eg: MSD pay counselor \$80/hour; but social worker \$50/hour while I as a social worker could do both counselor's and social worker's work because we don't have many experienced bilingual counselors working in NGO sector. It is so unfair that SW's registration is mandatory, while counselors is not, and get high pay rate than SW. one

372	Too much to pay,so soon after creating a compulsory registration fee to be able to call ourselves social workers. I pay my own, so I am unimpressed by the huge jump in fees.	11/5/2021 10:40 PM
373	It will become unaffordable for others in our workforce. Also, SWRB indicated that the more people who registered, the lower the fees would be.. which now is not to be the case	11/5/2021 10:00 PM
374	Disproportionate to pay across profession	11/5/2021 9:45 PM
375	What does the swrb actually do for us? Would much rather this money be spent on developing social workers	11/5/2021 9:41 PM
376	It was already increased last year. Promises of potential reduction with more SWers becoming registered were mentioned. The disciplinary levy was stated as reason for increase then, due to more complaints. This phenomenal is completely unjustified. The majority of SWers get absolutely nothing back (not even a plastic ID card). My employer reimburses me for fee, but I have to wait several pay cycles and I need to find that money up front, which is very stressful. It's another form of colonisation on our practice. And it really makes me question if it is worth remaining registered and ultimately moving out of social work altogether - which I have NEVER considered before because I love being a social worker!	11/5/2021 9:28 PM
377	I have looked up fees for NZNO, TEACHERS, PSYCHOLOGISTS and we are already higher than any of them. Now a 29% hike! AND the service has NOT been good, e.g. S13 process has been slack with some scripts lost, and a recent request for Endorsement (by me) has arrived this week, 9 MONTHS after the so called deadline last February. My person worked da6 and night to get her portfolio in by the deadline, and then heard nothing, until months later when she phoned swrb. Really poor and unprofessional!	11/5/2021 9:04 PM
378	It is unfair to increase the fees by 30% at once especially when our pays are not increased but living costs are sky rocketing. We do this job to secure our finances too, to meet our expenses and to live a normal life. By Increasing professional fees, we are left out with choices but has to just agree and carry the load on shoulders. It is unfair to increase at this difficult time especially with COVID, high living costs and low pay rates	11/5/2021 9:01 PM
379	Social workers wages dont go up with inflation and a 30% increase will make many consider giving up registration. The swrb fees are higher then any other registration board. On top of that the service currently provided is bestond slow and bureaucratic that they should provide a half decent service first before asking for more money. Fees were meant to go down with mandatory registration not up.	11/5/2021 9:00 PM
380	I believe that the fees should be income related or pro rata particularly when an individual is paying for their own fees.	11/5/2021 9:00 PM
381	Because for NGO we don't get the funding or salary to cover this expense. Also what do they do for the fee	11/5/2021 8:59 PM
382	The increase will make it difficult for some social workers, and some employers, to meet across the workforce.	11/5/2021 8:57 PM
383	Social Work is already being sidelined by services calling people health professionals support workers etc. Increased fees will further undermine the status of Social Workers especially in the NGO sector who cannot afford such costs	11/5/2021 8:57 PM
384	We pay more as social workers than most other professionals. I also practice privately and if my main employer didn't pay my registration I wouldnt be able to afford it. I dont think the costs reflect what we receive for them,and we also have to pay anzasw for indemnity (which I think is essential)	11/5/2021 8:53 PM
385	It is disappointing although understandable to see the proposed fee increases. I am fortunate to work in a government funded academic institution, so there is no question that my employer will absorb this increased cost. However I am concerned for social workers who are not in this position. In particular I am concerned that the Government is not adequately funding community and non-government organisations, who are now appropriately required to employ registered social workers, but are challenged by this increased cost. In my view, as a statutory	11/5/2021 8:52 PM

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Crown entity, the Social Workers Registration Board should be fully, or at least substantially, funded by the Government, rather than being totally dependent on fees from members of a profession that is generally not well paid. I am also concerned for graduating students. It is becoming increasingly imperative for graduating students to gain provisional registration before applying for jobs, rather than holding off in the hope that their employers will pay. However students who are just in the process of completing a four-year degree will find this increased amount extremely challenging. If there is no increase in government funding and these increased fees do need to be imposed, I wonder if a separate, discounted new graduate fee could be considered.

386	I find it's so ridiculous asking SWs to pay so much fees every step of the way. SWs pay are not high yet paying similar bills & taxes like others. This will deter many from going into SW line.	11/5/2021 8:51 PM
387	This will impact the community and NGO sector the most, and ultimately will take funds out of the community's pockets	11/5/2021 8:50 PM
388	I'm not sure where I sit on this issue as it has been paid for by my employer. I imagine I wouldn't be too pleased if I had to pay for the annual fee myself because I don't really see a return for my investment, e.g. what does the fee cover?	11/5/2021 8:46 PM
389	I don't support the changes. It is outrageous especially in this pandemic climate. They may need to reduce and cut their own resources including staffing. The process of competency of professional development is onerous and takes an enormous amount of my personal time. To have to reflect on how it meets a core competency standard when the activity is so obviously connected. The activity could be written up with learnings and reflections without the extra demonstration. Other professional groups do not need to do this part. They do the activity and write a learning. We have other roles in our lives and it takes incredible time factor and draws energy away from being involved in social and political change. I am very committed to doing my CPD and it is takes many many many hours to complete the write up. Some people may be able to do this more easily but for me I do it with integrity and professional reflection- it's takes time. I know this isn't about CPD however I think it is as you can reduce auditors and staff resourcing if you reduce the system. My employer has lost many financial funding opportunities due to covid and will notice this increase. I work for a NGO and I do not have pay equity to other social workers. This price rise has triggered a response of questioning how connected are SWRB to our circumstances and reality. Unbelievable. Disbelief and anger. I work hard and feel I'm paid lowly compared to other social workers and other professions. This feels like a kick in the guts.apologies if this is written with force. I just could not believe it when I read it.	11/5/2021 8:43 PM
390	Its a large increase which will have a big impact on those social workers whose employers dont pay their fees. Many of these social workers work in organisations that pay the lowest rates for registered social workers.	11/5/2021 8:39 PM
391	It's a unfair to those that have to pay for it themselves and is going to leave our workforce without valuable social workers because they can't afford to pay a yearly rate. It's also u fair to hike it such a big price so suddenly. If it were more gradual I'm sure people would possibly be more accommodating but over \$100 initially is ridiculous.	11/5/2021 8:32 PM
392	I think the size of the increase is outrageous. Putting compulsory fees up by \$200 each year where sws have to be registered to practice so either their employers - or themselves personally - have no choice but to pay the increase is shocking. It's a forced situation using mandatory registration as the lever. I think it brings SWRB into disrepute to propose this level of increase at this time, after so recently celebrating mandatory registration. It's even worse in the covid environment. Do they get any government funding at all? If so, this should be declared as part of the proposal rationale. I think the proposal is very light on relevant financial context eg.will enforcing this massive increase mean they keep their current staff or add more? What is the salary range paid to SWRB managers and staff as compared to NGO salaries? While I feel upset about having to find another \$200 each year as a private practitioner, I find the proposal to raise fees this much when NGOs have not yet received additional contract funding to pay for it highly insensitive and disrespectful. They should wait until the current under-funding & pay equity issues are resolved and they should reduce the level of increase to around \$50 per sw not \$200 per sw.	11/5/2021 8:16 PM
393	Excessive rise. Annual fee is not proportionate with pay of funding of SW.	11/5/2021 8:07 PM
394	I don't support the proposed fee change. Times are very hard, living standards are high and	11/5/2021 8:06 PM

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affordability for small things have become hard. We are social workers and we support change in communities and not expect to b ripped off by being registered to practice social work...

395	I am already aware of the cost of reg each year and its impact on my finances. With an increase it will challenge my ability to pay it and impact on access to CPD and income.	11/5/2021 8:06 PM
396	This puts added pressure on an already underfunded, underresourced and underpaid workforce. I worry it will force employers to not hire their staff as registered social workers and instead generically titled roles, to remove the requirement of registration. I have previously worked at an NGO that hired occupational therapists and paid for their registration because of the benefits of being paid for student placements, but openly refused to pay social worker registrations because there were "too many" in the NGO and it didn't bring a monetary gain. That was in anticipation of registration becoming mandatory - despicable! I believe this increased cost to registration will only serve to further diminish the value of hiring social workers. It could act almost like a law of diminishing returns. It also would put a lot of burden on new graduates who often lack the finances to pay for registration; and for staff who, like myself, are required to pay for it first before their employer reimburses it. Overall, I don't see the value to social workers, the workforce, or clients, in increasing this annual cost. If we require this much regulating, the government perhaps should cover the extra costs. Or at least fund services better so that employers and staff can be adequately paid/resourced in the first place!	11/5/2021 8:03 PM
397	The fees are disproportionate to the support offered. We were told once mandatory membership came in we would have a reduction in fees. This isn't ok for the small NGOs who rely on philanthropic donations and run on the smell of an oily rag. This feels bullying and abusive to small NGOS and to those who have to pay their own fees	11/5/2021 8:02 PM
398	It can act as a barrier for people entering or staying in the profession	11/5/2021 7:48 PM
399	I think it's a very high jump in one hit. I know my employer pays this but they employee a lot of people and I think I huge increase like this in one hit instead of steps is unreasonable and not fair on anyone to be honest. I question why there hasn't been small increases every couple of years with inflation etc which would be reasonable	11/5/2021 7:48 PM
400	The increase amount for the fees is huge & if my employer stopped paying for this with my low salary I would have to sacrifice my ANZASW membership.	11/5/2021 7:47 PM
401	I don't support the proposed fees at all. I have not had a salary increase in many years. I face ongoing pressure from my employer (local high school) to fund my pen registration fee because it is so high compared to that of teachers. Additionally, I live week to week and simply cannot afford the fee. As it is I pay ANZASW fee in installments	11/5/2021 7:43 PM
402	It's too much money, it's hard enough to convince people to hire social workers in the first place. It's higher than other professionals and we get paid less.	11/5/2021 7:33 PM
403	Not in line with other registration boards, even with those professions having pay equity.	11/5/2021 7:33 PM
404	I don't agree with the fees, it makes it an exorbitant amount for someone who is earning only 20,000 a year or less, in private practice and part time. I believe there needs to be a scaling system for government social workers whose registration is paid by them, NGOs and lwi and private.	11/5/2021 7:22 PM
405	Salaries are hard enough in NGO social work. I was making \$45,000 per annum after 10 years of practice. I am now in private practice but only work part time to manage burn out (this work is both wonderful but hard). In short, it's a big cost to afford on a low income.	11/5/2021 7:16 PM
406	This puts unnecessary strain on an already strained and underpaid profession.	11/5/2021 7:14 PM
407	It's a huge increase... i would like to see a budget - I have heard they have lots of lawyers employed - at what cost? Why are so many necessary? Have they looked to trim their costs?	11/5/2021 7:14 PM
408	Because they are already expensive and NGO Social Workers are often on a very low income. NGO agencies are already struggling to survive with increasing costs and the funding they receive is never enough.	11/5/2021 7:14 PM
409	Social work as a profession is poorly paid and yet a body corporate can suggest at 29 percent increase in an annual charge, how utterly disgusting, shameful and unethical. The teacher registration board tried something similar and this was rejected out of hand and the teachers	11/5/2021 7:13 PM

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were listened to and the change reversed. SWRB what a shameful abuse of power with disregard to the work we do and the conditions that we bare as professionals.

410	I think there has been little support for social workers from the registration board in recent times. Now that registration is mandatory there is little choice as opposed to in the past you could choose anzasw or swrb. Many find anzasw more supportive. The rationale I read for the increase is inflation, which given that contracts and wages have not kept pace with inflation makes little sense.	11/5/2021 7:13 PM
411	They seem to be large and I don't really feel like I get "value for money" for this.	11/5/2021 7:12 PM
412	I think it is a large personal cost to many practitioners whose employers do not pay it.	11/5/2021 7:11 PM
413	The rates of pay for social workers employed by NGOs is not equal to those employed by the state	11/5/2021 7:09 PM
414	Some social workers have to fund themselves. Not sure what u deliver for the costs	11/5/2021 7:09 PM
415	I have to pay my own fees as position not classed as social work	11/5/2021 7:07 PM
416	It is a lot of money for people working in NGO's that have to cover that cost themselves. Maybe increase once pay equity settlement has been settled.	11/5/2021 7:05 PM
417	The fees do not take into account the low pay of social workers. Not all employers pay it for staff. Also no recognition of part time workers and therefore lower salaries	11/5/2021 7:02 PM
418	I am semi retired and use my social work experiences /knowledge to support others. The Income I receive helps add to my National super to provide my weekly needs. With the increase in registration it won't be feasible to stay registered. It will with sadness that I will resign as I believe I still have lots to offer.	11/5/2021 6:57 PM
419	I do not support the proposed fee as it is too expensive	11/5/2021 6:56 PM
420	It's too expensive when they do sweet f all for us	11/5/2021 6:55 PM
421	I understand why it needs to happen, but think it's too much for NGOs or individuals to cover	11/5/2021 6:48 PM
422	The lack of a real presence in comparison to anzasw, feel like people have to register so they choose anzasw it will take people away from anzasw.	11/5/2021 6:47 PM
423	The cost is astronomical compared to other professions - what exactly do we get for this price???	11/5/2021 6:45 PM
424	I have not been a member of the ANZASW even as of a year and unsure of their role and what my funds do to benefit the profession. I am just starting my private practice and have struggled financially over the last 5 years since moving to NZ--I will strive to educate myself in what the association does and will seek transparency in what the increased fee hike will do to further the mission of social work.	11/5/2021 6:45 PM
425	Putting too much financial stress on a profession which is chronically stressed	11/5/2021 6:43 PM
426	It is becoming untenable to continue working as a social worker in the community - costs are financially crippling	11/5/2021 6:43 PM
427	NGO underfunding	11/5/2021 6:41 PM
428	The pressure the SW are under in all sectors do not need this at the moment. Any increase is not fair	11/5/2021 6:39 PM
429	I dont understand what the fees are for.	11/5/2021 6:38 PM
430	It's too expensive for those who do not have this cost covered by their employer.	11/5/2021 5:58 PM
431	It's expensive at \$400-\$500 annually	11/5/2021 5:56 PM
432	this is another cost to my employer who already pays less and has less resources at its disposal. If my employer didn't pay I would have to and I do not have the resources to do this.	11/5/2021 5:33 PM
433	I am retired (which will clear up my response to the first few questions you have asked). I don't support the fees being increased at all. Private employers will likely resist this increase action. Staff who have to personally pay will feel like they are being penalised by this level of 'greed' from the SWRB and this is not static and going to increase each year. WHY?	11/5/2021 5:11 PM

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434	The cost to people like myself who have to pay their own fees is exorbitant! This means I am less likely to join the association which is actually the organisation that supports me in a more direct and visible way.	11/5/2021 4:59 PM
435	We have to pay first and get reimbursement from the DHB which is still really hard to find the funds. Pay equity amongst NGO and government needs to be fair before this can go ahead.	11/5/2021 4:59 PM
436	I believe that it is appropriate to have pro rata practising fees, and late non-declaration processing fees and a return to practise application fee	11/5/2021 4:46 PM
437	1. We were told costs would decrease not increase with mandatory registration 2. Funding contracts and wages for the community sector have not increased with inflation so why should our professional costs 3. The primary function of the SWRB is public safety so this should be at least subsidised by government funding 4. The comparative expense of employing a social worker rather than a youth worker or support worker, will result in more employers using generic role titles to avoid identifying a role 'social work' even though it clearly is	11/5/2021 4:46 PM
438	I am a semi-retired social worker with significant experience. I currently provide external social work supervision to two social workers in Tairāwhiti - an area where there are few social workers available to provide external social work supervision. My income is limited to receipt of National Superannuation (MSD), a small amount of interest on investment and the monthly fee I charge for the provision of external social work supervision (\$100 per hour which does not take account of the 53kms I travel each way to provide the supervision). The proposed fee changes are insulting and I am at a loss to understand how the proposal could have reached this stage given we have, supposedly, allies in social work within the SWRB setting.	11/5/2021 4:45 PM
439	Why nearly 30%? Is there another way?	11/5/2021 4:44 PM
440	I agree with ANZASW concern about NGO's funding SWRB for social workers they employ. There are three social workers in my team who will need their fee's covered. As an employer we want to support professional fees but as NGO are fund raising to cover expenses like this. In COVID 19 times charitable trusts such as ours are struggling to raise funds as many fund raising events have had to be cancelled. Although alternatives for funding are being sought we will have reduced funding in the next financial year at least.	11/5/2021 4:18 PM
441	The registration board is regulatory and it's role is to protect the community so I think the state should fund the organisation. I don't feel I get anything for the fees other than being able to work. Other issue for me is the betrayal. SWRB have said repeatedly over the years that fees would drop with more people registered but now they've done the opposite.	11/5/2021 4:09 PM
442	The increase is too high for many Social Workers and Social services. The sector is under paid and underfunded and salaries often don't come with inflation adjustments annually and SWRB should know this and advocate for this before expecting to charge this increase. The timing is stunning... In Auckland we are just trying to keep ourselves together during an ongoing lockdown and the fears around us of covid. There have been 2 covid deaths this week. People are completely worn out and this includes Social Workers now more than ever. It is a time to show support now propose a huge fee increase.	11/5/2021 4:09 PM
443	At this I do not even earn the same amount as the fee. We are constantly being told of the stress in the workforce and this could not have come at a worse time. If poor management has seen a situation where fees have not been addressed since 2005, why should the social worker pay for a management failure.	11/5/2021 4:04 PM
444	My organisation might not pay.....who knows.....?????????	11/5/2021 3:57 PM
445	It is a huge increase and my employer is looking at not paying this and I wouldn't be able to afford it	11/5/2021 3:52 PM
446	It's hard as a social worker to earn enough money to support a family with a decent standard of living; in private practice it's even harder. As a profession, we are undervalued and underfunded. Adding additional costs to the profession will only further help to increase the costs with other professions/careers and make it increasingly less attractive for new recruits.	11/5/2021 3:52 PM
447	Ridiculous amount considering what we earn. Regardless if teachers, nurses have more members, irrelevant to us. If part time, questions whether worthwhile practicing. We work w vulnerable people who more likely to complain which increases amount of complaints SWRB must get, but this shouldn't then impact on us, or if there incompetent social workers and swrb	11/5/2021 3:50 PM

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resources being taken up dealing w both pathways in dealing w complaints. Make indemnity insurance part of what we get for our money.

448	Fees are already significantly higher than other professions such as nurses and teachers. To raise the costs further disadvantages many community and iwi social service agencies.	11/5/2021 3:49 PM
449	It has gone up by a huge amount. As the ONLY SW/er at my workplace I am fortunate they fund SWRB and ANZASW but it is a big cost for them. I would have thought with mandatory registration = many more paying fees, it would have decreased. The amount to be charged does not say much about our low salaries!	11/5/2021 3:48 PM
450	I think this fee is extraordinary high, even as compared to other professional fees. Besides providing evidence of professional standard of practice, it mainly serves for public protection. I do not see a further benefit for our practice as social workers. At least being a member of ANZASW provides indemnity and professional support. I remember that the idea initially was that as more s/workers are registered, this would bring the registration fees down. Personally, I have to pay all my registration and professional membership fees myself, which is a lot to cover for my private practice. My annual income has to cover my holiday & sick leave, resources, etc. already. Even though it's tax deductible with 30%, it's still a lot.	11/5/2021 3:44 PM
451	I think its disgusting and really insensitive. There are people losing their incomes due to covid and our clients are suffering. No other organization would get away with this. Makes me wonder if I can carry on doing the job I love!	11/5/2021 3:31 PM
452	I work really hard in my field as a social worker, I know I am earning less than those in Government social worker roles...but to have to increase our fees to remain 'noticeable' by SWRB and NGO and Government, really irritates me! I paid my student loan fees to become certified, I shouldn't have to remain in debt to keep my status as a recognised, registered social worker	11/5/2021 3:28 PM
453	It doesn't impact me because my employer pays. While the voluntary sector may need increased funding to cover the increase I do not agree that this means closing the gap on wages between statutory and voluntary. There is a good reason for the salary difference and for equity in relation to workload, responsibility, and involuntary clients that it needs to remain that way.	11/5/2021 3:17 PM
454	I understand the importance of registration and why it incurs so much cost. I'm sure there are reasons for why the cost for SW registration is high relative to other professions, and I understand this has to do with the funding structure. Regardless, it is important to take into account the capacity for individual social workers and/or their employers to meet this expense, especially in a mandatory environment, and I would like to see some interrogation into this. I am a private external supervisor and academic. Increased registration fees may very well see many of my external supervision colleagues, especially those who work part time, close their doors at a time when external supervision is so badly needed, and supervisors are in short supply.	11/5/2021 3:12 PM
455	It's too big an increase....I belong to ANZASW as well & with this increase it will end up being over \$800 annually. If I was paying this I wouldn't be able to afford both, therefore with compulsory SWRB membership it would mean foregoing my professional membership with ANZASW. Employment in an NGO also means being less able to afford both	11/5/2021 3:04 PM
456	We get nothing from the board for the money. It's too expensive to be registered and be a member. I value what I get from ANZASW, but not SWRB	11/5/2021 3:03 PM
457	SWRB provides me nothing apart from registration. Makes no sense to have to pay for the disciplinary of other Social Workers. Government should fund SWRB for that.	11/5/2021 2:59 PM
458	It is unrealistic to think people particularly those who have to pay for registration themselves be able to afford such a significant increase.	11/5/2021 2:56 PM
459	I believe that it is unfair to increase these fees before the pay equity claim is settled. This fee increase will put so much stress on community and iwi organisations who are currently paying for their social worker's registration. This money will need to be found somewhere by organisations and will likely then impact the resources available for clients, training etc. This also adds a tremendous amount of stress on those who have to pay their own registration fees - especially with the low pay social workers are getting and the need to be registered now that it is mandatory. The proposal for the fees to then again increase annually to allow for inflation is unfair unless organisations are being funded more annually to allow for this same reason and that Social Workers are also being pay more annually for inflation.	11/5/2021 2:53 PM

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460	No reasonable explanation as to why. Costs go up but so do numbers becoming registered. Also services we receive have become streamlined, so should have reduced costs. Perhaps the SWRB is too top heavy & not enough ground social work representation or understanding. All I believe the SWRB does is review CPD logs & discipline. They took over competency, but that was already up & running. I understood that the body came about to promote & grow the professionalism of social work,& I haven't seen any evidence of that. Qualifications aren't equal, professional standards aren't supported (except to discipline) & I've not heard of any great gains for the social work profession in NZ for a long time. In fact, only this week our ANZASW are saying we are not considered health professionals (regardless of experience or expertise) & I remember that battle from over 10 yrs ago! There is great risk this will further lead to the dilution of social work services, especially NGO & community. Its already happening! People with no qualifications/experience employed in social work roles that are suddenly called something else!	11/5/2021 2:53 PM
461	I am semi-retired in private practice. The proposed new fees are exorbitant for someone in my position who maintains a commitment to the profession but works less than 20 hours a month.	11/5/2021 2:51 PM
462	Unequitable for lower funded NGO sector employers and folks like myself who work part time as supervisors for mostly, that sector.	11/5/2021 2:51 PM
463	I agree because the SWRB needs to be able to cover it's costs, however while agreeing in principle I have concerns over the increase and the impact on social workers.	11/5/2021 2:50 PM
464	It will contribute to me finding employment and going out of private practice	11/5/2021 2:49 PM
465	Fee changes would be an acceptance for the quality and quantity of work that we are doing as social workers . the cost are due to rise in regards to inflation - a standard norm for many businesses as a way of survival . increasing the fees does not dampish the quality of service social workers provide to their work .	11/5/2021 2:48 PM
466	SWRB offers very little in return for fees. A 30% increase is an indication of how out of touch with the sector they are, it is a huge jump when pay is not increasing at the same rate.	11/5/2021 2:47 PM
467	Not aligned to other professional organisations fees. No reduction in fee for those working part-time. Will be more than a weeks wage for me.	11/5/2021 2:47 PM
468	i understand that we need to progress in terms of financial, but i do believed that this should be funded by the government not individual employer.	11/5/2021 2:46 PM
469	I undertand that the SWRB requires funding and if fees have not increased for some years then it is likely that this is out of line with other registration bodies. However, I support encouragement to Government to increase funding of SWRB perhaps instead of relying on workers paying more	11/5/2021 2:45 PM
470	Although I get my SWRB APC fees paid for personally - I don't understand why this increase is necessary - I have checked the Annual reports and the salaries for the 7 employees are way in excess of most NGO and community and some DHB or OT social workers salaries. I also see that the actual board members seem to have a range of payments ie, from 0 - 10,000.... which seems interesting to me. 10000 seems a lot of money for a "board" role. Also we have been told for years that once our registered numbers increased our fees would decrease. Some have said because our profession is "smaller" then the fees need to be higher... however I am assuming the level of work is equivalent... eg if 2% of our profession has complaints that need to be investigated and as a comparison teaching has 2% of their profession has complaints - we will have a lot less "Numbers" if we are a smaller profession. Social work is chronically underfunded and has been for years. I know some NGO's rely on philanthropic organisations to top up their funding - and a lot of these are providing less funding at the moment due to the impact of COVID 19. So just a really terrible time in general to be "upping" our fees!	11/5/2021 2:45 PM
471	The cost is exorbitant for those who have to pay their own fees as I used to when I was an NGO social worker	11/5/2021 2:43 PM
472	It's too expensive.	11/5/2021 2:42 PM
473	What service are we paying for really... Indemnity insurance is important but what is the rest of the money being used for	11/5/2021 2:39 PM
474	Profession is under valued, need more funding	11/5/2021 2:39 PM
475	To much of a % increase. I've never used disciplinary levy and don't intend too. Those that	11/5/2021 2:35 PM

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break the rules/code should pay the levy costs entirely.

476	Far too expensive! I am currently in the privileged position of having my employer pay for my registration, but if that were to change, I would find these fees excessive and difficult to finance. SW's are not generally highly paid, but we are a captive audience as far as registration (and costs) is concerned.	11/5/2021 2:34 PM
477	I am a PhD student in social work. I live on a small stipend and on top of this I have to pay registration fees and student fees. Myself and my whanau have had to make compromises for me to study instead of working in paid labor. I feel like my PhD will benefit the social work profession and larger society but I cannot afford to keep paying higher and higher fees. There shouldn't be these types of barriers to further our studies and contribute to wider research. There must be space for social workers to do a variety of roles without having to worry about the exorbitant cost of registration. This is just another way that our profession is becoming more inaccessible and less financially viable. There are many other reasons to not support this fee hike that I'm sure others will go in to, but I wanted to share my story.	11/5/2021 2:33 PM
478	This increase will result in many Social Workers unable to afford their registration, and drop out of Social Work. Social Workers will be in short supply/ high demand and the impact on the availability of registered social workers and recruitment. The cost is huge for Employers to support their staff.	11/5/2021 2:32 PM
479	I am self employed and therefore have to foot the whole cost of this. Whilst in private practice, I dont earn a lot as social work is not a well earning profession, even in private practice. This increase along with ANZASW annual membership costs I also pay myself is untenable but I have no choice but to pay.	11/5/2021 2:30 PM
480	While I understand that the cost of a disciplinary action is the same no matter your salary, I work part-time & the amount I pay for registration & to be a member of ANZASW really cuts into my earnings.	11/5/2021 2:28 PM
481	1. In my view, over the last few years, SWRB has moved towards building a large organisation rather than focusing on the task they were initially given. Empire building is the phrase that comes to mind. And this costs money. 2. SW is, in general, a low paid profession. Fees like this are ethically wrong. 3. Mandatory registration means SW have no choice, this is authoritarian abuse in my view.	11/5/2021 2:27 PM
482	we were told the registered social O~O~O~O~O~O~O~O~O~ the we got more registered social Workers less the cost	11/5/2021 2:26 PM
483	The government is continually increasing compliance requirements and costs for NGOs without resourcing us to follow them	11/5/2021 2:20 PM
484	I am unclear why our registration and fees are so much higher than other disciplines. I am worried how this increase in fees may restrict certain people from entering the profession, maintain inequities and create further barriers for people wanting to be social workers, particularly from marginalised groups who we need more of! Although the DHB pays for registration costs, they do not do this by invoice, we have to pay and then get reimbursed. This has caused significant stress for some social workers, particularly those with families etc who are living week to week. All social workers should have their fees paid directly by employers.	11/5/2021 2:18 PM
485	We were told fees would go down once registration became compulsory. Social workers in ngo sector are seriously underpaid, and not all employers cover the fees. My previous employer tried to argue certain roles were not social work roles, to avoid these fees due to underfunding of contracts. Social workers are struggling to repay student loans and support themselves and families. Many cannot afford the fees. I changed jobs in July, and had to pay my own fees this year.	11/5/2021 2:15 PM
486	There has been a additional cost of the discipline investigation fee to us, i am unsure as to why the need for this fee even exists. If the SWRB are investigating an increased number of compliants, is that because the bar for complaints is too low and they're investigating illegible complaints, is it that Social workers have suddenly become worse than we used to be? I suspect not. I suspect that the systems they use are not fit for purpose and should be looked at before they increase registration costs. Surely complaint resolution should be a key part of our registration costs, not a separate fee? The SWRB pays no role in providing CPD or promotion of our role. During covid lockdown levels and a query i asked them as to what levels i can refuse to return to practice under, i was told that the SWRB is a registration board and not	11/5/2021 2:15 PM

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to provide guidance on professional issues. So what exactly am i paying for my registration fee? Its not insurance, its not CPD, it is not for checks on my CPD log as that's done less now in a random audit. Im paying to renew my name on a register, im not sure why that suddenly costs more. They also state they want to be able to make further fee raises without consultation going forward, this is outrageous. For a registration board, who state they act in the best interests of social work in NZ, to say that the social workers in NZ are not worthy of being consulted about the registration of their professional is an unbelievable position and a dangerous precedent. If we allow this, what other changes will they want to bring in without consultation. My personal view is that we withhold paying our fees as a profession to force the SWRB to change their attitude and practice towards us. But this would have to be a collective effort.

487	The social work community as a whole is not paid well enough to fully support our Registered Body. Registration is a protective asset for those most marginalised. The knowledge, skills and values our trained social workers bring to society are diverse and often undervalued. A professional body ensuring the quality remains high is necessary. However, as mentioned low paid workers are not able to carry this responsibility alone. Maintaining a robust professional body requires financial input from the government. Where wages are kept low and standards are required to be the highest government has a responsibility in either increasing support to agencies for staffing or covering the costs to employees of their profession.	11/5/2021 2:13 PM
488	This is so expensive for me!!	11/5/2021 2:10 PM
489	It is very expensive, and although it doesn't affect me in my current role as the organization covers mine, it is a very expensive more then other professional body registration fees. And i cannot imagine the amount of non-practicing social workers will result because of this.	11/5/2021 2:10 PM
490	increase too high	11/5/2021 2:08 PM
491	I do not see value for money in the swrb at all! They made it compulsory and hiked up the fee.	11/5/2021 2:07 PM
492	money for jam - what do they really do?	11/5/2021 2:06 PM
493	It is to support an unnecessary and overly complex bureaucracy	11/5/2021 2:06 PM
494	I am at a loss as to why such an increase? In my case the new fee is an exorbitant amount for a stand alone NGO. I would be interested in what swrb believes social workers will get for this increase.	11/5/2021 2:03 PM
495	I do not feel there is a significant service offered for the current fee and feel an increase is unfair.	11/5/2021 2:02 PM
496	I'm not clear as to why the increase given what they do...or don't do.	11/5/2021 2:01 PM
497	as I work for a community agency there is a concern that they may not be able to fund it and therefore pass the cost onto the employee, similar to teaching	11/5/2021 1:59 PM
498	It is very difficult for social workers who pay for their own registration to afford this additional cost.	11/5/2021 1:58 PM
499	I'm worried that the amount will be prohibitive for some people	11/5/2021 1:56 PM
500	Significant cost for part time work	11/5/2021 1:54 PM
501	I dont know enough about why such a huge increase.	11/5/2021 1:52 PM
502	no-one wants extra costs - especially members with large whanau committments - however fees have not been increased for a long-time and this is the cost of professional representation	11/5/2021 1:52 PM
503	Because there is a need for this compliance cost increase to be built in to contracts and services. There is no mention of this and that will also impact social service provision. There is also a need to address pay equity in NGO sector where some social workers have to meet the fees themselves.	11/5/2021 1:52 PM
504	I don't even know what thry provide us. Nothing really. Working for an ngo they will struggle to pay for this increase abd for me to ask for more money.	11/5/2021 1:52 PM
505	In comparison to what other professions are paying I believe we are being way overcharged.	11/5/2021 1:49 PM

Q7 What do you like about this proposal?

