

Funding Review Report Addendum 22 March 2021

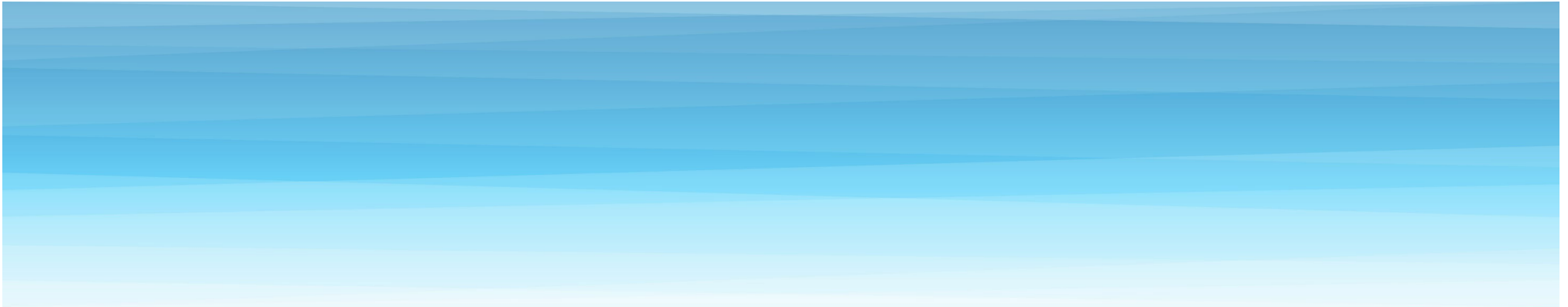
Option 3: Supporting the sector adjust

Proposed by the Board Chair and Chair of the Finance, Audit and Risk Committee

Proposed fees and Disciplinary Levy for 2021/22 under the

Social Workers Registration Board Act 2003

Sarah Mehrtens, Mehrtens Consulting



1 Recommendations

We recommend that the Board:

a) **note** that the Board Chair and the Chair of the Finance, Audit and Risk Committee have suggested Option 3: Supporting the sector adjust, which is Option 2: Improve with the following changes:

- to allow SWRB to pivot in response to revenue being lower than indicative, the following positions are fixed term, or where permanent and are now fixed term:

Already fixed term under Option 2 (green boxes section 2 table)	Changed permanent to fixed term for Option 3 (blue boxes in section 2 table)
NEW Registration Officer 1.0 FTE (was OT funding)	NEW Senior Advisor Māori 1.0 FTE
NEW Advisor Social Worker 0.5 FTE	NEW Advisor HR 0.5 FTE
Communications & Stakeholder Engagement Coordinator 1.0 FTE	Advisor Social Work Pacific Peoples 1.0 FTE (was OT funding)
	Advisor Māori Fixed term 1.0 FTE

- SWRB's activities and functions are cost recovered by:
 - The Practising Certificate fee increasing from \$368 to **\$420**, and for new graduates \$268 to **\$320**
 - A reduced Practising Certificate (unpaid volunteers) fee of **\$320** rather than \$370
 - The Disciplinary Levy increasing from \$50 to **\$100**
 - New fees being added to cost recover additional processes as set out in section 3 below
 - All other fees increase as set out in section 3 below (including Experience Pathway fees).
- The 2021/22 shortfall of **\$623,000** being covered **by reserves**, reducing reserves from \$1.008 million (as at 30 June 2021) to **\$377,008**, due to a shortfall of:
 - \$364,000 from **not** increasing the Practising Certificate fee to \$470 (8,482 @ \$365.22 (\$420 less GST) vs \$409 (\$470 less GST)), and new graduates and unpaid volunteers to \$370 (160 @ \$278.26 (\$320 less GST) vs @ \$322 (\$370 less GST))
 - \$258,000 from **not** increasing the Disciplinary Levy to \$135 (8,482 @ \$86.96 (\$100 less GST) vs @ \$117.39 (\$135 less GST)).
- agree** to Option 3: Supporting the sector adjust and a Fees and Disciplinary Levy Notice being Gazetted on 1 April 2021 as set out in section 3 below.
- agree** to review any further increase in the Practising Certificate fees and Disciplinary Levy for 2022/23 [REDACTED] and Gazette any further increase for 2022/23 later in the year to allow social workers and employers time to include in their 2022/23 budget setting.

2 Option 3: Supporting the sector adjust - FTEs

Option 3: Supporting the sector adjust – FTEs (Note '% WP' is the percentage of funding from workforce planning Crown funding)

