

Chapter 3 The Code of Ethics of ANZASW

<p>3. The Code of Ethics of the Aotearoa New Zealand Association of Social Workers</p>	<p>3. Te Tauā ki Tikanga o Te Rōpū Kaimahi toko i te Ora i Aotearoa</p>
<p>PrefaceThis Code of Ethics is founded on the guidelines enumerated by the International Federation of Social Workers, as set out in Chapter Four, sections 4 and 5 in this book. In addition, and in keeping with the Objects of ANZASW, the Code also recognises the unique constitutional foundation of the articles of Te Tiriti o Waitangi. Membership of the Association brings with it an obligation to study, incorporate into professional practice, adhere to and promote this Code.</p>	<p>He kupu whakatakiI ahu mai tēnei Tauākī Tikanga i ngā tohutohu e whakaatuhia ana e te Huihuinga Kaimahi toko i te ora o te Ao [IFSW]. Ka kitea tēnei ki te Wāhanga Tuawha – ki ngā wāhi 4 me te 5 o tēnei pukapuka. Kia whai tonu atu i ngā Whāinga o ANZASW, ka whakaae atu tēnei Tauākī Tangata ki te kōrero ahurei o ngā wāhanga o te Tiriti o Waitangi. He kawenga tō ia mema o te Rōpū nei, kia ako, kia whakamahi, kia mau, kia whakanui hoki i tēnei Tauākī Tikanga.</p>
<p>1 Responsibility for Te Tiriti o Waitangi-based Society</p> <p>1.1 In all relationships with Tangata Whenua, members make ethical decisions and stand by these, in accordance with this Code.</p> <p>1.2 Te Tiriti o Waitangi is a required subject in the education of members both upon entry into social work and ongoing. This includes a knowledge and understanding of their own ethnicity and the Tangata Whenua and Tauīwi histories of Aotearoa New Zealand.</p> <p>1.3 Ideally, members will work with agencies and organisations whose policies, procedures and practices are based on Te Tiriti o Waitangi, and actively and constructively promote change in those agencies and organisations that operate from a mono-cultural base.</p> <p>1.4 Appropriate social work requires members to seek to understand differing Tangata Whenua perspectives. Members and social service agencies and organisations respect these differences and at all times avoid imposing monocultural values and concepts on Tangata Whenua.</p> <p>1.5 Mono-cultural control over power and resources must be relinquished so that Tangata Whenua can achieve Tino Rangatiratanga. Members relinquish control over their discretionary power and those resources available, so far as that is appropriate within the realities of their workplace.</p> <p>1.6 Members actively promote the rights of Tangata Whenua to utilise Tangata Whenua social work models of practice and ensure the protection of the integrity of Tangata Whenua in a manner which is culturally appropriate.</p> <p>1.7 Members accept the responsibility of their status and are actively anti-racist in their practice.</p>	<p>1 Ko ngā kawenga mō te hapori e mau ana ki ngā tikanga o te Tiriti O Waitangi</p> <p>1.1 I roto i ngā mahi me ngā whakataunga katoa me ngā Tangata Whenua, me mau ngā kaimahi toko i te ora ki ngā wāhanga katoa o tēnei Tauākī Tikanga.</p> <p>1.2 Uru atu ana te tangata ki ngā mahi toko i te ora, me mātua mōhio ia ki ngā akoranga e pā ana ki te Tiriti o Waitangi, he wāhanga whakangungu anō tēnei mōna. Me mōhio hoki ia ki tōna ake iwitanga me ngā kōrero o nehe mō Aotearoa mai i ngā Tangata Whenua me Tauīwi hoki.</p> <p>1.3 Ka mahi tahi ngā kaimahi toko i te ora ki ngā whakahaere e whai ana i te Tiriti o Waitangi hei tūāpapa mō ā rātou kaupapa here, ā rātou tikanga, me ā rātou mahi, kia tīni ngā āhuatanga whakahaere o ērā e mahi ana i raro i te tikanga tōtahi.</p> <p>1.4 Kia tōtika ai tāna mahi, me whai māramatangata e te kaimahi toko i te ora ki ngā tirohanga rerekē a ngā Tangata Whenua. Me whakaute ēnei tirohanga motuhake e ngā kaimahi toko i te ora me ngā whakahaere tuku mahi, ā, kia kaua e utaina ngā uara me ngā ariā tikanga tōtahi ki ngā Tangata Whenua.</p> <p>1.5 Kia wewete ai ngā here tāmi, me mātua tuku atu i te mana whakahaere tikanga tōtahi me ngā rawa, kia tino rangatira anō ai te Tangata Whenua. Ka tuku atu ngā kaimahi toko i te ora i ngā mana whakahaere me ngā rawa e taea ana, e tika anō hoki i raro i ngā āhuatanga o ngā mahi nei.</p> <p>1.6 Ko te whāinga o ngā kaimahi toko i te ora, kia whakanui i ngā mana o te Tangata Whenua, kia whakatinana i ngā tauira mahi toko i te ora o te Tangata Whenua tonu, kia pūmau tonu te mana me ngā tikanga a te Tangata Whenua, i roto anō i ngā āhuatanga e tika ana.</p> <p>1.7 E whakaae ana ngā kaimahi toko i te ora ki te kawenga o tēnei tūranga, me te mea nei ka tukua atu ko ngā tikanga kaikiri i roto i ēnei mahi katoa.</p>
<p>2 Responsibility to the Wider Community</p>	<p>2 Ko ngā kawenga ki te hapori whānui</p>