Answered: 413 Skipped: 137

#	RESPONSES	DATE
1	It gives credence to the value of the profession of social work	11/14/2021 10:41 PM
2	Nothing	11/14/2021 10:31 PM
3	not much	11/14/2021 9:27 PM
4	I agree that proposal number 2 is fair	11/14/2021 9:22 PM
5	Nothing.	11/14/2021 9:20 PM
6	Nothing	11/14/2021 8:09 PM
7	Can't see much to it myself except they want extra	11/14/2021 6:11 PM
8	Please see my previous response.	11/14/2021 5:39 PM
9	Nil	11/14/2021 5:36 PM
10	Nothing	11/14/2021 5:01 PM
11	Nothing I have read or seen	11/14/2021 3:56 PM
12	I don't mind a small increase to protect clients and the public	11/14/2021 3:46 PM
13	The vision and the purpose. The rest works against social workers	11/14/2021 3:38 PM
14	Not much	11/14/2021 3:32 PM
15	It's trying to keep up with inflation unlike my wages	11/14/2021 3:14 PM
16	Nothing	11/14/2021 3:13 PM
17	It is clear and answers some questions in advance.	11/14/2021 2:45 PM
18	Unsure	11/14/2021 2:35 PM
19	nothing at all	11/14/2021 2:17 PM
20	I guess it covers increased costs in relation to mandatory registration.	11/14/2021 12:28 PM
21	Nothing and the rationale doesn't Impress	11/14/2021 10:36 AM
22	?	11/14/2021 8:08 AM
23	Not much	11/13/2021 4:54 PM
24	Fight it. Tell them to read the room. People can't afford the increases and that includes organisations. Tell them to get off their arses get out in the real world and feel our pain. Then they would understand	11/12/2021 8:36 PM
25	Timely	11/12/2021 8:06 PM
26	I cannot see any benefit	11/12/2021 7:52 PM
27	Nothing	11/12/2021 7:16 PM
28	They have finally admitted that they are not funded properly by the govt.	11/12/2021 4:09 PM
29	Not sure what the consultation will be on. I always like to be consulted on matters affection me and my work	11/12/2021 3:56 PM
30	-	11/12/2021 3:49 PM
31	Nothing stands out	11/12/2021 3:47 PM

SWRB Fee Consultation

32	Nil	11/12/2021 3:06 PM
33	It will regulate and protect the reputation of the social workers as a professionals .	11/12/2021 2:41 PM
34	Nothing.	11/12/2021 2:33 PM
35	Nothing at all.	11/12/2021 2:23 PM
36	Nothing.	11/12/2021 2:21 PM
37	I like that we need to have your team grow to support increasing pressures and demands in the industry and be there to advocate.	11/12/2021 2:08 PM
38	Nothing	11/12/2021 1:59 PM
39	Nothing. I would prefer that SWRB was talking about a sliding scale based on income.	11/12/2021 1:30 PM
40	Na	11/12/2021 12:50 PM
41	I am not sure if I like any of it. It feels like SWRB needs a lot of money to meet their regulatory obligations and then social workers are being told we need to be held account for this.	11/12/2021 12:49 PM
42	I like the fact that it is a proposal and they are asking for feedback.	11/12/2021 12:35 PM
43	Nothing. I have only witnessed non-streamlined long processes for my colleague, who had a complaint made against her (which was decided to be unjust eventually). To me it seems that if processes were more streamlined and organized at SWRB, not as much staff and time would be needed.	11/12/2021 12:19 PM
44	There is nothing I like about the proposal	11/12/2021 12:12 PM
45	In all it will help to support better practice in the Social Work field, offering more resources.	11/12/2021 12:08 PM
46	Nothing	11/12/2021 12:02 PM
47	Nothing	11/12/2021 11:59 AM
48	nil	11/12/2021 11:57 AM
49	An acknowledgment of the areas to focus on- not not the extent of increased	11/12/2021 11:56 AM
50	Nothing	11/12/2021 11:55 AM
51	Different fees for different circumstances eg new graduate, voluntary workers, returning to practice etc	11/12/2021 11:50 AM
52	Nothing. It is outrageous.	11/12/2021 11:43 AM
53	Clear	11/12/2021 10:17 AM
54	N/A	11/12/2021 9:42 AM
55	Nothing	11/12/2021 9:41 AM
56	That it's happening	11/11/2021 10:49 PM
57	It puts the Board in a position of security, enables staff to be paid properly. I understand there is a responsibility to charge so the organisation does not rack up debt	11/11/2021 9:10 PM
58	It's about the SWRB increased their fees.	11/11/2021 8:55 PM
59	Nothing	11/11/2021 8:37 PM
60	Nothing	11/11/2021 4:25 PM
61	The 'consultation' process	11/11/2021 1:04 PM
62	that it probably means there is a fair return for the staff they employ, but many of us yet remain waiting to see what benefits the actual SW receives in respect of their processes and systems.	11/11/2021 12:54 PM
63	I like that we now have to be registered social worker that is awesome.	11/11/2021 11:04 AM

SWRB Fee Consultation

64	We now have mandatory registration.	11/11/2021 10:19 AM
65	Leave registrations fee as it stands.	11/11/2021 9:25 AM
66	Nothing	11/11/2021 8:44 AM
67	Nothing. I cant afford this.	11/11/2021 8:38 AM
68	Nothing	11/11/2021 8:09 AM
69	N/A	11/11/2021 7:47 AM
70	nothing	11/11/2021 7:27 AM
71	Nothing	11/10/2021 10:55 PM
72	requiring social workers to pay their own costs of competency review due to a complaint or notification incentivies professional conduct.	11/10/2021 10:27 PM
73	nothing	11/10/2021 5:21 PM
74	Nothing	11/10/2021 4:54 PM
75	I dont support this proposal.	11/10/2021 4:10 PM
76	Nothing.	11/10/2021 3:59 PM
77	Nothing	11/10/2021 3:36 PM
78	Nothing	11/10/2021 2:33 PM
79	-	11/10/2021 2:33 PM
80	Nothing	11/10/2021 1:27 PM
81	It should cover the cost of mandatory registration for the board.	11/10/2021 12:31 PM
82	Nothing	11/10/2021 11:27 AM
83	nothing	11/10/2021 11:13 AM
84	Hear what others have to say and support their kaupapa	11/10/2021 10:51 AM
85	Nothing	11/10/2021 10:47 AM
86	Nothing	11/10/2021 10:45 AM
87	I like consultation - that's a good process. But I don't like what is proposed	11/10/2021 10:37 AM
88	Sorry, just stuck on the fee increase	11/10/2021 10:15 AM
89	I would like ANZASW to complete a submission to SWRB outlining concerns	11/10/2021 10:14 AM
90	Not too much! The biggest no of complaints the SWRB gets is against OT SWers - in effect private practitioners will be expected to subsidise the SWRB to deal with these.	11/10/2021 9:56 AM
91	dont know	11/10/2021 9:45 AM
92	There will be more accountability for Social Workers and the profession is taken more seriously as a result. Clients will have safe practitioners.	11/10/2021 9:29 AM
93	I dont know.	11/10/2021 9:12 AM
94	No comment	11/10/2021 8:45 AM
95	Nothing	11/10/2021 8:18 AM
96	Nothing	11/10/2021 8:12 AM
97	If this additional money is paid to staff to offset inflation then it is this I would like about the proposal.	11/10/2021 7:43 AM
98	Nil	11/9/2021 11:36 PM
99	gets SWkrs acting	11/9/2021 10:46 PM

SWRB Fee Consultation

100	Nothing	11/9/2021 10:08 PM
101	Not very much other than it means the SWRB may be able to keep up with the costs of inflation.	11/9/2021 10:00 PM
102	I dont like it	11/9/2021 9:59 PM
103	very little	11/9/2021 9:28 PM
104	Nothing	11/9/2021 9:09 PM
105	I don't like it.	11/9/2021 8:50 PM
106	The practicing fees divided in quarters. The assessment for overseas assessments of qualification.	11/9/2021 8:48 PM
107	Unsure	11/9/2021 8:45 PM
108	Nothing.	11/9/2021 8:45 PM
109	Unhappy	11/9/2021 8:44 PM
110	Too pricey and out of reach for those needing to pay it themselves	11/9/2021 8:31 PM
111	Not sure	11/9/2021 7:15 PM
112	- an assumption that increased fees will strengthen the ability of SWRB to ensure a standard of practice as well as set standards, expectations and highlight profile and value of "social work".	11/9/2021 7:14 PM
113	Put very minimal fee for those who have to pay from their pocket. Employer paying is a different case.	11/9/2021 6:23 PM
114	I can't say I like a proposed increase in fees.	11/9/2021 6:22 PM
115	N/A	11/9/2021 5:48 PM
116	Nothing	11/9/2021 5:42 PM
117	The proposal is great however	11/9/2021 5:22 PM
118	I don't like this proposal	11/9/2021 5:13 PM
119	Nothing	11/9/2021 5:06 PM
120	I think the pro-rata of the fees every 6 months is great. I am one of the people that had to pay in March 2021, and then again in July 2021. REALLY irritating and so wrong.	11/9/2021 5:04 PM
121	SWRB staff and board can be paid properly and services they provide can be funded properly.	11/9/2021 5:03 PM
122	Not sure. I think we get less from the SWRB as it is.	11/9/2021 5:02 PM
123	Nothing	11/9/2021 5:00 PM
124	Nothing	11/9/2021 4:45 PM
125	I don't agree with the fee increase.	11/9/2021 4:27 PM
126	I like how people can pay based on the quarter that they become registered. Thats about it.	11/9/2021 4:16 PM
127	Nothing	11/9/2021 4:00 PM
128	Nothing	11/9/2021 3:57 PM
129	Haven't given it a great deal of thought	11/9/2021 3:51 PM
130	I think it is appropriate to receive consultation fee at a level where expertise are recognized.	11/9/2021 3:40 PM
131	Say "no"	11/9/2021 3:35 PM
132	Nothing	11/9/2021 3:30 PM
133	Nothing...it is governmwnt proposed and we were always promised lower fees when social workers were all registered	11/9/2021 3:18 PM

SWRB Fee Consultation

134	Nil	11/9/2021 3:13 PM
135	Costs way too much	11/9/2021 3:13 PM
136	Stop it happening	11/9/2021 2:56 PM
137	N/A	11/9/2021 2:55 PM
138	I understand the considerable costs attached to running a Registration Board and understanding that legal costs take up a considerable amount, but these are necessary. Not much to like about the proposal.	11/9/2021 2:45 PM
139	nothing	11/9/2021 2:32 PM
140	I can't see any benefits for members from increasing fees. It is merely supporting an overinflated bureaucratic system.	11/9/2021 2:32 PM
141	Nothing,its a waste of money	11/9/2021 2:30 PM
142	Nothing	11/9/2021 2:30 PM
143	I do not like this proposal	11/9/2021 2:22 PM
144	Nothing	11/9/2021 2:20 PM
145	.	11/9/2021 2:09 PM
146	not much	11/9/2021 1:55 PM
147	I don't like it	11/9/2021 1:51 PM
148	The move towards a more sustainable structure	11/9/2021 1:39 PM
149	nothing	11/9/2021 1:39 PM
150	nothing	11/9/2021 1:38 PM
151	gives the social work profession an opportunity to have a say	11/9/2021 1:38 PM
152	Nothing I know of	11/9/2021 1:37 PM
153	Not sure	11/9/2021 1:32 PM
154	Nothing	11/9/2021 1:32 PM
155	.	11/9/2021 1:23 PM
156	unsure	11/9/2021 1:23 PM
157	Nothing	11/9/2021 1:18 PM
158	-	11/9/2021 1:17 PM
159	Nothing	11/9/2021 1:16 PM
160	Haven't read anything else as I feel removed from the board	11/9/2021 1:14 PM
161	I don't have much positive to say.	11/9/2021 1:09 PM
162	Nothing	11/9/2021 1:08 PM
163	I think it would be good to encourage the pausing of any increase in fees until social workers have pay equity. More pressure needs to be put on government so they don't get to avoid their responsibility in this.	11/9/2021 1:02 PM
164	Nothing	11/9/2021 12:58 PM
165	I like knowing that we have intelligent and capable support	11/9/2021 12:57 PM
166	Nothing	11/9/2021 12:56 PM
167	Nil	11/9/2021 12:55 PM
168	Nothing	11/9/2021 12:49 PM

SWRB Fee Consultation

169	Allowing time for consultation	11/9/2021 12:49 PM
170	Nothing	11/9/2021 12:47 PM
171	It neither rational nor it can be reasonable. bad economics to take a bite of wage industry, given the incentives in social work practice.	11/9/2021 12:44 PM
172	Not sure	11/9/2021 12:31 PM
173	Not quite sure at the moment	11/9/2021 12:27 PM
174	The added support that we as social workers would get.	11/9/2021 12:21 PM
175	nothing	11/9/2021 12:17 PM
176	it is good to get feedback i don't like the proposal to increase the fee	11/9/2021 12:13 PM
177	Nothing	11/9/2021 12:13 PM
178	Considering seeking membership feedback	11/9/2021 12:11 PM
179	To help more people to improve their skills.	11/9/2021 12:09 PM
180	not much	11/9/2021 12:00 PM
181	-	11/9/2021 11:58 AM
182	Nothing	11/9/2021 11:57 AM
183	I agree to an increase, just not the timing or the amount. I'm not sure of what the fee should be for oversea applicants, but would suggest comparing with other professional fields that are paid at a similar level.	11/9/2021 11:57 AM
184	Nil	11/9/2021 11:51 AM
185	I understand that people need to cover costs...maybe increase it but not as much!	11/9/2021 11:51 AM
186	nil	11/9/2021 11:51 AM
187	If the service improves and SWRB is able to be more responsive to queries and process new graduate applications faster so that this does not hold up transitions to employment it would be a win	11/9/2021 11:47 AM
188	Not much	11/9/2021 11:42 AM
189	Nothing	11/9/2021 11:40 AM
190	Nothing. The fees across the board have increased, these include massive fee hikes to institutions such as TEIs. It feels like poor management: shutting the door after the horse has bolted. It gives me little confidence in the integrity of the CEO and the Board	11/9/2021 11:40 AM
191	Nothing	11/9/2021 11:35 AM
192	I can't say there was anything in the proposal that stood out to me as particularly beneficial for SWRB members.	11/9/2021 11:34 AM
193	None of it	11/9/2021 11:34 AM
194	Nothing	11/9/2021 11:32 AM
195	I do not like it.	11/9/2021 11:32 AM
196	Nothing!	11/9/2021 11:30 AM
197	I would like a sliding scale of fees based on hours worked as it is for the ANZASW fee.	11/9/2021 11:28 AM
198	Nil	11/9/2021 11:26 AM
199	It is reasonable change	11/9/2021 11:26 AM
200	Nothing	11/9/2021 11:26 AM
201	Nothing, the consult i believe is to inform you of what they are going to do anyways. Govt est the SWRB, appointed by them they should resource it.	11/9/2021 11:23 AM

SWRB Fee Consultation

202	nothing, loaded question	11/9/2021 11:22 AM
203	Nothing	11/9/2021 11:22 AM
204	Don't like anything	11/9/2021 11:20 AM
205	That they are consulting Social Workers	11/9/2021 11:19 AM
206	At this stage I cannot see what I like about it knowing the costs of things	11/9/2021 11:19 AM
207	I don't like the proposal	11/9/2021 11:18 AM
208	I do not like anything about this proposal.	11/9/2021 11:18 AM
209	Nothing	11/9/2021 11:16 AM
210	Not a lot to be honest.	11/9/2021 11:16 AM
211	Nothing - it feels like it will be imposed no matter what SWRB says about consultation. They have lied already They have previously said that when Mandated SWers are registered fees are going to decrease - Obviously NOT	11/9/2021 11:14 AM
212	n/a	11/9/2021 11:12 AM
213	.	11/9/2021 11:10 AM
214	Nothing	11/9/2021 11:09 AM
215	Nothing much at all really. I can appreciate that the Registration board need more funding	11/9/2021 11:09 AM
216	Nothing	11/9/2021 11:07 AM
217	I don't agree with the amount proposed	11/9/2021 11:04 AM
218	From a minute hope, it might be a way of enhancing the value of Social Work ... but there are far better ways to go about that so I doubt this is likely to be the justification.	11/9/2021 11:04 AM
219	Nothing.	11/9/2021 11:04 AM
220	nothing	11/9/2021 11:03 AM
221	It's great that they asked for a consultation but my view is that they will probably go ahead with their plans anyway	11/9/2021 11:02 AM
222	Absolutely nothing. It comes across as untrue. Stating there was no rise in fees when in fact I recall only a couple of years ago now my cost for APC and registration increased.	11/9/2021 11:01 AM
223	Nothing at all.	11/9/2021 11:01 AM
224	n/a	11/9/2021 11:01 AM
225	I am not sure I agree with what is proposed	11/9/2021 11:00 AM
226	Not much though I do understand that the costs of dealing with complaints has risen since mandatory registration	11/9/2021 11:00 AM
227	Very little, has been mentioned about benefits.	11/9/2021 11:00 AM
228	Nothing	11/9/2021 10:58 AM
229	Im not happy about the proposed increase	11/9/2021 10:57 AM
230	Nothing.	11/9/2021 10:57 AM
231	nothing	11/9/2021 10:56 AM
232	Nothing	11/9/2021 10:55 AM
233	nothing	11/9/2021 10:55 AM
234	i understand the need for costs to increase, and that they outline why however the overall cost is a significant for individuals.	11/9/2021 10:54 AM
235	unsure	11/9/2021 10:53 AM

SWRB Fee Consultation

236	30% during Covid times is unjust and unfair on ngo's that are already underfunded buy government	11/9/2021 10:53 AM
237	nothing	11/9/2021 10:53 AM
238	nothing	11/9/2021 10:51 AM
239	Not much	11/9/2021 10:51 AM
240	A proper consultation is done by SWRB, for an inclusive and sensitive approach for all kaimahi working in different organizations.	11/9/2021 10:50 AM
241	not a lot	11/9/2021 10:49 AM
242	Nil	11/9/2021 10:48 AM
243	Nothing	11/9/2021 10:48 AM
244	Nothing.	11/9/2021 10:33 AM
245	I do no agree with the proposal	11/9/2021 9:52 AM
246	Absolutely nothing. There's no ownership, no accountability.	11/8/2021 5:06 PM
247	I agree that the Board needs to cover its costs of operating, that is a requirement for accountability and sustainability.	11/8/2021 4:09 PM
248	like the opportunity to still have a voice	11/8/2021 3:52 PM
249	express disappointment and refuse to pay increased costs	11/8/2021 2:14 PM
250	I dont like it at all	11/8/2021 11:43 AM
251	It is positive that the workforce is able to be regulated better to ensure that we are a trusted profession, but I don't think this should come at such a cost.	11/8/2021 11:23 AM
252	Nothing.	11/8/2021 10:43 AM
253	nothing	11/8/2021 10:08 AM
254	Nothing	11/8/2021 10:04 AM
255	No sure, at this stage.	11/8/2021 9:28 AM
256	nil	11/8/2021 9:14 AM
257	Nothing	11/8/2021 9:10 AM
258	Nothing	11/8/2021 8:40 AM
259	That issues for SWRB are highlighted.	11/8/2021 8:39 AM
260	Nothing, you are not the union but you still should have enough pull in pay equity because you register statutory social workers as well.	11/8/2021 8:24 AM
261	do not support increase	11/8/2021 8:17 AM
262	Nothing	11/8/2021 7:22 AM
263	As indicated it is needed to sustain swrb to cope with high cost of maintainng the board	11/8/2021 6:52 AM
264	Nothing	11/7/2021 10:07 PM
265	Nothing	11/7/2021 10:05 PM
266	Nil	11/7/2021 9:48 PM
267	I understand that costs go up over the years and the need for an organisation to increase costs. That sounds fair.	11/7/2021 6:59 PM
268	Nothing	11/7/2021 5:55 PM
269	There were two things I liked or thought were fair but I can't find the proposal to find what they were	11/7/2021 5:55 PM

SWRB Fee Consultation

270	I like the pro rata practicing fee proposed for new and returning social workers. I like the the proposed non declaration fee being paid by the member but question if the amount is a true reflection of the actual cost. It seems very high.	11/7/2021 4:38 PM
271	How is it strengthening status quo	11/7/2021 2:03 PM
272	None	11/7/2021 9:16 AM
273	nothing	11/7/2021 7:54 AM
274	Nothing	11/6/2021 10:08 PM
275	I don't like it as such but the SWRB deserves to get its costs met given its duty to protect the public.	11/6/2021 9:50 PM
276	The idea to make increases by cpi in the future.	11/6/2021 9:27 PM
277	Nothing.	11/6/2021 6:42 PM
278	Nothing	11/6/2021 5:11 PM
279	NOTHING	11/6/2021 4:58 PM
280	Nothing	11/6/2021 4:46 PM
281	Nothing	11/6/2021 4:30 PM
282	None	11/6/2021 4:30 PM
283	Nothing	11/6/2021 4:22 PM
284	Zero	11/6/2021 2:45 PM
285	Nothing	11/6/2021 2:15 PM
286	Not much, I do agree that it seems important that SWRB recover costs	11/6/2021 1:53 PM
287	Nothing, fees are going to rise along with our economy, however wages and funding remains the same.	11/6/2021 1:02 PM
288	cant think of anything...	11/6/2021 12:45 PM
289	N/a	11/6/2021 9:35 AM
290	Professional integrity	11/6/2021 9:20 AM
291	Nothing and no further consultation to be had after this, the increases will just occur, you have to be registered to work ,you will have no option but pay whatever fee the set	11/6/2021 8:46 AM
292	Nothing	11/6/2021 8:30 AM
293	Nothing, are you kidding me	11/6/2021 8:10 AM
294	I understand that more funding is needed due to inflation, but why make us wear that. As public servants, regulated and protected, our government should fill the gap	11/6/2021 7:23 AM
295	I am going to do a submission	11/6/2021 6:28 AM
296	There is nothing about the proposal that has any interest for me. It appears the SWRB is becoming more of a policing model than actually a supportive model for social workers.	11/6/2021 6:20 AM
297	That there is an opportunity to provide feedback.	11/6/2021 4:57 AM
298	Nothing.	11/6/2021 4:49 AM
299	object	11/5/2021 11:24 PM
300	Not much at all	11/5/2021 11:03 PM
301	I don't like it at all.	11/5/2021 10:44 PM
302	That is stating that it will be in 'consultation' with social workers.	11/5/2021 10:43 PM
303	Not much	11/5/2021 9:46 PM

SWRB Fee Consultation

304	Nothing	11/5/2021 9:43 PM
305	Nothing	11/5/2021 9:36 PM
306	Nothing	11/5/2021 9:13 PM
307	I like that the people seeking registration who apply part way through the year will not have to pay the full amount.	11/5/2021 9:10 PM
308	While I acknowledge that the SWRB now has a significant role in dealing with complaints and keeping to their mandate to keep the public safe I strongly think the Government need to fund/subsidise the service until such times as the complaints reduce or level off. If most of the complaints relate to OT then that organisation must take responsibility for their workers and pay up front.	11/5/2021 9:06 PM
309	It is unfair	11/5/2021 9:03 PM
310	Nothing	11/5/2021 9:03 PM
311	Nothing	11/5/2021 9:00 PM
312	Nothing	11/5/2021 8:59 PM
313	Reduction of fees. Pro rata of APC fees. I paid full fee for APC that's valid only from Oct 2021 to Jun 2022. Felt cheated.	11/5/2021 8:56 PM
314	Nothing	11/5/2021 8:54 PM
315	11/5/2021 8:54 PM
316	It is a required rise to ensure the social work professional body is held to account	11/5/2021 8:53 PM
317	Nothing, to my knowledge at the moment.	11/5/2021 8:47 PM
318	Its good that its described as a proposal and i how this means that the SWRB will take into account feedback that is received	11/5/2021 8:45 PM
319	I don't think I like anything.	11/5/2021 8:33 PM
320	Nothing - sorry - I think it is expressed in a very tough way.	11/5/2021 8:21 PM
321	I m not sure if I like anything about it	11/5/2021 8:10 PM
322	Nil.	11/5/2021 8:09 PM
323	I can recognise that the SWRB role has changed in recent years with registration law.	11/5/2021 8:09 PM
324	Nothing. It's unfair and appalling.	11/5/2021 8:07 PM
325	-	11/5/2021 8:04 PM
326	I do not like it	11/5/2021 8:04 PM
327	N/a	11/5/2021 7:50 PM
328	N/A	11/5/2021 7:49 PM
329	Very little.	11/5/2021 7:49 PM
330	Nothing	11/5/2021 7:45 PM
331	Nothing	11/5/2021 7:34 PM
332	Its is good you are consulting us before you increase fees.	11/5/2021 7:28 PM
333	I like that they are asking for feedback	11/5/2021 7:25 PM
334	Not one thing	11/5/2021 7:21 PM
335	Nothing	11/5/2021 7:20 PM
336	Nothing	11/5/2021 7:18 PM
337	N	11/5/2021 7:17 PM

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338	More information as to what benefit for social workers the increase will have. How will this support the profession, the social workers and those we work with?	11/5/2021 7:16 PM
339	That there has been a consultation prior to change	11/5/2021 7:15 PM
340	?	11/5/2021 7:12 PM
341	Fees should be stepped according to annual income ie such as union fees.	11/5/2021 7:09 PM
342	Not much the only time or service I have had from SWRB was to ask for fees	11/5/2021 7:05 PM
343	Nothing.	11/5/2021 7:01 PM
344	Nothing	11/5/2021 6:56 PM
345	Its up front	11/5/2021 6:49 PM
346	That they've proposed it first without doing it straight away. Still don't agree with it though	11/5/2021 6:44 PM
347	Nothing	11/5/2021 6:44 PM
348	Nothing	11/5/2021 6:41 PM
349	Nothing	11/5/2021 6:39 PM
350	that you are asking our opinions	11/5/2021 5:34 PM
351	Nothing - from the SWRB.	11/5/2021 5:14 PM
352	nothing	11/5/2021 5:01 PM
353	Nothing.	11/5/2021 4:54 PM
354	As already stated	11/5/2021 4:48 PM
355	I believe social work training has lost its way over the past 30 years. Many social workers don't seem to be unionised, do not understand the importance of collective action (evident by our lack of collective action in terms of an increase in benefit rates for the whanau we seek to assist). We need to link with the PSA to down tools, march to Parliament and seek discussion with Carmel Sepaloni about the inequities. The inequity discussions have gone on for years - the Social Service Providers at the table with MSD are patsies.	11/5/2021 4:46 PM
356	Not alot	11/5/2021 4:45 PM
357	I don't	11/5/2021 4:13 PM
358	Nothing!	11/5/2021 4:11 PM
359	The situation needs addressing but not recovering 15 years of neglect in one year	11/5/2021 4:07 PM
360	please ask lottary board to cover the extra fee because we support the wider community and we always go out of our comfort zone to suport people.	11/5/2021 4:00 PM
361	I appreciate the heads-up and the giving of a rationale.	11/5/2021 3:57 PM
362	Very unhappy	11/5/2021 3:51 PM
363	Nothing.	11/5/2021 3:50 PM
364	not a lot, that high an increase is too much.	11/5/2021 3:50 PM
365	I don't see any benefit	11/5/2021 3:47 PM
366	Nothing	11/5/2021 3:33 PM
367	Nothing	11/5/2021 3:30 PM
368	That it is a proposal and a consultation process is underway.	11/5/2021 3:27 PM
369	not concerned	11/5/2021 3:18 PM
370	I understand the need to make an increase.	11/5/2021 3:07 PM
371	Nothing	11/5/2021 3:04 PM

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372	Nothing	11/5/2021 3:03 PM
373	Nothing	11/5/2021 3:00 PM
374	Nothing.	11/5/2021 2:59 PM
375	Nothing	11/5/2021 2:57 PM
376	I like that there is some individual responsibility to our registration and that covering the costs of SWRB will mean efficient service. I like that currently registered social workers will not be subsidising those who seek to be registered, particularly those arriving from overseas whom require more work from SWRB staff to complete registration.	11/5/2021 2:57 PM
377	I would hope that this proposal will help the current pay equity claim to show government the need for more funding in the NGO/lwi sector.	11/5/2021 2:57 PM
378	The SWRB needs fund to continue and improve it's services. It further supports the view of social work as a profession with the mandatory registration which enhances our professional standing.	11/5/2021 2:57 PM
379	It is good that there is a lower fee for volunteer social workers. Although one wonders if there should be any fee...but it's a good start.	11/5/2021 2:54 PM
380	Nothing	11/5/2021 2:52 PM
381	I believe that it should go ahead and increase	11/5/2021 2:52 PM
382	Nothing	11/5/2021 2:50 PM
383	I like that it is one fee to cover Registration, Practising Certificate and disciplinary levy.	11/5/2021 2:50 PM
384	Nothing	11/5/2021 2:49 PM
385	Would be able to tap funding probably half funded from government, we also pay our taxes and working hard.	11/5/2021 2:49 PM
386	n/a	11/5/2021 2:48 PM
387	none	11/5/2021 2:45 PM
388	Nothing g	11/5/2021 2:45 PM
389	nothing .I dont think its fair to those that pay their own fee	11/5/2021 2:42 PM
390	Nothing	11/5/2021 2:41 PM
391	It guides social workers to behave professionally-this is important.	11/5/2021 2:40 PM
392	Nothing	11/5/2021 2:37 PM
393	It's nice to be asked.	11/5/2021 2:36 PM
394	Nothing!	11/5/2021 2:34 PM
395	It is appropriate to review and reassess regularly. The consideration of those social workers who may only be employed for a short period is good.	11/5/2021 2:34 PM
396	Nothing	11/5/2021 2:28 PM
397	nothing	11/5/2021 2:26 PM
398	They have made some savings with new systems	11/5/2021 2:22 PM
399	I don't like it	11/5/2021 2:16 PM
400	Im yet to see a positive	11/5/2021 2:16 PM
401	Nothing particularly, although I'm sure costs for the board have gone up and need to be mitigated.	11/5/2021 2:12 PM
402	Nothing	11/5/2021 2:11 PM
403	Nothing	11/5/2021 2:10 PM

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404	I understand the need for an increase as there has not been one in many year. However there also has not been an adequate service from the board in many years.	11/5/2021 2:09 PM
405	Nothing.	11/5/2021 2:07 PM
406	Nothing	11/5/2021 2:05 PM
407	at least they have consulted	11/5/2021 2:02 PM
408	The new education programme fee and the overseas and competency assessment fee are fine.	11/5/2021 2:00 PM
409	Not sure at this point.	11/5/2021 1:59 PM
410	nothing	11/5/2021 1:59 PM
411	Nothing	11/5/2021 1:56 PM
412	Nothing	11/5/2021 1:52 PM
413	nothing	11/5/2021 1:50 PM

Q8 What are you concerned about with this proposal?

