

**2011-
2012**

**Irish Association of Social Workers
Annual Report**

114-116 Pearse Street, Dublin 2, Ireland
Tel: +353-(0)1-6774838
Email: office@iasw.ie
Website: www.iasw.ie

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

Table of Contents:

IASW Executive & Council Page 3

Executive Reports:

Presidents Report – Ineke Durville Page 4
Honorary Treasurer -Dónal O'Malley Page 5
Honorary Secretary -Saragh McGarrigle Page 6
Office Report -Danielle McGoldrick Page 6
Conferences & Events – Ita Long Page 7
Continuous Professional Development [CPD] - Frank Browne Page 7
Membership Report 2011– Billie Anne Johnston Page 8
Registration Issues (CORU, The Health & Social Care Prof. Council) – Declan Carey Page 8

Special Interest & Associate Group Reports:

Council of Irish Adoption Agencies –Sheila Gallagher Page 10
The Irish Social Worker Journal - Monica Egan Page 12
Principal Medical Social Workers Group - Sheila McCrory Page 12
New Social Workers - Kerry Cuskelly Page 13
Social Workers in Adult Mental Health (SWAMH) – Frank Browne Page 14
Child & Adolescent Mental Health (CAMHS) – Nicola Byrne Page 15
Social Workers in Disabilities (SWID) – Emer Ingoldsby Page 17
Social Workers in Foster Care – Cahal McHale Page 18
Social Workers in Primary Care - Deirdre Jacob Page 19
Social Workers in Probation -David Williamson Page 20
Special Interest Group on Ageing (SIGA)- John Brennan Page 21
Special Interest Group of Children and Families –Fiona Power Page 22

Other Representative's Reports:

CORU 'The Social Work Registration Board' by Monica Egan Page 23
International Affairs Committee - John Brennan Page 24

Executive & Council Members 2011 - 2012

IASW Executive:

President	Ineke Durville
Honorary Treasurer	Dónal O'Malley
Honorary Secretary	Sarah McGarrigle
Office Manager	Danielle McGoldrick
Conference & Events	Ita Long
Continuous Professional Development	Frank Browne
Membership Officer	Billie Anne Johnston
PR & Communications	Frank Browne & Ineke Durville
Executive Member	Jason Watson & Terry Bradshaw
Registration Issues	Declan Carey

Special Interest & Associate Group Representatives:

Adoption (CIAA)	Eileen Conway
Ageing (SIGA)	John Brennan
Children & Families	Paul McCarthy/Barry Higgins
Child/Adolescent Mental Health (CAMHS)	Sarah Houston/Nicole Byrne
IASW Journal Editor	Monica Egan
Social Workers in Disability (SWID)	Emer Ingoldsby
Principles in Medical Social Work Hospitals	Loretta Reilly/Sheila McCrory
Adult Mental Health (SWAMH)	Frank Browne
Primary Care	Deirdre Jacob
Council of Irish Adoption Agencies	Sheila Gallagher/Eileen Conway
Foster Care	Ciara Mahoney/James Myers
New Social Workers	Kerry Cuskelly
Social Workers in Probation	David Williamson

Regional Representatives:

Eastern	Pat Waldron
Southern	Terry Bradshaw/Carol Buckley-Lyons

Other Representatives:

International Affairs Committee	John Brennan
CORU 'The Social Work Registration Board'	Monica Egan
IMPACT Representative	Dónal O'Malley

Executive Reports:

Presidents Report

Ineke Durville

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

This IASW year got off to a great start with our 40th anniversary celebrations on 17th June 2011. President Mary McAleese addressed the meeting together with a number of other speakers, Justice Catherine McGuinness, Gary Bailey (President IFSW), Mary McDevitt (Past Employee IASW), Noreen Kearney (Past President of IASW) and Dr. Caroline Skehill. The whole event was very well received and the event was a true celebration of 40 years of social work. The contribution of all social workers over the years has been significant and will be a hard act to follow.

At last year's AGM a motion was put to the meeting to allow the executive of the IASW to put a process in place that would facilitate the change of the IASW's legal structures from an Association to a Company limited by Guarantee. In order to make the change to the legal structure, the executive needed to review the current structure of the organisation. The present structure of the Association does not reflect how the organisation does its business in terms of day to day decision making. Under the present structure, the main decision making body is Council and members of Council could be held personally liable should any individual or organisation decide to sue. In reality, it is the executive that takes the lead role in the day to day decision making of the IASW. The executive meets monthly and for example develop policy and make the day to day decisions which it then presents to the Council at their quarterly meetings. Under the proposed changes to a Company limited by guarantee, the executive will become the Board of Directors and will have the ultimate decision making power. The council will change from an overseeing role to an advisory role. This reflects what happens in reality.

The requirements for the setting up of the Company Limited by Guarantee were complex and involved reviewing the constitution and preparing the necessary structures to be able to present to the Company's Office. To ensure that the proposal was in compliance with the Company's Act, the executive needed specialist advice and called in the support from an independent advisor, Sheila Cahill. Sheila has guided both executive as well as council very skillfully to the stage where we can present the proposed structures to this year's AGM.

During this year, the first social workers were registered by the Health and Social Care Professionals Council (CORU) and this process has brought various issues to the attention of the IASW. There has been regular contact with CORU in relation to a number of these and most recently in relation to changes/additions to the S91 application form. This year will see the first three members of the Registration Board standing down and they will be replaced through an election of Registrants, which will take place in the summer of 2012. Only registered social workers can be elected or cast a vote in this election. The registration of all social workers should be completed by 31st May 2013 and a new era will have started.

One of the measures that the IASW put in place as part of the preparation for Registration was the legal protection cover. 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. More recently negotiations have taken place in relation to cover in case of fitness to practice hearings and these are on-going at present.

As part of the registration process the IASW developed a framework for Continuous Professional Development (CPD) and launched the CPD Policy and folder in 2009. This policy is being reviewed at present and members will have received a questionnaire to inform this process.

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. Last year, this funding was increased to allow the Association to employ additional staff and the Association decided to use that funding towards administrative support to the CPD training programme. This funding has been used to great success and the number of events has increased greatly during the last year.

This year, further funding has been made available and the Association has been able to put this funding towards the employment of a CPD and Development Officer. The purpose of this position is to progress the Associations CPD programme and develop new and existing services for members in partnership with the executive and to support the development of CPD and the IASW nationally. This new post has now been filled and Grace Lynam is due to start on 5th June 2012. This is a very new departure for the Association and we are delighted with this development and we would like to welcome Grace to the Association.

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 practicing 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.

The work in the office has been on-going and continues to be very busy. We have dealt with an increasing number of queries from members, non-members, the public and organisations and thanks to Danielle McGoldrick, our office manager, the increased volume has been dealt with very efficiently.

The Association has continued to have a high profile. Declan Coogan, who held the post of communications coordinator on the executive, has set up a good network of contacts, which has proved to be very helpful. Unfortunately, Declan has had to step down from the executive due to work pressure. I would like to take this opportunity to thank Declan for his very valuable contribution to the Association and I wish him well for the future. Frank Browne took on the role on an interim basis and I would like to thank him for his support over the last few months.

The Association was able to publish three journals this year. I would like to thank Monica, the editor of the journal, for her support and all the hard work on the journal. This can be a time consuming and, at some times, onerous task. I would also like to thank the members and other contributors, who have submitted an article to the journal and Danielle 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.

