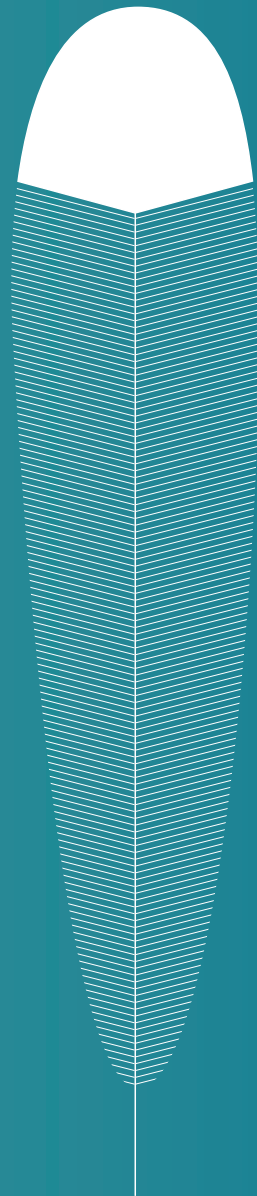




Social Workers
Registration Board
Kāhui Whakamana Tauwhiro

**ANNUAL SWRB
WORKFORCE SURVEY**
2018 Summary Report

New Zealand Government



Prepared for
Social Workers Registration Board

Prepared by
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9th of October 2018

WHAKATAUKĪ

Ko te pae tawhiti arumia kia tata / Seek to bring the distant horizon nearer

Ko te pae tata whakamaua / Grasp it firmly once near

Kia puta i te wheiao ki te ao mārama / And so emerge from the darkness into enlightenment

PREFACE

We live in a time when there is increasing interest in the use of data and statistics- to inform, provide insights, support decision-making and planning. The reality is that this is not new, but our ability to use technology both to reach people and process and analyse means it has never been easier to gather.

The Social Workers Registration Board (SWRB) have been interested to learn more about the sector and the workforce. We have recently seen in the media coverage of pressure points across a number of sectors, in particular in the health and education fields. It is timely therefore to have the beginning of base information on the social work profession.

When the survey was undertaken just over 7,500 social workers were registered with around 5,500 working and holding an annual practising certificate (APC). Of those renewing their APCs around 30% participated in the survey (1,700 respondents). So while we must interpret findings with caution the results do raise some issues that will be of interest to those in the sector, most especially in relation to the sustainability of the social work workforce. With around a third of respondents indicating that they will leave the profession in the next five years there are some challenges ahead. Reasons given by those planning to leave the social work profession included remuneration, workload, and the levels of bureaucracy. As the regulator we want to ensure our systems and processes to not create barriers to social workers entering the profession- whether as the accreditor of qualifications, the registration process or the ongoing competence and conduct requirements.

It is our intention to complete this workforce survey annually, so that we can build the evidence base to better inform workforce planning and the sector for the future.

EXECUTIVE SUMMARY

The SWRB Workforce Survey was intended to capture information from the current workforce of registered *ngā tauwhiro* in Aotearoa. This survey was sent out to all registered *ngā tauwhiro* with their APC reminder. There were 1,721 *ngā tauwhiro* who responded, which is 30.8% of the total number of *tauwhiro* who renewed their APC, while the survey was open. By the time this survey had closed, there had been 5,589 registered *tauwhiro* who renewed their APCs, and 7,213 registered *ngā tauwhiro* in total. This report is a summary of the data of the 1,721 respondents, not all registered *tauwhiro* in Aotearoa.

This survey identified that our *ngā kaimahi* are getting closer to retirement, 11.1% identified that they are planning on retiring in the next five years, 41.2% of respondents were aged 61 or older. Factoring in those planning to retire, only 68.9% of *ngā tauwhiro* who responded are planning on remaining a part of the Aotearoa social work workforce, and only 68.5% of *ngā tauwhiro* aged 30 or younger are planning on remaining in the profession in Aotearoa. Key reasons for this age group planning to leave the social work profession were the pay scale, workloads, and the levels of bureaucracy.

A key finding was the time spent at *mahi* for *ngā tauwhiro* each year. 42.1% of *ngā tauwhiro* who responded to this survey worked between 49- and 52-weeks last year. *Ngā tauwhiro* employed at a District Health Board (DHB) were the least likely to take at least 4 weeks leave, with 49.4% working between 49 and 52 weeks last year, followed by 45.6% of non-government organisation (NGO) employed *ngā tauwhiro*, and 40.4% of Oranga Tamariki (OT) employed *ngā tauwhiro*.

35.3% of *ngā tauwhiro* who responded did 41 or more hours of *mahi* on average per week. Oranga Tamariki *ngā tauwhiro* worked the largest number of hours, with 54.1% working more than 40 hours a week, followed by NGO *ngā tauwhiro* at 31.2% and DHB *ngā tauwhiro* at 28.2%.

With the recent pay equity settlement for Oranga Tamariki *ngā tauwhiro* (Martin, 2018), reviewing the annual income of *ngā tauwhiro* who responded is relevant (note this survey was completed prior to the pay equity settlement announcement). According to the results of this survey, Oranga Tamariki *ngā tauwhiro* already had the highest annual income of the three key employers of *ngā tauwhiro* in Aotearoa, with 55.1% earning above \$70,001 annually. This is compared with 31.1% of DHB employed *ngā tauwhiro*, and 10% of NGO employed *ngā tauwhiro*. While the largest group of DHB employed *ngā tauwhiro* earned between \$50,001 and \$70,000 at 48%, and the largest proportion of NGO employed *ngā tauwhiro* earning between \$30,001 and \$50,000 at 40.8%. This survey also identified a pay gap between male and female *ngā tauwhiro*, with 35.4% of male *ngā tauwhiro* earning above \$70,001, compared to only 27% of female *ngā tauwhiro*. Additionally, female *ngā tauwhiro* were much more likely to earn \$50,000 or less annually, at 35.8% compared to 23.8% of male *ngā tauwhiro*. Annual income is also very much affected by one's age. Of those aged 30 or younger 94.7% earn less than \$70,000, compared to 81.4% of those between 31 and 40, and 71.1% of those aged between 41 and 50. This trend continues, with the exception of those aged 71 or older.

This survey identified that 34.5% of *ngā tauwhiro* do not have either of the terms social work or social worker in their contracts. This illustrates the diversity of social work practice and roles social workers take up when considering only 4.2% of respondents identified they are not in social work employment (with a further 9.1% selecting 'other' to describe their current social work role).

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INTRODUCTION

The first Annual SWRB Workforce Survey was sent out this year, to capture a range of information about the current workforce of registered *ngā tauwhiro* in Aotearoa, registered with the SWRB. The questions asked in this survey began with some basic information about the *tauwhiro*, such as their gender, age, and ethnicity. The survey then turned its focus on the qualification of the *tauwhiro* and their registration. Other questions included years practising social work, breaks from practice, social work employer, geographical location, description of current role and work situation, descriptions of *kiritaki*, hours and weeks worked, annual income, and their intentions for the next five years.

This report contains a summary of the data collected from the survey, firstly looking at some of the more general information about the *ngā tauwhiro* who responded to the survey, followed by an overview of the data around how long *ngā tauwhiro* have been practising social work. This report then has a section exploring the role and environment our *ngā kaimahi* work in, based on how they describe their work environment, role, and *ngā kiritaki*. Subsequently, there will be a breakdown on the data on the amount of time spent at *mahi* by Aotearoa *ngā tauwhiro* and their average annual income. Finally, this survey will look towards the future of social work in Aotearoa, by expanding on the answers *ngā tauwhiro* gave about their intentions for the next 5-years.

There were 5,589 registered *ngā tauwhiro* that renewed their APC in the period, and 1,721 responses to this survey, 30.8% of the total who renewed their APC. At the time this survey was sent out, there were 7,213 registered *ngā tauwhiro* in Aotearoa.

This report is a summary of the data of 1,721 respondents.

METHODOLOGY

The data for this report was collected via a SurveyMonkey survey, which contained 27 questions for respondents to answer. The survey was sent out with the APC renewal reminder email (sent in April 2018) that went to all SWRB registered *ngā tauwhiro*. The survey was open between the 20th of April to the 3rd of September. The survey responses were kept anonymous so that the results cannot be linked back to any particular *tauwhiro*.

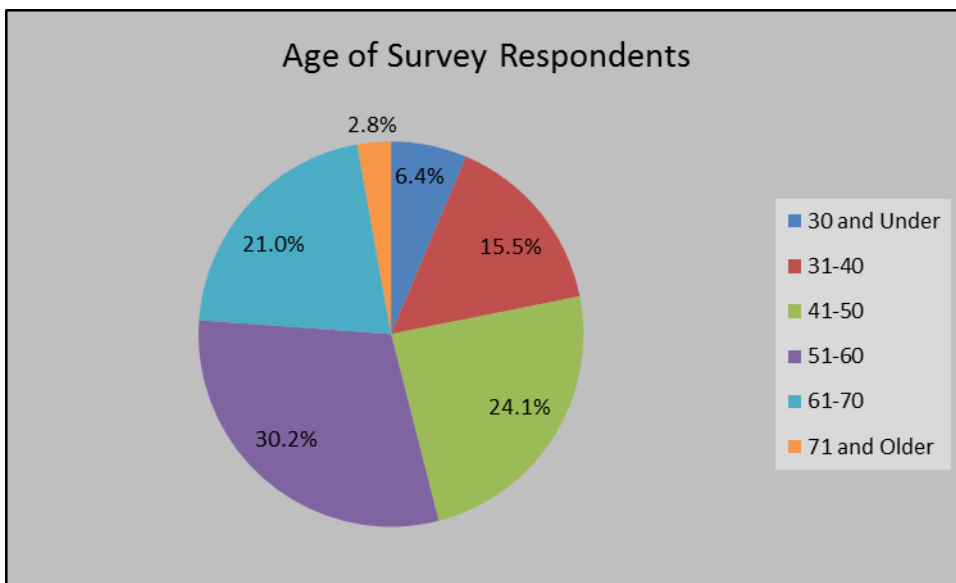
RESULTS

Within this 28-question survey, there were 1,721 respondents. 1,702 of these respondents were happy to undergo the survey and begun answering the questions. 1,487 of the respondents who completed the survey, meaning it had a completion rate of 87%. Respondents spent, on average, 7 minutes on this survey.

