

## Fact Sheet:

### ANZASW Recertification of Competency Assessment April 2011

There appears to be a perception that ANZASW's assessment for recertification of competency is more complex and onerous than the SWRB process. We believe this is based on an historic picture and does not reflect the current process. This fact sheet compares the two processes.

Question	ANZASW	SWRB
<b>Cost</b>	Free if membership has been maintained since last assessment	\$153.32
<b>Personal contact details</b>	yes	Yes
<b>Applicant Declaration</b>	yes	yes
<b>Manager</b>	Short Declaration	Short Declaration
<b>Professional Supervisor</b>	Reference	
<b>Colleague</b>	Reference	Short Declaration
<b>Client</b>	Reference	-
<b>Practice standards</b>	Reflection and example against each ANZASW Practice Standard	Reflection and example against each Core Competence
<b>CPD log</b>	yes	yes
<b>Upheld complaints in last 5 years</b>	yes	-

### ANZASW Process

1. Manager's reference is a simplified short declaration. This is not required for Private Practitioners
2. A case study is not required as part of the reflection on practice.
3. Supervision contract and job description for CYF staff are not required as these are standard documents across the organisation. Other large organisations could also apply for such approval.
4. References have been retained as feedback from members and supervisors because they provide valuable affirmation of, and insight into the practice of the member.
5. In relation to complaints about practice that have been upheld we are interested in the nature of the complaint and how it has influenced practice.

### Client Reference

- a. It remains the preference of ANZASW Competency Service for client references to be sought directly from the client, or the clients' family/whanau if it is not appropriate to go directly to the client (age, health status etc).
- b. However, there is recognition that there needs to be flexibility in this position and a "client" reference could be obtained from:
  - a. professionals that might be involved with client and or the family / whanau but aren't part of the social worker's regular network such as school teacher, Public Health Nurse, Counsel for the Child—ie: different to more regular colleagues who might more appropriately complete a collegial reference form.
  - b. a CYF caregiver or family caregiver;
  - c. Call Centre social workers can also use client satisfaction information for the purpose of client reference, or feedback from their call centre's supervisors who have either listened into the call for the purpose of audit or who has received "client" feedback themselves about a worker.
- c. Research has shown that children and young people are capable of giving feedback as are adults, providing it is requested in a sensitive, respectful fashion. Young people are asked their opinions all the time, in courts, by the police, by social workers.

## Managers & Supervisors

It is appropriate for Supervisors and Managers to obtain client references from their Supervisees (i.e. social workers in this instance) or staff who are their clients. Supervisors and Managers should consider including a reference from outside their agency or direct social work team (eg. Representative from a community organisation they liaise with) to ensure not all the references come from inside their organisation.

Managers without direct reports might consider other professionals who they provide professional advice to.

## Recertification process

The recertification process takes 4 – 6 weeks once the completed portfolio is received.

## Recertification Requirements

Members are required to present for Recertification of Competence to Practice Social Work every five years and this should be completed within three months of the expiry date of their previous Certificate of Competency.

Registered Social Workers must hold an Annual Practicing Certificate which requires them to also hold a current Certificate of Competency. Recertification of the Certificate of Competency can be completed between 4 years nine months and 5 years 3 months from the date of the issuing the previous Certificate of Competency.