

2019 Annual General Meeting

Minutes

<p>Date Thursday 9th May 2019 Time 4.30pm – 6.45pm Venue The Ashling Hotel, Parkgate Street, Dublin 8 In Attendance: As per AGM attendance book (30 attendees) Apologies: Declan Coogan, Pat Waldron, Aisling Coffey, Joe McCarthy, Margaret Cagney, Mary Kennedy, Claire Convery, Anna Jennings and Barbara McDonagh.</p>		
Agenda Item		Actioned By
	<p>Aine McGuirk, Chair of the IASW welcomed all the attendees to the AGM and thanked them for coming. Aine took the opportunity to thank Sylvia for all her work on behalf of the IASW over the last 7 months. She has successfully ran several events around the country and secured our HSCP, HSE funding for this year.</p> <p style="text-align: center;">“How far we have come and Where do we go from here?” <i>Presented and facilitated by Aine McGuirk, John Brennan & Majella Hickey.</i></p> <p>A short presentation from the Board of Directors of the IASW on</p> <ol style="list-style-type: none"> 1) The activities of the association over the last twelve months presented by John Brennan 2) The Board of Directors proposed work plan for the next twelve months presented by Aine McGuirk <p>Majella Hickey invited the attendees to participate in a SWOT Analysis of the IASW. The attendees were broken up into four groups to give feedback on what they as members of the association identify as its internal strengths and weaknesses, as well as its external opportunities and threats. The feedback from this analysis will help inform the association new Strategic Plan which will be developed this summer and will be launched later in the year by the Board of Directors.</p>	
Adoption of Standing Orders	<p>No amendments required to the Standing Orders; the Standing Orders were: Proposed by: Ineke Durville Seconded by: Conor Boksberger All attendees were in-favour of adopting the Standing Orders.</p>	
Adoption of Minutes 2018 AGM	<p>Minutes from the 2018 Annual General Meeting were: Proposed by: Ruth Murray Seconded by: Coletta Dailkeni All attendees were in-favour of adopting the 2018 AGM Minutes.</p>	
Matters Arising	<p>No matters arising</p>	
Honorary Membership	<p>Aine McGuirk Chair of the IASW bestowed the honour of Honorary Membership of the IASW upon John Brennan. John is a long-standing member of the IASW, joining the association as a social work student. John has been involved with the IASW for a long number of years, playing a pivotal role as the IASW liaison with IFSW and most recently was the project lead on SWSD 2018 Conference. John is a valuable member of the IASW Board and Council.</p>	
Adoption of Financial	<p>A copy of the 2018 Financial Statements and Auditors report was circulated to all members and is available to download from the IASW website. Anette</p>	

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<p>Statements 2018</p>	<p>O'Callaghan Treasurer of the IASW spoke briefly about the statements and report, her full report can be found in the Annual Report.</p> <p>Gabrielle Fitzpatrick asked the Treasurer and the cost per annum of the Fitness to Practice Insurance Coverage. Danielle McGoldrick Company Secretary confirmed that the policy costs the association 57k year, and 2 members of the association claimed from the policy in 2018. Gabrielle asked the Board if it was possible for the association to consider having the Fitness to Practice insurance coverage as an opt in/out benefit. Aine McGuirk, Chair of the IASW confirmed that the policy is a group scheme and at present can not be sold on an individually basis.</p> <p>The 2018 Financial Statements and Auditors Report were: Proposed by: Ineke Durville Seconded by: Conor Boksberger All attendees were in-favour of adopting the 2018 Financial Statements and Auditor Report.</p>	
<p>Appointment of Auditors 2019-2020</p>	<p>Anette O'Callaghan, Treasurer recommended that the association appoint KSI Faulkner Orr has the 2019-2020 Auditors, the office has an extremely positive experience dealing with the accountancy firm during this year's audit process.</p> <p>KSI Faulkner Orr (KSIFO) to be appointed at the 2019-2020 Auditors: Proposed by: Majella Hickey Seconded by: Anne Brennan All attendees were in-favour of appointing KSIFO as the association's auditors.</p>	
<p>Adoption of Annual Report 2018-2019</p>	<p>A copy of the 2018-2019 Annual Report was circulated to all members of the association and is available to download from the website. Aine took the opportunity to thank Danielle McGoldrick for all her work on this years Annual Report, which has been reformatted and overhauled this year, inline with good governance practice.</p> <p>The 2018-2019 Annual Report was: Proposed by: Coletta Dailkeni Seconded by: Majella Hickey All attendees were in-favour of adopting the 2018-2019 Annual Report.</p>	
<p>Election of Directors of the Board 2019-2020</p>	<p>AGM attendees agreed to vote on election of Director 'collectively' by show of hands.</p> <p>The association received nominations from:</p> <ol style="list-style-type: none"> 1) Aine McGuirk 2) John Brennan 3) Coletta Dailkeni 4) Conor Boksberger 5) Hilda Loughran 6) Gary Gartland (Commercial Director) 7) Majella Hickey 8) Anette O'Callaghan 9) Rachel McCormack – late application received by the office today. 10) Vacant – Aine McGuirk asked attendees to consider joining the Board at a later stage in the year. Attendees asked the Board to consider recruitment another 'Commercial Director' with experience in the area 	