SECTION 1. DEMOGRAPHIC INFORMATION ABOUT *NGĀ TAUWHIRO*

1.1 Age

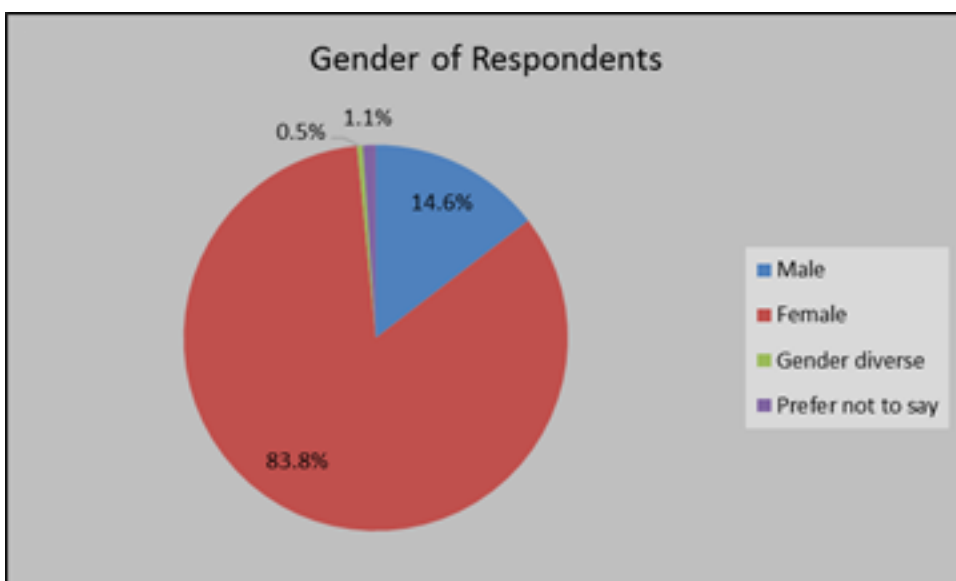
Figure 1.1: Age of survey respondents



Of the survey respondents who declared their age, (Figure 1.1): The largest proportion of respondents were in the 51-60 age group and the smallest in the 71 plus age group

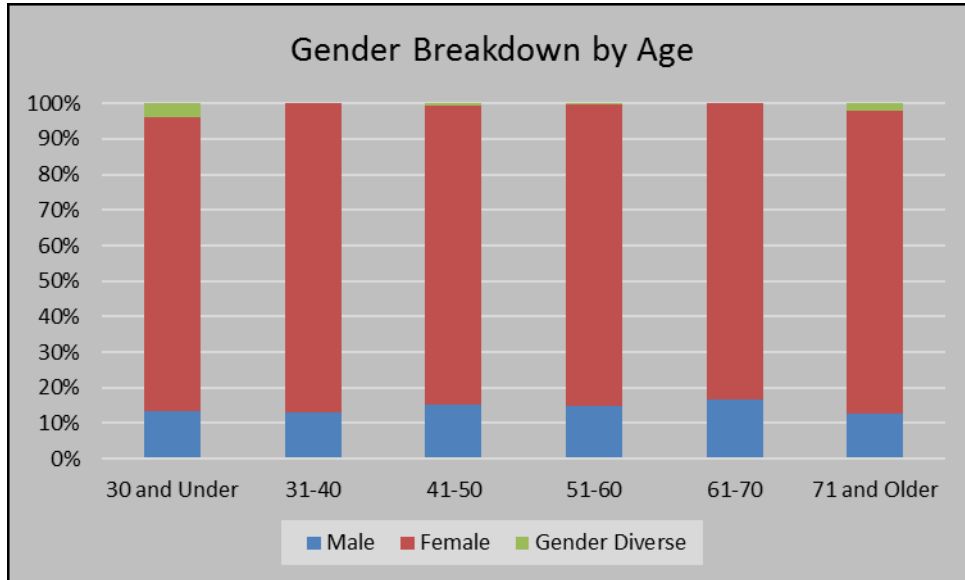
1.2 Gender

Figure 1.2: Gender of survey respondents



There is a strong representation of female *ngā kaimahi* in the social work workforce. From the SWRB's database, we know that 83% of registered *ngā tauwhiro* are female, while 17% are male. This survey had a similar split, with 83.8% of respondents stating there are female, 14.6% male, and 0.5% are gender diverse. This survey has shown us, this is relatively consistent across the various age groups

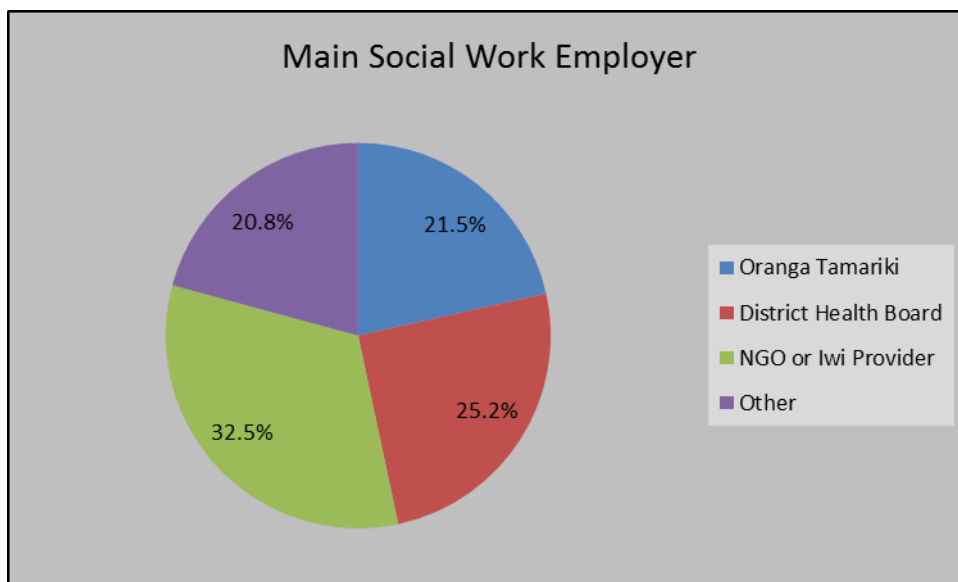
Figure 1.3: Gender of respondents by age



1.3 Employer

The SWRB's database tells us that of the 7,213 registered *ngā tauwhiro* in Aotearoa, 22.2% work in Oranga Tamariki, 21.3% work in the various DHBs, and 32.5% work in an NGO. The respondents of the survey break down similarly, with 21.5% of respondents working in Oranga Tamariki, 25.2% in the various DHBs, and 32.5% working in an NGO (this is demonstrated in Figure 1.4).

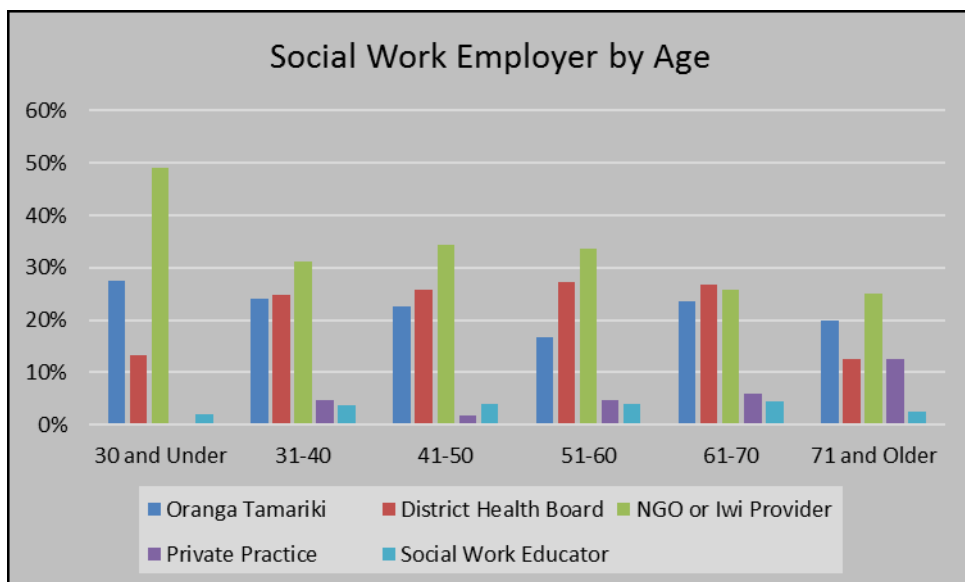
Figure 1.4: Employer of survey respondents



Results from the survey suggest age influences where registered *ngā tauwhiro* are employed, as shown in figure 1.5. 49%, of *ngā tauwhiro* who responded, and were aged 30 years old or younger, work in NGOs or iwi providers. This is compared to 31.4% of respondents who were aged 31 or older.

Similarly, we can see that respondents aged 71 or older are much more likely to work in private practice, at 12.5%, this compares with 4.2% of respondents aged between 31 and 70 years old. Age appears to have little influence on the rate of respondents who work at Oranga Tamariki, with the exception of those aged between 51 and 60. The rate of *ngā tauwhiro* employed in the DHBs increases with age, for respondents 30 or younger, 13.3% work in a DHB, for respondents 31 to 50, 25.4% work in a DHB, and for respondents 51 to 70, 27.1% work in a DHB. The exception is for those aged 70 or older, where 12.5% work in a DHB.

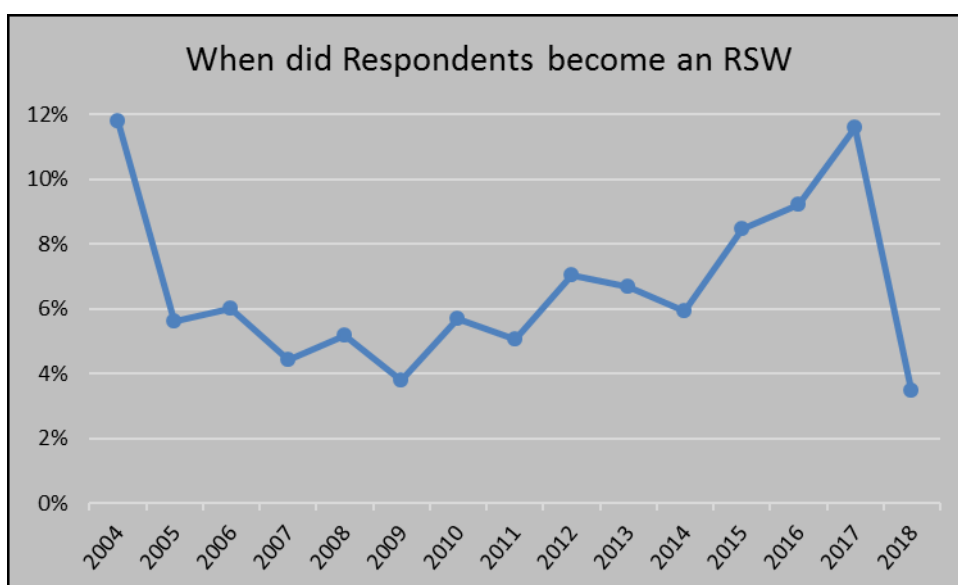
Figure 1.5: Employer of respondents by age