In conclusion, I would like to thank all the members of executive: Donal O'Malley, Treasurer; Saragh McGarrigle, Secretary; Frank Browne, CPD coordinator and part-time communications coordinator; Ita Long, conference and seminar coordinator; Declan Carey; CORU; Jason Watson, limited company coordinator; Billie Anne Johnston membership officer and Terry Bradshaw, Southern region link; for their hard work and support during the year. In addition to the above, I would like to thank Eoin Barry, our Face Book moderator. The face book page provides a useful forum for discussion and sharing of information and 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 feed back. Next year will be a year of change. The structure of Health and Person Social Service provision is due to change; starting with the new Child and Family Support Agency in the beginning of 2013 and the possible introduction of Universal Health Care could affect service for all our client groups as well as working conditions for social workers. It will be important that we are able to respond to these changes through a strong and cohesive voice.

Honorary Treasurer

Dónal O'Malley

With a further increase in the number of people joining last year, the annual subscriptions received continued to rise on the previous year, although not quite as dramatically as it appears in the accounts, due to problems with the credit card payments system. The other significant source of income continues to be the Continuous Professional Development funding from the Department of Health which 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. This funding will also go towards the establishment of a CDP Officer.

Due to the growth of the Association and its activities and especially with the 40th anniversary celebrations, last year saw a moderate increase in expenditure. The main changes have been an increase in Council expenses, cost of room hire and use of temporary staff. I believe these costs are justified as they have been beneficial to the membership.

The Continuous Professional Development funding continues to provide SIGs with the opportunity to apply to the Association for funding and to provide quality training at a reasonable cost and I would encourage all SIGs to avail of this facility.

The Association continues to operate a surplus and remains in a financially healthy position. This will hopefully enable the Association to weather the storm of these uncertain economic times.

I would like to thank Danielle for her continued hard work in maintaining the operation of the Association on a day-to-day basis. My thanks also to Ineke and the other members of the Executive, for their advice and guidance throughout the year.

Honorary Secretary

Saragh McGarrigle

I, along with the rest of the executive, have contributed to the preparation of various documents needed for the proposed move of the IASW from an Association to a Company Limited by Guarantee. The past year has seen the continuation of the newsletter via email to all members. Currently, communication from the IASW is carried through a number of outlets; post, email, electronic newsletter, Facebook and the website. In the past year, I have developed a proposal which would see all online communication converging through a brand new website. The executive has approved the on-going development of this proposal to a feasibility study stage, with tenders being invited in the coming weeks. Depending on projected outlay, the executive will decide whether all or part of this proposal can be realised. The coming year will prove an exciting time for the IASW in terms of how it interacts with its membership and I hope, if re-elected to the position of Honorary Secretary, to be able to drive this proposal forward.

Office Report

Danielle McGoldrick

May 2011 – May 2012 has been “eventful” to say the least! The association has successfully run over 30 Continuous Professional Development (CPD) events during this period. A huge amount of my time in the office is spent organizing these events, however, without consistent support from Ineke & Ita I wouldn't be able to pull off these well received CPD events on monthly bases. We are very fortunate to have waiting lists for most of our events, and the feedback is nearly always extremely positive.

The association main event of 2011 was the 40th Anniversary Celebration, held on 17th June in The Gresham Hotel. With a near 200 people in attendance, the event was a huge hit with our guests. After the event, the association received some wonderful and heart felt messages of Thanks and Congratulations from some of the attendees, which were gratefully received by the Executive, who had worked so hard on making the celebration a triumph.

Aside from task of organizing the CPD events, the office has also been extremely busy preparing for the move from an association to a Limited Company; this has been an enormous task, which has taken months of work.

The office is always a hive of activity, from processing membership fees/application forms, organising CPD events, preparing accounts, providing members with support, collating evaluation forms, calling for book reviews/articles, updating the website, manning registration desks, dealing with emails & phone queries, and with this in mind, I would like to take this opportunity to thank the members of Executive for all of their assistance and co-operation, and particularly Ineke, without her dedication, patience, and support, my job would be much more difficult.

Keep your eye out later in the year for the launch and overhaul of the association's website!

Conferences and Events

Ita Long

During 2011, 1369 people participated in conferences and seminars organised by the Executive. Listed below are the events that took place;

- Feb; "The Application of the Marte Meo Method in Identifying Early Signals of Attachment & Relationship Issues" presented by Colette O'Donovan
- March: "Promoting the Welfare of Children of Problem Drinkers" presented by Shane Butler
- May: Annual Conference & AGM "Social Workers Promoting Equality in an Unequal Society" speakers included Fintan O'Toole, D. Wilkinson & S. Cantillon.
"Fitness to Practice & Registration Update" presented by Gloria Kirwan, Brian Melaugh & Ginny Hanrahan
"Learning from a Model of Attachment" presented by Margaret Beaumont
- Sept: "The Relevance of the Office of the Ombudsman to Social Work & Freedom of Information" presented by B. McNally & S. Garvey
"Human Trafficking in an Irish Context" presented by N. Yonka & M. Ni Raghallaigh
- Oct: Marte Meo Conference; 'Marte Meo Supported Interaction – The Process from Birth to Old Age (Joint HSE & IASW) presented by Maria Aarts
"Play Skills for Direct Work with Children" presented by Lisa O'Reilly
- Nov: "Fitness to Practice & Update on Registration" presented by Gloria Kirwan, Brian Melaugh & Ginny Hanrahan
- "The Experience of Young People Raised in Care" presented by Ed Murphy & EPIC

Along with the above events a further eight events were organised by the Special Interest Groups and the Cork Regional Group. CPD points were awarded to participants at all these events.

The ability of IASW to organise so many events is due in large measure to the funding we receive from the HSE. This funding comes with specific requirements attached e.g. organising events with a multi-disciplinary focus where possible. IASW is required to provide feedback to the HSE on how the funding received has been used. Funding cannot be used for hiring of venues for holding events. Due to the funding we receive IASW has been able to run events at a greatly reduced cost, to members.

Evaluation sheets are circulated at all events. This information is very helpful in identifying topics of interest to participants and also in identifying individuals willing to facilitate events for IASW and /or available to contribute time to the Association.

With the help of funding from the HSE IASW is in a position to employ a Continuous Professional Development Officer for the next twelve months. It is hoped that this will enable to Association to provide CPD events outside of Dublin, which is being increasingly requested by members. It would also be great to be able to do some advance planning of events to enable social workers to use this information in conjunction with supervision when planning their own training needs.

The smooth running of all the events organised by the Executive is due in no small measure to Danielle's great energy, skills and hard work which must be acknowledged along with the support provided by Ineke.

Continuous Professional Development [CPD]

Frank Browne

IASW Executive is currently reviewing the CPD policy and members have been invited to complete a Survey Monkey. IASW hopes to incorporate feedback into the policy so as to ensure that both the required standards and the best means to achieving those standards are included.

IASW is conscious that access to line management social work supervision is not available for up to 20% of social workers and while IASW is sympathetic to social workers who have tried to access supervision from outside their agencies or from other professionals or from colleagues, IASW believe the ideal situation is to have appropriate

performance management arrangements in place with a suitably trained social work manager offering supervision on an individual basis.

In relation to the requirement to undertake other CPD activities other than supervision, IASW is conscious that in two to three years, this will be a requirement by the Social Work Registration Board. Other professions have this in place already with specific requirements of training in the particular area of practice.

IASW's CPD policy and folder is a tool for members to co-ordinate their CPD activities and to assist them in reflecting on their practice and future professional development. Members are currently completing CPD logs, demonstrating that they are achieving the IASW recommended 100 points in the two year cycle. IASW would like to encourage all members to do so and believe this will stand them in good stead for their future practice and in relation to preparation for registration.

Ineke and I review all the external course providers who seek IASW CPD point allocation for course programmes, as well as advising members in relation to the IASW CPD policy and signing off on certificates for IASW CPD achievement.

