

**2012-
2013**

**Irish Association of Social Workers
Annual Report**

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Representing Social Work in Ireland since 1971
A Member of the International Federation of Social Workers

Table of Contents:

IASW Board of Directors and Council	Page 3
Executive Reports:	
Presidents Report – Ineke Durville	Page 4
Treasurer -Dónal O'Malley	Page 6
Office Report –Adrienne Ward	Page 7
Continuous Professional Development [CPD] - Frank Browne	Page 8
Continuous Professional Development [CPD] Officer – Cliona Murphy	Page 9
Special Interest & Associate Group Reports:	
Principal Medical Social Workers Group - Sheila McCrory	Page 10
New Social Workers - Kerry Cuskelly	Page 11
Social Workers in Adult Mental Health (SWAMH) – Frank Browne	Page 13
Child & Adolescent Mental Health (CAMHS) – Sheila McKenna	Page 14
Social Workers in Disabilities (SWID) – Frida Lowry	Page 16
Social Workers in Foster Care – Colette Toland	Page 16
Social Workers in Primary Care - Deirdre Jacob	Page 18
Special Interest Group on Ageing (SIGA)- John Brennan	Page 20
Other Representative's Reports:	
International Affairs Committee - John Brennan	Page 20

Board & Council Members 2012 - 2013

List of Board Members:

Chair - Ineke Durville	Frank Browne
Treasurer - Donal O Malley	James Myers
Secretary – Bille Anne Johnston	Ita Long
Jason Watson	Terry Bradshaw
Kerry Cuskelly	Declan Carey

Special Interest & Associate Group Representatives:

Adoption (CIAA)	Helena Boyd
Ageing (SIGA)	John Brennan
Children & Families	Barry Higgins
Child/Adolescent Mental Health (CAMHS)	Declan Coogan
IASW Journal Editor	Monica Egan
Social Workers in Disability (SWID)	Frida Lowry
Principles in Medical Social Work Hospitals	Sheila McCrory
Adult Mental Health (SWAMH)	Frank Browne
Primary Care	Deirdre Jacob
Retired Members	Pat Waldron
Foster Care	James Myers
New Social Workers	Kerry Cuskelly
Social Workers in Probation	David Williamson

Regional Representatives:

Southern	Carol Buckley-Lyons/Terry Bradshaw
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Other Representatives:

International Affairs Committee	John Brennan
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Board Reports:

Chair Report

Ineke Durville

I am pleased to present the annual report of the Irish Association of Social Workers (IASW), which outlines the various activities of Board of the IASW and the special interest groups during the year.

Change from Association to Company limited by guarantee

At last year's AGM a number of motions were put to the meeting to request permission to change the legal structures of the IASW from an Association to a Company limited by guarantee and when that request was granted, it was then necessary for the meeting to adopt the next motion which requested permission to adopt the Memorandum and Articles in place of the existing Constitution in order to comply with the Company Act. These motions were adopted by a very large majority of the members. Following the permission of the AGM to change the legal structures of the IASW, the executive worked on the implementation of this mandate and on 10th October 2012 the Association was incorporated in law as a Company limited by guarantee.

After the IASW had become a Company limited by guarantee, there was a period of overlap when the business of the Association was wound down and new Company was established. Bank accounts in the name of the Association had to be closed and new accounts opened to take account of the legal structure of the IASW. This process continued until the end of February 2013. In order to formally close off the accounts of the Association, the auditor of the IASW recommended to the Board to have the accounts audited over the fourteen month period, i.e. from January 2012 to the end of February 2013 as it took a few months to finalise the process with the bank. As this is in compliance with the Company Act, the Board agreed with this proposal and it created a new start for the Company accounts after that date. At the end of 2013, the accounts that will be audited will cover the period from 1st March till the end of December and will just concern the Company accounts.

Registration

During this year, registration with the Health and Social Care Professionals Council (CORU) progressed and the end of the grandfathering period on 31st May was coming closer. Around the country, social workers became more aware that the date for registration was approaching for them and the IASW had a lot of request for information and as well as giving individual advice, the IASW travelled to a large number of agencies and groups of social workers in different parts of the country to provide information on the Registration process and the IASW Continuing Professional Development (CPD) requirements.

CORU

The Association continued to have regular contact with CORU and were involved in a number of consultation processes during the year. At the end of 2012, CORU met with the different professional bodies individually to review their CPD policies in order to inform the development of a generic CORU CPD Framework that would be used by each Registration Board to set out the CPD requirements for each profession. In addition to the individual consultations, CORU held an information and consultation forum which included a large number of stakeholders. Following these consultations, CORU brought out a draft generic CPD framework for more general consultation. The IASW sent this draft Framework to the members for feedback and compiled a response, which was informed by the IASW CPD policy and the feedback from members. Subsequently, the Social Work Registration Board brought out a return to practice Framework and again, this document was sent to the members for feedback and a response was sent to CORU. Both of these responses are available on the IASW website.

Social Work Registration Board

During the year six members of the Social Work Registration Board stood down from the Board as part of a rotation of the membership. Three of these members were the public interest representative and the other three were professional representatives, who are replaced through an election of Registrants. The election took place during the summer of 2012. Only registered social workers could stand for election or were able to cast a vote in this election and one of these was Declan Carey. He was elected to the Registration Board and I would like to congratulate Declan on his election.

Legal support for social workers

A number of years ago the IASW put legal protection cover insurance in place. This is being used by more and more members and so far the feedback from members has been positive. The Association has had regular meetings with the company that provides this cover to review the quality of the service. The IASW is aware of the need for some form of cover in case of fitness to practice hearings as well. This cover has not been easy to secure at present as the fitness to practice process has not been xxx not in place and insurance companies are unclear on the liabilities as there are no precedents with this very new legislation; negotiation are on-going.