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<p>2.1 Members accurately inform the wider community about the services that they offer, and do not misrepresent their knowledge, skills, statutory status, training, qualifications and experience.</p> <p>2.2 From the private troubles they encounter with clients, members encourage the growth and disciplined use of all forms of knowledge that:</p> <ul style="list-style-type: none"> • identify and analyse private troubles and public issues • inform society at large about social injustice, and • inform and enable social workers to effectively carry out their role and function. <p>2.3 Members advocate social justice and principles of inclusion and choice for all members of society, having particular regard for disadvantaged minorities. They act to prevent and eliminate discrimination against any person or group based on age, beliefs, culture, gender, marital, legal or family status, intellectual, psychological and physical abilities, race, religion, sexual orientation, and social or economic status.</p> <p>2.4 To this end, members promote socially just policies, legislation, and improved social conditions, that encourage the development and just allocation of community resources. They also act to ensure that everyone has access to the existing resources, services and opportunities that they need.</p> <p>2.5 Members encourage public participation in the development of and decision making about social policies and structures.</p> <p>2.6 Members engage in constructive action to change the structures of society that create and perpetuate injustice. They respect the law, whilst working towards change in any laws that disadvantage clients or other members of the community.</p> <p>2.7 Members never directly or indirectly support individuals, groups, political forces or power structures using violence, terrorism, torture or similar means.</p>	<p>2.1 Kia tika ngā kōrero ka tukuna e te kaimahi toko i te ora ki te hapori whānui e pā ana ki ā rātou ratonga, ō rātou mātauranga, pūkenga, akoranga, tautohitotanga hoki.</p> <p>2.2 Ka whai wheako ngā kaimahi toko i te ora mai i ngā mahi tūmataiti ki āna kiritaki. Heoi ko tā te mahi a te kaimahi toko i te ora he whakanui ake i ēnei wheako, me tēnei mātauranga, ā, kia āta whakamahi hoki:</p> <ul style="list-style-type: none"> • kia mōhio ai ia ki ngā āhuatanga e pā ana ki ngā whakararu tūmataiti me ngā take tūmatanui, ā, kia āta wāwāhi hoki i ēnei take. • kia whakamōhio atu i te hapori whānui ki ngā āhuatanga pāpori kāore e tika ana, • kia tōtika ai ngā mahi a te kaimahi toko i te ora. <p>2.3 Me whakatenatena ngā kaimahi toko i te ora i te tōkeke pāpori, i te whaiwāhitanga, i te mana kōwhiri hoki mō ngā tāngata katoa o te hapori whānui, ōtirā ake, mō ngā iwi itinga e noho whakatiki ana. Ko tā te kaimahi toko i te ora kia mutu ake ai, kia whakakore atu hoki i ngā mahi aukati i te tangata, i tētahi rōpū rānei mō te pakeke, te whakapono, te tikanga ahurea, te tangatatanga, te āhuatanga moe tangata, te mana o te whānau, te mōhioatanga, te āhua o te hinengaro, te taha tinana, te iwitanga, te hāhitanga, te hōkakatanga, te tūranga ohaoha, pāpori rānei te take.</p> <p>2.4 Kia tutuki i tēnei whāinga, ka whakatītina ngā mahi me ngā ture me ngā āhuatanga pāpori pai, e akiaki ana i te whakawhanaketanga o ngā rawa me te whakarato tika i aua rawa. Mā tēnei anō hoki ka whai wāhi ngā tāngata katoa ki ngā rawa, ki ngā ratonga, ki ngā āheitanga hoki e tika ana mō rātou.</p> <p>2.5 Ka whakatītina e ngā kaimahi toko i te ora te whai wāhitanga atu o te hapori whānui katoa ki ngā mahi whakatūkaupapa, ki ngā mahi whakatau hoki mō ngā kaupapa pāpori.</p> <p>2.6 Me mātātoa te whai a ngā kaimahi toko i te ora kia tīni i ngā āhuatanga e whakanui ana, e whakapūmau ana i ngā āhua tūkinō. Ka whai tonu ngā kaimahi toko i te ora i ngā ture, engari mō ērā ture e whakatiki ana i te kiritaki, i ētahi atu tāngata rānei o te hapori whānui, ko te mahi kia tīni i ngā ture kia pai ake.</p> <p>2.7 E kore ngā kaimahi toko i te ora e tautoko i ngā tāngata, ngā rōpū, ngā mana tōrangapū, mana aha rānei, mā te mahi tūkinō, te mahi whakatumatuma, te mahi whakamamae, i tētahi atu mahi kinō rānei.</p>
<p>3 Responsibility to Clients</p> <p>3.1 Within the context of their legal obligations, members always acknowledge that client interests and welfare are their first priority, and work accordingly.</p> <p>3.2 Members respect the worth and dignity of clients, and work in non-discriminatory ways that</p>	<p>3 Ko ngā kawenga ki ngā kiritaki</p> <p>3.1 I runga i ngā here a te ture, ka whakaae ngā kaimahi toko i te ora ko te oranga me ngā painga o te kiritaki te kaupapa matua hei whai atu.</p> <p>3.2 Ka whakaute ngā Kaimahi Toko i te Ora i te mana ake o āna kiritaki. Ahakoa te pakeke, te whakapono, te</p>

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acknowledge the age, beliefs, culture, gender, marital, legal or family status, intellectual, psychological and physical abilities, race, religion, sexual orientation, and social and economic status of clients.

3.3 The Association recognises the right of Tangata Whenua clients to have a Tangata Whenua worker. Ideally, members and their agencies ensure that Tangata Whenua clients have access to Tangata Whenua workers at all levels. If no Tangata Whenua worker is available, appropriate referral may be made if that is requested by the client.

3.4 A member's moral position or religious convictions do not override their duty to ensure client independence. They will maintain professional objectivity, advise clients of any potential and relevant personal, moral or religious conflict, and if indicated, offer appropriate referral to another social worker.

3.5 Members do not abuse their relationship with clients for personal, professional, political, financial, or sexual gain. Sexual relationships with clients, supervisees and/or students are unethical. Neither do members encourage or engage in sexual intimacy, either during the time of that professional relationship, or for that subsequent period of time during which the power relationship could be expected to influence personal decision making. It always remains the responsibility of the member, as a social worker, to maintain appropriate boundaries. It is not appropriate to terminate a professional relationship in order to facilitate an intimate relationship with a client, student or supervisee. A sexual relationship, sexual contact or any other form of sexual behaviour between a member and a client is never a valid form of therapy or assistance.