Membership Report

Billie Anne Johnson

As the membership officer I have spent the year highlighting the range of benefits of the association that will enable you to continue the members to development through conferences and seminars, networking opportunities and reference materials. We provide our members with Legal Protection insurance cover and access to a helpline service to name just a few.

The other pieces of work within the association that I have been involved with are:

- On-going work in relation to the Association changing to a limited company. It is hoped this work will be completed in the near future.
- Vision for Recovery subgroup on Recovery, this meeting is held on a monthly basis dealing with the concept of recovery orientated practice within the mental health services. It is hoped that a document will be published this year.
- IASW Sligo Seminar on registration and highlighting the benefits of the association to social workers in the Sligo/Leitrim and Donegal area.
- Contact with all universities, discussing benefits of the association. Talks in Trinity, UCC, NUI and UCD, outlining the role of members and highlighting the benefits of the association.

At present we have 1013 members. 112 members did not renew their membership in 2012; however, we recruited 101 new members since January 2012.

A number of routine tasks have also been completed with the assistance of the Office Manager including dealing with routine queries, updating membership, payment details and the scheduling of the Direct Debit run for the year.

I would like to take this opportunity to thank the office Manager, Danielle for her continued hard work and support throughout the last year.

Registration Issues (CORU 'The Health & Social Care Professionals Council)

Declan Carey

There have been a number of key developments over the past twelve months in relation to the social work profession and the implementation of the new regulatory regime under the Health and Social Care Professionals Act 2005 (HSCP Act 2005) that established CORU. The developments have been wide ranging and there have been significant changes to the social work profession that the IASW has monitored and communicated to members. These changes will pave the way forward for a profession that will be professionally regulated and all social workers practicing in Ireland will be required to be registered by 31st May 2013. At times, the IASW has also played a leading role to shape the policies that CORU have tried to implement, by representing the views and the best interests of our members. The IASW has met with CORU and the Department of Health on a number of occasions on behalf of members. The IASW recently wrote

to the Minister for Finance clarifying the position of registration fees and the ability of all members to claim a deduction in tax.

On Tuesday, 31st May 2011, CORU and the Social Workers Registration Board (SWRB) opened the register of social workers. On 29th June 2011, the SWRB granted registration to thirty-one applicants and entered their names onto the register of social workers. CORU outlined: 'This is the first step in the regulation of social workers as a profession and will afford significant new protections to both the profession and the public.' As of mid-April 2012, there were a total of 169 registrants on the social workers register maintained by the SWRB. The vast majority of registrants included recently graduated social workers, all of whom were required to pay the initial registration application fee of €100 which includes the retention fee up to 30th May 2012. All current registrants will be required to pay the proposed annual retention fee of €295 by 31st May 2012, in order to remain on the register of social workers. Registrant's failure to re-register within certain time limits under a new bye-law under the HSCP Act 2005, will result in de-registration. The Health and Social Care Professionals Council has now made the rule "Time Limits for Payment of Annual Fees for Retention of Registration Rule 2012". This rule was introduced following CORU's public consultation on the time limits for renewal of registration in January 2012. Should social workers wish to be restored to the register this will incur a restoration fee of €150, plus the annual retention fee of €295.

In July 2011, The IASW participated in a meeting between all 12 professional bodies (due to be regulated by CORU) and the Department of Health. The IASW, along with the other eleven bodies welcomed positive steps of the registration process, gave a constructive contribution to progress been undertaken by the government and communicated directly with the Department of Health rather than having CORU communicate on the other bodies behalf. Four issues were discussed. The first was around the experience of Social Workers, the first grouping to go through the registration process. Secondly, it was a chance for to discuss the proposed fees. The Department was adamant that CORU has to be self-financing but it was pointed out some ways in which savings could be made and they outlined their review to see if costs can be reduced further (there has been one reduction to this point from €350 to €295) through procedural and operational efficiencies. Thirdly, the issue of transparency was discussed, notably in relation to the criteria used in appointments to the Registration Boards (There will be forthcoming elections to the SWRB in the summer of 2012 and the IASW shall be making a submission on the draft bye-law on behalf of members also). Fourthly, the issue of continuous professional development (CPD) and the role professional bodies will play in that process was discussed.

In November 2011, the IASW met formally with CORU at the IASW office in Dublin. At that meeting the following issues were discussed including, elections to the SWRB, monitoring of social work education, registration appeals to the Health and Social Professionals Council, continuous professional development (CPD), registration fees, fitness to practice timetable and assessment of professional competence for holders who do not hold an approved qualification (under the HSCP Act 2005). The IASW established the requirement for a solicitor to sign the application form, thus increasing the overall fee to register for social workers with the SWRB. Also in November 2011, the IASW arranged a CPD seminar on 'Fitness to Practice & CORU - Registration Issues', in which the CEO of CORU made a presentation to members. Also in 2012, the IASW arranged a seminar in County Sligo on 'Update on Registration for Social Workers'. The IASW made submissions to CORU in relation to the changes in the S91 application for registration and the time limits for payment of annual fees for retention of registration that CORU have taken into consideration.

Overall, the IASW are continually working to represent the views and best interests of members in relation to the significant changes as part of the registration process for social workers, whom shall be the first fully registered allied health profession in Ireland. Registration is a welcomed and positive step for the profession of social work that will benefit social workers and our prospective clients. The IASW have participated in a number of presentations on CORU and Registration to many social work departments and final year social work students in a number of universities, both around the country. This work by the IASW is expected to increase and continue over the next twelve months, leading up to May 2013. The IASW will continue to be committed to representing the views and wishes of each and every member to the Department of Health, CORU and the SWRB, as part of the registration process both now and into the future. The IASW are aware of and have communicated to CORU on the issue of high registration fees to register as a social worker with the SWRB and the disproportionate fees for part-time social workers and unemployed social workers around the country.

Should members have any concerns or queries in relation to CORU or registration, please don't hesitate to contact the association.

Special Interest & Associate Group Reports:

Council of Irish Adoption Agencies

2011 / 12 Chairperson: Sheila Gallagher
 Secretary: Margaret Comaskey

The present members of the Executive of CIAA are:

Chairperson: Sheila Gallagher

Vice Chairperson: Hazel Douglas

Secretary: Margaret Comaskey,

Treasurer: Julie Kerins

Other Executive Members: Eileen Conway, Ann Doolan O' Brien, Sandra Merity, Anne O Connor and Patricia White.

The period 2010-2012 continued to be a challenging time in relation to the introduction of the Adoption Act 2010 and in particular the increased workload for the HSE adoption teams and the accreditation process for voluntary adoption agencies.

Membership of Council

Council is made up of 8 HSE Adoption teams and 8 Accredited Agencies, and currently one agency that are awaiting accreditation from the Adoption Authority of Ireland. These are:

HSE Adoption services:

1. HSE ERHA
2. HSE Dublin Mid- Leinster
3. HSE North East
4. HSE South (Cork, Kerry)
5. HSE South (Carlow, Kilkenny, Waterford, Wexford and South Tipperary)
6. HSE West (Limerick, Clare, North Tipperary)
7. HSE West (Galway, Roscommon, Mayo)
8. HSE West (Sligo, Donegal Leitrim and West Cavan).

