



**Social Workers
Registration Board**

Kāhui Whakamana Tauwhiro

STATEMENT OF INTENT 2017–2021

Presented to the House of Representatives pursuant
to section 149 of the Crown Entities Act 2004

New Zealand Government

CONTENTS

OPENING STATEMENT	2
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OVERVIEW FROM THE BOARD CHAIR	3
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WHO WE ARE	4
OUR VISION	4
WHAT WE DO	4

SOCIAL WORK REGULATION 2017–2021	5
WHAT WE CURRENTLY MEASURE AND REPORT ON	5
HOW REPORTING WOULD IMPROVE UNDER MANDATORY REGISTRATION	6

OUR STRATEGIC OBJECTIVE: ENSURING COMPETENT AND ACCOUNTABLE SOCIAL WORK PRACTICE	7
OUR PRIORITIES	7
PERFORMANCE MEASUREMENT FRAMEWORK	9
HOW WE CAN MEASURE SUCCESS IN A VOLUNTARY REGISTRATION ENVIRONMENT	10
Education	10
Registration	10
Practice	11

ORGANISATIONAL CAPABILITY/HEALTH	13
MEMBERS AND OPERATION OF THE BOARD	14
RELEVANT INFORMATION	15
Registered Social Workers by Employer to 31 March 2017	15
Registered Social Workers by Ethnicity to 31 March 2017	16
Recognised social work qualification providers 2017	17
RISK MANAGEMENT	19
REPORTING TO THE RESPONSIBLE MINISTER	20

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OPENING STATEMENT

This Statement of Intent has been prepared to meet the requirement of section 139(1) of the Crown Entities Act 2004.

It describes the four-year strategic direction set by the Social Workers Registration Board (the Board), as the Crown entity established to give effect to the Social Workers Registration Act 2003.

The Minister for Social Development Hon Anne Tolley has announced her intention to introduce mandatory registration for social workers. Legislation is expected to be introduced before Parliament rises in August.

The Social Services Committee report presented their 'Inquiry into the operation of the Social Workers Registration Act 2003' report to Parliament on 2 December 2016.

The Board welcomes the Social Services Committee's report and the Government's response with a proposal to review or replace the current Act and to provide for mandatory registration of social workers.

This Statement of Intent is therefore prepared under the current legislation (Social Workers Registration Act 2003) but signals changes the Board intends to implement under the proposed new legislation.

The purpose of the Statement of Intent is to promote the public accountability of the Board by:

- enabling the Crown to participate in the process of setting the Board's medium-term intentions and undertakings
- setting out for the House of Representatives those intentions and undertakings
- providing a base against which the Board's actual performance can be assessed.

The Statement of Intent complements the Board's annual Statement of Performance Expectations and is supported by a Memorandum of Understanding with the Minister for Social Development.



Shayne Walker
Board Chair

June 2017



Khoa Nguyen
Chair – Finance Audit and
Risk Management Committee

OVERVIEW FROM THE BOARD CHAIR

In 2015 the Board delivered to the Minister for Social Development their report on the full review of the Social Workers Registration Act 2003. Section 104 of the Act requires that the Board reviews the operation of the Act, its own operations, and considers the extent to which the system of voluntary registration it provides for is achieving the purposes of the Act.

The Board believes that recognition of social work as a profession requiring mandatory registration, formal qualifications, on-going education, and high standards of practice and professional conduct will enhance the reputation of social workers with the public and employers. It will also differentiate the professional social worker from social service workers and increase demand from employers for qualified social workers.

That report was referred to the Social Services Committee and they initiated their inquiry on 1 June 2016. They have now completed an inquiry into the operation of the Social Workers Registration Act in order to identify how the standard of the social work workforce could be lifted so that vulnerable clients are protected from poor practice.

The Committee reported back to Parliament on 2 December 2016 and made 38 recommendations to the Government. These included that some form of mandatory registration of social workers is desirable to ensure an appropriate level of competence, and that this will help to protect vulnerable clients from inappropriate and potentially harmful social work practice.

The Minister for Social Development has concluded that the Social Services Committee's recommendations provide a clear direction for changes necessary to lift the professionalism and competence of the social work sector. She has expressed concern that the voluntary system is no longer adequate to ensure the level of professionalism we need in the social work sector, and agrees that some form of mandatory registration of social workers is needed.

The Minister has announced that legislation to introduce mandatory registration is expected before Parliament rises in August.

The Board welcomes the Social Services Committee's report and the Government's response with a proposal to review or replace the current Act and to provide for mandatory registration of social workers.

