



**Social Workers
Registration Board**
Kāhui Whakamana Tauwhiro

CONTINUING PROFESSIONAL DEVELOPMENT

POLICY STATEMENT

Approved:
Last Reviewed:
For Review:

May 2010
April 2015
November 2018

This policy statement is based on the Social Workers Registration Act 2003 (the Act)

Introduction and obligations of the Board

The Social Workers Registration Act allows the Board to adopt general conditions subject to which all practising certificates, or the practising certificates of all registered social workers of a particular description, must be issued.

Section 29 (2) of the Act states that conditions may relate to –

- (a) working under supervision; or
- (b) continuing professional development.

In developing this policy the Board has undertaken an extensive review of the continuing professional development requirements of other social work regulatory authorities internationally and other regulatory authorities in New Zealand and reviewed the professional literature.

Principles underlying the Board's Continuing Professional Development (CPD) requirements

The Board has adopted Madden & Mitchell's (1993) definition of CPD: "the maintenance and enhancement of knowledge, expertise and competence of professionals throughout their careers according to a formulated plan with regards to the needs of the professional, the employer, the profession and society" (pg 3).

¹

Continuing Professional Development (CPD):

- is a self directed cyclical process that requires critical reflection;
- incorporates a range of learning activities to meet individual learning styles
- is aligned with individual professional aspirations and agency goals
- benefits the practitioner as well as the client/service/service user
- requires a commitment from and is a shared responsibility between the practitioner and the professional supervisor/manager
- is a medium to ensure accountability to clients and the profession
- is appropriate to the level of experience of the practitioner

¹ Madden, C.A. & Mitchell, V.A. (1993) *Professional Standards and Competence: A survey of Continuing Professional Education for the Professionals*. Bristol: Department of Continuing Education, University of Bristol.

Board's requirements

The Board requires that every registered social worker engages in continuing professional development (CPD). CPD is an annual, planned and purposive activity incorporated within a professional development plan

The Board has the following minimum expectations of continuing professional development:

- Registered social workers maintain a continuous, up-to-date and accurate record of their CPD activities in a CPD log/portfolio
- Registered social workers complete a minimum of 20 hours of CPD learning per year.
- From 1st January 2015, registered social workers undertake CPD activities in each year that address identified learning goals and enhance their competence in at least 2 of the SWRB core competences
- From 1st January 2015, registered social workers undertake CPD activities in their 5 year competence re-certification cycle that address all SWRB core competences.
- Registered social workers critically reflect on their CPD learning and the relevance of the learning for their practice
- Registered social workers utilise a minimum of two different learning activities when undertaking their annual CPD.

The Board offers the following definitions to guide registered social workers as they complete their CPD.

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.

All registered social workers are required to meet the Board's minimum expectations of 20 hours per year of CPD. The Board believes that a practitioner working 20 hours a week or less requires a similar amount of continuing professional development to maintain and enhance their knowledge, expertise and competence throughout their careers as a practitioner working full time. It is expected that social workers in full time employment will complete in excess of the minimum requirement.

CONTINUING PROFESSIONAL DEVELOPMENT LOG

From 1st April 2018 all social workers are required use either the following template for their CPD log, or the similar template provided by the ANZASW.

Continuing Professional Development Log		
Name:		
Work Address:		
Job Title:		
Competence Due Date:		
Registration Number:		

Record of CPD Activities		
Skills and knowledge identified as being needed for development of social work practice	Agreed learning activities and time commitment	Critical reflection on learning and development of practice and relevance to the SWRB competencies
1.		
2.		
3.		
