



**Social Workers  
Registration Board**

Kāhui Whakamana Tauwhiro

Aotearoa's social worker regulator and Lead  
Agency for social worker workforce planning

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# STATEMENT OF INTENT

**1 JULY 2024 – 30 JUNE 2028**

New Zealand Government





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# STATEMENT OF INTENT

In signing this statement, we acknowledge that we are responsible for the information contained in this Social Workers Registration Board Statement of Intent 2024/25 – 2027/28.

## STATEMENT OF RESPONSIBILITY

This information has been prepared in accordance with sections 138-148 of the Crown Entities Act 2004 and to give effect to the Minister for Social Development and Employment’s expectations of the Social Workers Registration Board.



**Shannon Pakura RSW**  
Chair



**Adam Davy**  
Board Member (Chair of Finance, Audit and Risk Committee)

# FOREWORD

**This document sets out the Social Workers Registration Boards’s strategic intentions – how we will pursue our vision that social workers in New Zealand are safe, competent, and accountable and have the trust and confidence of the public.**

*Ka huri te kei o te waka ki te pae tawhiti, kia hoe ngātahi ki te pae tata*

*Turn the vessel towards our distant horizon, let us make headway by paddling together as one*

As an occupational regulator our focus is on public safety above all else. Social workers work with, support and walk alongside some of our most vulnerable members of society. To do this they must be fit to practise, competent, professional, and accountable. This drives our vision as an occupational regulator, which is that –

*Social workers are safe, competent, and accountable and have the trust and confidence of the public.*

Our regulatory and workforce planning functions are aligned with and support this goal. We do this by ensuring that only those social workers who are registered with us and hold a valid practising certificate can practise as social workers, delivering competent and safe social work services to New Zealanders.

In workforce planning, our focus has been on ‘knowing and growing’ the evidence base and sharing our data and insights with agencies, decision makers and the wider sector. This will be further developed through surveying employers and carrying out additional work to identify workforce challenges and opportunities. We will continue to share insights across the sector and with different organisations, with whom we have built strong collaborative relationship.

As the lead agency for workforce planning, developing an externally focused workforce strategy and action plan will be a key priority in the next 2-3 years. However, in the shorter term we will continue to look for areas where we can work across the system to get meaningful action and change underway. The findings from our employer survey, annual social worker workforce report, education report and a suite of Spotlight Reports on social workers employed in key employment settings, will underpin the development of the strategy, which we will undertake in collaboration with the sector.

Over the next year will be reviewing the Social Workers Registration Act 2003. This will be a valuable opportunity to ensure the legislation continues to meet its intended purpose and keep pace with any shifts in policy.

At an organisational level we are working to enhance our systems and processes and increase our internal capabilities. In 2024 we began work on a Regulatory Strategy that will articulate how we deliver as a modern and trusted occupational regulator and identify capability shifts needed to take us forward over the next four years. As a first step, in 2024/25 we are piloting a Code of Service. This is about ensuring we are also transparent and accountable for the services we provide as a regulator. It will set out how we operate, what members of the profession and public can expect of us, and how to raise a concern.

We look forward to continuing to lift and refine our performance and are committed to doing so, to ensure we are a trusted and effective ‘modern’ occupational regulator.



**Shannon Pakura RSW**  
SWRB Chair



**Sarah Clark**  
SWRB Chief Executive

# INTRODUCTION – TĪMATANGA KŌRERO

## WHO WE ARE AND WHAT WE DO

The Social Workers Registration Board (SWRB) is New Zealand’s occupational regulator of the social work profession, established under the Social Workers Registration Act 2003. In addition, we are the lead agency for workforce planning for all social workers. As a Crown Agent under the Crown Entities Act 2004, we are monitored by the Ministry of Social Development and accountable to the Minister for Social Development and Employment.

### **We protect the safety of the public by ensuring social workers are competent and accountable**

Our purpose is to protect the safety of members of the public by ensuring social workers are competent and safe to practise and are accountable for the way in which they practise. We also enhance social workers’ professional practice and provide insight into the opportunities and challenges facing the social worker workforce.

As we continue our journey towards being a modern regulator, we are increasing our focus on delivering effective and efficient regulation fit for real work application. We seek a Tiriti-informed, regulatory approach, which includes active partnership with Māori and alignment with our values. We are committed to being an evidence-based organisation, using new technology, and drawing on knowledge from the social work sector, employers, educators, other regulators and the wide range of people and organisations with which we interact, including those who use social work services.