SECTION 2. YEARS AS TE TAUWHIRO

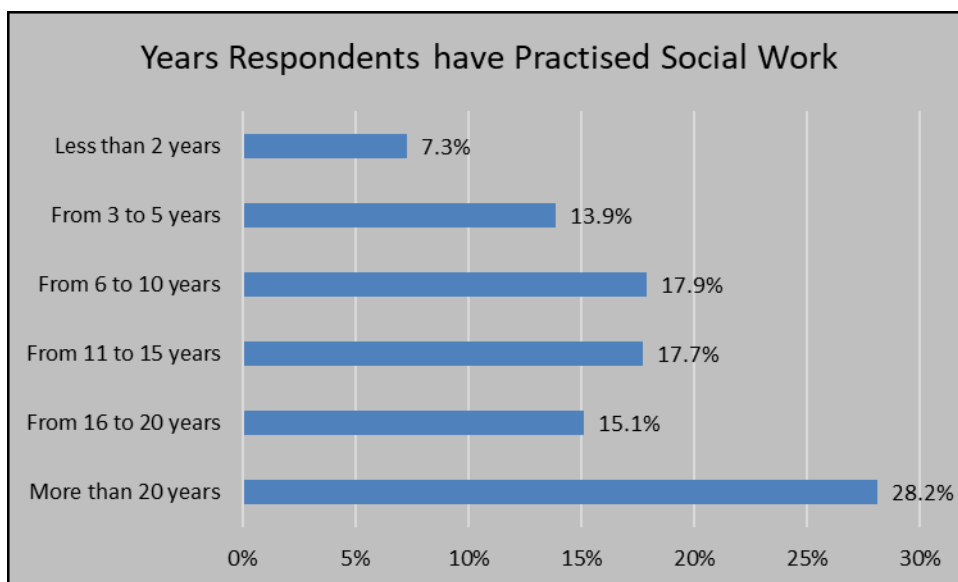
The Registration of *ngā tauwhiro* in Aotearoa began in October 2004. The SWRB had a influx of *ngā tauwhiro* registrations, with 11.8% of survey respondents becoming registered in the first year. We can see a slower uptake in registration between 2005 and 2011 (Figure 2.1). From 2012 onwards, the survey responses show an increase in *ngā tauwhiro* becoming registered, up to the peak of 11.6% in 2017. 2018s data is significantly lower, but this would be due to the survey been sent out mid-year.

Figure 2.1: Year respondents became an RSW



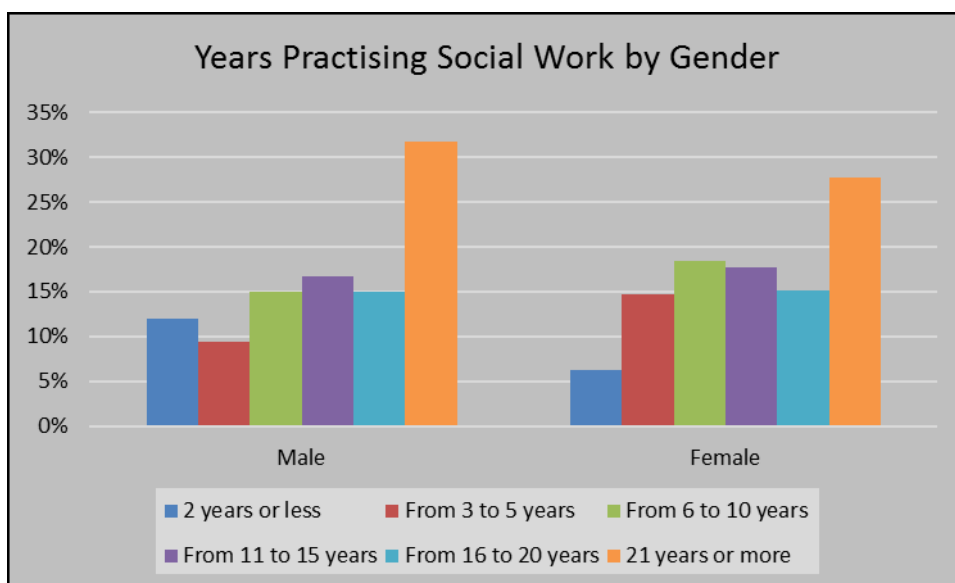
It may be important to consider the year *ngā tauwhiro* became registered (Figure 2.2.) 43.3% of respondents declared they have been *te tauwhiro* for 16 or more years, longer than registration has been in Aotearoa for *ngā tauwhiro*. Whereas it wasn't until 2010 that 42.5% of respondents were registered (a similar percentage of *ngā tauwhiro* who reported in this survey they were in the field prior to registration). This indicates a slow uptake of registration by *ngā tauwhiro* in Aotearoa. Figure 2.2 is useful to show that well over half, 61%, of respondents have 11 or more years' experience. This shows social work in Aotearoa has a wealth of experienced practitioners for the 8.6% of respondents who are provisionally registered, and the 21.2% of respondents with 5 years or less experience to learn from.

Figure 2.2: Years practising social work in Aotearoa



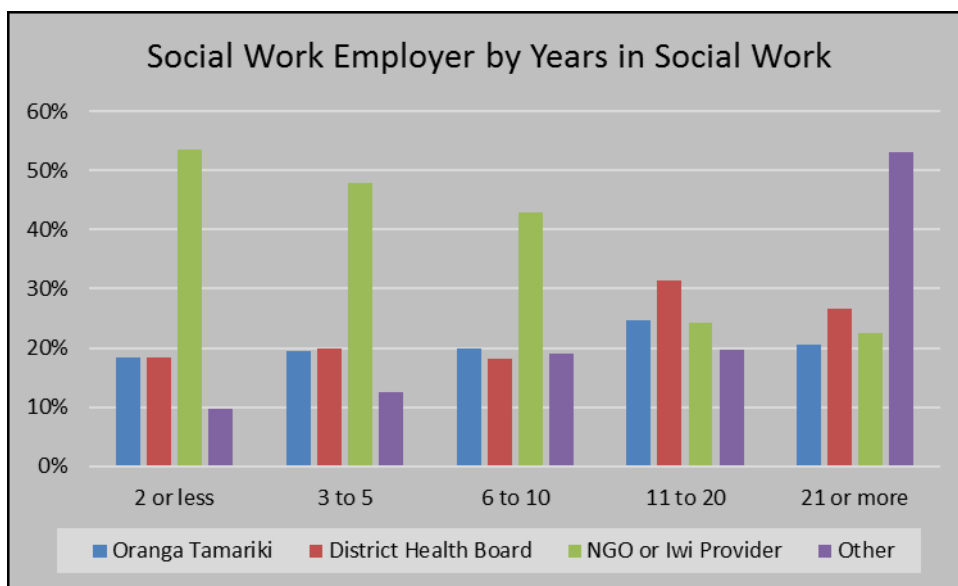
From viewing Figure 2.3, it is clear that more of the male respondents (12%) are new to the social work profession in Aotearoa, with 2 years or less experience, compared to 6.3% of female respondents. In both cases, the highest group of respondents have 21 or more years' experience in social work in Aotearoa, 31.8% of male respondents, and 27.8% of female respondents.

Figure 2.3: Years practising social work by gender



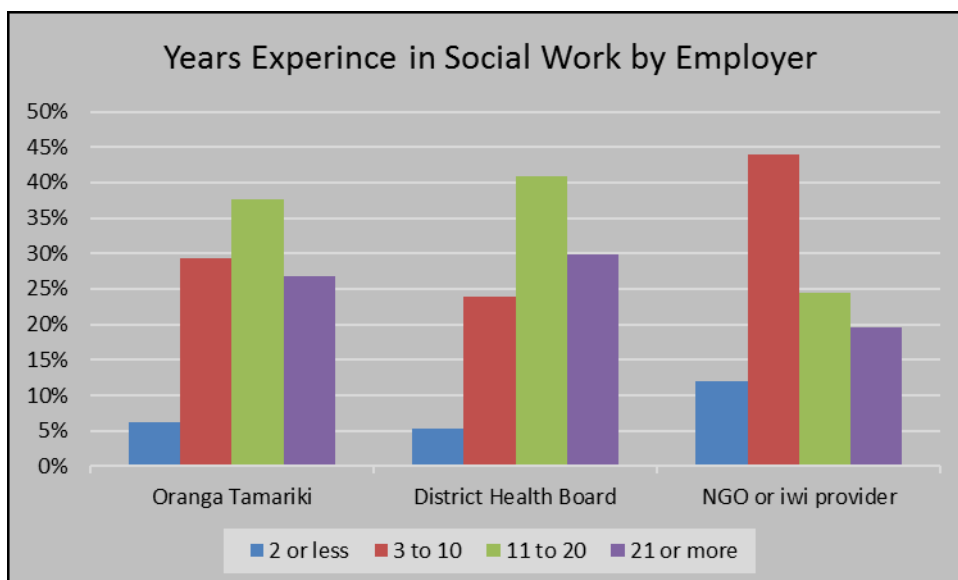
Figures 2.4 and 2.5 are to show if the years *te tauwhiro* has practised social work effects where they are employed. Figure 2.4 shows the where respondents are employed, by how many years they have been *te tauwhiro*. The vast majority of newer *ngā tauwhiro* work in NGOs, with 53.5% of those with 2 years or less experience working in NGOs, and 47.9% with 3 to 5 years' experience, and 42.9% with 6 to 10 years' experience. This is compared with 23.5% of those with 11 or more years' experience. The proportion at Oranga Tamariki and at DHBs remain stable for those with 10 years or less experience and increases for those with 11 to 20 years' experience. There is a spike in the proportion employed in other sectors for those with 21 or more years' experience, at 53.1%, the majority of this is the 26% who are no longer in social work employment, the 8.9% in private practice, and the 7.3% in social work education.

Figure 2.4: Employer of respondents by years in social work



When looking at Figure 2.5, Oranga Tamariki and DHBs staff have the highest proportion of their teams made up from those with 11 to 20 years' experience. At Oranga Tamariki, the second highest group is those with 3 to 10 years' experience at 29.3%, followed by those with 21 or more years' experience at 26.9%. At the DHBs the second highest group is those with 21 or more years' experience at 29.9%, followed by those with 3 to 5 years' experience at 24%. In the NGO sector, 44% of staff have 3 to 10 years' experience in the social work field. Followed by 24.5% with 11 to 20 years' experience, 19.5% with 21 or more years' experience, and 12% with 2 years or less experience.