The Board's stated position remains that "mandatory registration via protection of the title 'social worker' is the primary change to the Social Workers Registration Act that is required to ensure the safety of the public".

A strong focus for us over the next year will be supporting the Minister and the Social Services Committee in progressing a Bill through the House.

Achieving mandatory registration would represent the fulfilment of the current vision for the Board and a new beginning for the social workers' profession in Aotearoa.

We look forward to the successful introduction of a new Act and fulfilling our ambitions for our profession.



Shayne Walker
SWRB Board Chair

WHO WE ARE

The Social Workers Registration Board is a Crown Entity established to implement the Social Workers Registration Act 2003. The purpose of the Act as set out in section 3 is to protect the safety of members of the public, by prescribing or providing for mechanisms to ensure that anyone using the title 'Registered Social Worker' is:

- competent to practise; and
- accountable for the way in which they practise.

OUR VISION

The vision of the Social Workers Registration Board is that all social workers in Aotearoa New Zealand are registered.

WHAT WE DO

Section 99 of the Act sets out the Board's functions and these are grouped below under the Board's agreed outputs:

Managing the registration of social workers

- by receiving and considering applications for registration, taking recognised educational qualifications and competence of social workers into account
- by authorising the registration of social workers and maintaining a Public Register
- by considering applications for, and issuing practising certificates.

Considering complaints against Registered Social Workers

- by maintaining a Complaints and Disciplinary Tribunal and providing administrative and related services for the Tribunal
- by promoting the establishment by organisations that employ social workers, of accessible and efficient procedures for making, considering, and determining complaints relating to social workers they employ.

Enhancing the professionalism of social workers

- by maintaining a code of conduct to apply to Registered Social Workers and that will apply generally in the social work profession
- by promoting and encouraging high standards of practice and professional conduct among Registered Social Workers and employers of social workers.

Promoting the benefits of registration

- by promoting the benefits of registration among people practising as social workers, to bodies and organisations that employ social workers, and to the New Zealand public
- by acknowledging the status of Registered Social Workers as qualified, competent, and regulated professionals
- by reinforcing the place of Registered Social Workers as contributing members of multi-disciplinary teams working within many sectors.

Setting the standards for social work education and training

- by ensuring that the delivery of social work qualifications in New Zealand adheres to the Social Workers Registration Board Programme Recognition Standards
- by maintaining and reviewing the Programme Recognition Standards for recognised social work education providers
- by reinforcing high standards of education in order that social workers achieve minimum competencies prior to engaging in professional practice.

SOCIAL WORK REGULATION 2017–2021

WHAT WE CURRENTLY MEASURE AND REPORT ON

The Board has previously noted that the absence of mandatory registration has meant that the ability to collect reliable and valid evidence that there is a positive benefit to the New Zealand public as a result of the registration of social workers has been difficult. Evidence to date supports the Board's view that registration improves social work practice and protects the public. Only mandatory registration would provide the Board with the ability to accurately measure the impact of registration across the entire social work profession.

Moving to mandatory registration will enable the Board, the public, and employers to clearly delineate between benefits from the employment of Registered Social Workers and social service workers. Registered Social Workers will also be subject to the code of conduct and the high standards of practice and professional conduct expected of Registered Social Workers.

In the current semi-regulated environment the public can, and regrettably in some cases do, receive social work services from anyone wanting to use the title social worker. In light of this, attempting to measure the positive benefit of social worker registration on the delivery of social work services is inherently flawed in that it fails to acknowledge the need to remove from the equation:

- 1 those social workers eligible for registration who are not registered,
- 2 those Registered Social Workers who believe the current voluntary registration process makes it optional as to whether they adhere to the standards set by the Board, and
- 3 those social carers claiming the title of social worker without the minimum qualification, knowledge, skills, and competencies required to do so.

The most significant, and potentially dangerous, unknown quantity in this equation is the group of social care 'practitioners' who have not completed the education and assessment requirements that are a critical component to participation in the social work profession.

Recipients of social work services are often engaged with multiple agencies, multiple disciplines, and in many cases multiple 'social workers' either in succession or at one time. Without being able to identify whether or not a recipient received social work services from a qualified, competent practitioner places the Board in an impossible position in relation to securing the evidence required. The reality of the current voluntary social work registration environment is that there is no way to identify specific responsibility of individuals or agencies for the outcomes of social work intervention in New Zealand. This will not happen until such time as a clear indication is available to the recipients of social work intervention (the Public) that the provider is actually a qualified and competent social worker using a protected title. It is at that point that measurable impacts and outcomes can be stated.

