

# Strategic Plan

## 2018-2022

Ma whero ma pango ka oti ai te mahi

*'With Co-operation the work will be complete'*



Social Workers  
Registration Board

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Kāhui Whakamana Tauwhiro

## Our Vision

Social workers enable the Mauri Ora of our communities, family, whanau and individuals.

## Ko tō mātau whāinga

Ka tautoko ngā tauwhiro i te mauri ora o ō tātau hapori, o ō tātau whānau me ngā tāngata takitahi hoki

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## Our Purpose

To protect the public by ensuring social workers are accountable, competent and safe to practice *now and into the future*.

## Ko tā mātau kaupapa

Te tautiaki i te iwi tūmatanui mā te whakarite, ka noho haepapa ngā tauwhiro, ka haumarū, ka whai pūkenga, ka tika hoki ki ngā mahi ināianei, ā, haere ake nei

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# Our Takepū

The following takepū inform and guide the SWRB in its kaupapa to protect the public and enhance the professionalism of social work. In this context:

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**Kaitiakitanga** is the responsibility of the SWRB for safe stewardship, guardianship and protection.

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**Rangatiratanga** is the responsibility of the SWRB to lead, advocate for, facilitate and act with integrity

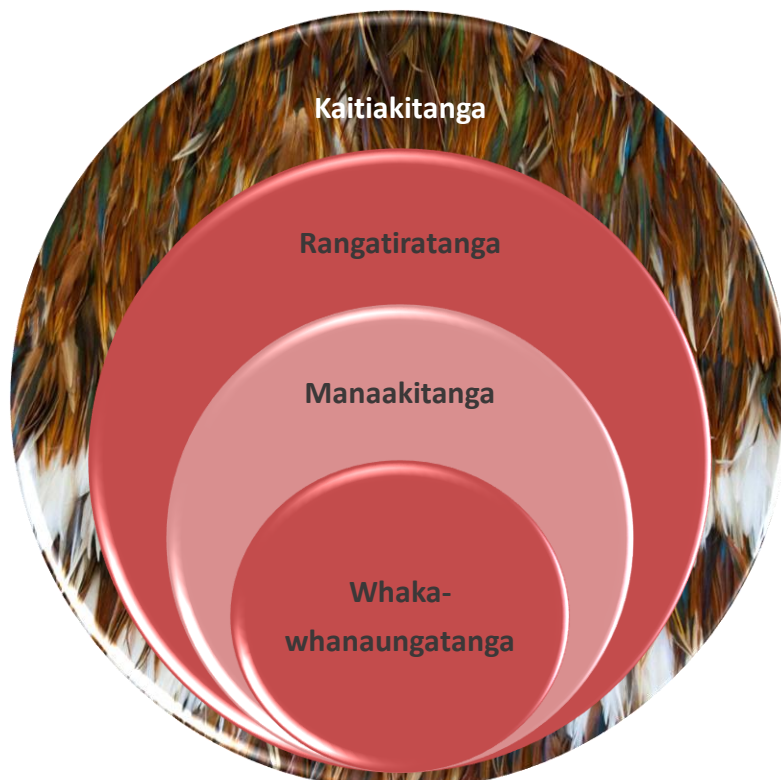
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**Manaakitanga** is the responsibility of the SWRB to engage in mana-enhancing relationships through the demonstration of care, mutual respect, hospitality, generosity and aroha

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**Whanaungatanga** is the responsibility of the SWRB to purposefully connect and strengthen mutual and sustainable relationships

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# Our Principles

What is important to us

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- **Be safe:** an uncompromising commitment to public safety
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- **Be fair:** Consistent, fair, reasonable and transparent processes
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- **Be accountable:** Accountable to the public, the Minister of Social Development, staff and the profession
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- **Be effective:** best practice governance/regulatory role
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- **Be collaborative:** Collaborate and communicate through strong respectful relationships so the best outcomes are achieved
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- **We Learn and improve:** Excellence and continually challenging ourselves to keep getting better
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# Priority One: Safety of the Public

REGISTRATION, COMPETENCE, FITNESS TO PRACTICE, CAPABILITY AND CAPACTY.

*All Social Worker are registered competent, fit and safe to practise.*

*Recognised programmes meet the need of current and future practice.*

**1.1** New scopes of practice are considered to meet the needs of current and future practice.

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**1.2** Appropriate qualifications are prescribed for entry into the profession and for additional advanced scopes of practice.