3.6 Members neither sexually harass clients; nor condone sexual harassment by others.

3.7 Members must fully inform clients of the services they offer and the nature of any proposed involvement. It is important to obtain a client's informed consent to participate in any service offered. Members are responsible to fully inform clients of their rights, and of avenues for complaints they may have about the services provided, or the meaning and consequences of any statutory compulsion (see Section 3.9).

3.8 In relation to social work with Tangata Whenua clients, members:

- have a responsibility to acknowledge and support the whānau as the primary source of protection of the integrity of its family members
- recognise the right of the whānau to make its own decisions, and ensure that self determination occurs when it is within the member's power to do so, and
- work towards minimising legal and other forms of compulsion that impose mono-cultural solutions to Tangata Whenua issues and problems.

Members' professional practice promotes and

tikanga ahurea, te tangatatanga, te āhuatanga mārena, ngā āhuatanga whānau, te āhuatanga hinengaro, te taha tinana, te iwitanga, te hāhitanga, te hōkakatanga, me ngā āhuatanga noho, taha hoki a te kiritaki, ka whakanuitia ēnei āhua i roto i ngā mahi a te kaimahi toko i te ora.

3.3 E whakaae ana te Rōpū Kaimahi toko i te ora, ki te mana o te kiritaki Tangata Whenua kia whai i tētahi kaimahi toko i te ora, nō te Tangata Whenua tonu. Ka whakarite ngā whakahaere toko i te ora i ngā kaimahi Tangata Whenua i ngā taumata katoa, hei whaitanga atu mā te kiritaki mēnā e hiahiatia ana. Ki te kore e wātea tētahi kaimahi Tangata Whenua, me kimi atu te kaimahi e tika ana, mehemea e hiahiatia ana e te kiritaki.

3.4 Ahakoa ngā whanonga me ngā whakapono hāhi a te kaimahi toko i te ora, ko te mana motuhake o te kiritaki tonu te mahi nui. Me tōkeke tonu te ngaioatanga o te kaimahi toko i te ora, ā, me whāki atu ki te kiritaki, mēnā ka puta tētahi āhuatanga whakararu i te kaimahi me ana whanonga, whakapono rānei. Mēnā e hiahiatia ana e te kiritaki, me rapu kaimahi hou hei āwhina i te kiritaki.

3.5 Ka kore ngā kaimahi toko i te ora e tūkinu i āna kiritaki kia puta ai he hua mōna anō, arā, he hua ngaioatanga, he hua tōrangapū, he hua taha, he hua tōkai rānei. Kāore e tika ana te uru atu o te kaimahi toko i te ora ki te hononga tōkai me tana kiritaki, ngā tauira, ngā kaiwhakahaere hoki. E kore hoki e tika ana mō ngā kaimahi toko i te ora kia akiaki, kia uru atu rānei ki tētahi hononga tōkai i te wā e mahi ana ia ki tētahi kiritaki, i te wā hoki e taea tonutia ana e ia te whakaawe i taua kiritaki me ōna whakatau. Mā te kaimahi toko i te ora tonu e pūmau ki te whanonga e tika ana. Kāore i te tika te whakamutu atu i ngā mahi a te kaimahi toko i te ora kia taea e ia te hono atu ki tētahi kiritaki, ki tētahi tauira, ki tētahi kaiwhakahaere rānei. Kore rawa te hononga tōkai i waenganui i te kaimahi toko i te ora me tana kiritaki e tika ana hei maimoatanga, hei āwhinatanga rānei mō taua kiritaki.

3.6 Kāore ngā kaimahi toko i te ora e whakatīwheta tōkai i āna kiritaki, ā, kia kaua hoki e whakaae atu ki ngā mahi whakatīwheta tōkai a ētahi atu.

3.7 Me āta whakamōhio atu ngā kaimahi toko i te ora ki āna kiritaki he aha ngā ratonga e taea ana e ia, me te wāhi ki te kiritaki. Me whakaae te kiritaki ki tōna wāhi i ēnei ratonga. Mā ngā kaimahi toko i te ora anō hoki e whakamōhio atu ki āna kiritaki, he aha ngā mana tangata ka tau ki runga ki a ia, me te huarahi tuku whakapae mēnā kāore e pai ana tētahi āhuatanga ki a ia. Me mōhio hoki ia ki ngā hua me ngā tikanga mēnā ka whati ture. (Tirohia te wāhanga 3.9)

3.8 I ngā mahi toko i te ora ki te taha o ngā kiritaki Tangata Whenua, ko tā te kaimahi toko i te ora wāhi:

- He kawenga i runga i ngā kaimahi toko i te ora kia whakanui, kia tautoko anō hoki i te whānau, nā te mea koia te putaketanga o tēnei mea te whakaruruhau i te mana motuhake o te whānau me ōna tāngata katoa.
- Me whakatītina e te kaimahi toko i te ora, e tika ana mā te whānau tonu me ōna tāngata e kawē te mana

