



Social Workers
Registration Board

Kāhui Whakamana Tauwhiro

SOCIAL DEVELOPMENT AND EMPLOYMENT

NOVEMBER 2008

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Social Workers Registration Board																																								
Set-Up	Crown Agent Staff: 5 Established: 2003 Offices: 1																																							
Income Source	Self-funding from registration fees and levies Crown appropriation 08/09 N/A Net Assets 30 June 08 \$468,723 Operating budget 08/09 \$969,000 Expected Out-turn 08/09 \$(66,796)																																							
Accountability Documents	Pre-accountability Ministerial Letter of Expectations Statement of Intent, Memorandum of Understanding Post-accountability Quarterly reports, Annual Report																																							
Key Legislation	Social Workers Registration Act 2003																																							
Appointed Members	Board comprises 10 members (6 registered social workers and 4 other people) appointed by the Minister. Terms are for generally for up to 3 years. Members are eligible for reappointment but cannot serve for more than 6 consecutive years. <table border="1"> <thead> <tr> <th>Member</th> <th>Terms</th> <th>Position Expires</th> </tr> </thead> <tbody> <tr> <td>Registered Social Worker</td> <td></td> <td></td> </tr> <tr> <td>Robyn Corrigan - Chair</td> <td>Second</td> <td>27 March 2009</td> </tr> <tr> <td>Yvonne Crichton-Hill</td> <td>Second</td> <td>27 March 2009</td> </tr> <tr> <td>Shona Kapea-Maslin</td> <td>First</td> <td>27 March 2010</td> </tr> <tr> <td>Paula Nes</td> <td>First</td> <td>6 May 2010</td> </tr> <tr> <td>Toni Hocquard</td> <td>First</td> <td>31 July 2011</td> </tr> <tr> <td>Mary Miles</td> <td>First</td> <td>31 August 2011</td> </tr> <tr> <td>Others (Not registered Social Worker)</td> <td></td> <td></td> </tr> <tr> <td>Stuart Macdonald – Deputy Chair</td> <td>First</td> <td>27 March 2010</td> </tr> <tr> <td>Maaka Tibble</td> <td>First</td> <td>14 November 2010</td> </tr> <tr> <td>Kitty Chiu</td> <td>First</td> <td>31 July 2011</td> </tr> <tr> <td>Vacant position</td> <td></td> <td></td> </tr> </tbody> </table>	Member	Terms	Position Expires	Registered Social Worker			Robyn Corrigan - Chair	Second	27 March 2009	Yvonne Crichton-Hill	Second	27 March 2009	Shona Kapea-Maslin	First	27 March 2010	Paula Nes	First	6 May 2010	Toni Hocquard	First	31 July 2011	Mary Miles	First	31 August 2011	Others (Not registered Social Worker)			Stuart Macdonald – Deputy Chair	First	27 March 2010	Maaka Tibble	First	14 November 2010	Kitty Chiu	First	31 July 2011	Vacant position		
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Key Functions	The Social Workers Registration Board is set out in the Social Workers Registration Act 2003. They include: <ul style="list-style-type: none"> managing the registration of social workers in New Zealand reviewing complaints about registered social workers promoting the benefits of registration of social workers enhancing the professionalism of social workers. 																																							
Key Staff	Sean McKinley, Chief Executive/Registrar Dr Jan Duke, Deputy Registrar Shannon Pakura, Professional Social Work Advisor																																							

Purpose of the Social Workers Registration Act 2003

The Social Workers Registration Board (the Board) was established by Government under the Social Workers Registration Act 2003 (the Act). The purpose of the Social Workers Registration Act and the system of voluntary registration it provides for is to:

- protect the safety of members of the public, by prescribing or providing for mechanisms to ensure that social workers are –
 - a. competent to practise; and
 - b. accountable for the way in which they practise; and to
- enhance the professionalism of social workers.

The four key functions of the Social Workers Registration Board are:

1. Managing the registration of social workers
 - receiving and considering applications for registration, taking recognised educational qualifications and competence of social workers into account
 - authorising the registration of social workers and maintaining a Public Register
 - considering applications for, and issuing practising certificates
2. Considering complaints against registered social workers
 - establishing a Complaints and Disciplinary Tribunal and providing administrative and related services for the Tribunal
 - promoting the establishment by organisations that employ social workers, of accessible and efficient procedures for making, considering and determining complaints relating to social workers they employ
3. Enhancing the professionalism of social workers
 - establishing and maintaining a code of conduct to apply to registered social workers and that should apply generally in the social work profession
 - promoting and encouraging high standards of practice and professional conduct among registered social workers and the employers of social workers
4. Promoting the benefits of registration
 - promoting the benefits of registration among people practising as social workers, to bodies and organisations that employ social workers, and to the New Zealand public.

What has been done since being established in 2003?