Professional Bodies Alliance

Over the last few years, the IASW has had regular meetings with the other professional bodies that are due to be registered under the Allied Health and Social Care Professionals Act. This group of Professional Bodies has had a meeting with the Department of Health and CORU in order to discuss issues relevant to all. As it was regarded by all Professional Bodies that having a joint voice was a very valuable support, it was decided to look at the possibility consolidating this into a more formal structure and after lengthy discussion with all the Professional Bodies, the Professional Bodies Alliance of Ireland (PBAI) was formed in April 2013. This alliance will only deal with issues that are common to all professions and each professional organisation is free to pursue their own issues as before.

CPD

The Association has received funding from the HSE over the last few years. Initially, this funding was provided to support the provision of professional development activities through i.e., conferences, workshops and training seminars. This funding was increased a few years ago to allow the Association to employ additional staff and the Association used that funding towards administrative support for the CPD training programme. That funding was used with great success and the number of events increased greatly.

Last year, further funding was made available and the Association were able to put this funding towards the employment of a CPD and Development Officer. The purpose of this position was to progress the Associations CPD programme and develop new and existing services for members in partnership with the Board and to support the development of CPD and the IASW nationally. This new post was filled last September, initially by Mary Corridan, who unfortunately had to leave us last December and in February 2013, Cliona Murphy joined us. This has been a very new departure for the Association and we are delighted with this development and we would like to formally welcome Cliona to the Association.

Special Interest Groups

Membership numbers have continued to increase again this year, which brings an increase in activity in all aspects of the Association. The special interest groups (SIGs) are continuing to be a very valuable link with the wider membership and provide a forum for social workers practising in that area of specialism to share experiences and raise issues. A number of SIGs have held very successful conferences and seminars and the feedback from these events has been very positive. The contribution of the SIGs has been very valuable for the workings in the Association and the executive would like to thank them for their contribution and their hard work.

Office Issues

The work in the office has been on-going and continues to be very busy. The website had to close for a while at the end of 2012 to increase the security of the site. The Board decided to use the opportunity to increase the functions of the website and include an online membership application and renewal system as well as online conference/event booking facility. The overall look of the website has changed, it is more user-friendly to navigate, new information can be uploaded quite easily and most members are happy with the changes. The online booking facility has been particularly helpful and it will support an increase in the number of events over the next few years,

Danielle McGoldrick, who has been a very valuable member of staff the last four years applied to go on a career break. Danielle ensured the very efficient running of the office during this time and was a very capable event organiser. At the end of November Adrienne Ward joined as our new office manager. Adrienne has been a very able replacement, who managed to make herself familiar with the various complex issues that need to be dealt with in a busy office, which has been very important. She managed this in a very short time span and I would like to thank Adrienne on behalf of the Association and myself for all her support.

Social Work Journal

The Association was able to publish three journals this year. Monica Egan continues her role as editor and ensures that the journal continues to be of very high quality and I would like to thank her for her ongoing support and all the hard work on the journal. This can be a time consuming and, at some times, onerous task. For our last journal, Trish Walsh acted as guest editor; this journal discussed information and communication technologies and was well received. I would also like to thank Trish for her initiative and for getting a very interesting journal to our members. I would also like to thank the members and other contributors, who have submitted an article to the journal and Danielle and more recently Adrienne, for ensuring that all members receive a copy in the post. The journal provides a very valuable resource to the members and the feed back to the Association is very positive.

Conclusion

In conclusion, I would like to thank all the members of our new Board: Frank Brown, vice Chair; Billie Anne Johnston, Honorary secretary; Donal O'Malley, Treasurer; and the other Board members: James Myers; Kerry Cuskelly; Ita Long; Declan Carey; Jason Watson; Terry Bradshaw, for their hard work and support during the year.

In addition to the above, I would like to thank Eoin Barry, our Face Book and Twitter moderator. The face book page provides a useful forum for discussion and sharing of information; the twitter account is still in an early phase but should in time be a very useful means of getting relevant information to the attention of the media and others. Eoin has provided a very important service that can be invisible but is valuable and the executive greatly appreciate his role.

Thanks also to all the members for their continued support and feedback. Next year may see the end of the HSE and a reconfigured Health and Personal Social Service provision with an emphasis on keeping to budget which will be at the expense of service users. It is difficult to gauge what effect the proposed changes in structures for all services will have for our client groups and conditions for social workers, so it will be important that we as the IASW are informed of problems in these areas so that we are able to respond to these changes with the appropriate information and with a strong and cohesive voice.

Treasurer

Dónal O'Malley

With the creation of the new company in October 2012, the focus, from a financial perspective at least, has been the transferring of accounts from the Association to the new company limited by guarantee. While

the new company commenced operation with effect from January, 1st 2013 it wasn't until February before the Association's accounts were closed and transferred over in full. The new company, the National Social Work Organisation of Ireland Limited, begins its life in a healthy position as the Association finished 2012 with a surplus.

The annual subscriptions remained static, compared to the adjusted figure for the previous year. The other significant source of income was the HSE funding for CPD training and the CPD Officer post. The Continuous Professional Development funding from the Department of Health has allowed us to fund more CPD days at a lower cost to members and non-members as well as offsetting against the administrative costs of running these CPD events.

Due to the continuing growth of the Association and its activities in 2012 last year saw a moderate overall increase in expenditure. The main changes have been an increase in Executive and Council expenses, the cost of room hire and in salaries. These have been largely due to an increase in representation by Executive and Council members at meetings both in and on behalf of the Association; the increase in CPD events and Association's meetings with other organisations and the employment of the CPD Officer.

The Association invested heavily this year in the creation of a new website, the full cost of this will only be reflected in next year's accounts but this is already improving the efficiency of the office and while raising the profile of the IASW, it is also making it more accessible to the members.

Other costs were reduced, including printing costs, despite us publishing three journals last year, as opposed to two.

Also of note, as SIG's will already be aware, with the inception of the new company, we will be closing down individual SIG accounts and setting up a direct payment scheme for CPD days.

Finally, I would like to thank Danielle (in her absence) for her work during 2012 and Adrienne for taking on the mantle so competently and for managing the transition of the Association to its new status as a company. My thanks also to Ineke and the other members of the Board for their advice and guidance through-out the year.