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<p>provides the opportunity for</p> <p>active participation by Tangata Whenua in all decision making.</p> <p>3.9 Members only participate in the use of compulsion when there is a clear professional justification for that course of action.⁶ Compulsion might be necessary to solve one party's problems at the expense of another's. In that situation, the member consults all parties before the use of compulsion commences. In the case of Tangata Whenua clients, members have a responsibility to consult with the client's whānau (or other Tangata Whenua authority as appropriate to the circumstances).</p> <p>3.10 Members work in ways that encourages and enables self determination by clients. If a client lacks capacity, or is otherwise unable to act with self determination, there is a duty to protect the client's rights and welfare.</p> <p>3.11 Professional accountability requires members to maintain accurate client records, and to take all reasonable steps to ensure the confidentiality of this information. The right of clients to see their records must be respected and advocated for by the member where access is difficult or denied. Care to preserve the privacy of others in those records is essential.</p> <p>3.12 Client integrity is preserved by maintaining client confidentiality; by members taking care to inform themselves on all relevant aspects of each client's situation; and by keeping the client informed.</p> <p>3.13 The following limitations to client confidentiality may exist:</p> <ul style="list-style-type: none">• Where a client is incapable of giving consent for any professional disclosure of her or his information, the member seeks consent from whoever legally represents the client's interests.• In an emergency, a decision to provide client information to responsible third parties may be in the client's best interests. In such an instance, it is the member's duty to fully inform the client as soon as is reasonable after the event of what information was divulged and to whom.• By the nature of their vocation, members are from time to time compelled by legislation or the Courts to disclose client information. That leads to a duty to inform the client of potential limitations to confidentiality.• A member may conclude that the client or someone else (such as a child) may be endangered or harmed by non-disclosure. In any event where disclosure of client information is critically indicated, it should only be done after consultation with a supervisor or colleagues. <p>3.14 Where it is necessary to disclose client information, only the minimum required for the</p>	<p>whakatau mēnā ka taea e rātou,</p> <ul style="list-style-type: none">• Ko tāna e whai ana ko te whakakorengia o ngā ture me ērā atu here, e tau ai te tikanga tōtahi ki ngā kaupapa o te Tangata Whenua I roto i tāna mahi ngaiotanga me whakatītina e ngā kaimahi toko i te ora kia whai wāhi atu te Tangata Whenua ki ngā mahi whakatakoto kaupapa katoa. <p>3.9 Mēnā e tika ana i raro i ngā āhua ngaiotanga, me pūmau te kaimahi toko i te ora ki te here hei huarahi whāinga māna.⁶ Tērā pea, ko te here hei whakatau i ngā raruraru a tētahi, otirā ka utaina te whakararu ki tētahi atu. I tēnā tūāhua, me whakawhiti kōrero te kaimahi toko i te ora ki ngā tangata katoa e whai wāhi ana ki tēnei take i mua i te tīmatanga o ngā mahi here. Mō ngā kiritaki nō te Tangata Whenua, me toro atu hoki ngā kaimahi toko i te ora ki te whānau o te kiritaki (ki tētahi atu mana whakahaere rānei nō te Tangata Whenua e tika ana i runga i ngā āhuatanga o te kaupapa).</p> <p>3.10 Ko ngā whāinga o ngā kaimahi toko i te ora, kia tū rangatira ai āna kiritaki. Ki te kore e taea e te kiritaki tōna ake mana rangatiratanga te kawe, mā te kaimahi toko i te ora ia e tiaki.</p> <p>3.11 Me pupuri tika e te kaimahi toko i te ora, ngā tuhinga kōrero katoa e pā ana ki āna kiritaki. Me noho matatapu tonu ēnei kōrero. Me noho wātea ngā tuhinga kōrero nei ki te kiritaki ahakoa ngā tairo e karo ana i tēnei āheitanga. Me matatapu ngā kōrero a tētahi atu.</p> <p>3.12 Me āta tiaki e te kaimahi toko i te ora te ngākau tapatahi o te kiritaki, āra, me pūmau te matatapu; me kimi mōhiotanga e pā ana ki ngā āhuatanga katoa o te kiritaki; me tuku mōhiotanga hoki ki te kiritaki.</p> <p>3.13 Mēnā ka puta ēnei āhuatanga kāore pea e tika ana ki te mau tonu te matatapu o te kiritaki:</p> <ul style="list-style-type: none">• Mēnā he kaha kore nō te kiritaki ki te whakaae atu kia tukuna ngā kōrero e pā ana ki a ia, me whai atu e te kaimahi toko i te ora kia whakaaetia mai e te tangata e tika ana i raro i te ture• Mēnā he mate whawhati tata, me tuku pea e te kaimahi toko i te ora ngā pārongo kiritaki ki tangata kē, i runga anō i tōna ngaiotanga, me te whakaaro pai ki te kiritaki. Mēnā ka pēnei te kaimahi toko i te ora, me whakamōhio atu ia ki te kiritaki hei te wā e tika ana, he aha ngā kōrero kua tukuna atu, me te mea nei i tuku atu ki a wai.• Tērā pea ka tonoa te kaimahi toko i te ora e te ture, kia tukuna he pārongo kiritaki. Mēnā ka whakawhāiti pēneitia te matatapu o te pārongo kiritaki, me tuku whakamōhio atu te kaimahi toko i te ora ki a ia.• Tērā pea ka whakatauria e te kaimahi toko i te ora, ka whakamōreatia te kiritaki, tētahi atu tangata rānei (tētahi tamaiti pea) ki te kore e tukuna ngā pārongo kiritaki. Ki te pēnei, ka tukuna pea e te kaimahi toko i te ora ngā pārongo i runga i tāna whakatau ngaiotanga, me te whakawhitiwhiti whakaaro ki ōna
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<p>purpose should be given.</p> <p>3.15 Communications between clients and the member as social worker may come within professional privilege, because certain legal rules as well as ethical standards protect client information. Members become familiar with and work according to the relevant statutes and common law relating to client rights, evidence, official information, and privacy.</p> <p>3.16 Informed consent from clients must be obtained before taping, recording or permitting others to observe interactions with the client. Client information must not be used for the purposes of teaching and learning, or public presentation in any form, unless identifying information has been removed or adequately disguised, or clients have given informed consent.</p> <p>3.17 Client confidentiality must be preserved when members submit information to funding agencies. Clients must be informed if there is any possibility that this data could lead to the identification of individuals.</p>	<p>hoa mahi.</p> <p>3.14 Mēnā ka tukuna ngā pārongo kiritaki e te kaimahi toko i te ora, me tuku atu i te itinga rawa anake e tika ana kia ea taua take.</p> <p>3.15 Ko ngā whakawhitiwhitinga i waenga i te kaimahi toko i te ora me āna kiritaki, ka taka ki raro i ngā tikanga ngaiotanga - ka rāhuitia ngā pārongo kiritaki i raro i te ture me ngā tikanga ngaiotanga. Me mōhio tonu te kaimahi toko i te ora ki ngā ture whenua me ngā ture Māori e rite ana, e pā ana ki te matatapu, te pārongo atoato, me te taunakitanga.</p> <p>3.16 Me mātua whakaae e te kiritaki mēnā e pīrangī ana te kaimahi toko i te ora kia hopu, kia mātaki rānei i ngā whakawhitiwhitinga kōrerorero. Ka kore rawa te kaimahi toko i te ora, e whakamahi, e whakaatu rānei i ngā whakawhitiwhitinga kōrero, i ngā pārongo hoki e pā ana ki te kiritaki i roto i āna mahi whakaako, i āna kauhau hoki, ki te kore e whakaetia e te kiritaki, ki te kore rānei e tango i ngā wāhanga o ngā whakawhitiwhitinga kōrero, o ngā rongu hoki e whakamōhio atu ko wai te kiritaki.</p> <p>3.17 Me pūmau tonu te kaimahi toko i te ora ki ngā tikanga matatapu inā ka tuku kōrero ia ki ngā whakahaere tuku pūtea. Me whakamōhio atu ia ki te kiritaki, mēnā ka whakaatuhia pea i roto i ngā kōrero, ko wai te kiritaki.</p>
<p>4 Responsibility to Agencies and Organisations</p> <p>4.1 Members have a responsibility to adhere to the work contracts they have entered into with employing agencies or organisations.</p> <p>4.2 Members share the responsibility to maintain and strive to improve the structures, policies and quality of service of their employing agencies or organisations.</p> <p>4.3 Social service agencies and organisations and members who are employed by them actively consult with Tangata Whenua to ensure that the structures, aims and functions of the agency or organisation are working to provide the best standards of service. Similarly, the opportunity must be given for Tangata Whenua to actively participate in all decision making at all levels.</p> <p>4.4 Employer understanding and adoption of the requirements of ethical practice for social work is monitored by members, who also require the inclusion of the standards of ethical practice in the terms of their employment and the expectations of their employers.</p> <p>4.5 Agencies and organisations have a responsibility to ensure that a work place culturally appropriate to their clientele, their mission and their employees is maintained. Members promote and work towards achieving changes in their employing agency or organisation so as to create a culturally appropriate</p>	<p>4 Ko ngā kawenga ki ngā Umanga me ngā Whakahaere Pāpori</p> <p>4.1 Me pūmau ngā kaimahi toko i te ora ki āna kirimana ki ngā whakahaere tuku mahi.</p> <p>4.2 Mā te katoa o ngā kaimahi toko i te ora te kawenga ki te whakapiki ake i ngā āhuatanga katoa a ana whakahaere tuku mahi, arā, ngā ture, ngā kaupapa here me ngā ratonga.</p> <p>4.3 Me whai e ngā whakahaere toko i te ora me ā rātou kaimahi te whakawhitinga kōrero ki te tangata whenua, e eke ai ngā hanganga, ngā whāinga, me ngā mahi ki ngā taumata e rite ana. Me whakatītina ngā whakahaere toko i te ora kia mātātoa te whai wāhitanga atu o te Tangata Whenua ki te mahi whakatakoto kaupapa i ngā taumata katoa.</p> <p>4.4 Ka arotakengia te mōhio me te whakamahi o ngā whakahaere ki ngā tikanga pai i roto i ngā mahi toko i te ora e ngā kaimahi toko i te ora, ā, me uru atu ki roto i ngā kirimana mahi me ngā hiahia o ngā whakahaere ko ngā whakaritenga e pono ana.</p> <p>4.5 Me whai e ngā whakahaere toko i te ora, kia uru ai ngā āhuatanga ahurea e tika ana, ki te wāhi mahi. Mā te kaimahi toko i te ora tonu e whakatītina kia huri ā rātou whakahaere tuku mahi, kia whāia ngā āhuatanga ahurea e tika ana mō te wāhi mahi.</p> <p>4.6 Me pūmau ngā kaimahi toko i te ora ki ngā taumata tiketike o te mahi toko i te ora, ā, kia kaua rawa ēnei taumata e whati kia ngāwari noa iho ki te</p>