Answered: 426 Skipped: 124

#	RESPONSES	DATE
1	It's the cost to NGO's and independent social workers, social work supervisors whose salary does not equate with social workers in the statutory sector	11/14/2021 10:41 PM
2	Please see answer in question six as covered the bases.	11/14/2021 10:31 PM
3	costs for registration are too high if you add in the APC too	11/14/2021 9:27 PM
4	Fees are rising and will continue to rise (not in line with salary/wages) although it states in line with CPI. Other charges are being added.	11/14/2021 9:22 PM
5	That this will mean social workers leave the profession. It will have a strong negative impact on NGO and community social workers.	11/14/2021 9:20 PM
6	I have already stated this.	11/14/2021 8:09 PM
7	The lack of consultation The lack of y and how do they justify this They have increased membership and state it's expensive but y. They should b getting more membership Does everyone pay	11/14/2021 6:11 PM
8	NGO sector is not yet positioned to support the increase and keep the requirement for increased wages to keep with the Govt sector.	11/14/2021 5:39 PM
9	Stated above	11/14/2021 5:36 PM
10	Not affording registration	11/14/2021 5:01 PM
11	Professionals leaving the profession as they could pick up support workers roles for similar wages as to what many NGOs can offer. That fees can be adjusted yearly for cost of living while social workers are not offered this. It doesn't feel like real consultation and makes me feel unsupported as a professional	11/14/2021 3:56 PM
12	\$137 increase is too large	11/14/2021 3:46 PM
13	Rise in fees that will at the end diminish membership in ANZASW. I think SWRB should at least do interviews with new members to assess their competence post graduation. With increasing number of online courses lectures at times never meet the students and know them only through their written work and a whole lot of socially incompetent but academically fine people can pass below the radar not to mention how difficult can be to fail an incompetent student at a neoliberal university.	11/14/2021 3:38 PM
14	Impact on self employed, part time, NGOs	11/14/2021 3:32 PM
15	It's too hard on part time workers	11/14/2021 3:14 PM
16	The high cost of annual fees	11/14/2021 3:13 PM
17	That many NGOs will not be able to afford these fees and may then be paying social workers less, requiring them to pay the fees themselves, or maybe switch to employing staff under other role titles , e.g. support workers, health worker etc	11/14/2021 2:45 PM
18	To steep an increase and as I'm considering leaving the DHB it concerns me that I might not be able to afford the yearly costs	11/14/2021 2:35 PM
19	already stated this in 5. Bad financial management and a bloated bureaucracy that they now have to fund....a 29% increase anywhere wouldnt be tolerated. It is only because they have a monopoly. Poor management and overly arrogant messaging.	11/14/2021 2:17 PM
20	Whether my employer will fully pay the increased fee.	11/14/2021 12:28 PM
21	Whose interests are being served? I am very concerned about this.	11/14/2021 10:36 AM

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22	Increase is too high - SWRB need to provide better support and offer more if they are going to increase the fee.	11/14/2021 8:08 AM
23	That some NGOs will need to either cut staff even further or go back to hiring more unregistered staff and I feel like mandatory registration is starting to make real improvements to services	11/13/2021 4:54 PM
24	People won't register, and will go back to working as family support workers. Registration was supposed to make our profession stronger instead the fees will kill us.	11/12/2021 8:36 PM
25	Nothing at this stage	11/12/2021 8:06 PM
26	The cost is high compared to other professional fees	11/12/2021 7:52 PM
27	High cost with little return for social workers	11/12/2021 7:16 PM
28	increases	11/12/2021 4:46 PM
29	Decrease in NGOs wanting to employ social workers due to ever increasing costs and demands from govt. on what is expected of them as employers. Less people wanting to enter the profession due to serious concerns of what they will need to pay if not working for a organisation that has govt funding.	11/12/2021 4:09 PM
30	Proposal for increased in costs.....have to say I may consider not practicing as a social worker anymore.	11/12/2021 3:56 PM
31	Affordability	11/12/2021 3:49 PM
32	It seems expensive and the taxpayer ultimately pays these costs. Better to fund the SWRB directly	11/12/2021 3:47 PM
33	A high percentage of SW belong to Oranga Tamariki. That is tax payer money being used by the organisation to pay an administrative fee, when it could be better utilised to provide services to tamariki, rangatahi and their whanau.	11/12/2021 3:06 PM
34	I am concern about the social worker, who will ve not able to pay the fees	11/12/2021 2:41 PM
35	That registration fees will become unaffordable for NGO's leaving community social workers having to pay their own registration fees, on the lower incomes available in the community sector this is unaffordable. I also have concerns that this will make employers in the community sector less likely to hire registered social workers in favour of other professionals who do not have to pay exorbitant registration fees. I had also expected that with more social workers paying fees this would end up making them lower, rather than higher. This move feels disappointing and disrespectful.	11/12/2021 2:33 PM
36	That registration will only be affordable for those social workers working at OT.	11/12/2021 2:23 PM
37	Bankruptcy.	11/12/2021 2:21 PM
38	I am concerned we have social workers that aren't supported in practice and don't have best practice guidelines around them and some of these also have financial barriers, it is almost a luxury service being user pays for those who can versus those who work serving others but have financial and employment barriers to accessing this much needed support for them also.	11/12/2021 2:08 PM
39	No consultation or consideration of how much we have struggled during Covid already. Maybe compare to other professions registration costs. The gov made this mandatory abs we have to do it so to them add higher fees is too much!	11/12/2021 1:59 PM
40	Not economically feasible for many including self employed. I am a member of both organizations and its going to be about \$1,000 if this goes through. I also don't like how SWRB conduct disciplinary proceedings and feel like my additional funds will go towards such procedures.	11/12/2021 1:30 PM
41	How part time private practitioners need to fund themselves, where other workers have organisations funding.	11/12/2021 12:50 PM
42	It assumes that the social service sector is being adequately resourced for the social work we do and that is definitely not the case.	11/12/2021 12:49 PM
43	The big jump in cost for a industry/sector that does not get paid much. Many in the sector are woman, single mother's who do not get paid much.	11/12/2021 12:35 PM

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44	That organizations and individuals need to pay for an unorganized non-streamlined enough system and waste resources, that could profit our clients.	11/12/2021 12:19 PM
45	That there will be regular increases in the yearly fees.	11/12/2021 12:12 PM
46	Cost and impacts of where this additional funds will be taken from	11/12/2021 12:08 PM
47	I am aware that social workers have to be registered and agree with this, but I do believe it should be for those holding a social work qualification. Maybe SWRB could reduce the work that they do that is not relevant to the registration and keep the fees at an acceptable rate.	11/12/2021 12:02 PM
48	The increase in cost	11/12/2021 11:59 AM
49	Was there consultation with social workers to ascertain their views. With respect to representation and engagement I would have hoped on going discussions were inclusive of the practitioners or ANZASW (external oversight) of the professions. Subject to these changes and not just the governing body SWRB	11/12/2021 11:57 AM
50	as above and previously stated	11/12/2021 11:56 AM
51	NGO employer may not want to pay it . My salary won't be able to afford it	11/12/2021 11:55 AM
52	I believe the fees do not take into account that SW is a low earning profession and the impact on NGO's	11/12/2021 11:50 AM
53	Unaffordable. Terrible for people who pay their own fees. My employer does pay but may stop as it costs so much. It may deter agencies from employing social workers due to the incidental costs being much higher than other professions.	11/12/2021 11:43 AM
54	There is a lot of cost all at once. I am concerned about the role of ex social workers as volunteers. The cost of registration would prohibit most from doing volunteer work.	11/12/2021 10:17 AM
55	It puts pressure on SW in private practice and SW working in NGO's and social services. How are we suppose to pay such a high fee.	11/12/2021 9:42 AM
56	It is unaffordable, NGO's won't be able to support their employees as they are always struggling and operating on the smell of an oily rag. Some social workers salary is limited. It is also talking about then %increase each year after that, so what are the fees going to get up to. Why is the SWRB so high when you compare to teachers and nurses. I understand social worker numbers are lower but then why does it need such a high operating budget, maybe the SWRB need to look at what they do and their structure to cut costs within their office.	11/12/2021 9:41 AM
57	The decision is already made	11/11/2021 10:49 PM
58	the high fee	11/11/2021 9:10 PM
59	It's too much at once.	11/11/2021 8:55 PM
60	Financial means for people	11/11/2021 8:37 PM
61	The cost	11/11/2021 4:25 PM
62	30% is too much change	11/11/2021 1:37 PM
63	The impact on social workers who have to fund their registration themselves.	11/11/2021 1:04 PM
64	this body has yet to prove themselves to our colleagues, many of who remain unimpressed by their f u (or lack of) prof. f.u .of their CPD surveys .	11/11/2021 12:54 PM
65	Increase of fees and that NGOs won't be able to afford to pay registration fees as they won't be employing social worker and NGOs don't get funded high so most social workers are on a lower income compared to government agencies.	11/11/2021 11:04 AM
66	The increased cost. I understand their situation but they should have foreseen and increased annually rather than hitting us with a massive increase.	11/11/2021 10:19 AM
67	Negative impact of NGO agency having to find funding to cover both annual fees. Could have negative impact on opportunities for social work within NGO because of budget constraint around training.	11/11/2021 9:25 AM
68	a 30% increase is incredibly high and hard to justify	11/11/2021 8:44 AM

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69	That I may have to change professions so I can afford to live.	11/11/2021 8:38 AM
70	Continued increase in fees	11/11/2021 8:09 AM
71	We have our other professional bodies who we individually affiliate too professionally and financially. So I am feeding into both professional bodies but benefits to my practice sways more to one out of the two.	11/11/2021 7:47 AM
72	That other budgeting areas will suffer with this huge increase and at the end of the day the families we serve will suffer. Already as an NGO we struggle to compete with Health and OT for wages so have staff turnover. These costs will impact us all	11/11/2021 7:27 AM
73	That new and existing social workers are funding lawyers and not a system that upholds the mana and integrity of social work	11/10/2021 10:55 PM
74	pay disparities between OT, Health and NGO means costs are inequitable - should be prorata in line with remuneration/pay scales.	11/10/2021 10:27 PM
75	Impact on social workers working in NGO sector and those who pay their own registration fees	11/10/2021 5:21 PM
76	The increase is to great a leap, especially for the part-time self employed	11/10/2021 4:54 PM
77	Please see question 6.	11/10/2021 4:10 PM
78	It is putting a greater burden on community and iwi organisations which are already struggling to meet increased demand.	11/10/2021 3:59 PM
79	It continues to put pressure on a workforce which is already paid less than it's comparable health care professionals.	11/10/2021 3:36 PM
80	I regret that ANZASW ever advocated for compulsory registration	11/10/2021 2:33 PM
81	The financial impact on me	11/10/2021 2:33 PM
82	The negative impact on peoples budgets. The communications from SWRB was fees would remain the same and possibly decreased with the mandatory resignation and now they propose a HUGE increase???? What tangible support do we get from the SWRB - See lots more benefit/supports/trainings from ANZASW. Does our indemnity insurance not cover us for possible practice issues? So could this not be accessed if we are unfortunate enough to be called before the tribunal?	11/10/2021 1:27 PM
83	Cost to be registered continues to go up. Yet employers do not want to put your profession in job descriptions, however want your skills and knowledge. Impact students going in to the profession.	11/10/2021 1:13 PM
84	Dont like the idea of any increase	11/10/2021 12:57 PM
85	It is a huge increase in cost to people privately or NGO agencies who employ a number of social workers.	11/10/2021 12:31 PM
86	Increased cost	11/10/2021 12:28 PM
87	The financial pressure.	11/10/2021 11:27 AM
88	It increases the costs for NGO's and diminishes their budget for ongoing training. Already I pay my own ANZASW membership fees as my employer cannot afford to do this. I do this by choice to ensure I keep up to date with social work trends and CPD opportunities. Other disciplines do not have such hefty fees.	11/10/2021 11:13 AM
89	I am concerned that -employers will rename social work roles as community work etc, as is already happening - de-professionalising, like of the probation service - some social workers will not be able to meet the cost of fee hike and as result will be lost to the profession	11/10/2021 10:51 AM
90	I personally find SWRB unapproachable. I rang SWRB 11 months ago and still had no reply	11/10/2021 10:47 AM
91	NGO pay veriation is quite low compaired to GOVT. Those who only work part time? If employer pays then all well and good. But like myself i new i was going to leave the service and didnt expect my employer to pay and then feel obligated to stay with the company	11/10/2021 10:45 AM
92	Please see previous answer regards the proposed cost increase - it will significantly impact NGOs adversely. Their could be a disinclination to employ SWs with the cost of the practicing certs and the required external supervision costs that NGOs carry to employ SWs	11/10/2021 10:37 AM

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93	Already stated	11/10/2021 10:15 AM
94	DHB are already underfunded and struggling with their budgets, NGO's will have no capacity to afford this increase, social workers who have to fund this themselves will be significantly disadvantaged.	11/10/2021 10:14 AM
95	As outlined previously. Private part time RSWs will be extremely disadvantaged; NGOs will struggle to find the extra funding; the cost is hugely above what teachers have to pay and many experienced private practitioners may leave the profession.	11/10/2021 9:56 AM
96	that it might directly affect me	11/10/2021 9:45 AM
97	Paying for it as I work part time and have a family, my employer allows me \$500 total a year for training and my SWRB and ANZASW fees. This does not cover it. I have to have both as I complete ACC Sensitive Claims Work.	11/10/2021 9:29 AM
98	That social workers may have to leave the profession due to the fees.	11/10/2021 9:12 AM
99	Social workers are not valued. Some may end up not even bother paying this high fee, and having to look for other jobs. This is really sad, as we have given 4 years of our lives to study for this career and some still having to pay back a huge student loan.	11/10/2021 8:45 AM
100	Fees too much for NGOs. saw salaries are low, registration fees too high.	11/10/2021 8:18 AM
101	SW will not be able to pay it up front and that means they will not be able to work. Simply as that.	11/10/2021 8:12 AM
102	Registered social workers will see nothing more provided to them for the increased cost.	11/10/2021 7:43 AM
103	As stated previously and hey higher fees doesn't mean higher quality of sw	11/9/2021 11:36 PM
104	they will not get enough answers because Social workers are so busy they don't have time for consultations	11/9/2021 10:46 PM
105	The large % increase and how will non funded employees/employers afford this?	11/9/2021 10:15 PM
106	I will not afford it and will impact my ability to practice SW.	11/9/2021 10:08 PM
107	The fact that many of us in the private sector won't be able to cover this increase in costs and may need to leave the service to become something other than social workers.	11/9/2021 10:00 PM
108	The increase is a financial burden	11/9/2021 9:59 PM
109	that it creates inequality That registered SW will not retain their membership and therefore be lost to the profession I believe if we as regd SW use our skills in any way working with people we MUST retain our registration. If they or their employer cannot pay then it will have dire consequences in terms of the workforce. I would be happier if there was a sliding scale much like counselling being paid for by those who can afford it versus who are able to obtain a subsidy Government needs to invest in NGOs if they want to retain a registered social workforce	11/9/2021 9:28 PM
110	I am not sure I can trust what the SWRB is saying, as there is limited transparency with the finances, and not keeping their word. Open the books...after all...it is our board and we pay for it.	11/9/2021 9:09 PM
111	I'm concerned the fee increase will stop employers from hiring more Social Workers where needed or paying their professional fees, and most Social Workers would not be able to bear the cost.	11/9/2021 8:50 PM
112	The comparison of registration/ practice fees with professions who earning a much higher salary than NGO SW. No regulation for part time SW. Hence we are disadvantaged. An employee who covers the cost is better off with one fulltime worker rather than having two part time workers. NGOs having considerable less amounts of complaints and lower salary than Oranga Tamariki worker, but paying the same.	11/9/2021 8:48 PM
113	The raise in price of registration fees	11/9/2021 8:45 PM
114	It over-burdens struggling NGO's or private practitioners. And because there is no choice - social workers have to be registered or there are punitive consequences.	11/9/2021 8:45 PM
115	The increase is not sustainable for NGOs' workers.	11/9/2021 8:44 PM

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116	Too expensive for an APC	11/9/2021 8:31 PM
117	Not sure	11/9/2021 7:15 PM
118	The percentage increase relative to income and unfair/inequitable "spread of range" between extremes of income.	11/9/2021 7:14 PM
119	By law they made registration compulsory this year, now step by step increasing fee. It put those social workers who extend supports to the public with no choice. It may continue to increase. Whether it is a business to get money from social workers?, where this money goes?, transparency of usage of money.	11/9/2021 6:23 PM
120	I am concerned that it contradicts previous promises made to reduce costs with mandatory registration. If I am misinformed I believe that is a view held by other social workers so it is important that this specific issue is addressed and a correction issued by SWRB. I am also concerned with the high costs of the experience pathway. I wonder if this will lead to experienced practitioners giving up on the idea of registration, and the profession could lose practice wisdom, perhaps held by people who are already in marginalised groups with less easy access to tertiary education and traditional routes to registration. I am also concerned with how this affects social work students who may need to be registered to apply for jobs and may have to shoulder the cost of registration on their own before finding employment. Again, if this is a misconception, this should be addressed directly and support offered to students because I have seen several people posting on Facebook distressed and concerned about this.	11/9/2021 6:22 PM
121	The high increase and impact it will have on community social workers	11/9/2021 5:48 PM
122	Everyone being forced to pay more money	11/9/2021 5:42 PM
123	Part 2 - where we were under the voluntary regime Para 1: my requests, and complaints were never addressed. Para 2: "Limited Resources" - Swrb gets more money than Anzasw and Anzasw provides much more than swrb with a more robust, cohesive, congruent, response time frame. As well as encouraging sw professionalism. Tangata whenua engagement - I've never seen swrb have any engagement, swrb have tokenism. Para 3: limited capability to meet alldue to not increasing: Anzasw are able to meet the obligations to swers. Great with inflation adjustments.....but 30%	11/9/2021 5:22 PM
124	I am concerned that people will not want to get registered and that if they can ask for a 30 percent increase this year they will keep increasing the fees.	11/9/2021 5:13 PM
125	Will force practitioners out of the sector	11/9/2021 5:06 PM
126	Fees. Plus, they Board still seems really confused about their own policies about how an agency can work with non-social workers in a social work role, but they don't go after these agencies. Also, the cost, it is way too high and I think it will discourage people from becoming social workers. Therefore it has the complete opposite effect, which was to professionalize the services.	11/9/2021 5:04 PM
127	New Grad students not being able to pay and the financial strain this has on Social workers whose employers are unable to pay for their fees.	11/9/2021 5:03 PM
128	30% increase is just too much, when agencies and some workers have had reduced working hours etc. re COVID.	11/9/2021 5:02 PM
129	The significant increase in cost it is hasn't even been staggered and Social Workers income and the NGOs they mostly work for do not have the funds to cover this increase off. We need to be recognised for the work we do if this is to increase so should our wages!	11/9/2021 5:00 PM
130	That It will divert money from client services and also encourage employers to use non registered workers to do social work . just call them something else such as family support workers	11/9/2021 4:45 PM
131	Please see my previous answer.	11/9/2021 4:27 PM
132	The implied assumption that social workers get a CPI increase to support increasing fees. If the SWRB thinks that social workers are treated fairly by our organisations and that our salaries are able to absorb these increases every year, then they should not be representing social workers.	11/9/2021 4:16 PM

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133	For a Social work service they don't behave like one. Where was the consultation or discussion	11/9/2021 4:00 PM
134	How underhanded the SWRB went about	11/9/2021 3:57 PM
135	that independently employed social worker have to pay this and for some it may be too expensive Also small agencies (NGO) can't/won't be able to afford it and all social workers should be registered.	11/9/2021 3:51 PM
136	Many people in need may not have that opportunity.	11/9/2021 3:40 PM
137	The increased costs	11/9/2021 3:39 PM
138	That it is another cost that I need to foot to be a Social Worker for no good reasons	11/9/2021 3:35 PM
139	See previous answers	11/9/2021 3:30 PM
140	Higher cost on employers, therefore, they will employ non social workers because cheaper	11/9/2021 3:18 PM
141	If employer didn't pay it would be expensive for social worker	11/9/2021 3:13 PM
142	Why overseas social worker has to pay such a lot of fee	11/9/2021 3:13 PM
143	It will stop some SW's be able to cope with the fee and drop out/lose their job because of this.	11/9/2021 2:56 PM
144	The mandatory registration for Social Workers strengths the sector but not if this is a self-funded and self- controlled system. Where is the public responsibility and interest ?	11/9/2021 2:55 PM
145	My concern is that the cost of discipline is not clear, that is, if a charge is laid and the person is disciplined, is there full cost recovery from that person. I believe the number of cases reported to SWRB have increased. Is this due to changes in society and morality, the risk adverse nature of social work, or less than adequate social work education?	11/9/2021 2:45 PM
146	the cost, what more is the Board actually doing for this increase?????	11/9/2021 2:32 PM
147	It is hardly a consultation process to increase fees. It will happen. The consultation, or ability to submit feedback will make no difference. Overall the SWRB is a business model and is seeking to recoup costs of their expenditure.	11/9/2021 2:32 PM
148	Where the money will be spent? And what is there rationale for this increase	11/9/2021 2:30 PM
149	Unaffordable for social workers who have to pay their own registration fees resulting in a loss of workforce	11/9/2021 2:30 PM
150	It will affect my NGO organization who pays for my registration	11/9/2021 2:22 PM
151	It is unfair particularly for those who have to pay registration fees themselves	11/9/2021 2:20 PM
152	Increased costs every year when my income does not increase at the same rate.	11/9/2021 2:09 PM
153	Affordability of professional registration for NGO employees	11/9/2021 1:55 PM
154	Fees too high	11/9/2021 1:51 PM
155	That although my employer covers this registration cost, how is that increased cost to them going to trickle down and impact on me?	11/9/2021 1:48 PM
156	the large increase in this financial year	11/9/2021 1:39 PM
157	the swift nature of it...the lack of consultation and the 'money grabbing' aspect	11/9/2021 1:39 PM
158	lack of affordability - my employer currently pays so i am lucky, but i be furious if i had to	11/9/2021 1:38 PM
159	Cost and the ongoing ramifications for the social work profession in general	11/9/2021 1:38 PM
160	The cost 30% really?? who decided that?	11/9/2021 1:37 PM
161	The extend of such a significant increase	11/9/2021 1:32 PM
162	Loss of resources and social work roles, lack of skilled staff	11/9/2021 1:32 PM
163	significant differences between pay rates and very high fees when there are two different social work bodies to belong to. I cant afford to belong to both	11/9/2021 1:23 PM

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164	For too long, we have allowed the Government to significantly underfund the community and Iwi sector. This has resulted in significant gaps in pay and conditions between the statutory and Iwi sector. This increase will only exacerbate the already large gap.	11/9/2021 1:18 PM
165	-	11/9/2021 1:17 PM
166	Increase to organisation's especially non profit and clients	11/9/2021 1:16 PM
167	N/A	11/9/2021 1:14 PM
168	I have numerous concerns with this proposal. First, as a manager in an NGO, we don't currently have the budget to cover the fees so our social workers are having to pay out of pocket to cover the excess cost. Secondly, there is no pro-rata for new graduates so organisation are forced to pay this in March and again in July which is ridiculous and goes against the values of social work. Thirdly, this rate increase is well beyond the cost of registration for many other professions including nursing (who also get indemnity insurance for less than what social workers are paying for their fees).	11/9/2021 1:09 PM
169	The increase	11/9/2021 1:08 PM
170	Fully trained social workers will find other avenues of work. Small organisations might cease to exist.	11/9/2021 1:02 PM
171	More money being paid out to government	11/9/2021 12:58 PM
172	If social workers wish to continue to work as social workers they will need to pay or part pay for registration costs.	11/9/2021 12:55 PM
173	Increase of fee	11/9/2021 12:49 PM
174	The cost and financial impact	11/9/2021 12:49 PM
175	The high costs to Health, NGO's, and people who pay their own fees, as well as the costs to those who pay and get reimbursed. They are asking for recovery of inflation, our wages have stagnated, and NOT kept up with inflation, and all costs of living have gone up for social workers everywhere.	11/9/2021 12:47 PM
176	Its profiling and highly probable to create a CONTROL at the entry point where recruitment or practice will be influenced. It defies cultural competency, given the NZ populace and diversity.	11/9/2021 12:44 PM
177	Primarily small agencies will not be able to pay the increase, especially the NGOs and community agencies who are not as resourced as govt agencies. Will this mean that they have to pass the cost onto the practitioner?	11/9/2021 12:37 PM
178	Not sure yet	11/9/2021 12:31 PM
179	It should be funded	11/9/2021 12:27 PM
180	The timeframes and lockdown	11/9/2021 12:21 PM
181	As previously stated	11/9/2021 12:17 PM
182	increased cost	11/9/2021 12:13 PM
183	That I may have to look for another professional body to register my Supervision Practise.	11/9/2021 12:13 PM
184	Explaining it to my bank account	11/9/2021 12:11 PM
185	No rationale	11/9/2021 12:10 PM
186	no concern	11/9/2021 12:09 PM
187	the increase of cost to do full registration and practising cert access.	11/9/2021 12:00 PM
188	Too many increases in one year Agencies unable to sustain the number of increases Is this increase justified?	11/9/2021 11:58 AM
189	For over twenty years I have worked for NGO's and been aware of the pay difference between statutory and NGO organisations, however I have chosen to keep working for NGO's. I am saddened that it has taken this long for talk of discussions starting re the differences and feel it is an excuse for putting up the rate..... It is something that should have been started many years ago.	11/9/2021 11:57 AM

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190	chronic underfunding of Social Work sector. Government to significantly underfund the community and iwi sector. This has resulted in significant gaps in pay and conditions between the statutory and iwi sector. In addition there is also significant gap in pay equity. This relates to the increase of the APC, in that there is already financial strain on those working in this area. A more timely and consideration increase would be AFTER pay equity has been established for Social Workers.	11/9/2021 11:57 AM
191	Increased cost	11/9/2021 11:51 AM
192	That NGO s are stretched financially as it is	11/9/2021 11:51 AM
193	as stated in previous reply	11/9/2021 11:51 AM
194	Where the money would come from and any impact this may have on services provided	11/9/2021 11:47 AM
195	The cost to individuals in our community that do not have the support of their employers.	11/9/2021 11:45 AM
196	What I've already said. We're going to lose potentially new, amazing social workers who get put off by the 4+ years study, excessive fees and poor salaries	11/9/2021 11:42 AM
197	As above.	11/9/2021 11:40 AM
198	As above. The lack of transparency and honesty. Poor management	11/9/2021 11:40 AM
199	More expense for little additional benefits	11/9/2021 11:35 AM
200	We are a historically undervalued and underpaid profession. Burnout, vicarious trauma, and financial stress are prominent issues we face. In my experience, it is our values and passion that bring us into the profession in the first place. Increasing the SWRB registration fee is an excellent way to ensure potential future social workers are dissuaded from the profession, and to force current social workers to weigh up whether this is a financially sustainable avenue. Furthermore, for those of us employed in the NGO sector and whose employer is covering the SWRB registration cost, this could pose a significant financial stress for the organisation as a whole.	11/9/2021 11:34 AM
201	Losing practitioners, organizations cutting down on employing practioners because of the fees and the demand in work increasing	11/9/2021 11:34 AM
202	The cost	11/9/2021 11:32 AM
203	Social workers are paid at different rates the proposal is a blanket cost across all sectors. Government Departments will have no issue with this as it is the tax payers that will end up pay. Small NGOs are struggling financially now.	11/9/2021 11:32 AM
204	That I will either take on more clients to be able to afford the fee, which may lead to me becoming overworked and burnt out. Everything is getting more expensive. The demand on mental health services has increased since Covid by 30 % and the burnout rate of Social workers is huge.	11/9/2021 11:30 AM
205	I think that swers in my position will decide that there are easier and less expensive ways of making a living and simply resign.	11/9/2021 11:28 AM
206	Impact on NGO and iwis that are already chronically under funded	11/9/2021 11:26 AM
207	Because it concerns me	11/9/2021 11:26 AM
208	The burden that this places on social workers and orgnasiations, particularly NGO's and those of us in private practice. This may result in less social workers being members of ANZASW which would be a highly retrograde step. Also this appears to be an act that is not in good faith by SWRB and renegeing on a commitment to lower not higher fees	11/9/2021 11:26 AM
209	Cost unable to be met by small NGO, volunteer SWRKS retired SWRKRS with a wealth of knowledge unable to stay reg due to fees.	11/9/2021 11:23 AM
210	there is no evidence of what happens to the money and how it will benefit subscribers, it is a way to make an inclusive profession elite and I have never agreed with that.	11/9/2021 11:22 AM
211	More Social Workers will leave the profession	11/9/2021 11:22 AM
212	Broken promises by SWRB Another blow for NGO social workers Private practice very impacted	11/9/2021 11:20 AM

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213	that SWRB won't actually listen to Social work opinion and do what they want anyway	11/9/2021 11:19 AM
214	just under 30% increase is extreme	11/9/2021 11:18 AM
215	The cost of registration is high enough as it is. Why would they increase their fees when they provide such minimal services.	11/9/2021 11:18 AM
216	Financial impact on social workers	11/9/2021 11:16 AM
217	That the SWRB has failed to engage with the social work NGO and community sector, those who are immediately impacted and hurt by this proposal. That the SWRB has applied a top down approach to preparing this proposal and that it will cause harm to social work and social workers, essentially.	11/9/2021 11:16 AM
218	SWRB will not take any notice of any feedback and will impose no matter what - they just following process - I cannot honestly believe any SWer or NGO will support this much of an increase	11/9/2021 11:14 AM
219	being charged personally. i dont want that.	11/9/2021 11:12 AM
220	Additional costs	11/9/2021 11:10 AM
221	That it will become too expensive for NGO's and Private Practitioners. Especially people like myself who have to pay other fees i.e. DAAPANZ	11/9/2021 11:09 AM
222	That this will push people away from registering, meaning with recent legislation that social workers will be practicing illegally without a practicing certificate.	11/9/2021 11:09 AM
223	Support to social workers needs to improve before any increase in fees. NGO sector employees are underpaid.	11/9/2021 11:07 AM
224	That this is a burden for employers which could end up being a cost to Social Workers.	11/9/2021 11:04 AM
225	It will further weaken Social Workers in non-statutory organisations. It may strengthen the status of Social Workers in OT and Health because large government-funded organisations are likely to continue to pay the fees	11/9/2021 11:04 AM
226	As above. It could impact upon service delivery for some organisations, some practitioners may be forced to look elsewhere for work which is already difficult due to covid impacts. The govt wanted everyone to be registered, so some people have made significant effort already to meet that including financial means. To have this extra cost put on them seems very unfair in my opinion.	11/9/2021 11:04 AM
227	the cost	11/9/2021 11:03 AM
228	A huge jump in yearly fees - could handle it being like a 5% increase and maybe this over a few years - not just a big 30% in one go.	11/9/2021 11:02 AM
229	Too higher cost, no real justification, disregard to NGO ability to finance and self employed. People will leave the profession and it will not come in high regard. We are already underpaid for the work we do and now our OWN governing body wants to rob us?!?!	11/9/2021 11:01 AM
230	The fee is too much for what we as Social Workers receive from SWRB. I don't believe it is anyway "bang for buck"	11/9/2021 11:01 AM
231	Employers will not pay for social workers. Already positions that require social work skills are being called anything but a Social Worker in their title.	11/9/2021 11:01 AM
232	The huge increase in fees What about the future costs	11/9/2021 11:00 AM
233	The costs are really tough for some NGOs who dont have adequate funding and I am concerned that more will manipulate job titles/descriptions to avoid the need for registration. We already know this is happening- social workers have reported that they wer hired because of their social work skills and qualifications but into jobs with varied titles etc. Then their employers refuse to pay for supervision and registration. This is dishonest and unethical in my view but they are getting away with it.	11/9/2021 11:00 AM
234	do not believe that with jobs and society in general being affected by Covid 19 and now the likely hood of mandated compulsory vaccinations. Some people employment is under threat and as yet for the sector we do not know what this will mean for how we work with clients, whether they be vaccinated or unvaccinated. So much is uncertain.	11/9/2021 11:00 AM

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235	Increased pressure on NGOs, and individual SWs	11/9/2021 10:58 AM
236	affordability for those in community and iwi based roles.	11/9/2021 10:57 AM
237	It will increase the administration cost of social service organizations.	11/9/2021 10:57 AM
238	The increase of fees for registration will potentially impact on not-for-profit agencies who, if they manage to pay both SWRB and ANZASW fees, may decide they cannot afford both - ANZASW will be dropped. I see that SWRB is for the public and ANZASW is for the professionals. Social Workers in Aotearoa NZ will have a diminished voice and diminished support and diminished professional development.	11/9/2021 10:56 AM
239	That there will be more social workers quitting as they cannot pay their fees	11/9/2021 10:55 AM
240	for many years, social workers who were members of ANZASW have provided support, supervision, training, seminars and conferences as part of their job and professional development. There was no extra payment provided for those on salary/wages. It is insulting to the goodwill of all of the hard working social workers in the past to be paying extra to be registered. Now that registration is mandated by Govt, the responsibility should be for Govt to provide extra funding for registration.	11/9/2021 10:55 AM
241	the increase of the cost	11/9/2021 10:54 AM
242	the impact this will have on non government social workers who are already feeling financially challenged to an increase of \$137 per annum. Also the impact this will have on the Government to fund \$137 extra per staff - is a huge amount of money	11/9/2021 10:53 AM
243	30% is much to high, and what do we as social workers get for that? SWRB aren't revenue offering the plastic photo ID cards anymore....so less for more fees	11/9/2021 10:53 AM
244	already stated	11/9/2021 10:53 AM
245	If fees are to high it will effect people who cannot afford to pay it	11/9/2021 10:52 AM
246	while I do not pay for this out my own pocket there are some social worker who do. the cost is too high	11/9/2021 10:51 AM
247	fee rise	11/9/2021 10:51 AM
248	the cost	11/9/2021 10:49 AM
249	Impacting the already limited labour force of social workers in New Zealand	11/9/2021 10:49 AM
250	That social workers are being punished for working in this sector	11/9/2021 10:48 AM
251	Those who cannot pay.	11/9/2021 10:48 AM
252	SWRB staff promoted quite openly in the past that the cost of registration would come down once the number of registered SWs increased. That was obviously not true. I feel mislead.	11/9/2021 10:33 AM
253	The increase of fees and the power of the SWRB for future increases without consultation with he SW profession. The reason for the increase in fees and what increase benefit changes do clients receive in accessing SW services. What extra benefit changes do the SW profession receive?	11/9/2021 9:52 AM
254	The increase and the impact of this on NGOS, on safe staffing, on service delivery.	11/8/2021 5:06 PM
255	It gives no information on the costs it requires to cover eg annual rent, salaries of staff. How does the reader know whether the costs are reasonable or if there is room for cost savings in some areas? The proposal is silent on detail which makes a mockery of the term 'consultation'.	11/8/2021 4:09 PM
256	That there will be sacrifices that will impinge on us. Like just only belonging with swrb and iwi, ngo social workers will have to pay for their own fees to be with swrb and anzswa.	11/8/2021 3:52 PM
257	value for money for the regulator	11/8/2021 2:14 PM
258	Answered in previous question.	11/8/2021 11:43 AM
259	The increases in cost, particularly for those that are in NGO and community settings as there is already a significant gap in pay and funding to cover the costs of registration.	11/8/2021 11:23 AM
260	Social Workers who are self employed (which I intend to be fully self-employed in the future	11/8/2021 10:43 AM

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too). Social Workers who work for NGO's. This move is going to put significant hardship on those agencies/social workers

261	social workers in many areas struggle to be understood as to their value. Increasing fees may make recruiting another profession more alluring eg in roles where an OT could do the same job	11/8/2021 10:08 AM
262	That they have the capacity to increase the fee without consultation. Lack of congruence with what SWers earn irrespective of who pays the fees. Other professions fees are not so high.	11/8/2021 10:04 AM
263	I am concerned that my employer will decide to only subsidise a part of the fees, as the increase per annum is too high.	11/8/2021 9:28 AM
264	Cost to the individual and employers. And that this increase is on top of still needing to pay for ANZASW fees.	11/8/2021 9:14 AM
265	We will lose the qualified and experienced social workers. Those who feel that barriers are consistently put up to obtain best practice, to encourage new practitioners and social workers are feeling unheard with kaikōrero around the need for adequate funding, adequate resources and adequate wages.	11/8/2021 9:10 AM
266	A person or organisations ability to pay. It is difficult for organisations to get funding for cost of registration. I also wonder whether more organisations may pull back on external supervision in order to counterbalance the additional registration fees. I 100% believe in the merits of external supervision and think this would be a shame.	11/8/2021 9:09 AM
267	This creates further funding challenges for NGOs, and privately practising social workers.	11/8/2021 8:40 AM
268	That NGOs will no longer employ Social Workers as they will not be able to afford the long term costs. That clients will be affected by untrained professionals working in pre-dominantly social work roles.	11/8/2021 8:39 AM
269	Why, when you don't even send ID cards out anymore to cut costs	11/8/2021 8:24 AM
270	additional cost on employees	11/8/2021 8:17 AM
271	Fees	11/8/2021 7:22 AM
272	Add up burden to low salaried social workers Why not focus first on standardizing salaries of social workers especially for those who are swrb registered to date there is no difference between swrb registered n non registered social worker SWRB Social workers in both government n non government salaries should be the same and we count on SWRB to advocate on this mit lowers my morale seeing para prof acting as social workers received high salary than SWRB registered ... to prove on this a research among ngo should be done as parameters on justifying salary inequality	11/8/2021 6:52 AM
273	Social Workers will either be out of pocket or will leave the profession	11/7/2021 10:07 PM
274	They made mandatory to register and increase the fee for nothing.	11/7/2021 10:05 PM
275	That the additional cost will keep increasing and just stay at the amount given.	11/7/2021 9:48 PM
276	There is no indication of pro-rata fees, or fees based on income thresholds, or payment plans. SWRB have been steadfast in their stance on this in the past. That is unjust, and does not sound fair.	11/7/2021 6:59 PM
277	Money that I could spend in training will go towards registration.	11/7/2021 6:32 PM
278	Increased costs	11/7/2021 5:55 PM
279	It feels like they've forgotten who their demographic is. Asking volunteers to pay such a cost, when they're volunteers is appalling. I would choose to become a volunteer support worker, using the skills I've spent a lifetime developing, if I had to pay that cost.	11/7/2021 5:55 PM
280	I am concerned that the increase proposed in this consultation is so high. I appreciate that if annual inflation increases had occurred, in majority of instances the cost today would be higher. The reality is we didn't. A lot of providers do not receive annual CPI increases to their contracts and when they do it is not necessarily reflected in staff wage increases. This proposal is focused on delivering a framework defined in legislation. Should the framework be looked at. How much work goes into complaints where the Employer has already disciplined	11/7/2021 4:38 PM

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the staff member. Should one of the focus areas be working with Employers on providing the right training, supervision and environment for social workers.