Office Report Adrienne Ward

June 2012 – May 2013 – Danielle McGoldrick was our Office Manager until November when she then took leave of absence to travel to Canada for a year. Danielle is very much missed in the IASW Office and it is thanks to her effort and hard work that we were able to launch our new website in December. Danielle had prepared all of the groundwork for what is now an efficient online system for members' details, for online booking and indeed for constant flow of information for members. Much time and effort has been spent on the website, taking into account all of the feedback from members, we are constantly improving it and judging from members feedback, it is proving to be a big success.

There was a smooth transition from an Association to a Limited company and all relevant procedures and documentation were implemented in order that we would be compliant going forward as a Limited Company.

We welcomed our new CPD Officer, Cliona Murphy, to the Association in February and Cliona has been both a great help and a great team worker. Thank you Cliona!

The office is constantly full of activity and the phones have been particularly busy in the past year with member queries on the upcoming CORU registration. The office is also very much involved with the production of the journal, assisting the Editor Monica Egan with calling for articles, book reviews etc. and organising printing and distribution. Other busy areas include Financial Control, preparing Accounts, responding to the numerous and various email queries from members and general queries.

It has been an eventful but enjoyable time for me so far with the Association so far and I would like to thank all of the Board, particularly Ineke for her patience and time in my learning process over the last few months.

Continuous Professional Development [CPD]

Frank Browne

It was a busy year for the CPD committee whose activities included;

- Review members CPD logs for certification purposes
- Review applications by course organisers for an allocation of CPD points for programmes
- Make recommendations to the IASW Board in relation to the IASW CPD policy
- Undertake other relevant tasks as agreed by the IASW Board

IASW updated the CPD Policy and CPD Log and members will have recently received it by e/mail. Members will now be able to update their CPD activity via the electronic CPD log. The committee hope that this will prepare members for the CPD requirements of the CORU Social Work Registration Board once agreed. The IASW CPD committee will ensure all relevant information regarding the CORU CPD requirements will be forwarded by IASW. The committee will also ensure that the IASW CPD policy/ requirements will also meet the future CORU CPD requirements.

With regard to the updated IASW CPD policy, the key changes are as follows:-

Supervision - Members can now accrue 25% of the required CPD points from group supervision. See IASW CPD Policy 2012 Summary Framework (Sec 2:4)

Skill development and gaining new knowledge and information –20% of the required CPD points in this category must relate specifically to your area of practice. See (Sec 3:1)

Contributing to the development of professional social work knowledge and practice - This category now also recognises the role of social work college Tutor.; See (3:3,0)

IASW have attempted to ensure that all members will find the CPD Policy and CPD Log easy to follow and user friendly.

To use the CPD Electronic Log is easy. Follow this step by step process:-

1. Open the CPD log on your computer
2. Save the CPD log on to your computer
3. When you need to add information to the log, open the file and type in the information
4. Save the file
5. The information you have input will be saved on the form
6. Repeat the process as and when you need to add to the log

7. Please ensure that the 'Verified by' column is signed by the appropriate person before submitting to IASW

IASW continues to encourage all members to record their CPD activities on the electronic CPD log attached and print off and submit their CPD logs when they have met the required CPD standards for verification. This will allow members to have evidence of their CPD activity available if requested by CORU at some future point to submit their CPD portfolio for audit.

CPD Officer Report

Cliona Murphy

The IASW has had a CPD officer post funded by the HSE since September 2012.

In the past year, the IASW has held 21 CPD events, many of which had waiting lists in operation due to the high level of demand for places. The capacity for events ranged from an average of 40 people for each seminar up to about 120 for the conference, depending on the type of event. For example, workshops have a smaller number of places available due to their participatory and experiential nature. Some topics, such as *Record-keeping or Relevance of the Office of the Ombudsman*, address cross-cutting issues for social work. We have also provided half-day events on more specialist areas including *Promoting the Welfare of Children of Problem Drinkers* and *Legal Rights of Unmarried Parents*. The type of seminars and events range from providing new knowledge and information to skills development and training. The IASW receives ongoing information from social workers regarding their training needs. The organisation also requests, and receives, information on training needs from social workers through the evaluation forms provided at the end of each CPD event.

CPD training events are available to all social workers, whether members of the Association or not. Events have had been held on a nationwide basis, including Sligo, Tullamore, Galway and Cork.

Provision of training supports members of the Association to comply with our CPD policy which was adopted at our Annual Conference in 2009. The CPD policy is based on a 24 month cycle which requires members to complete a proscribed level of professional training and development across three key areas. The IASW CPD policy promotes continuous learning by social work practitioners and the integration of this learning into professional practice, management, policy development and research. CPD requires a commitment by social workers to career long learning as a means to keeping their knowledge and skills up to date, thereby ensuring they work safely, legally and effectively. The goal is to ensure that social workers maintain up to date knowledge and skills, which in turn facilitates high standards of professional practice. The underlying principle is that clients and communities have the right to services provided by skilled and competent professionals.

In addition, the statutory registration of social workers from June 2013 requires registrants to comply with the Code of Professional Conduct and Ethics for Social Workers. The Code places a duty on each registrant to keep their professional knowledge and skills up to date, of a high quality and relevant to their practice. Registrants are required to take part in CPD and to keep clear and accurate records of CPD. The IASW will continue to support all social workers to fulfil this requirement to develop professional competence through the provision of relevant and accessible training and education.

The CPD officer also has a role on the CPD committee in reviewing applications by course organisers for an allocation of CPD points for programmes. Each application for CPD points is reviewed by the CPD implementation committee which comprises the chair of the IASW, the CPD officer and one board member.

Principal Medical Social Workers Group

Sheila McCrory

Chairperson: Kieran Buckley, St Vincents University Hospital
Anne Marie Jones, Temple Street Children's University Hospital, continue as co-chairs of the group.