The responsibility and accountability for providing a measure of whether an individual recipient of social work intervention thrives and succeeds, or deteriorates and fails, will therefore continue to be outside of the Board's control until the registration of social workers is made mandatory.

HOW REPORTING WOULD IMPROVE UNDER MANDATORY REGISTRATION

Under a mandatory system of social worker registration the Board will be able to gather and analyse information on the social work profession and ensure that the Board can –

- 1 Accurately identify **all** the social workers employed in the social service workforce and ensure that the resources provided are able to be accounted for, are reaching those who need them, and are allocated based on need so as to avoid oversupply or duplication of resources.
- 2 Provide data on social work workforce capacity and capability by reporting on
 - a **all** individuals entering and graduating from social work education,
 - b **all** social work educated individuals entering employment,
 - c **all** individuals currently practising social work and in what sector,
 - d **all** the retention and attrition rates of social workers across the profession.
- 3 Provide the public with legislatively-required information on **all** the social workers providing services to them.
- 4 Ensure that **all** social workers have access to supervision and professional development that is measurable, of value, and positively enhances their status as professional social workers.
- 5 Provide the public with an independent Complaints and Disciplinary process that is accessible and holds **all** social workers accountable.
- 6 Provide the public, the profession, and employers of **all** social workers with credible information that identifies any issues in relation to the provision of practice and how they are managed to ensure that all parties are protected and able to make informed decisions in relation to the delivery of social work services.

OUR STRATEGIC OBJECTIVE: ENSURING COMPETENT AND ACCOUNTABLE SOCIAL WORK PRACTICE

The Board set the following goals for the period 2017–2021

- 1 Review of the Social Workers Registration Act 2003**
 - The Board will continue to support the process of reviewing and changing social work legislation.
- 2 Implementation of the revised or new Social Workers Registration Act**
 - Review the Social Workers Registration Board vision, outcomes, and priorities in light of any legislative change.
- 3 Review of the preparation and support provided to student and new graduate social workers**
 - The Board will continue with the consultation process with key employment and education organisations with the aim of improving outcomes for employers, employees, and clients at the point that new graduate social workers with provisional registration undertake entry-level social work roles. The Board will provide a series of reports on its progress and recommendations as a result of this review.
- 4 Collaborate with social sector agencies to develop a sector workforce strategy**
 - All recognised social work qualifications will be of four years duration and will meet the minimum criteria set by the Board. However the Board will initiate further work within the sector to identify pathways into the social work degree and progression from beginning practice to specialised scopes of practice.

OUR PRIORITIES

The Board will assess its performance in relation to its legislated functions and how it is working towards meeting its strategic objectives and goals by focusing on the following priorities for 2017–2021.

- 1 Registration** – Social workers are registered to meet minimum standard through an efficient and accessible registration system.

The Board provides access to a registration system for a large number of social workers that is continuing to grow each year and is expected to increase under mandatory registration. This priority contributes to delivering better public services across various sectors as well as providing value for money by ensuring the cost of registration does not increase as numbers increase.

- 2 Education** – Social work graduates enter the workforce with the expected entry-level competencies as a result of completing Board-recognised social work qualifications delivered to national standards supported by educators.

Social work education in New Zealand is recognised internationally as professionally taught and consistently of a high calibre. By maintaining programme delivery standards across tertiary providers, this priority contributes to ensuring that graduates have the skills they need to participate in the global economy as being prepared to deliver high-quality social services to New Zealanders, especially those most vulnerable.

