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| **SECTION 13**  **SOCIAL WORK PRACTICE FRAMEWORK**  Under section 13 of the Social Workers Registration Act 2003 (the Act), the Board can decide if a person’s social work experience in New Zealand is enough to compensate for the lack of a Board-recognised qualification.  The Board believes it is in the interests of the public and the social work profession for registration to be accorded to social workers who have extensive New Zealand experience, particularly experience gained before the introduction of social work registration, but who do not have a Board-recognised qualification. The Board also considers overseas experience.  Section 13 recognises the experience and contribution of these social workers and helps protect the public by including these workers under the provisions of the Act.  The Social Work Practice Framework below helps social workers evidence how their extensive social work experience compensates for the lack of a recognised qualification. The framework is divided into the following six sections:  **SECTION 1: Extent of social work practice in NZ and internationally**  **SECTION 2: Knowledge of the social science underpinning social work practice**  **SECTION 3: Knowledge of the Treaty of Waitangi and the multi-cultural nature of New Zealand society**  **SECTION 4: Knowledge of social work theories, skills and fields of practice**  **SECTION 5: Knowledge of a specialist area of social work practice**  **SECTION 6: Demonstration of the SWRB 10 core competencies**  **SECTION 7: Extent of professional development**  **The Board offers the following definitions to assist you to complete this template;**  **Reflective practice** means recounting a past practice example in order to inform future practice. Ethical, theoretical and structural factors impacting upon the practitioner/client system transaction are considered. The practitioner must demonstrate sufficient self-awareness to identify personal assumptions and bias and identify ways in which these were, or could have been, mediated in practice.  **Critically reflective practice** moves beyond reflection and includes an examination of practice that addresses the practitioner’s own assumptions and the power differentials encountered, taking account of the contextualized and nuanced nature of the environment in which the practice has been undertaken. | | |
|  | **PLEASE TAKE AS MUCH SPACE AS YOU NEED, OR ATTACH ADDITIONAL PAGES, TO COMPLETE THE FRAMEWORK.** |  |
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| **SECTION 13**  **SOCIAL WORK PRACTICE FRAMEWORK** | | | | | | | | | |
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| **SECTION 1: EXTENT OF SOCIAL WORK PRACTICE IN NEW ZEALAND AND INTERNATIONALLY**  **This is in 2 parts: Firstly, outline your background and the life history that led you to social work. Then outline the extent of your social work practice in New Zealand and internationally**. | | | | | | | |
| **Part 1:** Give a brief summary of your life history and the life experiences that led you to social work as a profession. | | | | | | | |
| Click or tap here to enter text. | | | | | | | |
| **Part 2:** List below your social work roles, years working in that role and what your tasks and responsibilities were in that role. This is similar to your curriculum vitae but with more details on what you actually did in your social work roles (e.g. tasks and responsibilities). Please start with your earliest positions through to your current one so that we can track the development of your career.  Include both paid and voluntary positions that you have held. | | | | | | | |
| *Social work experience (position title)* | | *Years in role (give dates)* | *Tasks and responsibilities of role that were social work. Please indicate whether you received professional social work supervision for each role.* | | | | |
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| **SECTION 2: KNOWLEDGE OF THE SOCIAL SCIENCES UNDERPINNING SOCIAL WORK PRACTICE**  Under each indicator, provide evidence of your relevant knowledge, practice examples of how that knowledge informs your practice and critical reflection on the knowledge and your practice examples | | | | | |
| **Indicator:**  Knowledge and critique of introductory psychology and its application in social work practice. For example, social psychology, organisational psychology, health psychology, individual and group psychology | | | | | |
| ***Evidence of knowledge:*** | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
| Click or tap here to enter text. | Click or tap here to enter text. | | | Click or tap here to enter text. | |
| **Indicator:**  Knowledge and critique of the theories of lifespan development and their application in social work. For example, describe the work of 2 theorists, discuss stages of physical and psychological development, developmental milestones. Ensure you cover the lifespan and discuss cultural variations. | | | | | |
| ***Evidence of knowledge:*** | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
| Click or tap here to enter text. | Click or tap here to enter text. | | | Click or tap here to enter text. | |
| **Indicator:**  Knowledge of the sociological analysis and their application in social work. For example, consider the different ways of understanding society. Consider issues such as differing discourses, race, class, gender, inequality, stigma, consensus and conflict. | | | | | |
| ***Evidence of knowledge:*** | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
| Click or tap here to enter text. | Click or tap here to enter text. | | | Click or tap here to enter text. | |