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<p>work place.</p> <p>4.6 Members adhere to high standards of practice and resource utilisation and do not compromise these standards for the sake of administrative or institutional expediency.</p> <p>4.7 Members act in their workplaces to prevent and eliminate discrimination in employment policies. Client access to the services of their agencies or organisations must not be impeded or disadvantaged by virtue of a client's age, beliefs, culture, gender, marital, legal or family status, intellectual, psychological and physical abilities, race, religion, sexual orientation, or social or economic status.</p> <p>4.8 Professional accountability to clients and the wider community is ensured by members through regular and ongoing evaluation of agency policies and services and of their own performance.</p>	<p>taha whakahaere te take.</p> <p>4.7 Ko tā ngā kaimahi toko i te ora whāinga, kia whakakore i ngā tikanga whakapainga kanohi i roto i ngā kaupapa here tuku mahi. Me tino whai wāhi ngā kiritaki ki ngā ratonga katoa ahakoa te pakeke, te whakapono, te tikanga ahurea, te tangatatanga, te āhuatanga moe tangata, ngā āhuatanga whānau, te mōhio, te āhuatanga hinengaro, te taha tinana, te iwitanga, te hāhitanga, te hōkakatanganga, te tūranga ohaoha, pāpori rānei.</p> <p>4.8 I runga i tōna ngaiotanga, ka piripono ngā kaimahi toko i te ora ki ōna kiritaki, ki te hapori whānui hoki mēnā ka haere auau tonu ngā mahi arotake i ngā kaupapa here me ngā ratonga o te whakahaere, me ngā mahi hoki a ngā kaimahi toko i te ora.</p>
<p>5 Responsibility to Colleagues</p> <p>5.1 Members relate to colleagues with integrity, respect, courtesy, openness and honesty. They should respect and seek to understand differences of opinion and practice, and express constructive criticism of each other in a responsible manner.</p> <p>5.2 Members have a responsibility to promote understanding amongst all colleagues of the need for practice based on Te Tiriti o Waitangi, and promote the adoption of practice based on Te Tiriti o Waitangi throughout the profession.</p> <p>5.3 The rights of colleagues to constructively challenge mono-cultural knowledge, values and methods in social work practice are upheld by all members.</p> <p>5.4 Members practise and promote co-operation with colleagues to enhance the aims and ethics of social work, and development of the skills and knowledge base. They should share knowledge, experience and ideas, and promote opportunities for further education and training.</p> <p>5.5 Members encourage and support collegial research to enhance the growth of all forms of knowledge that inform and enable social workers to effectively carry out their role and function.</p> <p>5.6 Members in the education and training sectors assist students and new entrants to the profession to develop high standards of ethical behaviour, methods of learning, analytical ability, knowledge and skills.</p> <p>5.7 Both the everyday and professional conduct and integrity of members must be beyond reproach. Where a situation is too serious to be resolved by discussion with the colleague concerned, instances of professional misconduct or unethical behaviour by that colleague (particularly where this involves actions that are harmful to clients) must be brought to the</p>	<p>5 Ko ngā kawenga ki ngā hoa mahi</p> <p>5.1 Me aro atu te kaimahi toko i te ora ki ōna hoa mahi i runga i te ngākau tapatahi, te ngākau atawhai, te whakaaro whakaute, māhorahora me te pono hoki. Ko te whāinga kia mārama ai rātou ki ngā whakaaro me ngā mahi rerekē a tēnā, a tēnā, kia haepapa hoki te whakapuaki i ngā kōrero whakahē.</p> <p>5.2 Me whakatītina e ngā kaimahi toko i te ora, kia mārama mai ōna hoa mahi ki ngā take, ko te Tiriti o Waitangi te tūāpapa mō te mahi toko i te ora, ā, ko te whāinga kia ū ai ngā mahi toko i te ora katoa ki te Tiriti o Waitangi hei tūāpapa mō ngā mahi.</p> <p>5.3 Me hāpai e ngā kaimahi toko i te ora katoa te mana totohe o ōna hoa mahi, ki te wero atu i ngā mātauranga, ngā uara, me ngā tikanga tōtahi i roto i ngā mahi toko i te ora.</p> <p>5.4 Me whakatītina e ngā kaimahi toko i te ora te mahi ngātahi, hei hāpai i ngā whāinga me ngā tikanga a te mahi toko i te ora, hei whakapiki hoki i ngā pūkenga me te puna mātauranga. Me māhorahora te whakawhitiwhiti mātauranga, wheako, ariā hoki, i waenganui i ngā kaimahi toko i te ora, ā, me whakatītina anō hoki te whāinga kia whakapakari i ō rātou mātauranga.</p> <p>5.5 Me whakatītina e ngā kaimahi toko i te ora ngā kaupapa rangahau hei whakapiki i ngā momo mātauranga katoa, kia pai ake ai ā rātou mahi toko i te ora.</p> <p>5.6 Ko ngā kaimahi toko i te ora e whai wāhi ana ki te mahi whakangungu, tuku mātauranga hoki, ka whakatītina kia eke ā rātou taurira ki ngā taumata rawa o ngā tikanga mātāpono, ngā huarahi ako, ngā pūkenga tātari, ngā mātauranga me ngā mōhiotanga hoki.</p> <p>5.7 Me tiketike rawa te whanonga tūmataiti, me te whanonga ngaiotanga o te kaimahi toko i te ora. Mēnā he taumaha rawa te whanonga ngaiotanga hē a tētahi</p>