3 Accountability – Registered Social Workers are held accountable to the Board’s Code of Conduct.

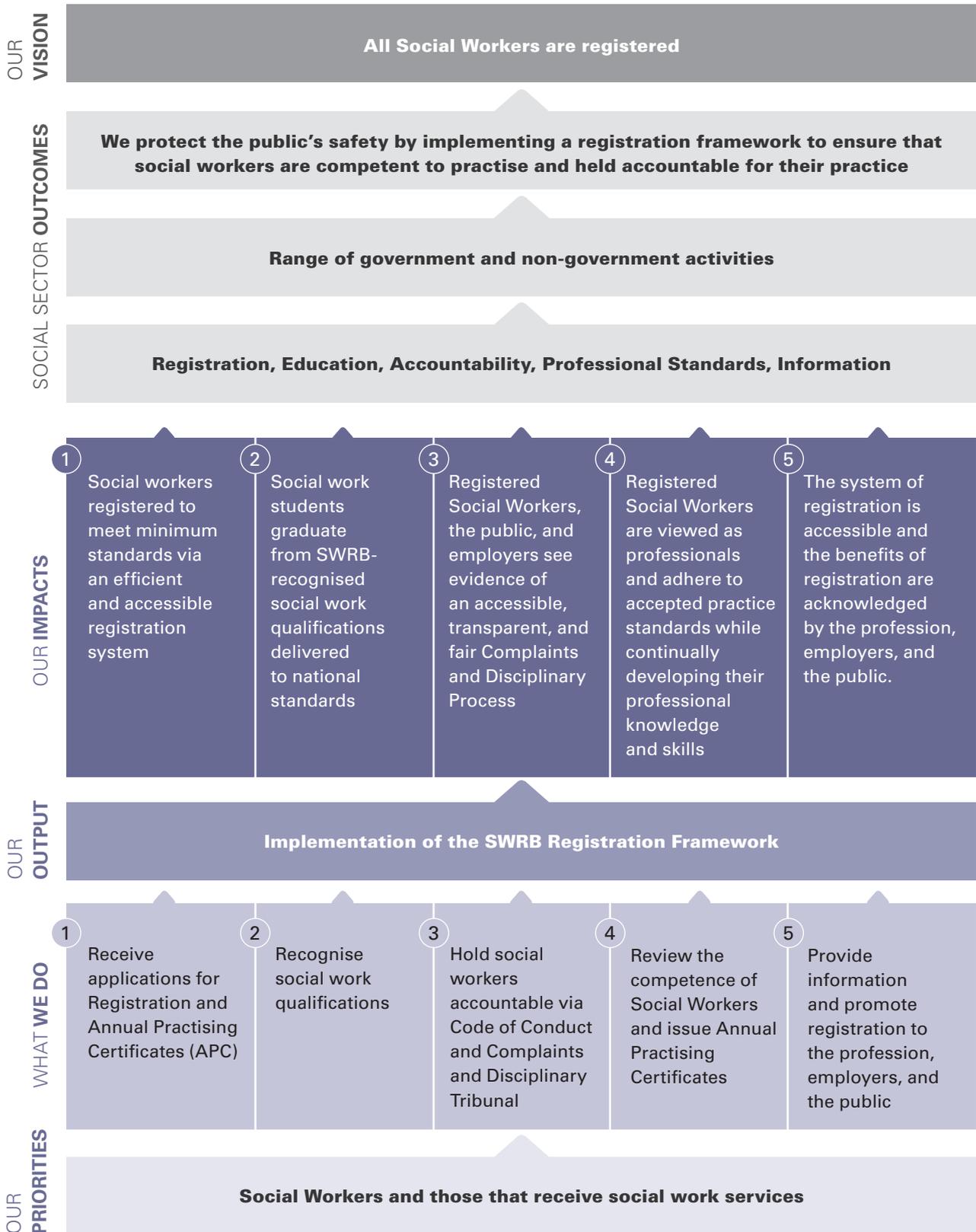
The Board ensures that all social workers are aware of the Code of Conduct expected of Registered Social Workers and provides access to a Complaints and Disciplinary system for anyone with concerns about a Registered Social Worker’s practice.

4 Professional standards – Registered Social Workers are required to meet accepted practice standards and are expected to continually develop their professional knowledge.

The Board ensures that only social workers who are deemed competent to practise social work and are competent to work with Māori, Pasifika, and other different ethnic and cultural groups in New Zealand are registered.

5 Information and promotion – The public, the profession, and employers of social workers are aware of the system of registration, how to access it, and the benefits of ensuring that all Registered Social Workers are competent and held accountable for their practice.

PERFORMANCE MEASUREMENT FRAMEWORK



HOW WE CAN MEASURE SUCCESS IN A VOLUNTARY REGISTRATION ENVIRONMENT

While the Board works to support legislative change to provide for mandatory registration it will also continue to build on the many successes achieved through the support of the social work profession, social work educators, and those employers who recognise the benefits that registration provides to their employees, their organisations, and the clients that they serve.

Education

The SWRB Programme Recognition Standards, drafted in consultation with the providers of social work education, set the standard for social work qualifications in New Zealand. The Board aims to ensure that all social work students graduate from SWRB-recognised social work qualifications delivered to national standards.

With the introduction of the updated standards, including that a four-year degree is the standard length of the qualification, the Board will survey professional social work leaders to seek their level of satisfaction with the quality of social work graduates they employ from SWRB-recognised social work programmes delivered using the new standards.

The Board's intention is to develop a baseline of satisfaction with social work graduates, pre and post the introduction of the new standards, to measure the impact of the new programme recognition standards.