Chief Executive Permanent 1.0 FTE (20% WP)				
Regulatory & Compliance Registrar Permanent 1.0 FTE	Registration & Complaints Manager Permanent 1.0 FTE (was Registrations Team Leader and Compliance & Complaints Team Leader funding – <i>efficiency gain</i>)	Registration Officer Permanent 3.0 FTE (<i>reduced volume & efficiency gain</i> - was 5.0 FTEs) NEW Registration Officer Fixed Term 1.0 FTE (was OT funding) Complaints Assessor Permanent 1.0 FTE		
	NEW Senior Advisor Māori Fixed Term 1.0 FTE			
	Advisor Māori Fixed term 1.0 FTE			
Māori Development Chief Advisor Māori Development Permanent 1.0 FTE (30% WP)				
Sector Support & Engagement Chief Advisor Social Work Permanent 1.0 FTE (20% WP)	Senior Advisor Social Work Permanent 1.0 FTE			
	Senior Advisor Social Work Practice Māori Permanent 1.0 FTE			
	Advisor Social Work Pacific Peoples Fixed Term 1.0 FTE (was OT funding)			
	NEW Advisor Social Worker Fixed Term 0.5 FTE			
	Communications & Stakeholder Engagement Manager Permanent 1.0 FTE (20% WP)	Communications & Stakeholder Engagement Coordinator Fixed Term 1.0 FTE		
Policy & Workforce Planning Manager Policy & Workforce Planning Permanent 1.0 FTE (40% WP)	Workforce Planner Permanent 1.0 FTE (100% workforce planning)			
	Research & Data Analyst Permanent 1.0 FTE (100% workforce planning)			
	Team Leader, Policy Permanent 0.8 FTE	Senior Advisor Operational Policy Permanent 0.8 FTE (was Fixed Term implementation funding) Policy Advisor Permanent 1.0 FTE		
Strategy, Planning & Performance	Chief Advisor Strategy, Planning & Performance Permanent 1.0 FTE (80% of \$114,000 Crown entity obligations Crown funding)			
Business Support Manager Business Operations Permanent 1.0 FTE (20% WP)	Senior Finance Advisor Permanent 1.0 FTE (10% WP)	Finance Advisor Permanent 1.0 FTE (10% WP)		
	Senior Legal Advisor Permanent 1.0 FTE	Digital Support Officer Permanent 1.0 FTE (10% WP)		
	INCREASED Legal Advisor (PCCs) Permanent 1.0 FTE (moves 0.5 role to 1.0 role)			
	Business Support Coordinator Permanent 1.0 FTE (was Office Admin funding)			
	NEW Advisor HR Fixed Term 0.5 FTE			
	Executives Manager / Board Secretariat Permanent 1.0 FTE	Regulatory Administrator Permanent 1.0 FTE (was Regulatory Team Admin funding)		
		Team Administrator (MD, P&WP, SS & E) Permanent 1.0 FTE (15% WP)		
Senior Leadership Team Coordinator Permanent 1.0 FTE (10% WP)				

3 Option 3: Proposed 2021/22 Fees and Disciplinary Levy Notice

Charge \$ including GST	2020/21	2021/22 Option 3: Supporting the sector adjust
Registration application fee <i>Applies to all applications. A new registration application fee must be paid if registration documents are not received by SWRB within 6 months of the application being received by SWRB</i>	345	360 Increase
Experience pathway registration application section 13 : Stage 1 assessment fee <i>Applies to an application by an applicant who does not have a SWRB recognised Aotearoa New Zealand qualification or an overseas qualification</i>	276	460 Increase
Experience pathway registration application section 13 : Stage 2 assessment fee <i>Applies to an application by an applicant who does not have a SWRB recognised Aotearoa New Zealand qualification or an overseas qualification</i>	1,400	3,588 Increase
Overseas qualification section 7 : assessment fee <i>Applies to a registration application by an applicant who has an overseas qualification and does not have a SWRB recognised Aotearoa New Zealand qualification</i>	300	540 Increase
Overseas applicant competence assessment application fee (Provisional registration) <i>Applies to an application by an applicant who has an overseas qualification, does not have a SWRB recognised Aotearoa New Zealand qualification, and has not resided in Aotearoa New Zealand for 6 months or more</i>	-	345 New
Overseas applicant competence assessment application fee (Full registration) <i>Applies to an application by an applicant who has an overseas qualification, does not have a SWRB recognised Aotearoa New Zealand qualification, and has not resided in Aotearoa New Zealand for 6 months or more</i>	-	345 New
Competence assessment fee <i>Applies to an application by an applicant who has a SWRB recognised Aotearoa New Zealand qualification and SWRB requires a competence assessment</i>	255.55	540 Increase
Competence assessment (face to face) fee <i>With reasonable cost of travel, accommodation, and meals additional</i>	3,102.70	3,330 Increase
Provisional to full registration application fee <i>Applies to an application by an applicant who has a SWRB recognised Aotearoa New Zealand qualification</i>	-	60 New

Charge \$ including GST	2020/21	2021/22 Option 3: Supporting the sector adjust
Replacement practising certificate identification cards fee	20.00	Remove
Practising certificate application fee (annual)	368	420 Increase
Practising certificate (new graduate ¹) application fee <i>A new graduate is someone applying for their first practising certificate within 12 months of completing the requirements of a SWRB recognised Aotearoa New Zealand qualification</i>	268	320 Increase
Practising certificate (unpaid volunteer) fee (annual) <i>An unpaid volunteer is an unpaid social worker who has no paid work as a social worker or otherwise</i>	-	320 New
Practising certificate late non-declaration processing fee <i>Applies if the declaration is not received by SWRB within 60 days of SWRB's renewal first notification date</i>	-	140 New
Return to practise application fee <i>Applies if the application is received by SWRB more than 3 years after applicant's practising certificate expiry date</i>	-	345 New
Disciplinary Levy (annual)	50	100 Increase
Education programme recognition vetting fee	-	Up to 35,000 Replacement
Education programme fee (annual)	-	Up to 15,000 Replacement
Education programme recognition and re-recognition fee	Up to 29,900	Replace
Education programme accreditation mid-cycle fee	Up to 10,350	Replace
Certificate copies application fee <i>Copies of certificates or entries, or for supplying documents for overseas registration purposes (Certificate of Good Standing)</i>	46	70.00 Increase