



Social Workers
Registration Board

Kāhui Whakamana Tauwhiro

COMPETENCE APPLICATION

COMPETENCE ASSESSMENT AND
COMPETENCE RECERTIFICATION

New Zealand Government

Part 1: PERSONAL AND CONTACT DETAILS

Family name / Surname:

Given / First name/s:

Date of birth: / /

Registration number?

CONTACT DETAILS

Mailing address:

Postcode:

Phone number:

Email:

Part 2: FEES AND REMITTANCE ADVICE

Please refer to the current SWRB fee schedule for competence assessment application fees.☐ I AM APPLYING FOR FULL COMPETENCE ASSESSMENT☐ I AM APPLYING FOR RECERTIFICATION COMPETENCE ASSESSMENT☐ Please invoice my employer (an invoice will be emailed directly to you)☐ I enclose cheque / bank cheque for the sum of NZ\$ including GST☐ Please debit my: ☐ MasterCard / ☐ Visa for the sum of NZ\$ including GST

CREDIT CARD NUMBER:

Card number: Expiry: /

Name on card:

Signature:

Date:

☐ I have paid by direct credit / internet banking with my initials and surname as the reference and COMP as the code. (Please note that not including the reference and code may delay your application being processed).

Social Workers Registration Board Bank Account Number: ANZ Bank: 06 0507 0040722 00

Payment Date:

Part 3: DECLARATIONS

All applicants to complete

APPLICANT DECLARATION – The applicant completes this

I,

declare that I am competent to practise social work in accordance with the Social Workers Registration Board's ten core competence standards. I affirm that I have undertaken/will continue to undertake a range of professional development activities and have/will have evidence of this in my Continuing Professional Development log. I confirm the enclosed application to be an honest and true reflection of my practice.

Have you failed a competence assessment in the past five years?

- ☐ Yes – write to the SWRB Registrar explaining the circumstances and enclose in a sealed envelope with your application
☐ No

Have you been the subject of a disciplinary investigation / complaint investigation in the past five years?

- ☐ Yes – write to the SWRB Registrar explaining the circumstances and enclose in a sealed envelope with your application
☐ No

Are you currently the subject of a disciplinary investigation / complaint investigation?

- ☐ Yes – write to the SWRB Registrar explaining the circumstances and enclose in a sealed envelope with your application
☐ No

Workplace:

Signature:

Date:

MANAGER/SUPERVISOR EVALUATION DECLARATION

The manager/supervisor to whom the applicant reports completes this

I believe the applicant to be COMPETENT against the Social Workers Registration Board's ten core competence standards.

Supervisor/Manager full name:

Registration number (if applicable):

Workplace:

Job title:

Signature:

Date:

STATEMENT OF ENDORSEMENT

A New Zealand Registered Social Worker or qualified social worker with a current New Zealand competence certificate completes this

I have observed the social work practice of the applicant and endorse the Supervisor/Manager recommendation that the applicant is COMPETENT against the Social Workers Registration Board's ten core competence standards.

Endorser's full name:

SWRB registration number:

Qualification:

Endorser's Competence Certificate expiry date:

Workplace:

Job title:

Signature:

Date:

CHECK LIST

FULL COMPETENCE ASSESSMENT

Social workers in this category must complete the application form and provide:

PART 1: PERSONAL AND CONTACT DETAILS

PART 2: FEES AND REMITTANCE ADVICE

PART 3: DECLARATIONS

PROVIDE: SELF REFLECTION*

PROVIDE: PRACTICE STUDY*

To reflect, learn from and share your practice.

PLEASE NOTE: If you are a provisionally registered social worker with graduate or overseas practice competence, you are required to supply a copy of your Continuing Professional Development Log for the past 2 years.*

RECERTIFICATION COMPETENCE ASSESSMENT

From the beginning of 2015 the competence recertification process will change. Recertification will be based on the social worker's reflection contained within their Continuing Professional Development (CPD) log.