### **We have three key roles – Regulation, Workforce Planning, and Crown**

These functions are explained below and are also illustrated in the SWRB overview diagram.

#### **Regulation – we are the occupational regulator of social workers**

Our role as the regulator of social workers is set out in the Social Workers Registration Act 2003 and includes enhancing the professionalism of social workers. We use a range of regulatory tools, including:

- the registration of social workers and maintaining a public register of social workers
- issuing annual practising certificates
- publishing a Scope of Practice, Code of Conduct, and core competencies
- managing concerns, complaints, and notifications
- prescribing standards in social work education.

The SWRB provides administrative support to the Social Workers Complaints and Disciplinary Tribunal, which is a quasi-judicial independent body responsible for the prosecution of social workers through the disciplinary process. We also provide policy advice to Government that supports professional and accountable social work.

Our regulatory functions are funded on a cost recovery basis, through the fees and disciplinary levy.

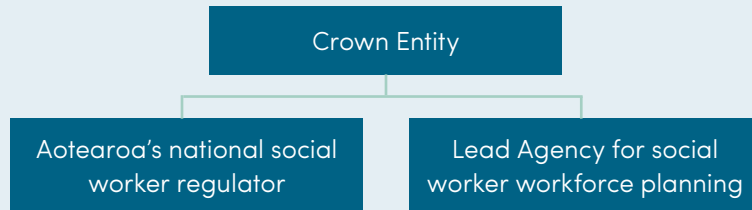
### **Workforce Planning – we are the lead agency for workforce planning for all social workers**

The SWRB is the lead agency for workforce planning for all social workers. To fulfil this role, we connect cross-agency and sector stakeholders, collect and analyse social worker workforce data and information, and provide insights and evidence for others to use in their workforce planning and development activities. This function is funded by the Crown.

### **Crown Agent**

The SWRB is a Statutory Crown Agent under the Crown Entities Act 2004. As part of the Crown, we must meet the requirements of the Crown Entities Act, the Public Service Act, and the Public Finance Act, as well as our own establishment legislation. The SWRB is governed by a seven-member Board appointed by the Minister for Social Development and Employment. Our performance is monitored by the Ministry of Social Development on behalf of the Minister for Social Development and Employment.

## SWRB Overview



### WHO WE ARE



#### Established

The SWRB is a Crown Entity **established** under the Social Workers Registration Act 2003 (SWRA 2003).



#### Responsible

We report to the Minister for Social Development and Employment, and we are monitored by the Ministry of Social Development.



#### Governed

As a Crown Agent under the Crown Entities Act 2004, we are **governed** by a seven-member Board appointed by the Minister for Social Development and Employment.



#### Purpose

To protect the safety of members of the public and enhance the professionalism of social workers. To contribute key evidence and insights on opportunities and challenges facing the social worker workforce.

### WHAT WE DO



#### Regulatory Functions

To protect the safety of members of the public by ensuring that social workers are competent to practise and accountable for their practice. Using regulatory tools to ensure competence through registration, certification, and standards in education. To ensure accountability through complaints and disciplinary activity.



#### Registration



#### Complaints & Disciplinary Activity



#### Education & Training Standards



#### Workforce Function

To support the system to have the right social workers, with the right skills, knowledge, and competencies in the right place at the right time to support and enhance the wellbeing of New Zealanders.



#### Lead Agency for Social Worker Workforce Planning

Collecting and analysing workforce data and information, and developing insights, to support system wide social worker workforce planning.

### HOW WE DO IT



#### Guided by our values of matatika, manaaki, mahitahi and māia

Responsive to the needs of diverse communities, including tangata whenua and Pacific Peoples.



# OUR STRATEGIC DIRECTION – TŌ MĀTOU AHUNGA RAUTAKI

Our vision is that social workers in New Zealand are safe to practise, competent and accountable, and have the trust and confidence of the public.

Our updated Outcomes Framework informs our strategic intentions. In 2024 we updated our [Outcomes Framework](#). Our outcomes will guide how we shape and prioritise our work programme to ensure we remain focused on things that matter most for New Zealanders and deliver value for money as a Crown Agent.