Measure	Target 2016/2017	Target 2017/2018 – 2019/2020
Percentage of employers who rate the quality of social work graduates in relation to the extent to which they meet the graduate profile as set out in the SWRB Programme Recognition Standards	75%	At least 75% of graduates are rated as meeting or exceeding the graduate profile and this figure trends upwards from when the first graduates educated under the new standards enter the workforce

Registration

The Board has invested a significant proportion of the resources it has available to ensure that it provides an efficient and accessible registration system that accurately assesses social workers as meeting, and hopefully exceeding, the minimum standards expected of a competent social work practitioner.

The Board has provided an online register search so that Registered Social Workers can check their details are up to date, employers can check the status of current or future employees in relation to registration, and the public can also check the registration status of social workers they are engaged with.

Social workers are able to go online, update their personal information including contact details, employment, etc., and then proceed to renew and pay for their practising certificate. A receipt and proof of renewal is automatically emailed to them instantly.

Building on this success, the Board also initiated an online application for registration process in 2016, which allows applicants to provide registration information online, return to update any missing information, and provides instructions on the provision of certified copies of qualifications, completed police check forms, and so on.

The Board will follow this up with another two online processes that will further enhance the Board's services.

The first process currently in development phase will allow Registered Social Workers to maintain their professional development logs and complete the requirements for the five-yearly competence recertification online. Registered Social Workers will be able access their information at any time and continually update and refine the information provided.

The second process will be an online complaint management process that will allow complainants to lodge complaints online and track the progress and outcome of their complaint. Depending on how the complaint proceeds, information can then be provided to Complaints Assessment Committee members, Complaints Investigators, and the Complaints and Disciplinary Tribunal as well as the Registered Social Worker. This process will take time to develop to ensure security and privacy issues are addressed.

The Board will survey users who report satisfaction with, and acknowledge the benefits of, the online registration and information systems available to the profession, employers, and the public. The survey will expand over time to reflect the introduction and implementation of new processes and will initially focus on the online register search function and the online annual practising certificate renewal function.

Measure	Target 2016/2017	Target 2017/2018 – 2019/2020
Percentage of users who report satisfaction with the online functions provided by the Board	80%	At least 80% of users report satisfaction with the functions provided and this figure increases
Percentage of users who report identifiable benefits from using the online functions provided by the Board	80%	At least 80% of users report identifiable benefits from the functions provided and this figure increases

Practice

The Board is currently unable to assess the impact of registration across the whole profession when it is not a requirement for all practitioners to be registered.

The Board can however measure the value of registration to Registered Social Workers committed to providing competent, innovative, and pioneering social work services.

The Board can also measure the value employers gain from recruiting Registered Social Workers and supporting their Registered Social Workers to maintain registration through practising certificate renewal, competence recertification, and continuing professional development.

The Board's aim is that Registered Social Workers are viewed as professionals and adhere to accepted practice standards while continually developing their professional knowledge and skills. The Board will continue to measure the value accorded registration by both social workers and their employers to ensure that the Board remains an efficient and effective regulator.

The Board will survey Registered Social Workers and employers of Registered Social Workers to measure their support for registration and acknowledgment of the benefits of social workers maintaining registration.

Measure	Target 2016/2017	Target 2017/2018 – 2019/2020
Percentage of eligible Registered Social Workers who maintain their social worker registration through competence recertification and practising certificate renewal	95%	100%
Percentage of surveyed employers (to be discussed with the Minister as part of the MoU process) who support the social workers they employ to maintain their registration through payment of competence recertification and practising certificate renewal costs	75%	At least 75% and figure trends upwards
Percentage of Registered Social Workers who report identifiable enhancement to their practice as a result of maintaining registration	75%	At least 75% and figure trends upwards
Percentage of employers who report identifiable enhancement to the professionalism and practice of their social workers as a result of maintaining registration	75%	At least 75% and figure trends upwards

The Board acknowledges that this set of measures works well in a voluntary environment. If, as anticipated, registration becomes mandatory this Statement of Intent and the measures will require review and updating.

ORGANISATIONAL CAPABILITY/HEALTH

The Board is confident that the social work profession is ready to move to a mandatory registration environment, and in anticipation of this move, the Board continues to work to increase the number of Registered Social Workers renewing their Annual Practising Certificates as well as increasing the number of social workers applying for registration.

The Board has previously expressed concern that it supports a regulatory framework for the whole social work profession but is financially supported by only those social workers who voluntarily register. The Board is reliant on income generated by the application fees for registration and Annual Practising Certificates in order to maintain a small but efficient office with 10.2 full-time equivalent staff.

The Board is aware that the move to implementing mandatory registration will require a structured regulatory framework for registration for between 6,000–8,000 social workers.