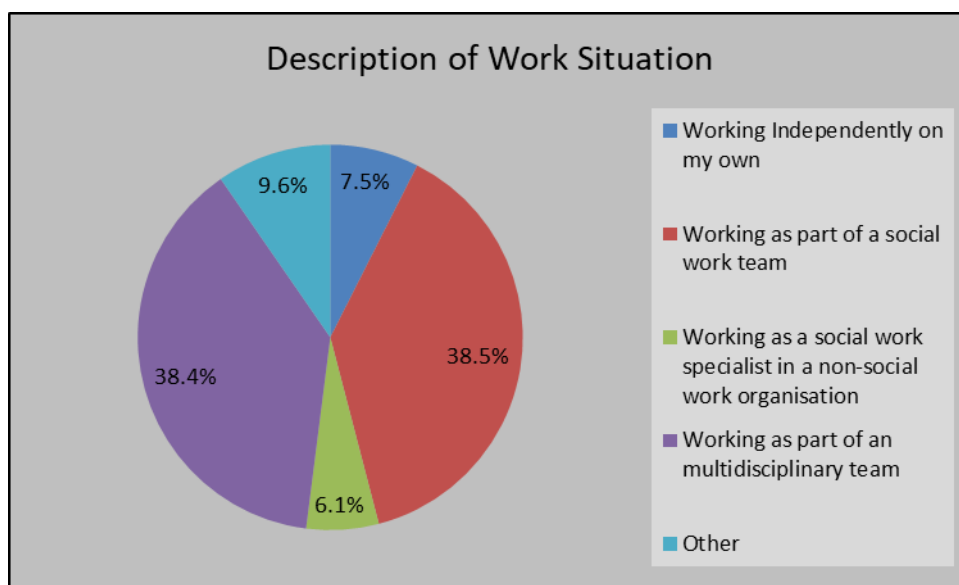
Figure 2.5: Years respondents have spent in social work by employer



SECTION 3. SOCIAL WORK ENVIRONMENT AND ROLE

Ngā tauwhiro in Aotearoa work in a wide range of social work roles and a variety of work environments. This survey has provided insights into the environments in which our *ngā kaimahi* are employed. Figure 3.1 shows how respondents described their working situation (for the available options). The majority of *ngā tauwhiro* who responded reported they work as a part of a social work team, 38.5%, or as a part of a multidisciplinary team, 38.4%. A small group, 7.5%, reported they work independently on their own, while an even smaller group, 6.1%, reported they work as a social work specialist in a non-social work organisation.

Figure 3.1: Description of social work environment



78.5% of respondents reported the best description of their role is either 'social worker', 'social work manager', or 'social work educator', however only 65.5% of respondents could report that the term 'social work' or 'social worker' is in their job title or job description. Additionally, only 4.2% reported they are not in social work employment, which is a large difference from the 34.5% that do not have social work or social worker in their job description or title. While only 4.2% of respondents reported they are not currently employed as *te tauwhiro*, 5.9% do not currently hold an APC, which is a requirement to practise social work as a registered *tauwhiro* in Aotearoa. Figures 3.3 and 3.4 show the current social work role *ngā tauwhiro* responded with broken-down by gender and age respectively. Both figures show the same trend, that most of our *ngā kaimahi* describe their role as a social worker role, followed by as a social work manager, then not currently working as a social worker. A key difference in figure 3.3 is that male *ngā tauwhiro* are more likely to be employed as a social work educator, chief executive or director, policy advisor, support worker, or community worker than their female counterparts. The female *ngā tauwhiro* are more likely to be employed as a social worker, a social work manager, or outside the social work profession than male *ngā tauwhiro*.

Figure 3.2: Description of current role

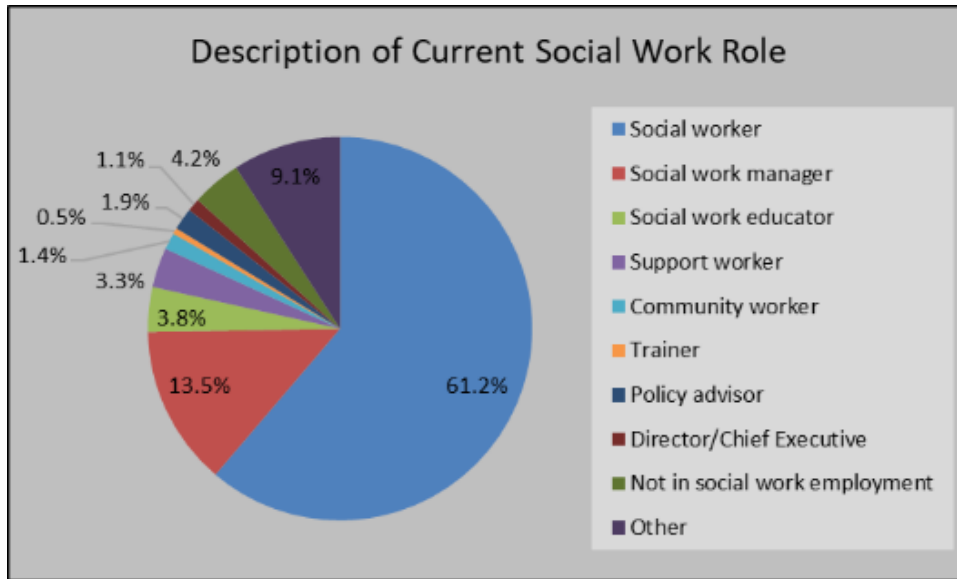


Figure 3.3: Description of current social work role by gender

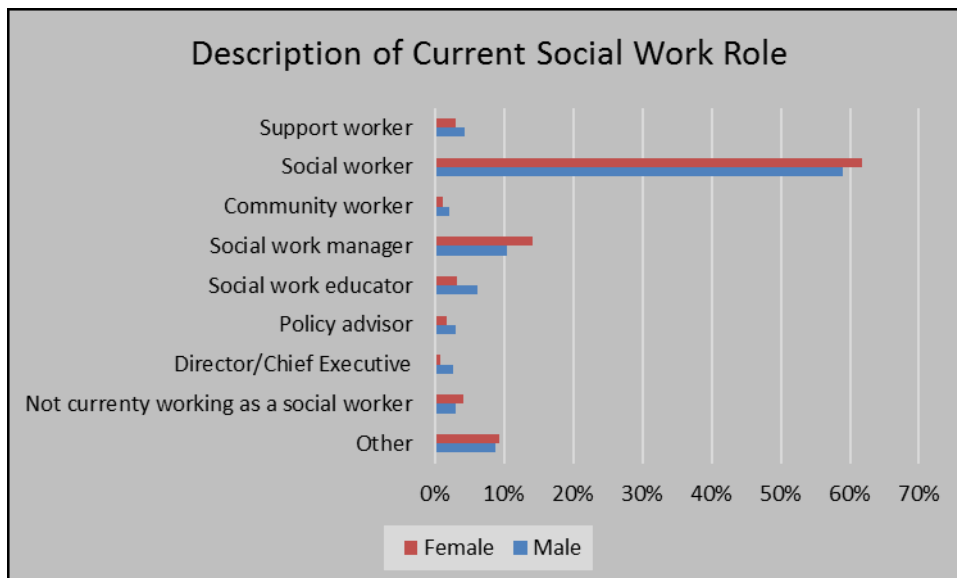
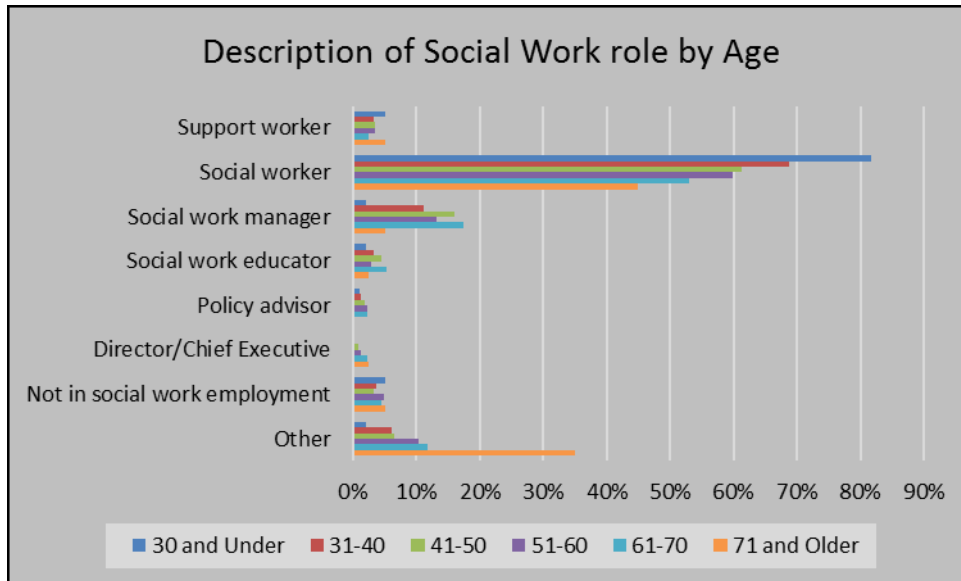


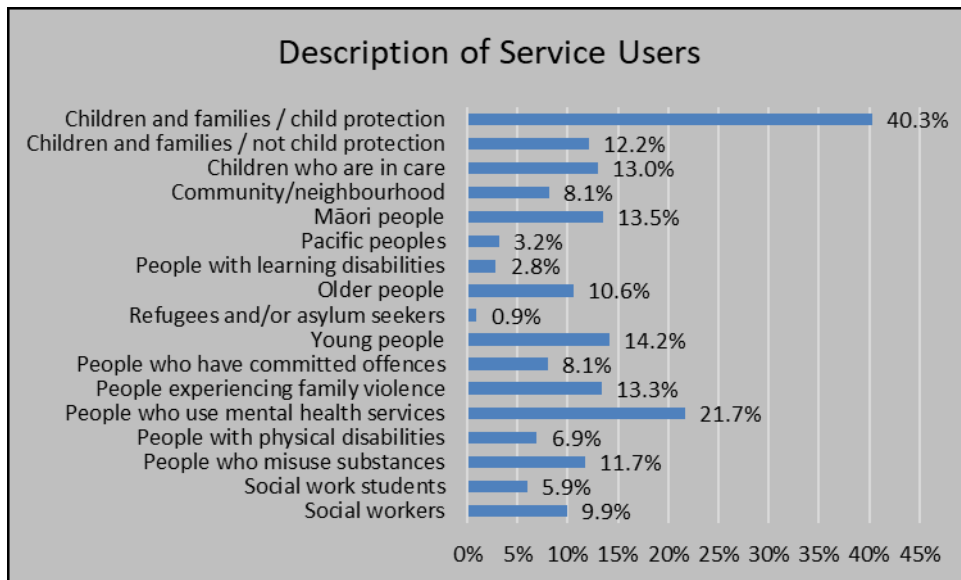
Figure 3.4 reflects that those who have described themselves as a social worker decreases with age. 81.6% of those aged 30 or younger described their role as social worker role, compared to 68.8% of those aged between 31 and 40. Alternatively, the proportion of respondents who are social work managers or social work educators increases for those 31 years old or older. Support workers are most prominent in the youngest and oldest age groups at 5.1% and 5% respectively. Compared to 3.2% of those aged between 31 and 70 years old.