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	<p>of Media, Communications & Public Relations. Danielle to contact Donal O'Malley about this and to look at Boardmatch recruitment services.</p> <p>All attendees voted in favour of electing the 9 nominees to the role of Director for the 2019-2020 term.</p> <p>All in Favour - No abstentions – No-one against All Directors nomination were duly elected.</p> <p>Aine McGuirk was the only nominee for the position of Chair for the 2019-2020 term. The Chair nomination was;</p> <p>Proposed by: Coletta Dailkeni Seconded by: Anne Byrne</p> <p>All in Favour - No abstentions – No-one against Aine McGuirk was duly elected as the Chair</p>	
<p>Motions #1-8</p>	<p>The Chair advised the attendees that she had accepted an emergency motion, and a copy of it has been included in your meeting materials.</p> <p style="text-align: center;">MOTION 1 & 2 The Council of Irish Adoption Agency Proposed by Regina Mullan's & Seconded by Hazel Douglas</p> <p>Motion 1 That IASW, along with CIAA, call for a direct meaningful dialogue with the Minister for Children and Youth Affairs, Dr. Katherine Zappone, to ensure that the voice of social work practitioners is clearly heard, along with other stakeholders, about issues that are currently having a detrimental effect on adoption social work practice. That the IASW & CIAA call upon the Minister for the establishment of an ongoing consultation process about any new proposed amendments to the Adoption & Information and Tracing Bill 2016 to ensure that the competing rights of all parties are given the correct balance.</p> <p>Explanation There was an announcement by the Minister on 26th February 2019, without prior consultation with social work practitioners or other stakeholders, that she had secured government approval to draft further amendments to the privacy provisions in the Adoption I&T Bill 2016. The purpose of the proposed legislation is to give a statutory basis to the provision of adoption information. There is a presumption in favour of disclosing identifying information to adopted adults as far as legally and constitutionally possible which includes giving them a legal right to their original birth certificate and birth information from agency files. These amendments have sought to resolve a constitutional dilemma regarding the right to identity versus the right to privacy that is reflected in Article 8 of the European Convention of Human Rights which stresses the right to information about birth parents is not an absolute right but that this must be balanced against the rights of other parties to have identifying information about them disclosed. The amendments do not however take into consideration the social work practice issues of trying to provide an Information and Tracing Service, the increase in already lengthy waiting times there would be for would be service users, or the additional unnecessary resource implications should these amendments be implemented.</p> <p>Minister Zappone's announcement has been made against the backdrop of an ongoing controversy around part of the current draft legislation which</p>	

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requires that before birth information or an original birth certificate can be released, an adopted person will be required to swear an affidavit, later amended to a sworn statement, to ensure they will respect the birth mother's need for privacy and will not contact her against her wishes. The new amendments will now replace the need for a signed undertaking by contacting the birth parent(s) for their consent before any birth information or their original birth certificate will be released. This would imply that the birth parent's right to privacy has now assumed greater weight than the adopted person's right to identity. This is a retrograde step as traditionally social workers have been releasing limited non-identifying information to adopted persons from agency files before contact is made with the birth parent in line with the Standardised Framework on Information and Tracing published by the Adoption Board in 2005. There are many ramifications for practice as there are adopted adults who request background information but may not wish to proceed to an active search; it would preclude releasing medical information in life threatening situations; it would create unnecessary psychological pressure on all concerned; cause serious long term delays and a misuse of resources when there are still long waiting lists for this service around the country; deprive adopted people of even very basic information for even lengthier periods of time and create additional dilemmas where birth parents can't be traced. Providing background information, as has been the practice, allows those searching to make an informed choice and to receive counselling and support. By not doing so this may create a greater risk of birth parents being traced through other avenues and then contacted directly without their right to privacy being respected.

Note: It was agreed that Regina Mullan would contact Kate Gillen to discuss how best to put these motions forward to DYCA and Minister Zappone's Office.