The Board's initial focus has been on establishing an effective voluntary registration system for social workers. The Board's priority during its establishment phase has been to put in place the infrastructure to achieve our core activity- registering social workers. The Board is now well placed to move forward on broader development activity, such as increasing the numbers of registered social workers and a greater emphasis on sector leadership, and promotion. This second phase in the Board's development is now underway – with strategies particularly aimed at increasing the numbers of DHB and NGO registered social workers.

Much has been achieved to date in establishing the infrastructure for social work registration but we have also identified a number of areas of concern, and ideas for improvement. We have considered and identified those issues which the Board has been able to action under its current mandate and those issues that we believe require support from Government. We have also made proposals for legislative change to ensure all persons practising social work must be registered.

To date the Board has:

- >> implemented a robust system for registration of social workers in New Zealand, including the registration system itself and the approval of appropriate social work qualifications
- >> over 2000 currently registered social workers, comprising 880 from CYF, 440 from DHBs and 580 from NGOs and 100 in private practice– but we estimate there are around 6000 practicing social workers in the social services sector.
- >> implemented entry level competencies in order that new graduates can be provisionally registered, for a period of two years pending full registration
- >> worked with employers, educators and professional bodies to simplify registration processes and to develop options for competence assessment
- >> reviewed the operation of Section 13 of the Act (recognition of practical experience in lieu of a recognised qualification) to better enable experienced social workers who do not hold social work qualifications to be included in the registration system.
- >> explored ways to reduce the cost and complexity of registering and maintaining registration, including streamlining competence arrangements.
- >> carried out its first Operational Review of the Act (in July 2007) as required under the Act, and reported to Government on this. A number of the above improvements were also covered in the Review. The Review also:
 - Recommended a move to compulsory or mandatory registration of all social workers – in order to better 'protect the public' as required by the Act
 - Recommended some government funding for the Board to better meet public good activities including promotion of social work standards, and to reduce the

quite high fees charged for registration (the Board is entirely funded from registration and related fees)

>> operated successfully within a constrained financial environment where it is reliant on social worker fee income to achieve its objectives.

What are the Current Issues facing the Board?

1 Registration in a voluntary environment:

Under the Act registration is voluntary. Although the Board has been successful in encouraging registration under the current voluntary regime with very high registration levels in CYF and growing levels within DHBs (although still somewhat variable) – *the growth in registrations is now starting to tail off, and relatively high registration costs are causing an increasing number of registered social workers to not renew their Annual Practising Certificate (APC).*

Whilst we are aiming for some 3000 registered social workers by 2010/11 (up from the current 2000) we estimate there will still be around 3000 social workers not registered. This situation will cause an increasing public 'disjunct' where a significant number of social workers are registered, but many are still not. Our ability to reassure Government and the public around our basic 'public safety' objective could be difficult in this phase of the voluntary environment.

Consequently the Board recommended (in its July 2007 Review) a move toward compulsory registration of all practicing social workers.¹ This would require legislative change.

2 The Costs of Registration and Annual Practising Certificates:

These costs are relatively high for social workers as the table below shows:

<u>Occupation</u>	<u>Registration Fee</u>	<u>Annual Practising Fee</u>
Social Worker	\$450	\$360
Teacher	\$120	\$40
Nurse	\$485	\$96
Psychologist	\$375	\$595

This issue particularly impacts on social workers in the voluntary (NGO) sector, where registrations are relatively low. Although the new 'Pathways to Partnership' funding will assist indirectly – this issue will remain whilst fees stay relatively high or NGOs lack funds to pay for their workers registration costs.

Consequently the Board recommended (in its Review) some additional government funding to help reduce these costs.

¹ In New Zealand mandatory registration is required for teachers, nurses, midwives, psychologists, occupational therapists, physiotherapists, dieticians, podiatrists.

3 Workforce Issues and the level of Professionalism:

Various sources (see below) have complained of the poor supply of qualified social workers, and related issues including retention of experienced staff. In the section on Workforce we note the recent findings by the Department of Labour regarding the supply of social workers.

Registration has contributed to an increase in the level of professionalism within the social work sector. Registration requires that all social work professionals receive clinical social work supervision and that they actively engage in professional development. The complaints process is positioned to hold social workers accountable for their practice.

4 Financial Management:

Because the Board relies solely on registration and related fees for income its activities are constrained by its budget. The Board has successfully managed within budget to date, but promotional and developmental initiatives are necessarily limited. As noted, because fees are high many social workers do not register.

The Board has set aside funds to deal with complaints and disciplinary cases but there remains the risk that a small number of complex or lengthy cases could create budgetary issues for the Board.

5 Board Member Appointments and Replacements:

There are three Board positions that will require action early in 2009.

- The Board's current Chair will complete her term on 27 March 2009, and is not eligible for reappointment.
- One member will complete her term on 27 March 2009, and is not eligible for reappointment.
- As well, the Board currently has one vacancy.