The Board is confident that the operational processes are in place to manage any increase but will need to ensure that transitional arrangements will be backed up with the resources required to support the move to mandatory registration.

Ensuring that robust change management processes are put into place will be critical to ensuring that the organisation has the capacity to manage increases in demand for its services – from social workers, employers, and the public.

MEMBERS AND OPERATION OF THE BOARD

Under the Act, the Board comprises 10 members who have a strong understanding of the social work environment and cultural contexts of New Zealand society. The Board is committed to a clear governance/management division of responsibility and supports the efforts of the Chief Executive and Registrar to ensure that all people working for the Board (in a permanent or contracted capacity) share the same vision of the way the Board and its people are to operate.

Name	Status	Date of original appointment	Expiry date of present term
Shayne Walker (Board Chair)	<i>Registered Member</i>	11 February 2013	10 October 2018
Turitea Bolstad (Deputy Chair)	<i>Lay Member</i>	11 February 2013	10 October 2018
Michelle Derrett	<i>Registered Member</i>	11 February 2013	15 October 2018
Dianne Wepa-Belz	<i>Registered Member</i>	11 February 2013	15 October 2018
Shirley Ikkala	<i>Registered Member</i>	15 May 2015	15 May 2018
Lisa King	<i>Registered Member</i>	15 May 2015	15 May 2018
Leisa Moorhouse	<i>Registered Member</i>	15 May 2015	15 May 2018
Paula Rose	<i>Lay Member</i>	15 October 2016	15 October 2019
Khoa Nguyen	<i>Lay Member</i>	15 October 2016	15 October 2019
Scott Thomson	<i>Lay Member</i>	15 October 2016	15 October 2019

The Board operates a forward-planning environment with appropriate self-review processes and has implemented a Board committee structure to enable this, as well as operating a Risk Management Strategy.

The following standing committees of the Board are tasked, along with the Chief Executive, with the strategic direction of the Board:

- Finance, Audit, and Risk Management Committee
- Policy Development and Review Committee
- Te Komiti Māori
- Remuneration Committee

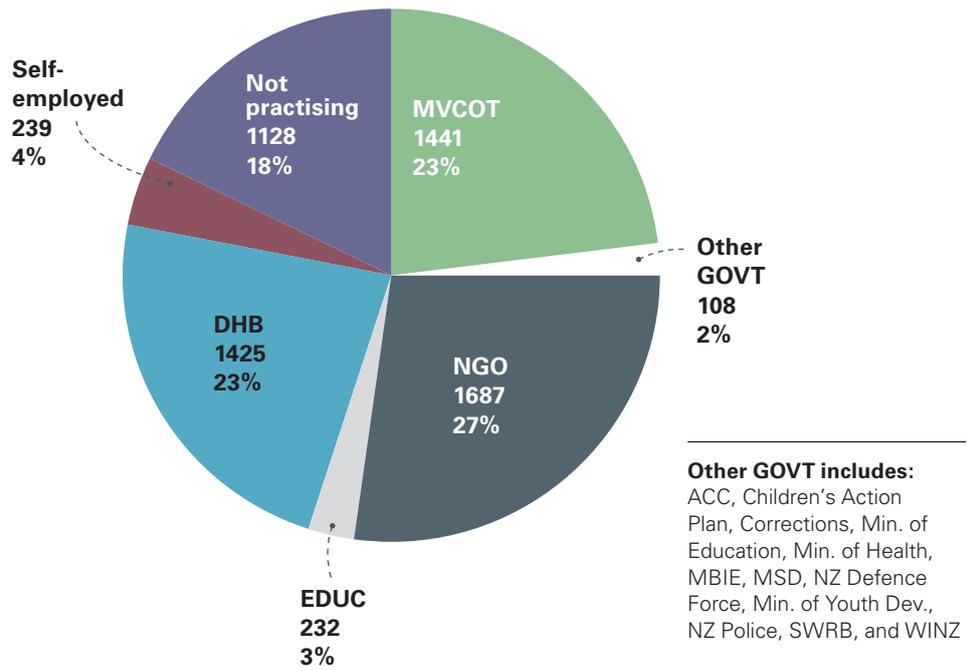
The Board employs 10.2 full time equivalent permanent staff, and, according to need, has engaged contract staff for such purposes as legal, accounting, and information technology support.

RELEVANT INFORMATION

The following tables provide information on the Board's Registered Social Workers and education providers.

