

# AGM MOTIONS 2018

## The Board of Directors of the IASW

### MOTION #1

**Existing Article; 53.** *The Directors shall be elected each year at the Annual General Meeting of the Company and shall hold office until the next AGM. All members will be eligible for election but before submitting their nomination for election to the Board, they must be nominated by at least two other members (but excluding a nomination by herself or himself) whose membership is valid at the time of the nomination. Nominations should be sent in writing to the registered office of the Company at least 5 days before the AGM. Nominations may be sought at the AGM in the event that not enough nominations for all positions have been received.*

### Amendment to the Article:

**Article 53.** The Directors shall be elected each year at the Annual General Meeting of the Company and shall hold office until the next AGM. All members will be eligible for election but before submitting their nomination for election to the Board, they must be nominated by at least two other members (but excluding a nomination by herself or himself **or a current Director of the IASW**) whose membership is valid at the time of the nomination. Nominations should be sent in writing to the registered office of the Company at least 5 days before the AGM. Nominations may be sought at the AGM in the event that not enough nominations for all positions have been received.

**Explanation:** The Directors of the Board believe that Directors should seek support outside of the Board when looking to be re-elected. This is to prevent the Board operating as or being perceived as operating in a vacuum. This is also in line with good clinical governance.

Proposed by: The IASW Board of Directors

Seconded by: Anette O'Callaghan

### MOTION #2

**Existing Rule:** *Section 3: Council & Special Interest Groups*

*3:2:10 Special Interest Groups, Associate Groups and Committee shall adhere to the Association's Guidelines for Financial Management & Event Planning.*

### Amendment to the Rule:

3:2:10 Special Interest Groups and Committee shall adhere to the Association's Guidelines for Financial Management, Guidelines & Application Form for CPD Funding & **Group Protocol**.

**Explanation:** Where relevant, to ensure that new guidelines, policies, protocols etc. encompass all members of Council; Special Interest Groups, Associate Groups and Committees. The Group Protocol **was discussed at Council(s) meetings during the year** and was widely supported, this motion followed a previous motion of 2017, which would have required all members of SIGs to be IASW members. This had been removed from the protocol. The IASW Board believes that the SIGs are a vital element within the IASW and it is crucial that the committee members are IASW members and have an understanding of the IASW as a whole.

Proposed by: The IASW Board of Directors

Seconded by: Aine McGuirk

### **MOTION #3**

**Existing Rule:** *Section 3: Council & Special Interest Groups*

*3:2:3 Application to form a Special Interest Group shall be approved by the Board of Directors, Special Interest Groups shall operate to the agreed policy and procedures of the Association.*

#### **Amendment to the Rule:**

3:2:3 Application to form a Special Interest Group shall be approved by the Board of Directors, Special Interest Groups shall operate to the agreed policy and procedures of the Association, including but not limited to; the Guidelines for Setting up a Special Interest Group.

**Explanation:** To ensure newly formed Special Interest Groups operate in accordance with the Guidelines for Setting up a Special Interest Group, in the best of interest of good governance & financial practices, understanding roles & responsibilities of committee members, and have effective meetings. The newly formed special interest groups will follow the SIG protocols.

Proposed by: The IASW Board of Directors

Seconded by: Aine McGuirk

### **MOTION #4**

**Existing Rule:** *Section 1: Membership*

*Criteria*

*1:1.*

**a. Social workers** who hold a social work qualification recognised by the former CQSW recognised by the CCETSW, the National Social Work Qualification Board or who are registered as social workers with the Social Work Registration Board of CORU.

**c. Social workers** who have retired, currently non-working (i.e. on sabbatical, working in a non-social work post), or are unemployed but who hold a social work qualification recognised by the former CQSW recognised by the CCETSW, the National Social Work Qualification Board or who are registered as social workers with the Social Work Registration Board of CORU.

#### **Amendment to the Rules:**

**a. Individuals** who hold a social work qualification including the NQSW awarded by the National Social Work Qualification Board, the CQSW formerly awarded by CCETSW or who are registered as social workers with the Social Work Registration Board of CORU.

**c. Individuals** who have retired, currently non-working (i.e. on sabbatical, working in a non-social work post), or are unemployed but who hold a social work qualification including the NQSW awarded by the National Social Work Qualification Board, the CQSW formerly awarded by CCETSW or who are registered as social workers with the Social Work Registration Board of CORU.

**Explanation:** In order to use the protected title of Social Worker, Social Workers MUST register with the Social Work Registration Board CORU. Therefore, members of the association who are not registered with CORU, can not use this protected title.

Proposed by: The IASW Board of Directors

Seconded by: Aine McGuirk

**MOTION #5**

The IASW calls upon the Department of Health to review the Nursing Home Support Scheme with all relevant parties, to ensure that provision is made for the cost of social activities within each nursing home, so that every resident living in a nursing home has disposable income as intended by the Scheme.