281	As answered in Q.7	11/7/2021 2:03 PM
282	I expected better service from the increased fee but they decided to stop producing proper ID cards and expected social workers to print their own is just a greedy act. If someone comes to see me with their ID made out of a flimsy piece of paper, I would not let them into the home because I would think they are scammers.	11/7/2021 9:16 AM
283	The financial impact on an already strapped NGO sector.	11/7/2021 7:54 AM
284	Employer will refuse to pay.	11/6/2021 10:08 PM
285	Nothing	11/6/2021 9:50 PM
286	Fund increases needing to be covered by already under paid NGO social worker. Thankfully, I am not in this situation.	11/6/2021 9:27 PM
287	That people will leave the profession and/or employers will try and change roles so they don't appear to be social work (this has been going on for years so is nothing new).	11/6/2021 6:42 PM
288	Ngos not agreeing to continue pay it	11/6/2021 5:11 PM
289	Ongoing bullying and incompetence	11/6/2021 4:58 PM
290	I'm concerned that social workers who are self-employed, or employed by iwi and NGO providers who do not cover the costs of Practicing Certificates will struggle to manage the new fees. This in turn may cause people to leave a profession in which there is already a shortage of staff.	11/6/2021 4:46 PM
291	That ANZASW will not be able to survive due to people and employers having to choose one and registration will win out	11/6/2021 4:30 PM
292	Service delivery , This will impact on overall wellbeing of clients n Social worker.	11/6/2021 4:30 PM
293	That a career as a social worker is becoming unobtainable and we're going to lose so quality workers and/or put off people studying social work	11/6/2021 4:22 PM
294	Increase costs will result in service provision cuts that will put vulnerable clients at increased risk. Waitlists to access services are already long and will become even longer. I believe a proposed fee increase could put vulnerable service users at risk and be counterproductive to the SWRB mandate.	11/6/2021 3:34 PM
295	The timing and the huge increase	11/6/2021 2:45 PM
296	High fees- people would struggle to afford this!!!!	11/6/2021 2:15 PM
297	The financial impact on members	11/6/2021 1:53 PM
298	Our employers will refuse to pay our fees and we will have to pay out of our own pocket. I will have to resign as a Social Worker as affordability will be difficult and that is not worth my health Our employers finding a way to hire non-tohu workers to carry out roles and overloading the Social Worker with all the Social Worker tasks.	11/6/2021 1:02 PM
299	its/fees are not income related	11/6/2021 12:45 PM
300	I am concerned that this will impact community agencies ability to hire social workers. And that this will negatively impact qualified social workers from obtaining registration when employers cannot pay. We are already finding that we do not have enough social workers in nz and this will build that problem.	11/6/2021 9:35 AM
301	30% increase is substantial	11/6/2021 9:20 AM
302	Some that are not supported by their employers will find this tough	11/6/2021 8:46 AM
303	That many will leave the profession especially for those in the NGO sector with no pay equity	11/6/2021 8:30 AM
304	Our profession will be further marginalized,jobs for registered workers in the NGO's will reduce. It's scary seeing untrained people doing 'supportwork' that is actually social work. People that mean well but lack skills and dont even have the basics of being client led. Its damaging lives. This fee hike will increase that.	11/6/2021 8:10 AM

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305	The costs associated with employing a registered social worker may mean organisations cannot continue to employ us, opting to endeavour to fill positions with cheaper disciplines	11/6/2021 7:23 AM
306	Cost? And honestly what does SWRB do for me? I belong to ANZSW, TWSWR I prefer to belong to these 2	11/6/2021 6:28 AM
307	Implications on funding for NGOs which will impact on service delivery.	11/6/2021 6:20 AM
308	The significant increase in cost, and only to fund the regulatory body, if social workers want the benefit of a professional association we also need to join another body so total costs are nearly \$1000.	11/6/2021 4:57 AM
309	The impact on the profession of increased fees where employers are reluctant to pay and those paying fees themselves cannot afford it. This could lead to social workers employed in jobs where social work is carried out but employers avoid labelling the role 'social work' in order to avoid paying registration fees. Ultimately this puts society at risk of an unregulated workforce.	11/6/2021 4:49 AM
310	affordability	11/5/2021 11:24 PM
311	Cost and impacts of loss of sw roles and practicing sw	11/5/2021 11:03 PM
312	It is well known that SW has low income compare with other career, higher registration cost will stop young people enter this sector.	11/5/2021 10:44 PM
313	I worry that some social workers may say enough is enough and not maintain their registration.	11/5/2021 10:43 PM
314	Cost for those whose employers do not cover the fees	11/5/2021 10:03 PM
315	Inequity between govt and NGO	11/5/2021 9:46 PM
316	It's all about needing more money. Invest it into the social worker	11/5/2021 9:43 PM
317	It's corporate colonisation. From what I can tell SWRB claim it's to cover costs of disciplinary actions... there is no apparent room for negotiation. The "consultation" email we all got offering an opportunity to make submissions seemed to be lip service - likely decision is already made. Our pay is not equitable and living costs are increasing exponentially. There is zero recognition for the front line, high stress, often thankless job that is the nature of social work.	11/5/2021 9:36 PM
318	As above. 1) far too high a cost for us who pay our own fees, and for many community groups; 2) Higher than other disciplines; 3) No evidence has been shown to date of efficiency and/or professionalism. 4) How do other disciplines manage to run their operations with much lower fees?	11/5/2021 9:13 PM
319	The increase is significant in the registration fees.	11/5/2021 9:10 PM
320	NGOs and private practitioners will not be able to afford these increased fees and that in turn will significantly affect Social Workers becoming members of their professional organisation ANZASW	11/5/2021 9:06 PM
321	The percentage of increase at once	11/5/2021 9:03 PM
322	That fees will keep rising and that there will be no improvement in service to show for it. That many social workers will consider leaving the profession	11/5/2021 9:03 PM
323	That my employer won't be able to cover it meaning I will	11/5/2021 9:00 PM
324	Another massive barrier for social work. We already can't fill social worker positions. As an iwi social service we are already underpaid and this feels like more devaluing of our profession.	11/5/2021 8:59 PM
325	So many type of fees incurred still with the reduction. It's best to remove most of the fees. Seems like so many hidden costs even during application for registration process. Shld juz have 1 fee for registration process & not 3.	11/5/2021 8:56 PM
326	Excessive costs especially for new graduates and social workers working in NGO sector with employers who are not funded for this.	11/5/2021 8:54 PM
327	The cost. How my employer will respond.	11/5/2021 8:54 PM
328	The sudden hike in cost... the ngo sector is going to struggle the most	11/5/2021 8:53 PM

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329	That increases will become commonplace.	11/5/2021 8:47 PM
330	The potential loss of good social workers from areas that can least afford to lose them	11/5/2021 8:45 PM
331	The fact we could loose valuable social workers in our force and become overwhelmed with work needing to be done	11/5/2021 8:33 PM
332	See my comments above in section on my lack of support for the proposal above.	11/5/2021 8:21 PM
333	Increased fees for registration...	11/5/2021 8:10 PM
334	As above	11/5/2021 8:09 PM
335	Pressure on NGOs who run on tight budgets and on SWers who pay their own fees. Compulsory to be Regis so we have no choice but to pay. Very disproportionate to the NZNO and teachers fees. Yet, we earn much less than teachers and nurses.	11/5/2021 8:07 PM
336	See previous response	11/5/2021 8:04 PM
337	Further undermining of NGO capacity to meet client needs	11/5/2021 8:04 PM
338	Added financial pressure on NGOs that are already strapped	11/5/2021 7:50 PM
339	The cost	11/5/2021 7:49 PM
340	That for some employers it's a huge hike and unreasonable	11/5/2021 7:49 PM
341	The high fees and the fact I simply cannot afford to pay them if my employer balks at the new proposal	11/5/2021 7:45 PM
342	Coat, hiring of social workers, less input for clients	11/5/2021 7:34 PM
343	That NGO agencies are always struggling financially. If the subs go up even more the costs impart maybe passed on to the Social Workers. The Social Workers who have to pay there own subs will probably find an increase difficult to pay because, as I stated before a lot of NGO social workers are on low incomes.	11/5/2021 7:28 PM
344	I am concerned that there is already a pay disparity between oranga tamariki wages and NGO/Iwi and now this is going to cause more strain on the NGO/Iwi/Private practice sector	11/5/2021 7:25 PM
345	That social workers who are so grossly under paid, under recognized and over whelmed with work are further abused by a Statutory organisation supposedly keeping the public safe from social workers. New Zealand as a nation has appalling statistics regarding child abuse, deaths and family harm incidents and social work practice comes under the spot light regarding others poor choices. Social workers don't kill children or create the havoc and are paid minimally to engage, walk along side the most disadvantages and marginalised people in the community. What incentives are there to train and work in such a hostile underpaid profession. The hostility comes from other stakeholders not from social workers.	11/5/2021 7:21 PM
346	The cost increase impact on NGO's and individual social workers working part time at low rate by of pay ... captured payees... will lit mean social workers will cancel their membership of ANZASW?	11/5/2021 7:20 PM
347	Concerned about increases for me personally and for my social work colleagues who work for NGOs who do not necessarily pay their employees fees. Concerned for our new graduates and how this will impact on them as emerging practitioners. The wording in the proposal that they can increase the costs without Consultation in the future also concerns me. As well as the potential increases for my employer (tertiary education provider) to continue to deliver our social work degree programme.	11/5/2021 7:18 PM
348	Fees increase and affordability	11/5/2021 7:17 PM
349	The amount of the increase and the strain on the sector that such an increase will cause	11/5/2021 7:16 PM
350	That mandated registration has become unaffordable for trained social workers and they may have to seek employment opportunities elsewhere because registration has become a barrier for practice	11/5/2021 7:15 PM
351	The financial burden	11/5/2021 7:12 PM
352	I can't afford both registration and membership of ANZASW	11/5/2021 7:09 PM

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353	It does not consider the current financial impact Covid 12 restriction have had on members, especially self employed. I my income has been halved due lack of referrals/work.	11/5/2021 7:05 PM
354	Like myself other experienced social workers in private practice will stop practicing or struggle financially.	11/5/2021 7:01 PM
355	Extortion for no service	11/5/2021 6:56 PM
356	People will leave answ and the undue stress of paying high fees	11/5/2021 6:49 PM
357	Too expensive for organisations. We also have to pay for it first then get reimbursed. This is too much for me and I'll have to go into my savings for this	11/5/2021 6:44 PM
358	That social workers will leave the profession and that they will no longer be able to afford to work in NGO's.	11/5/2021 6:44 PM
359	The huge increase of fees and SW who do not get help from there employert	11/5/2021 6:41 PM
360	The cost	11/5/2021 6:39 PM
361	fee changes in this environment is not realistic.	11/5/2021 5:34 PM
362	Affordability? How would SWRB spend such monies what accountability is already in place? Perhaps the SWRB ought spend less time investigating complaints (about 2 years for a case I had involvement in supporting staff and how much did that cost?).	11/5/2021 5:14 PM
363	people will leave the profession and take roles which don't state the role as a social worker which in turn will give them no protection including supervision	11/5/2021 5:01 PM
364	As above	11/5/2021 4:54 PM
365	It is the cost of the proposal for any provider or person who does not have a contract that covers this cost. It is significant for someone who has to pay for it themselves or for an agency that cannot claim the cost back via a contract.	11/5/2021 4:48 PM
366	the undermining and lack of understanding and respect for the roles of community workers and social workers who have been marginlised by the policies of the State in relation to the contracting of social services to assist the most marginlised.	11/5/2021 4:46 PM
367	See my questions - why 30%? Is here another way?	11/5/2021 4:45 PM
368	The impact on self employed Social Workers, charities, Social Workers out of the workforce but maintaining registration and stressed Social Workers questioning whether to continue... The proposed increase is very discouraging and out of touch with the lives of Social Workers.	11/5/2021 4:13 PM
369	I am concerned for graduates feeling they need to get registered before looking for employment and for the NGO/Iwi sector where chronic underfunding is an issue.	11/5/2021 4:11 PM
370	For many, including myself, it will not be worth renewing our practicing certificate. I feel very sorry for NGO's	11/5/2021 4:07 PM
371	not happy at all. due to the covid time I need to spend for the air ticket more than six thousand to visit my family.	11/5/2021 4:00 PM
372	The disproportionate increase: it's unrealistic to expect everyone to be able to cope with such a significant increase. If SWRB are going to push this through, they should at least consider spreading it out over multiple years.	11/5/2021 3:57 PM
373	What are we getting for this fee? Include indemnity insurance	11/5/2021 3:51 PM
374	The cost increase and the impact to our communities.	11/5/2021 3:50 PM
375	Cost. My employer may balk at a nearly \$200 increase.	11/5/2021 3:50 PM
376	I think by supporting this, I'm supporting further bureaucracy in the system.	11/5/2021 3:47 PM
377	People cannot afford it!	11/5/2021 3:33 PM
378	That it doesn't acknowledge the impact a rise in fees has on us as professionals, and individuals..	11/5/2021 3:30 PM
379	I am suspicious that regardless of what comes from the consultation process, there will be no	11/5/2021 3:27 PM

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change in the decision to raise fees. This is because the rationale for increasing the fee is based on retroactively recovering costs and no other options are presented regarding how this can be addressed.

380	not concerned	11/5/2021 3:18 PM
381	It's too big an increase in the 1 year.	11/5/2021 3:07 PM
382	Not be able to afford it and them not offering a payment plan	11/5/2021 3:04 PM
383	Charge is passed on to low paid practitioners and employers. EG Oranga Tamariki pay social workers ery well to work in the statutory sector under the Act. But those working with actual families,whanau get paid poorly in the community. Their employers pass their extra costs on, social workers get less external training and salaries stay the same. Social workers won't be able to afford ANZASW fees even tho Best practice CPD and support provided by ANZASW. Part timers always affected and women are always encouraged to work part time.	11/5/2021 3:03 PM
384	Makes registration more difficult to get due to price.	11/5/2021 3:00 PM
385	Further dilution of social work roles so no registration (or qualifications) required to make them more affordable. Getting nothing in return for our fees except audited & disciplined. Paying for a profession that doesnt even allow itself to be called professionals. Discouraging good social workers from staying in/returning in this profession	11/5/2021 2:59 PM
386	The affordability for those having to pay for it themselves	11/5/2021 2:57 PM
387	The increase in fees for those of use who pay ourselves. The cost of recompetency should someone be required through that process. The inequity of how organisations are funded and whether the whole sector will be able to afford the increase. The possibility of NGO's being more marginalised, and of NGO's choosing not to employ social workers due to the cost. The fact that social workers may not be able to afford ANZASW membership in addition to APC and other SWRB fees. The extra costs associated with discipline processes as well as the discipline levy. The cost to educators to be endorsed by SWRB which feels like a merry-go-round of money from Government, to educator to crown entity. So quite a few concerns!	11/5/2021 2:57 PM
388	Organisations and individuals not being able to afford the cost of these increases. As a result, some organsaitons may stop paying for this and individuals will need to find a way to pay this themselves. If organisation do continue to pay this fee for staff, it will impact the resources available to support clients and CPD etc.	11/5/2021 2:57 PM
389	It will disproportionately impact on community and iwi social workers and agencies who may not have funding to support the increased fees.	11/5/2021 2:57 PM
390	There are many things. Overall, it is trying to get money from the people who make the least. It is focused on recouping all costs from workers and community services on the ground. I read through the proposal and the fees for every little thing make it particularly hard for workers coming back in the workforce, new graduates and of course NGO social workers. This will disproportionately affect people who can only work part time due to other responsibilities, people with breaks in their career, people who work for smaller NGOs, and people who work for less pay. Which means it will be women and people from lower social and economic backgrounds. I understand that the SWRB needs more funding but getting it from the people who are at most disadvantage in our profession is an injustice. We need to advocate for the SWRB to get proper funding from the government as it's role is to protect the public. We also need to advocate for more funding for community services and equitable contracts.	11/5/2021 2:54 PM
391	The cost	11/5/2021 2:52 PM
392	I have no concerns	11/5/2021 2:52 PM
393	NGOs Private practice mental health services unable to be maintained	11/5/2021 2:50 PM
394	A major reason for SWRB increase is the need for more funds for the disciplinary side of the registration. This means honest and professional social workers are subsidising unethical behaviour of others.	11/5/2021 2:50 PM
395	This is the 2nd year that fees have increased. Is this going to be an annual thing. We have no choice but to be a member of this organisation if we want to practice in New Zealand.	11/5/2021 2:49 PM
396	The employer might request for the staff/employee to deduct this from our own salary or a portion of it, others pay their own individually, this is another fees for us who works hard.	11/5/2021 2:49 PM

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397	That social workers who are already struggling financially and having to make decisions around vaccinations for their role are already under a lot of pressure - this extra fee might be the reason for them to leave the profession. I am fully vaccinated to be clear so again not affecting me personally.	11/5/2021 2:48 PM
398	As a result of this proposal, the employee might have to pay part of the fee. Especially affect the job-seeking for overseas social workers and SW graduates and iwi sector.	11/5/2021 2:45 PM
399	It is not value for money.	11/5/2021 2:45 PM
400	what are we paying for	11/5/2021 2:42 PM
401	Injustice	11/5/2021 2:41 PM
402	The cost has jumped due to inflation-so may be step it up over time, look at ways to reduce the cost. I do lots of volunteer work & am currently in a position where others parties, if they were aware, might try & make a complaint to SWRB (there has been a history of frivolous complaints towards others)-this worries me & I might not volunteer my time again. And I worry that more people, especially iwi organisations who do wonderful work yet are chronically underfunded, will end up with people doing social work but can't afford to be registered. I see it now. So then the ones being sanctioned are the only ones paying.	11/5/2021 2:40 PM
403	How can I afford it on part time private practice. If I'm 20 hrs a eek, can I pay a 50% portion as I'm only practicing part time	11/5/2021 2:37 PM
404	As noted the increase in fees is quite significant for individuals, NGOs and other poorly funded services who are already working with limited resources to provide needed services.	11/5/2021 2:36 PM
405	The huge increase and also having to pay for disciplinary costs. The latter should not apply to every social worker as a blanket fee.	11/5/2021 2:34 PM
406	I believe we will lose many valuable workers from the profession. I know of social work supervisors with amazing experience who deliver professional support to the newer members of the profession. They have told me they are already struggling to manage the costs of professional fees along with professional develop opportunities as they as either in private practice or working for community agencies who are not in a position to increase funding in this area.	11/5/2021 2:34 PM
407	Empire building and the impact on low paid workers who have no choice.	11/5/2021 2:28 PM
408	the abuse of power, that the government continues to increase costs associated with providing our services without providing funding mechanisms to cover the increased costs.	11/5/2021 2:26 PM
409	Fees arw going up so much! Social workers can't afford this out of their own pocket	11/5/2021 2:22 PM
410	Further hardship for NGO social workers	11/5/2021 2:16 PM
411	Previously mentioned.	11/5/2021 2:16 PM
412	That we will lose social workers in the community because of the expense of this. They will change their role/title.	11/5/2021 2:12 PM
413	It is a substantial cost.	11/5/2021 2:11 PM
414	It is beginning to create two classes of social workers. Social workers 9check the name!) work for, in and with the community. In this respect they differ from all other professions. Because of in equality existing in communities s.wers should not belong to an elitist professional organisation.	11/5/2021 2:10 PM
415	There is a note about planned regular increases, for most there are not regular increases in social work salaries so this means an ongoing increased cost without an increase in earnings.	11/5/2021 2:09 PM
416	too many of my colleagues have to pay their fees themselves and it is unlikely many will get any benefit from it. catch 22, pay or dont have a job. it is not value for money	11/5/2021 2:08 PM
417	Increased costs	11/5/2021 2:07 PM
418	The increase is too much, and will benefit who?	11/5/2021 2:05 PM
419	the price increase is quite high and and not small increases	11/5/2021 2:02 PM

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420	The fees for following up on incomplete declaration at time of practising certificate is ridiculous. The SWRB should ensure that their system works in way that you have to complete the declaration to obtain a practising certificate. The education programme annual fee is a compliance cost which is not accounted for in TEC funding for the Tertiary Education Sector the SWRB has over 19 increased its compliance costs without any change being made to the Funding. This is having significant impact on social work programmes ability to recruit staff and has result in increased workloads.	11/5/2021 2:00 PM
421	The financial strain on social workers	11/5/2021 1:59 PM
422	the amount proposal is high	11/5/2021 1:59 PM
423	How to keep registered as part time or non worker	11/5/2021 1:56 PM
424	Too expensive	11/5/2021 1:52 PM
425	it will become a barrier to people registering	11/5/2021 1:51 PM
426	the increase is too high	11/5/2021 1:50 PM

Q9 How will the proposed changes affect you? Please give us specific examples.

Answered: 423 Skipped: 127

#	RESPONSES	DATE
1	As I'm moving into retirement and contemplating contributing as a supervisor, I can't see how I could cover these costs on fixed/limited income. Furthermore, moving out of the NGO sector I am very aware that my salary as a senior, experienced social worker falls far short of colleagues in the statutory sector.	11/14/2021 10:41 PM
2	Ultimately it probably won't as my employer is happy to pay my registration - it just thoroughly pisses me off. I think this fee hike will deter people from studying social work.	11/14/2021 10:31 PM
3	it will make me ethically and morally feel defeated as I thought I would be joining a profession that is equitable. not the case for some years now.	11/14/2021 9:27 PM
4	Please see previous answer	11/14/2021 9:22 PM
5	I would be concerned that employers may begin to consider not employing Social Workers if the cost of registration continues to go up.	11/14/2021 8:09 PM
6	It will cost me way more and I don't even have a choice	11/14/2021 6:11 PM
7	This will not effect me as my employer will cover this cost.	11/14/2021 5:39 PM
8	It won't affect me as my employer pays for my ANSASW fee and SWRB registration fee, but I am concerned for self employed social workers and those working for NGOs. There is a chance that my employer might stop funding my ANZASW fees if costs increase.	11/14/2021 5:36 PM
9	Financially at a hugely Financially vulnerable time	11/14/2021 5:01 PM
10	My employer struggles to provide pay increases for us asocial workers who have increasing complex and high case numbers.i am sure this will negate possibly wage increases in the near future as well as any financial support for our prfessional development which can't always be covered by free webinars but are part of our registration requirements	11/14/2021 3:56 PM
11	As above, our NGO employer may expect us to pay for professional membership as that is voluntary but essential for best practice.	11/14/2021 3:46 PM
12	Less money for PD, supervision and professional membership.	11/14/2021 3:38 PM
13	I may have to no longer be a member of ANZASW as it is too costly to be registered and a ANZASW member.	11/14/2021 3:32 PM
14	More personal expense	11/14/2021 3:14 PM
15	This is a huge financial outlay for me personally. It does not reflect my earning capacity	11/14/2021 3:13 PM
16	Not much currently as I work for a DHB and they pay my fees. It will impact on me when I choose to move employers though I expect.	11/14/2021 2:45 PM
17	At this time it won't but if I leave my employer I'll likely have to pay myself and believe I'll struggle	11/14/2021 2:35 PM
18	Makes me wonder about my future under social work, and as I pay the cost myself its a lot. With anzasw and swrb fees combined now over \$1000.	11/14/2021 2:17 PM
19	My partner and I are currently on a single income. It would create stress and financial hardship.	11/14/2021 12:28 PM
20	Cut me out financially. I wont be able to afford to prop up costs even though I love the work.	11/14/2021 10:36 AM
21	thankfully it won't because my employer pays, these comments reflect for my concern for the Social Workers who have to pay the fee themselves.	11/14/2021 8:08 AM

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22	Will leave less funding for client needs Will further stress our already stretched service	11/13/2021 4:54 PM
23	My agency could struggle to pay the fees and it will have to come off something else. This could mean reduced professional development opportunities	11/12/2021 8:36 PM
24	I could end possibly having to pay part of the fees	11/12/2021 8:35 PM
25	My employer (an NGO) cannot afford to pay and neither can I.	11/12/2021 7:52 PM
26	I will need to pay a significant fee and then be reimbursed, which takes time.	11/12/2021 7:16 PM
27	Limits salary increase which has been limited to nothing in last two years due to limited funding and covid related issues. The effect for me living in Auckland is I am doing more work for less salary which effects living as cost of living is increasing faster than most areas of NZ and people with less experience are benefitting living rural or other regions. I cannot move locations for employment.	11/12/2021 4:09 PM
28	Unsure at this stage it will definitely affect my earnings and it may be what makes me feel it's time to stop practising as a social worker.	11/12/2021 3:56 PM
29	-	11/12/2021 3:49 PM
30	It won't to be honest as OT still pay the fee.	11/12/2021 3:47 PM
31	N/a	11/12/2021 3:06 PM
32	The prestige and reputation as social worker will increase. For example, some professionals like lawyers believe that Social Worker is not a real profession and sometimes is not respect from. Them.	11/12/2021 2:41 PM
33	Currently, I have my fees paid. However, should this become unaffordable for my employer due to hikes in fees, there is a possibility that I wouldn't be able to afford to be registered, which as we are all painfully aware, would mean that I would no longer be able to practice.	11/12/2021 2:33 PM
34	It will cause unnecessary stress in an already stressful industry.	11/12/2021 2:23 PM
35	I hope my employer can continue to pay for this. I am considering selling my social work qualification as I have other degrees which enable me to avoid all this.	11/12/2021 2:21 PM
36	I don't believe they will affect me other than I will likely have to contribute for my partner to register and others who don't have that support may no longer maintain registration as it moves almost out of reach if the costs are escalating that much while they haven't seen any movement on the community social work pay. My man earns \$54k because they call him a support worker despite his qualifications and intensive mental health caseload.	11/12/2021 2:08 PM
37	Extra cost to my already tight budget.	11/12/2021 1:59 PM
38	I will need to stop belonging to both organizations. This means all the Professional Development; information and resources and help I get as a self employed social worker from ANZASW will no longer be available	11/12/2021 1:30 PM
39	I need to have more clients to pay for my levies. I cannot guarantee a regular number of clients as many are one offs, and with covid, there are sometimes significant dips in income.	11/12/2021 12:50 PM
40	It won't affect me as an individual directly, however it will affect our organisation, as an NGO, as we pay for our social workers to be registered.	11/12/2021 12:49 PM
41	I have to make my dollar stretch and will look at working for OT and at the age of 53 I would rather stay as an external supervisor. I have worked for this position and lifestyle.	11/12/2021 12:35 PM
42	My employer will have to pay more for all staff - money that can be used to support our clients. If I was to be self-employed, it would be another high cost for a profession that is underpaid anyway.	11/12/2021 12:19 PM
43	I may have to raise my fees and this may create some difficulties for clients	11/12/2021 12:12 PM
44	May come out of my training budget which would limit future development in my own areas of interest	11/12/2021 12:08 PM
45	The changes will mean nothing to myself personally but other colleague who have to fund their own registration costs and on a lower income will be affected.	11/12/2021 12:02 PM

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46	I am going to have to try and put aside money for the fees. It's not always easy juggling finances	11/12/2021 11:59 AM
47	It doesn't affect me, however if i shift to another role outside of my organization I may be subject to covering these fees on my own accord.	11/12/2021 11:57 AM
48	Finding the \$600 from the outset and carrying the cost until reimbursed	11/12/2021 11:56 AM
49	Unsure if NGO will want to employ social workers	11/12/2021 11:55 AM
50	I have to pay my own fees as I am a contractor. However I only work part time and my main contract is for a NGO . I am not a high income earner and the fees are becoming disproportionate(as well as CPD costs) to the work I do	11/12/2021 11:50 AM
51	Employer may stop paying fees, may cap what they contribute to match other staff (Nurses). Employer may be reluctant to employ additional social workers due to the cost involved (desperately need this). They may look to other professions, or support workers, to do social work. This dangerous to our service users.	11/12/2021 11:43 AM
52	Unsure if the disciplinary levy will have to be paid by the social worker?	11/12/2021 10:17 AM
53	I have no choice - I have to be registered so I will have to pay. It leaves me feeling disappointed and frustrated. ANZASW does so much more for social workers.	11/12/2021 9:42 AM
54	Our Trust pays 3 social worker's registrations and the added cost would be a significant cost to add on to an already lean budget that each dollar is accounted for and difficult to get. We already know the NGO is underpaid and to even find the budget to get from year to year and stay open is hard enough to then start increasing fees.	11/12/2021 9:41 AM
55	More money directly out of my bank account. Potential that employer does not pay the increased amount.	11/11/2021 10:49 PM
56	I will not earn enough to continue to practice.	11/11/2021 9:10 PM
57	Unsure, I'm hoping my workplace will still pay my fees.	11/11/2021 8:55 PM
58	Financial burden and added strain	11/11/2021 8:37 PM
59	I won't be able to put food on my table or pay bills	11/11/2021 4:25 PM
60	I have paid this myself in other roles and would not afford this	11/11/2021 1:37 PM
61	I will need to advise and inform my colleagues of the changes and what they mean.....	11/11/2021 1:04 PM
62	considerable hardship for many agencies ,we as govt.SWs work with, and rely on, as these non gvt agencies , whom we imagine will not subsidise these costs ,may have difficulties retaining and recruiting staff due to the reg. costs that their service may not subsidise,ie their workers and social workers.Also they may egress to past times when unqualified workers are again employed to do work they are untrained for.	11/11/2021 12:54 PM
63	Employer might not be able to pay me registration cost and I won't be able to as on lower income as I work got an NGO	11/11/2021 11:04 AM
64	I am in the process of changing jobs and decreasing my hours so I can develop my private practice which means I will only get a pro-rate payment and will have to pay the rest myself including my ANZASW fees which in my option is extremely important for CPD and support for Social Work.	11/11/2021 10:19 AM
65	Reduce training opportunities.	11/11/2021 9:25 AM
66	My employer pays for 75% and I pay the rest - financial impact.	11/11/2021 8:44 AM
67	I will need to find more funded clients. Currently the government has very few contract opportunities for mental health.	11/11/2021 8:38 AM
68	Not sure	11/11/2021 8:09 AM
69	It's not going to have too much impact on myself but can imagine the financial impact on those practitioners in the social sector whose employers don't cover their annual certification.	11/11/2021 7:47 AM
70	Not me personally but the agency I work for. If I was to work somewhere that the agency cant pay this cost I would struggle to pay it	11/11/2021 7:27 AM

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71	it will mean my employer will be more begrudging about paying	11/10/2021 10:55 PM
72	disincentive to working in private practice past retirement	11/10/2021 10:27 PM
73	As previously stated I would want to stay registered with SWRB if I left my current employer and this proposed fee increase would make me think twice about doing so	11/10/2021 5:21 PM
74	My income will be further limited due to greater outgoings	11/10/2021 4:54 PM
75	I have yet to have this discussion with my employer however it could affect how much money is available for my professional development or it may affect the support I get from my employer to belong to another professional body.	11/10/2021 4:10 PM
76	My employer pays my fees so it will not affect me financially, but it's possible that the number of staff will be reduced due to the increased cost, which will affect our workloads.	11/10/2021 3:59 PM
77	I'll continue to practice illegally	11/10/2021 2:33 PM
78	Will likely have to increase my client fees to cover the costs	11/10/2021 2:33 PM
79	I pay my own fees initially then work reimburses - this is a significant increase in \$\$ to find to pay - it doesn't help that both association fees are due at the same time. I am a single income earner and have had a significant pay decrease to help with avoiding burnout and foster my MH - this is an added stress factor I will need to cope with.	11/10/2021 1:27 PM
80	At this stage as my employee pays there is no impact, I am aware of. Let's hope that does not change.	11/10/2021 1:13 PM
81	decrease in what I receive in my hand pay wise	11/10/2021 12:57 PM
82	I am not affected as my employer covers the cost	11/10/2021 12:31 PM
83	I will potentially have to pay for my own registration due to increased costs. And this is very very high for me to pay on my own. My salary doesn't reflect this	11/10/2021 12:28 PM
84	I am unsure at this stage but there is a lot of budgetary reviews going on within agencies and this is a cost that may end up being passed on to individual employees in future.	11/10/2021 11:13 AM
85	does not impact on me personally	11/10/2021 10:51 AM
86	Unless I change jobs to an NGO which I'm considering I may not be reimbursed	11/10/2021 10:47 AM
87	Starting out in contract for service so not really certain	11/10/2021 10:45 AM
88	As said - likely that employer will need to [in part] pass the cost to SWs - there is a significant disparity between the cost of SW prac certs and other disciplines that we employ	11/10/2021 10:37 AM
89	Stated already	11/10/2021 10:15 AM
90	Hopefully our collective agreement PSA & DHB (or Health NZ) will cover this increase however this will not have been budgeted for by DHB's	11/10/2021 10:14 AM
91	As a private practitioner the cost will be an extra financial burden. I will possibly lose supervisees as a result of the costs and/or they will want to come to supervision less regularly.	11/10/2021 9:56 AM
92	That my employer will no longer pay for this and I will have to pay out of my own pocket	11/10/2021 9:45 AM
93	I will have to contribute my own money and find my salary does not reflect this.	11/10/2021 9:29 AM
94	I am a new grad, if my new employer changes their mind because of the increase and is no longer able to fund the fees, I don't know how I will pay for it.	11/10/2021 9:12 AM
95	No comment	11/10/2021 8:45 AM
96	I have to pay myself and then be reimbursed about a month later. It will be stressful to pay this amount.	11/10/2021 8:18 AM
97	I will not be able to pay this up front as I have other commitments to pay. I am not just a social worker.	11/10/2021 8:12 AM
98	Whilst working for Oranga Tamariki this will not directly affect me.	11/10/2021 7:43 AM
99	As stated previously	11/9/2021 11:36 PM