Our outcomes are enduring over the longer-term and are consistent with those articulated in the 2022–2026 Statement of Intent. However, we have revised the outcomes to reflect our sharper focus on the areas we can influence as an occupational regulator and workforce planning lead for social workers. Our outcomes sit alongside three other key drivers of our work:

- our statutory obligations under our establishment legislation (the Social Workers Registration Act 2003), the Crown Entities Act and the Public Finance Act
- Government and Ministerial priorities and
- the SWRB Board’s annual priorities.

## Our three long-term outcomes

- Outcome One: Practising social workers are competent, safe to practise and accountable for the way in which they practise.
- Outcome Two: The SWRB collects and monitors workforce data and the environment to identify and advise on potential risks to the sustainability of the workforce.
- Outcome Three: The SWRB operates as a trusted and effective occupational regulator. This means that we monitor and review our own systems to meet standards of good regulatory stewardship.

We achieve these high-level outcomes through our regulatory and workforce planning functions as set out below.

## Regulatory outcomes

We protect members of the public by ensuring that social workers are safe to practise and accountable for their practise. We use regulatory tools such as registration, certification and set standards in education to ensure competence and hold social workers to account through disciplinary processes. We also support social workers to understand their professional obligations within a regulated profession.

Our contribution to deliver on this includes:

- Ensuring those seeking to become registered social workers are qualified, experienced, skilled, culturally competent, safe and fit to practise before receiving registration (Registration activities)
- Ensuring practising social workers demonstrate strong professional practice through conduct, competence, and ethical standards, practising within the General Scope of Social Work Practice, and maintain continuing professional development (CPD) and undertake professional supervision (Competence, Accountability, Education and Training frameworks and annual Practising Certificate renewal)
- Ensuring social workers are held to account for the quality of their practice, adhere to the Code of Conduct, and uphold public safety (Complaints and Disciplinary framework).

## Workforce planning outcomes

Supporting the system to have the right social workers, with the right skills, knowledge and competencies, in the right place at the right time, and at the right cost, to support and enhance the wellbeing of New Zealanders.

Our contribution to deliver on this includes:

- Building a robust and useful evidence base on the social worker workforce, providing information and insights.
- Providing advice on the opportunities and challenges facing the social work profession.
- This work is shared with Ministers, government agencies and stakeholders to support a joined up social work system and to inform and support decision making to address workforce challenges.
- As the lead agency for workforce planning, building on our existing workforce approach, developing an cross sector workforce strategy and action plan as a key priority in the next 2-3 years. In the shorter term, continuing to look for areas where we can work across the system to get meaningful action and change underway.
- Providing additional insights to decision makers on opportunities for coordinated approaches to resolving known workforce challenges. This will complement our existing and planned regular workforce reports including the Annual Social Worker Workforce Report, Education Report and Employer Report. The first of these 'insights' reports will be provided to the Minister at the end of 2023/24, and the second in 2024/25.

## 'The way we work'

Our outcomes framework is underpinned by a commitment to work in a way that aligns with our values, reflects a 'cross-system' approach and meets our statutory obligations and priorities as set down by our Minister. For 2024-28, we have a particular focus on taking a continuous learning and improvement approach. We work in a way that is responsive to the needs of diverse communities of Aotearoa, including tangata whenua and Pacific peoples.

## OUR STRATEGIC PRIORITIES

**Our vision and outcomes will remain consistent over the next four years, our core work and strategic priorities will help us focus on delivering our three long-term outcomes.**

Our priorities will be regularly reviewed and adjusted as our work programme progresses and to ensure we are delivering the Government's priorities. Our strong focus on continuous improvement will be informed by data and evidence. Our priorities include delivering our core work to a high standard, along with initiatives that will progress our strategic direction, including:

- Developing a regulatory strategy to ensure we have the right internal capabilities to deliver as a modern regulator and continue to improve our systems and processes central to our regulatory functions.
- Reviewing the Social Workers Registration Act 2003 by the end of 2025.
- Exploring options for alternative pathways into social work.
- Reviewing the current General Scope of Social Work Practice.
- Reviewing social work education providers to ensure their programmes meet the required standards.
- As the workforce planning lead, using our knowledge of the social worker sector, to work collaboratively across the system to develop a cross sector workforce strategy and action plan to address priority workforce challenges and opportunities.