What are the Board's Current Priorities?

1 Registration Strategy:

As part of our drive to increase the number of registered social workers the Board is currently implementing its DHB registration strategy. This is a combination of promotion and marketing to DHBs and their social work staff, and direct liaison with DHB management. Already we estimate we have some 440 DHB social workers registered (around 40% of the total) – but this is variable amongst the DHBs with some having relatively low registration levels. Whilst most DHBs meet the registration/APC costs of their social workers there are some that do not, and have not actively encouraged registration of their social work staff.

Our registration approach with the DHBs focuses on those with relatively low levels of registration and/or with poor support provisions in terms of meeting registrations costs for their staff.

Within the voluntary sector the situation is more complex with a wide range of organisations employing a range of social work positions. The more established organisations are keen to support registration, but even so costs remain an issue. We have been working with the Ministry of Social Development as part of the Pathways to Partnership funding to attempt to address this. For 2009/10 we intend to more strongly focus on NGO registrations.

2 Promotion and Public Awareness:

Partly in support of the above we have been increasing the promotion material around registration, available to employers and to interested members of the public. This has included:

- Updated Application Forms and Information Brochure for Applicants
- Information Brochure on the Complaints and Disciplinary Process (for the Public).

3 Working with Educators and Employers:

We want to steadily improve both the quality and supply of social workers within the social services sector. To do this we work with Degree providers and with employers. We have approved a number of social work qualifications and continue to simplify registration and competence processes.

Another area where we work closely with employers is to encourage sound complaints systems at the employer level. The Board's policy is to encourage complaints to be made firstly with the particular service provider, and for these to be referred to the Board if the complainant is dissatisfied with the process.

4 Working with Stakeholders in the Sector:

As a relatively new organisation the Board has valued the input of various bodies and groups as policies and practices have been developed. In particular the Board meets regularly with the professional association, the Aotearoa New Zealand Association of Social Workers (ANZASW).

5 Careful financial management and provision for Complaints:

We continue to manage carefully within our limited budget, and as part of this we must make provision for potential complaints processes. There remains a risk that large unforeseen costs (eg around one or more complaints) could impact on Board finances. Part of our strategy around complaints is to encourage accessible and robust processes by employers – this approach has been working well within the larger state employers (CYF and DHBs) and is developing amongst NGO organisations (some of whom are already operating professional processes in any case).

The social work workforce

It is difficult to accurately establish the number of social work professionals in New Zealand. Indeed, there is no formally accepted definition of 'social work' in the New Zealand context.² Social workers perform a variety of tasks and work in a number of different settings across the public, private and community and voluntary sectors.

Data from the 2006 Census suggests that there are 13,170 people in the 'social worker' occupation classification.³ This represents an increase of 2,769 from the 10,401 social workers recorded in the 2001 Census. However, these figures should be treated with caution as the Census counts many people who work in the generic 'caregiving' area, including child and youth development, family counselling etc. Further, it does not include some occupational groupings that could be considered to perform social work functions, such as probation officers. Finally, it is important to note that the Census data refers only to those working for pay, profit or income (i.e. in paid employment, including self-employment). It does not record the occupations of those working in a voluntary capacity.

The Board takes a more conservative approach to assessing the size of the social work workforce. Our estimate of the number of practising social workers who are likely to comprise the target group for registration could extend to 6,000. This is based on an estimate of the number of social workers employed in the health sector (primarily through District Health Boards); the number of social workers employed by the Child, Youth and Family Services; and an approximation of 'other' social workers operating in the non-government sector and in private practice.

Despite the limitations of the Census data, it does provide an insight into the characteristics of the 'social worker' occupational class. Earlier Census data⁴ suggests that:

- *over half of the social work workforce is employed in the non-government sector.* The attributes of this group of employers vary significantly from large-scale nationally organised bodies offering services throughout New Zealand (e.g. Barnardos) to small, locally-based services responding to an identified local need (e.g. iwi-based services). Some non-government organisations are directly contracted by government agencies to deliver particular services, while others are independently funded.
- *just over a third of social workers are employed in the government sector,* primarily in large central government organisations. The Child, Youth and Family Service is the biggest single employer of social workers in New Zealand, employing approximately 1,200 FTEs. A significant number of social workers are engaged in the health sector, the majority employed by the 21 District Health Boards (approximately 1000 FTEs).

² Statistics New Zealand classifies social workers as providers of social services to meet the needs of people in a community (NZSCO 3411). The definition references a series of tasks and describes training and experience requirements. The International Federation of Social Workers defines social work as "The social work profession promotes social change, problem solving in human relationships and the empowerment and liberation of people to enhance wellbeing. Utilising theories of human behaviour and social systems, social work intervenes at the points where people interact with their environments. Principles of human rights and social justice are fundamental to social work."

³ Code 33411: New Zealand Standard Classification of Occupations.