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100	I'm thinking of pulling out of the membership	11/9/2021 10:46 PM
101	Won't	11/9/2021 10:15 PM
102	No practising certificate no job, simple as that.	11/9/2021 10:08 PM
103	I'll likely need to de-register and turn to something else like counselling or disability support work where a masters in social work will be valued but registration won't be necessary	11/9/2021 10:00 PM
104	I will give up practising. I have a very small private practice & it's not financially worth continuing	11/9/2021 9:59 PM
105	Not currently but if my employer is unable to fund the registration I would leave the workforce completely I am only working part time currently	11/9/2021 9:28 PM
106	Not at all, but I am worried about a fixed increase rate, where we are not even guaranteed a fixed increase every year. DGBs are already struggling to manage, and putting this on them is not fair as well. How about NGOs or social workers in private practice. You want to encourage people to stay in the profession, not adding reasons to leave.	11/9/2021 9:09 PM
107	Our employers is already not guaranteeing MECA rates when our contract expires, and the chances of an appropriate pay increase will be even slimmer with such high registration costs to the organisation.	11/9/2021 8:50 PM
108	As a part time SW it might be not worth for my employer to keep me on	11/9/2021 8:48 PM
109	It will not affect me personally but will affect the social work profession as a whole	11/9/2021 8:45 PM
110	It will take money out of the Staff related costs budget. Potentially less of a pay rise for staff Potentially affect recruitment.	11/9/2021 8:45 PM
111	Workers hours have already been temporary cut in this covid environment.	11/9/2021 8:44 PM
112	The costs	11/9/2021 7:15 PM
113	As DHB employee there is has been a commitment to paying the total SWRB fee. Increases may involve re-negotiation of this so that it becomes a partial reimbursement. This is the case with ANZASW fees. I remain committed to professional association membership and encourage others to do the same. Our employer pays part of this membership as well and the full cost of SWRB fee. Changes - or re-jigging - of how much , paid by whom, may well be in the air.... Negative impact on both the professionalism of SW and the ethical commitment to ANZASW membership may be avoided if a collaborative approach was taken to presenting to employers across the board suggested structures so SWers can remain registered and associated members.	11/9/2021 7:14 PM
114	They will only affect me if I am made to pay my own registration fees	11/9/2021 6:51 PM
115	I income is low so it will affect financially	11/9/2021 6:23 PM
116	Increased pressure on the small budget for my small team which may mean that I have to let my registration lapse. I am unclear whether I would be allowed to do this, since I am in a role that does not require me to be a qualified social worker but in which I would be using some of the skills acquired during my social work degree. If I continue to be registered, it will increase costs in the small budget for my small team. As described in a previous answer, the new registration cost is equal to half our budget for interpreting for the whole year, or all of my budget for CPD/training.	11/9/2021 6:22 PM
117	Provided in previous answer	11/9/2021 5:48 PM
118	I don't know	11/9/2021 5:42 PM
119	Employer pays	11/9/2021 5:22 PM
120	The CDHB social work department, have said they want staff to pay their own fees next year, even though it will be reimbursed, not many people have this amount of money to play around with	11/9/2021 5:13 PM
121	As a new graduate it will place significant financial pressure prior to securing employment.	11/9/2021 5:06 PM
122	Potentially a reduction in my Salary, I didn't get a raise this year and the fees were one of the reasons I was given as it isn't "fair" to the other staff.	11/9/2021 5:04 PM

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123	It does not affect me at this moment in time as my costs are covered by my employer.	11/9/2021 5:03 PM
124	Wont affect me. Oranga Tamariki pays.	11/9/2021 5:02 PM
125	I am probably in a better place than colleagues currently I am working part-time for myself and part-time for a polytechnic. Currently they have agreed to pay my registration however, they may query this significant increase and I may need to cover the shortfall.	11/9/2021 5:00 PM
126	My employer only recently paid 100 % of registration and ANZASW fees . They used to reimburse 75 % I paid the rest. I am concerned should this go ahead only one fee will be paid and that will be the compulsory one meaning I would have to pay to stay a member of ANZASW . this membership is valuable and I don't want to lose it	11/9/2021 4:45 PM
127	I am worried that I have to prioritise other aspects of life over my SWRB registration as I might be unable to pay the fee due to financial issues following Covid-19	11/9/2021 4:27 PM
128	It's likely to have very little impact on me personally at this stage, however I am a social worker and part of being a social worker is to think about the system we work in. This system that is being imposed on us, and the approach being taken to regulate us is in short... not social work.	11/9/2021 4:16 PM
129	I may not be able to afford the cost if I leave sw to do something else and unsure if I will return.	11/9/2021 4:00 PM
130	It will not affect me personally but exacerbates the unfairness that already exists	11/9/2021 3:57 PM
131	it won't	11/9/2021 3:51 PM
132	It is recommended to be flexible according to the situation.	11/9/2021 3:40 PM
133	On a limited income it would impact me financially	11/9/2021 3:39 PM
134	I cannot guarentee my work flow as I am an ACC Social Worker and a Mental Health Worker for Equine Therapy. Covid regulations mean that I may not have Equine Work and the increase in costs make it difficult to be registered with an APC	11/9/2021 3:35 PM
135	See previous answers. Also agency's will hire more community workers to avoid these cost increases. Therefore we will end up with a untrained workforce, supporting vulnerable people	11/9/2021 3:30 PM
136	Keep lower wage because employer see this as a perk that they pay	11/9/2021 3:18 PM
137	I may need to pay my own	11/9/2021 3:13 PM
138	I obtained MSW in the U.S and obtained Ph.D. in New Zealand. After finishing Ph.D. in NZ, I was hoping to go back to NZ by using my post-study visa and practice social work in there. However, due to the Covid-19, I cannot go back to NZ now since NZ closed its border. I am not sure whether my post-study visa is reactivated or not. Furthermore, there might be some fees to re-activate my post-study visa. Also, even though I took a degree in NZ, Social Work Registration Board asked me to submit my IELTS score which could costs another fee. Then if the registration fee is increased, how much I have to pay for the qualification even not sure whether I am able to obtain or not. I was in the middle of applying for my social work registration but I asked to put on hold because I am not sure whether I can go back to NZ or not. I now feel I am economically exploited by SWRB.	11/9/2021 3:13 PM
139	I expect that my employer will pay my registration fee but will discontinue to pay my Association fee.	11/9/2021 2:55 PM
140	I understand I will remain on the register, but I proposed not to renew my annual practising certificate. The little I earn p.a. in my retirement years barely covers my registration and personal costs in supervising a few social workers.	11/9/2021 2:45 PM
141	I will possibly need to become a community worker and not do case work	11/9/2021 2:32 PM
142	Personally, not at all. My employer pays my registration costs.	11/9/2021 2:32 PM
143	My organization might decline paying that's a heck of alot of money	11/9/2021 2:30 PM
144	I am in a fortunate position in that my employer pays my annual fees so it won't have a direct impact on me	11/9/2021 2:30 PM
145	It will mean that I will have to pay for mandatory registration - I have been registered since its	11/9/2021 2:22 PM

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inception and now it is increasing and as a part-timer I will be paying the shortfall and also my ANZASW costs

146	Income	11/9/2021 2:20 PM
147	It will make it difficult for me to continue to be in private practice which has allowed me to continue working whilst supporting a young child and husband who is unable to work due to ill health.	11/9/2021 2:09 PM
148	It will not affect me at all as I am a Ministry employee and employer is generously paying for it	11/9/2021 1:55 PM
149	Staff will have to contribute and already they are on low wages so that is not fair on them	11/9/2021 1:51 PM
150	Put extra financial strain on my employer which could then in return impact future salary reviews.	11/9/2021 1:48 PM
151	If my employer feels this fee is too much to cover I may have to meet this cost- The proposal does not indicate whether there has been consultation carried out with employers	11/9/2021 1:39 PM
152	i know my community NGO colleagues will struggle to pay	11/9/2021 1:39 PM
153	n/a	11/9/2021 1:38 PM
154	I'm looking at retiring and moving into a social work role with one of our community partners, where to obtain their MSD and Oranga Tamariki funding, they are required to employ a registered social worker.	11/9/2021 1:38 PM
155	If I change jobs to a lower paid NGO I have to negotiate this or lose more money	11/9/2021 1:37 PM
156	Financial & budgeting impact	11/9/2021 1:32 PM
157	I've just finished study have a huge debt because of this and will have to pay for my own reg etc	11/9/2021 1:32 PM
158	School teachers annual registration fees are less than SW fees, but they are paid more per annum. How is this fair? the amount is the same for me even though I work part time.	11/9/2021 1:23 PM
159	I may be forced to work more hours, which means less time at home with my children and increased costs in childcare. Or, I may just decide the fee is too heavy and will look for a career change.	11/9/2021 1:18 PM
160	Being in private practice means that my own income is subject to receiving contract work, hence so is the ability to pay anything let alone a practice certificate.	11/9/2021 1:17 PM
161	See above	11/9/2021 1:16 PM
162	Don't know	11/9/2021 1:14 PM
163	Just because inflation has increased, that doesn't mean contracts for services and the amount of money organisations have increased. This also means that my wages haven't increased in accordance with inflation. As a person who barely can scrap by in this industry in the Wellington region it is abysmal to have such an increase. My registration overseas is cheaper to keep than this one.	11/9/2021 1:09 PM
164	I will have to reconsider my enrollment with you guys	11/9/2021 1:08 PM
165	Due to my circumstances (that should change in a couple of months) I have such a small income and there is no way I can afford to pay the fees. I would need to borrow the money from someone I know or rely on my next employer to fork out. This does not seem like a resilient system to me. It's not sustainable. Perhaps after the pay equity then it would seem more reasonable.	11/9/2021 1:02 PM
166	Decrease numbers of social workers being registered and safety of practise is compromised.	11/9/2021 12:58 PM
167	This will not effect me in the short terms because my employer (education sector) will pay. However it is my intention to solely move to private practice supervision easing into retirement to continue to contribute to the profession. This level of fee is a real barrier to the financial viability of such a proposal.	11/9/2021 12:55 PM
168	As an employee and employer in both situations is Hard to consider increase unless more support is available.	11/9/2021 12:49 PM

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169	It will negate any possible cost of living increases.	11/9/2021 12:49 PM
170	I've cut back my hours, I'm the sole breadwinner for our family of husband and disabled son, and paying then claiming back will be more difficult with the higher costs now being asked for.	11/9/2021 12:47 PM
171	I asked CEO and he did not respond to fullest and concealed the information which was of material value to my approach to SW practice.	11/9/2021 12:44 PM
172	More expense, I will have to consider putting up my rates to meet this and other increases in expenditure.	11/9/2021 12:37 PM
173	The cost of living and employment	11/9/2021 12:27 PM
174	It would put me in financial difficulty - making day to day living and supporting my family more of a stretch.	11/9/2021 12:21 PM
175	Currently my employer pays	11/9/2021 12:17 PM
176	as i pay all my costs and practice part time it is not financially viable i believe this is a loss to our community as i have a wealth of experience an knowledge to offer	11/9/2021 12:13 PM
177	It's simple it is too expensive and I am not looking at increasing my hourly rate. NGO's find it difficult for their staff to have external supervision as it is.	11/9/2021 12:13 PM
178	Will need to factor it into existing budget	11/9/2021 12:11 PM
179	Changes won't affect me as it's part of my employment that I remain registered with SWRB. So my employer pays. However I feel for swkers who pay for this increase themselves and a 30% increase will be hard to justify.	11/9/2021 12:10 PM
180	not sure	11/9/2021 12:09 PM
181	Trying to justify keeping social worker title that dosen't give me much	11/9/2021 12:00 PM
182	Alot of upset social workers complaining Unhappy workforce for due to continual increases Ngos agencies struggling to support these increases Social workers having to pay out of their own pocket	11/9/2021 11:58 AM
183	This is the first year that I have had to pay for ANZASW and fortunately my employer agreed to pay Registration although I do not think they will agree again next year. I cannot afford to pay for both myself and feel that ANZASW provide more for my money than registration.	11/9/2021 11:57 AM
184	My employer currently covers APC cost. I would expect SWRB to verify that the major employers of SWers in NZ (Health, OT) agree to cover the full price increase, before they formalise it. Otherwise there will be considerable upset and media interest.	11/9/2021 11:57 AM
185	Expensive	11/9/2021 11:51 AM
186	I may have to cover part of cost	11/9/2021 11:51 AM
187	I am moving into an NGO so unsure if they will pay. I only work part time too.	11/9/2021 11:51 AM
188	Cost increases to my employer, disadvantage to new graduates who are already often struggling to pay initial registration costs after studying	11/9/2021 11:47 AM
189	It would make me very mindful if I change roles. One of my goals has been to get into private practice and now I'm not so sure. It only seems to be getting more expensive.	11/9/2021 11:42 AM
190	I pay my own fees, however little I earn. I am a Member of ANZASW and intend to remain so, therefore both fees together will cost near to \$1,000 p.a.	11/9/2021 11:40 AM
191	Reduced confidence in the organisation	11/9/2021 11:40 AM
192	Financially difficult mainly	11/9/2021 11:35 AM
193	I would need to very seriously consider which professional development opportunities I can pursue, potentially to the extent of curtailing my own growth as a professional. Primarily, it would result in a lost of trust in the SWRB, its commitment to its members, and its ability to adhere to social work values.	11/9/2021 11:34 AM
194	I just can't see me being able to retain my memberships and will be forced to dropping some. I pay for SWRB, ANZASW, NZAC & AMINZ.	11/9/2021 11:34 AM

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195	Can not afford it and will likely go into another profession	11/9/2021 11:32 AM
196	It will not affect me personally. It won't affect my staff.	11/9/2021 11:32 AM
197	See above - I have to see more clients in my private practice to be able to afford this and I don't know if I can manage that without burnout.	11/9/2021 11:30 AM
198	I will have to work longer hours to make up the deficit and at the age of 73 I am not keen to do that.	11/9/2021 11:28 AM
199	Most probably wont. I dont pay	11/9/2021 11:26 AM
200	I believe there are no adverse concerns from the proposed changes	11/9/2021 11:26 AM
201	I will be forced to pay these - will impact on my costs as a private practitioner and will result in me increasing my costs to recover the increase.	11/9/2021 11:26 AM
202	I'm looking to move into private practice and so my salary will dramatically drop, I'm hoping that there will be a fair system to subsidise lower salaried social workers regarding fee obligations	11/9/2021 11:24 AM
203	Unless, it is resourced in contracts. Staff will need to part fund themselves. Roles may change, How can you compete with OT for staff. I have lost 3 workers to OT simply due to resourcing. Keeping close to OT salaries to employ staff is hard then add on training and rego costs. Small NGO will struggle. We will have trained swrkr's doing the work but not registered.	11/9/2021 11:23 AM
204	they wont, just serve to annoy me further and feel obliged to join but unsure about the reciprocal benefit.	11/9/2021 11:22 AM
205	Increased costs	11/9/2021 11:22 AM
206	NGO sector not adequately funded to support employees with this cost and social work salaries not enough to cover the additional costs Not able to explore opportunities for private practice My employee may decide not to fund ANZASW fees now (it currently funds them as well as registration fees)	11/9/2021 11:20 AM
207	Unsure how the changes may affect me - I will have to pay the higher fees as it is compulsory to be part of it	11/9/2021 11:19 AM
208	cash flow problems	11/9/2021 11:18 AM
209	The tamariki that we are dedicated to protecting is being deprived of even more money than they are now.	11/9/2021 11:18 AM
210	I am unable to predict at the moment. It depends on whether my agency continues to pay for my registration or not.	11/9/2021 11:16 AM
211	I am part funded by my employer so i will have to find the extra amount from my income while living on a tight budget - it is not going to do me any good at all - paying extra for a government imposed service that i get no value from at all	11/9/2021 11:14 AM
212	n/a	11/9/2021 11:12 AM
213	Have to provide additional costs	11/9/2021 11:10 AM
214	Financial implications, how much it is costing me as a private practitioner to remain registered.	11/9/2021 11:09 AM
215	My employer gives \$200 towards my registration, but I have to pay the rest myself (I have to fully pay for my membership with ANZASW myself). With this increase it will be a lot more costly for me to pay the remaining cost of registration. In my previous job I had to pay for registration entirely on my own, and \$600 at that time when I was working even less hours for less pay than I am now would have incredibly difficult to afford and a great burden to my savings.	11/9/2021 11:09 AM
216	No effect	11/9/2021 11:07 AM
217	Will simply place a greater financial burden upon my employer	11/9/2021 11:06 AM
218	At this stage I don't know how they will affect me other than we might end up having to pay for some of the registration fee	11/9/2021 11:04 AM
219	It is inviting me to use my skills in ways that are more economically and ethically sustainable	11/9/2021 11:04 AM

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... private work with people who are in a position to pay

220	I know that my work have up till now, funded registration fees. Possibly, this may be considered an extra cost that cannot be met totally by them.	11/9/2021 11:04 AM
221	No impact at all as very fortunate to have fees paid for by organisation	11/9/2021 11:02 AM
222	Financially a strain. I will look at another profession.	11/9/2021 11:01 AM
223	My PSA Collective Agreement ensures my fees are paid. I will not be directly affected unless this is changed.	11/9/2021 11:01 AM
224	It will be large cost for me to pay personally	11/9/2021 11:01 AM
225	As my employers pays it does not have a significant impact but that should not mean that I support it..	11/9/2021 11:00 AM
226	Not personally as my employer pays	11/9/2021 11:00 AM
227	My employer is considering whether they can afford to continue to pay 100% of registrations fess along with ANZASW. It could be that staff will have to met a portion of the cost. I am unsure if I can afford around \$1000 per year.	11/9/2021 11:00 AM
228	Potential for less training budget due to increased cost of registration.	11/9/2021 10:58 AM
229	It wont impact me directly as my employer covers my costs.	11/9/2021 10:57 AM
230	It would not affect me personally. However, it affects the clients and the families we are working with.	11/9/2021 10:57 AM
231	Potentially, I will be expected to pay for parts of the fees.	11/9/2021 10:56 AM
232	N/a	11/9/2021 10:55 AM
233	I am semi-retired and I have my own small private practice. I pay privately to maintain registration annually.	11/9/2021 10:55 AM
234	i am unsure. however i am concerned that professionals may chose to leave the social work field.	11/9/2021 10:54 AM
235	unsure	11/9/2021 10:53 AM
236	We won't get pay increments or cost of living increases beavuse the agency will have to divert scarce money into these fees	11/9/2021 10:53 AM
237	Unable to afford registration Have to stop practicing	11/9/2021 10:53 AM
238	It will not effect me.	11/9/2021 10:52 AM
239	it wont affect me personally	11/9/2021 10:51 AM
240	Need to rethink this question	11/9/2021 10:51 AM
241	I dont think the proposed changes would affect me since the organization would continue to pay for the revised rate. However, it may affect large number of kaimahi who are employed in grassroot community organization already struggling with funds.	11/9/2021 10:50 AM
242	Not sure at this stage	11/9/2021 10:49 AM
243	Higher cost of expenses and likely limit opportunities for pay increases within organisations	11/9/2021 10:49 AM
244	Unsure	11/9/2021 10:48 AM
245	I'm currently very blessed to have both Anzac and Serb paid for. But if they choose to not fund us I would have to resign anzasw.	11/9/2021 10:48 AM
246	Unsustainable so will likely deregister as a practitioner	11/9/2021 10:47 AM
247	I'm a manager at our NGO and we pay for staff's registration. This will mean a significant cost increase to our organisation and I'm unsure which "Peter we are going to rob to pay Paul". This might hamper our efforts to increase our salaries somewhat and pass on the increase in funding to our staff.	11/9/2021 10:33 AM

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248	The increase with fees will contribute to financial hardship as I will be unemployed. The plan is to apply for an NGO position and the SWRB proposal will cause financial stress on NGO that are poorly funded. The proposal changes will not benefit the clients, SW profession or service providers, it will only benefit the SWRB agency. I am an active member of the ANZASW and receive ongoing Social work development and very happy to continue paying for annual membership	11/9/2021 9:52 AM
249	The proposed changes affect us all. Our role is to advocate and demand equity and this goes against that in every way possible.	11/8/2021 5:06 PM
250	I am likely to retire earlier than I had planned. I provide external supervision to NGO and public sector employees and earn around \$8000 per annum. I do not wish to increase the cost of Supervision to agencies who are already barely funded. I believe that a portion of experienced supervisors will leave the profession at a time when their experience is of most use to practitioners.	11/8/2021 4:09 PM
251	Financially harder enough to go to work due to high costs. Due to covid we have had to work from home utilising our own devices to make it work zoom, internet, computers. Resources printer. The only blessing was we had a work phone.	11/8/2021 3:52 PM
252	As a contract SW I pay for my own registration. The increased fee is not equitable as it does not reflect different income tiers. The struggle to pay is real.	11/8/2021 2:56 PM
253	costs are too high - value for money unseen	11/8/2021 2:14 PM
254	The proposed changes will effect me because I have already had to negotiate with my NGO employer to cover my registration costs as well as my external supervision costs. I believe that if these are to be raised, they may not be able to afford to cover these any longer which would then require me to pay for my registration myself. I am already paying for my membership for ANZASW and for my own continuous professional development, so the additional cost of registration becoming my responsibility is a huge concern - especially because I am not earning as much as a Social Worker working for a Statutory Agency.	11/8/2021 11:23 AM
255	I am close to retirement and I currently have my own small suprevison practice. When I retire I intend to see more supervisees but I will also be responsible for then paying my own Registration fees on a limited income.	11/8/2021 10:43 AM
256	as a contractor this is literally coming out of my income. i do not get reimbursed by any organisation. more so, as a social worker in auckland this further affects us, where living costs are already extremely high, and lockdowns have been pervasive making working more difficult, and the flow on effects of partners income being cut back as well. This is frustrating, as other than submitting CPD logs, SWRB is not seen to be providing much back to the social work community.	11/8/2021 10:08 AM
257	I feel controlled by SWRB in a negative way. I feel that I don't trust them and their prerogative is income generating .	11/8/2021 10:04 AM
258	As mentioned above.	11/8/2021 9:28 AM
259	An increase for my employer but also it is so hard for friends that work in NGO's that are poorly paid for the hard work they do.	11/8/2021 9:14 AM
260	As I am in private practice, this rise in costs come directly out of my pocket and therefore, I will need to increase my workload to compensate. Leading to high case load and an increase in stress	11/8/2021 9:10 AM
261	I work for an NGO and pay for both external supervision, SWRB and ANZASW registration myself so that will just mean less money to spend on everyday living costs.	11/8/2021 9:09 AM
262	I am currently non practising, and am concerned that when I move into a new position, especially if its for an NGO, they will be hesitant to pay for both SWRB (twice if its before June) and ANZASW fees.	11/8/2021 8:40 AM
263	The organisation will incur up to \$3000 additional costs, to an already tight budget.	11/8/2021 8:39 AM
264	Our NGO could turn around and make us pay a bit or all of it	11/8/2021 8:24 AM
265	it won't, OT pay my registration.	11/8/2021 8:17 AM
266	It won't	11/8/2021 7:22 AM

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267	Add up to financial difficulty I Request for standardization among SWRB Registered Social Workers to make a difference between Registered and non registered social workers The registration is not considered as important by some just because even if they are non registered they received higher salary than that of swrb registered social workers SWRB should protect their Registered Social Workers on this salient matter urgently to promote social justice and boost the morale of their SWRB Registered Social Workers They should make it a top priority and increasing the registration fee next first To make a real difference between non and registered sw	11/8/2021 6:52 AM
268	If I stay with my current employer, they won't. But if I choose to work elsewhere, this could influence where I choose to work	11/7/2021 10:07 PM
269	No comments	11/7/2021 10:05 PM
270	Because I will probably get tax for something I don't really agree with.	11/7/2021 9:48 PM
271	Hugely affect me. I am on my own as a contractor, due to not being able to live as a solo parent on the wages an NGO or govt. department can offer, as well as due to experiences of toxic environments that I can do without. Also due to family commitments with disabilities, I need to limit the hours I work, to keep my own wellbeing and safe practice. The fees being a straight fee regardless of your situation/context, is unfair. I know other organisations that pro-rata or reduce fees for lower incomes and part-time workers.	11/7/2021 6:59 PM
272	see above	11/7/2021 6:32 PM
273	I shall give up my supervision practice and retire fully.	11/7/2021 5:55 PM
274	I know it's only \$23 a pay but currently I support my brother [REDACTED] \$200 of my pay goes toward helping him sustain a storage unit for his property after he needed to leave his address (he's a shepherd, house comes with job), I also ensure he has the aids he needs to learn new skills and pay the insurance on his personal effects and contribute to the cost of caring for his best mate (his fox terrier!) whilst he is in therapy. I'm trying to pay off the mortgage before I retire on five years. The cost of food, petrol and power have all gone up but my pay remains static.	11/7/2021 5:55 PM
275	I am currently questioning my ongoing membership and future as a social worker. I am asking myself what the implications are for me in my current role which does not require me to be a social worker or registered. Would I be able to keep my job if I gave up my registration. Probably not as SWRB would see the work I do as within the scope of practice. If I had to give up my job, I would lose everything. As a single person with no dependants, a job seeker benefit with maximum supplementries would not pay my mortgage while I tried to find alternative employment. What work could I do that would not see me as working within the social work scope of practice. Only just making ends meet now, how can I afford more. What choices do I have. This isn't what I signed up for when I became a social worker.	11/7/2021 4:38 PM
276	I have been practicing for 21 years and receiving way below the wage paid to a OT and DHB social worker. My NGO employee may not pay the SWRB fee increase and given existing financial constraints I'm not sure how I'm going to pay ANZASW, SWRB, professional development opportunities and cost of living.	11/7/2021 2:03 PM
277	Too expensive for community social workers that are not covered by their employers. Some NGO Social workers are getting paid less than 55k per year and yet their registration fee is more expensive than nurses, teachers and pharmacists. This is the reason why people don't want to work in NGOs as they cannot sustain from the salary they are getting and no perks such as paying for their costly registration.	11/7/2021 9:16 AM
278	Less community support for patients	11/7/2021 7:54 AM
279	I work in a role that does not require a registered professional. If the fees increase too much and my employer refuses to pay, I won't be able to afford both SWRB and ANZASW	11/6/2021 10:08 PM
280	It won't as fortunately I can afford to pay it and my employer will reimburse it. I would prefer that my employer paid it directly.	11/6/2021 9:50 PM
281	My employer will need to cut costs in other areas to cover the costs of our social workers' registration.	11/6/2021 9:27 PM
282	Will prevent me returning to private practice.	11/6/2021 6:42 PM

SWRB Fee Consultation

283	Unsure	11/6/2021 5:11 PM
284	Financially, emotionally, spiritually	11/6/2021 4:58 PM
285	1) There ia a possibility that as the cost of fees increase that my employer will no longer be able to cover the fees for myself and my colleagues. This is more likely if there's no funding increase. In the event that I become liable for my own annual Practicing Certificate fees, I would struggle to pay these. I am a single parent and already stretched with increasing rent and living costs. 3) It will influence my future career choices. It is unlikely I would choose to work for an agency that does not cover annual fees.	11/6/2021 4:46 PM
286	Feelings of being taken advantage of and prob wont continue with profession	11/6/2021 4:30 PM
287	With so much of financial stress how we can help clients ,This will not be a good standard of practice.	11/6/2021 4:30 PM
288	I cost more to my organisation	11/6/2021 4:22 PM
289	As I am working for a DHB the proposal will have limited impact on me but may impact on my ability to refer patients to NGO services who are unable to meet the needs due to funding issues. Fee increases will add to chronic underfunded community services.	11/6/2021 3:34 PM
290	It affects my views on the SWRB. I'm sceptical about this fee increase	11/6/2021 2:45 PM
291	It would eat into finances that I need to sustain my family.	11/6/2021 2:15 PM
292	I have recently moved from working for OT to working as a counsellor with another organisation and considering picking back up my private practice as an external social work supervisor, so I will be paying my own registration and ANZASW fees this year. The change makes this not feel worthwhile and I am now considering not picking up external supervision work and applying for non practising as I will also be maintaining NZAC membership	11/6/2021 1:53 PM
293	Please see above	11/6/2021 1:02 PM
294	i most probably will withdraw from registration and thus also from identification as a social worker. very sad after so many decades.I am also a member of the resolution Institute. This is very much cheaper.	11/6/2021 12:45 PM
295	I will be significantly financially impacted. Even when employers pay, many of us need to pay first and get reimbursed. NGO social workers are already paid at an inequitable rate to OT social workers and this will massively impact the NGO sector.	11/6/2021 9:35 AM
296	May compromise ANZASW registration	11/6/2021 9:20 AM
297	I'm lucky I work for the DHB its my colleagues that are not funded by their employers will find this increase tough .	11/6/2021 8:46 AM
298	I am lucky to have my employer cover the cost but there is a risk this won't continue with increases. It may mean people cancel ANZASW membership in order to keep costs down	11/6/2021 8:30 AM
299	My work will have to work harder to find funds, or alternatively have less money to support tangata whaiora. I will feel even more frustrated with my professional body (s=yes plural, feel let down by both, not sure if I'll bother with anzasw anymore, but that's a whole other issue) than I already am.	11/6/2021 8:10 AM
300	I am unsure	11/6/2021 7:23 AM
301	No need or Purpose of belonging to 3 bodies? NGO may even decline my registration and Change my job title. same job, just not a s/w title Actually no reason to be registered at all ?	11/6/2021 6:28 AM
302	Unsure as fees are funded. Possibly may hinder pay increase allotment.	11/6/2021 6:20 AM
303	The financial cost on a personal level. As the leader of an organisation, the additional cost to cover all our social workers.	11/6/2021 4:57 AM
304	I think my current employer would pay the increase as I'm already in role but I may be asked to explain why these fees have increased and why they're so much higher than other professional fees.	11/6/2021 4:49 AM
305	they won't so long as my employer continues to pay	11/5/2021 11:24 PM
306	Unsure if my employer will continue to pay the full amount	11/5/2021 11:03 PM

SWRB Fee Consultation

307	It costs me a lot and I will have to stop registration and leave the sector unwillingly.	11/5/2021 10:44 PM
308	Financial hardship. Feeling less supported by SWRB.	11/5/2021 10:43 PM
309	I personally will be disappointed that the fees won't be reduced with more people now registered, as was previously indicated by SWRB. I am lucky to have my employer cover my fees currently but I can't say the same for future employers.	11/5/2021 10:03 PM
310	Pay for own registration as not employed under the title social worker	11/5/2021 9:46 PM
311	Take more money that my employer could provide to the well-being of social workers	11/5/2021 9:43 PM
312	It already creates stress trying to find the money to pay swrb upfront. This is going to make it worse!	11/5/2021 9:36 PM
313	By paying over \$600 p.a. in fees. I am also a Member of ANZASW (since 1990) which is my professional body and social work identity. I will definitely keep this going and it means I, and others, will have to pay the best part of \$1,000 p.a.	11/5/2021 9:13 PM
314	I work part-time and I do contract work. I pay for my own registration. I may not be able to continue working because by the time I pay my registration fee in addition to paying for supervision I will be losing money!	11/5/2021 9:10 PM
315	As a private contracted provider I need to maintain my registration for my contracts with ACC, Victim Support, OTso will likely put up my hourly rate to the better off private paying clients to continue to subsidise my work with children and struggling families.	11/5/2021 9:06 PM
316	At the moment employer may pay the fees, but what about others who are not supported to pay this fees by their employer	11/5/2021 9:03 PM
317	The concern is that my employer wont consider a pay rise because of the increase in fees.	11/5/2021 9:03 PM
318	By either coming out of my personal account or by my organisation not being able to fund other things like pay equity	11/5/2021 9:00 PM
319	Less money available for other training opportunities	11/5/2021 8:59 PM
320	Even before getting into SW job, APC fee incurred. To change to full registration, again few more fees will be incurred on top of the hassle of the process itself. Tedious & too costly for low paying job.	11/5/2021 8:56 PM
321	Won't effect me personally as my employer pays my fees. However as a social work educator I am concerned for my students that increasingly need to get registered before seeking employment, rather than holding off in the hope that an employer will pay.	11/5/2021 8:54 PM
322	I would like to see a break down of other occupations and registration fees. E.g nursing, teachers, counsellors, psychologists, Police, occupational therapist, physiotherapist, etc. My wairua is briken in that I dont think I earn well comparatively to other occupations or social workers. I feel let down and not heard. I do not know how my employer will respond. It will impact on proposed budget. I feel there is a disconnect of knowing how it is for us. This has been an incredibly hard time in Tamaki makarau.	11/5/2021 8:54 PM
323	My employer may stop paying for this cost as it is too much for them. But I can't afford it either as I am on an NGO sector wage	11/5/2021 8:53 PM
324	None at the moment until I have to start paying for it myself.	11/5/2021 8:47 PM
325	i dont foresee any significant changes for myself at this time	11/5/2021 8:45 PM
326	I have people close to me that will be affected and as a social worker I am unhappy see it negatively impact those around me	11/5/2021 8:33 PM
327	As a private practitioner I will need to find the money myself. It may mean that I retire and let my registration go earlier than I had intended. I am hearing this same message from my sw friends who are in the older age group as I am.	11/5/2021 8:21 PM
328	It will not affect me personally but generally I m thinking about other social workers who are paying their registration fees from their pockets and still carry on working	11/5/2021 8:10 PM
329	Hope/worry that employer covers all cost? And watch many friends private or community SW struggle.	11/5/2021 8:09 PM