Social workers in this category must complete the application form and provide:

PART 1: PERSONAL AND CONTACT DETAILS

PART 2: FEES AND REMITTANCE ADVICE

PART 3: DECLARATIONS

PROVIDE: A COPY OF YOUR CONTINUING PROFESSIONAL DEVELOPMENT (CPD) LOG*

PROVIDE: REQUEST AND CONSENT VETTING FORM*

TRANSITION YEAR

The Board expects that 2015 will be a transition year into this new process. Some social workers may be able to critically reflect on their already completed CPD and on how the learning relates to the SWRB core competencies. Others may want to complete the current process where they provide a reflection and example of how they meet the competencies in practice and submit their CPD log with their reflections. The template for competence reflections will remain on the Board's website.

FROM 2016

From the beginning of 2016 the Board expects that all competence recertification applications will be completed with the submission of the application form and CPD log only. If you have any queries about this revised process please contact the Board on 0508 797 269 or email SWRBCompetence@swrb.govt.nz

*All templates can be downloaded from www.swrb.govt.nz

Mail your completed form, documents and fee to:

Social Workers Registration Board
PO Box 3452
Wellington Central
Wellington 6140

WHAT HAPPENS NEXT?

Once we have checked that your application is complete, it will be sent to a SWRB assessor for assessment.

You will be notified of the outcome. If aspects of your application are incomplete, we will contact you to request the relevant information.

THE SWRB TEN CORE COMPETENCE STANDARDS

The SWRB recognises core competencies that reflect practice standards accepted in social work in New Zealand. The core competence standards apply to all competence assessment processes that are set and approved by the SWRB. The requirements of the Social Workers Registration Act 2003, the International Federation of Social Workers' definition of social work and the ANZASW standards of practice have informed the SWRB in determining these standards.

These competence standards are to be read in conjunction with the SWRB Code of Conduct and the ANZASW Code of Ethics. These standards identify minimum standards of practice for the social work profession in New Zealand. They are not intended to describe all of the possible knowledge and practice skills required by social workers. They are the 'core' competencies for social work.

THESE COMPETENCE STANDARDS ARE DEMONSTRATED BY THE SOCIAL WORKER AS THEY ENGAGE IN PROFESSIONAL RELATIONSHIPS WITH INDIVIDUALS, FAMILIES, WHĀNAU, AIGA, GROUPS AND INSTITUTIONS WITH WHOM THEY WORK.

A COMPETENT SOCIAL WORKER'S PRACTICE MUST DEMONSTRATE THE FOLLOWING IN ALL PRACTICE CONTEXTS:

1. Competence to practise social work with Māori

The social worker demonstrates this competence by:

- demonstrating knowledge of the Treaty of Waitangi, te reo Māori and tikanga Māori;
- articulating how the wider context of Aotearoa New Zealand both historically and currently can impact on practice;
- Te Rangatiratanga: Maintaining relationships that are Mana enhancing, self-determining, respectful, mindful of cultural uniqueness, and acknowledge cultural identity.
- Te Manaakitanga: Utilising practice behaviours that ensure mauri ora by ensuring safe space, being mana enhancing and respectful, acknowledge boundaries and meet obligations.
- Te Whanaungatanga: Engaging in practice that is culturally sustaining, strengthens relationships, is mutually contributing and connecting and encourages warmth.

2. Competence to practise social work with different ethnic and cultural groups in Aotearoa New Zealand

The social worker:

- acknowledges and values a range of world views including divergent views within and between ethnic and cultural groups;
- understands that culture is not static but changes over time;
- demonstrates awareness and self-critique of their own cultural beliefs, values and historical positioning and how this impacts on their social work practice with their clients from other cultural backgrounds;
- critically analyses how the culture and social work approaches and policies of their employing organisation may compromise culturally safe practice;
- demonstrates knowledge of culturally relevant assessments, intervention strategies and techniques;
- engages with people groups and communities in ways that respect family, language, cultural, spiritual and relational markers.

