



**Social Workers
Registration Board**

Kāhui Whakamana Tauwhiro

COMPETENCE APPLICATION

**FOR APPLICANTS WITH
OVERSEAS PRACTICE**

New Zealand Government

OFFICE USE ONLY

Family name / Surname:

Given / First name(s):

Date of birth: / /

CONTACT DETAILS

Mailing address:

Postcode:

Phone number:

Email:

Application fee is **\$255.55 New Zealand Dollars**

CREDIT CARD PAYMENT – OVERSEAS BASED AND NEW ZEALAND BASED APPLICANTS

Please debit my ☐ MasterCard ☐ Visa

Card number: Expiry: /

Name on card:

Signature:

Date:

FOR NEW ZEALAND BASED APPLICANTS ONLY

- ☐ I enclose a cheque / Bank cheque made payable to: The Social Workers Registration Board
- ☐ I have paid by direct credit / internet banking with my initials and surname as the reference and NEWAPP 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 eight core competence standards for overseas practice. I confirm the enclosed application to be an honest and true reflection of my practice.

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

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 eight core competence standards for overseas practice.

Supervisor/Manager full name:

Registration number (if applicable):

Workplace:

Job title:

Signature:

Date:

STATEMENT OF ENDORSEMENT

A qualified social worker 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 eight core competence standards for overseas practice.

Endorser's full name:

Qualification:

Overseas registration number (if applicable):

Workplace:

Job title:

Signature:

Date:

CHECK LIST

PART 1: PERSONAL AND CONTACT DETAILS

PART 2: FEES AND REMITTANCE ADVICE

PART 3: DECLARATIONS

PROVIDE: SELF REFLECTION

Reflect on your social work practice against the Social Workers Registration Board's eight core competence standards for overseas practice. Provide a narrative that demonstrates and presents evidence to support your competence to practise social work. Provide comment where the Self Reflection has identified areas of your practice that could be strengthened through further professional development.

PROVIDE: PRACTICE STUDY

A practice study is a written account of a real-life work situation that illustrates your current competent social work practice. It demonstrates the links you make between theory and practice, and demonstrates your ability to reflect, learn from, and share your practice.

Your written Practice Study must evidence your reflection on your practice in relation to the Social Workers Registration Board's eight core competence standards for overseas practice within the area of your practice, as well as translating your social work beliefs, values, and principles into action. The SWRB recognises various areas of social work practice (for example, a social work manager, educator, community worker, youth worker or private practice).

Mail your completed form, documents, and fee, with your application pack 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 EIGHT CORE COMPETENCE STANDARDS

FOR APPLICANTS WITH LESS THAN 12 MONTHS SOCIAL WORK PRACTICE EXPERIENCE IN NEW ZEALAND

The SWRB recognises core competencies that reflect practice standards accepted in social work internationally. 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 competencies have been revised during 2014 to reflect the changes that have occurred in the social work profession over the last 10 years, both here in Aotearoa New Zealand and internationally. They are to be read in conjunction with the SWRB Code of Conduct and the ANZASW Code of Ethics. These competencies identify minimum standards of practice for the social work profession in New Zealand. They are the competencies that a social worker must possess upon entering the first day of practice. They therefore reflect the 'graduate profile' in the SWRB policy statement 'The Process for Recognition/ Re-Recognition of Social Work Qualifications 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 MUST DEMONSTRATE THE FOLLOWING IN ALL PRACTICE CONTEXTS:

1. 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.

2. 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.

3. 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.

4. 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.

5. 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.

6. 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.

7. 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.

8. 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.

The Board acknowledges that social workers applying for registration with overseas practice experience will not be able to demonstrate their competence against the two competencies listed below. They will therefore be required to initially demonstrate the eight competencies above to obtain an overseas practice competence certificate, and following this demonstrate competence against all competencies within a two year period.

• Competence to practise social work with Māori

The social worker:

- engages with Māori in culturally appropriate ways and in an inclusive manner;
- articulates how the wider context of Aotearoa New Zealand both historically and currently can impact on practice;
- offers practical support to Tangata Whenua for their initiatives;
- demonstrates knowledge of the Treaty of Waitangi, te reo Māori and tikanga Māori;
- supports Mana Whenua and Māori services in their area.

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

The social worker:

- engages with a range of people in culturally appropriate ways and in an inclusive manner;
- recognises and supports diversity among groups and individuals;
- articulates how the wider context of Aotearoa New Zealand both historically and currently can impact on practice.