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330	Decrease ability to access CPD. Impact on income. Create anxiety each time its due.	11/5/2021 8:09 PM
331	I'm lucky, it won't. But, I will have much less respect and positive view of the SWRB.	11/5/2021 8:07 PM
332	See previous response	11/5/2021 8:04 PM
333	Disincentivises me from continuong to practise as a Social Worker	11/5/2021 8:04 PM
334	I feel privileged to have my employer pay for the fees so directly nothing. Indirectly it may possibly take money elsewhere from an already struggling budget	11/5/2021 7:50 PM
335	I am fortunate that my employer is paying for this	11/5/2021 7:49 PM
336	I'm hoping it won't and work will still cover it but it will impact them in some way. And those that pay their own	11/5/2021 7:49 PM
337	Financially it would affect me. I live from week to week and cannot imagine how I could afford to pay the fees if this is required	11/5/2021 7:45 PM
338	I need to pay my own fees next year. It's will be almost an entire months income as I'm reducing my hours. I won't be able to practice	11/5/2021 7:34 PM
339	We may be asked to help pay the extra fees or if I decide to work for a different agency I may have to pay the whole fee myself on a low income. If the agency I work for struggles to pay extra fees this could happen.	11/5/2021 7:28 PM
340	The proposed increase in fees (the new fee) is going to be 4 weeks worth of groceries for my whanau, this is going to cause a lot of financial stress. We are already under stress with COVID and lockdowns, and my business has been impacted by that. During the 2nd lockdown, I had a 90% income drop.	11/5/2021 7:25 PM
341	Currently my organisation pays for the yearly "DONATION" If my employer chooses not to do this then this cost falls on me and I simply can not afford to pay this exorbitant charge. \$48,000.000 less tax and meeting the responsibilities and commitments I have to my family for living leave me with very little discretionary funds. We live lean from necessity and I am university qualified, what other profession is exposed to such disdainng ridicule and insult as this latest endeavour?	11/5/2021 7:21 PM
342	Makes me angry that we don't have a choice if we are registered and want to continue working as a social worker....	11/5/2021 7:20 PM
343	As my SWRB fees are currently paid by my employer as registration is a requirement of our degree delivery, the changes will not directly impact on me unless I change employment.	11/5/2021 7:18 PM
344	Struggling to afford	11/5/2021 7:17 PM
345	It will affect me by impacting on available resources that the organization has to support me, I.e. less funding for trainings or restrictions on budgets which 8mpacrs on client support.	11/5/2021 7:16 PM
346	I do not have confirmation that my employer can cover this cost and as a single mum who has worked and scarified hard to achieve this goal, this is more than a disappointment from the governing body for my field. Especially considering registration was not necessary but something that was pursued by social workers in Aotearoa	11/5/2021 7:15 PM
347	It comes as a straight personal business expense increase to me. I have to earn more to cover the extra cost.	11/5/2021 7:12 PM
348	I work because I need the income. The increase in fees will add to my already heavy finances	11/5/2021 7:09 PM
349	It will impact me financially and emotionally. I am the sole income earner for my family and as a sole employer I am only receiving half the amount of work due to lockdown restrictions and I do not qualify for the wage subsidy.	11/5/2021 7:05 PM
350	I will need to look for other work that doesn't include me being a registered social worker.	11/5/2021 7:01 PM
351	I can't afford this and may have to leave the profession I'm on very low pay	11/5/2021 6:56 PM
352	The Social Workers I manage may leave anzasw or Social Work altogether	11/5/2021 6:49 PM
353	Needing to go into my savings for something work related doesn't sit right with me	11/5/2021 6:44 PM

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354	I pay for all my fees as I am in an ngo. I work part time so this becomes a significant portion of my wages	11/5/2021 6:44 PM
355	I am worried that the dhb wont fully fund my registration.	11/5/2021 6:41 PM
356	Nil	11/5/2021 6:39 PM
357	I may not get an increase in pay, able to take training or have enough money for resources. If I have to pay myself I would find this hard	11/5/2021 5:34 PM
358	I will likely not renew my practicing Cert.	11/5/2021 5:14 PM
359	As I am not registered as a social worker but work as an external supervision and belong to the association, my concerns will be for my clients mainly and certainly put me off taking my own registration thoughts any further	11/5/2021 5:01 PM
360	My employer only pays registration costs up to a capped amount equivalent to the professional memberships of other non-social work staff. So I will foot the bill. My employer already employs over 50% social workers but does not identify the role as social work. SWRB have told my employer that if we identify more like youth workers than social workers then we don't need to be registered (as the scope only applies once you are registered). This totally undermines the point of mandatory registration and the intention of the scope. This weakening of the profession and bowing to the pressures of other groups, e.g. youth work and Corrections, to be exempt from mandatory registration is incredibly disappointing. I have been registered for over ten years and for the first time am considering unregistering because quite frankly what is the point.	11/5/2021 4:54 PM
361	It will not affect me personally, as my employer will pay this; however we are an NGO and this financial cost takes money away from our clients who need support.	11/5/2021 4:48 PM
362	I will not be able to afford to pay the proposed increase without approaching Work and Income for a special needs grant which will be declined because it will not be seen as a special need.	11/5/2021 4:46 PM
363	Probably won't.	11/5/2021 4:45 PM
364	My employer is likely to pay it but it puts me off exploring other jobs such as within charities and self employment. It is discouraging and makes me feel unsupported by the registration board especially given this timing when things are so hard right now.	11/5/2021 4:13 PM
365	Not really as my employer pays the fees.	11/5/2021 4:11 PM
366	I will not continue in this line of work and continue with my other trade	11/5/2021 4:07 PM
367	If I dont get my registration I can not practise at all which will be very much sad.	11/5/2021 4:00 PM
368	I'm in private practice and this will take away from my bottom-line, which is already minimal. It's going to affect the livelihood I can provide for my family as main income provider and may ultimately push me away from the profession (I may deregister and call myself something other than a social worker).	11/5/2021 3:57 PM
369	Questioning whether carry on being social worker	11/5/2021 3:51 PM
370	As an employee of an NGO, my employer may not be able to sustain paying my registration fee.	11/5/2021 3:50 PM
371	I may end up paying a percentage myself. It may affect future employment as I ask for it to be included when apply for jobs.	11/5/2021 3:50 PM
372	Refer to earlier response	11/5/2021 3:47 PM
373	I don't know if I can afford to continue working as a Social Worker	11/5/2021 3:33 PM
374	I will need to still pay my fees as an individual	11/5/2021 3:30 PM
375	This proposed change will increase my professional expenses in a work environment (private practice) which is precarious. It is already my most expensive annual cost. The provision of external supervision, and academic work via contract are both necessary and important contributions to the profession, registration is required to carry out these roles, and in the context of my annual earnings, this fee is exorbitant and unfair. It is an insult to the contribution social workers make to the well-being of Aotearoa. I do think we will lose some external supervisors who won't be able to justify this expense.	11/5/2021 3:27 PM

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376	they won't	11/5/2021 3:18 PM
377	Unsure as my employer currently pays both memberships. My concern is I will have to pay 1 of them - this is ok - however with low level of pay for NGO SW's it doesn't seem fair I have to pay the same as someone who works for another better paid organisation eg Oranga Tamariki	11/5/2021 3:07 PM
378	affordability	11/5/2021 3:04 PM
379	I earn between 12.000 to 15.000 a year. I am at the end of my working life. My skills, and experience as a supervisor is used by a range of people in social service sector. Huge cost increases are a disincentive to keep sharing knowledge and skills. In fact can be experienced as an invitation to cease working.	11/5/2021 3:03 PM
380	does not affect me but concerned for others.	11/5/2021 3:00 PM
381	I pay my own levies, and my own CPD. I want to work reduced hours to fit in with my personal needs & family, but the costs are increasing to do this & I either increase my hours or find another job	11/5/2021 2:59 PM
382	It will impact on my income	11/5/2021 2:57 PM
383	My fees will increase. And I do not put my fees up by CPI yearly so my costs will increase but my income may not.	11/5/2021 2:57 PM
384	I believe that my organisation will continue to fund my SWRB fee BUT I do expect that resources for training and client support will be impacted as a direct result. I also believe that it will make it harder for me to grow within my organisation as there will be pressure on salaries etc. which means it will be much more difficult for me to move up a salary step	11/5/2021 2:57 PM
385	No affect as my employer pays my fees.	11/5/2021 2:57 PM
386	As I said, I am a PhD student who pays my own registration fees. I do marking and tutoring for the university, only very minimal hours over the year. So I have to pay full registration fees despite being on a stipend and working very little. I already have trouble affording to do a PhD, but I simply can't easily afford this much of an increase in registration fees. I must be registered for my studies as I'm doing social work research. It is a big barrier for those who need to work part time or casually to have to pay full fees. I have two young children and I'm not able to do a lot of paid work and I need flexible, casual work for their schedules. High fees make it difficult for me to stay in practice in a way that works for my whanau. This will exclude people like myself from wanting to practice social work but can't practice full time. Casual workers usually don't have their fees paid for.	11/5/2021 2:54 PM
387	I am seriously considering giving up my practice as a social worker because of the increased charges.	11/5/2021 2:52 PM
388	if your a paid social worker in all the different fields either NGO or a public servant this should not affect the increase in the fees. it would make us more accountable in our practice	11/5/2021 2:52 PM
389	Will seek other employment	11/5/2021 2:50 PM
390	It will reduce the funding available for the most vulnerable in our society, children and families.	11/5/2021 2:50 PM
391	It will cause me hardship financially. It will be more than a weeks wage for me.	11/5/2021 2:49 PM
392	at the moment to myself may not be affected as my employer pay for this fees, but i am worry in the future that this fees may burden them and pass this unto employees. What about those others that their employers don't pay for it.	11/5/2021 2:49 PM
393	They will affect me personally in terms of paying the fee but I organize BBSW placements for taurira and I worry that less social workers will put their hand up for the extra work of having a taurira placement given the current situation.	11/5/2021 2:48 PM
394	I don't know. But my employer might be affected as this increased its financial stress.	11/5/2021 2:45 PM
395	It won't affect me unless OT sees the cost as too much and asks me to contribute towards it.	11/5/2021 2:45 PM
396	Im not affected as my fee is covered by my employer	11/5/2021 2:42 PM
397	Undervalues profession	11/5/2021 2:41 PM
398	I will end up paying the fees out of my own pocket and feel that I am working hard, doing my	11/5/2021 2:40 PM

SWRB Fee Consultation

best to meet my professional commitments, and paying money to investigate complaints. I'd really rather it's spent on other things, like mentoring or education.

399	As already stated. I'm part time social work not full time	11/5/2021 2:37 PM
400	As previously noted, not in the immediate future, but it does limit my options for private practice or working in organisations that can't or don't fund registration costs.	11/5/2021 2:36 PM
401	Working for myself becomes less attractive even though I have been a social worker for over 35 years and felt at this stage of my career, self employment was something I was ready to embrace. It makes me question how long I can sustain doing so.	11/5/2021 2:34 PM
402	My registration is covered by my employer, however, as a community agency with several social work staff it will be an issue at budget time. Already I have seen positions change which would once have employed a social worker are now reclassified and renamed. Social work staff opportunities are diminishing.	11/5/2021 2:34 PM
403	Disconnect me from belief in the value and purpose of SWRB	11/5/2021 2:28 PM
404	Not directly, but will put additional pressure on my organisation	11/5/2021 2:26 PM
405	I will struggle to putt together the funds to pay for this (despite being reimbursed at a later date). Over \$600 is a lot of money to be without	11/5/2021 2:22 PM
406	I will be ok as my employer will pay	11/5/2021 2:16 PM
407	Previously mentioned	11/5/2021 2:16 PM
408	It doesn't particularly.	11/5/2021 2:12 PM
409	I will just make even less money	11/5/2021 2:11 PM
410	I won't be registered	11/5/2021 2:10 PM
411	having to work longer and delay retirement	11/5/2021 2:09 PM
412	Currently there is the cost of SWRB and then also ANZASW as SWRB doesn't include indemnity insurance. Other professions tend to get more regular salary increases social workers in my experience don't yet the cost to practice will increase. I am planning on leaving the field of social work.	11/5/2021 2:09 PM
413	they want - my employer pays	11/5/2021 2:08 PM
414	The cost of registration	11/5/2021 2:07 PM
415	My employer may request I pay for my own registration, of which I am not in a position to afford	11/5/2021 2:05 PM
416	impact is that funding to community services does not rise with inflation	11/5/2021 2:02 PM
417	The education annual programme fee means that \$15,000 will not be going to support staff by way of reducing marking workload or to support their professional development. There is an immediate need for Category B level funding for Social Work degrees. Counselling degrees have and they are not even a state registered profession. This has been an issue that is really impacting the future of social work in Aotearoa New Zealand. It impact placements and work readiness of graduates.	11/5/2021 2:00 PM
418	Financial stress.	11/5/2021 1:59 PM
419	it won't	11/5/2021 1:59 PM
420	I will need to consider being a social worker yet how to keep my qualification relevant.	11/5/2021 1:56 PM
421	Already answered	11/5/2021 1:52 PM
422	it will only affect me if my organisation doesnt agree to cover the full costs as they have done in the past	11/5/2021 1:51 PM
423	I manage a team & I will need to increase my budget to cover the cost which means cutting funds in another area.	11/5/2021 1:50 PM

Q10 What would you like ANZASW's submission focus on?

Answered: 410 Skipped: 140

#	RESPONSES	DATE
1	The inequity between statutory and NGO sectors and subsequent impact on our most vulnerable in Aotearoa	11/14/2021 10:43 PM
2	The promises made by the SWRB in 2010/2011 to not increase the costs of registration. In fact they said the costs would decrease by a half or third when mandatory registration came into force - so they lied.	11/14/2021 10:33 PM
3	equitable outcomes across the board	11/14/2021 9:29 PM
4	To challenge the rise in annual fees for social workers. Rather than compare with health practitioners, compare with teacher's fees or compare with social work fees in other countries - in the UK this is 90 pounds per year and equivalent NGO wages are higher than NZ	11/14/2021 9:26 PM
5	The impact on the NGO sector. The underfunding of the NGO sector.	11/14/2021 8:10 PM
6	Whatever everyone has star3 How do they account for the increase with the extra members What extra legal issues have there been Where is the extra money actually going. Specifically	11/14/2021 6:12 PM
7	General wage and increase financial support for the NGO sector, as I am worried that the NGO orgs with begin to loose experienced staff, especially when the work completed is usually at the coalface and early intervention.	11/14/2021 5:42 PM
8	A sliding scale of payment perhaps? Value for money - I don't see much for the amount spent Equity	11/14/2021 5:38 PM
9	Affordability for an often poorly paid role in ngos etc where there is still high responsibility	11/14/2021 5:03 PM
10	All points I have mentioned	11/14/2021 3:58 PM
11	Costs, especially when NGOs are so badly underfunded already and ages for NGOs very low. We want to support safety for clients but needs to be affordable	11/14/2021 3:47 PM
12	On reducing fees or possibly having one fee that will cover SWRB and ANZASW and potentially PSA.	11/14/2021 3:40 PM
13	Why isn't the SWRB seeking increased funding from the government instead of from social workers? Why is there no sliding scale for part time or self employed workers?	11/14/2021 3:33 PM
14	Fairness, particularly for NGO workers where pay is unequal and organisations struggle already	11/14/2021 3:15 PM
15	Earning capacity of social workers versus what we are required to pay for registration and other membership costs	11/14/2021 3:14 PM
16	That when we don't have pay parity, increasing registration fees to be higher than those of other professions (who do have pay equity) is unreasonable.	11/14/2021 2:46 PM
17	Balancing fees based on income. Therefore lower costs for part time social workers and ngo sector. Push for government support swrb to effectively.	11/14/2021 2:37 PM
18	Better financial management. Not treating us like a monopoly situation. Sticking to cpi increases and or inline with social workers cpi increases. How are they modeling equity and how are they reflecting the 10 practice standards.?	11/14/2021 2:20 PM
19	Increased funding for the social work sector from the government for both government or NGO organisation's either in the form of increased wages and or covering this fee.	11/14/2021 12:32 PM
20	The rationale for increased costs. The proposal in absolutely unreasonable.	11/14/2021 10:39 AM
21	That social workers need more support not more barriers	11/13/2021 4:54 PM
22	reduction of registered social workers as they can't affors to be registered. Agencies not being	11/12/2021 8:39 PM

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able to afford to pay for their social workers Read the room and environment covid has slammed everyone and people are stretched to their limits financially and emotionally

23	Not increasing the fees	11/12/2021 8:35 PM
24	Equity across the profession	11/12/2021 7:53 PM
25	The high cost for what seems to be little value	11/12/2021 7:16 PM
26	Building resources	11/12/2021 5:08 PM
27	Have SWRB appeal to govt that the health funding should be used for this and not out of NGO and social workers personal pockets. If I worked for a govt based organisation they have been given funding in their budget by taxpayer funding for resitration. Maybe a tier system is required so a balance occurs. Govt organisations pay more NGO's stay on current scale.	11/12/2021 4:14 PM
28	The amount paid. Possibly SWRB could sponsor supervision costs.	11/12/2021 3:57 PM
29	Impact on social worker's ability to pay	11/12/2021 3:47 PM
30	That a lot of the fees being paid are from social workers working within Government organisations. Our organisations are accountable to tax payers on how money is utilised, and is paying a 30% increase in effectively an administrative fee, the best use of that money? This does not include the impact this would have on our community providers who don't have access to as much financial support. This could result in our community partners not hiring staff who are registered.	11/12/2021 3:10 PM
31	I would like to have the trainings after working hours	11/12/2021 2:42 PM
32	Lower fees, more support for NGOs, more recognition of the challenges faced by community social workers.	11/12/2021 2:35 PM
33	Realistic fees and tangible support for its members.	11/12/2021 2:24 PM
34	Why are these fees so high compared to other professions? I also note that the SWRB struggle with basics.. my employer has been invoiced at least twice for my practicing certificate even though this has already been paid. This causes unnecessary stress in a highly stressful industry.	11/12/2021 2:24 PM
35	Ensuring they can be accessed for all that provide to the care and services around Aotearoa and that we get decent equity for them and advocacy so employers aren't dictating and bullying as much as I see in government and externally and fair conditions not preferential in house promotions in all sectors.	11/12/2021 2:11 PM
36	Advocate for self employed Get our views across	11/12/2021 2:00 PM
37	Sliding scale. Comparison with fees from other professional bodies.	11/12/2021 1:31 PM
38	The implications for those social workers whose memberships and levies are paid by themselves and not their employer.	11/12/2021 12:51 PM
39	Equity for all social workers as we need to be able to afford for those social workers that practice in all areas to be able to afford the SWRB fees.	11/12/2021 12:49 PM
40	Transparency of where the funds will be allocated	11/12/2021 12:38 PM
41	How much people get paid in comparison to other professions who pay similar fees. The fact that we are in a pandemic and the changes and challenges we are all experiencing. The number of women and then single women or mothers in the profession.	11/12/2021 12:37 PM
42	To point out that fees are high enough as is and that a better organized structure at SWRB would keep costs low instead.	11/12/2021 12:20 PM
43	For there to be a recognition from the government the importance for social workers to have the support of both ANZASW and SWRB. The government could support both these important bodies with contributions towards the running of them leading to a reduction in fees for the social worker.	11/12/2021 12:18 PM
44	I would like ANZASW to challenge the role of SWRB and why they need to increase the cost of registration so high	11/12/2021 12:07 PM
45	I would like it to support our colleagues in NGOs and their much lower rate of pay	11/12/2021 12:00 PM

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46	Consultation-engagement and representation of a mixed proportion of practitioners that will be impacted by these increases. Fairness-that the costs will not continue to rise	11/12/2021 11:58 AM
47	Need to temper the increase. Plus support to encourage employers to pay from the outset and not expect the sw to pay up from first.	11/12/2021 11:57 AM
48	Keeping the annual fee without an increase or push for equal pay between NGO and government	11/12/2021 11:56 AM
49	Issues that address the real nature of the profession and cost to workers. Eg mostly women, low earners, pay parity issues. The impact on NGO's and their workers. Women often take time out from the profession due to family and life circumstances and this is not acknowledged by the SWRB. They make it increasingly difficult to return.	11/12/2021 11:55 AM
50	Cost	11/12/2021 11:43 AM
51	The cost to NGPS The cost to retired social workers/or those crossing to work for not for profit and looking to give back as volunteers.	11/12/2021 10:18 AM
52	Compare fees and benefits with other professions.	11/12/2021 9:46 AM
53	I already thought the fee we pay is too high, let alone an increase so around this would be good. It is unaffordable to a sector that for a part is already underfunded. You get nothing for the fees as it is about protecting the public. So now its government regulated, why do social workers have to pay so much.	11/12/2021 9:44 AM
54	The impact of the rate of increase for many social workers in all settings.	11/11/2021 10:54 PM
55	prorated fee.	11/11/2021 9:19 PM
56	N/A	11/11/2021 8:55 PM
57	An unreasonable and big increase - financially not supportive to SW	11/11/2021 8:37 PM
58	Cost for all social workers and ngo's having to pay for registration out of our own pocket and have to wait weeks sometimes months for our organisation's to offer a reimbursement. We'll that's if they can afford to reimburse	11/11/2021 4:27 PM
59	for Government contract to cover fees	11/11/2021 3:31 PM
60	to maintain the SWRB acknowledges their varied sector (both workers and community),,,respects and values the important skilled and challenging work that their workers engage in,,,continue to ensure on-going appropriate training is sustained and available to all workers, ,,appreciate the cultural norms and importance of all employees and communities ,,grow these sectors with dignity ,grace,and socio-emotional wellbeing, ,,and appreciate and understand the many difficulties people encounter in their efforts to strive to educate and upskill their tamariki to combat current market conditions , improving career advise and employment , workplace relationships and social development.,,while influencing change at a political level to improve public and community services to create a better society for all N ew Zealanders.	11/11/2021 1:49 PM
61	Considering spreading cost over next 5 years	11/11/2021 1:38 PM
62	The long term implications for the profession.	11/11/2021 1:04 PM
63	A slight increase, wage equity across the board whether it is a NGO or government agency	11/11/2021 11:05 AM
64	How are Social Workers going to afford the increase by SWRB plus pay for ANZASW which provides us with the resources to meet our mandatory obligations.	11/11/2021 10:22 AM
65	Financial pressure on NGO and pressure on Social workers within their agencies	11/11/2021 9:27 AM
66	Advocating for a much lesser increase - I realise an increase is necessary however 2-5% would be more acceptable.	11/11/2021 8:45 AM
67	To stop the fee increase and lobbying pay/ contract rates to increase for Social Workers who have postgraduate qualifications.	11/11/2021 8:43 AM
68	Increased fees	11/11/2021 8:09 AM
69	Let Social Workers decide which professional body of Social Work to register with and who	11/11/2021 8:07 AM

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they would prefer to have annual accountability too for our professional practice as a registered Social Worker.

70	The inequity of SWRB putting up their costs when we are not getting extra for our contracts. SWIS contract doesnt cover all the costs required as it is.	11/11/2021 7:28 AM
71	opposing the cost hike	11/10/2021 11:02 PM
72	pay disparity - social workers employed in Health/NGO should not be required to pay same fee as those employer by OT	11/10/2021 10:33 PM
73	Financial implications for NGO social workers and those paying their own fees. In these difficult times with Covid lockdowns leading to financial and emotional stress for many,how can this proposed fee increase be justified?I expect support from the SWRB not a fee increase	11/10/2021 5:21 PM
74	The ethics of such a huge increase in current economic times. Maybe 5% increase would be manageable but the proposal is too extreme	11/10/2021 4:56 PM
75	I would like the submission to focus on the difficulty many organization's or individuals may have to absorb this increase. It is a significant increase and may affect peoples ability to continue working with an organization. For some social workers paying an increased fee will feel like the increase will directly negatively affect what resources/ money is available for their client group.	11/10/2021 4:16 PM
76	No increase, or a much lower increase in fees. Ask the SWRB to justify the increase - what improvements in service will social workers get?	11/10/2021 4:02 PM
77	The fees	11/10/2021 3:37 PM
78	Cost, value for money, our clients, professionalism	11/10/2021 2:34 PM
79	-	11/10/2021 2:34 PM
80	What seems to be an inappropriate increase in fees after the messaging was this would not occur. The negative impact on the very people SWRB is meant to be supporting!	11/10/2021 1:29 PM
81	That's another cost.	11/10/2021 1:14 PM
82	Decreasing the gap between Oranag Tamariki staff pay and the rest of the sector. Think that the NGO sector and other places such as DHBs cannot compete with the salary scales offered by ot . WHO do infact pay all the soical workers fees !!!!!	11/10/2021 12:59 PM
83	How this increase is to be justified. What is the money going to be spent on?	11/10/2021 12:31 PM
84	Keeping this realistic for all social workers as it is mandatory	11/10/2021 12:29 PM
85	when the SWRB came into being there was the thought that the 2 memberships would be affordable and aligned to support social workers with their practice. Its hard to see if we are getting value for money here. Protecting professional integrity is important but if there is no money left to support ongoing training, professional supervision etc - then where are we?	11/10/2021 11:17 AM
86	Decreasing SWRB fees. Is it necessary to have SWRB? They just seem to take fees and not very user friendly	11/10/2021 10:48 AM
87	Discuss should part timers pay the same amount	11/10/2021 10:46 AM
88	A reduction in the increase would be the best focus please I seriously think this will be a deterrent to hiring registered SWs for a number of community organisations. Potential that they will replace with less skilled workforce	11/10/2021 10:38 AM
89	Cost to individual SW who have to fund this & NGO' s Cost to govt organisations that are big employers of SW eg health & MSD	11/10/2021 10:17 AM
90	Extra costs to private practitioners. Equity, parity etc. perhaps mention the huge wages that OT SWers now get (up to \$138.000 for supervisors) and they are not required to pay any APC, ANZASW costs or CPD costs - neither are DHB SWers. The burden extra these increases will put on private practitioners and the prospect many may leave. The costs to NGOs. Suggest a reduced cost for private RSWs as does the ANZASW.	11/10/2021 10:05 AM
91	benefits for social workers	11/10/2021 9:45 AM
92	Is the increase justified? What exactly do the SWRB do, and is it worth it from a social	11/10/2021 9:14 AM

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workers perspective? Or are they able to just charge whatever they want because it is now mandatory to be registered and we have no choice!?

93	Make it affordable, and think of the wonderful job Social workers are doing.	11/10/2021 8:47 AM
94	Reduce the fees	11/10/2021 8:18 AM
95	To impacts of this on social workers ability to work if they cannot afford to pay the practising certificate annual fee. Impacts on social workers families and cost of living.	11/10/2021 8:14 AM
96	How this will benefit social workers, especially those working is NGO's or have to pay themselves.	11/10/2021 7:45 AM
97	Support sw to be a part of an organised body and professional standars	11/9/2021 11:36 PM
98	advocating for social workers to be treated fairly	11/9/2021 10:46 PM
99	Ways to help SW's who work in non funded roles.	11/9/2021 10:16 PM
100	Resignation criteria needs to be reviewed	11/9/2021 10:10 PM
101	Restraining financial increases to practitioners	11/9/2021 10:03 PM
102	Not really sure	11/9/2021 10:00 PM
103	a sliding scale?	11/9/2021 9:28 PM
104	Transparency on what they do with every cent, and not having a fixed increase.	11/9/2021 9:12 PM
105	Keeping costs realistic. ANZASW needs to ensure that Social Workers can afford to be registered and belong to a professional body, to ensure professional practice and safety continue to be upheld.	11/9/2021 8:59 PM
106	On all of these points. I'm thinking, now we have a lot more registered SW, it is compulsory, so the SWRB gets more fees. The complaint process should be streamlined and involve less costs than more	11/9/2021 8:51 PM
107	Getting the proposed increase reduced. Advising them this shows extremely poor judgement when NGO's and their staff are already under pressure financially, and there is no pay parity with govt agencies.	11/9/2021 8:48 PM
108	To highlight the ongoing disparity with workers in NGO compared with DHBs' and Oranga Tamariki. There is inadequate funding for many NGOs'.	11/9/2021 8:47 PM
109	The unfairness of the fees in comparison to other professional bodies	11/9/2021 8:46 PM
110	Collaboration. SWers (ie. the client/consumer) need to be supported/encouraged/empowered to retain association membership AND professional registration (mandatory). Why encourage otherwise. Social Work must demonstrate collaborative and consensus solutions through healthy communication.	11/9/2021 7:16 PM
111	Prof development	11/9/2021 7:15 PM
112	Pay increases for NGO Social workers	11/9/2021 6:52 PM
113	Reduce Fee	11/9/2021 6:24 PM
114	How this affects NGOs and their budgets; why registration costs are so much higher for social work than other professions; what is the SWRB offering for these increased costs; how does this fit in with proposals that mandatory registration would reduce costs.	11/9/2021 6:23 PM
115	Disparity in pay equity and the gap between statutory and community funding/resources	11/9/2021 5:50 PM
116	Proposal to increase fees	11/9/2021 5:42 PM
117	To be honest I rely on ANZASW I have no engagement with swrb mainly due to swrb's worker's non-engagement, no response to emails, the commitment that something would be followed up and not. I don't know what to focus on as I said, ANZASW is the only organisation I engage with because: 1 Always responsive 2 Communication is always regular and open 3 Very Professional 4 Welcoming, friendly, calming [because I've been upset with things at work - and the person was softly spoken, calming and very helpful] 5 Helpful 6 Listening ear	11/9/2021 5:32 PM

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118	Inequity and the strain on many social workers who actually have to pay this money themselves. The registration board have changed the way they work and have now seen they need ore money, they should be looking to other funding streams for this money. SWRB have employed more folk and are they being paid exorbitant salaries?	11/9/2021 5:21 PM
119	Advocacy and lobbying supporting social workers to cover registration costs	11/9/2021 5:07 PM
120	Fees, lack of service, no support, confusing messages from their staff.	11/9/2021 5:05 PM
121	That the fee rate, if it goes ahead, may need to be change to match the hours a social worker works. some one who works for say 15 hours a month doing supervision type work , may look for part time work in a different sector. The increase is too high.	11/9/2021 5:04 PM
122	Social work is a low paid job and raising fees will put a financial strain on many i.e. new grads, ngo social workers	11/9/2021 5:04 PM
123	Staggering the increase over several years	11/9/2021 5:01 PM
124	That the proposed fee change is unfair , unaffordable and the board needs to seek funding first from the state not social workers	11/9/2021 4:48 PM
125	To convince the SWRB to keep fees low or at least where they are at now please.	11/9/2021 4:28 PM
126	- Fairness across the sector - Increasing and protecting the value of our community and NGO groups - Protecting the value of social workers and the social work role - I'd just like to see that the SWRB starts to walk the talk of social work, none of what they are doing currently feels very client-centred.	11/9/2021 4:18 PM
127	Why the sudden increase of fees and that stuff about not increasing in the past doesn't wash	11/9/2021 4:03 PM
128	To bring fairness to all social workers	11/9/2021 3:58 PM
129	no real thoughts on this	11/9/2021 3:53 PM
130	Want to focus on the welfare of the members.	11/9/2021 3:45 PM
131	Increased cost to individuals but also to the NGO sector who have been under resourced by the government for years.	11/9/2021 3:40 PM
132	Keeping rates down	11/9/2021 3:35 PM
133	Looking at how the increases will negatively impact practitioners and the sector	11/9/2021 3:31 PM
134	Fairer funding	11/9/2021 3:19 PM
135	Fee reduction	11/9/2021 3:15 PM
136	Not to increase	11/9/2021 3:13 PM
137	Fairness to Social workers and their employers.	11/9/2021 2:57 PM
138	Unsure	11/9/2021 2:57 PM
139	ANZASW needs to focus on the lack of pay equity between the non-government sector and government sector. Many social workers employed by Iwi, hapu and pan tribal agencies are struggling financially and contribute a good amount of goodwill and volunteer hours to their jobs.	11/9/2021 2:55 PM
140	The cost of increase	11/9/2021 2:33 PM
141	Keeping costs the same	11/9/2021 2:31 PM
142	Sliding fee scale for RSW working part time. How to best support RSW who are paying their own fees	11/9/2021 2:31 PM
143	That it is unfair - as a social worker that works part-time I have two subscription's now to pay due to SWRB raising the costs	11/9/2021 2:24 PM
144	The disparity for those who are self-employed. The unnecessary nature of the price increase	11/9/2021 2:21 PM
145	.	11/9/2021 2:09 PM
146	Affordability	11/9/2021 1:57 PM