Secretary: Anne O'Loughlin, National Rehabilitation Hospital.

Rep on IASW Council: Sheila Mc Crory, Our Lady's Children's Hospital, Crumlin.

This group meets on a bi-monthly basis in St. James's Hospital and is attended by Head Medical Social Workers/Principal Social Workers from Hospitals and Hospices nationwide. The group's purpose is to provide a forum for the development and implementation of best standards among medical social workers in Ireland. It also functions as an information exchange, to lobby on issues relating to our client group and as a peer support group.

Submissions during 2012-2013 included:

1. Heads of Children First Bill
2. National Consent Policy
3. CORU draft framework on CPD
4. Advocacy re Medical Card system.

We have representation on a number of relevant groups including:

1. Acute Medical Programme (Paula Markey, Senior Social Worker St James's Hospital and Janice Hanlon, Social Work Team Leader, Tallaght Hospital)
2. National Clinical Programme for Older Persons (on behalf of IASW) (John Brennan, Mater Hospital.)
3. National Advisory Group for Implementation of Single Assessment Tool (John Brennan.)
4. Council for Stroke (includes 3 social workers including Anne O'Loughlin)
5. Rehabilitation Medicine Programme Steering Group (Anne O'Loughlin).

We had a very successful AGM in September 2012 in Athlone, at which Erna O' Connor TCD gave an inspiring key note address on Social Work in a Medical Setting, and where other workshop topics included updating the Competencies Framework for Social Workers in a Medical Setting, Registration, and Supervision for Managers.

The topics and work begun at the AGM have continued to be developed at subsequent meetings throughout the year. Other topics we have addressed in 2012-2013 include:

1. Home care Packages, Fair Deal Nursing Home Support Scheme, and delayed discharges
2. Caseload Management and Prioritisation of work

In the last year a number of new appointments have been made and the following have joined our group: Kaylene Jackson, National Maternity Hospital, Holles Street, Carol De Wilde, St. Colmcilles Hospital, Loughlinstown and Claire Winter, Peamount Hospital.

New Social Workers

Kerry Cuskelly

Committee members for 2012-2013

1. Kerry Cuskelly - Chairperson – Newly Qualified Social Worker – 3 years
2. Conor Boksberger - Secretary – Newly Qualified Social Worker – 2 years
3. Domeneca Mac Rory – Treasurer – Student Social Worker
4. Beth McGettrick – Newly Qualified Social Worker – 3 years
5. Monica Coll – Newly Qualified Social Worker – 1 year
6. Jane Ngo – Newly Qualified Social Worker – 1 year
7. Peter Duncan – Student Social Worker
8. Paul Nugent – Newly Qualified Social Worker – 1 year
9. Aoife Farrell – Newly Qualified Social Worker – 1 year
10. Gemma Cashin – Newly Qualified Social Worker - 1 year

The New Social Workers (NSW) special interest group has had another great year. We continue to have an active and enthusiastic membership. The committee have been outstanding this year and have worked extremely hard. As chairperson of the NSW committee I would like to take this opportunity to thank all of the committee members for their investment and contributions to the NSW committee. I would also like to thank the general membership for continuing to join the SIG, for utilising our (your) website and for regularly contacting us regarding various issues that pertain to new social workers. As I am qualified three years this year I will no longer be in a position to remain in the new social workers special interest group. I therefore wish the student social workers and newly qualified social workers who continue on in the SIG the very best. As you can see from the committee membership, we have a great mixture of students and newly qualified social workers. The NSW SIG relies on having a good mixture of committee members to keep the SIG active as the turnover is quite short (3 years). I hope that we will continue to see an active and enthusiastic membership in the coming years. New social workers are the future of the association and the profession – so make your voices heard!

Kerry Cuskelly – NSW SIG Chairperson 2010-2011, 2011-2012 and 2012-2013

Main Areas of Work in 2013

Website

The new social workers website continues to be very active. There has been a regular stream of people joining the site over the past year. There are regular posts to the website which cover a range of issues that pertain to new social workers. These range from discussions of ethical dilemmas and critical analyses of various topics relevant to new social workers, to tips on finding a job as a new social worker and alerting new social workers to ways in which they can become involved in progressing social work as a profession. We continue to be very appreciative of the IASW who give us funding for the website. To join the website simply go to www.newsocialworker.com. On the right hand side of the page click the "Register" tab and follow the instructions. NB. Joining the IASW does not automatically make you a member of the NSW SIG. You must join the group separately by either emailing office@iasw.ie or info@newsocialworkers.com and requesting that you are added to the SIG mailing list.

Committee Meetings

The NSW SIG committee have regularly met on 4-6 week basis over the past year. The committee have ensured the smooth running of the sig through maintaining the website, updating the membership list and email contact list, replying to emails from the general membership, speaking about the NSW SIG to colleges and at other occasions as required, facilitating and evaluating the monthly peer consultation sessions, conducting research on the panel interview process and conducting research on the process of peer consultation. The new social workers website was used to advertise the committee meetings. We are always very open to new people joining the committee. From this year all new committee members will receive a "How To" guide on being in the New Social Workers special interest group.

"How To" Guide for New Social Workers

As being part of a committee may be a new experience for new social workers (both student and newly qualified), it was felt that a small "How To" guide might be of use to anyone who joins the committee. This guide was compiled and written by Kerry Cuskelly and Beth McGettrick who are founding members of the New Social Workers special interest group.

Peer Consultation

This is the second year for peer consultation. These groups looked to provide an additional support for social workers, supplementary to managerial supervision. Two Dublin-based groups were set up with 6-8 social workers. The groups meet one evening each month for 1 ½ hours. The groups are a forum for learning, continuous professional development, and peer support with social workers from across a wide variety of different settings. We have used literature on this area to develop a working model for the groups and facilitation of the groups and have continued to link in with the IASW through this process.

These groups will continue to run until May 2013. Feedback has again been quite positive, with members reporting how useful they find the groups, both personally and professionally. Participants have shown great enthusiasm for being part of peer consultation.