- Ensuring social workers uphold standards of professional practice, are competent and accountable by managing and responding to complaints and enquiries, including managing Professional Conduct Committees.
- Servicing the Social Workers Complaints and Disciplinary Tribunal and ensuring decisions are actioned.
- Developing resources to build Oranga Tamariki social worker capability and share with the wider sector.
- Exploiting existing technologies including the registration database, to support more effective and efficient systems and processes, such as enhanced data collection to provide greater insights to support our functions.

## MONITORING AND REPORTING ON OUR PERFORMANCE

The SWRB regularly monitors, evaluates and reports on our work programme and organisational health through a range of quantitative performance indicators and qualitative reports.

As a Crown Agent under the Crown Entities Act 2004, we are governed by a Board, appointed by the Minister for Social Development and Employment. The SWRB Secretariat reports to the Board on progress towards key performance indicators and provides the Board with operational support to carry out its governance functions.

We report against performance indicators and all our key achievements in our Annual Report. Insights into the progress we are making towards our strategic and organisational outcomes help to enable effective performance management. We currently report quarterly to the Minister of Social Development and Employment, supported by our monitoring agency, the Ministry of Social Development.

The measures described in this SOI align with the organisation's statutory requirements for performance monitoring and reporting, and sit alongside the latest Outcomes Framework 2024, and the current [Statement of Performance Expectations \(SPE\) 2024-25](#).

Our high-level outcomes set our strategic direction and align with our purpose to:

- Protect members of the public by ensuring social workers are competent and safe to practise and are accountable for the way they practise.
- Contribute key evidence and insights, identifying opportunities and challenges facing the social worker workforce.

We will measure our long-term performance for 2024-28 across three dimensions, as shown in the table below and linked to our [Outcomes Framework](#):

- Delivery of our regulatory functions to protect the public and increase professionalism (SOI measures 1 and 2 below)
- Delivery of our workforce planning functions (SOI measure 3 below)
- How we operate as an organisation, strengthen our systems and support our people to be successful (SOI measure 4 below)

SOI measure	Measure description	Indicator
SOI(1)	Practising social workers are competent, safe to practise and accountable for the way in which they practise	<p>Monitor and report the number of registered and practising social workers</p> <p>Monitor and report the number of complaints and notifications</p>
SOI(2)	<p>Social workers, employers and the public are aware of regulatory requirements for social workers, namely:</p> <ul style="list-style-type: none"> <li>standards for registration, education and training;</li> <li>requirements for strong professional practice (competence standards; Codes of Conduct and Ethics); and</li> <li>accountability and reporting issues of conduct and safety.</li> </ul>	<p>Monitor and report public trust in the social work profession</p> <p>Monitor and report social worker and public beliefs about safety, accountability and reporting</p> <p>Increase provision of information about competence standards, Codes of Conduct and Ethics</p> <p>Monitor and report trends in social worker beliefs about best practice and safety in the profession</p>
SOI(3)	SWRB contributes workforce insights to identify potential risks and opportunities to workforce sustainability	Reporting, active sharing and engagement with key audiences and stakeholders about workforce trends and insights
SOI(4)	SWRB is a trustworthy and effective occupational regulator, showing leadership, responsible regulatory stewardship	Satisfaction with timeliness and appropriateness of information and insights to relevant Minister(s) and government agencies

# HOW WE OPERATE AS AN ORGANISATION – Ā MĀTOU MAHI HEI RŌPŪ

The SWRB is a Crown Agent under the Crown Entities Act 2004. Crown Agents are Statutory Crown Entities that give effect to government policy when directed by the responsible Minister.

Our success depends on strong and effective systems and processes and having great people with the right skills. In this section we outline our Crown and corporate responsibilities as well as areas of focus for shifting staff capability and creating an environment in which our people flourish.