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147	If an increase is required make it 10% not 30%	11/9/2021 1:51 PM
148	Equity when it comes to the increase of registration costs. What are other registered professions paying for their annual costs in comparison? i am aware teaching is much less.	11/9/2021 1:50 PM
149	a transition of an increase in fees so it is not disadvantaging those who do not get their fees covered	11/9/2021 1:40 PM
150	the impact on NGO's and the fact that they told us it would decrease! this is a huge rise	11/9/2021 1:40 PM
151	how can SWRB justify this - what is the offer to me as a sowker	11/9/2021 1:39 PM
152	Cost to individual social workers and our community partners	11/9/2021 1:39 PM
153	The cost.	11/9/2021 1:37 PM
154	Hardship and unfairness on Social Workers	11/9/2021 1:33 PM
155	Effects on resources for service users	11/9/2021 1:33 PM
156	equity	11/9/2021 1:25 PM
157	Pay and sector inequities	11/9/2021 1:19 PM
158	Do what you need to do. Be the voice.	11/9/2021 1:17 PM
159	.	11/9/2021 1:16 PM
160	Fees Negotiation around SW pay	11/9/2021 1:15 PM
161	Not increasing fees	11/9/2021 1:09 PM
162	The cost to organisations and individuals is unreasonable.	11/9/2021 1:09 PM
163	Delaying the increase until pay equity has been established.	11/9/2021 1:02 PM
164	Clarity of the rationale behind the increase What's the justification	11/9/2021 1:01 PM
165	Value the support by way of keeping up to date with legislative requirements and professional implications. Consider the proposed increase in fees out of proportion and creating difficulty for many Social Workers	11/9/2021 1:00 PM
166	How do they actually support us.	11/9/2021 12:56 PM
167	Keep it generic to represent the range of members voices.	11/9/2021 12:56 PM
168	Impact the increased cost will have on social workers who's employers does not cover the cost	11/9/2021 12:52 PM
169	More support to its members so members can get encouragement to increase membership and continue to connect	11/9/2021 12:50 PM
170	Wages NOT keeping up with inflation. Costs for NGO's, those who have to pay their own fees, and those who pay and get reimbursed.	11/9/2021 12:50 PM
171	Pay Equity and Fair Pay Agreements as well as Social Development	11/9/2021 12:45 PM
172	Asking why? its presentation to those who now have become mandatorily registered, will they be able to afford it. The way it was presented was 'matter of fact' that the decision had been made and consultation was not a serious consideration.	11/9/2021 12:39 PM
173	Unsure as yet.	11/9/2021 12:28 PM
174	Timeframes and possibly postponing it till 2022.	11/9/2021 12:22 PM
175	What costs for, why such a large increase. and what do we as SW gain from this	11/9/2021 12:18 PM
176	KEEPING THE RATE AS IT IS FOR 2 YEARS	11/9/2021 12:17 PM
177	how to reduce costs	11/9/2021 12:13 PM
178	Rationale please for increase. 30% increase when SWRB mahi during COVID lockdown will be mostly on line	11/9/2021 12:12 PM

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179	Support and good practice	11/9/2021 12:11 PM
180	Social Worker's rights	11/9/2021 12:10 PM
181	A lower fee to be applied or only one increase per year or two years No increase to be sustained this year, due to an increase previously	11/9/2021 12:02 PM
182	not sure	11/9/2021 12:00 PM
183	Stating to SWRB that Pay Equity for SWers should come BEFORE increase in fees.	11/9/2021 11:58 AM
184	Lower the increase of cost	11/9/2021 11:52 AM
185	the pay hike	11/9/2021 11:51 AM
186	Transparency in where the money is spent and requests for cost saving measures to be considered	11/9/2021 11:49 AM
187	To focus on the greater good. Covid-19 has resulted in financial stress for social workers and for some NGOs. I do wonder if the Pay Parity matter has encouraged this huge hike in SWRB fees. When SWRB first set up their fees were high then and we failed to see why. They have used inflation over the years to justify this huge increase. What are they doing different for us, what are they giving social workers other than Registration and the annual practicing certificate? How can they justify this huge increase?	11/9/2021 11:47 AM
188	SWRB needs to be accessible to all since social workers are answerable to them.	11/9/2021 11:45 AM
189	Unsustainability of the high fees. NGOs may change job titles from Social Worker to other titles, e.g. Support/Community worker etc. This has already happened in some cases.	11/9/2021 11:44 AM
190	All of my feedback	11/9/2021 11:42 AM
191	Focus on the uplift of the social work profession not the fees increase.	11/9/2021 11:42 AM
192	The integrity of the SWRB	11/9/2021 11:40 AM
193	Strengthening the place of social work in the country.	11/9/2021 11:38 AM
194	Lack of real rationale, feels like we have few options available as we have to register, compulsory registration (which i agree with) but now they have more RSW's they are already getting more money annually. Feels very capitalistic and bureaucratic.	11/9/2021 11:38 AM
195	To say that this is the worst time suggesting an increase in fees (Covid, poverty, burnout). To say that they can not increase the fee by that much at once - if they have to, they have to spread it out over some years. To suggest to the SWRB to look in their complaints processes. They are lengthy and expensive. If a person commits a crime, they get convicted for a crime, there is a court process and they get punished. If you work in social work, the public can complain to a huge variety of organizations such as the SWRB, the Health and Disability Commission, the human rights Commission, and sometimes there are DHB internal and external investigations as well. This is in my view a very lengthy and expensive process. I am sure, that could be streamlined and make it more affordable and real.	11/9/2021 11:38 AM
196	Potential loss of practitioners, ability to pay & actually drawing them into us as underpaid professionals	11/9/2021 11:36 AM
197	How unrealistic the proposal is, given the average salary of social workers and the requirements they have for its members to maintain a practicing certificate.	11/9/2021 11:35 AM
198	Cost	11/9/2021 11:32 AM
199	Fairness to NGO and self employed social workers who do not have access to a benevolent employer.	11/9/2021 11:30 AM
200	Making the profession stronger in cooperation with the members	11/9/2021 11:28 AM
201	The inequity which results in social workers having higher fees than other professions The lack of good faith by SWRB The potential harm to ANZASW in terms of loss of membership The huge effect on NGO's in terms of their ability to fund this	11/9/2021 11:28 AM
202	costs to iwi and ngo	11/9/2021 11:27 AM
203	Transparency of costs and where fees are allocated. And for more money to be spent on	11/9/2021 11:25 AM

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	education & training support for social workers rather than disciplinary focus	
204	If the SWRB is Govt appointed they should resource them. Or allow for it in the contracts they have with community groups and agencies.	11/9/2021 11:25 AM
205	Include the issues I've raised	11/9/2021 11:22 AM
206	Fairness and equity for all social workers and employers. It is not fair that statutory social workers are paid significantly more than those in NGO / Community and that their registrations are paid for them.	11/9/2021 11:22 AM
207	The points I mentioned above: - SWRB has had increased membership due to mandatory registration in the last year, why is this needed? - Due to the increased fee, Not-for-profit agencies will not be able to pay ANZASW for membership, therefore, Social Workers will miss out on professional development, support and a voice.	11/9/2021 11:22 AM
208	That the overall Social Work opinion is listened to	11/9/2021 11:20 AM
209	As above	11/9/2021 11:20 AM
210	How social workers are already underfunded and that this kind of increase is extreme and unfair	11/9/2021 11:19 AM
211	To support and be the voice of social workers.	11/9/2021 11:19 AM
212	Reducing their fees.	11/9/2021 11:19 AM
213	Getting SWRB to be more realistic or work towards more equitable funding support to NGO's that reflects the true cost of the good work they do.	11/9/2021 11:16 AM
214	Petitioning government to provide more funding to SWRB. Not just for overhead costs, but they also desperately need money to afford more staffing as at present they do not have enough staff to answer queries from social workers around the country.	11/9/2021 11:12 AM
215	minimising costs for employees.	11/9/2021 11:12 AM
216	Not sure	11/9/2021 11:10 AM
217	Why is the cost so great? Is it really proportionate for the service offered?	11/9/2021 11:09 AM
218	This could create extra stress on workers, where you will have to 'prove' your worth, and some organisation's could end up losing staff, and / or specific contracts.	11/9/2021 11:08 AM
219	Culling excess expenditure which necessitates the increase in fees	11/9/2021 11:07 AM
220	that not all NGO are equal - lots are very short on funds/ SW's do not have a huge wage	11/9/2021 11:07 AM
221	Raising the profile of SW, valuing SW	11/9/2021 11:06 AM
222	A breakdown of where the proposed increase will be spent. Why it needs to be this amount. Ways to not increase the registration by this amount if at all.	11/9/2021 11:05 AM
223	SWRB does not provide any networking, training or professional development for their registered social workers. It is insulting for social workers to pay an increased registration charge as well as ANZASW fees. ANZASW is the heart of social work for access to training, communication, up-to-date with job opportunities, professional seminars, conferences to enhance their practice.	11/9/2021 11:04 AM
224	Better finding for NGOs and recognition from Government the level of work NGOs do in the realm of child protection. It is disgusting that a new Grad Social worker can have a starting salary at OT \$74000, where by most NGOs would be looking at max \$54000 due to current contract levels.	11/9/2021 11:04 AM
225	Lower the fees to a reasonable and equitable level.	11/9/2021 11:03 AM
226	1. NGOs and employer registration ambivalence /avoidance 2. Costs for new graduates - more support for either lower fees or WINZ help	11/9/2021 11:03 AM
227	How Social Work role will be protected when employers will try to get around costs by calling Social Workers other things or employing unqualified staff to do the same roles.	11/9/2021 11:02 AM
228	What I have mentioned earlier; disregard for the profession.	11/9/2021 11:01 AM

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229	First of all, to not increase the fee. If the fee is determined to be increased, how the registration fee increase will actually benefit the social worker workforce and its development needs to be redesigned.	11/9/2021 11:00 AM
230	Affordability across the board	11/9/2021 10:58 AM
231	Fairness of expenses to governing bodies as opposed to fair pay for staff	11/9/2021 10:56 AM
232	N/a	11/9/2021 10:55 AM
233	the fact that we are currently facing big challenges and potential job losses for those staff who do not want to have the vaccination and the impact of this for them financially to remain registered with an increase of \$137 per annum. Not the right timing!!!!!!!!!!!!!!	11/9/2021 10:55 AM
234	the cost of the increase the wellbeing of the individuals (professionals) and also the impact on our clients	11/9/2021 10:54 AM
235	asking why the sudden increase, the effect it will have on us.	11/9/2021 10:53 AM
236	price increase	11/9/2021 10:52 AM
237	the poorest of our profession, making sure they are ok. Possibly, a staggered fee depending on income.	11/9/2021 10:50 AM
238	That the cost is outrageous. If they need it for disciplinary costs then take the money from those who are engaged in and found to be at fault. It's not ok for us to be supporting this.	11/9/2021 10:50 AM
239	Pay equality for all social workers	11/9/2021 10:49 AM
240	Reducing the amount for our colleagues who work in community organisations	11/9/2021 10:48 AM
241	That the fee increase makes the in-equity between govt organisations and NGOs even greater. The impact on people who have to pay their own but also the added financial burden to organisations who are paying staff's fees. Questioning the reasoning in light of previous statements that the cost would come down.	11/9/2021 10:37 AM
242	The SWRB fees to remain the same or even reduced as they do not promote the SW profession or support with development. The SWRB service is to provide an avenue for clients to complain if concerned about a SW practice, which is important. However, does it justify increasing the fess, NO. I advocate for the ANZASW to take over the SWRB role and only have one annual fee to pay as currently, paying ANZASW and SWRB fees cost just under \$800.	11/9/2021 10:02 AM
243	How ridiculous the fees are. How they promised no increases and said that the fee would decrease. It feels money hungry for little mahi.	11/8/2021 5:07 PM
244	1. holding the Board to account for their proposal and requesting meaningful detail for members. 2. the social justice and socioeconomic issues in the proposal as essentially the Board expects that the taxpayer - via agency budgets - should stump up for annual increases that may be simply feathering the nests of Board staff and lawyers.	11/8/2021 4:15 PM
245	value for money - satisfaction survey of the services received from the regulator to the sector.	11/8/2021 2:15 PM
246	I'm not 100% sure to be honest: keeping annual costs in line with other professional bodies, sliding scale taking into account more than just salary.	11/8/2021 11:40 AM
247	That this increase could be more damaging to the profession than beneficial as many will not be able to afford registration with the proposed costs. To provide fair funding for NGO's who do not receive support for their Social Workers to be registered.	11/8/2021 11:26 AM
248	That the SWRB reconsiders such a significant increase in one go. That the SWRB looks at how they structured their email which I believe was not collaborative or thinking about human rights and the stresses this could put on many social workers.	11/8/2021 10:45 AM
249	the disproportionate impact this will have on social workers who work in areas that pay their own fees, or how this may impact employment decisions in NGO type organisations. Also that inflation is not a helpful rationale given salaries do not match inflation, why should their fees change now	11/8/2021 10:10 AM
250	The incongruence in earnings of SW versus increase in fees.	11/8/2021 10:08 AM

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251	Fair fee increases.	11/8/2021 9:28 AM
252	Attention to the hard work social workers do especially during these challenges times with Covid and supporting their communities it is poor timing for an increase in fees and in my view not warranted.	11/8/2021 9:16 AM
253	Keeping APC and registration cots the same. Whether this is via lobbying the government for adequate funding, or in consultation with SWRB to access funds from somewhere else - not the social workers directly.	11/8/2021 9:13 AM
254	Transparency from the SWRB. I have contacted them multiple times over the years regarding questions or concerns within practise and have never heard back from them. Its had to quantify what they're using our fees for.	11/8/2021 8:42 AM
255	To focus on the cost increased being delayed, until we are better positioned to meet them. Ie; wage parity, covid - 19 pandemic, vaccinated workforce.	11/8/2021 8:40 AM
256	reducing the fee and focus on pay equity	11/8/2021 8:25 AM
257	All employers should meet registration costs	11/8/2021 8:18 AM
258	Fees	11/8/2021 7:23 AM
259	Standardization salary among Registered Social workers Increased registration fee later	11/8/2021 6:59 AM
260	The fee being too high for Social Workers to pay	11/7/2021 10:08 PM
261	Prevent this fee increase	11/7/2021 10:06 PM
262	Nil	11/7/2021 9:51 PM
263	A fairer system - better and faster processes with better communication happening within the organisation. A fairer pay system which is pro-rata, income based and with options of paying off in instalments or like ANZASW across 50 weeks.	11/7/2021 7:01 PM
264	negotiate with SWRB to not increase the fees by the planned amount	11/7/2021 6:32 PM
265	The unfairness of asking g people to pay costs they simply cannot afford. I'm on a good wage and I pay a mortgage, I'll find a way to cut costs somewhere, but some social workers are already cutting costs and paying rents that increase substantially each year. It feels like the board have lost sight of who their demographic is and they need to be reminded that not all of us work for the government, many of our social workers work for NGO's, faith based organisations and peer support groups, they're not well paid - \$605 is going to be untenable for many - it's pretty scary for me and I can probably afford to take out a loan each year, until my employer can pay me back. It certainly means that many of us won't be able to join ANZASW and be registered, as well as be unionised. Frankly ANZASW provide a much more comprehensive and transparent service to social workers.	11/7/2021 6:07 PM
266	Impacts on all social workers and NFP agencies	11/7/2021 5:57 PM
267	Is increasing fees really the answer? Is the framework actually working? What damage has been caused by the framework and who has paid that price. The real impact of these proposed changes may not be seen immediately. You wont see the social workers who go without to keep paying their registration and you may never see the real loss experienced by the individuals. Emotive I know, but its reality. Focus on the human part, not the treasury model. Look at what the SWRB can do with what they have now and do it well. Maybe they shouldnt be doing it all or only some of it. Look at how it can be done differently	11/7/2021 5:17 PM
268	Pay equity or realistically review professional ability to practice fees.	11/7/2021 2:05 PM
269	Reduce registration fee for NGO Social workers. Please advocate for statutory social workers and ask SWRB to give us back our plastic ID cards as we look extremely unprofessional showing families my piece of paper.	11/7/2021 9:20 AM
270	Supporting NGO's	11/7/2021 7:54 AM
271	Keeping costs down or increasing benefits. Social workers are one of the worst paid professions and our registration costs are one of the highest.	11/6/2021 10:08 PM
272	No comment	11/6/2021 9:51 PM

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273	A complete audit of practises, processes and policies, more importantly accountability. Who are they accountable to. How was the treatment of one of their most experienced Social Workers acceptable practise. If we extrapolate this out. How many social workers in NZ hve been grossly affected. Therefore the real question is how many clients and service users hve been grossly affected as a result of their non Social Work practices? .	11/6/2021 5:10 PM
274	Equity of funding for iwi and NGO sectors. Also, the need to attract passionate, skilled people to the profession	11/6/2021 4:48 PM
275	Pay parity with OT ,so that we can all afford the price hike and comparison's with other professional registrations	11/6/2021 4:31 PM
276	Not to increase	11/6/2021 4:30 PM
277	My comments	11/6/2021 4:23 PM
278	1) The likely negative impact and risks for clients and NGO service providers and self funded social workers. - potential staff cuts or delayed wage increases, longer wait lists. 2) The lacking integrity of the fee increase of 30% in the proposal despite repeated rhetoric from the SWRB that mandatory registration would allow a decrease in fees of 30-50%.	11/6/2021 3:39 PM
279	Stopping this huge increase at this turbulent time	11/6/2021 2:48 PM
280	Advocate for Social Workers	11/6/2021 2:15 PM
281	Questioning why SWRB is not covering costs, I thought with mandatory registration we were told that fees may likely reduce (perhaps this was a baseless rumour). And highlighting the impact this wil have on members financially or otherwise from this survey information	11/6/2021 1:55 PM
282	impact on indemnity insurance high cost that doesnt discriminate an income base impact in ANZASW membership...	11/6/2021 12:48 PM
283	I would like anzasw to focus on how social work as a profession is underfunded. Also that increasing the funds so significantly only AFTER it is mandatory to become registered seems like a way to back social workers into a corner. Maybe the Swrb needs to adopt a tiered approach to paying for registration based on income.	11/6/2021 9:38 AM
284	Fairness -fees dependent on remuneration and/or access to paying the extra off initial ly	11/6/2021 9:22 AM
285	A comparison of other registered practitioners Occupational Therapist, Physiotherapist, Speech Therapy, to get a medium fee rate.	11/6/2021 8:50 AM
286	That until we have pay equity they should holt any pay increases especially in these uncertain times. People have no choice when in order to practice you need to be registered.	11/6/2021 8:37 AM
287	Reducing fees as promised at rallies to ensure NGO's arent left suffering. Also so.e workers have to pay it themselves, if that was me I'd quit due to financial stress. Work on raising our appalling wages. Feels so undervalued. I know I'm rambling but I could be losing my job over all these mandates, and this is just a slap in the face. Our s.work leaders are all about towing government line and collecting revenue. Not looking deeper. I see no media have picked up the peer reveiwe report published in British medical journal- except rtnews. All the whistleblowers from pfizer who allege falsified data etc on the phase 3 trials. You all say you only look at credible evidence it's all there!! All there heavily censored. Anzasw had time to do a survey with space to talk for this, why not the other important issues.	11/6/2021 8:19 AM
288	Pay parity, funding to cover ngo's for fees	11/6/2021 7:56 AM
289	Funding equity from government for the social work dialling as a whole	11/6/2021 7:23 AM
290	Under funding of the sector - not on par with nursing & teaching. Practicums not funded me rely on good will.	11/6/2021 6:53 AM
291	Why? Justify what they do for us now? Support the social workers interest or purpose instead	11/6/2021 6:30 AM
292	Implications on service delivery for NGOs and private practices who fund their own fees.	11/6/2021 6:23 AM
293	equity of costs across different sectors. The disproportionate weight of these costs on NGOs who employ social workers. The link to the current advocacy around community funding and pay equity.	11/6/2021 5:08 AM
294	Funding for the sector so that the cost to social workers can be reduced. The impact on	11/6/2021 4:51 AM

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	employers of social workers, particularly NGOs.	
295	affordability, the proposed increase is too much	11/5/2021 11:28 PM
296	The voice of all sw and what the cost reflects for us and in ngo	11/5/2021 11:04 PM
297	Pay equity with other professions counting life and work experience Social Workers have.	11/5/2021 10:50 PM
298	Providing a level playing field for all social workers.	11/5/2021 10:45 PM
299	My previous points	11/5/2021 10:04 PM
300	Burden places on NGOs and smaller organisations as well as individual practitioners who pay their fee. If we were a well paid profession it would fine but we are not paid well compared to the expertise we hold so to incur higher registration costs is frustrating.	11/5/2021 9:49 PM
301	Bring about accountability.	11/5/2021 9:44 PM
302	All the aspects mentioned. Last year it went up and statement was that it should come down or at least, not increase as more SWers get registered. Students who already pay thousands for a degree not to mention the free (to placement organisation) work they do on placements, are going to really question this career path. We get nothing back from SWRB. They are there to protect the public. Not support social workers	11/5/2021 9:40 PM
303	As discussed. And please point out that we Members of ANZASW, value this membership FAR MORE than registration, which gives social workers nothing beneficial, rather it gives to the public. That is okay but I doubt the public would appreciate us being ripped off by swrb, because I think that is what is being done. Also a focus on pay equity and funding is important. I like your idea stated in this email!	11/5/2021 9:20 PM
304	The user pays model should be to those organisations that have the bulk of the complaints rather than across the board. Social Workers in the NGO sector are considerably underpaid and pay equity and more adequate contracting remains a priority	11/5/2021 9:14 PM
305	Having the increase in registration fees being incremental rather than such a large increase all at once. Also for the fee to be income related.	11/5/2021 9:13 PM
306	Effects on employer supported and non supported social workers	11/5/2021 9:06 PM
307	Alternative to fees increase	11/5/2021 9:03 PM
308	1) Remove more fees incurred. 2) Simplify the registration process with 1 fee instead of 3. 3) Shldn't have further cost to convert from probation to full registration. 4) APC shld be paid by employers.	11/5/2021 9:03 PM
309	The racist impact this will have on underpaid iwi services	11/5/2021 9:01 PM
310	The ngo sector inability to cover this cost	11/5/2021 9:00 PM
311	Lessening the fee increase through seeking government funding.	11/5/2021 8:58 PM
312	The cost and CPD changes. I would be happy to increase the hours required if the write up was lessened.	11/5/2021 8:56 PM
313	Need for SWRB to be funded by government. I presume the submission will go to the Minister as well as the SWRB??	11/5/2021 8:55 PM
314	NGO sector and the impacts which will then impact those social workers on the front line	11/5/2021 8:53 PM
315	While i understand the need for fees to rise from time to time this is a significant raise in the cost of being a social worker while to do compulsory registration has done little to address the pay inequities that exist for many and possibly this needs to be addressed before big increases in fees are made	11/5/2021 8:50 PM
316	Govt supporting NGO's and the like to financially support their workforce.	11/5/2021 8:48 PM
317	The monetary side of things. Seems to be a big part of discussion	11/5/2021 8:34 PM
318	Equity- the state pays for statutory social workers - why should the community pay for non statutory. I would be interested to know how many complaints/discipline/ regulation are from statutory , how many from community	11/5/2021 8:25 PM

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319	Issues as above. Really appreciate ANZASW surveying us like this and putting the themes from the survey analysis into your submission.	11/5/2021 8:22 PM
320	That generally Sw have low wages and cost of reg should reflect that.	11/5/2021 8:12 PM
321	To not increase the fees	11/5/2021 8:11 PM
322	Inequality between fee and funding... And impact on non govt sectors	11/5/2021 8:10 PM
323	The impact on NGOs and those who pay themselves, our low SW wages, the inequity between these fees and those of the NZNO and teaching unions.	11/5/2021 8:10 PM
324	How hypocritical it is for a government based entity (the SWRB) to ask of a underpaid/underresourced workforce for more money.	11/5/2021 8:07 PM
325	The inequitable situation this places NGOs etc in	11/5/2021 7:53 PM
326	Not sure	11/5/2021 7:50 PM
327	Those social workers whose employers do not pay for these costs	11/5/2021 7:49 PM
328	Focus on Social Workers low salary vs high cost of registration	11/5/2021 7:47 PM
329	Not agreeing with swrb	11/5/2021 7:35 PM
330	advocating for NGO, Iwi and private practice Social Workers who are paying the SWRB fees themselves. I think there needs to be a scaling system in place.	11/5/2021 7:27 PM
331	Fact that generally social work is a low paid profession, that NGO sector is very poorly funded, this is a huge increase and it's a captured market. And question around their budgeting - make efficiency savings - like we will have to do to cover increasing costs without raising salaries....	11/5/2021 7:26 PM
332	What justification can the SWRB provide for such as disgusting increase when social workers have not had anything other than cost of living increases (if that) for many years. The difficulty organisations have employing social workers, the lack of people training and how this action just becomes another deterrent to people choosing social work as a profession	11/5/2021 7:26 PM
333	The inequity of a flat fee structure, would like to see something like ANZASW have, with different fee structure based on your earnings. When registration was first being promoted, we were told that the costs would come down as the numbers of registered social workers increased. This has not been the case.	11/5/2021 7:21 PM
334	To focus on the fact that social workers are essential and their role is growing. Because of this we should have a standard, flat fee which is manageable by practitioners from all organisations not just the elite being paid by the government	11/5/2021 7:18 PM
335	How swrb propose to support the social workers with the mandated registration as well as developing a role in supporting professionalism, as well as advocating in the political and policy space	11/5/2021 7:18 PM
336	N	11/5/2021 7:17 PM
337	Bang for buck. What does SWRB provide for qualified practitioners?	11/5/2021 7:14 PM
338	Stepped fees according to income as union fees are	11/5/2021 7:13 PM
339	Minimise the costs of registration for all social workers.. those working for government or DHB have there fees paid but NGOs often don't have the money to pay, and those in private practice will need to increase their charges. Hence those needing social work support will suffer if costs keep increasing.	11/5/2021 7:08 PM
340	Cost and when people join mid year they should only pay a portion.	11/5/2021 7:06 PM
341	Negative impact an increase of SWRB fee would have at this time	11/5/2021 7:05 PM
342	Affordability, focusing on pay equity before raising costs like this	11/5/2021 6:56 PM
343	The low pay...that they promised that the costs would be reduced once mandatory registration occurred and it will take anzasw members away	11/5/2021 6:52 PM
344	Integrity for a profession that is now required to be registered but seems to be getting slammed.	11/5/2021 6:46 PM

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345	Questioning the rise in price, and ask for information on how that has been used this year and what the propose the extra costs will be	11/5/2021 6:45 PM
346	The unfairness and the lack of equality between sectors	11/5/2021 6:42 PM
347	Evidence as to why we need a fees increase	11/5/2021 6:40 PM
348	inequity when government can get more money to cover this without any worries. inequity for those in private practice or have to pay this themselves. more cost and little for the money	11/5/2021 5:35 PM
349	Figure out why the fuss all of a sudden. How is SWRB funded anyway and is there sufficient government funding put into the SWRB that could then have them ease up on social workers having to pay so much.	11/5/2021 5:17 PM
350	Making it mandatory for employers to pay the fees Making the registration board be more visible in their support of social workers and explaining what the increase is actually for and if its for a wage rise for their own staff.....also to try for equality in wages across all forms of social work employment	11/5/2021 5:03 PM
351	Holding SWRB to account re the purpose and intentions of mandatory registration, and their 'promise' that costs would decrease as registrations increased.	11/5/2021 4:58 PM
352	The SWRB working with contract providers to increase their contract to pay for SWRB registration. When contracts state the provider has to use a registered social worker, then the contract costs should help cover this cost.	11/5/2021 4:51 PM
353	I would like ANZASW's submission to be taken to the steps of Parliament by social and community workers collectively marching on Parliament to deliver it. The discussions have gone on long enough and as social workers we are being treated with the ignorance and distain in the same way that the whanau we seek to assist are treated by the State in relation to its policies and priorities in relation to Te Tiriti o Waitangi obligations, benefits, housing and the health and wellbeing of the most marginalised. We are seen as deviant.	11/5/2021 4:50 PM
354	Funding NGO SW fees	11/5/2021 4:46 PM
355	The cost to the Community and NGO sector and the role of SWRB.	11/5/2021 4:15 PM
356	The financial and emotional impact on the workforce and employers and the need for improved support and acknowledgement for social workers in this stressful climate of covid and long-term lockdowns.	11/5/2021 4:15 PM
357	A more fair way of addressing increased costs. I would have preferred a 5% annual increase for the next few years.	11/5/2021 4:12 PM
358	please dont increase the fee	11/5/2021 4:02 PM
359	I think your campaign focus is good but also to try to convince SWRB to at least spread the increase across multiple years.	11/5/2021 3:59 PM
360	Fair increase - not one this steep. For the increase - let's see efforts to get change in the NGO versus govt/public sector pay gaps and conditions.	11/5/2021 3:58 PM
361	Inequity. I would like them to justify the high price of registration comparative to other professions. Mandatory registration has meant more social workers registering with SWRB, this should decrease fees, not increase them.	11/5/2021 3:53 PM
362	Lowering cost, work together so our joint fees do not increase	11/5/2021 3:52 PM
363	It's unfair that social workers in the community who are having to bear this cost, when the issue of pay parity compared to health and welfare has not even been addressed.	11/5/2021 3:51 PM
364	A fair and reasonable fee that doesn't discriminate	11/5/2021 3:34 PM
365	Either lessening, or eliminating the fee hike	11/5/2021 3:30 PM
366	On the the contribution social workers made to society in Aotearoa and for this to recognized by way of state support for registration.	11/5/2021 3:29 PM
367	charge the statutory sector more, leave rates for the voluntary sector	11/5/2021 3:19 PM
368	some kind of equity between NGO sector & other SW's perhaps not making such a large	11/5/2021 3:08 PM

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	increase in the 1 year	
369	Value for money	11/5/2021 3:05 PM
370	Stop charging members and employers as if they are wealthy and well resourced. Flexibility of scale? Recognition of part timers and value of experience	11/5/2021 3:05 PM
371	Make the SWRB accountable. Stop the increase in levy - especially at this time with so much stress/pressure already on helpers & caring professionals & people personally	11/5/2021 3:03 PM
372	Encouraging the fees to be part of All workers remuneration package so that employers pay the cost. This will reduce inequality across the social work profession now that registration is compulsory.	11/5/2021 3:02 PM
373	Focus on advocating for community services, iwi and part time workers in particular. Forcing community organizations to rely on unsustainable and poorly funded contracts is deplorable and causes a ripple effect of low pay and workers paying their own registration fees. Services are subsidized by social workers. In all of these cases, government is going after the people who make the least to subsidize their unwillingness to fund operations adequately (and raise taxes on the wealthy!). I understand swrb's position but they must see the injustice of this and must find another way. We must advocate for another way if SWRB is unable to.	11/5/2021 3:02 PM
374	Equity and ensuring NGO sector and staff in this sector are not unduly impacted. Consideration of how social workers manage a yearly increase when our salaries are not always increased by CPI yearly	11/5/2021 3:01 PM
375	Ensuring the price is not too high for Social workers who already don't get paid enough.	11/5/2021 3:00 PM
376	Fair funding for NGO/community/iwi services. - Which is needed for pay equity.	11/5/2021 3:00 PM
377	Inequity Underfunding Lack of affordability	11/5/2021 2:58 PM
378	That the cost is unfair to people who work part-time and have to pay their own registration fees. It is also unfair to small NGOs who do not have the funds to call on to pay fees at this level.	11/5/2021 2:53 PM
379	Increase in registration fees to cover disciplinary action, how can this be passed onto unethical social workers instead? Levy increases being held to general salary rises within the social work profession.	11/5/2021 2:53 PM
380	what is best for us as social workers	11/5/2021 2:52 PM
381	Aligning SWRB fees with those of similar professional bodies such as NZEI and Nurses Union. The imbalance of power as we have no choice but to be a member of this organisation.	11/5/2021 2:51 PM
382	The percentage of the increase- 6x inflation rate	11/5/2021 2:50 PM
383	The fact that SWRB have said for a long time that they would reduce fees if registered social workers numbers increased. The fact that we are in danger of losing really good social workers and supervisors/private practice practitioners with this potential increase.	11/5/2021 2:49 PM
384	No change is acceptable. Less fee is desirable.	11/5/2021 2:46 PM
385	The cost and what you get for it.	11/5/2021 2:46 PM
386	More fund allocation, to in par with other professions.	11/5/2021 2:42 PM
387	The need for the Registration Board to consider other ways of funding the very necessary work. Society is held together often by the power of social work, it is essential to keep registration a robust mechanism to ensure professionalism and ensure safety for clients. This entity is too large to be reliant on an underpaid workforce . The government needs to take some responsibility in either paying a fair wage or at least funding the support framework of our profession.	11/5/2021 2:42 PM
388	Fees.	11/5/2021 2:41 PM
389	Keeply fees reasonable for people who have worked hard to obtain professional status.	11/5/2021 2:40 PM
390	Equity for part time workers	11/5/2021 2:38 PM
391	Reducing the fees of registration in particular for self employed or NGO's with limited funds. maybe a sliding scale with 2 fee structures. Also not including the disciplinary fees.	11/5/2021 2:36 PM

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392	A strong voice to keep the coasts down for registrations.	11/5/2021 2:33 PM
393	The impact on low paid workforce. The abuse of low paid workers that have no choice The amount of money being spent by SWRB on empire building	11/5/2021 2:30 PM
394	don't increase the fees!	11/5/2021 2:26 PM
395	All employers should be paying these fees. Effect on social workers individually and collectively. Ngo social workers may be further disadvantaged	11/5/2021 2:26 PM
396	Affordability	11/5/2021 2:17 PM
397	Pushing the SWRB to be accountable to the profession and for Social Workers wages to reflect the increase of costs associated with being a social worker	11/5/2021 2:16 PM
398	Organizations that require a social worker (which now have to be registered) should cover the cost of this. Which also means community funding needs to increase. community funding	11/5/2021 2:14 PM
399	Much better contracts for community social workers. Fair fee reccommendatiobs for external supervisors. I am self employed. I have not put up my fees for 12 years. If I did, I doubt NGOs would pay tge new rate. It would get pushed onto already poorly paid social workers to pay any price increase.	11/5/2021 2:13 PM
400	How expensive registration conflicts with our purpose.	11/5/2021 2:12 PM
401	SWRB is not offering a service that warrants the current fees, she an increase in fees should at least provide a good service. What is SWRB actually doing for social workers on the ground?	11/5/2021 2:10 PM
402	inequalities in the sector - if it is a pre requisite for a job (which it is) then should be the employer's responsibility to pay.	11/5/2021 2:09 PM
403	The increased cost	11/5/2021 2:08 PM
404	How is the increase going to benefit all of the registered social workers??	11/5/2021 2:05 PM
405	A sector wide consideration of the impacts of the SWRB complaince cost on Social Service delivery, contracts and social work tertiary education.	11/5/2021 2:03 PM
406	underfunding of social work sector and impact on community services	11/5/2021 2:02 PM
407	Limiting increase on the costs for registration.	11/5/2021 2:00 PM
408	Cost relating to hours worked	11/5/2021 1:57 PM
409	Consult with the real people re any changes	11/5/2021 1:53 PM
410	Not increasing the fees	11/5/2021 1:50 PM

Q11 Do you have anything else to add?