Figure 3.4: Description of social work role by age



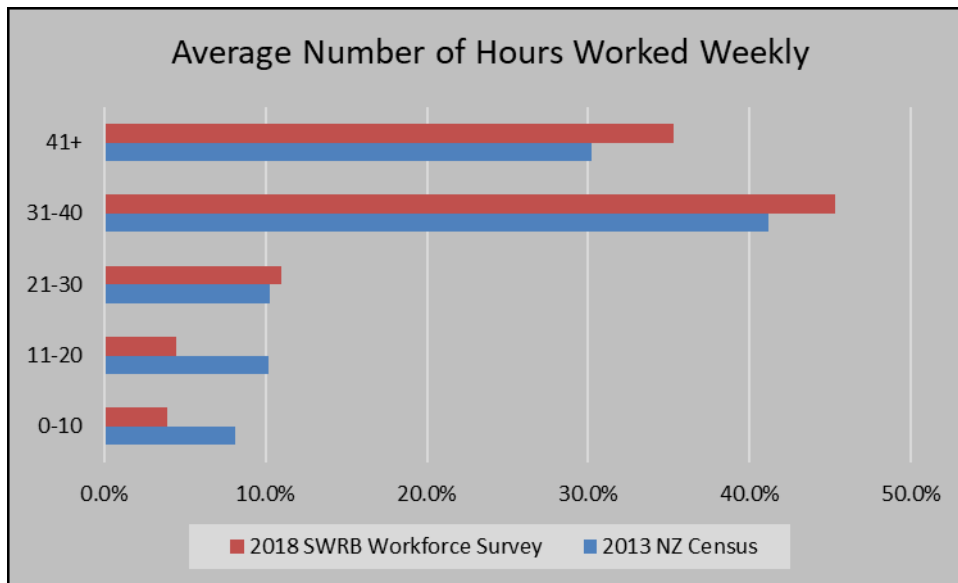
Respondents were asked to choose up to three of the provided options to describe their service’s *ngā kiritaki*. Figure 3.5 shows the most selected option was children and families in a child protection capacity at 40.3%. This was followed by mental health *ngā kiritaki* at 21.7%. From this point, the next 5 most selected options were all selected a relatively similarly proportionally. With *rangatahi* at 14.2%, *kiritaki Māori* at 13.5%, *ngā kiritaki* experiencing family violence at 13.3%, children in care at 13%, and children and families in a non-care and protection capacity at 12.2%. The least selected options were refugees at 0.9%, *ngā kiritaki* with learning disabilities at 2.8%, and Pacific People *kiritaki* at 3.2%.

Figure 3.5: Description of service users



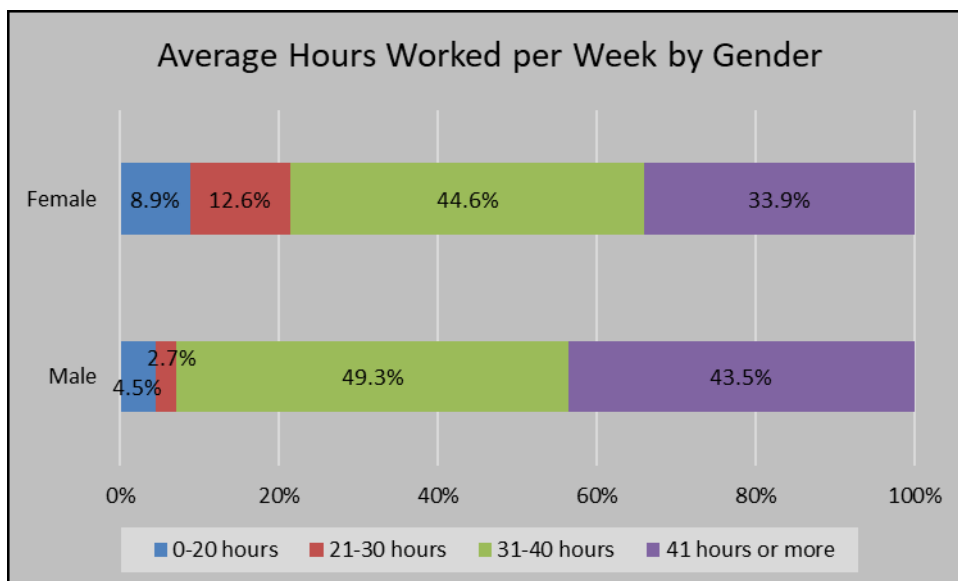
SECTION 4. MAHI AND INCOME

Figure 4.1: Comparing the average hours worked weekly from the total population in the 2013 census and the 2018 Workforce Survey



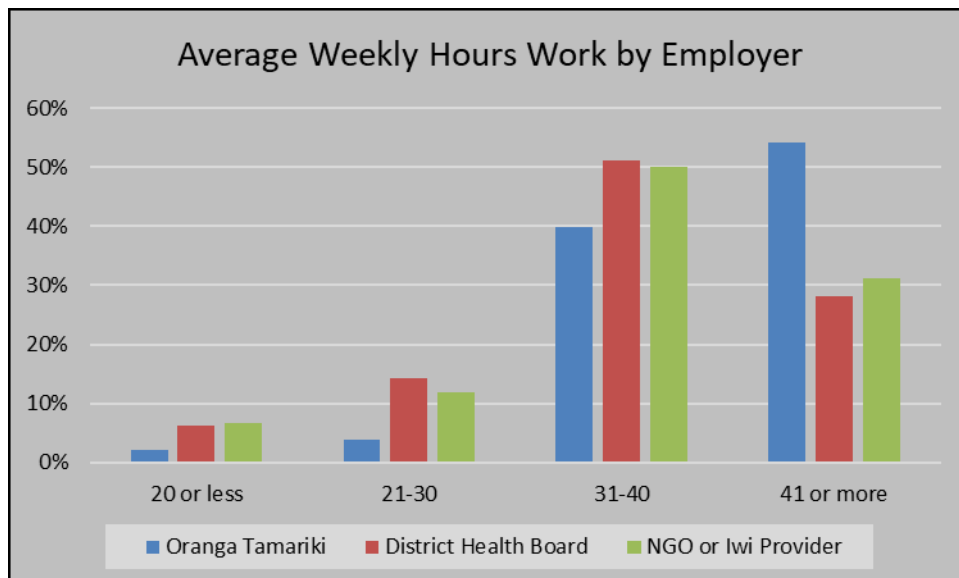
In contemporary society, employment is a large part of the lives for many. Figure 4.1 outlines the number of hours of *mahi* New Zealanders do a week (based on data from the 2013 census), compared to the *ngā tauwhiro* who responded to the survey. It is clearly visible, from Figure 4.1, that *ngā tauwhiro* are working more hours on average a week than the general Aotearoa workforce. This is with 35.3% of *ngā tauwhiro* working 41 or more hours on average a week, compared to 30.2% of the general Aotearoa workforce. A further 45.3% of *ngā tauwhiro* are working between 31 and 40 hours a week, on average, compared with 41.2% of the general Aotearoa workforce. While there is 19.3% of *ngā tauwhiro* working 30 hours or less on average a week, compared with 28.6% of the general Aotearoa workforce.

Figure 4.2: Average weekly hours worked by gender



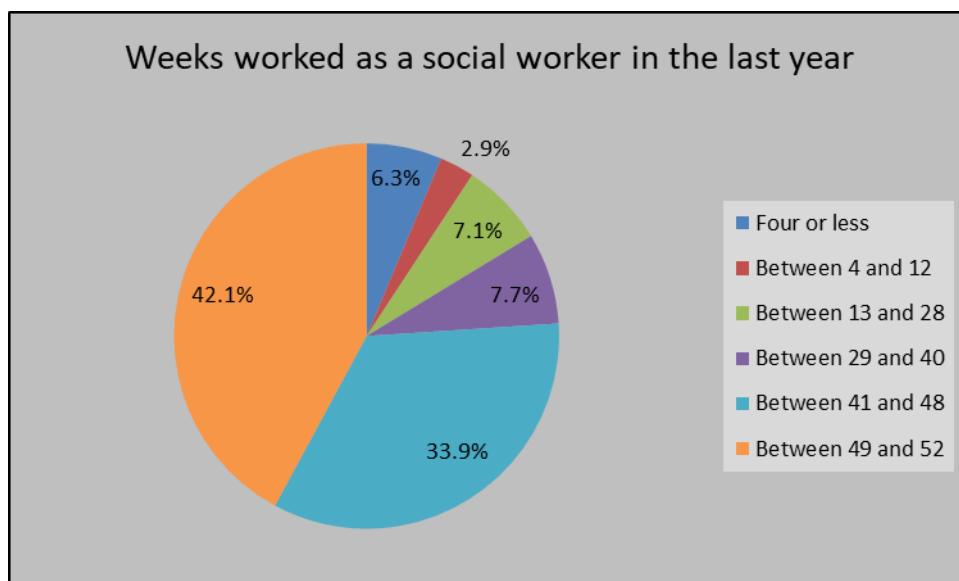
Dividing results from the survey up by the gender (Figure 4.2), we can see that 21.5% of female respondents worked 30 hours or less a week, compared to 7.2% of male respondents. 44.6% of female respondents worked between 31 and 40 hours a week, compared to 49.3% of male respondents, and 33.9% of female respondents worked at least 41 hours, on average, a week, compared to 43.5% of male respondents. It is important to note that the respondent was not necessarily paid for all the hours of *mahi* respondents indicated they do a week.

Figure 4.3: Average hours respondents worked weekly by employer



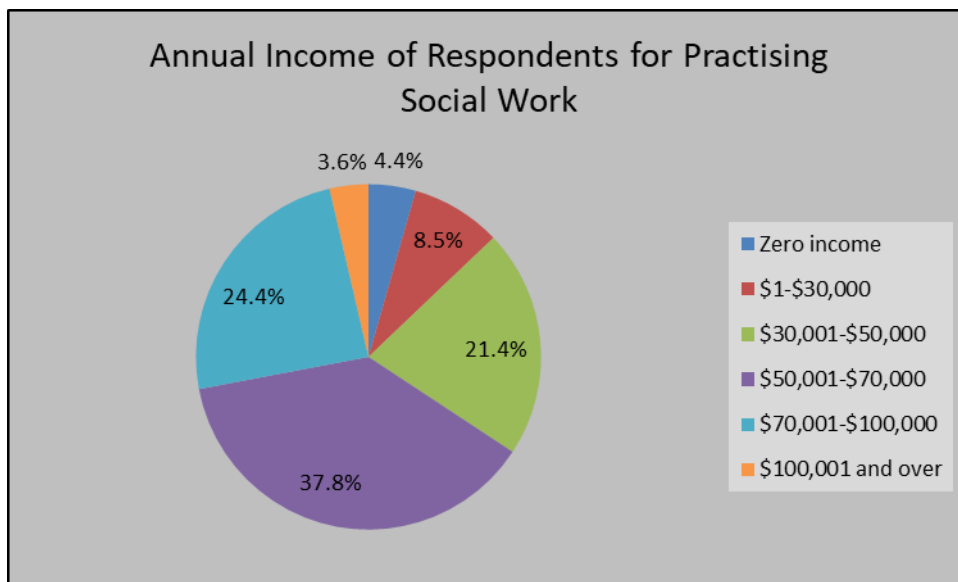
Breaking this same data down by employer paints a different story (shown in Figure 4.3). There is a much higher proportion of those employed at Oranga Tamariki, 54.1% of respondents work 41 or more hours a week, compared with 28.2% of those employed at a DHB and 31.2% employed in an NGO. Respondents employed at a DHB or NGO are more likely have worked less hours weekly on average over the past 12-months, with 20.6% of respondents employed at a DHB working 30 hours or less a week. Of those employed at an NGO, 18.8% indicated they do 30 hours or less of *mahi* a week. This is compared with 6.1% of those employed at Oranga Tamariki. The majority of DHB employed respondents do 31 to 40 hours of *mahi* at their employer a week, at 51.2%. For the NGO employed respondents, 50% work 31 to 40 hours a week. This is compared with 39.8% of Oranga Tamariki employed respondents.