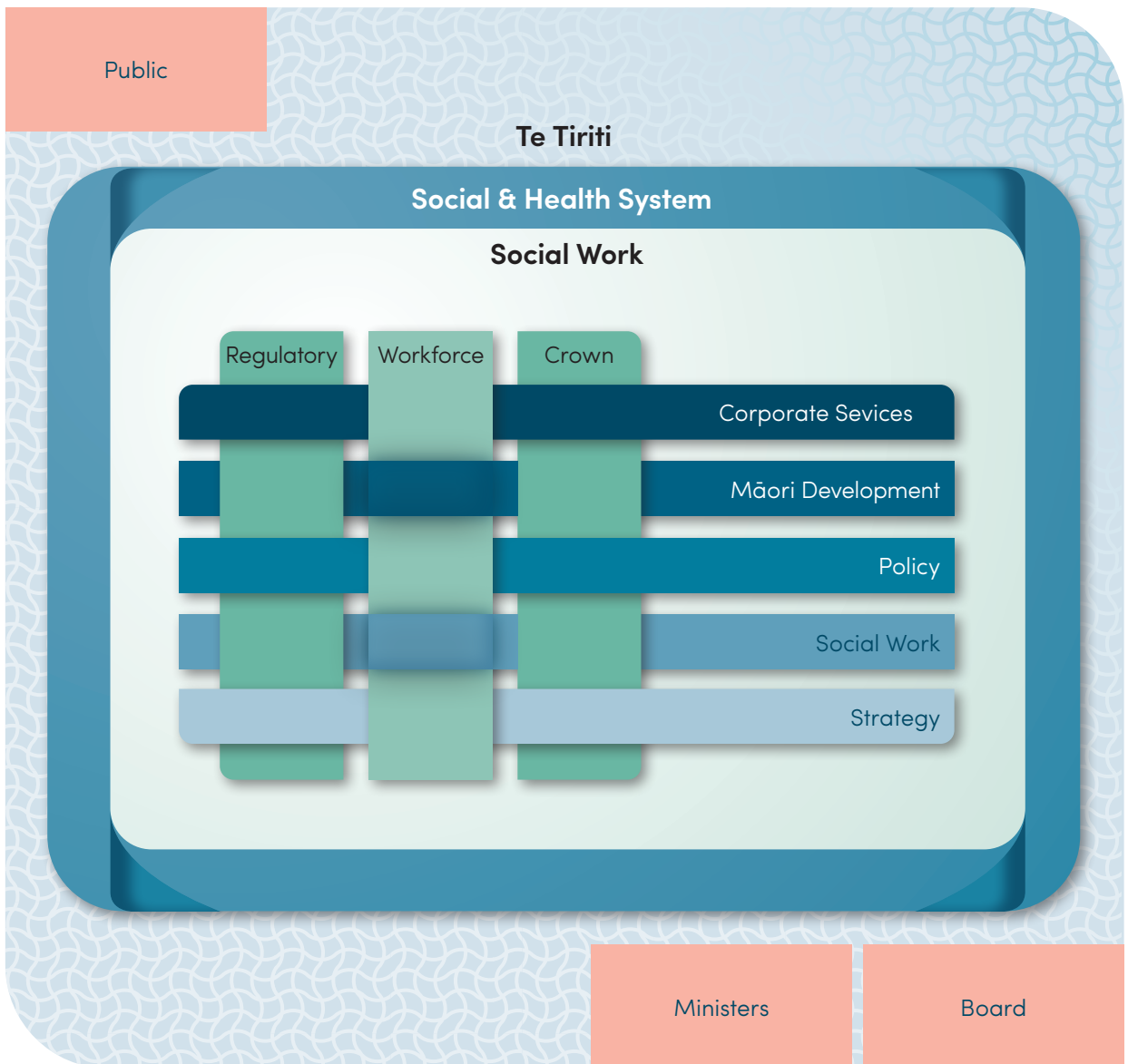
As we mature as an organisation we continue to strengthen and lift our performance by enhancing our systems and processes and building our capability. We are developing a regulatory strategy which will articulate how we deliver as an occupational regulator within a real-world context, and the steps needed to move us toward our goal of being a modern and risk proportionate occupational regulator.

## The Board

The SWRB is governed by a seven-member Board established under the Social Workers Registration Act 2003 (the Act). The Act requires that four of the seven members be registered social workers, ensuring that there is social work professional representation alongside considerable breadth of skills and experience brought by the lay members. Board members are appointed by the Minister for Social Development and Employment.

## SWRB Secretariat

The secretariat provides operational support for the work of the Board. Our operating model, shown below, represents our key areas of focus – regulatory, workforce and Crown, interwoven by services and support running across the whole organisation – corporate services, Māori development, policy, social work advisory and strategy. It acknowledges our place in the wider social and health system, with connections to the public, Ministers and the Board, and is informed by te Tiriti o Waitangi.