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<p>attention of the appropriate bodies.</p> <p>5.8 All members give recognition to the process whereby complaints about their practice are investigated.</p> <p>5.9 Members must neither sexually harass colleagues nor condone sexual harassment of colleagues by others.</p>	<p>kaimahi toko i te ora i raro i ngā tikanga mahi toko i te ora (arā mēnā he whanonga whakamōrea i te kiritaki), ka mau atu ki mua i te aroaro o te rūnanga e tika ana.</p> <p>5.8 E whakaae ana ngā tāngata o te Rōpū Kaimahi Toko i te Ora o Aotearoa kia āta tirohia ai ngā whakapae i ā rātou mahi.</p> <p>5.9 Me kore rawa ngā kaimahi toko i te ora e whakatiwheta tōkai i ōna hoa mahi, kia kaua hoki rātou e whakaae atu ki te mahi whakatiwheta tōkai a tētahi atu.</p>
<p>6 Responsibility in Supervisory Relationships</p> <p>6.1 The Association asserts that ethical practice can be maintained only where appropriate arrangements for supervision of practice are in place. Supervision takes different forms in different settings, but is generally directed towards competent practice, client well-being, the development and well-being of the social worker, and towards organisational learning. Its objectives are competency, accountable practice, continuing professional development and education. Supervision occurs within a professional relationship between one or several supervisees and one or several supervisors. As with social work practice, it is informed by and grounded in the Articles of Te Titiri o Waitangi.</p> <p>6.2 Individual members, as supervisees, have the responsibility to:</p> <ul style="list-style-type: none"> • ensure that they access appropriate supervision • understand and negotiate their role, responsibilities and relationship as a social work supervisee • actively participate in the supervision process and relationship • act in the interests of client well-being within their professional and organisational mandate and in accordance with their supervision contract. <p>6.3 Supervisors have the responsibility to:</p> <ul style="list-style-type: none"> • work within the level of their competency, undertake specific foundation training and pursue continuing education in social work supervision theory, skills and practice • negotiate a written contract for service with each supervisee, which must include reciprocal roles and responsibilities, specify accountability and reporting lines to agencies or third parties. and methods for the resolution of disputes • apply the principles of all clauses of this Code in their relationships with supervisees • recognise the differing needs of supervisees related to their personal and professional background, level of 	<p>6 Ko ngā kawenga i runga i te taha whakahaere</p> <p>6.1 E whakaae ana te whakahaere o te Rōpū Kaimahi toko i te ora, ka ahu mai ngā mahi e tika ana i ngā whakaritenga pai hei tautoko, hei ārahi i aua mahi toko i te ora. He maha ngā tūmomo tauira o tēnei mea te ārahi ēngari i te nuinga o te wā ka whai i ēnei āhuatanga katoa arā ko ngā mahi pai, ko te oranga o te kiritaki, ko the whakawhanaketanga me te oranga o te kaimahi toko i te ora, me te ako mātauranga. Ko ōna whāinga kia eke ngā mahi katoa, kia mārama ai ngā mahi katoa, kia pakari ake tonu ai mā te whai i te mātauranga. He hononga ngaio te noho a te kaiārahi ki te tauira. I ētahi wā kotahi noa te kaiārahi, i ētahi atu he rōpū kaiārahi, he pēnei hoki te āhua ki te tauira. He ōrite tēnei ki ngā mahi toko i te ora, arā, ko te tūāpapa mō ēnei mahi katoa e whai ana i ngā wāhanga tonu o Te Tiriti o Waitangi.</p> <p>6.2 Ko ngā kawenga i runga i ia kaiārahi, ko ēnei:</p> <ul style="list-style-type: none"> • kia whai rātou i tētahi hei ārahi i a rātou anō. • kia mārama rawa ki ngā āhautanga o te mahi me ōna ritenga mō tēnei tino mahi arā te ārahi i ngā mahi toko i te ora. • Ka mahi rawa i ngā mahi ārahi, ā, ka whai wāhi anō taua hononga. • Ko te whāinga o ngā mahi kia hāpai i te oranga o te kiritaki i roto i ngā mana me ngā ritenga o ā rātou mahi toko i te ora, i roto hoki i te kirimana o te kaiārahi. <p>6.3 He kawenga i runga i ngā kaiārahi kia:</p> <ul style="list-style-type: none"> • Mahi i roto anō i ō rātou āheitanga, ā, kia whaia hoki ko ngā āwhitanga kia whakangungu kia whakapakari i ō rātou pukenga toko i te ora, me ngā mātauranga e pā ana ki ngā mahi ārahi. • Whakarite i tētahi kirimana kua tāngia mā ia kaiārahi, ā, me uru ki roto ko ngā mahi a tēnā, a tēnā, ko te tūranga me ngā kawenga tuku ripoata ki tangata kē, ki rōpū kē, me ngā mōhiotanga mō ngā ara whakpai raru. • Whakamahia e te kaiārahi ngā mātāpono i kitea i ngā