**Explanation:** Members have advised that in the Greater Dublin area, many nursing homes, to fund additional day time activities are charging residents additional charges and leaving them with little or no income at all, (even necessitating them to use their savings). IASW believes that it is a matter for the National Treatment Purchase Fund and Department of Health via changes to Nursing Home Support Scheme (policy and legislation) to address this situation and IASW will work proactively with advocacy groups to advocate on behalf of those affected.

Proposed by: The IASW Board of Directors

Seconded by: John Brennan

## Primary Care Special Interest Group

**MOTION #6**

(i) That the IASW call upon the Department of Health and the HSE to support the recruitment of Primary Care Social Workers to the required level as stated in the 2001 Primary Care Strategy ie: .5 / 1 Primary Care Social Workers per primary care team

(ii) That the IASW call upon the Department of Health and the HSE to develop a proper and effective career structure and governance for Primary Care Social Worker's and to create career development opportunities for Professionally Qualified (Primary Care) Social Workers to Senior Practitioner, Team Leader and Principal grades.

**Explanation**

- There are currently only 3 Permanent Primary Care Principal's, 7 Permanent Team Leaders and 5 Senior Practitioners in Primary Care Social Work Services in Ireland. There are 6 counties in Ireland without any Primary Care Social Work cover: Mayo, Carlow, Kilkenny, Waterford, Louth and Leitrim and a number of counties with only partial cover i.e. Cork, Kerry, Tipperary and Galway and other counties with 1 social worker for the whole county i.e. Sligo.

- There are 366 Primary Care Teams in Ireland (details taken from the HSE's Health Atlas), and only approximately 80 Primary Care Social Workers. This figure of 80 social workers is 103 less than the minimum if there was to be .5 Social Worker per Primary Care team. The 2001 Primary Care Strategy states that there should be .5/1 Social Worker per primary care team throughout Ireland. We are advocating for each Community Health Organisation to have a Primary Care Social Worker in each primary care team. A proper career structure ensures proper governance which as a result has a positive outcome for our service users. Current staffing levels mean that people living in some counties in Ireland have no access to a primary care social worker service and in other counties there is limited access to a social work services in primary care.

- Furthermore, there is a lack of recruitment opportunities available for Primary Care Social Workers which has also resulted in geographical areas with no social work cover, i.e: when Primary Care Social Worker's leave these posts to progress their career in other social work areas. There are also some Primary Care Social Workers that are currently completing duties that fall into the job description of a Principal, Team Leader and Senior Practitioner. Where

this is the case we are asking the IASW to consider the upgrading of their positions to the appropriate level by the HSE.

Proposed by: Éadaoin Ní Bhroin

Seconded by: Louise Timmins

**MOTION #7**

The IASW calls upon the government to immediately increase the funding allocated for home care packages and to have access to home care available on a statutory basis.

**Explanation:**

- This is a serious and long-standing national issue.
- Restrictions in place to different degrees nationally re accessing HCPs for both under and over 65 age groups.
- In some CHOs no new HCPs or increases to existing HCPs are being approved by the HSE.
- This is reportedly due to a lack of HSE funding being available to meet the need.
- This is leaving Service Users with unmet needs, unsafe and at risk in the community.
- It is adding to carer stress which is leading to breakdowns in care arrangements and relationships.
- Service Users & their carers have reported feeling pressured into going in to LTC as there is no safe alternative when no HCP available.
- Service Users are not having their wishes / right to self-determination respected or followed.
- The only way to access a HCP is through acute hospital under the winter initiative thus putting increased pressure on acute services unnecessarily.

Proposed by: Barbara McDonough

Seconded by: Michelle Losty

## **Social Workers in Foster Care Special Interest Group**

**MOTION #8**

That this association call on Government to address the deepening crises in our fostering services through developing initiatives to alleviate the severe staffing shortage by establishing additional social work training opportunities, promoting more flexible recruitment policies and exploring strategies to retain social work professionals within child care services. Such initiatives could form an interim measure while awaiting the more comprehensive response which this association has already called for via the establishment of a Working Party on Foster Care.

**Explanation:**

Social workers in many parts of the country are struggling to identify and support sufficient numbers of suitable foster placements capable of responding to the demands made on the service. Fluctuating staff levels and protracted vacancies within Fostering Teams compound this. While the numbers of children in care have peaked in the past three years, the legacy of inadequate resourcing continues to have a detrimental impact on Tusla's ability to deliver adequate levels of service in many areas. A root and branch analysis of how the relevant state agencies and Government departments respond to the needs of children within foster care is urgently needed so that effective solutions can be pursued.