**All in Favour - No abstentions – 1 against
Motion was duly passed**

Motion 2 That IASW call for the exemption of adoption under the new GDPR legislation as this was intended to protect people's rights to confidentiality and not deprive them of a right to information about their birth parents and is in contravention with the United Nations Convention of Human Rights.

Explanation: The new GDPR regulations have had unforeseen implications for current social work practice in relation to providing an Information and Tracing Service and directly impacted on the ability of social workers to provide a professional service to adopted adults and birth parents and their relatives. The current practice of providing non-identifying information has been overshadowed by concerns that this would be regarded as a potential breach of these regulations and that lack of adherence would result in the imposition of extremely hefty agency fines. There is no longer any continuity in service provision as these regulations are being interpreted differently from one social work area to another. Information previously provided is no longer being made available causing confusion for service users and lack of confidence in social workers. Considerable social work time is being taken trying to resolve the dilemmas being posed by these regulations and is impinging on the ability to provide a personalised service to service users, many who are very vulnerable. It is contended that it was never the intention to apply GDPR regulations to the provision of background information in relation to adoption where there is not a need to protect the disclosure of non-identifying information. Exemption is the only way to now stop social workers continuing down a tortuous road of trying to provide a caring client focused service where

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	<p>the limitations of the current interpretations of GDPR regulations have almost brought the service to a standstill</p> <p><i>Note: It was agreed that Regina Mullan would contact Kate Gillen to discuss how best to put these motions forward to DYCA and Minister Zappone's Office.</i></p> <p>All in Favour - No abstentions – 1 against Motion was duly passed</p> <p>MOTION 3 to 7 Social Workers in Adult Mental Health Proposed by Kerry Cuskelly & Seconded by Elaine Donnelly</p> <p>Motion 3: The AGM requests that the IASW board collaborate with the FORSA National Social Work Professional Committee to develop a clear rationale from a professional perspective on the need for Social Work Clinical Tutors in the workplace throughout the country to support social work student training.</p> <p>Amendment: develop a clear rationale from a professional perspective on the need for Social Work Tutors in the workplace throughout the country to support social work student training.</p> <p>Explanation: The profession does not have workplace Clinical Tutors to support student training – however Clinical Tutors have been allocated for other professions e.g. Nursing, medical. Social work student training courses are at the cusp of crises on a yearly basis due to a shortage of workplace clinical placements and lack of supports to facilitate these essential workplace placements. Completion of at least 1000hours (6 months) of Practice Placement Education in the workplace is mandatory to successfully complete the course and secure CORU registration and must be supported by the health service.</p> <p>All in Favour - No abstentions –No-one against Amended Motion was duly passed</p> <p>Motion 4: The AGM requests that the IASW board collaborate with the FORSA National Social Work Professional Committee to develop a clear rationale from a professional perspective on the need for Social Work research Coordinators in the workplace throughout the country.</p> <p>Explanation: The profession does not have workplace Research Coordinators to support enhancing and developing clinical expertise in social work– however posts similar to this have been allocated for other professions e.g. Nursing, medical.</p> <p>All in Favour - No abstentions –No-one against Motion was duly passed</p> <p>Motion 5: The AGM requests that the IASW board collaborate with the FORSA National Social Work Professional Committee to develop a clear rationale from a professional perspective on the need for Social Work Advanced Practitioner posts throughout the country.</p>	
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	<p>Explanation: Agreement through CHO negotiations (Forsa) to review HSCP career pathways.</p> <p>Advanced Practitioner posts exist in other HSCP professions.</p> <p>The National HSCP Office Strategy identifies the development of Advanced Practitioner posts as one of their key objectives.</p> <p>The National Social Work Professional Committee have a “Social Work Structures” document which has already been advocating for the development of Advanced Practitioner posts to enhance to support social workers in remaining in clinical practice if they so choose, as a way to enhance and support expertise within the social work workforce etc.</p> <p style="text-align: center;">All in Favour – 1 abstention –No-one against Motion was duly passed</p> <p>Motion 6: The AGM requests that the IASW board collaborate with the FORSA National Social Work Professional Committee to develop a clear rationale from a professional perspective on the need for a national workforce planning review for Social Work together with a review of social work student training including assessment of capacity to train students in the workplace, overcoming barriers, supports required, creating capacity and determination of student numbers.</p> <p>Amendment: national workforce planning review for Social Work together with a review of social work student practice in placement training</p> <p>Explanation: N/A</p> <p style="text-align: center;">All in Favour - 1 abstention –No-one against Amended Motion was duly passed</p> <p>Motion 7: The AGM requests that the IASW board collaborate with the FORSA National Social Work Professional Committee to develop a clear rationale from a professional perspective on the need to review the career pathway for social workers, which has not been the subject of review since the McHugh/Doran report 2004.</p> <p>Explanation: In light of the changing structures within the health and social care services overall (CHO negotiations, Slainte Care Implementation), a review of social work career structures is timely.</p> <p>A letter on the CHO Operating Model from Head of Division, Eamonn Donnelly, FORSA, October 17th, 2018, states the following,</p> <ul style="list-style-type: none"> • “Confined competition in each CHO area for Grades IV to VII, for filling of support structure posts. • Significant progress on advancing successful claims for Therapy Managers In Charge III claims. • Agreement to review career pathway for Health and social care Professionals, which has not been the subject of review since the McHugh/Doran report 2004. <p>An assurance that the introduction of network manager posts will not result in a reduction of therapy manager posts”.</p>	
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	<p style="text-align: center;">All in Favour - No abstentions –No-one against Motion was duly passed</p> <p>The Company Secretary called for the meeting to be extended by 15 minutes in order to have enough time to vote on motion 8 and the emergency motion. All attendees were in favour of the extension.</p> <p style="text-align: center;">MOTION 8 Individual IASW Members Proposed by Ann Byrne Seconded by Anne O’Loughlin</p> <p>Motion 8: In the 2019 Code of Professional Conduct and Ethics for Social Workers; http://coru.ie/uploads/documents/2019_03_06_SWRB_Code_for_Website.pdf the term Family is not included. Family Work is a central to the work Social Workers do every day.</p> <p>Currently Page 5 of the Social Work Registration Board Code of Professional Conduct & Ethics reads: <i>In this document:</i></p> <ul style="list-style-type: none"> • <i>‘You must’ is used as an overriding principle or duty</i> • <i>‘You must not’ is used as an absolute prohibition</i> • <i>‘You should’ is used to describe the course of action that is generally best practice, but acknowledges that another approach may be appropriate in particular circumstances, or that there may be factors outside your control that affect your ability to comply</i> • <i>The term “service users” includes service users, patients, clients and anyone else who uses your service.</i> <p><i>In addition to complying with this Code, you also have a duty to keep up-to-date with legislation or legal developments that affect your professional practice.</i></p> <p>Proposed change to the code:</p> <ul style="list-style-type: none"> • <i>The term “service users” includes service users, families, patients, clients and anyone else who uses your service.</i> <p>Explanation: This omission must be corrected to ensure that this essential and important work is acknowledged in the Professional Code of Practice. Social Workers work with Children and their Families and Individual Adults, so our clients are families. This is an importance component of our role. We are calling on IASW to address this with CORU as a matter of urgency.</p> <p style="text-align: center;">All in Favour - No abstentions –No-one against Motion was duly passed</p>	
Emergency Motion	<p style="text-align: center;">Emergency Motion to the IASW 2019 AGM Proposed by: Sarah Donnelly Seconded by: Kerry Cuskelly</p> <p>This AGM has serious concerns about the direction of the revised CORU Code of Professional Conduct and Ethics in which CORU appears to have moved away from the core principles of social work, particularly in relation to the social work profession’s foundations of social justice and human rights. The AGM therefore calls on the Board of the Association to request CORU to</p>	