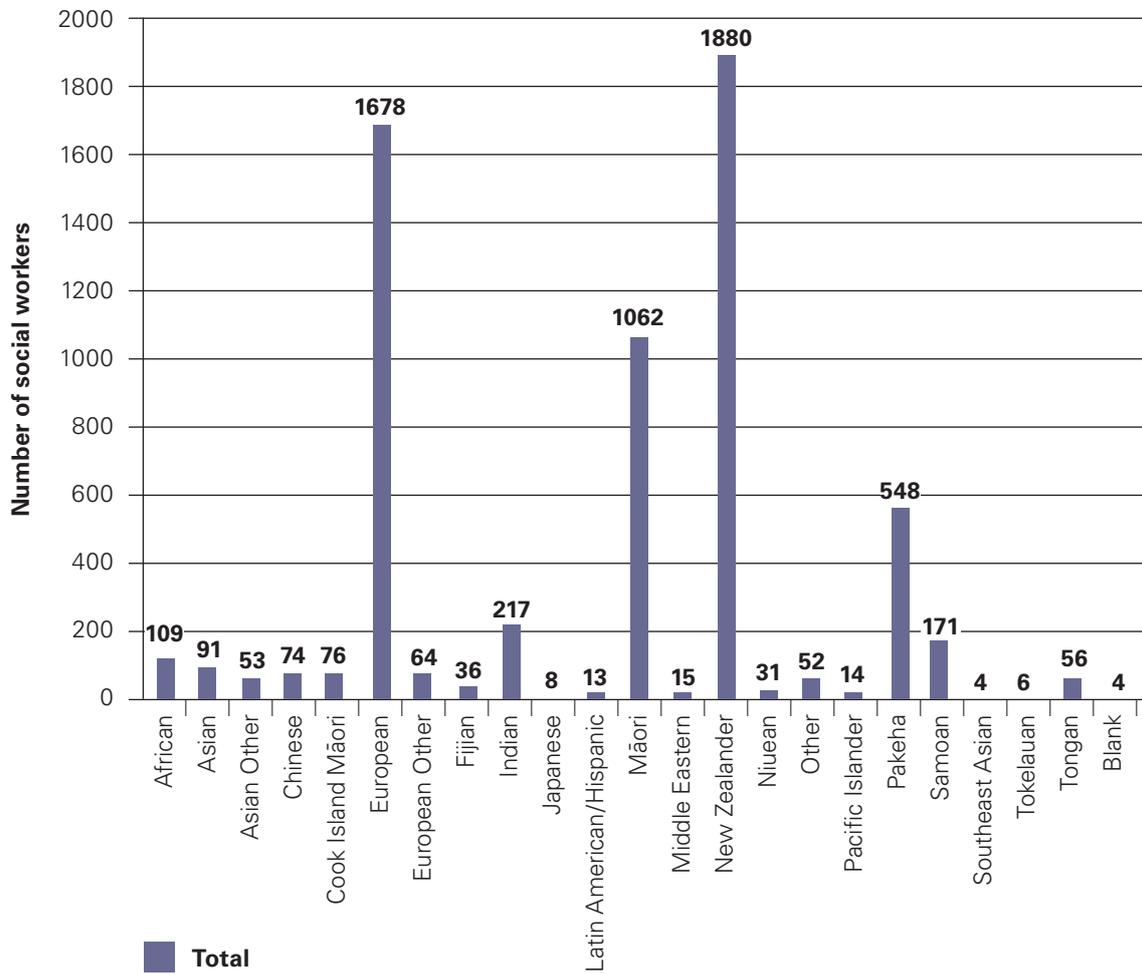
Registered Social Workers by Employer to 31 March 2017

Number of Registered Social Workers by Employer with percentage of 6,262 total Registered Social Workers



Registered Social Workers by Ethnicity to 31 March 2017

Ethnicity of Registered Social Workers



Recognised social work qualification providers 2017

There are currently 17 providers of recognised social work degree qualifications in New Zealand that deliver over 29 sites.

	Provider and Site	Qualification
1	Bethlehem Tertiary Institute (Tauranga)	Bachelor of Social Work
2	Ara Institute of Canterbury (Christchurch)	Bachelor of Social Work
3	Eastern Institute of Technology (Tairāwhiti)	Bachelor of Social Work
4	Eastern Institute of Technology (Taradale)	Bachelor of Social Work
5	Massey University (Auckland)	Bachelor of Social Work (may be awarded with Honours) Master of Applied Social Work (may be awarded with Honours)
6	Massey University (Palmerston North)	Bachelor of Social Work (may be awarded with Honours) Master of Applied Social Work (may be awarded with Honours)
7	Manukau Institute of Technology (Auckland)	Bachelor of Applied Social Work
8	Manukau Institute of Technology (Kaitiāia)	Bachelor of Applied Social Work – recognised for one intake only
9	NorthTec	Bachelor of Applied Social Work
10	Open Polytechnic	Bachelor of Social Work
11	Te Wānanga o Aotearoa (Porirua)	Bachelor of Bicultural Social Work
12	Te Wānanga o Aotearoa (Gisborne)	Bachelor of Bicultural Social Work
13	Te Wānanga o Aotearoa (Palmerston North)	Bachelor of Bicultural Social Work
14	Te Wānanga o Aotearoa (Hamilton)	Bachelor of Bicultural Social Work
15	Te Wānanga o Aotearoa (Manukau)	Bachelor of Bicultural Social Work
16	Te Wānanga o Aotearoa (Tauranga)	Bachelor of Bicultural Social Work
17	Te Wānanga o Raukawa (Kaikohe)	Poutūārongo Toiora Whānau