Peer Consultation Research

As a follow on to our action research and evaluation of the peer consultation process, the four original members of peer consultation Beth McGettrick, Kerry Cuskelly, Conor Boksberger and Niamh O'Rourke, wrote an article on the process of peer consultation. It was published in the Winter 2012 edition of *The Irish Social Worker*.

Conference 2013

After our very successful first conference and AGM in 2012, the new social worker special interest group are planning a second half-day conference. It will take place on May 30th. The theme this year is self-care with the conference title being, ***"Whose responsibility...Putting Self-Care on the Agenda"***. The conference will explore the area of professional self-care in social work and looks at how we can support social workers in placing this on their professional agenda both individually and as a profession. This conference will aim to discuss the importance of professional self-care in underpinning best practice in social work. Current research in the area of self-care and social work will also be presented. The aim is to allow social workers to learn more about professional self-care as well as providing a platform for discussion on the essential role self-care plays in social work practice. The NSW SIG is delighted to have Noel O'Driscoll, Principal Mental Health Social Worker in James' Hospital, as the keynote speaker.

Annual General Meeting

The new NSW SIG committee will be voted in at the AGM which takes place straight after the conference on May 30th. We welcome anyone who has an interest in joining the New Social Workers special interest group to come along and join the committee. The AGM is for new social workers (student social workers and those qualified in the last 3 years). Everyone who joins the committee in 2013 will receive their own "How To" guide for New Social Workers!

Social Workers Adult Mental Health (SWAMH)

Frank Browne Chair 2012/13

Last year has been an eventful one for social workers working in the area of mental health for a number of reasons:

- Despite the recession the Government allocated 35 million for additional allied health staff as a means both to ensure each community mental health team (CMHT) had access to all the core disciplines and that it also facilitated the implementation of national mental health clinical programmes, this has resulted in approx. 70 additional social work posts across both child and adult community mental health teams. Funding of 35 million has also been agreed for 2013. However SWAMH is concerned that in some teams appropriate social work line management arrangements and IT and office space are not in place for new staff.
- The Mental Health Act 2001 is being reviewed and an expert group report is due shortly, SWAMH believes the role of the Authorised Officer (AO) is likely to be enhanced, almost half of all AOs are mental health social workers, the AO is the only professional applicant who seeks the least restrictive alternative to involuntary admission to hospital.

I would like to thank Billie Anne Johnson who steps down from the committee and welcome the new committee members, see below.

SWAMH COMMITTEE for 2013/14

1. Frank Browne **Chair:** *HSE Dublin Mid Leinster*
2. Claire O'Regan **Hon Sec:** *HSE Dublin Mid Leinster (Dublin South Central)*
3. Aideen McDonnell **Treasurer:** *HSE Dublin North*
4. Donal O'Malley *HSE Dublin Mid Leinster (East Coast)*
5. Damien Nolan *St Patricks Hospital Dublin*
6. Jeanette Cummins *HSE Dublin North*
7. Anne Duffin *HSE Dublin Mid Leinster*
8. John Matthews *HSE Dublin Mid Leinster*
9. Rebekkah Woolfson *HSE Dublin North*
10. Roisin Higgins *HSE Dublin North*
11. Gloria Kirwan *Trinity College*
12. Laura Thompson *HSE West*
13. Paul Guckian *HSE West*
14. Tony Burke *HSE Dublin North*
15. Kathy Nolan *HSE Dublin Mid Leinster*
16. Sinead Lawless *HSE South*

Some of the key action plans for the Committee include;

- ensuring all social workers have access to supervision and appropriate line management arrangements,
- planning relevant CPD activities in partnership with the IASW
- reviewing the first draft of the review of the Mental Health Act by the Expert Group which is due this Summer
- liaising closely with our colleagues in Child and adolescent Mental Health services on mutually relevant issues
- responding to service and policy developments as required

Summary of the Committee Members' Activities to date include being part of;

- Vision for Change Implementation group and its sub working groups
- Mental Health Act Implementation Group
- Old age Psychiatry Group
- National Social Work Vocational Group
- National Traveller Monitoring and Advisory, Mental Health Sub Group
- Amnesty International Group to develop an e/learning "mental health and human rights module"
- Mental Health Reform Organisation

SWAMH Committee has also made submissions and nominations under the auspices of the IASW and in partnership with Child and Adolescent Special Interest Group (CAMHS), these included;

- Review of the Mental Health Act 2001
- Letter to Minister Kathleen Lynch re no social worker on expert review group of the Mental Health Act
- Nomination of Pauline Gill as social work representative on the Mental Health Commission
- CORU CPD Framework

C.P.D Events Completed;

- October North South Conference Topic of **Suicide**
- November Topic of **Cognitive analytic therapy & key information about psychiatric medications**
- SWAMH CPD and AGM April. Topic of **Cognitive Rehabilitation, National Clinical Programmes and Irish Men's Sheds Association**

Social Workers in CAMHS (Child and Adolescent Mental Health Services)

Sheila McKenna

COMMITTEE: FEB 2012 (AGM - 6th Feb 2012)

Chairperson: Sheila McKenna **Secretary:** Andree Carty

Committee: Sinead Freeley, David Hughes, Sarah Houston, Declan Coogan, Paul Longmore, Roberta Mulligan, Jackie Leonard, Nicola Byrne and, Mary Mc Namara, -

NEWLY ELECTED COMMITTEE: FEB 2013 (AGM - 6th Feb 2013)

Chairperson: Sheila McKenna **Secretary:** Sharon Galligan

Committee: David Hughes, Sarah Houston, Declan Coogan, Paul Longmore, Roberta Mulligan, Bernardine Hanratty, Nicola Byrne and, Fiona Coyle,

Meetings:

Since the last AGM of the IASW, our special interest group in CAMHS has had three regular meetings of the national group, 21st May 2012 in Trim, 5th Nov 2012 in Lucena CAMHS Rathgar & 6th Feb 2013 in Mater CAMHS James Joyce St. in Dublin. We would like those who booked the venues and speakers and those who facilitated the clinical practice workshops at our meetings.