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	<p>withdraw the current edition of the Code and to align a new version of it with the core principles of social work as laid down by the International Federation of Social Workers' Statement of Ethical Principles.</p> <p>Explanatory Note: The current version of the Code has moved significantly away from some important elements that were contained in the previous iteration. Most notably, reference to the pursuit of social justice as a core value of social work have been taken from its rightful position at the opening of the document and placed at the end; Reference to upholding human rights as a core principle of social work has been deleted;</p> <p>The demand to 'respect the inherent dignity and worth of persons' has also been deleted and replaced by the demand for social workers to act in the 'best interest' of those who use their service (CORU Code p6). The 'best interest' principle goes against contemporary beliefs and is contrary to the Assisted Decision-Making (Capacity) Act 2015. Current thinking views the 'best interest' principle as being paternalistic and against a rights-based approach to work. The 2015 Act does not allow 'best interest' to be used as the basis for decision-making by professionals, so there is an immediate conflict.</p> <p>The Code for social work should be much more discipline-specific than it is now in order to ensure that the profession's aims and values are immediately apparent to any reader.</p> <p style="text-align: center;">All in Favour - No abstentions –No-one against Motion was duly passed</p>	
A.O.B	<p>Sarah Donnelly took the opportunity thank the Board on behalf of the association.</p> <p>Meeting closed @ 18.45</p>	