| **Indicator:**  Identification of the key ideas and debates within social policy and law, and their relevance to social work.For example, discuss major social policy issues that impact on professional practice. What are the key pieces of legislation relevant to practice? | | | | | |
| ***Evidence of knowledge:*** | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
| Click or tap here to enter text. | | Click or tap here to enter text. | | | Click or tap here to enter text. | |
| **Indicator:**  Knowledge of effective personal and professional communication in the social work setting. | | | | | |
| ***Evidence of knowledge:*** | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
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| **SECTION 3: KNOWLEDGE OF THE TREATY OF WAITANGI AND THE MULTI-CULTURAL NATURE OF NEW ZEALAND SOCIETY**  Section 3 is to show how your knowledge of the Treaty of Waitangi and the multi-cultural nature of New Zealand society is incorporated within your social work practice.  Under each indicator, provide evidence of your relevant knowledge, practice examples of how that knowledge informs your practice with individuals, families and groups and critical reflection on the knowledge and your practice examples | | | | | |
| **Indicator:**  Knowledge of the Treaty of Waitangi and its significance in regard to how this knowledge shapes your practice. | | | | | |
| ***Evidence of knowledge:*** | | ***Practice Examples:*** | ***Critical reflection on knowledge and practice:*** | | |
| Click or tap here to enter text. | Click or tap here to enter text. | | Click or tap here to enter text. | |
| **Indicator:**  Identification of the personal and professional impact of the Treaty of Waitangi on your social work practice and your obligations to bi-cultural practice.For example, consider Te Rangatiratanga , Te Manaakitanga, Te Whanaungatanga | | | | | |
| ***Evidence of knowledge:*** | | ***Practice Examples:*** | ***Critical reflection on knowledge and practice:*** | | |
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| **Indicator:**  Knowledge of Māori kawa (protocol), tikanga (custom) and ture (justice) and identify how you incorporate these within your workplace and your social work practice. | | | | | |
| ***Evidence of knowledge:*** | | ***Practice Examples:*** | ***Critical reflection on knowledge and practice:*** | | |
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| **Indicator:**  Knowledge of the traditional and contemporary requirements for practising social work with a particular ethnic, cultural or religious group. | | | | | |
| ***Evidence of knowledge:*** | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | |
| Click or tap here to enter text. | Click or tap here to enter text. | | Click or tap here to enter text. | |
| **Indicator:**  Knowledge of the range of ethnic or culturally specific organisations and how you work with or within these organisations. Situate yourself as either an insider or outsider and reflect on how this shapes your practise. | | | | | |
| ***Evidence of knowledge:*** | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | |
| Click or tap here to enter text. | Click or tap here to enter text. | | Click or tap here to enter text. | |
| **Indicator:**  Knowledge of preparation necessary when working with individuals, families and groups who differ from you in terms of their ethnic, cultural, disability, gender identity, or religious background | | | | | |
| ***Evidence of knowledge:*** | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | |
| Click or tap here to enter text. | Click or tap here to enter text. | | Click or tap here to enter text. | |
| **Indicator:**  Knowledge of the range of ethnic, cultural and religious groups residing in Aotearoa, and the intersections of ethnicity, class and gender oppressions that influence them | | | | | |
| ***Evidence of knowledge:*** | | ***Practice Examples:*** | | | ***Critical reflection on knowledge and practice:*** |
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| **SECTION 4:**  **KNOWLEDGE OF SOCIAL WORK THEORIES, SKILLS AND FIELDS OF PRACTICE**  Section 4 is to show how your knowledge of social work theories and skills, and the variety of social work fields of practice is incorporated within your social work practice.  Under each indicator, provide evidence of your relevant knowledge, practice examples of how that knowledge informs your practice with individuals, families and groups and critical reflection on the knowledge and your practice examples | | | | | | |
| **Indicator:**  Knowledge of a range of theories and models of practice in social work and their application in your social work practice.Please provide at least 3 theories or models – for example, systems theory, ecological model, strengths-based model, narrative theory, community development. You may wish to discuss at the macro, meso and/or micro level. | | | | | | |
| ***Evidence of knowledge:*** | ***Practice Examples:*** | | | | | ***Critical reflection on knowledge and practice:*** |
| Click or tap here to enter text. | | | Click or tap here to enter text. | | Click or tap here to enter text. | | |
| **Indicator:**  Knowledge and application of the following key social work skills in your practice:   * 1. Engagement   2. Assessment   3. Intervention   4. Referral   5. Evaluation | | | | | | | | |
| ***Evidence of knowledge:*** | | | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
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| **Indicator:**  Knowledge of effective personal and professional communication in the social work setting. | | | | | | | | |
| ***Evidence of knowledge:*** | | | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