Accredited Agencies:

- St Patrick's Guild, 203 Merrion Rd, Dublin 4
- Cúnamh, 30 South Anne St, Dublin 2
- Clarecare Post Adoption Service, Harmony Row, Ennis, Co Clare
- St Attracta's Adoption Society, St Mary's Sligo
- St Mura's Adoption Society, Pastoral Centre, Monastery Rd, Letterkenny, Co Donegal
- Pact, Arabella House, 18D Nutgrove Office Park, Rathfarnham, Dublin 14
- Barnardos Post Adoption Service, 654 South Circular Road, Dublin 8
- Here2help, Arabella House, 18D Nutgrove Office Park, Rathfarnham, Dublin 14

Awaiting accreditation:

Helping Hands Adoption Mediation Agency, Forge Lodge, Forge Hill, Cork

Council Meetings

Primarily it is social work professional adoption practitioners who represent their adoption agencies at CIAA. Our members are all social work practitioners working in the areas of information and tracing, domestic and international adoption.

CIAA members meet three times a year to consider, address and advocate on the basis of best practice in all aspects of adoption. An Executive Committee elected by members meet quarterly to organise, oversee and carry out the agreed

plans of CIAA. CIAA aims to encourage, through research, provision of relevant adoption information and continuous professional development workshops all members to operate to the highest professional standards

Council of Irish Adoption Agencies' statement in relation to adoption Council regards adoption as a service for children and that the interests of the child in adoption should remain as the first and paramount consideration. We believe, as social work practitioners, that adoption legislation should respond in an equitable and comprehensive way to the needs and rights of all parties to adoption, adopted persons, birth/natural parents/relatives and adoptive parents.

There is still an urgent need for legislation in relation to information and tracing for adopted people and birth/ natural parents. Whilst the Adoption Act 2010 has not addressed this need in any detail or been more specific in relation to post adoption needs and services, we consider that the ratification of the Hague Convention and the Adoption Act 2010 allows for more transparency in adoption practice, ensuring that those children who are placed for adoption, internationally and domestically are eligible to be placed for adoption and that all appropriate consents are given. We welcome the Adoption Authority's investigations and their work in reviewing a number of different countries adoption processes and their compatibility with Irish legislation.

Council supports the view of O Halloran, that the provisions of the Adoption Act 2010, will ensure that Irish adopters will have 'a greater degree of security in terms of processes and procedures and the reassurance of knowing that their adoption will be conducted in accordance with internationally agreed standards and safeguard' (xi, Adoption Law and Practice, K O Halloran, Round Hall 2010)

Subgroups

CIAA continues to use the mechanism of subgroups to focus on particular tasks that Council has requested work to be done on. There are three subgroups currently working on the following issues:

Legislation Subgroup: Focus on Information and Tracing

Work undertaken: Submission on behalf of CIAA to Minister Fitzgerald. Members of this subgroup are planning to meet with Dept of Health representatives in relation to the proposed legislation.

Leaflets Subgroup: Focus on Information and Tracing

Work undertaken: Review of information leaflets for adopted people, birth parents and adoptive parents. Draft forms have been circulated to all adoption services and will be put on the CIAA website within the next two months.

Domestic adoption subgroup: Focus on birthfathers and issues of consent

This subgroup is working on looking at issues arising in domestic adoption situations.

HSE Crisis Pregnancy Programme

Julie Kerins continues to represent CIAA on the Consultative Committee to the HSE Crisis Pregnancy Programme, formerly known as the Crisis Pregnancy Agency. The HSE Crisis Pregnancy Programme is a national programme tasked with developing and implementing a national strategy to address the issue of crisis pregnancy in Ireland.

Irish Association of Social Workers

Eileen Conway represents CIAA at IASW Council meetings.

CIAA Workshops 2011

CIAA provides CPD workshop for social workers, all adoption agencies are notified of these training events. The following workshops took place in 2011.

<i>23rd March 2011</i>	<i>Council Meeting</i>	<i>Clodagh Donnelly, Origins Service. Research on tracing services used by adults who grew up in Institutional/Residential Care</i>
<i>June 8th 2011</i>	<i>Council Meeting</i>	<i>Marie Cregan, HSE South. Focus on Intercountry adoption and tracing issues in respect of Romania</i>
<i>Sept 14th 2011</i>	<i>Council Meeting</i>	<i>Simone Mc Caughren. Research on Open Adoption</i>

CIAA celebrated 50 years at March 2012 meeting of Council.

The Council of Irish Adoption Agencies was 50 years old in 2011, and this celebration was marked at our meeting in March 2012 which was addressed by Mr Geoffrey Shannon, Chairperson of the Adoption Authority of Ireland. It is planned that CIAA will continue to provide information from practitioners to the AAI in relation to practice and professional issues that are of concern to them.

This meeting also focused on looking back at past issues that Council was involved in the earlier years of its existence as well as looking forward to future challenges which may arise in adoption services.

The Irish Social Worker Journal

2011 / 12 Editor: Monica Egan

Three editions of the Irish Social Worker were published in 2011 which included an edition containing articles from students and recent graduates. A special edition celebrating the 40th anniversary of the Irish Association of Social Workers was published in the winter and was very well received by members. A further edition has just recently been published for spring 2012.

I met with a number of people who had expressed an interest in being involved with the Journal and the plan is to develop an editorial committee.

The number of articles being submitted is increasing which is very positive but as always the more that are received the better in terms of interest for the readers. Books for review have continued to come into the office and the number of people offering to review books has been increasing.

Thanks to everyone who submitted articles and wrote reviews. I appreciate that getting the time to write articles and review books is not easy on top of busy work schedules.

Thanks to Danielle for all her work in following up articles and reviews and for liaising with the printers.

Principal Medical Social Workers Group

2011 / 12 Chairperson: Kieran Buckley
Secretary: Loretta Reilly

Chairperson: Kieran Buckley continued as chairperson in 2011 and has recently been joined by Anne Marie Jones from CUH Temple St as co-chair.

Secretary: Anne O'Loughlin, National Rehabilitation Hospital.

Rep on IASW Council: 2011-Feb 2012 Loretta Reilly, National Maternity Hospital, Holles Street.

March 2012 to date: Sheila McCrory, 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.

Issues which were discussed and action taken on in 2011-2012 included:

- Position of medical social work with regard to the new Child Protection Agency
- Child Protection Training
- CPD, supervision for Managers and getting ready for registration.
- Home care Packages, Fair Deal Nursing Home Support Scheme, and delayed discharges
- Elder Abuse

- Caseload Management and Prioritization of work
- Impact on teams of vacant posts not being filled.

Sheila McCrory, Head Medical Social Worker Our Lady's Children's Hospital, Crumlin joined the group in 2011.

In 2012 a number of our members have taken early retirement: Loretta Reilly, Head Medical Social Worker, National Maternity Hospital, Holles Street, Mary Casey, Head Medical Social Worker Cork University Hospital, Eilish Mc Donnell, Head Medical Social Worker, Rotunda Hospital, Mary Courtney, Head Medical Social Worker, St. Colmcilles Hospital, Loughlinstown and Marian Murphy, Head Medical Social Worker Naas Hospital. We wish them all well in their retirement. We thank Loretta for her work as Rep on IASW Council over the past number of years.

New Social Workers

2011/2012	Chairperson:	Kerry Cuskelly
	Secretary:	Beth McGettrick
	University Liaison:	Lorraine Phillips
	Committee Members:	Niamh O' Rourke, Conor Boksberger

This year represents the second year for the New Social Workers Special Interest Group, and it's been great to see the group continue to grow and develop. Our group includes both student social workers and those social workers who have qualified in the last 3 years.

Peer Consultation

One of our most exciting activities over the last year was the establishment of our pilot peer consultation groups in October 2011. 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 linked in with the IASW through this process. These groups will continue to run until May 2012. We have been doing action research and evaluating the groups throughout, and plan to do further research on the end of the groups. Feedback so far has 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.

Our hope is that if the research shows clear benefits, we can further refine the model of peer consultation and continue to run more groups, possibly in different locations into the future. We also hope to be able to bring together findings from our experience that would be useful to share with the IASW and other social workers for more people to get involved in these types of groups in the future.

