

SWRB  
Workforce Survey 2020

# Respondent Demographics

## Ethnicity



African – 1%  
Asian – 3%  
Pasifika – 9%  
European – 18%  
Indian – 3%  
Latin American/Hispanic – 0.5%  
Māori – 24%  
Middle Eastern – 0.5%  
New Zealander/ Pākehā – 59%  
Other – 6%

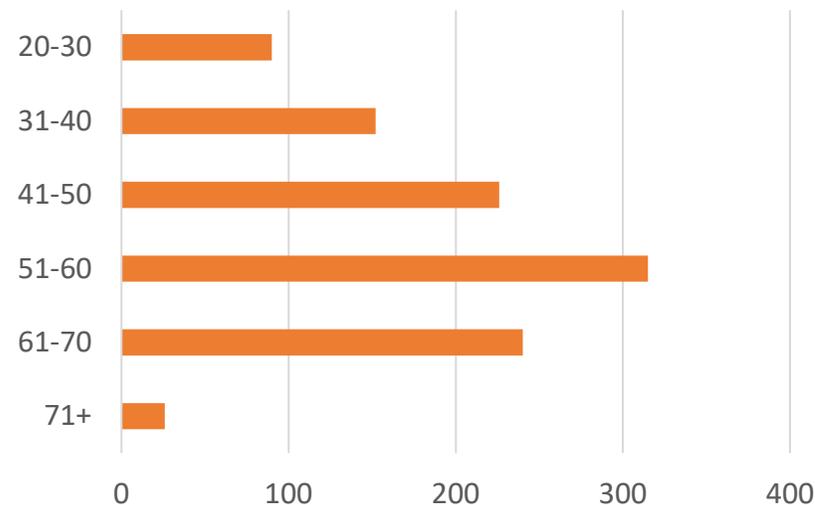
**1049** respondents

## Gender

84% female  
15% male  
0.5% gender diverse  
0.5% preferred not to say



## Age



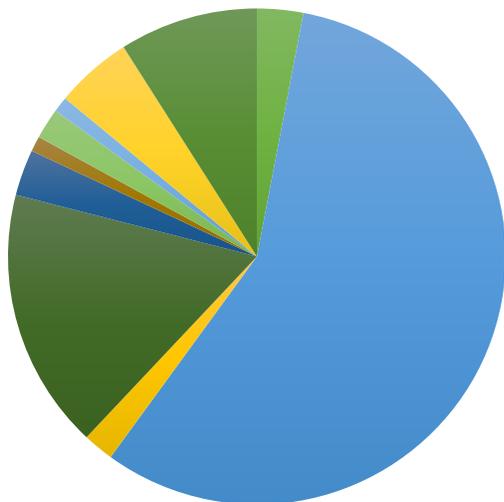
## Location

Northland – 6%  
Waitemata – 6%  
Auckland – 17%  
Counties Manukau – 8%  
Waikato – 9%  
Bay of Plenty – 10%  
Taranaki – 3%  
Lakes – 2%  
Tairāwhiti – 2%  
Whanganui – 3%  
Mid Central – 5%  
Hawke's Bay – 5%  
Capital and Coast – 9%  
Hutt Valley – 4%  
Wairarapa – 1%  
Nelson Marlborough – 3%  
West Coast - 2%  
Canterbury – 16%  
South Canterbury – 2%  
Southern – 7%  
Practising outside Aotearoa – 1%



# Employment

## Social Work Role

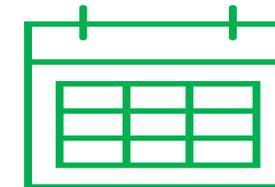


- Support worker 3%
- Community worker 2%
- Educator 3%
- Policy Advisor 2%
- Not currently working 5%
- Social worker 57%
- Manager/Supervisor 17%
- Trainer 1%
- Director/CE 1%
- Other 9%

**79%** of respondents had “social worker” or “social work” in their job title or job description

## Main Employer

- Oranga Tamariki – 20%
- District Health Board – 20%
- NGO – 36%
- Iwi-based provider – 2%
- Whānau Ora Provider – 0.3%
- Directly by a school – 1%
- Corrections – 0.5%
- Other government agency – 2%
- Local/Regional council – 0.2%
- Self-employed/Private – 5%
- Educator – 4%
- Currently retired – 1%
- Not working as a social worker – 3%
- Other – 5%



## Time in Current Role

41% of respondents have been in their current role for two years or less.

18% have been in their current role for over ten years. Out of this, 27% worked for a DHB, 26% worked for Oranga Tamariki and 22% worked for an NGO.



## Workload

75% of respondents were contracted to work 31-40 hours a week, however 60% of these respondents were working a greater number of hours on average each week.