3. Competence to work respectfully and inclusively with diversity and difference in practice

The social worker:

- demonstrates knowledge of diversity between and within different cultures, including ethnicity, disability, social and economic status, age, sexuality, gender and transgender, faiths and beliefs;
- demonstrates sufficient self-awareness and is able to critically reflect on own personal values, cultures, knowledge and beliefs to manage the influences of personal biases when practising;
- can respectfully and effectively communicate and engage with a diverse range of people.

4. Competence to promote the principles of human rights and social and economic justice

The social worker:

- understands, has a commitment to, and advocates for human, legal and civil rights, social and economic justice, and self-determination;
- understands and challenges mechanisms of oppression and discrimination and also has the knowledge, skills and an understanding of how to appropriately leverage those which enhance power and privilege;

- respects and upholds the rights, dignity, values and autonomy of people and creates an environment of respect and understanding.

5. Competence to engage in practice which promotes social change

The social worker:

- critically analyses policies, systems and structures and understands how they impact on people, groups, communities and wider society;
- advocates the need for social change to provide equity and fairness for all;
- collaborates with others to generate new knowledge that will contribute to the improvement of peoples' lives, communities and wider society;
- contributes to policy making to make systems and structures responsive to those who use them.

6. Competence to understand and articulate social work theories, indigenous practice knowledge, other relevant theories, and social work practice methods and models

The social worker:

- demonstrates a critical understanding of specific social work theories and other relevant theories and integrates this into bi-cultural social work practice;
- demonstrates an understanding of human behaviour and integrates this into social work practice;
- demonstrates an understanding of and is able to utilise a variety of social work practice methods, models and interventions whilst drawing upon a wider theoretical framework;
- critically reflects on practice and utilises relevant theories and methods of practice.

7. Competence to apply critical thinking to inform and communicate professional judgments

The social worker:

- can distinguish, appraise and integrate multiple sources of knowledge, including new information and communication technology, research based knowledge and practice wisdom;
- engages in research-informed practice and practice-informed research;
- demonstrates the ability to work autonomously and make independent judgments from a well-informed social work position and seeks guidance when necessary;
- demonstrates effective oral, written and electronic communication.

8. Competence to promote empowerment of people and communities to enable positive change

The social worker:

- is compassionate, empathetic and respectful and seeks to understand others to adequately assess their needs;
- demonstrates resilience and the ability to manage interpersonal conflict and challenges that arise in social work practice;
- facilitates and promotes clients' active participation in decision making;
- effectively collaborates and engages with others and works in partnership with clients to gain access to resources;
- reflects on their own social work practice to enable people to realise their potential and participate in their communities.

9. Competence to practice within legal and ethical boundaries of the social work profession

The social worker:

- adheres to the SWRB Code of Conduct, any workplace code of conduct and the professional Code of Ethics;
- identifies and manages ethical dilemmas and issues that arise in practice and seeks supervision or guidance;
- recognises and responds appropriately to actual or potential conflicts of interest;
- demonstrates an understanding of relevant legislation, policies and systems which govern practice and performs any statutory duties with diligence and care;
- upholds the right to privacy and confidentiality of personal information and informs clients of the situations where the information may need to be disclosed;
- keeps clear and accurate records and ensures these records are made at the same time as the events being recorded or as soon as possible afterwards.

10. Represents the social work profession with integrity and professionalism

The social worker:

- demonstrates active promotion and support of the social work profession, acts with integrity and ensures accountability;
- attends to professional roles and responsibilities with diligence, timeliness and care, acknowledges that social work positions carry power and uses authority responsibly;
- behaves in a professional manner, maintains personal and professional boundaries and is accountable for all actions and decisions;
- knows the limits of their own practice and experience, practices appropriate self-care and seeks advice where necessary;
- actively participates in supervision, continual professional development and career-long learning.