Conference

We have planned our first conference for the 31 May 2012. This half-day aims to look at the area of supervision, and to connect theory with practice, as well as provide participants with ideas and tools to improve supervision. Supervision is an essential area for all social workers, as well as new social workers and we look forward to getting the chance to explore this area. Guest Speaker will be Mr. Frank Mulville, a social worker with 20 year's experience who teaches on social work and addiction study courses and works with groups and individuals in youth and community, social care and social work. We also will have workshops and information at the conference on peer consultation, supervision policies, contracts, and tools.

Website

Our website continues to provide a great forum for new social workers to stay up to date on relevant information and to share ideas and thoughts. You can find us at www.newsocialworkers.com. We have a new lay-out for our website. We are very appreciative of the IASW giving us financial sponsorship for this website. Our website allows all new social workers to register and to submit posts or comments in a blog style format. We currently have approximately 74 people signed up for our website.

New Members

We are excited to announce that the special interest group now has 88 members signed up. It's great to see such interest in this special interest group. Chairperson Kerry Cuskelly met with student social workers who were in their final year of the BSW programme in UCC, Cork in March 2012, and this meeting was very valuable for getting new social workers nationally linked together. We are hoping to continue forming links with universities and allowing student social workers to get involved in the IASW. We encourage any student social workers in universities around the country to get in touch with the new social worker sig at any time to begin forging these positive links.

Committee Meetings

The New Social Workers SIG generally meets once every 6-8 weeks. We very much welcome new people joining the committee. It is extremely important that student and new social workers become active in the New Social Workers SIG. This is because it is made up of "new" social workers and there will be a natural progression for social workers who are qualified over three years to move on from this SIG to others within the association. In order for this special interest group to continue to exist it needs the continued active involvement of new members.

We are aware that there are many issues impacting New Social Workers such as CORU registration, the HSE panel system, and lack of support for new social workers, etc. While we are glad that we have taken some valuable steps with our SIG, such as in offering peer consultation, we are very eager as well to continue learning more about the areas that impact new social workers and using this SIG effectively to address those areas. We welcome anyone to get in touch with us through email at info@newsocialworkers.com.

Social Workers Adult Mental Health (SWAMH)

2011 / 12

Chairperson: Frank Browne

Secretary: Claire O'Regan

Introduction

SWAMH, a special interest group of IASW, aims to support colleagues, promote best practice in the interest of service users through CPD events, sharing information and contributing to national mental health policy and developments. In this short report, I hope to outline how the SWAMH committee adhered to its mandate.

Links with the IASW Child and Adolescent Mental Health Special Interest Group

The SWAMH committee developed closer working relationships with our social work colleagues in child psychiatry and recently we have agreed nominations to the national mental health clinical programme sub groups, which included; First Episode Psychosis, Eating Disorders and Self-Harm presentations to Emergency Depts. We also collaborated in relation to the nomination for the important social work role on the Mental Health Commission and Pauline Gill was the eventual nominee and has been appointed as the social work representative for the next five years. Both special interest groups hope to meet with Pauline at regular intervals in the coming years.

Links with Trinity College Social Work Department

The SWAMH committee in partnership with Trinity co-hosted a successful CPD event last November. SWAMH are delighted that Gloria Kirwan, BSS Course Director has joined our committee and also facilitates a research support group for our members.

Policy Submissions

SWAMH on behalf of IASW made policy submissions regarding the review of the Mental Health Act and for the Vision for Change Monitoring Group; both these submissions are available on the IASW website

In relation to our submission regarding the review of the Mental Health Act 2001, we are hopeful that the role of HSE Authorised Officer (applicant in making an application for involuntary admission to hospital), will be enhanced and promoted within the HSE. This allows family members to avoid having to make an application, and it is the only applicant that seeks the least restrictive alternative to hospital, currently about 25% of Authorised Officers are mental health social workers in adult services.

New social work posts in mental health services.

SWAMH committee are delighted to report that as part of the Government's commitment to implementing the national mental health policy *A Vision for Change*, up to 400 allied health professionals, social workers, occupational therapists and psychologists will be recruited in the coming months. This is funded from the 35 million returned to the mental health service by the Government with the dual purpose of ensuring that all child and adult mental health services have the full multi-disciplinary compliment, and also allowing for services to deliver on the national clinical programme as mentioned above. The new staff will facilitate the delivery of the programmes or by their own input or by allowing other staff being released to deliver the programmes. We are advised that there may be approximately 80 new social work posts approved.

Vision for Change (VFC) Implementation Group

I have represented IASW/SWAMH as the social work representative on the Vision for Change Implementation Group Chaired by Martin Rogan, National Director for Mental Health, and to take a lead role in developing the National Team Co-Ordinator Guidelines. The Team Co-ordinator post will be open to all disciplines with management experience and will take a lead role in managing referrals for the team and liaising with Primary Care Team colleagues. This document and other papers that aim to provide guidance in relation to the effective operation of community mental health teams will be formally launched on the 10th of May.

I am grateful to my social work colleagues who have contributed to a number of VFC working sub groups, Billie Anne Johnson on the MDT Recovery training group, Celine O'Connor on the Components of Community Mental Health Team group, John Cowman on the Housing Advisory Group. In addition there is a guidance document regarding enhancing effective working between primary care and mental health services and this will be launched later in May. The committee will ensure that all our colleagues will have access to these documents as soon as possible after the launch.

Challenges

There are a number of challenges that we will face as individuals and as a group in the coming year, such as providing a quality service to our clients within the current financial difficulties, adapting to the various organisational changes within the health service and the need to keep our own CPD up to date and prepare our application for social work registration by May 2013. The SWAMH committee will continue to keep all our colleagues updated regarding relevant developments in the area of mental health and through IASW we will work to ensure that there is social work input into all relevant policy and service developments, that each mental health team has the appropriate social work input as recommended by VFC and each social worker has access to suitable supervisory arrangements as recommended by IASW.

Finally

I would like to thank the committee of 2011/12 for their time and commitment, to wish Catriona, Scott and Len well as they step down and I look forward to working with our newly elected committee in 2012/13. The contact details of the new committee will be placed on the IASW website (under SWAMH section).

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

2011 / 2012 Committee Members:

Chairperson: Sheila Mc Kenna

Secretary: Mary Mc Namara

Committee: David Hughes, Declan Coogan, Sinéad Freeley, Sarah Houston, Paul Longmore, Eleanor Kelly, Roberta Mulligan, Andree Carthy

Newly Elected Committee (Fed 2012 AGM)

Chairperson: Sheila McKenna

Secretary: Andree Carty

Committee: David Hughes, Declan Coogan, Sinéad Freeley, Sarah Houston, Paul Longmore, Eleanor Kelly, Roberta Mulligan, Andree Carthy, Jackie Leonard, Nicola Byrne & Mary McNamara

Meetings:

Since the last AGM of the IASW, our special interest group in CAMHS has had three regular meetings of the national group, 16th May 2011 in Galway, 7th Nov 2011 in Lucena CAMHS Rathgar & 6th Feb 2012 in Mater CAMHS James Joyce St. We would like those who facilitated the clinical practice workshops in May '11, Nov 2011 and Feb 2012

- April 2011, IASW AGM & Conference.
- Motions were proposed by SW's in CAMHS.
- In Galway at the national meeting on 16th May 2011: Karen Grieve, gave a very interesting presentation entitled, The Dynamics of Attachment Recognising Self Defence and Working with Fear. Eleanor kindly gave us a tour of the impressive new adolescent inpatient unit at Merlin Park Hospital.
- At the November national meeting on 7th November 2011: Fiona Coyle Senior Medical Social Worker Meath CAMHS gave an interesting over view of her research with mothers experiencing depression and of the Crosslinks Service in County Meath.
- At the national meeting on 6th Feb 2012 Christine Carney Impact attended to discuss issues including grading structures, supervision and the new children's agency. Catharine White Mayo CAMHS started a presentation on Reflective Practice which due to some technical difficulties and the first part of the meeting running over had to be rescheduled to the next meeting on 21st May 2012.