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**1.3** Professional Standards and Competencies are current and reviewed against the current trends in social work education and regulation

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**1.4** Professional Standards and Competencies reflect the expectations of the public and profession and ensure safe, culturally competent and effective social work practice.

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**1.5** The Code of Conduct provides a contemporary guidance framework for social work practice

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**1.6** Recognition standards are current and reviewed against the current international and national trends in social work education and regulation.

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**1.7.** Social work education programmes meet current and emerging trends in social work practice, including supporting and encouraging ethnic diversity.

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**1.8** Registration policies and processes are appropriate, current and effective.

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**1.09** Disclosures of Fitness to practice issues on registration are managed consistently

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**1.10** The Board's Competence programme is fit for purpose.

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**1.11** The continuing competence and Return to practice policy and procedures are effective, appropriate and fit for purpose.

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## Priority Two: Strong Organisation

### ORGANISATIONAL PERFORMANCE

*The Board and its Secretariat is an effective and efficient organisation, aligned to its purpose and engaged with its stakeholders.*

**2.1** The Board's Communication Strategy & operational performance is effective and aids public and stakeholder understanding of the role of the Board.

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**2.2** Quality employee learning and growth is promoted.

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**2.3** There is an effective and efficient organisational structure to implement the SWR Act, including responding to any changes due to legislative amendment

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**2.4** Social worker information is collected, and a Register is maintained.

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**2.5** The Board develops and maintains positive relationships with stakeholders with a collaborative focus and has appropriate representation at national and international forums.

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**2.6** The Board recognises that its roles and obligations under the Treaty include that the Board:

- understands Treaty obligations and aspirations
- has respectful, enduring partnerships with Māori
- understands the needs and expectations of Māori in relation to the services of the Board
- ensures all staff understand the needs and expectations of Māori and have skills, resources and competencies to engage effectively with Māori.

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**2.7** Financial performance is managed effectively.

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**2.8** SWRB develops a leadership role in the national and international regulatory environment with a particular emphasis on social work.

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**2.9** Operational policies are effective and up to date.

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**2.10** Board publications and communications are timely, relevant and accessible.

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**2.11** The Board's Annual Report and financial outputs are available to all stakeholders.

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## Priority Three: Effective Governance

### GOVERNANCE PERFORMANCE

*Board governance is effective and efficient, aligned to its purpose.*

**3.1** The vision, mission, values and strategies reflect the Board's role under the SWR Act and recognises the role of the Treaty of Waitangi/Te Tiriti o Waitangi

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**3.2** There are effective systems and structures in place to support Board efficiencies

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**3.3** Board decision making is in the best interests of public safety and follows principles of natural justice.

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**3.4** Governance performance is reviewed regularly; the future effectiveness of Board governance is assured through succession planning.

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**3.5** The Board is accountable for financial performance and risks are identified and managed effectively

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**3.6** The Board delegations under the SWR Act ensure public safety and are current.

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**3.7** Governance policies are effective and up to date.

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**3.8** Quality governance learning, and growth is promoted.

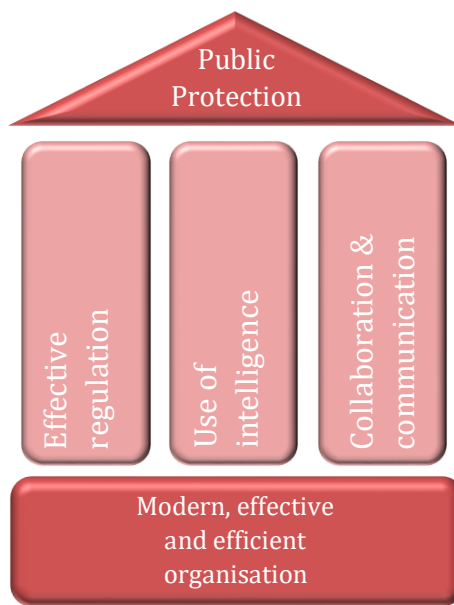
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**3.9** The Board recognises indicators of change and is proactively involved in managing changes in the regulatory environment.

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# What we could look like:

## Our Measures of Success



We know we have been successful when we meet the following targets:

- we increase collaborative opportunities and engagement with our stakeholders

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- standards, guidelines and policies are responsive to current practice and consider evolving models of practise

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- we have no successful legal challenges to our decisions or processes

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- our strategic initiatives are achieved in line with the annual business plan and budget

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