- 18th May 2012, IASW AGM & Conference.
- In Trim at the national meeting on 21st May 2012 many ongoing CAMHS social work issues were discussed. Sarah agreed to create a map of social workers in CAMHS around the country.
- Ineke Deville President IASW and Mary Corridan CPD IASW attended the November national meeting on 5th November 2012. Ineke discussed recent developments in IASW including the

decision made at the AGM to trade as a limited company. Upcoming social work registration and the Child and Family Support Agency were also discussed. Julie Howley Principal Social Worker Temple Street and Con O'Donoghue Social Worker Temple Street gave an interesting presentation on Attachment and the Circle of Security.

- At the national meeting on 4th Feb 2013, Pauline Gill Social Work Representative Mental Health Commission spoke about her role and the opportunities and challenges for social workers in mental health services.

CAMHS Advisory Group

Sarah Houston has continued to represent the interests of the SIG on the CAMHS advisory group chaired by Dr Brendan Doody. The group has been meeting monthly since July 2009 to discuss and inform HSE practices regarding audit, activity and outcome measures, key performance indicators and best practice guidelines in CAMHS in Ireland. Thanks to Sarah for all her hard work in this role.

HSE National Audit

In November 2012 all CAMHS services carried out a national audit. The Report from the audit will be published in December 2013.

National Clinical Programme Mental Health

Paul Longmore continued until recently to represent social work on the National Clinical Programme Mental Health. IASW will have an opportunity to give feedback on the clinical programmes once they are published. I would like to thank Paul for his hard work in this role. Roberta Mulligan was part of the group that put together the eating disorder clinical programme document. We would like to thank her for her role in this.

IASW Representative

Nicola Byrne represented the CAMHS special interest group at IASW meetings until February 2013. Following the AGM in February 2013, Declan Coogan represents the CAMHS special interest group at IASW Council Meetings. Thanks to both Nicola and Declan for their work on this.

Response to Task Force Report on the Child and Family Support Agency.

In December 2012 Sarah Houston, Paul Longmore, Declan Coogan, David Hughes and Sheila McKenna completed a submission to the Department of Health in response to the Task Force Report on the Child and Family Support Agency. I would like to thank all involved for their hard work and commitment to getting the submission completed.

National Reference Group in Relation to Professional Completion of CMHT, Health And Social Care Professionals.

Sheila McKenna was nominated by IASW to represent Mental Health Social Workers on the National Reference Group in Relation to Professional Completion of CMHT. All health and social care professional groups have a representative on this group. To date the group has looked at the needs of new staff joining teams in terms of training, line management and supervision. While it was agreed that the ideal structures should be identified it was also agreed that a system be put in place that best supports staff within current resources. The National Reference Group Guidance Document was circulated in March 2013.

Meetings for 2013/2014

The next scheduled meeting is on Monday 27th May 2013 in Galway. All social workers and social work students involved in or with an interest in CAMHS are warmly invited to attend. Exact details will be

circulated shortly. The November meeting is on 21st October 2013 in Lucena, Rathgar, Dublin. Next years AGM is on 4th February 2014 in Mater CAMHS James Joyce St, Dublin.

Summary

I would like to thank the Committee members, for all their commitment, time and hard work over the past year. On behalf of the committee I would also like to thank those who gave presentations and the social workers who attended our national meetings.

Please feel free to contact any member of the committee at anytime with any queries about

Social Workers in Disabilities – SWID

Frida Lowry

SWID have been very busy in the last year hosting two conferences in November and March. Our theme for the November Conference was Record Keeping in Social Work. Two key speakers, Solicitor Susie Shine and Author Liz O'Rourke provided us with an excellent overview of basic requirements and best practice. Our colleague Anne O' Loughlin provided a list of articles books and links to ensure the tool bag was complete. 85 social workers attended and feedback was very positive. Our second Conference focused on the theme of Suicide and Mental Health in the area of Disability. Our key speakers included Anne Callinan from the National Office of Suicide Prevention, Prof. John Hilliary, Pieta House and Frank Brown our Social Work colleague. The day was informative and well received and highlighted the growing need for training for social workers in this area.

Our AGM took place at the November Conference and a new committee was elected. Sadly we bid adieu to Anne Byrne from Galway who completed her role as Chair of SWID and who also retired from her post with the Brothers of Charity in Galway. Anne was a founding member of SWIM social workers in mental handicap which began in the 1970's. Her energy levels and commitment has never waned and we thank Anne for the legacy she has left behind. Our committee also welcomed new blood with Amanda Moore and Lorraine Philips coming on board.

With advocacy big on our list SWID made submissions to two National working groups

1. **The National Review of the Domiciliary Care Allowance** which was evaluating the present scheme. Following our submission we were invited to participate at the face to face forum in November held in the National Disability Authority with the Reviewer and Chief Medical Officer in the Dept.
2. **HIQA on the Draft National Standards for Residential Care for adults and children in Residential Centres** and as a follow on were invited to the consultation forum which was very receptive to our input

Our major concern at present will be the new approach to service delivery in the disability sector with the roll out of Progressing Disability Services and the setting up of specialist network teams. This will most certainly bring major changes and challenges and our social work role needs to be clearly defined so that it is understood within the context of a multidisciplinary team.

Social Workers in Foster Care

Colette Toland

Chairperson: Cahal McHale
Secretary: Colette Toland

Treasurer: Marie Morris

Committee Membership: Marie Morris, Mayo; Colette Toland, Dublin; Valerie O'Brien, Dublin; Cahal McHale, Donegal; Nora Weafer, Dublin; Triona Fitzpatrick, Laois; James Myers, Dublin; Anna Gill, Mayo; Treasa Loftus, Dublin; Karen Hope, Mayo; Agnes Feely, Limerick; Mary Flanagan, Roscommon; Helen Gogarty, Donegal; Maris McCormack, Dublin; Michelle McKernan, Sligo.