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 2011 all CAMHS services carried out a national audit. The Report from the audit was published in December 2011.

National Clinical Programme Mental Health

Paul Longmore was nominated to represent social work on the National Clinical Programme Mental Health. I would like to thank Paul for his hard work in this role.

IASW Representative

Sarah Houston continued to represent the CAMHS special interest group at IASW meetings until May 2011. I would like to thank Sarah for her hard work and commitment in her representative role.

Nicola Byrne is now representing the CAMHS special interest group at IASW meetings.

Review of the Mental Health Act (2001) – Public Request for Submissions

In October 2011 Roberta Mulligan, Declan Coogan, David Hughes and Sheila McKenna completed a submission to the Department of Health in response to a request for submissions on a review of the Mental Health Act 2001. I would like to thank all involved for their hard work and commitment to getting the submission completed.

Submission on implementation of A Vision for Change to Independent Monitoring Group A vision for Change

In February 2011 Sarah Houston, Declan Coogan and Sheila McKenna drafted a submission on behalf of the IASW SIG of CAMHS social workers to the Independent Monitoring Group on Vision for Change. I would like to thank all who worked on this document.

Extraordinary Meeting

It was agreed at our meeting on 6th February 2012 to convene a meeting on 5th March 2012 in the CAMHS offices Mullingar General Hospital to discuss the issues arising from our meeting with Christine Carney and to plan for our proposed meeting with the Task Force on the Child and Family Support Agency. This meeting was well attended and the group identified a number of issues requiring further clarification.

Meetings for 2012/2013

The next scheduled meeting is on 21st May 2012 in Trim Primary Care, Knightsbridge, Longwood Road, Trim, Co. Meath. The November meeting is on 5th November 2012 in Lucena, Rathgar, Dublin. Next year's AGM is on 4th February 2013 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 the social workers who attended our national meetings.

Please feel free to contact any member of the committee at any time with any queries about the work of the CAMHS SIG committee.

Social Workers in Disabilities – SWID

2011 / 12 Chairperson: Caitriona Whitty
 Secretary: Anne O' Loughlin
 Treasurer: Ann Byrne

The National SWID committee met approximately every 8 weeks in the past year. The meetings were mainly held in KARE Services, Kilcullen, Co. Kildare or Stewards Hospital, Dublin.

Over the past year SWID had involvement in a number of areas.

There is a SWID rep on the National Rehabilitation Strategy Group and on the Council on Stroke and the Clinical Directorate for Rehabilitation Medicine.

SWID was represented at the NDA Seminar in June 2011 re 'Good Practices in Early Intervention.

In the area of Progressing Disability Services for Children and Young People, SWID is represented on the Caseload Working Group and also the Training Working Group to ensure the voice and views of Social Worker are included in this process.

SWID participated in a focus group organised by the National Disability Authority involving a consultation process that would inform their policies on key issues such as Independent living and what helps or hinders people in participating in the everyday life of the community.

In April/ May 2011 Primetime RTE requested an informal meeting with SWID regarding a programme to be aired on RTE about Intellectual Disability. A member of the SWID Committee met with the Presenter of this programme and discussed with him the issues that we as Social Workers in Disability have in regards to the Service Provision and care issues that arise for persons with Intellectual Disability and their families. A document that outlined these issues was provided to him on behalf of SWID.

In November 2011, SWID completed a Submission on the Value for Money Review, in response to Disability Policy Review by the Department of Health.

There has been on-going contact with Ineke Durville the chairperson of IASW regarding issues arising for Social Workers in Disability that need to be brought to attention of the Minister of Health. The IASW will be having a meeting sometime in the future with the Minister for State, Kathleen Lynch and it is envisaged that SWID will be represented at this meeting to outline issues of concern.

The SWID committee has a representative on the IMPACT Social Work Vocational group. Ruth Robinson's involvement has kept us abreast of matters regarding the Croke Park agreement as well as other significant Union issues in the past year.

SWID Conference in November 2011 was titled 'Partnership with Parents - A Way Forward'. The first part of the conference looked at the issues that arise for parents with I.D. and how they can be supported. A presentation by Dr Anna Asgharian, Senior clinical Psychologist working in the HSE and private practice regarding 'Assessing Parental Capacity with Adults who have an Intellectual Disability' provided a forum for considerable discussion given the issues that arise for Social Workers who are supporting parents with Intellectual Disability when Child Protection Services are involved.

In the second part of the conference, Alice Griffin of DESSA, a National Community Development Organisation gave a presentation on the role of DESSA in promoting the participation of adults and children with disabilities in the local communities. The conference ended with Colette Daly, Head Social Worker, Ability West, providing a thought provoking presentation on 'How do we (as Social Workers) can help parents have stronger voice'. There was a considerable amount of lively debate at this conference which was very well attended.

The SWID Seminar was held on the 9th March 2012 and was titled 'Progressing the new model for Disability Services; the Way forward'. This seminar was attended by over 80 people. Presentations by Carol Cuffe, Operations Manager for Primary and Community Care, HSE Dublin Mid- Leinster, Mary Derrig, Disability Manager, HSE, Galway, Caroline Cantan, HSE Programme Co ordinator, gave us the outline of the new model of services proposed and now delivered in some areas of the country for children and young people with disabilities. The perspective of the Social Worker's role within this model was provided by Catherine O'Rourke, Head Social Worker, Brothers of Charity Galway and Sinead Casey, Principal Social Worker in East Limerick Services. Their presentations gave valuable insight of working within this model and regarding the important role of the Social Worker both in the Early Intervention and School going teams.

The feedback of participants at the Conference and the Seminar was that the topics were highly important and of great value to Social Workers working in these areas.

SWID is now calling on members for topics for our Conference in October.

Finally on the 1/4/2011, SWID convened an EGM and the following motion was proposed; **"SWID to be fully incorporated into the IASW as a Special Interest Group and membership of SWID therefore comes under the auspices of IASW membership"**

The motion was carried by an overwhelming majority; therefore the SWID constitution is in the process of being changed to reflect this.

On behalf of the SWID committee I would like to thank you all for your on-going participation and commitment to SWID and for the valuable input given to Conferences/ Seminars/working groups etc.

Social Workers in Foster Care

2011 / 12

Chairperson: Colette Toland

Assistant Secretary: Cahal McHale

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; Ciara Mahoney, Wicklow (recently transferred / resigned); 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 its members with a forum to offer Social Workers in the area of Foster Care a platform to express relevant professional perspectives and to advocate on behalf of children in Foster Care.

The Group's Annual General Meeting for 2011 / 2012 took place in UCD on 26th May, 2011.

The AGM started with a presentation from Dr Valerie O'Brien of a Model of assessment for Relative Carers. The model identified a number of the challenges which the arrangements around kinship care present and offered options on possible solutions in the context of the management structure of these arrangements. Valerie has submitted the

model for publication and it will be available in due course. There have been a number of members resigning due to their transfer out of the area of foster care or because they have left the country. However a similar number of new members have joined the group during the year and the membership remains around the 80 mark. It has representation from almost all areas of the country though the current committee membership is mainly based in the West and Dublin. It has not been possible to arrange face to face meetings of the committee due to restrictions on travel, so it was agreed at the AGM in 2011 to arrange teleconferences at 2 to 3 month intervals but even this has been increasingly difficult to get mutually suitable times, given the diverse range of pressures members have been experiencing. It is a reflection of the frenetic pace which many members currently experience, no doubt evident in other areas of Social Work.