Answered: 325 Skipped: 225

#	RESPONSES	DATE
1	Thank you for representing us all	11/14/2021 10:43 PM
2	I would like the ANZASW to do some media work around this issue - would be good to get a story out when ANZASW do a submission. I'm sure lots of social workers would be happy to speak up about this issue.	11/14/2021 10:33 PM
3	please listen to the social workers who are in the private and NGO sectors.	11/14/2021 9:29 PM
4	I am concerned if fees rise under SWRB, less social workers will be able to afford to belong to the ANZASW- a much needed professional body	11/14/2021 9:26 PM
5	No	11/14/2021 8:10 PM
6	No	11/14/2021 6:12 PM
7	No.	11/14/2021 5:42 PM
8	No	11/14/2021 5:38 PM
9	Please don't make it more expensive	11/14/2021 5:03 PM
10	No only that I am disappointed in the registration board	11/14/2021 3:58 PM
11	No	11/14/2021 3:40 PM
12	No	11/14/2021 3:33 PM
13	It's too expensive	11/14/2021 3:15 PM
14	No	11/14/2021 3:14 PM
15	No	11/14/2021 2:37 PM
16	no	11/14/2021 2:20 PM
17	I fully support ANZASW making this submission and all the great mahi you do !	11/14/2021 12:32 PM
18	I was shocked and very surprised that the SWRB is prepared to put this proposal forward. Our profession is already known to be poorly funded. It feels like a nail in the coffin. I am so disappointed and have lost confidence in the Bosrd	11/14/2021 10:39 AM
19	No	11/13/2021 4:54 PM
20	No	11/12/2021 8:35 PM
21	No	11/12/2021 7:53 PM
22	No	11/12/2021 5:08 PM
23	The whole announcement borders on break of 10 CPD requirements and the governing body should of known better than this. Especially since they know how badly Social Workers are treated in NZ in general.	11/12/2021 4:14 PM
24	It's getting harder to practice with increased costs.	11/12/2021 3:57 PM
25	-	11/12/2021 3:49 PM
26	No thanks	11/12/2021 3:47 PM
27	N/a	11/12/2021 3:10 PM
28	No.	11/12/2021 2:42 PM

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29	The new proposal is unreasonable.	11/12/2021 2:24 PM
30	Bring these costs down now thanks :)	11/12/2021 2:24 PM
31	Mental health and access to positive free services even links to youtube etc as we reach all time heights of anxiety and mental fatigue from covid and engaging with community. Also about employment rights during COVID to know if also in crisis affecting mahi who can help advocate for communications with leadership. Sorry just really big needs and titanic sinking in social work around us right now!	11/12/2021 2:11 PM
32	No	11/12/2021 2:00 PM
33	Thanks for seeking social work views.	11/12/2021 1:31 PM
34	Thanks for making a submission	11/12/2021 12:49 PM
35	no	11/12/2021 12:38 PM
36	No	11/12/2021 12:37 PM
37	No, thanks	11/12/2021 12:20 PM
38	No	11/12/2021 12:18 PM
39	Why do we need ANZASW and SWRB, surely one agency could do the role rather than two predominately doing the same role.	11/12/2021 12:07 PM
40	No	11/12/2021 12:00 PM
41	nope	11/12/2021 11:58 AM
42	It would be useful if there was a pro rata system of payment available, according to income . This is possible as ANZASW has demonstrated. The SWRB should not be discouraging involvement in the profession by putting up barriers for workers to stay or return to the profession.	11/12/2021 11:55 AM
43	No - please do not increase your fees in the same way.	11/12/2021 11:43 AM
44	No	11/12/2021 10:18 AM
45	Thank you for - once again - for advocating for us and helping us have a voice. Thank you for having our backs.	11/12/2021 9:46 AM
46	Thanks for advocating on behalf of social workers, it is greatly appreciated.	11/12/2021 9:44 AM
47	Good to see ANZASW taking an active role on this	11/11/2021 10:54 PM
48	Social workers who have their fee paid by their employing agency and who also a second job privately in a swk role on top of their employment also meet some of the extra fee for their private secondary employment. NGO's hiring intervention case workers, in policy roles, in staff management roles who are not swkers to fill positions previously filled by swkers are in effect keeping the number of people required to register down. I don't know really if these two statements would be best addressed in a submission around SWR fee - however I just feel these two issues are important for us as professionals	11/11/2021 9:19 PM
49	A 30% increase is a lot to do at once.	11/11/2021 8:55 PM
50	No, it's hideous how much social workers have to pay on the little money we earn and especially in this climate.	11/11/2021 4:27 PM
51	Address high levels of bias , discrimination and racism in the community, where social work/social services help create a positive workforce.	11/11/2021 1:49 PM
52	Not at this stage.	11/11/2021 1:04 PM
53	No	11/11/2021 11:05 AM
54	How does this compare to other professional bodies i.e.: Occupational Therapist; Psychology; Nursing; Physiotherapy (Allied Health Professionals)?	11/11/2021 10:22 AM
55	Its about choice	11/11/2021 9:27 AM
56	no	11/11/2021 8:45 AM

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57	I have a private practice in which 65% of my work is funded. My local health authority wont fund male survivors of sexual abuse even though this is a health issue. But then it wont fund a lot of work unless a practitioner belongs to other professional bodies such as nursing or psychology. When will this profession be recognised in Aotearoa?	11/11/2021 8:43 AM
58	No	11/11/2021 8:09 AM
59	SWRB cannot justify why they need to increase annual payments, as I feel unsupported & devaluated by SWRB only seem to send out an annual card, the odd email telling me my annual payment is due and if I am not registered then I cannot practice. ANZSW should be the recognised social work registration board. We the social worker receive countless updates, invitations around professional development and training, social work practitioner can request & get support re Employer matters. Whereas SWRB are more about the employers and social work accountability. Where I believe ANZSW actions from both platforms.	11/11/2021 8:07 AM
60	SWRB needs to uphold social work values and support new practitioners to practice to a high standard via systems and messages and processes that are strengths based and not deficit focused. They should be taking guidance from the profession NOT dictating to the profession. They should be involved in gathering data that gives us a picture of the employment sector needs - work force planning and working with Tertiary institutions to ensure they are able to deliver to the standards required by the profession and should be feeding back information proactively to social workers employers and educators. They should advocate with government for raising the professional image and influence of social work in Aotearoa NZ and work collaboratively with the subject matter experts who can assist.	11/10/2021 11:02 PM
61	fairness would require that all State (MSD/Health/Education) contracts include funding to fully cover fees for all registered social worker required under the contract.	11/10/2021 10:33 PM
62	I will be extremely disappointed if the SWRB go ahead with their proposed fee increase and fail to listen to social workers working in the front line in these challenging times	11/10/2021 5:21 PM
63	no	11/10/2021 4:56 PM
64	My supervisor has already mentioned the increase may drive her to rethink her work. I think that a pro-rata structure should also be available so organizations/ social workers who work part time hours do not have to pay the full fee.	11/10/2021 4:16 PM
65	I agree with the proposal for a campaign around fair funding for the NGO, community and iwi sector.	11/10/2021 4:02 PM
66	No	11/10/2021 3:37 PM
67	No thanks	11/10/2021 2:34 PM
68	-	11/10/2021 2:34 PM
69	Thank-you for providing this forum for us to contribute to. I have also contributed to a submission our DHB SW group will be submitting - the more voices the better I say!	11/10/2021 1:29 PM
70	Just a slap in the face increased costs. In this climate timing is terrible.	11/10/2021 1:14 PM
71	Feels as though it's just about money	11/10/2021 10:48 AM
72	Not at this time	11/10/2021 10:46 AM
73	Nothing further - thanks	11/10/2021 10:38 AM
74	A lot of social wotkers will struggle to understand the rationale for this increase - what are SWRB doing to explain this increase to the workforce, how is this being justified - social workers pay does not increase by 30%	11/10/2021 10:17 AM
75	Thanks for this opportunity. I am really concerned the profession will lose more really good experienced practitioners who of course are mainly (hugely so) women!	11/10/2021 10:05 AM
76	Thank you ANZASW	11/10/2021 9:14 AM
77	No	11/10/2021 8:47 AM
78	No	11/10/2021 8:18 AM
79	no	11/10/2021 8:14 AM

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80	No	11/10/2021 7:45 AM
81	no	11/9/2021 10:46 PM
82	No	11/9/2021 10:10 PM
83	Registration fees & ANZASW fees combined are costly	11/9/2021 10:03 PM
84	No	11/9/2021 10:00 PM
85	no	11/9/2021 9:28 PM
86	Thank you for putting this together on behalf if social workers. We are doing an unthankful job in times that are not easy. Every but of support us helpful.	11/9/2021 9:12 PM
87	No.	11/9/2021 8:59 PM
88	No	11/9/2021 8:51 PM
89	No	11/9/2021 8:46 PM
90	No	11/9/2021 7:15 PM
91	No thanks	11/9/2021 6:52 PM
92	No	11/9/2021 6:24 PM
93	No	11/9/2021 5:50 PM
94	No	11/9/2021 5:42 PM
95	SWRB is clearly out of touch with what is happening in NZ at this time, Covid stress, understaffing and now to increase fees by 30 percent is very poor.	11/9/2021 5:21 PM
96	No	11/9/2021 5:07 PM
97	Not at this time. Thank you.	11/9/2021 5:05 PM
98	no	11/9/2021 5:04 PM
99	No thank you :)	11/9/2021 5:01 PM
100	In the midst of all the uncertainty and stress related to COVID this proposed increase does not help it just adds to the problem. Think of a fairer solution NZ Social work registration board	11/9/2021 4:48 PM
101	Some time ago having more Reg sw was supposed to decrease the cost ,- what's the pay cheques of the staff. I hope not higher than my salary	11/9/2021 4:03 PM
102	I would like to see a fee arrangement that is equitable across the various strata of social work agencies	11/9/2021 3:53 PM
103	No	11/9/2021 3:45 PM
104	no	11/9/2021 3:35 PM
105	No	11/9/2021 3:31 PM
106	No	11/9/2021 3:19 PM
107	Asking to submit IELTS score for the person who obtained degree in NZ is totally unacceptable and ridiculous.	11/9/2021 3:15 PM
108	No	11/9/2021 3:13 PM
109	No. Thank you for raising concern on behalf of our Social Work community	11/9/2021 2:57 PM
110	From experience on another disciplinary Board, I think it is important that a sub-committee examines complaints to see if they reach a threshold to proceed to legal advice and examine the exact nature of the specific complaint which just might require education, training or other action, rather than discipline. What I am saying is legal costs to the SWRB may be driving the need for the proposed increase. More detail is required on this aspect of fiscal management.	11/9/2021 2:55 PM
111	Thankyou ANSASW. Pity we cant get registration through you instead. I find swrb dont do much for us as social workers	11/9/2021 2:31 PM

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112	No	11/9/2021 2:31 PM
113	It sucks.	11/9/2021 2:24 PM
114	No - thanks for doing this!	11/9/2021 2:21 PM
115	No	11/9/2021 2:09 PM
116	There are not enough social workers in this country and although I want the quality of social work practice to increase, creating artificial hurdles (such as this proposed increase in registration costs) will only result in even less social workers available to the most vulnerable members of society	11/9/2021 1:57 PM
117	No	11/9/2021 1:51 PM
118	i am upset my professional body being so money orientated...	11/9/2021 1:40 PM
119	n/a	11/9/2021 1:39 PM
120	No	11/9/2021 1:39 PM
121	No	11/9/2021 1:33 PM
122	No	11/9/2021 1:33 PM
123	I have belonged to ANZASW for decades but I cant afford to keep paying two annual fees if the prices keep going up! and I have to be registered to keep my job	11/9/2021 1:25 PM
124	n/a	11/9/2021 1:19 PM
125	-	11/9/2021 1:17 PM
126	.	11/9/2021 1:16 PM
127	No	11/9/2021 1:15 PM
128	No	11/9/2021 1:09 PM
129	No.	11/9/2021 1:02 PM
130	No	11/9/2021 1:01 PM
131	Very significant advocacy role here for ANZASW	11/9/2021 12:56 PM
132	More ongoing professional development for members only	11/9/2021 12:50 PM
133	It feels like we are being held to ransom. We get compulsory registration, and NOW they put the fees up, and we have no recourse to NOT pay the fees. If they had put the percentage up to what my wages have gone up (barely 7 % in the past 15 years) I wouldn't have minded so much.	11/9/2021 12:50 PM
134	It's all there...	11/9/2021 12:45 PM
135	I absolutely believe in registration, and I absolutely understand that there is a cost to that.	11/9/2021 12:39 PM
136	No	11/9/2021 12:28 PM
137	Again I do not disagree with the increase. Postponing it to a later date would be better. Thank you.	11/9/2021 12:22 PM
138	It seems it is another method for government to gain funds	11/9/2021 12:18 PM
139	No just feel disappointed. I have been a member of SWRB for many years because I knew how important it was. . . NOW I am not so sure.	11/9/2021 12:17 PM
140	no	11/9/2021 12:13 PM
141	appreciate the opportunity to feedback.	11/9/2021 12:12 PM
142	Keep up the good work	11/9/2021 12:11 PM
143	No	11/9/2021 12:10 PM
144	Social workers and agencies do not have the funding to pay such a high levy Very unhappy	11/9/2021 12:02 PM

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	social work membership, already their are goans coming from members.	
145	no	11/9/2021 12:00 PM
146	No	11/9/2021 11:58 AM
147	No	11/9/2021 11:52 AM
148	no	11/9/2021 11:51 AM
149	I struggle with mandatory registration not allowing a new graduate to start with DHB and work towards this while employed, colleagues also already struggle to find the costs initially as they are then later reimbursed which isn't ideal	11/9/2021 11:49 AM
150	Is SWRB highly inefficient to need such a high fee? I would like there to be a focus on them becoming more efficient, rather hiking the fees. They have certainly been inefficient to date: e.g. S.13 portfolios being 'lost', delayed up to and exceeding 9 months...	11/9/2021 11:44 AM
151	No	11/9/2021 11:42 AM
152	Nothing	11/9/2021 11:42 AM
153	May force good workers out of the profession which is already not paid well	11/9/2021 11:38 AM
154	Thank you ANZASW to take on that topic!	11/9/2021 11:38 AM
155	No	11/9/2021 11:36 AM
156	No	11/9/2021 11:30 AM
157	I hope Social Workers as individuals and as a collective will make a positive impact on Aotearoa New Zealand with our work ethics and competent professional practice	11/9/2021 11:28 AM
158	Tautoko your mahi	11/9/2021 11:25 AM
159	No thanks	11/9/2021 11:22 AM
160	Regulating social workers comes at a cost, I get that, however i find it incomprehensible that all social workers, who work damn hard advocating for human rights and social justice for all people, are: 1) paying for the disciplinary activities of those social workers who do wrong and harm, 2) are unable to advocate for themselves when wrong and harm is being done to themselves, and 3) the SWRB is recovering costs for running its machine from social workers and not from government.	11/9/2021 11:22 AM
161	Has ANZASW approached all major NGOs to ask for a joint response?	11/9/2021 11:22 AM
162	NO	11/9/2021 11:20 AM
163	no	11/9/2021 11:19 AM
164	Nil	11/9/2021 11:19 AM
165	No. It is a waste of time.	11/9/2021 11:19 AM
166	good luck	11/9/2021 11:16 AM
167	Regardless of what happens, I think it would be more in keeping with the values of the Profession to have registration fees staggered depending on income level, as this seems like a fairer system.	11/9/2021 11:12 AM
168	kaore	11/9/2021 11:12 AM
169	.	11/9/2021 11:10 AM
170	No	11/9/2021 11:08 AM
171	thanks for seeking views of social workers - much appreciated and that you are doing a submission based on our views - fantastic stuff	11/9/2021 11:07 AM
172	I would like to know reasons behind the proposed increase. To include the long-term plan. If the long-term plan is to phase out SW in a significant way, then I for one need to stop teaching a SW bachelor!!	11/9/2021 11:06 AM

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173	All the best with the submission	11/9/2021 11:05 AM
174	I feel very personally and professionally let down by this hierarchical SWRB who now appear to represent the antithesis of the heart and core of what it means to be a social worker. I vote for Greens and Labour. I do not support a capitalist culture such as that proposed by SWRB. Stuff them!!	11/9/2021 11:04 AM
175	I wonder as I looked through the financial statement of the Board, why their employees are paid so much. I personally do not feel the Board does a lot for me.	11/9/2021 11:03 AM
176	Thanks for the opportunity to give my views. I appreciate the speed with which the association is responding to important issues and gaining our views. Nga mihi maioha	11/9/2021 11:03 AM
177	no	11/9/2021 11:02 AM
178	I could understand an increase if the government committed funds to pay the NGO social workers fairly...our pay gap is %30 to %50 lower than government social workers, this is unfair, charge government more for fees but not NGOs until there us pay equity	11/9/2021 10:56 AM
179	N/a	11/9/2021 10:55 AM
180	no	11/9/2021 10:53 AM
181	No but ANZASW offer more than SWRB in terms of training	11/9/2021 10:52 AM
182	It just makes me angrier at SWRB they do nothing for us nothing!	11/9/2021 10:50 AM
183	no	11/9/2021 10:49 AM
184	None	11/9/2021 10:48 AM
185	Thank you for taking this up!	11/9/2021 10:37 AM
186	Fire the SWRB and replace with ANZASW. Why pay double and to a service (SWRB) that provides minimal to the SW profession and only a complaint service. ANZASW could take the service over for complaints and continue supporting the development of the SW profession to ensure quality Social work practice is provided to the communities.	11/9/2021 10:02 AM
187	It's a shit day to be a social worker in an NGO.	11/8/2021 5:07 PM
188	Thank you to ANZASW for taking on this issue, and so quickly. I could scarcely believe what I was reading in the SWRB proposal, and its tone was unilateral and condescending - bearing no likeness to the Competence Standards and the Codes of Conduct social workers practice by.	11/8/2021 4:15 PM
189	I would like SWRB to give consideration to those on lower incomes paying a varying percentage of the fee.	11/8/2021 2:58 PM
190	SWRB have been increasing their costs year on year.	11/8/2021 2:15 PM
191	Just thank you. I am new to ANZASW and very much value what you have to offer.	11/8/2021 11:40 AM
192	just really disappointed.	11/8/2021 10:10 AM
193	It does not mean that because employers pay this fee it does not affect Social Workers. Increase not justified There needs to be strong action to stop this increase. I can see the title of Social Worker being used less to avoid paying the ridiculously high fee.	11/8/2021 10:08 AM
194	No.	11/8/2021 9:28 AM
195	It's good to have a voice on this issue. I support enough is enough.	11/8/2021 9:16 AM
196	N/a	11/8/2021 8:42 AM
197	Kaore	11/8/2021 8:40 AM
198	no	11/8/2021 8:18 AM
199	No	11/8/2021 7:23 AM
200	Salary Standardization First among SWRB Registered Social Workers first to be spearheaded by SWRB to promote social justice for social workers God bless	11/8/2021 6:59 AM
201	Nope	11/7/2021 10:08 PM

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202	No	11/7/2021 10:06 PM
203	Nil	11/7/2021 9:51 PM
204	No, probably said plenty! :)	11/7/2021 7:01 PM
205	I'm still paying off this years ANZASW registration when I can afford to drop money into it because I was blindsided by the registration boards levy. I'd rather belong to one organisation that has my interests in mind. I recognise we need a board who protects the public from bad practice but our Registration shouldn't be tagged to that board, I'd rather it go to ANZASW and we pay a small stipend to an appeals board, given we now pay huge fees and then pay again if we lose a case against us.	11/7/2021 6:07 PM
206	No	11/7/2021 5:57 PM
207	No	11/7/2021 5:17 PM
208	no	11/7/2021 7:54 AM
209	N/A	11/6/2021 10:08 PM
210	No	11/6/2021 9:51 PM
211	Ha ha I think I've said more than enough! Well done for implementing this survey and doing the mahi. Most of all, this issue along with mandatory vaccination has precipitated me to move swiftly towards retirement. It's time to hand over my batten. I'm really tired. Sent with aroha for continuing to hold the batten for us all! Excellent work!	11/6/2021 5:10 PM
212	No	11/6/2021 4:48 PM
213	No	11/6/2021 4:30 PM
214	No	11/6/2021 4:23 PM
215	Thank you for the opportunity to contribute to the ANZASW submission	11/6/2021 3:39 PM
216	I'm hugely disappointed in the SWRB announcing this massive increase at a time when our discipline is so stretched and under resourced/underpaid.	11/6/2021 2:48 PM
217	No	11/6/2021 2:15 PM
218	Thank you for advocating for us	11/6/2021 1:55 PM
219	very sad. I wonder if SWRB take itself too seriously and needs a restructure to reduce its costs rather than heaping costs on the practitioners.	11/6/2021 12:48 PM
220	If I had a choice I would only register with ANZASW	11/6/2021 9:22 AM
221	For those how are members of ANZASW may have to leave if they are paying both , cost is too much. You have to registered to work , our pay is not going up, cost of living has increased , how is this huge increase fair?	11/6/2021 8:50 AM
222	The increase should be on an incremental basis over the next 5 years not at once. I think many will leave especially in NGO sector	11/6/2021 8:37 AM
223	Yes, so much but I'll spare it. Really feeling so disillusioned by swrb and anzasw. I kept my fees this year as I believed the hype that anzasw were going to change to support more than OT. Yes, I've seen positives, but I'm shocked at the lack of critical thinking and willingness to really hear educated alternative views on important topics. It's your way or the highway-- have you had any pressure to tow the gov line??	11/6/2021 8:19 AM
224	No	11/6/2021 7:23 AM
225	Nope not at this time but I do want to thank ANZSW for supporting us	11/6/2021 6:30 AM
226	Thank you for the advicating you do and the opportunity to participate in the survey	11/6/2021 6:23 AM
227	Regardless of whether this change occurs, I would like to see SWRB develop part year fee structures. We have had a number of staff who have registered part way through the year and are required to pay a full year fee. This has occurred as late as march/April and then another full year in the June/July period. This does not sit well with me at all. Our social workers have been quite concerned and uncomfortable with this, feeling bad about us paying it, but also	11/6/2021 5:08 AM

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recognising the financial burden this would mean for them we didn't. Salary scale: at the beginning of this survey, when I put my salary scale. I want to put in in the context that I am a CE in a community agency.

228	No	11/6/2021 4:51 AM
229	keep fees affordable	11/5/2021 11:28 PM
230	No	11/5/2021 11:04 PM
231	I have seen some NGOs couldn't provide high quality social services to the community and they don't attend trainings and seminars because their employers is not able to pay for ANZASW which provide practical support and assistance to social workers. Increase SWRB fees will stop some of them hiring qualified social workers.	11/5/2021 10:50 PM
232	Thank you to ANZASW so much for caring and advocating for our 'team' ..	11/5/2021 10:45 PM
233	No	11/5/2021 10:04 PM
234	No	11/5/2021 9:49 PM
235	No	11/5/2021 9:40 PM
236	Please use my information any way you wish. We need to self advocate and make a noise!	11/5/2021 9:20 PM
237	Social Work historically is not valued in Aotearoa/New Zealand. For the last 20/30 years the profession has tried valiantly to prove its worth. I'm not sure how we can sustain such added costs to our already meagre remuneration for the very stressful work we do. Maybe comparative registration costs with other allied health professional salaries is worth noting.	11/5/2021 9:14 PM
238	The high cost may discourage more people pursuing to be registered social workers ultimately affect the profession	11/5/2021 9:06 PM
239	1) Registration process (probation & Full) enough to lose passionate SWs from getting into the industry. 2) All the fees incurred are simply ridiculous with meagre salary in NZ. SWs can be as poor as clients.	11/5/2021 9:03 PM
240	Thanks for offering this chance for me to vent and give my view.	11/5/2021 8:56 PM
241	No	11/5/2021 8:53 PM
242	No.	11/5/2021 8:48 PM
243	No thanks	11/5/2021 8:34 PM
244	The state has used mandatory registration to shift accountability fir flawed stste systems and managment to individual social workers - now it, throught the swrb wants individual social workers to pay to be regulated. Sneaky move.	11/5/2021 8:25 PM
245	No - thank you	11/5/2021 8:22 PM
246	No, thanks	11/5/2021 8:11 PM
247	Nil	11/5/2021 8:10 PM
248	This is unfair and we are powerless to do anything about this. This unilateral fee hike directly challenges the SW values around power and control.	11/5/2021 8:10 PM
249	See above responses.	11/5/2021 8:07 PM
250	N/a	11/5/2021 7:53 PM
251	No thank you	11/5/2021 7:50 PM
252	No	11/5/2021 7:49 PM
253	This is an absolutely terrible proposal. Totally unaffordable for the majority of social workers or their employers to be able to cover this cost on an annual basis	11/5/2021 7:47 PM
254	It said we would have lowered fees after compulsory registration. You lied	11/5/2021 7:35 PM
255	The NGO's funding needs to be increased and NGO social workers need pay parity with the government agencies.	11/5/2021 7:30 PM

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256	thank you for your advocacy	11/5/2021 7:27 PM
257	No - make it a strong voice Braden!	11/5/2021 7:26 PM
258	SWRB should be ashamed of itself clobbering a profession that does incredible work for very little year on year.	11/5/2021 7:26 PM
259	No	11/5/2021 7:21 PM
260	Pay for all social workers should be equal and reflective of their mahi not who gives the cash	11/5/2021 7:18 PM
261	No	11/5/2021 7:17 PM
262	Thanks	11/5/2021 7:14 PM
263	Yes fees might be ok for those where employers pay but many NGOs are already giving social work roles other titles so they don't have to pay registration. Also where some employers will pay we still have to pay our own ANZASW Fees.	11/5/2021 7:13 PM
264	I wonder how many people are employed by the SWRB and what salaries they receive.. how much of the fees go to pay these salaries which I would think would be at either the high social work salary or higher.	11/5/2021 7:08 PM
265	No thanks	11/5/2021 7:05 PM
266	This is ridiculous	11/5/2021 6:56 PM
267	Given the current environment and the stressors Social Workers face within their work at this current time it's disgusting to add more stress and pressure to their loads.	11/5/2021 6:52 PM
268	No	11/5/2021 6:46 PM
269	No, thanks	11/5/2021 6:45 PM
270	No	11/5/2021 6:42 PM
271	No thanks. But I support you looking out for the people that are directly affected by this somewhat inappropriate action by the SWRB asking for more monies from social workers or their employers.	11/5/2021 5:17 PM
272	no	11/5/2021 5:03 PM
273	The service provided by SWRB is appalling - significant delays, mistakes, lost paperwork. This might justify needing more resources to do the job properly however I don't have any faith in their efficiency, transparency or professionalism.	11/5/2021 4:58 PM
274	No	11/5/2021 4:51 PM
275	No	11/5/2021 4:50 PM
276	No	11/5/2021 4:46 PM
277	I am really unimpressed that the Registrar is not a social worker. I am also disappointed by the lack of any advocacy from SWRB particularly around the under funding in social services. The SWRB have a four year under graduate degree requirement but have done nothing to advocate for social work students or the pay of social workers. I am a parent of a BSW student who is going her degree away from home. I estimate the degree will cost around \$100,000 when course fees and her living costs, travel and inability to earn is taken into account. It's hard to think at the end of all that she'll have a massive student loan but may be paid not much more than an support worker with a one year certificate.	11/5/2021 4:15 PM
278	Thank you	11/5/2021 4:15 PM
279	I find it quite unbelievable that a profession that supposedly supports those affected by inequality and are struggling would then do this in a pandemic where there is uncertainty, job losses and stress.	11/5/2021 4:12 PM
280	please support all the social workers to waive the fee for next year due to covid. Try to get covid relief funding for the government.	11/5/2021 4:02 PM
281	No	11/5/2021 3:58 PM

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282	The increase in costs for the experience pathway for those social workers without a 4 year degree disadvantages many social workers.	11/5/2021 3:53 PM
283	Very disappointed	11/5/2021 3:52 PM
284	No	11/5/2021 3:34 PM
285	Not at this time	11/5/2021 3:30 PM
286	Thanks for your support on this issue.	11/5/2021 3:29 PM
287	no	11/5/2021 3:19 PM
288	yet again the NGO sector SW's get "hit"	11/5/2021 3:08 PM
289	Thank you for your support	11/5/2021 3:05 PM
290	Go for it	11/5/2021 3:05 PM
291	I think it's really bad timing & really disheartening. It feels like it is feeding division in our profession & theres already enough of that happening generally. I would be keen on seeing if any competition for the SWRB & ANZASW arises & what they could offer for our money versus what we get now.	11/5/2021 3:03 PM
292	I can see why some are worried but if the above suggestion happened, and community and iwi organisations were funded to include the fees that would be helpful....	11/5/2021 3:02 PM
293	Thank you for bringing social workers together for this cause. We need to unite against this injustice in our own profession	11/5/2021 3:02 PM
294	I did also like the indication that there may be change in voluntary status fees. Think post retirement fees could also be adapted to allow those over 65 to supplement income by part time work but now be subject to full fees etc. EG anyone working under 10 hours per week being seen in same way as volunteer. This will mean we will not lose wisdom from our community by retirees who currently are choosing to not be on boards or provide small amounts of supervision because of having to maintain APC and full CPD log disproportionate the the amount of hours they may work or amount they may earn.	11/5/2021 3:01 PM
295	No	11/5/2021 3:00 PM
296	ANZASW are great! However, I can see members not continuing with ANZASW as they will need that money for their increased SWRB fee which is sad to see as ANZASW offers much more support, advice, CPD etc. to social workers.	11/5/2021 3:00 PM
297	No...thanks for putting a submission together	11/5/2021 2:58 PM
298	No	11/5/2021 2:53 PM
299	I disagree with statutory social worker wage increase being used to disagree with levy increases. The union fought hard for statutory social workers to have pay parity with professions dominated by men, to undermine this would undermine pay parity bargaining throughout New Zealand.	11/5/2021 2:53 PM
300	They are basically increasing fees to cover the cost of prosecuting Social Workers who are non compliant.	11/5/2021 2:51 PM
301	No	11/5/2021 2:50 PM
302	I hope these submissions work and we are listened to. Thanks for the opportunity to have our say	11/5/2021 2:49 PM
303	None	11/5/2021 2:46 PM
304	No	11/5/2021 2:46 PM
305	no	11/5/2021 2:42 PM
306	Social workers deserve to be supported at all stages of their development. Putting undue pressure on the profession will result in only those who can afford to work for nothing can take on a social work role. Social worker needs to be available for all and be representative of all.	11/5/2021 2:42 PM
307	Thank you for the mahi you're going to do on our behalf.	11/5/2021 2:41 PM

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308	I note in the SWRB blurb that part of the justification for the fees increase is that fees have not kept abreast of increase in inflation. However, the fees were expensive from the outset and in my view is more fairly determined as a percentage of the average income for SWers, which doesn't always increase in line with inflation.	11/5/2021 2:40 PM
309	No	11/5/2021 2:38 PM
310	No, except thank you for fighting this!!	11/5/2021 2:36 PM
311	No. However I think that more agencies will change job descriptions to help staff avoid paying this amount of money. I would support them doing this. I also think more of us will have to choose between SWRB and ANZASW fees, and ANZASW will be the looser as we have no choice about SWRB.	11/5/2021 2:30 PM
312	no	11/5/2021 2:26 PM
313	Why are our fees so much higher than other disciplines? Maybe oranga tamariki (not the social workers) should pay an additional levy for their social workers due to the high level or complaints procedures likely coming from their area of work.	11/5/2021 2:26 PM
314	I feel sorry for hard working colleagues who are struggling financially	11/5/2021 2:17 PM
315	No	11/5/2021 2:16 PM
316	No	11/5/2021 2:14 PM
317	No	11/5/2021 2:13 PM
318	In the struggle for professional recognition and parity we are separating ourselves further from the lived reality of the people we serve.	11/5/2021 2:12 PM
319	No	11/5/2021 2:08 PM
320	No thank you	11/5/2021 2:05 PM
321	There is a need to question the Social Worker Registration industry and whether it's cost is getting to the point that any benefits are beginning to be outweighed, particularly in terms of the impacts on social workers, social service delivery and the ability to develop excellent future social workers through social work qualifications.	11/5/2021 2:03 PM
322	no	11/5/2021 2:00 PM
323	Even maintaining PD is costly if not fully employed	11/5/2021 1:57 PM
324	No	11/5/2021 1:53 PM
325	no	11/5/2021 1:50 PM