The Social Workers in Foster Care Special Interest Group of the IASW (SWIFC) aims to provide Social Workers who are involved in the area of Foster Care, with a platform to express relevant professional perspectives and to advocate on behalf of children in Foster Care.

The Special Interest Group were unable to arrange any face-to-face meeting due to the wide geographic spread of the membership. However the committee met on average, on a six weekly basis in an effort to pursue the programme set out at our last Annual General Meeting. The Group's AGM for 2012 / 2013 took place in GMT, Castlebar, Co Mayo on 25th May 2012 following the Irish Foster Care Association's national conference which Minister for Children, Francis Fitzgerald attended and presented some worrying budgetary predictions which have since translated into a chilling reality on the ground.

During the Group's AGM, Social Workers expressed concern about the deficits in adequate and appropriate placements available within the HSE. Attention was drawn to the fact that the absence of in-house placements was leading to increasing pressures to source such placements, when available, from the private sector. It was pointed out that although applicants were still coming forward, in many areas the lack of adequate numbers of staff resulted in departments being unable to assess and present such applicants for approval in a timely manner. It was felt that this represented an unacceptable waste of valuable placement availability at a time when enormous pressures existed for additional Carers.

While a priority set by the group in 2012 / 2013 had been to explore a range of measures that might improve the level of participation of members and increase the effectiveness of the group, this aspiration had limited success despite recurrent efforts to organise events. Nevertheless, repeated concerns were raised at committee meetings in respect of the need to find ways to engage colleagues in progressing the debate around a number of urgent issues, including the damaging implications for children of gaps in services and the relentless increase of pressure on diminishing resources and the consequential stress levels experienced by Social Workers in many areas of practise.

The passing of the Children's Rights referendum and the government's promised legislation to enable a wider range of children in care be adopted by their carers, attracted much discussion within the group. It was eventually agreed after much deliberation that the Group organise a conference in June to consider the implication of such developments for practise. Some links have been made with our colleagues in the Adoptions Services in an effort to explore how possible legislative developments may impact on practise. Similarly it is intended to link in with members of the Children and Families Special Interest Group in an effort to examine how planning for children may best be progressed. Details of this conference are to be circulated later this month.

The other area, which drew attention and feedback from members was the poster event associated with 'World Social Work Day' which took place on in March. SWIFC members' comments reflected how austerity measures are impacting on the delivery of foster care services around the country and the feedback was presented at the event in poster form.

Social Workers in Primary Care

Deirdre Jacob

Chairperson: Deirdre Jacob

Vice Chairperson: Patrice Reilly

Secretary: Ray Parkinson

Training Officers: Sharon Flood/Sylwia Gumulka

Introduction: The Primary Care Social Work Special Interest Group (PCSW SIG) provides a forum and leadership in the promotion of Social Work within Primary Care, acknowledging that Primary Care is the appropriate setting for 90-95% of the population's health and social services needs. Social Workers in primary care across Ireland have to date demonstrated their pivotal role in the development of Primary Care Teams (PCTs), as core team members and through their involvement and support of the joint HSE & Combat Poverty community participation initiative.

Objectives of the PCSW SIG:

- To provide members with a network to discuss, explore and exchange ideas on matters affecting their practice as well as providing peer support.
- To advocate for structures that support professional standards and objectives in the development of the Social Work profession within Primary Care.
- To identify and organize Continuing Professional Development training and education appropriate to Primary Care.
- To produce position papers, submissions and responses to issues affecting marginalized communities, as identified, both by those communities and by members of the SIG.

Origins of the PCSW SIG: Commencing in August 2008, a number of Social Workers working in Primary Care in Dublin and Wicklow began meeting to discuss practice issues and to avail of peer support. In September 2009, this group was recognized as a SIG by the IASW. The PCSW SIG held its inaugural meeting on 1st October 2009 and one of the groups key goals was to make links with as many Social Workers working in the area of Primary Care as possible and to raise awareness of the SIG. Currently the SIG is in contact with 78 Social Workers working in Primary Care settings through its email database.

Current situation: At the end of 2012 with a HSE target of 584 Primary Care Teams (PCTs) there are currently 78 Social Workers (including Team Leaders) in posts allocated to primary Care in the Republic of Ireland who are in regular contact with the SIG. The SIG is increasingly aware of PCTs without Social Work input as well as colleagues who are covering a number of PCTs establishing them as 'network services' and not as core team members. This effectively puts 1 Primary Care Social Worker for every 6.64 PCT's. The Primary Care Strategy (2001) which clearly indicates the intention of the HSE to place social workers as core team members remains the priority document for the roll-out of that initiative. Anecdotal information however, continues to indicate that there remains a lack of uniformity across the Local Health Offices in the provision of coherent structures for the supervision and management of Social Workers within Primary Care. Social Workers in primary care nationally are striving to put in place management structures in conjunction with HSE management that will support primary care social work services which coincide with PCT development. However, the lack of a clear and thought out direction nationally for primary care social workers remains a major concern for the SIG. We continue to see the lack of structure result in some Social Workers not having access to adequate professional supervision and appropriate lines of 'social work' management. We have witnessed this situation forcing some primary care social workers to seek new positions in more 'established and supported' social work roles. A persistent concern of the PCSW SIG is the on-going assignment of Primary Care Social Workers to non Primary Care roles, including:

- Elder abuse Casework, due to the non filling of posts
- Adult Care facilities
- Children & Families Social Work Services: to fostering assessments on a temporary basis as a result of the Health Information and Quality Authority (HIQA) Reports (2009) and to the Duty Social Work Service.