There was therefore only three committee meetings during the year and a range of issues were raised which resulted in a number of actions being pursued. The group had written to express its concern, via the IASW, to the HSE in respect of the impact which the results of restructuring were having on transfer of social workers away from their client base and the consequences of such developments on accessibility for clients. Another concern which was highlighted by the group was the inadequacy of the current financial support in some areas for the valuable service provided by Day Foster Care. The HSE have agreed to examine this area and review the supports provided.

National Policies and Procedure in respect of Foster Care Committees have been circulated by the HSE earlier this year to guide the manner in which committees carry out their work. The Group plans to consider the implication of these procedures on practice and reflect the views and experience of members in respect of same.

The priority for 2012 / 2013 is to explore a range of measure which may improve the level of participation of members and increase the effectiveness of the group.

Social Workers in Primary Care

2011 / 12

Chairperson:

Deirdre Jacob

Secretary:

Patrice Reilly

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 service's 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 518 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.

Social Work services within the Primary Care setting are at a critical juncture with the establishment of the HSE's Seven Directorates, each with its own funding stream, one being Primary Care. The HSE National Service Plan (2012) identifies the release of 20 million euro funding for the assignment of posts within primary care. The SIG has become aware of ISA's where this funding will be allocated for new primary care social work posts and welcomes this move to increase and complement the numbers of PCSW's already operating within the community. The SIG will continue to monitor the number of posts nationally and will advocate 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 will meet every six weeks and has a number of primary objectives for 2012, guided by members of the SIG.

Plans for national group in 2012 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 2012 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.

Social Workers in Probation

2011 / 12 Chairperson: David Williamson
 Secretary: Saragh McGarrigle

The SIG for Probation staff was established in 2011. It was recognised by the management of the Probation Service as a positive development but is confined in any activities by the only being allowed meetings at lunchtime or outside working hours. The task of the SIG in the first year has been to attempt to build a body of interest in the IASW and in professional development through ensuring the distribution of information from IASW in relation to professional development, registration and any relevant matters.

The goal for 2012 is to run a number of meetings across the Service and to further encourage the increase in IASW membership within Probation. The first of the scheduled meetings is for May 2012 and will focus on the area of "Probation, Community and gang related offending". This will be run in both Dublin and in the Southern Region.

Special Interest Group on Ageing (SIGA)

2011 / 12 Chairperson: John Brennan
 Secretary: Kristen Murphy

SIGA AGM 2010

John Brennan remained on as Honorary Chairperson. Kristen Murphy remained on as Honorary Secretary:

Representation

Margaret Byrne, Margaret Cagney, Mary Courtney and Hugh Cummins retired this year. We wish them all well and many thanks for their input to the group over the years. Margaret Cagney remained a member of the group.

Issues of concern addressed by members of the SIGA during the year

Most, if not all of the issues raised in last year's report continued to spring up as agenda items during the year –the 'Fair deal' process; advocacy, the effects of the severe and continuing reduction in many services; the inconsistencies and inequities within the health and social care systems amongst others.

IASW had continued representation on a number of HSE working groups. The Home Care Package and Home Help Task Group has implemented new application and assessment criteria in most areas of the country and national Quality Guidelines are due to be published shortly.

The Working Group to draft a standardised assessment tool (SAT) for older person is conducting a pilot of the InterRAI home care and residential care assessment tools at a number of urban and rural sites. The report from this pilot phase is due to be presented to the Working Group in may 2012.

IASW was also represented through the SIGA on the HSE's Care of the Elderly (COTE) Programme. The final draft of the COTE *Model of Care* is to be published shortly. The model is being introduced to acute hospitals at the time of writing.

An Oireachtas sub-committee was established during the year to review mental capacity legislation. The sub-committee used the abandoned *Draft Scheme of Mental Capacity Bill (2008)* as its starting point. The ISAW through SIGA made a submission to this sub-committee.

Despite their introduction a number of years ago, the Elder Abuse Senior Caseworker posts have not advanced in any consistent way. Access to clinical supervision is being dealt with.

A National Elder Abuse strategy is to be developed by the national steering Committee on Elder Abuse. The strategy will cover a 3-5 year period,

Community based social work services

Community social work posts were established in more health board areas during the year. However, as with many other services, the process appeared to be ad-hoc and the SIGA is concerned that structures, such as line management, have not been established in any consistent manner. As last year, these posts remain under threat because of the demand for a response to child protection concerns.

Education

A very successful morning seminar titled "*Older People and Social Work: Adopting a Rights-Based Perspective*" was organised by the SIGA and was held in November 2011.

Meetings

The Special Interest Group met monthly over the past year in the Royal Hospital Donnybrook. Unfortunately, the meetings were poorly attended, particularly so since January 2012. This continued a trend that appeared in the previous year. The SIGA is now at a crisis point in its existence because it is largely ineffective. This is a huge pity given the need for solidarity at this critical time for public services in Ireland.

I will be seeking the advice of IASW Executive and Council as to the viability of continuing the SIGA in its current format.

Finally

Many thanks to the Royal Hospital Donnybrook for once again facilitating our meetings and to Carmel Coen, Social Work Secretary in the hospital for her administrative support.

Special Interest Group of Children and Families

2011 / 12	Chairperson:	Paul McCarthy
	Secretary:	Mieke Ryan and Fiona Power

Goals for 2011/12

The goals for 2011/12 for the C&F SIG are as follow:

Goal 1: To build on the launch of the Call for Change by promoting and advocating the ideas within it.

Goal 2: To build capacity and skills and promote solidarity among Children and Families Social Workers in Ireland

Goal 3: To participate and advocate in national debates in relation to topical issues

Goal 4: To develop the C&F SIG to be more representative of the views of Social workers working with Children and families in Ireland.

The Call for Change

The primary piece of work of the 2010/11 year was the research and publication of 'A Call for Change' document. This research document was developed and compiled by the C&F SIG. It was a major piece of work and it calls for comprehensive, meaningful change in the child protection and welfare system in Ireland to promote and protect the welfare of children. The document is solely based on the views of frontline social workers in Ireland.

The document outlines ten key areas of change that frontline social workers consider important within the child welfare and protection area. The document also outlines a range of solutions to address the issues identified. To download, please go to: <http://www.iasw.ie/index.php/special-interest-groups/sig-children-and-families/432-a-call-for-change>

The Call for Change Document was successfully launched as part of a conference organised by the SIG on 1/07/2011. The speakers at the conference were Sue White, Professor of Social Work in the UK and Brid Featherstone, Lecturer in Social Work in NUI Galway. This conference was well attended and it took place in the Ashling Hotel. The conference and the document itself received a high level of media attention.

Ongoing plans for the Call for Change

While the Call for Change document was launched and published in 2011, the SIG wish to continue promoting the key points of the document.

- The Call for Change has informed the C&F SIG's meetings with Gordon Jeyes (National Director of Children and Family Services) and the Minister for Children Frances Fitzgerald. The document will continue to inform and guide future meetings.
- Meetings recently took place in February 2012 with Barnardos and with Gordon Jeyes in order to promote the ideas within the document. Further meetings are scheduled to take place.
- In addition, the IASW Facebook page is to be used to share the ideas and promote discussion within the membership over the course of March, April and May 2012 with one Call for Change point being put up

weekly for debate and discussion. Go to 'Irish Association of Social Workers' and click Like to join the debate or use this link: <http://www.facebook.com/IrishAssociationofSocialWorkers?ref=ts&sk=info>

Top level political lobbying and contacts

As outlined in the last newsletter, the C&F SIG, together with the IASW President, Ineke Durville is engaged in regular meetings with Frances Fitzgerald, Minister for Children and Gordon Jeyes, Director of Children and Family services in the HSE. A meeting took place late October 2011 with Minister Fitzgerald. Three meetings have taken place with Gordon Jeyes in 2012 so far and further meeting is scheduled with both Gordon Jeyes and the Minister later in the year. The purpose of these meetings is to advocate on behalf of Children and Family social workers nationally and raise key issues with them.