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<p>experience, gender, and cultural identity</p> <ul style="list-style-type: none"> • act promptly and professionally at all times in the best interest of clients and supervisees • meet their ethical duties and obligations to the organisation and the profession. 	<p>wāhanga katoa o tēnei tauākī tikanga.</p> <ul style="list-style-type: none"> • Mōhio rātou ki ngā hiahia rerekē o tēnā, o tēnā. Ka ahu mai ēnei rerenga kētanga i ā rātou wheako mahi, wheako tangata, i te tangatatanga, me tōna iwitanga hoki. • Me wawe tonu ngā mahi, ā, kia ngaio tonu i roto i ngā mahi hei hāpai i ngā hiahia a ngā kiritaki me ngā tauira anō hoki. • Kia tutuki pai katoa ngā whāinga me ngā mahi e tika ana ki te Rōpū me kāhui kaimahi toko i te ora.
<p>7 Responsibility for Self</p> <p>7.1 Members act with integrity at all times, and in the knowledge that their standards of behaviour reflect also on the Association and the profession of social work.</p> <p>7.2 Members are required to acquire the knowledge and skills that are relevant to their field of work, and to ensure that these are kept up to date. They will maintain a critical response to new knowledge.</p> <p>7.3 Similarly, continuing professional development is a requirement, through activities such as formal or ad hoc continuing education courses, familiarity with the current social work literature, professional forums and debate, in order to maintain their skills, knowledge and competence.</p> <p>7.4 Members take responsibility for their own emotional, mental and physical health. They will acknowledge that there are limits to the service they can provide, and for their own protection and that of clients, members need to consciously consider whether they can take on any particular task. Respect for their individual health and self esteem should be maintained.</p>	<p>7 Ngā kawenga ki a koe anō</p> <p>7.1 Me tika ngā mahi ā ngā kaimahi toko i te ora i ngā wā katoa, ā, kia aro hoki rātou ki ēnei - hē o te kotahi, nō te tokomaha.</p> <p>7.2 Me whai mātauranga, me whai pūkenga te kaimahi toko i te ora e hāngai ana ki āna mahi, ā me whakahou tonu. Me kaikini atu te aro ki ngā mātauranga hou e puta mai ana.</p> <p>7.3 Me whai wāhi tonu ngā kaimahi toko i te ora ki te whakangungu. Mā ngā mahi whai mātauranga te mōhio ki ngā tuhinga e puta mai ana mō ngā mahi nei, ngā wānanga me ngā tohetohe, ka pakari tonu te tangata me ōna pukenga ki ngā mahi toko i te ora.</p> <p>7.4 Me aro atu te kaimahi toko i te ora ki tōna ake oranga, arā, te oranga ngākau, te oranga hinengaro, me te oranga tinana. Me āhukahuka tonu, kāore e taea e te tangata kotahi ngā ratonga katoa te tuku. I runga i te ngākau atawhai ki a ia anō me ōna kiritaki, me āta whakaaro mēnā ka tutuki i a ia tētahi kaupapa, kāore rānei. Me tiaki tonu te kiritau me tōna ake oranga.</p>
<p>8 Responsibility for Research and Publications</p> <p>8.1 All research activities carried out by members (or by others under their supervision) must meet the appropriate scientific standards of competency and sensitivity to the wellbeing and dignity of participants. As with social work practice, it is informed by and grounded in the Articles of Te Tiriti o Waitangi.</p> <p>8.2 The informed consent of participants must be obtained except in situations where an exception can be justified by the research methodology. Informed consent means agreement to participate in the research, or agreement by those authorised to represent the interests of any person judged to be incapable of giving informed consent, and covers them being informed of:</p> <ul style="list-style-type: none"> • the purpose, nature and procedures of the research 	<p>8 Ko te kawenga ki te Mahi Rangahau me te Whakaputa Pukapuka</p> <p>8.1 Ko ngā mahi rangahau a te kaimahi toko i te ora (me ērā tāngata e tiakina ana e ia), me eke i ngā taumata ngaiotanga e tika ana, ā, me aro hoki ki te oranga me te ngākau tapatahi o ngā kaiuru. Ko te tūāpapa mō ēnei mahi kei roto i ngā wāhanga katoa o Te Tiriti o Waitangi.</p> <p>8.2 Me mātua whakaae mai ngā kaiuru ki ngā mahi rangahau, me mārāma hoki rātou ki te kaupapa, hāunga te rangahautanga kāore e hāngai ana i raro i āna tikanga. Ki te kore e āhei te tangata hauā ki te whakaae atu, mā te tangata tika e kawē ana i te haepapa mōna e whakaae. Ka uru mai ēnei āhuatanga ki te tikanga o te ‘whakaaetanga’:</p> <ul style="list-style-type: none"> • me mōhio te kaiuru ki ngā whāinga, te āhua, me ngā