The recent establishment of the new children's agency which assumes responsibility for child protection, welfare and family support is a move which is welcomed by primary care social workers nationally as it clarifies once and for all the uncertain position of those social workers in primary care whose management was situated in children and families services. It is now clear that primary care social workers will remain situated within the primary care directorate along with other primary care staff as outlined in the Primary Care Strategy (2001). However, the HSE National Service Plan (2012) which identified the release of 20 million euro funding for the assignment of posts within primary care unfortunately did not include posts for PCSW's or Teamleaders. The SIG is of the opinion that the lack of representation for primary care social work at management/Principal Social Work level nationally is a major factor in our disciplines not being prioritised. This is despite calls at local level from other disciplines on primary care teams/networks for further PCSW's posts. This is also despite local demands on PCSW's to provide cover for PCT's with populations up to 140,000. The SIG is concerned that such an unsustainable demand on individual PCSW's will see more social workers seeking employment in other more supported area's of social work The SIG will continue to monitor the number of posts nationally and will lobby on behalf of members 'to the highest level' to ensure the development of primary care social work services in tandem with PCT development nationally.

In 2011 the SIG established a 'National Group' which is a working group of primary care social workers from around the country whose role it is to represent the views of primary care social workers nationally, meet to discuss position papers and submissions and to co-work to address the many training needs of our colleagues in primary care. The group meets every six weeks.

In 2012 the group established governance structures for the SIG Drafted a summary document of The Role of Social Work in Primary Care and began plans for the AGM 2013.

The National Group has a number of primary objectives for 2013, guided by members of the SIG.

Plans for national group in 2013 include:

- 1) To continue to provide a forum and place of support for all PCSW's in Ireland.
- 2) To continue to bring to the fore, issues and policies which directly impact on the role of PCSW's as 'generalist social workers' within the context of both PCT's and of community based social work.
- 3) To provide for the diverse education and training needs of PCSW's.
- 4) To continue to help facilitate research on 'The role of primary care social workers in Ireland', conducted by UCD.
- 5) To hold a themed AGM in September 2013 to highlight the findings of the UCD research as the first of its kind in Ireland but also to make explicit the nature and diversity of primary care social work.
- 6) To continue to support the role of primary care social workers as uniquely placed to engage in community development aspects of prevention and health promotion within the context of community development principles and with the support of our community work colleagues.

Special Interest Group on Ageing (SIGA)

John Brennan

There was only one meeting of the SIG during the year. This followed a virtual shutdown of activity last year because of the relatively sudden and sustained drop off in attendance in early 2012.

A small number of SIGA members requested a continuation and as a result we agreed to meet bi-monthly in 2013. However, it remains to be seen how effective it will be. The situation the SIG now finds itself in is a huge pity given the need for solidarity and action at this critical time for public services and indeed, older people in Ireland.

We made a presentation on the role of social work in dementia care to the National Dementia Strategy forum in April this year. This multi-disciplinary event was hosted by the Alzheimer's Society.

The introduction of the InterRAI Single Assessment Tool (SAT) moved a step closer this year when phase two commenced. There is a four-year implantation plan. Initially, it is proposed to have the SAT available for long term care and home care pack. This will be followed by Home Help services and carer assessments. The SIG is represented on a multi-disciplinary implementation advisory group. At the time of writing, the InterRAI documentation is being reviewed by the members of the group.

The SIG was represented on the National Clinical Programme for Older Persons Working Group. Currently we are participating in a multi-disciplinary review of requirements for specialist training and education in gerontological matters. A consultation document on this training is due out in June next.

Many thanks to the Royal Hospital Donnybrook for putting a room at our disposal for meetings again this year and to Carmel Coen, Social Work Secretary there for her administrative support. I hope we get to meet a bit more often in the coming twelve months!

Other Representative's Reports:

International Affairs Committee

John Brennan

Members: Ineke Durville, Anna Deneher, Kerry Cuskelly and John Brennan

The Committee met on a monthly basis during the year.

The Committee is the link with the Chair of the Board of the Association and the International Federation of Social Workers - European region (IFSW-E). The Association is an affiliate member of the Federation. The IFSW-E is now an active member organisation of the Social Platform and the European Anti-Poverty Network (EAPN). While EAPN is well known in Ireland, the Social Platform is less so. The Platform of European Social NGOs (Social Platform) is the alliance of representative European Federations and networks of non-governmental organisations active in the social sector.

In July 2012, IASW was represented by Ineke, John and Anna at the IFSW Global meeting in Stockholm.

Following that meeting, the Committee reviewed the IFSW definition of social work. The definition remains under review by IFSW because of concerns raised by many social workers in developing countries that the definition, as it is, does not represent their situation.

The Committee prepared a number of responses for an IFSW-Europe project on the role and responsibilities of social work. IFSW-Europe will shortly report on the outcome of the first stage of this project.

In August last, the Committee worked with our colleague Deirdre Jacob in response to the IFSW engagement with the European Roma Policy Coalition which was reviewing the EU Commission's call for member states to develop national integration strategies. Deirdre prepared a report on the Irish situation and this was sent on to the Coalition.

In December last, the Committee engaged with the Portuguese, the Greek, the Italian, and the Spanish Associations/Councils of Social Workers together with the IFSW in preparing and sending a joint statement to the European Union (EU) on the negative effects of austerity. The statement also called on EU governments to maintain social work and other essential social services.

As a result of this statement, in March last, the EU Commissioner for Employment, Social Affairs and Inclusion, Laszlo Andor, agreed to meet representatives from all five countries in the EU offices in Brussels. Anna Deneher broke her annual leave in Luxembourg to travel to Brussels to attend this meeting.

The Committee organised a very successful half-day seminar in March this year to celebrate the IFSW's World Social Work Day. The theme for this year was *Promoting Social and Economic Equalities*. This event highlighted the role social work plays in promoting human rights. The newly appointed IFSW Secretary-General, Dr Rory Truell, visited Ireland to attend this seminar and he was most impressed with the calibre of the presentations during the sessions.

In April, the IASW was represented by Anna and John at the annual IFSW-Europe Delegates Meeting in Istanbul. The impact of austerity on member countries and human rights issues were to the fore in discussions during this meeting. The Committee will work with the IFSW-E representatives on the Social Platform to raise issues of concern to social workers.