Figure 4.4: Weeks worked as a social worker in the last year excluding leave



As well as the high number of hours of *mahi ngā tauwhiro* are completing a week, Figure 4.4 shows that 42.1% of respondents reported they worked between 49- and 52-weeks in the past 12-months, meaning this almost half of the respondents did not take a minimum of 4 weeks leave in the past 12-months. A further 33.9% of the respondents completed between 41- and 48-weeks of *mahi* in the past 12-months.

Figure 4.5: Annual income of respondents for practising social work



Moving from the number of hours and weeks of *mahi* our *ngā kaimahi* are doing on average, this section looks at the annual income. Of those who responded to the survey, 3.6% reported their annual income is at least \$100,001. This compares to 5.9% of the total population of Aotearoa in the 2013 Census (StatsNZ, 2018). Of the survey respondents, 24.4% reported they earn between \$70,001 and \$100,000, compared to 7.8% of the Aotearoa population. 37.8% earned between \$50,001 and \$70,000, compared to 13% of the Aotearoa population. 21.4% of the survey respondents and the population of Aotearoa earn between \$30,001 and \$50,000. With 8.4% of respondents and 43.4% of the population of Aotearoa earning between \$1 and \$30,000, and 4.4% of respondents and 7.9% of the total population of Aotearoa not earning an annual income. The breakdown of the annual income of *ngā tauwhiro* is shown in Figure 4.5.

Figure 4.6: Annual income of respondents by gender

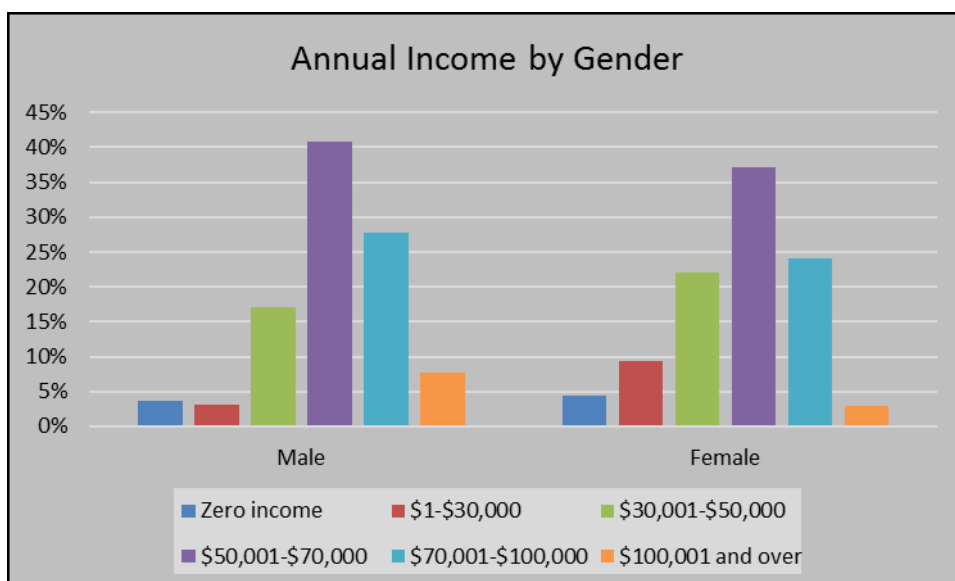


Figure 4.6 shows the gendered pay gap for *ngā tauwhiro* in the Aotearoa social work profession. Male respondents, on average, had a higher annual income than female respondents. Of the male respondents 7.6% earn over \$100,001 annually, compared to 3% of female respondents. Of the survey respondents who had an annual income from social work employment, 20.2% of male respondents earned \$50,000 or less, compared to 31.4% of female respondents. Male social work respondents earned, on average, more than their female counterparts. This is in alignment with the Public Service Association’s (PSA, 2014) briefing to the government regarding the gender pay gap in the public and community sectors. This survey also identified a pay gap based for various age groups of *ngā tauwhiro*, as shown in figure 4.7. *Ngā tauwhiro* aged 30 or younger are the most likely to be earning less than \$70,000 annually at 94.7%. This is compared with 81.4% of 31 to 40-year olds, 71.1% of 41 to 50-year olds, 69.5% of 51 to 60-year olds, 60.7% of 61 to 70-year olds, and 83.8% of those aged 71 or older. For *ngā tauwhiro* who responded to this survey, the proportion of those on higher income increases with age, for those 70 or younger. For respondents aged between 20 and 30, 38.9% earn between \$30,001 and \$50,000, and a further 44.2% earn between \$50,001 and \$70,000. For *ngā tauwhiro* aged between 31 and 40, the largest proportion earns between \$50,001 and \$70,000 at 41.3%. The second two largest groups in the 31 to 40 age group earn between \$30,001 and \$50,000 and \$70,001 and \$100,00 at 25.9% and 16.6% respectively. For older age groups the percentage earning between \$50,001 and \$70,000 decreases, while the percentage earning \$70,001 or more increases. Finally, Figure 4.8 explores the differences in annual income by different employers. Of the Oranga Tamariki employed *ngā tauwhiro* respondents, 48.6% earn between \$70,001 and \$100,000 annually, and a further 6.4% earn \$100,001 or more annually. This is compared with 30% and 1% at DHBs and 8.6% and 1.4% at NGOs respectively. For the DHB employed respondents the highest proportion earn between \$50,001 and \$70,000 at 48%, with a further 12.3% earning between \$30,001 and \$50,000. Compared to the NGO employed respondents, where the highest proportion earns between \$30,001 and \$50,000 at 40.8%, with a further 37.4% earning between \$50,001 and \$70,000. For Oranga Tamariki respondents 33% earn between \$50,001 and \$70,000, and 7.7% earn between \$30,000 and \$50,000. This is an important consideration, with the recently announced pay equity settlement for Oranga Tamariki *ngā tauwhiro* as Oranga Tamariki *ngā tauwhiro* already have the highest annual income, according to the results of this survey.

Figure 4.7: Annual income by age

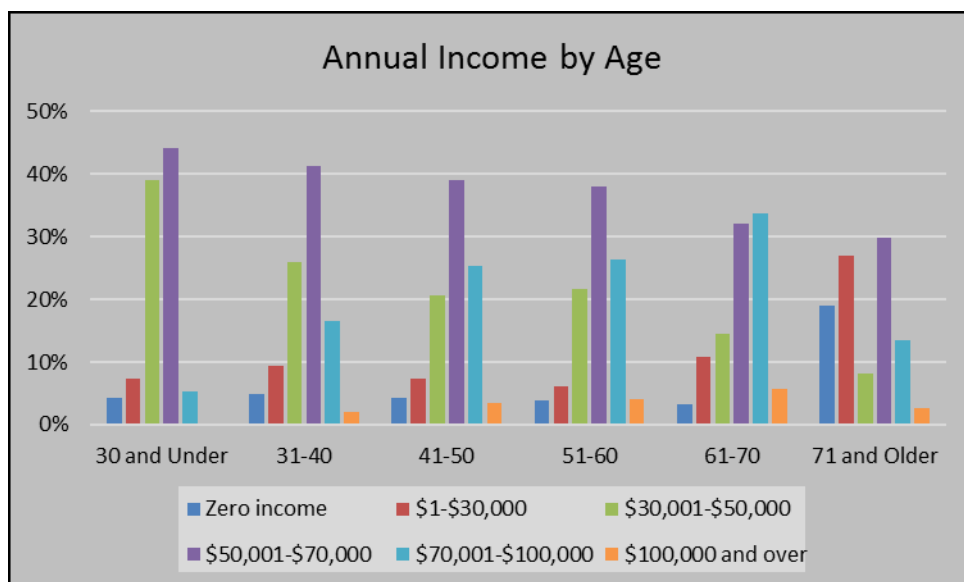
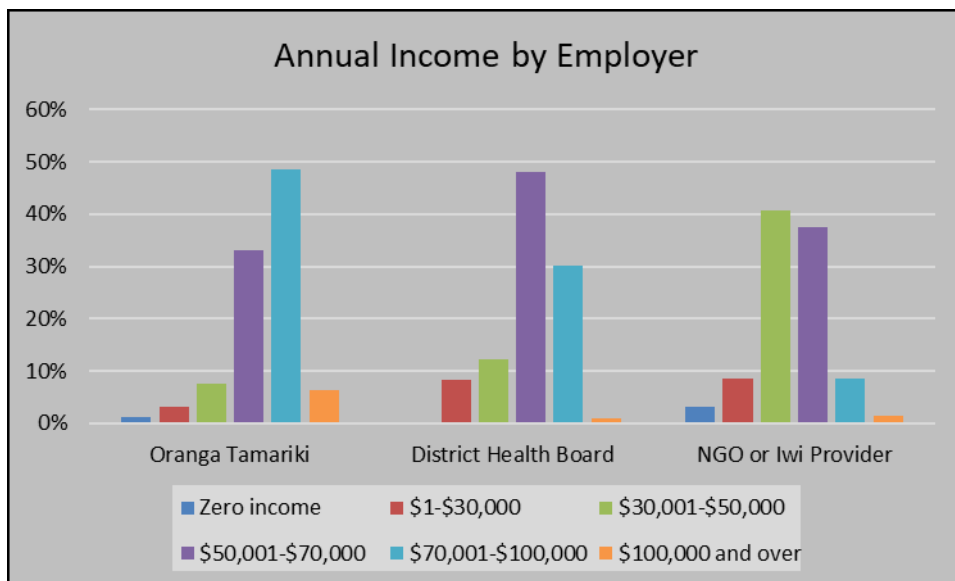
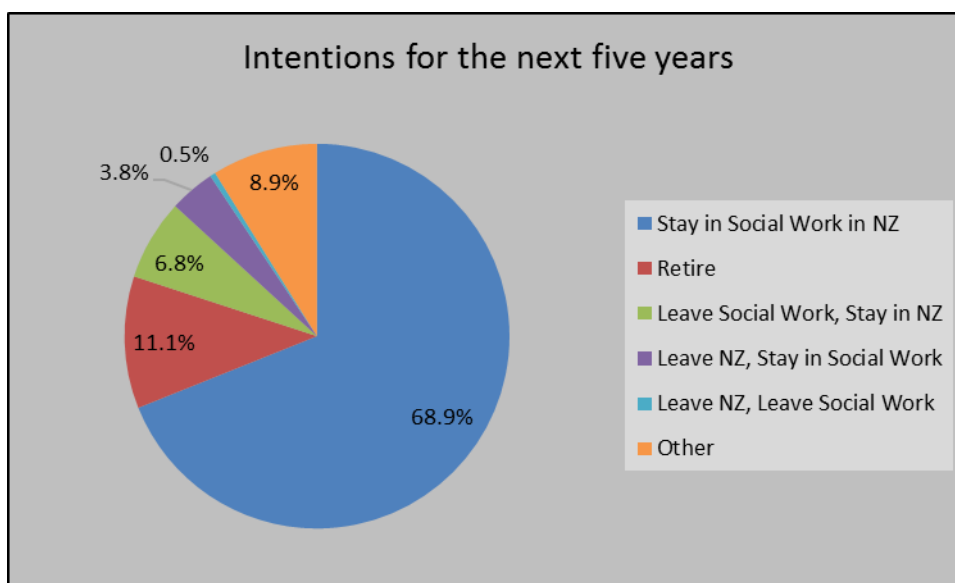