Provider and Site		Qualification
18	Te Wānanga o Raukawa (Otaki)	Poutuārongo Toiora Whanau
19	Te Wānanga o Raukawa (Pukekohe)	Poutuārongo Toiora Whanau
20	The University of Auckland (Auckland)	Bachelor of Social Work Bachelor of Social Work (Honours) Master of Social Work (Professional) (may be awarded with Honours)
21	Unitec Institute of Technology (Waitakere)	Bachelor of Social Practice
22	University of Canterbury (Christchurch)	Bachelor of Social Work (may be awarded with Honours) Master of Social Work (Applied)
23	University of Otago (Dunedin)	Bachelor of Social Work Bachelor of Social Work (Honours)
24	University of Waikato (Tauranga)	Bachelor of Social Work (may be awarded with Honours)
25	Toi Ohomai Institute of Technology (Rotorua)	Bachelor of Social Work
26	Whitireia New Zealand (Porirua)	Bachelor of Social Work
27	Wintec (Nelson)	Bachelor of Social Work
28	Wintec (New Plymouth)	Bachelor of Social Work
29	Wintec (Hamilton)	Bachelor of Social Work

RISK MANAGEMENT

The SWRB maintains a risk register and management plan. The following represents a risk overview.

Identified Risk	Countermeasure
Financial	
Reduction in numbers, of social workers voluntarily registering, resulting in loss of income.	Increased promotion of registration and its benefits as well as ongoing support, contact, and consultation with currently Registered Social Workers.
Increase in disciplinary hearings, resulting in increased expenditure of disciplinary levy.	Management of complaints including encouraging employer-based complaint processes. Ensuring Registered Social Workers maintain Annual Practising Certificate criteria compliance (including continuing professional development, supervision, etc.) to moderate the likelihood of complaints.
Reputation/Credibility	
Breaching the SWRB Code of Conduct or Public Service Code of Conduct by a registered Board member or registered employee of the SWRB.	Maintain accurate documentation in relation to the Conflicts Register. Promote adherence to the Public Service Code of Conduct. Manage withdrawal from office in the event of a breach. Ensure knowledge of the Complaints and Disciplinary Tribunal functions.
SWRB not delivering on legislative duties (such as providing APC renewals/disciplinary hearing.	Annual Report, Statement of Intent, and Statement of Performance Expectation auditing. Engaging with MSD governance oversight procedures. SWRB Finance, Audit, and Reporting committee oversight.
Compliance/Legal	
SWRB not meeting legislative compliance of the SWRB Act; Crown Entities Act, Public Finance Act, and so on.	Annual Report, Statement of Intent and Statement of Performance Expectation auditing. Engaging with MSD governance oversight procedures. SWRB Finance, Audit and Reporting committee oversight.
Operational Capacity and Capability	
Inadequate HR resources to meet unforeseeable increase in applications to register, the move from voluntary to mandatory.	Maintaining current staffing and experience level as well as planning for managing increase of applications. Database and records management procedures in place to support processing of applications.
Not enough specialist staff to deal with legislative, compliance and/or professional issues.	Staff planning and management including written procedure manuals. Ensuring availability of part-time and/or contract staff.

REPORTING TO THE RESPONSIBLE MINISTER

The Board has a Memorandum of Understanding with its Responsible Minister, setting out details on the way in which it will continue to consult and report to her on the Government's purchase and ownership interests.

The Board is also required by the Crown Entities Act 2014 (s150) to provide the Minister with an Annual Report on its operations for each year. The Annual Report will provide certain financial information about the Board, Board members, and employees. As well as this formal reporting obligation, the Board is empowered by its Act [s99 (1) (l)] to advise and make recommendations to the Minister in respect of matters relating to the regulation of the social work profession.



SOCIAL WORKERS
REGISTRATION BOARD

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