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| **Indicator:**  Identify your own personal and professional values and how they shape your preferred professional approach to practice, and how you utilise professional supervision to support your practice. | | | | | | | | |
| ***Evidence of knowledge:*** | | | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
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| **Indicator:**  Knowledge of the SWRB Code of Conduct and relevant professional Codes of Ethics and how these guide your practice. | | | | | | | | |
| ***Evidence of knowledge:*** | | | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
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| **Indicator:**  Knowledge and understanding of child abuse and neglect, family violence and strategies for safe professional practice in child protection. | | | | | | | | |
| ***Evidence of knowledge:*** | | | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
| Click or tap here to enter text. | | | Click or tap here to enter text. | | Click or tap here to enter text. | | |
| **Indicator:**  Knowledge of the dynamics of social work practice with mental health and addiction service users. | | | | | | | | |
| ***Evidence of knowledge:*** | | | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
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| **Indicator:**  Knowledge of the legal framework that impacts on social workers’ mandate to practise in New Zealand. | | | | | | | | |
| ***Evidence of knowledge:*** | | | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | |
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| **Indicator:**  Knowledge of how a major social trend has impacted on social work in general and your practice in particular. | | | | | | | |
| ***Evidence of knowledge:*** | | ***Practice Examples:*** | | ***Critical reflection on knowledge and practice:*** | | | |
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| **SECTION 5:**  **KNOWLEDGE OF A SPECIALIST AREA OF SOCIAL WORK PRACTICE**  Section 5 is to show your knowledge of your specialist area of social work practice. | |
| Explain your current role and area of practice. | |
| Click or tap here to enter text. | |
| Describe the model of social work practice you use and provide an example of its use in your practice. | |
| Click or tap here to enter text. | |
| Provide an example of your exploration of relevant social work research literature and how you used this in your area of practice. | |
| Click or tap here to enter text. | |
| Describe how the key strategies, structure and funding in your specialist area impact on your social work practice. | |
| Click or tap here to enter text. | |
| Describe the organisational context of your workplace. What are the constraints and opportunities? | |
| Click or tap here to enter text. | |
| Outline the law that relates to your specific area of social work and its application in your social work practice. |
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| **SECTION 6:**  **DEMONSTRATION OF THE SWRD 10 CORE COMPETNCE STANDARDS**  Section 6 provides an opportunity to demonstrate that you meet the SWRB **10** core competence standards. Reflect on your social work practice against the SWRB’s ten core competence standards. Provide a short narrative of your practice that demonstrates how you meet each of the competence standards.  Where your Self Reflection has identified areas of your practice that could be strengthened through further professional development, provide comment on these areas, for example, what steps you are taking to gain this development. | |
| Competency 1: Competence to practise social work with Māori | |
| Click or tap here to enter text. | |
| Competency 2: Competence to practise with different ethnic and cultural groups in Aotearoa New Zealand | |
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| Competency 3: Competence to work respectfully and inclusively with diversity and difference in practice | |
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| Competency 4: Competence to promote the principles of human rights and social and economic justice | |
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| Competency 5: Competence to engage in practice which promotes social change | |
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| Competency 6: Competence to understand and articulate social work theories, indigenous practice knowledge, other relevant theories, and social work practice methods and models |
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| Competency 7: Competence to apply critical thinking to inform and communicate professional judgments |
| Click or tap here to enter text. |
| Competency 8: Competence to promote empowerment of people and communities to enable positive change |
| Click or tap here to enter text. |
| Competency 9: Competence to practice within legal and ethical boundaries of the social work profession |
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| Competency 10: Represents the social work profession with integrity and professionalism |
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| **SECTION 7: EXTENT OF PROFESSIONAL DEVELOPMENT**  Section 7 is for you to list the professional development you have undertaken.  Professional development is the maintenance and enhancement of your knowledge, expertise and competence in social work throughout your career.  This can include education, training courses, conferences, workshops, seminars, professional reading, research and supervision or mentoring.  Please provide details of a range of professional development activities that have enhanced your social work practice. | | |
| ***Professional development (identify what you did)*** | ***Date*** | ***Relevance to your practice*** |
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