The Children and Families Social Workers Survey

As ever, in order that the C&F SIG can be as representative as possible, it is imperative that our advocacy, training and awareness-raising is informed by Children and Families Social Workers on the ground nationally whether members of the C&F SIG or not. To continue the process of ensuring this, a survey is being developed to be launched to membership in 2012. This will collect information on the following:

- Some basic information on your caseload, experience and range of activities.
- Your personal experience of your job, including the most challenging and rewarding aspects and your long term career plans.
- Your opinion of the impact on service users of recent developments within Children and Families social work, such as Standardised Business Process, as well as the levels of services and supports available in your area for vulnerable children and families, children in care and young people in aftercare.
- Your suggestions for the role and future activities of the C&F SIG and the message that you wish for us to provide to the Minister for Children and the Director for Children and Family Services in the HSE.

Once completed, the findings of the survey will be collated and will inform and guide future C&F SIG activities. In addition it is hoped that the findings will be launched to the media; a journal article will be published within the IASW journal or other journals on the findings; the specific findings of the survey will be informed to the Minister for Children and the Director for Children and Family Services in the HSE.

Training / conference 2012

As with last year's conference that ran alongside the Call for Change document launch, the plan is for training based conference to take place later this year. When the dates and times of the training are confirmed, we will make contact with you. If you have any specific suggestions for areas to be covered, please contact us.

Other Representative's Reports:

CORU – The Health and Social Care Council and The Social Workers Registration Board

By: Monica Egan [Health and Social Care Council member and member of the Social Workers Registration Board]

Social Work Registration Board:

The register for social workers opened in May 2011. Social workers were the first group to be registered of the twelve professions named in the Health and Social Care Professionals Act 2005. The Social Work Registration Board had already become the competent authority for social work, replacing the National Social Work Qualifications Board, (NSWQB), in March 2011. Two committees have been formed by the Registration Board. The Registration Committee deals with applications for registration from Irish graduates. The International Applications Committee deals with international applications for recognition of qualifications.

A lot of work has been done by the Registration Board with the Universities in preparation for the assessment of courses, a task previously carried out by the NSWQB and now taken over by the Registration Board.

The Registration Board is busy preparing for the first election of members to the board. The term of office of three of the members of the profession on the Board will conclude in July necessitating an election as required in the 2005 legislation. I am one of those members and so will complete my term of office in July 2012.

Only registered social workers can be nominated for membership of the Board and only registered social workers are eligible to vote for candidates.

Health and Social Care Council (CORU)

At the end of 2011, the Minister for Health, Dr O'Reilly agreed that the nominees of the professions to the Council could attend Council meetings as observers. Earlier in the year, the terms of office of the members of the professions had been completed but there was no mechanism to reappoint them as the legislation required that they be appointed by the Registration Boards and only one, the Social Work Board, had been appointed. Changes to the legislation were therefore needed and this is still being worked on by CORU and the Dept of Health. In the meantime, the Minister agreed that the nominees of the professions could attend Council meetings as observers but they have no voting rights at the meetings. My term of office on the Council will end in July also when my membership of the Registration Board ends.

It has been a great privilege to serve as a member of the Health and Social Care Council since 2007 and a member of the Social Work Registration Board since 2010. Both the Council and the Board members have worked diligently and enthusiastically to support the twelve professions to be ready for registration and indeed a second registration board has now been appointed, the Radiographers Registration Board.

Social workers can be justly proud of the members of the Social Work Registration Board. All of them are very committed and hardworking and have been painstaking in their decision making in order to ensure that wise and just decisions are made. The Board has been particularly fortunate in having Dr Suzanne Quin as chairperson since its first meeting in 2010. Her attention to detail and thoughtfulness have contributed in no small way to the success of the Social Work Registration Board.

As I complete my time on the Council and the Registration Board, I would like to say a particular word of thanks to Ginny Hanrahan, CEO of CORU. Her hard work and support to all members of the Council and the Registration Board have been invaluable.

International Affairs Committee

2011 / 12

Chair:

John Brennan

Committee Members:

Monica Egan, Ineke Durville & Anna Deneher

The International Committee continued its liaison with the International Federation of Social Workers European Region (IFSW-E). During the year, the Committee contributed to the work of IFSW-E.

Members of the Committee: Ineke Durville, Monica Egan, Anna Deneher and John Brennan. During the year, the International Committee and the Equality Committee agreed to join together because there were many items of common interest. As a result, Kerry Cuskelly and Ronan Keegan joined the group.

World Social Work Action Day

This was held on the 22nd March this year. The Committee organised a half day session on 'Social Work and Human Rights'. This was held in the IASW office and was a very successful morning. The IFSW-E project on *Standards in Social Work Practice Meeting Human Rights* is available on the IFSW website www.ifsw.org

IFSW-Europe:

Delegates Meeting

Delegates from across Europe, including Ireland, met in Armenia on the 27th-29th April for the annual IFSW European regional meeting. Unfortunately, it was not possible in these straitened times to commit to this meeting as there is a global meeting in July in Stockholm at which we hope to represent the Association.

IFSW Europe launched a charter of rights for social workers. Social workers undertake a wide range of challenging responsibilities on behalf of the rest of society. Yet all too often they do not receive the level of support from their employers and society at large that is required to undertake such an important and demanding role.

The Charter of Rights summarises the support that social workers require to practice safely and secure the best possible outcomes for those using their services.

IFSW Global

The IFSW Global President, Gary Bailey, will lead a meeting of the global Executive that is to take place in Dublin in June next. As it happens, the date coincides with the IASW 40th anniversary celebration on the 17th June.

Global Agenda

In March 2012, the International Federation of Social Workers (IFSW), the International Association of Schools of Social Work (IASSW), and the International Council on Social Welfare (ICSW) presented the *Global Agenda of Social Work and Social Development: Commitments to Action* on United Nations Social Work Day, 26th March at the UN offices in New York, Geneva, Santiago de Chile, Nairobi, and Bangkok. The three international social work, education and social development bodies have committed to working together with the United Nations to address the crucial problems perpetuating poverty, inequality and unsustainable human environments. See the IFSW website at www.ifsw.org for details.

Future IFSW Meetings

The next European delegates meeting will be held in Turkey in 2013.

Future IFSW Conferences

A joint global conference will be held in Stockholm, Sweden, from the 8th to 12th July 2012. The title of this conference is – *World Conference on Social Work and Social Development*. The conference website is www.swsd-stockholm-2012.org

The next ENSACT joint European conference will be held in Istanbul, Turkey, from the 23rd to 26th April 2013.

These conferences provide an opportunity to network, understand social work from an international perspective and to promote and gain ideas about practice and learning. They are a meeting point for practitioners, policy makers, academics and students.

Human Rights

There is now a joint IFSW-IASSW website on human rights. This excellent site is a guide to helping resolve ethical dilemmas that social workers meet in the course of their work and to stimulate ethical practice.

The Human Rights website can be accessed via IFSW at www.ifsw.org

And finally, anyone interested in international affairs, please contact John Brennan at jpbrennan1@mac.com