The Board and Secretariat also receive advice from te Kāhui Ringa Rehe, our Māori Board advisory group. This group of social workers and Māori public servants has extensive experience and knowledge working in communities and the government sector. They guide the Board and Secretariat in becoming a more active partner with Māori and ensure that te Ao Māori perspectives are incorporated into our work.

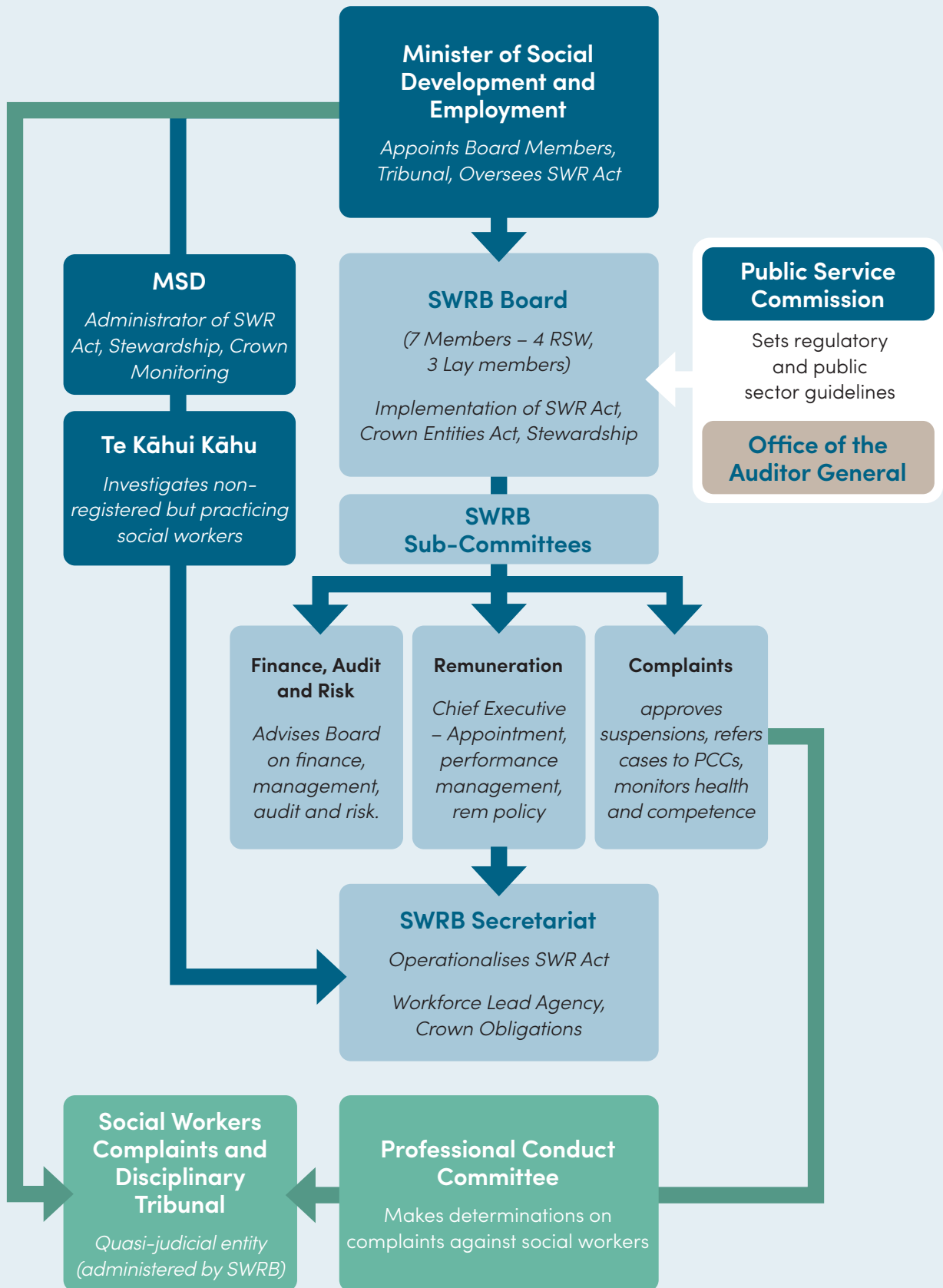
### Complaints and Disciplinary Tribunal

Appointed by the Minister, the Complaints and Disciplinary Tribunal is the disciplinary decision-making body. The Tribunal is quasi-judicial, and its process is similar to that of a court. The Tribunal is drawn from a pool of people, with each hearing consisting of five, including three social workers, a layperson, and the chair or deputy chair (experienced barristers) who prepare, preside over the hearing, and finally issue a written decision. If found guilty, decisions can range from:

- censuring the social worker
- placing conditions on a social worker’s practise
- suspending the social worker from practising
- cancellation of the social worker’s registration.