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<ul style="list-style-type: none">• any research procedures that might have harmful effects on them• the right to withdraw from a research project at any stage and, if they have been paid to participate, the conditions of withdrawal• the right to know the use to which the data may be put and of the outcome of the study. <p>8.3 Members must submit their research proposals involving human participants to an appropriate ethics committee for review.</p> <p>8.4 Members take all possible steps to protect participants from physical and mental discomfort, harm or danger.</p> <p>8.5 A full justification must be made to an appropriate ethics committee of any methodological requirement of a study that involves the use of concealment or deception with human participants. The researcher has to demonstrate that other non-deceptive procedures could not be used, and has to obtain the consent of participants to waive their right to prior information on the nature and purpose of the study and ensure that all participants are given full explanations as soon as practicable.</p> <p>8.6 Accuracy and objectivity in reporting data or information is required. Public comments by members must be pertinent to areas of social work in which they have appropriate knowledge. When reporting research findings, members have a responsibility to include relevant details of research findings that may modify or cast doubt upon the interpretation of the evidence provided.</p> <p>8.7 In any publication, members accurately acknowledge sources of information and ideas, and give appropriate credit to contributions made by individuals and organisations.</p> <p>8.8 Members are expected to take reasonable steps to correct any misleading or incorrect reports related to their work, and do not make excessive or exaggerated claims for their research findings or professional activities.</p> <p>8.9 Unless they have been properly authorised in advance, members do not assert or imply that personal statements made by them are made on behalf of other members, social workers, ANZASW, or other organisations.</p>	<p>whakahaere o te rangahau;</p> <ul style="list-style-type: none">• me mārama te kaiuru ki ngā whakahaere tērā pea ka pā kino atu ki a ia;• me mōhio tonu te kaiuru, kei a ia te mana whakaputa atu i te rangahautanga, ā, mēnā i utua ia, me mōhio ia ki ngā here kei runga i a ia.• me mōhio te kaiuru ka pēhea te whakamahi i ngā raraunga, me ngā hua ka puta. <p>8.3 Me whakatakoto e te kaimahi toko i te ora, āna kaupapa rangahau ki mua i te aroaro o tētahi komiti tikanga rangahau e hāngai ana.</p> <p>8.4 Me mātua whai e te kaimahi toko i te ora kia kua te kaiuru e taka ki te auhi tinana, te auhi hinengaro, te kino, te whakamōrea rānei.</p> <p>8.5 Me whakatakoto e te kaimahi toko i te ora ki mua i te aroaro o tētahi rūnanga tikanga mēnā he āhuatanga huna tā te rangahautanga. Me mātua whakaatu e te kaimahi toko i te ora, he whakaritenga tika ngā āhuatanga huna nei, ā, me whakaae e ngā kaiuru, kia uru kōpō atu ki te mahi rangahau. Taro ake te wā e tika ana, ka āta tukuna atu ngā whakamārama katoa.</p> <p>8.6 Me tika, me tōkeke hoki ngā pūrongo whakaatu raraunga a te kaimahi toko i te ora. Ko āna whakatau tūmatanui, me hāngai tonu ki ngā āhuatanga o te mahi toko i te ora e taunga ana ia. Inā, ka whakatakotohia e te kaimahi toko i te ora ngā hua ka puta i tētahi rangahautanga, me haere tahi hoki ngā kōrero whakahē i te kaupapa hei whakaarotanga mā te iwi.</p> <p>8.7 Ahakoa te pukapuka ka whakaputaina e te kaimahi toko i te ora, me tika tāna whāki i te pūtakenga mai o ngā pūrongo me ngā ariā, me te whakamihi ki ngā tāngata me ngā whakahaere i whāi wāhi atu ki te mahi rā.</p> <p>8.8 Me whai e te kaimahi toko i te ora kia whakatikahia ngā pūrongo hē e pā ana ki tāna mahi. Kia kua hoki e tahupera ngā kōrero mō ngā hua ka puta i tāna rangahautanga, mahi ngaiotanga rānei.</p> <p>8.9 Kia kua te kaimahi toko i te ora e kī, e whakapae rānei ko āna ake whakatau kōrero he mea tautoko e ōna hoa mahi, e te ANZASW, e tētahi whakahaere toko i te ora rānei, mēnā kāore i a ia te mana tōtika.</p>
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