

## **EXPERIENCE PATHWAY (SECTION 13)**

### **SOCIAL WORK PRACTICE ASSESSMENT**

#### ***STAGE TWO***

Under section 13 of the Social Workers Registration Act 2003 (the Act), the Social Workers Registration Board (SWRB) can decide if a person's social work experience (10-15 years plus) in New Zealand is enough to compensate for the lack of a Board-recognised qualification.

The experience pathway (section 13) was included to acknowledge the contributions of social workers who had been working in their communities before the Act came into force, and when social work qualifications were not as accessible. Section 13 recognises the experience, knowledge and contribution of these social workers and helps protect the public by including these workers under the provisions of the Act.

- Stage two is in four parts and is the second stage in assessing the extent of your social work practice in Aotearoa New Zealand and internationally.
- The cost for Stage two assessment is \$1,400.00. This is due at the same time as your application for registration fee which is \$345.00.
- Once you have submitted stage two, your application for registration and paid your fee, your application will be assessed by the SWRB.
- Once this assessment and your application for registration has been processed, your application will be referred to the next scheduled Board meeting for consideration.

**PART 1: Knowledge of the social science underpinning social work practice**

**PART 2: Knowledge of Te Tiriti o Waitangi and the multi-cultural nature of Aotearoa New Zealand society**

**PART 3: Knowledge of social work theories, skills and fields of practice**

**PART 4: Knowledge of specific field of social work practice**

## Explaining the template

The template has three columns for your written response:

### **Evidence of knowledge:**

This is a written narrative that demonstrates your understanding of the question asked. You can include reference to courses and continuing professional development you have attended, books you have read or research, and knowledge you have gathered during your life and career.

### **Practice example(s):**

This column is for you to share your social work practice experience, linking it to the relevant knowledge that you have discussed in the first column. We need to understand your social work practice and this second column provides you with the opportunity to draw on examples from your practice.

### **Critical reflection:**

The final column on critical reflection is an opportunity for you to demonstrate your critical thinking about the question posed. Critical reflection is a process of inquiry encouraging us to discover, and research, the assumptions that frame how we work. Reflective practice is central to social work, in that it encourages us to consider other possibilities for practice. Carroll (2011, p. 19) states; 'Reflection is the ability to examine, to observe, to look at, to review, to evaluate, to interrogate, to assess, to question and to own our own thinking.'

### **Getting help with this application**

If you would like help with this application, we would encourage you to prepare this with the support of a registered social worker. The same social worker could also act as one of your endorsers later in the application process. You can of course contact us on 0508 797 269

### **How the SWRB recognises your practical experience**

*The Board has to be satisfied that:*

- *your practical experience in practising social work in Aotearoa New Zealand is enough to compensate for the lack of a qualification,*
- *your competence to practise social work has been found satisfactory,*
- *you are competent to practise social work with Māori,*
- *you are competent to practise social work with different ethnic and cultural groups in Aotearoa New Zealand.*

A copy of the Ten Core Competence standards is available <https://swrb.govt.nz/social-workers/competence/core-competence-standards/>

Please ensure that you address all Ten Core Competence standards in this assessment document

## PART 1: YOUR KNOWLEDGE OF THE SOCIAL SCIENCE UNDERPINNING SOCIAL WORK PRACTICE

Here you will demonstrate the following competence standards:

- your competence to promote the principles of human rights and social and economic justice
- your competence to engage in practice which promotes social change
- your competence to promote empowerment of people and communities to enable positive change
- your competence to understand and articulate social work theories, indigenous practice knowledge, other relevant theories, and social work practice methods and models.
- your competence to apply critical thinking to inform and communicate professional judgments

Each section below should be no more than 500-700 words.

### 1.1:

Social work practice is underpinned by knowledge from the social sciences. The social sciences include approaches to understanding human society and social relationships. We would like you to demonstrate how you use knowledge from the social sciences to promote change e.g. consider how you might apply your knowledge of any of the following: psychology, sociology, politics, indigenous practice knowledge, history and/or law. Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

***Evidence of knowledge:***

***Your practice example(s):***

***Your critical reflection on the knowledge and practice and the competence standards you have addressed:***

Click or tap here to enter text.

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### 1.2:

Understanding the stages of human development and human behaviour is a critical part of social work practice. In order to demonstrate your understanding, you might describe the stages of human development as they relate to your current or previous practice. You could also discuss the work of a theorist/s or the application of a human behaviour model or indigenous framework as it relates to your practice. Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

***Evidence of knowledge:***

***Your practice example(s):***

***Your critical reflection on the knowledge and practice and the competence standards you have addressed:***

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**1.3:**

Identify some of the current key ideas and debates within the social work environment, social policy or law, and how they are impacting on your social work practice. You might want to consider a major public issue, or historic events such as Puaoteata that have created a shift in policy. Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

<i>Evidence of knowledge:</i>	<i>Your practice example(s):</i>	<i>Your critical reflection on the knowledge and practice and the competence standards you have addressed:</i>
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**PART 2: YOUR KNOWLEDGE OF THE SIGNIFICANCE OF TE TIRITI O WAITANGI AND THE MULTI-CULTURAL NATURE OF AOTEAROA NEW ZEALAND SOCIETY**

Here you will demonstrate the following competence standards

- your competence to practise social work with Māori
- your competence to practise social work with different ethnic and cultural groups in Aotearoa New Zealand
- your competence to work respectfully and inclusively with diversity and difference in practice.

Each section below should be no more than 500-700 words.