⁴ Information of this nature is not yet available from the 2006 Census.

Workforce trends:

In November 2005, the Department of Labour published the outcomes of its occupational skill shortage assessment of the 'social worker' occupation. The Department's report concluded that:

- The employment of social workers has increased strongly over the past decade due to greater government expenditure on care and protection and mental health programmes, and the effects of an ageing population⁵;
- The growth in supply of social workers has not kept up with demand;
- The number of students achieving social work qualifications has shown slow growth and has not been sufficient to cope with the rapid growth in new jobs in recent years;
- The minimal growth in new enrolments in these courses means that it is unlikely that the number of qualification achievements will increase in the future;
- There has been a loss of supply through social workers moving out of the occupation (only 42% of employed persons with a degree or a post-school qualification in social work were employed as social workers in 2001); and
- A number of social workers retire each year (approximately 80 social workers, assessed as 1.2% of the work force)⁶.

As of 15 July 2008 the Department of Labour lists social workers on the Long Term Skill Shortage List (LTSSL). The Long Term Skill Shortage List (LTSSL) identifies those occupations where there is an **absolute** (sustained and ongoing) shortage of skilled workers both **globally** and throughout New Zealand.

Of particular relevance, is the Department's assessment that strong growth in demand for social workers in the 1990s and early 2000s resulted in shortfalls in qualified social workers, and that these shortfalls were partly made redressed with lower qualified entrants. Only 19% of people recorded as social workers in the 2001 Census had a degree level qualification⁷. This was down from 35% ten years earlier. Many social workers, however, hold Diploma level qualifications, which are recognised and accepted for some registration purposes as historical qualifications.

The report concluded that shortfalls in the social work workforce were likely to persist. It was further noted that the introduction of the social work registration system meant that demand for qualified social workers was likely to be strong and was unlikely to be matched by similar growth in levels of training⁸.

⁵ Department of Labour (November 2005) p.1.

⁶ Department of Labour (November 2005) p.9.

⁷ Department of Labour (November 2005) p.6.

⁸ Department of Labour (November 2005) p.12.

The Registration Process and Criteria

Overview

The Social Workers Registration Act is an enabling piece of legislation. It made provision for the Social Workers Registration Board to be established and, once established, to determine much of the detail of the registration system (e.g. setting the policy on the level of qualification required for registration purposes). The Act provides for registration to be voluntary, with one of the Board's key functions being to promote the benefits of registration.

Registration also provides a means to gain public recognition of the social work profession and the actions being taken to improve the quality of social work in New Zealand; and, ultimately, to increase public confidence in the work being done by social workers.

The registration framework provided for in the Act is the mechanism for ensuring that social workers are suitable for, and competent to, undertake the responsibilities and duties of social work. The Act establishes five key components in the social work registration process:

- recognised New Zealand qualification
- fit and proper person
- competence to practise social work
- competence to practise social work with Māori and different ethnic and cultural groups
- practical experience.

These criteria are outlined in more detail at Appendix II.

Once registered, social workers are required to recertify their competence to practise every five years. All practising registered social workers are required to hold a current practising certificate, which must be renewed annually.

The Act also contains provisions designed to enhance the professionalism of the social work occupation and to protect the public. In particular, all registered social workers are subject to a Code of Conduct and are held accountable for their practice through a Complaints and Disciplinary process. In addition, the Board is charged with promoting the benefits of registration to employers of social workers and the public, as well as to practising social workers; and to work with social work education and training providers to promote and set social work education and training standards.

In addition to these general requirements for full registration, Board policies allow for provisional registration and temporary registration:

- **Provisional registration** - Applicants who can meet competence and fit and proper requirements can obtain provisional registration while they meet other requirements such as a recognised qualification or sufficient practical experience. Provisional registration is renewable at the discretion of Board, every two years, up to a total of no more than eight years. (The qualification must be completed within that timeframe).
- **Temporary Registration** – Overseas applicants visiting New Zealand temporarily, who have suitable knowledge and experience and meet other specified minimum requirements, may obtain temporary registration. Temporary registration is renewable every six months, up to a total of no more than three years. Persons registered

temporarily must always be registered subject to restrictions relating to the institution or place where they intend to practise.

Complaints and disciplinary procedures

Registered social workers are also subject to complaints and disciplinary procedures, established under Part 4 of the Act. The Board has established the Social Workers Complaints and Disciplinary Tribunal; and related Complaint Assessment Committees are established as needed in response to specific cases. The complaints and disciplinary procedures serve to hold registered social workers accountable for the way they practise and are a key mechanism for protecting public safety. The Board has also established a Code of Conduct and supporting guidelines, in consultation with stakeholders.