# Qualifications



## Qualification and Income

Qualification	\$21-\$30 ph	\$31-\$40 ph	\$41-\$50 ph
	Percentage (no. of people)		
Diploma or Graduate Diploma	13% (34)	16% (43)	25% (27)
Bachelor's or Bachelor's with Honours	68% (179)	47% (129)	34% (37)
Postgraduate Certificate or Postgraduate Diploma	6% (15)	18% (51)	17% (18)
Masters	12% (35)	18% (49)	20% (21)
PhD	-	0.5% (1)	3% (3)
Don't hold recognised qualification	1% (2)	0.5% (1)	1% (2)

63%

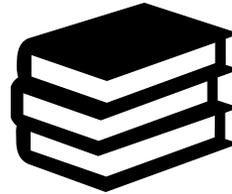
• Have an undergraduate Diploma or Graduate Diploma as their highest level of social work qualification

48%

• Have a Bachelor's Degree or Bachelor's Degree with Honours as their highest level of social work qualification

33%

• Have a Postgraduate qualification (Postgraduate Certificate or Diploma, Masters or PhD) as their highest level of social work qualification



## Qualification and Employer



Employer Type	Undergraduate Qualifications	Postgraduate Qualifications	No Formal Recognised Qualifications
	Percentage (no. of people)		
NGO	75% (238)	24% (77)	1% (4)
Oranga Tamariki	70% (130)	29% (55)	1% (1)
DHB	59% (107)	41% (74)	-
Iwi-based Provider	85% (17)	10% (2)	5% (1)
Whānau Ora Provider	100% (2)	-	-
Directly by a School	87.5% (7)	12.5% (1)	-
Other Government Departments	37% (10)	63% (12)	-
Self Employed/Private Practice	50% (25)	50% (25)	-
Education	17% (6)	83% (29)	-

1% (12) of respondents did not hold a tertiary level formal qualification

87% (878) of respondents completed their first social work qualification in Aotearoa New Zealand

# Income

A difference was identified between respondents' hourly rate and their main employer. For social workers working for an Iwi provider, 80% (16) earn an hourly rate of \$30 or less. For social workers working in an NGO, 62% (197) earn within this wage bracket. Comparatively, out of the respondents who identified working for a DHB, 15% earn within this wage bracket and only 8% of social workers who identified working for Oranga Tamariki earn within this wage bracket. A portion of this is likely reflective of the Oranga Tamariki pay equity settlement that occurred in late 2018.

There was a relatively low number of respondents who identified working for an Iwi provider and this may have impacted the validity of this result.



**34%** of all respondents reported earning less than \$30 an hour. In salary terms, an individual working 40 hours a week (on \$30 an hour) earns \$62,400 per annum before tax.

**80%** (16) of respondents working for an Iwi-based provider indicated that they receive an hourly rate of \$30 or less.

**62%** (197) of respondents working for an NGO indicated that they receive an hourly rate of \$30 or less.

## Comments about pay from respondents

“The big pay gap for NGO and OT [social work] should be narrowed in order to make us feel more valued...”

“I think the social work profession would be more attractive if the pay was increased...”

“I love my social work job. However, payscale is a big issue”

“Disparity in pay is a huge issue in the profession”

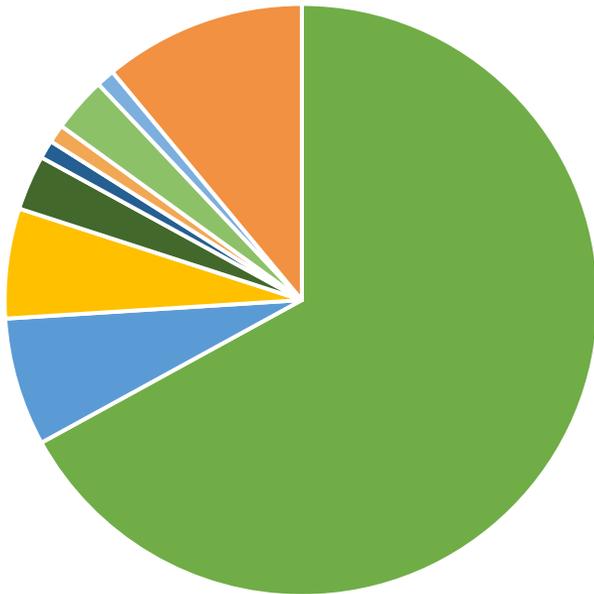
“It would be good if the pay of government and NGOs could be the same”

“The payscale and the huge gap between government and NGOs is far too big and unfair”

**1049** respondents

# 5 Year Intention

## Work Plan for Next 5 Years



- Continue in social work
- Retire
- Leave for a non-social work role
- Overseas social work role
- Non-social work overseas role
- Currently retired
- Currently working in non-social work position
- Employed overseas
- Other

**67%** of respondents are planning to continue working in social work

**45%** of respondents planning to leave identified *pay scale* as the reason for leaving the social work workforce

**24%** of respondents are planning to leave identified *workload* as the reason for leaving the social work workforce



## Why RSWs are Leaving Social Work



# Acknowledgements and Caveats

The SWRB would like to thank all the participants who completed the survey.

As Aotearoa New Zealand's social worker regulator, we want to continue to build our relationships with social workers and manaaki the work that they do.

This is the third year of the SWRB workforce survey. It is a useful tool to highlight recurring themes and issues and explore registered social workers (RSWs) views across Aotearoa New Zealand.

The survey was sent to all 8887 RSWs on the register in May 2020. A link to the survey was also included in a SWRB OnBoard newsletter in June.

This slide deck provides a snapshot based on the responses we received from 1049 RSWs, rather than a full comparative analysis with previous years.

Due to the low response rate the data outlined in this slide deck should be considered representative of the respondent pool only and not the full RSW cohort. An example of this will be where there was a relatively low number of respondents who identified working for a specific type of employer. This may have impacted the validity of the results associated with that employer.

We acknowledge our survey is a starting point from which to build our evidence base. This will provide a fuller picture of the social work sector and the social worker workforce.