While the Tribunal is independent of the SWRB Board in its decision making, it is administered by the SWRB Secretariat. The diagram below illustrates the relationships between the Minister, the SWRB Board (and sub-committees), Tribunal and Secretariat, as well as other monitoring agencies.

## SWRB and Tribunal lines of public accountability



## OUR VALUES AND THE WAY WE WORK

We have a strong focus on ensuring that te Tiriti o Waitangi and He Arapaki – our Māori Development Strategy and Action Plan underpin our functions and work. This is reflected in the Board’s view of how we operate as an organisation by always ensuring the aims, aspirations and involvement of Māori are integral to our work. Section 100 of the Social Workers Registration Act 2003 outlines the Board’s obligations to Māori and states:

- In the exercise and performance of its powers and functions, the Board must ensure that the aims and aspirations of Māori as tangata whenua, and the need for the appropriate involvement of Māori as tangata whenua, are integral and ongoing priorities.
- The Board must maintain mechanisms (for example, appointing advisory committees or forming separate caucuses) to ensure that there are at all times readily accessible to it the views of Māori as tangata whenua.

Our whakatauākī remains at the heart of what we do as an occupational regulator and lead agency for social worker workforce planning. It reflects the continuous improvement journey we are on as an organisation, draws on ancient Māori knowledge and teachings, embedding tikanga Māori into our core business functions.

*He ara pūkenga, he ara tauwhiro, hei whakamana mātā waka*

*The many pathways of knowledge, the many pathways of social work,  
upholding the dignity of all*

Through He Arapaki we will continue to focus on building internal capability, incorporating te Ao Māori perspectives and approaches into our work, including engaging effectively with Māori.

Our purpose, areas of focus and outcomes are delivered in alignment with ō matou uara, our values. Ō mātou uara support us to fulfil our aspirations in He Arapaki in a way that recognises that the ‘way we work’, to uphold the mana of all, is as important as our deliverables.





### **Matatika**

To do what is right and just, ethical, fair, equitable, honest, unbiased, impartial, moral, trustworthy.



### **Manaaki**

To look after the dignity of others, to support, to tend to, take care of, protect, look out for, show respect, generosity and kindness towards others.



### **Mahitahi**

To work together as one, collaborate, cooperate, co-design, connect, interact, reciprocate, discuss, debate, work in unity with teamwork and synergy.



### **Māia**

To be bold, brave, capable, confident, courageous, to have endurance, strength, resilience.

## **OUR TE TIRITI O WAITANGI STATEMENT**

As the SWRB, we recognise the Crown-Māori commitment as Te Tiriti O Waitangi partners and are committed to improving services and outcomes for Māori, strengthening the Crown's relationship with Māori, and developing our Māori capability.

## **ENSURING OUR FINANCIAL SUSTAINABILITY AND EFFICIENT MANAGEMENT OF RESOURCES**

We run a cost recovery model for our regulatory practices, in line with Auditor-General and Treasury guidelines for setting fees. This is similar to other national regulators. The fees and disciplinary levy are set by the Board and imposed by a Gazette Notice under sections 108 and 109 of the Social Workers Registration Act 2003. In summary:

- Fees – recover the cost of an activity the SWRB provides directly to an individual registered social worker, an individual applying for registration (regardless of success), or an education provider.
- Disciplinary levy – paid annually by registered, practising social workers, or their employer on their behalf. Recovers the cost of complaints and notifications and disciplinary proceedings.