Effect of current legislative and policy settings

In summary, the effect of these legislative provisions and policies is that (subject to demonstrating fitness and competence) full registration is available to:

- Social workers with a degree level qualification and sufficient practical experience;
- Social workers with a recognised diploma level qualification (commenced or completed prior to 31 December 2005) and sufficient practical experience;
- Social workers who do not hold a recognised qualification but by the extent to which they have participated in regular training and professional development relevant to social work in the course of their practice and are able to demonstrate that their practical experience compensates for the lack of a social work qualification. (The SWRB expects that the need for this form of registration under Section 13 will diminish over time as social work progresses towards a fully qualified profession. The SWRB will consider recommending the repeal of section 13 as part of the next review of the SWR Act in 2010.)
- Overseas-qualified social workers who meet a range of conditions including demonstrated competence and sufficient experience (provided that their qualification is equivalent to a recognised New Zealand qualification).

Provisional registration is available to:

- social workers with sufficient experience to demonstrate general competence, provided they are working towards meeting the criteria they do not yet meet (a recognised qualification and/or minimum specified practical experience requirements); and
- students who graduate after 1 August 2008 from SWRB New Zealand recognised social work qualification programmes. (Graduate competence is valid for a period of two years from the date of completing the recognised qualification at which time it is expected that students will be eligible for full registration.)

Registration is not available, provisional or otherwise, to persons practising social work who are still gaining sufficient experience to demonstrate competence to the required standard (for example people with overseas experience only, seeking to work permanently in New Zealand).

A snap-shot of registrations to date

Total number of registrations

- The Board has received over 3000 applications for registration (as at 30 June 2008). A number of social workers have, of course, left the profession since 2003, and we have some 500 current applications being processed (ie undergoing competency checks etc)
- Over 2000 social workers who have met the minimum criteria are now registered:
 - 44% of these are employed by Child, Youth and Family Services (some 90% of CYF social workers are either registered or undergoing the registration process)
 - 22% are employed by DHBs (we estimate some 40% of DHB social workers are registered or undergoing registration)
 - 5% are in private practice
 - 29% are in the 'other' category - primarily engaged in non-government organisations.

The Board is currently working towards increasing the number of registered social workers to 3000, with 90% holding a current Annual Practising Certificate, by 20010/11.⁹

Registrations by sector

Social workers employed in the public sector are disproportionately over-represented in the number of social work registrations, accounting for 66% of total registrations, while comprising approximately one third of the total social work workforce. This over-representation may be attributed in part to a 'culture' of professional registration, which is particularly strong in the health sector, and is being developed in Child, Youth and Family Services.¹⁰ Further, it is evident that many employers in this sector are committed to meeting at least part, if not all, of the costs of registration of their social workers.

In contrast, social workers employed by NGOs are underrepresented, accounting for approximately half of the social work workforce, while comprising only 29% of total registrations. Findings from a study of the barriers to and incentives/benefits of registration for social workers employed in NGOs, indicate that the cost of registration is a major disincentive, unless their employing organisation meets the costs.¹¹ A number of other barriers were also identified in the study, including a perceived lack of incentives to register (including salary considerations), and concerns about the registration requirements and processes.

Qualifications

- Around 90% of registered social workers hold a qualification:
 - The dominant qualification is a Diploma of Social Work, followed by a Bachelor of Social Work (Hons) (Four year bachelors degree)
 - Almost 220 social workers have provisional registration based on working towards

⁹ Social Workers Registration Board (2008) *Statement of Intent 2008-2009*.

¹⁰ The Child, Youth and Family Service has committed to registering its entire social work workforce over time.

¹¹ Ministry of Social Development (2006), *Social Services Workforce Development Phase Two: Social Worker Registration*.

completion of a recognised qualification

- Approximately 67 social workers have been registered under the provisions of section 13 (i.e. without a recognised qualification, but with lengthy and suitable experience)

At the time the Act came into effect, transitional measures were established to allow for the recognition of a range of historical and existing qualifications. However, from January 2006, a social worker must have a minimum of a recognised Bachelor's degree or a post-graduate diploma, or have commenced study towards these in order to be considered for registration.¹² In effect, all social workers new to the profession must have at least a degree at Bachelor level to be considered for registration. This policy was developed in the interests of 'raising the bar' in qualification standards.

It is probable that a number of existing social workers have not applied for registration because they do not meet the qualification standard, and they are unlikely to meet the provisions of section 13, which allow for the recognition of significant practical experience.

Ethnicity

- Approximately 76% of registered social workers are of 'European' ethnicity
- 15% are Maori
- 3% are from a Pacific Islands ethnic group

This data is based on analysis of a sample group of registered social workers. Our assessment of these figures against previous Census data recording the ethnicity of people defined as 'social workers', indicates that Māori and Pacific peoples may be underrepresented amongst the registered social worker population.

¹² Under transitional provisions, the Board may register a social worker with a recognised diploma level qualification, so long as they completed or commenced study towards it prior to 31 December 2005.