Figure 4.8: Annual income of respondents by employer



SECTION 5. THE NEXT FIVE YEARS

Figure 5.1: Intentions of respondents for the next five years



Understanding the intentions of the *ngā tauwhiro* in our workforce is important for the future of social work in Aotearoa. One question in the survey asked respondents to outline their intentions for the next 5 years. The responses from this question are shown in Figure 5.1. The majority are planning on remaining in the profession, at 68.9%. However, that leaves 31.1% who are considering leaving the Aotearoa social work profession. 11.1% of the respondents report they are considering retirement, 7.3% reported they are planning on leaving the social work profession, and a further 3.8% reported they are planning on remaining in the social work profession but moving overseas. 8.9% of respondents selected 'other' to type in their answer for this question. The "other" answer was mainly used to state the *tauwhiro* is unsure about their intentions, has already retired, or is planning to reduce their hours. 23.5% of the respondents who selected other (2.1% of the total respondents) identified they were currently unsure. If these results are similar across the entire profession of *ngā tauwhiro*, then this could identify an area of concern, that around 30% of our workforce is considering leaving the profession.

Figure 5.2: Intentions for the next five years by gender

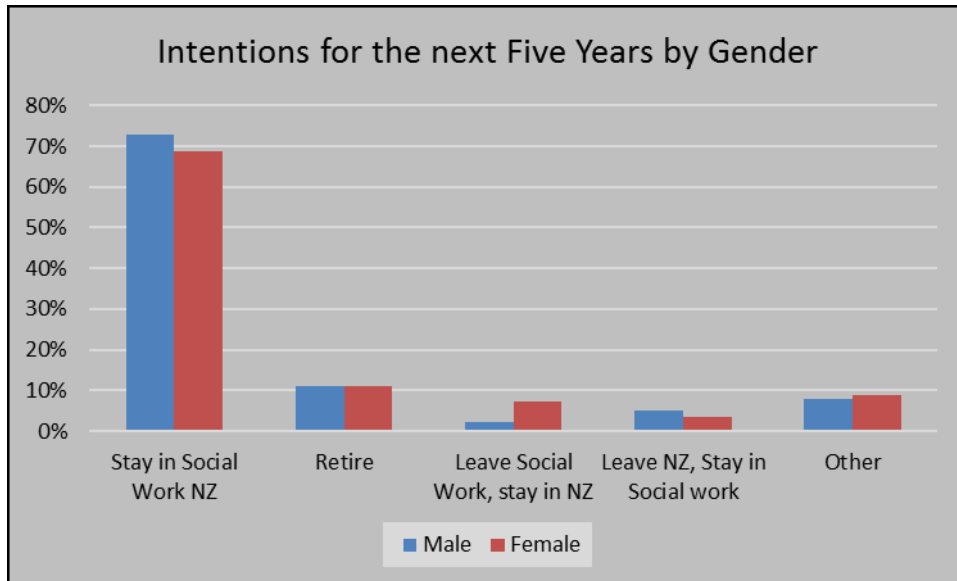
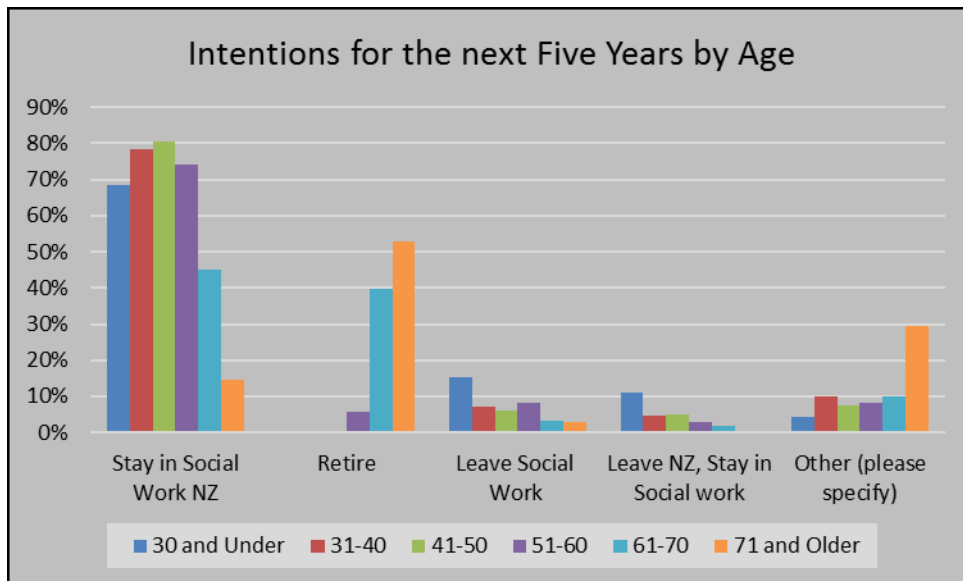


Figure 5.2 shows that gender has an impact on one's decision for the next five years, with a 4.1% difference in planning to remain in the Aotearoa social work profession from male *ngā tauwhiro* to female *ngā tauwhiro*.

Figure 5.3: Respondents intentions for the next five years by age



Age also has a significant impact on what our *ngā kaimahi* are planning on doing in the next five years. Figure 5.3 highlights this. The increase in retirement with age is unsurprising, but what is surprising is the lower percentage of *ngā tauwhiro* considering leaving the Aotearoa social work profession aged 30 or younger, than those aged between 31 and 60.

Figure 5.4: Intentions of respondents for the next five years by employer

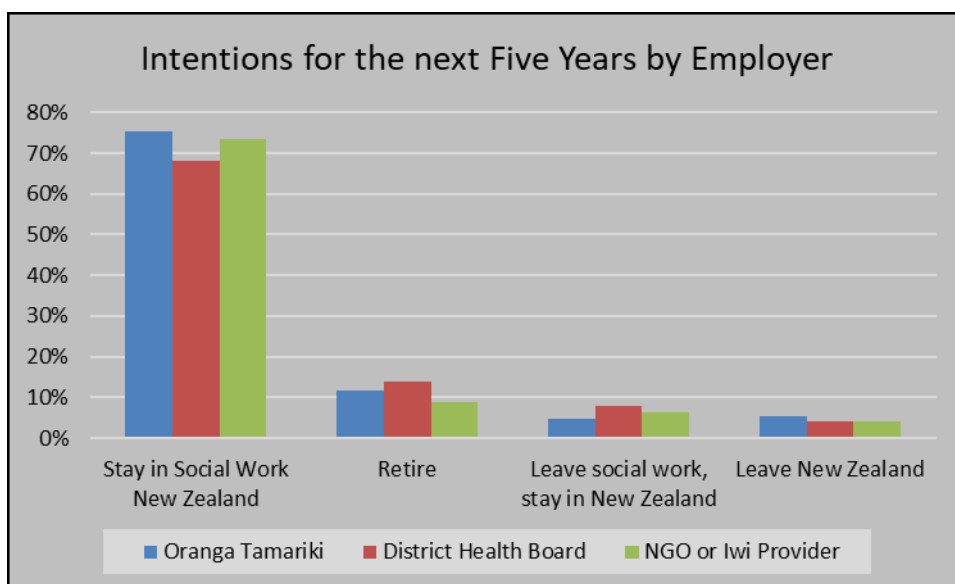
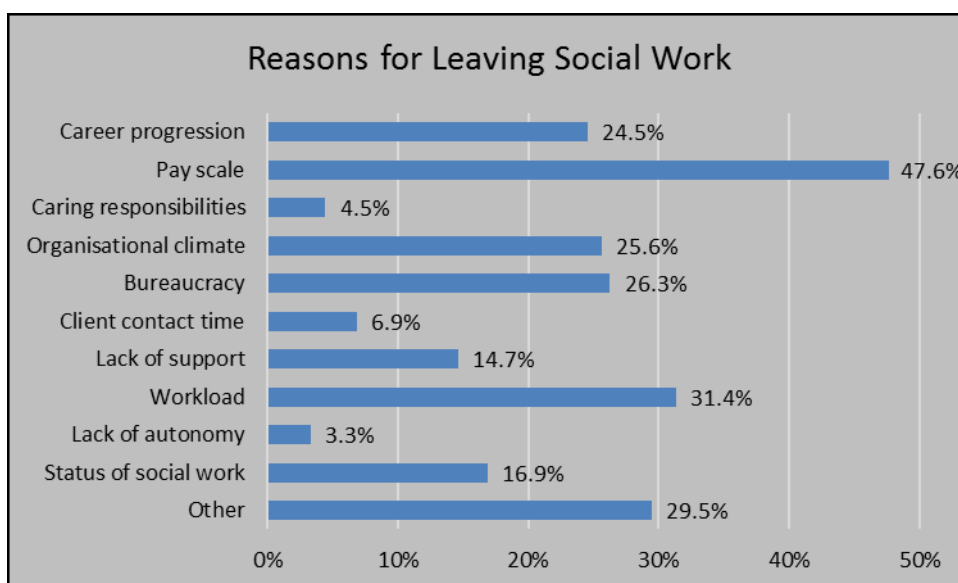


Figure 5.4 shows that there is little difference with intentions for the next 5 years across the three main employers of *ngā tauwhiro* in Aotearoa. DHB *ngā tauwhiro* are more likely to be considering retiring than NGO and Oranga Tamariki *ngā tauwhiro* and are also more likely to be considering leaving the workforce but remaining in Aotearoa.