- Practising Certificate fee – is paid by a registered social worker (or their employer on their behalf) who wishes to practise. Practising certificates are renewed annually for those who wish to continue to practise. Recovers the cost of processing the application, and the balance recovers the cost of the SWRB's functions.
- Education and Training programme fees – paid by the education providers annually to recover the cost of the SWRB's functions attributable to them. It is anticipated that the approach to funding the regulatory education function will be reviewed early in the term of this SOI, as a result of refreshing the Education Standards. In addition, the development of the Training framework with possible training standards would be required to operate on a cost recovery basis.

The SWRB also receives funding from the Crown, with ongoing funding for the Workforce Planning role, as well as Crown funding related to public good obligations due to our status as a Crown Agent.

In 2023/24 to ensure our financial sustainability and ability to operate effectively, we reviewed, consulted on, and changed our fees and disciplinary levy in accordance with Auditor-General and Treasury guidelines and the requirements of our Act. This was in response to cost pressures such as higher than anticipated inflation and relatively high volumes of complaints resulting in associated disciplinary action.

Alongside operating an appropriate cost recovery framework, we continue to review our business processes and look for efficiencies in the way we work, including our recovery of debt incurred from unpaid invoices for registration and practising certificates.

## APPLYING A LEARNING AND IMPROVEMENT MINDSET TO OUR WORK

**We are developing a Regulatory strategy to move us forward. It will be a key tool for ensuring that we have the right internal capabilities to deliver as a modern occupational regulator and to achieve our strategic outcomes. We have a learning and improvement mindset and focus on delivering value for money.**

Our regulatory strategy will identify key steps we need to take to improve our own systems and processes and increase staff capability. For example:

- All staff are required to complete the Core Knowledge Government Regulation qualification (level 3).
- We have an ongoing programme of training opportunities to strengthen capabilities in areas such as cultural competence, writing in plain language, communicating effectively, and managing OIA requests. Additionally, we are setting up regular seminars where staff are able to share learning from key projects with the wider team.
- We will pilot a Code of Service which will set out our own service commitment to those we serve and what members of the public or regulated parties can do if our service falls short of our commitment to them. We expect to evaluate the Code of Service 18 months into implementation and refine as necessary.
- We apply project management frameworks and tools to our work to ensure projects are effectively commissioned, people with the right skills and knowledge are involved, risks are identified and mitigated, and that we maintain momentum and deliver on time. An internal project governance group meets fortnightly to oversee and support the delivery of our projects and key deliverables. This process facilitates continual process improvements and learning.

We continue to develop and exploit our technology platforms to support our interactions with the public, social workers and applicants using user focused design principles and plain language communication.

## **WE VALUE OUR PEOPLE, EQUAL EMPLOYMENT OPPORTUNITIES, AND DIVERSITY**

We recognise that our people are what make us successful and will move us towards our vision to be a modern occupational regulator. We are committed to supporting and developing all our employees, and building a workforce that reflects the diversity of the communities we live in. Alongside skills and experience, our recruitment process considers diversity and organisational fit and staff who are prepared to live our values. We report on staff diversity and demographics in our Annual Report.

Every six months we undertake an anonymous 'pulse check' survey with all staff. This is an important engagement mechanism to ensure staff are heard, supported, and can contribute to the ongoing development of the organisation and our culture. An action plan is developed for each survey. The SWRB Board are provided with an organisational health statement at each Finance, Audit and Risk Subcommittee meeting (six per year), that includes staff turnover, actions and progress from the survey, health and safety reports and general staff wellbeing.

### **Strong and effective relationships are critical for improving our regulatory performance**

As an organisation we have a collaborative approach and value the perspective and contribution of key stakeholders to the quality of our work.

We have strong and effective relationships which are critical for improving regulatory performance and compliance across the social work sector and for supporting our understanding of what is needed to improve social worker workforce planning.

We have a wide range of stakeholders across the government and non-government sectors. These include:

#### **In the public sector and Government:**

- The Ministry of Social Development
- Oranga Tamariki
- Ministry of Education, New Zealand Qualifications Authority, Tertiary Education Commission
- Health New Zealand, Ministry of Health
- Public Service Commission
- Other government regulators, e.g. WorkSafe.

#### **Sector stakeholders, including social work and social service associations and peak bodies:**

- Aotearoa New Zealand Association of Social Workers
- Tangata Whenua Social Workers Association
- Social Service Providers Te Pai Ora o Aotearoa New Zealand Council of Christian Social Services
- Council for Social Work Education in Aotearoa New Zealand.

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