The voluntary registration model

Prior to the introduction of the Act, the government considered several models for the regulation of social work practice in New Zealand. The five main types of control government exercises through occupational regulation legislation¹³ are:

<i>Disclosure</i>	requiring disclosure of information about the service or service provider
<i>Registration</i>	requiring practitioners to identify themselves in a public way
<i>Certification</i>	distinguishing particular types of service from other through protecting titles
<i>Licensing tasks</i>	restricting some tasks to particular members of an occupation
<i>Licensing</i>	controls on entry to the occupation.

Appendix III provides a summary of the key features of other occupational registration systems in New Zealand, covering other relevant occupational groups such as teachers, nurses etc.

¹³ Ministry of Economic Development (website), *Policy framework for Occupational Regulation: A guide for Government Agencies Involved in Regulating Occupations*.

Appendices

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Appendix I

Board Member Biographical Information

Robyn Corrigan (Chair)

Robyn Corrigan, a registered social worker, has knowledge of isolated rural social work and reflects the interests of Maori and the NGO sector. She has held a number of senior leadership roles in ANZASW (President/Tumuaki 2001-2004) and previously led an Iwi social service provider as General Manager of Ngati Kahu Social & Health Services. Robyn has a strong commitment to registration and is a competent and confident advocate for Maori in the social services sector, the profession and consumers of social work services.

Stuart Macdonald (Deputy Chair)

Stuart Macdonald has a wide range of management experience in government departments having worked in the social development, health and transport sectors over the last 25 years. Stuart has managed both operational and corporate functions at a senior level, as well as being involved in various reviews and organisational change/set-up initiatives. In the early stages of his public sector career Stuart was a Social Worker for several years. Stuart has had an enduring interest in social services and is involved in several organisations in the welfare and education areas. He now works on his own account as a consultant/contract advisor for government agencies.

Yvonne Crichton-Hill

Yvonne Crichton-Hill is a registered social worker and brings experience in statutory social work practice, social work education and social work with Pacific communities. She works closely with her Pacific community and provides an important Pacific perspective for the Board. She is a Senior Lecturer with the School of Social Work and Human Services at the University of Canterbury, and is committed to cross-cultural competence. A key strength is her management of relationships within Pacific communities and with tangata whenua.

Shona Kapea-Maslin

Shona Kapea-Maslin is a registered social worker and lives in Gore. Shona has experience in statutory social work, social work education and has a particular interest in Maori Social Services. Shona is currently in private practice and is a South Island Panel member for the Te Ara Aromatawai Competence programme as well as a Registered Assessor for Te Kaiawhina Ahumahi. Shona is also a member of the Community Net Advisory Board.

Paula Nes

Paula Nes is a registered social worker and has extensive experience in the field of general health, mental health and disability. She works in the roles of Manager for Research Evaluation and Audit, Mental Health Services, and Quality Coordinator for Mental Health and Addictions Services, at Counties Manukau District Health Board in Auckland. She is a member of the Clinical Advisory Group at CMDHB and involved in leading several projects within mental health services. She has been a full member of ANZASW since shortly after her arrival in New Zealand in 1997 and is committed to the social work profession and ensuring that service users receive high quality interventions by qualified, competent social workers.

Maaka Tibble

Maaka T Tibble, MNZM, a blind person, is currently General Manager of Māori Health for the Tairāwhiti District Health Board. He has extensive experience in the area of Māori Health, of drug and alcohol related issues, and of working with the disabled. He worked as a social worker between 1980 and 1989 and held a number of positions with the Royal New Zealand Foundation of the Blind.

He is currently a member of the National Health & Disability Committee and has served on a number of advisory committees in the health sector, and has been an executive board member of an industry training organisation. An international, national and local disabilities advocate and activist; is a member of Disabled Persons Assembly (DPA) and founder and executive member of Ngāti Kapo Aotearoa Inc an Māori Kapo advocacy and peer support organisation. Mr Tibble is fluent in te reo Māori and is knowledgeable on Māori cultural issues.

Toni Hocquard

After graduating with a Bachelor of Social Work from Massey University, Toni worked for a time at Palmerston North Hospital, before spending 5 years in Papua New Guinea. On returning to New Zealand she secured a position at QE Health (formerly Queen Elizabeth Hospital), Rotorua, working in the field of rehabilitation. She held the role of Professional Advisor, Rheumatology/Rehabilitation Counsellors for a number of years. Patient education was a particular focus and Toni was instrumental in establishing the Fibromyalgia Programme. She holds an MA (hons) (Rehab.) and is a recognised speaker and trainer nationally. An opportunity to move into education has seen Toni return to her roots, and she is now the Programme Leader for the Bachelor of Applied Social Science (Social Work) at Waiariki Institute of Technology. Toni has been extensively involved in leading and developing clinical standards of practice and professional conduct in social work. Toni is a Registered Social Worker and a Full member of ANZASW.