**2.1:**

Describe your understanding of Te Tiriti o Waitangi and how this has influenced your social work practice. Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

<i>Evidence of knowledge:</i>	<i>Your practice example(s):</i>	<i>Your critical reflection on the knowledge and practice and the competence standards you have addressed:</i>
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**2.2:**

Demonstrate how you integrate your knowledge and understanding of Mātauranga Māori including: kawa (protocol) and tikanga (custom) in your work with whānau, hapū and iwi. How do you demonstrate concepts of Rangatiratanga, Whanaungatanga and Manaakitanga in your practice and within your workplace? Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

<i>Evidence of knowledge:</i>	<i>Your practice example(s):</i>	<i>Your critical reflection on the knowledge and practice and the competence standards you have addressed:</i>
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**2.3:**

Discuss your own cultural beliefs, identity and values and consider how these impact on your social work practice with people from other cultures. Provide a brief practice example which demonstrates how you work with people from other ethnic and cultural groups within Aotearoa New Zealand. Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

<i>Evidence of knowledge:</i>	<i>Your practice example(s):</i>	<i>Your critical reflection on the knowledge and practice and the competence standards you have addressed:</i>

**PART 3: YOUR PRACTICE STUDY**

The Practice Study is an opportunity for you to provide a written account of an actual case that illustrates your current social work practice. It describes what you did in that practice situation, demonstrates the links you make between theory and practice, and shows your ability to reflect, learn, and share your practice. A Practice Study is your mahi, it is about what you did as the social worker.

**3.1. Introduction:** State your position title, e.g. social work manager, educator, community worker, whānau worker, youth worker, private practitioner etc. and field of practice.

**No word count requirements**

**3.2. Presenting situation:** This may be a particularly difficult piece of work, an ethical dilemma, or a complex process that you have been involved in. Describe your role within the practice being presented.

200 - 250 words

**3.3. Social work engagement:** How did you engage? What process did you use? What was your purpose for engaging?

200-250 words

**3.4. Social work assessment:** Critically reflect on what you needed to do in this particular situation. What assessment process did you use? What were the theories and models of practice you used and how did you apply them?

250-500 words

**3.5. Plan:** What was the plan for the intervention? How was this plan developed?

200-500 words

**3.6. Interventions:** How was the plan implemented?

200-500 words

**3.7. Closure:** How did you close with your client/community/whānau/ hāpū /iwi? What is the process you use to end an intervention? Consider how you directly or indirectly made a difference.

200-500 words

### 3.8. Reflection:

- What did you do well?
- What could you have done differently?
- What learning are you taking from this?
- How did you manage ethical dilemmas?
- Who did you call on for support during the process?
- How did you use supervision?

No word count

If your practice study did not include working with Tangata Whenua please provide a brief practice example demonstrating how you work with Tangata Whenua.



## PART 4: FIELDS OF PRACTICE AND PROFESSIONAL IDENTITY

Part 4 is to provide additional information to support your application specifically to do with your knowledge and skills in a specific field of social work practice

Here you will inform the assessor about

- your competence to understand and articulate social work theories, indigenous practice knowledge, other relevant theories, and social work practice methods and models
- your competence to apply critical thinking to inform and communicate professional judgements
- your competence to practice within legal and ethical boundaries of the social work profession
- your competence to represent the social work profession with integrity and professionalism

Each section below should be no more than 500-700 words.

### 4.1:

Outline your knowledge and understanding of the assessment of abuse and neglect, family violence and your strategies for safe practice Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

<b><i>Evidence of knowledge:</i></b>	<b><i>Your practice example(s):</i></b>	<b><i>Your critical reflection on the knowledge and practice and the competence standards you have addressed:</i></b>
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### 4.2:

Demonstrate your understanding of mental and emotional wellness and approaches (including models of practice eg. cognitive behavioural therapy, narrative practice, strength based, solutions focused) for supporting and working with clients engaged with all services. Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

<b><i>Evidence of knowledge:</i></b>	<b><i>Your practice example(s):</i></b>	<b><i>Your critical reflection on the knowledge and practice and the competence standards you have addressed:</i></b>
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### 4.3:

Outline your knowledge and understanding of a specific field of practice that you have been engaged in (e.g. mental health, kaupapa Māori, statutory social work, health social work etc). What are the key policies and legislation that guide your work? Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

<b><i>Evidence of knowledge:</i></b>	<b><i>Your practice example(s):</i></b>	<b><i>Your critical reflection on the knowledge and practice and the competence standards you have addressed:</i></b>
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#### **4.4:**

Explain how you use the SWRB Code of Conduct and the ANZASW Code of Ethics. Discuss your understanding of professional boundaries, privacy, confidentiality, informed consent and conflicts of interest. How might the ANZASW Code of Ethics guide your practice. Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

<b><i>Evidence of knowledge:</i></b>	<b><i>Your practice example(s):</i></b>	<b><i>Your critical reflection on the knowledge and practice and the competence standards you have addressed:</i></b>
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#### **4.5:**

Describe your understanding of supervision, the general topics that you address during your supervision session and how this shapes your practice and identity as a social worker. Please link to the relevant competence standards above, name the competence standard and how it relates to your response.

<b><i>Evidence of knowledge:</i></b>	<b><i>Your practice example(s):</i></b>	<b><i>Your critical reflection on the knowledge and practice and the competence standards you have addressed:</i></b>
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#### **4.6:**

Discuss how you maintain your health and wellbeing as a social worker

<b><i>Evidence of knowledge:</i></b>	<b><i>Your practice example(s):</i></b>	<b><i>Your critical reflection on the knowledge and practice and the competence standards you have addressed:</i></b>
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## **PART 5: ENDORSERS**

Your endorsers – please provide three people that we can call, who will comment on your practice.

Please ensure that at least two of your endorsers are registered social workers or approved by us. One of your endorsers should be your professional supervisor.

<b><i>Name:</i></b>	<b><i>Position (+ registration number if SWRB registered):</i></b>	<b><i>Email and mobile:</i></b>
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