Figure 5.5: Reasons respondents identified in their consideration of leaving the social work profession



Following stating their intentions for the next five years, *ngā tauwhiro* who responded that they were considering leaving the profession were asked to identify the key reasons for this decision. This was done by selecting three of the available options, there was an 'other' option, where participants could write in their own answer (29.5% of respondents to this question used this as one of their 3 options). Figure 5.5 shows the respondents answers. The top two answers, by quite a margin, were the pay scale, at 47.6%, and the workload at 31.4%. 29.5% of the respondents to this question selected other to write in their own answer, of this group 26.5% (or 7.8% of the respondents to this question) stated it was none of these reasons, they were just planning on retiring.

Figure 5.6: Reasons respondents had for considering leaving social work by gender

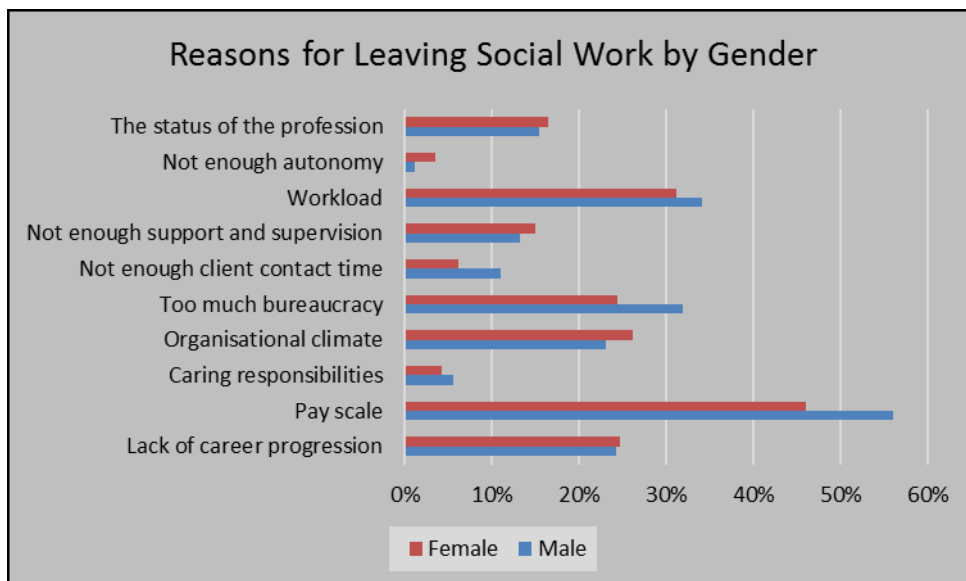


Figure 5.6 highlights the difference between male and female *ngā tauwhiro* who are considering leaving the Aotearoa social work profession. Male respondents were more likely to be considering leaving due to the pay scale (56% compared to 46%), the workload (34.1% compared to 31.1%), the levels of bureaucracy (31.9% compared to 26.2%), and a lack of client contact time (11% compared to 6.1%). Female respondents were more likely to be considering leaving the profession the organisational climate (26.2% compared to 23.1%), the status of the profession (16.4% compared to 15.4%), and a lack of autonomy (3.4% compared to 1.1%).

Figure 5.7: Reasons respondents are considering leaving social work in New Zealand by age

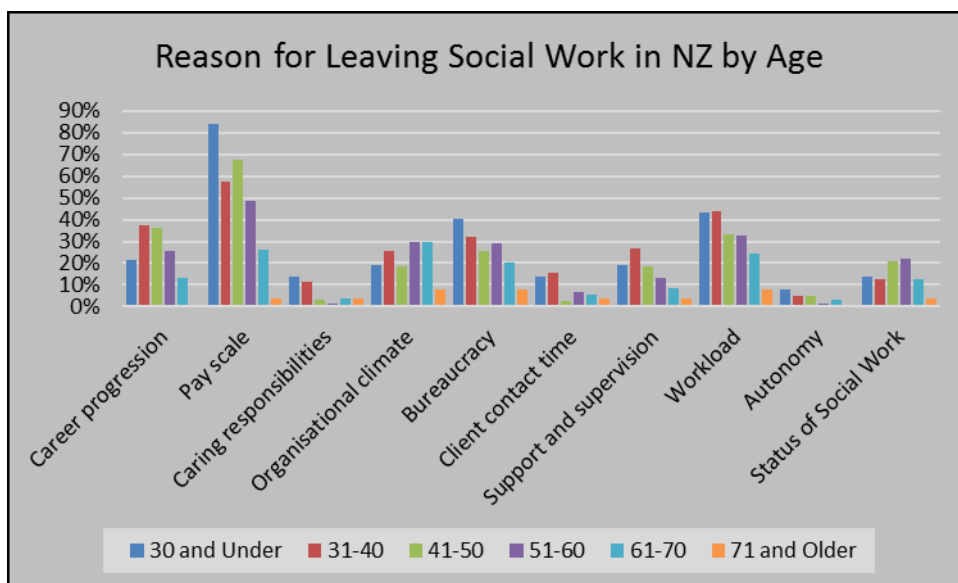


Figure 5.7 shows this data set broken down by age. The key reason for respondents aged between 20 and 60 is the pay scale. For *ngā tauwhiro* aged between 20 and 40 and those between 51 and 60, workload is the second main reason they are considering leaving the social work profession in Aotearoa. A lack of career progression is the third most common reason for respondents aged between 31 and 40 to be considering leaving the social work profession in Aotearoa. While for those between 41 and 50, career progression is the second most common reason, and workload is third. Levels of bureaucracy, a lack of support and supervision, the organisational climate, and

the status of social work are all also common reasons *ngā tauwhiro* who responded to the survey are considering leaving the social work profession in Aotearoa. Younger *ngā tauwhiro* (aged 40 or younger) are more likely to be considering leaving the social work profession in the next five years for caring responsibilities than those aged 40 or older.

Figure 5.8: Reasons respondents aged 30 or younger are considering leaving social work in New Zealand

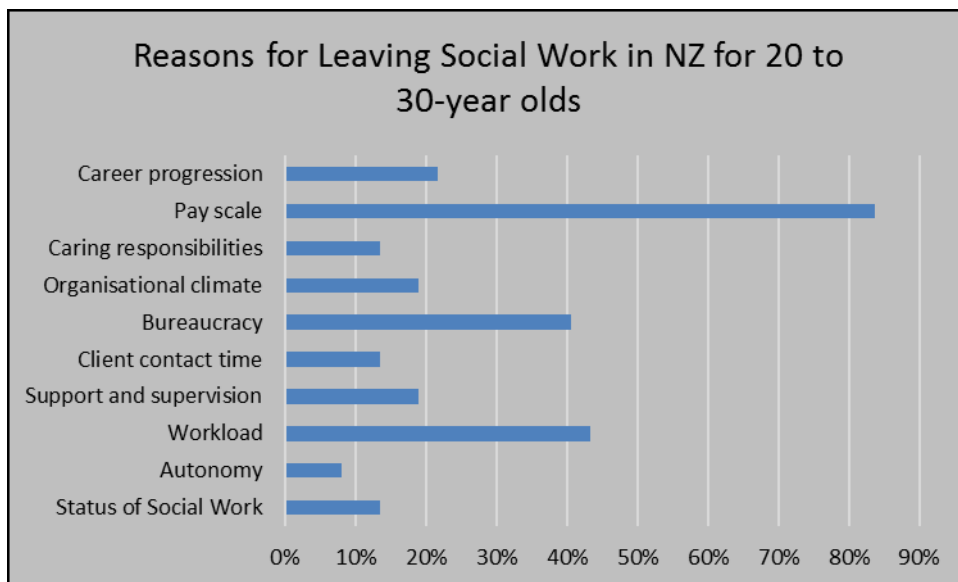


Figure 5.8 breaks down the responses of those aged between 20 and 30 years of age. This is because only 68.5% of *ngā tauwhiro* in this age bracket who responded are considering staying in the social work profession in Aotearoa. Looking at Figure 5.8 it is clear that the pay scale is the key reason for this, at 83.8%, followed by workload at 43.2% and the levels of bureaucracy at 40.5%.

Figure 5.9: Reasons respondents are considering leaving social work in Aotearoa by employer

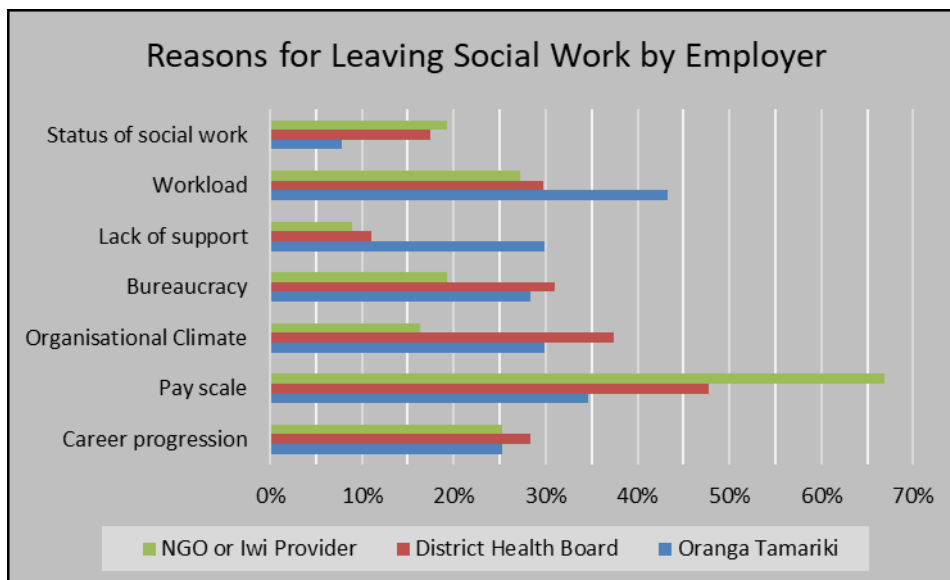


Figure 5.9 shows this data broken down by employer. For NGO and DHB employed respondents the key reason is the pay scale, with 66.8% of NGO employed respondents indicating this as one of the key reasons, and 47.7% of the DHB employed respondents. This is compared to 34.7% of Oranga Tamariki employed social workers. For Oranga Tamariki, the workload was the key reason for this

consideration at 43.3% of respondents who are considering leaving the social work profession in Aotearoa choosing this as one of their three reasons for considering leaving. For NGO employed respondent's workload was the second most common answer at 27.2%, and for DHB employed respondents their workload was not in the top three, at 29.7%. Career progression was relatively even across the three groups of employers at 25.3%, 28.4%, and 25.2% for respondents employed at an NGO, a DHB, and Oranga Tamariki respectively.

GLOSSARY

Kaimahi	Worker
Kiritaki	Service users
Mahi	Work
Rangatahi	Youth or young people
Tauwhiro	Social Worker
Whakataukī	Proverb

LIST OF ABBREVIATIONS

APC	Annual Practising Certificate
DHB	District Health Board
NGO	Non-government organisation
PSA	Public Service Association
RSW	Registered Social Worker
SWRA	Social Workers Registration Act 2003
SWRB	Social Workers Registration Board

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