Kitty Chiu

Kitty Chiu is currently an Honorary Advisor at The University of Auckland's Centre for Asian Health Research and Evaluation. She is a member of The University's Human Participants Ethics Committee, and is also a member of the National Health Committee. Kitty's training and experience is in nursing and management. She is a member of the East Health Primary Healthcare Organisation Community Advisory Committee, the East Health Care Charitable Trust Board, the Chinese Social Workers Interest Group of the Aotearoa New Zealand Social Work Association and an executive member of the New Zealand Chinese Association Auckland Branch

Mary Miles

Mary Miles is Specialist Advisor, Child and Family Services, Te Waipounamu for Barnados New Zealand. She has over three decades of experience across a range of practitioner, advisor, manager and trainer roles in the social work field including with the Department of Child, Youth and Family, social work education, non-government organisations and private practice. She has a strong understanding of issues across the sector and a range of skills that includes: developed networks with community and statutory social service sectors; supervision, facilitation and advocacy; and child protection policy and guideline development. She holds qualifications in social work and psychology, and is a full member of ANZASW.

Appendix II

Criteria for Registration

The Board has established criteria for each of the components in the social work registration process, and these have been disseminated through a series of published policy statements. In each case, the Board's policy was developed following extensive stakeholder consultation. The following section summarises the criteria for each component:¹⁴

- **Recognised New Zealand qualification** – The qualification benchmark is a Bachelors degree in Social Work or a postgraduate qualification in social work.¹⁵ All applicants must hold one these recognised degrees, or have commenced study towards these to be considered for registration.

Qualifications gained overseas must be assessed as being equivalent to a recognised New Zealand qualification (noting that such qualifications may not include a component that ensures competence to practise social work with Māori and with different ethnic and cultural groups in New Zealand).

Section 13 of the Act provides for the recognition of practical experience for applicants who do not hold a recognised New Zealand qualification in social work (or a recognised overseas qualification). In these circumstances, applicants are required to meet the following criteria:

- it is not reasonable or possible to expect the applicant to complete a recognised New Zealand qualification in social work;
- the extent to which the applicant has practised social work in New Zealand;
- the extent to which the applicant has participated in regular training and professional development relevant to social work in the course of their practice;
- the extent to which the applicant is able to demonstrate that their practical experience compensates for the lack of a social work qualification.

Transitional provisions were put in place to allow for the recognition of current or historical New Zealand qualifications. A schedule of recognised qualifications for the purposes of registration was published. All applicants holding one of these qualifications were deemed to have met the qualification criteria and were not required to gain a further qualification.

Further, individuals who were enrolled in a programme of study leading to those qualifications, as at 31 December 2005, are able to apply for registration under section 14 of the Act. This section refers to provisional registration, which is renewable at the discretion of Board, every two years, up to a total of no more than eight years. (The qualification must be completed within that timeframe).

¹⁴ Detail on the conditions around each of these criteria is contained in the full policy statements, available at www.swrb.org.nz

¹⁵ Recognised Bachelors degrees are in the fields of social work, applied social sciences or social practice. Two post-graduate diplomas are recognised: the Graduate Diploma in Social Work (Canterbury) and the Post-graduate Diploma in Social and Community work (Otago).

- ***Fit and proper person*** – This requirement is normally met through a police check undertaken by the New Zealand Police Licensing and Vetting Service Centre, together with confidential references. The Board may also, from time to time, be required to make determinations regarding fitness to practise on the grounds of medical or psychiatric conditions, a complaints and disciplinary finding, or a conviction.
- ***Competence to practise social work*** – The Board recognises two competence assessment programme providers: the Aotearoa New Zealand Association of Social Workers (ANZASW) and Te Ara Aromatawai. In both cases, competence assessments require sufficient practical social work experience to demonstrate competence standards through a work portfolio which includes examples of practice and referee attestations. Competence is established initially through a face-to-face assessment where the work portfolio is discussed. Once registered, recertification of competence is required every five years and this process may be paper-based only.
- ***Competence to practise social work with Māori and different ethnic and cultural groups*** – This is based on the inclusion of an appropriate component within the recognised qualification, and/or as the result of completing a separate course or courses of training; and/or an attestation provided as part of the application process. The competence is also tested as a part of the general competence assessment and is a requirement for the Annual Practising Certificate.
- ***Practical experience*** – Applicants for full registration must have completed 2000¹⁶ hours supervised practice, post qualification. (Experience prior to 1 October 2004 can be recognised in years, rather than hours - i.e. practised for two years at more than 15 hours per week). 2000 hours is approximately 18 months of full time practice, which enables a provisionally registered social worker to achieve full registration within the two years specified for provisional registration under section 10 (3) (a) of the Act.

¹⁶ 2000 hours has been calculated as a full-time new graduate social worker working 30 hours per week, actual hands-on practice for 40 to 45 weeks per annum. Transitional provisions recognised experience gained prior to 1 October 2004 in terms of years (two years minimum of 15 hours per week).

Appendix III : Key Features of Selected Professional Registration Systems

Size of workforce (Census 2006)	Average income level (LCI 2005)	Registration Authority	Mandatory/ Voluntary	Qualification/ experience	Competence assessment	Registration Fee	Annual Practising Fee	Other Fees
Social Worker								
13,170	\$48,209	Social Workers Registration Board	Voluntary	Recognised bachelors degree or postgraduate diploma in Social Work	SWRB recognises two competence assessments; ANZASW and Te Ara Aromatawai	\$450.00	\$360.00	Disciplinary levy: \$90.00 Note; competence assessment cost – \$450 to \$675 (not a Board fee)
Teacher								
Primary: 28,898 Secondary: 21,183 Early Childhood: 13,881 SpecialEd: 2,217	\$53,218 \$58,853 \$32,139 \$44,661	NZ Teachers Council	Mandatory	Recognised Teaching qualification from approved provider	Advice and guidance programme provisional registration period only. Ongoing professional development attestation for registered teachers.	\$120.00 (includes practising certificate)	\$120 every three years. \$40.00 pa	

Size of workforce (Census 2006)	Average income level (LCI 2005)	Registration Authority	Mandatory/ Voluntary	Qualification / experience	Competence assessment	Registration Fee	Annual Practising Fee	Other Fees
Nurse								
Registered nurse: 27,639	\$46,957	Nursing Council of NZ	Mandatory	Bachelor of Nursing	Nurses in DHBs with NCNZ approved professional development and recognition programmes can retain accreditation. Other nurses retain accreditation through system of statutory declarations and random audit.	\$485.00	\$96.00 (includes \$30.00 disciplinary levy)	Examination fees: \$50.00 - \$140.00
Midwife								
2,313	\$61,566	Midwifery Council	Mandatory	Bachelor of Midwifery from accredited provider	Recertification programme: competence-based practising certificates. Performance assessed at registration/ recertification/ application for APC	\$330.00	\$660.00	Examination fee \$245.00

Size of workforce (Census 2006)	Average income level (LCI 2005)	Registration Authority	Mandatory/ Voluntary	Qualification/ experience	Competence assessment	Registration Fee	Annual Practising Fee	Other Fees
Psychologist								
1,689	\$67,201	NZ Psychologists Board	Mandatory	Masters Degree in Psychology Registration provisions for Intern and Trainee Psychologist:	Competence reviews initiated only when concern is identified (evaluative & educational) and Competence Programmes (remedial)	\$375.00	\$595.00 Students completing internships: \$297.50	
Occupational Therapist								
1,896	\$50,714	The Occupational Therapy Board of New Zealand	Mandatory	Bachelor of Health Science in Occupational Therapy or Bachelor of Occupational Therapy.	Continuing competence framework for recertification based on annual practising certificates and audit.	\$315.00	\$506.00	Examination: \$843.75

Size of workforce (Census 2006)	Average income level (LCI 2005)	Registration Authority	Mandatory/ Voluntary	Qualification/ experience	Competence assessment	Registration Fee	Annual Practising Fee	Other Fees
Physiotherapist								
2,673	\$57,392	Physiotherapy Board of New Zealand	Mandatory	Bachelor of Health Science (Physiotherapy) AUT Bachelor of Physiotherapy (Otago)	Continuing competence framework for recertification supported by audit	\$180.00	\$330.00	
Dietician								
501	\$39,026	Dieticians Board	Mandatory	Postgraduate Diploma in Dietetics from Otago University	Continuing competence framework for recertification supported by audit	\$250.00	\$450.00	
Podiatrist								
231	\$58,853	NZ Podiatrists Board	Mandatory	Bachelor Health Science in Podiatry	Competence established at entry. Competence reviews initiated only when concern is identified	\$370.00	\$800.00	

Appendix IV

Glossary of Terms

ANZASW	Aotearoa New Zealand Association of Social; Workers (Approved provider of competency assessments for social workers)
ANZASWE	Aotearoa New Zealand Association of Social Work Educators
Child, Youth and Family	The Department of Child, Youth and Family Service (From 1 July 2006, Child, Youth and Family ceased being a stand alone department and became a service line of the Ministry of Social Development)
CUAP	Committee on University Academic Programmes
FTE	Full Time Equivalent (ie Part-time positions are added to give the number of Full-time equivalent positions)
Te Kaiawhina Ahumahi	Social Services Industry Training Organisation
NZVCC	New Zealand Vice Chancellors' Committee
Te Ara Aromatawai	(Approved provider of competency assessments for social workers)
HPCAA	Health Practitioners Competence Assurance Act (2003)

Appendix V : Statement of Intent 2008/09

Attached

Appendix VI : Review Report – July 2007

Attached