Proposed by: Cahal McHale

Seconded by: Harold Barber

**MOTION #9**

That this association calls on HIQA to reject any request from Tusla to temporarily suspend its inclusion of certain requirements under Standard 15 of the National Standards in Foster Care which require that Link Work duties be carried out by qualified social workers.

**Explanation:**

HIQA regularly refer to the fact that their role is to inspect the performance of agencies under the criteria laid down within the National Standards drawn up by government. However, while they do not set the standards they do have discretion under which standards they will select to carry out specific inspections. As the body that represents Professional Social Workers, the IASW is committed to maintaining high standards in Social Work practice and where appropriate draw attention to any attempts to erode established Social Work roles.

Proposed by: Cahal McHale

Seconded by: Harold Barber

**MOTION #10**

That this association calls on Tusla to withdraw its proposal to request HIQA to temporarily suspend its consideration of the requirements under Standard 15 of the National Standards in Foster Care which require that Link Work duties be carried out only by a qualified social worker.

**Explanation:**

It was strongly advocated when the National Standards in Foster Care were being drawn up, that social workers should specifically be named as the profession tasked with carrying out the important work of supervision and support of foster carers as part of the range of duties of recruitment, assessment and support of foster placements. It would be a serious retrograde step if these responsibilities were to be open to assignment to other disciplines at the discretion of an agency.

Proposed by: Cahal McHale

Seconded by: Harold Barber

**Child & Family SIG and The Committee of the Social Workers & Migration SIG****MOTION #11**

That this Association supports the repeal of the 8<sup>th</sup> Amendment of the Constitution of Ireland as proposed by the Oireachtas because it has been found to adversely affect the health and well-being of communities of women that our members support and work with and purpose that the Association issue a statement to this effect.

**Explanation**

On the 25<sup>th</sup> of May, the Irish electorate will be asked to vote on a proposal to amend the 8<sup>th</sup> Amendment to allow provision for regulation of termination of pregnancy. The 13<sup>th</sup> Amendment of the Constitution provides that the 8<sup>th</sup> Amendment would not limit freedom to

travel between Ireland and other states, allowing women to travel freely to other countries for a termination of pregnancy.

Social Work is a profession that acknowledges structural inequality in our society and strives to promote egalitarian values. The most vulnerable women do not have the resources to travel and as such are denied access to termination of pregnancy purely on foot of their financial standing; as demonstrated by the Citizen's Assembly this is something that is currently available to women who have access to a passport, citizenship, financial resources and family support. Vulnerable women, women experiencing homelessness, seeking international protection whether in direct provision or not, experiencing domestic abuse, and women in poverty are discriminated against in a system that is permissive of terminations abroad once you have access to resources. Additionally, women and girls who have applied for asylum in Ireland are prohibited by Section 16 (3)(a) of the International Protection Act 2015 from leaving the state without the consent of the Minister for Justice. To do so constitutes an offence. Furthermore, asylum seekers are disenfranchised in the forthcoming referendum.

As social workers, self-determination and the right to have a choice to make decisions in respect of an individual's own belief system and personal values is at the core of an empowering practice. By supporting the repeal of the 8<sup>th</sup> amendment social workers support service users to make decisions in respect of their own health care, and family needs.

Proposed by: Maria McGloughlin

Seconded by: Maeve Foreman

## **BOARD MEMO**

Dear Members,

The Board had agreed not to take a specific stance on the Referendum on the regulation of termination of pregnancy to take place on 25<sup>th</sup> May 2018. The IASW must represent the views of all its members as well as promoting the interests of Social Work in Ireland. The Board of Directors are aware that all Social Workers registered to vote in Ireland will have the opportunity to voice their personal preference when the referendum is held.

In accordance with the IASW Constitution members of the IASW can call upon the association to make a decision or take a particular action. To do this, members need to make a motion at a board of directors meeting or AGM. The motion will be debated, and the debate may give rise to amendments to the motion all of which need to be voted on to reach a decision.

The association received the above motion from The Child & Family Special Interest Group and the Committee Members of the Social Workers & Migration SIG of the IASW. The Council members and Board of Directors of the IASW met on Monday 23<sup>rd</sup> April and reviewed all proposed motions. It was agreed by all present that this motion would be debated at the upcoming AGM.

### **Voting Process – What Your Vote Means**

If a **voting member choose to abstain**, their vote is not counted. Other members who vote yes or no will make the decision.

If the **majority vote yes**; the association will support a yes vote in the referendum

If the **majority vote no**; there is no change to the current IASW position i.e. neutral

If there are an **equal number of votes**, in accordance with the Constitution *Article 21. Where there is an equality of votes, whether on a show of hands or on a poll, the chairperson of the meeting at which the show of hands takes place or at which the poll is demanded, shall be entitled to a second or casting vote.*

Should you require any further information, please do not hesitate to contact our office.

Sincerely,

A handwritten signature in cursive script that reads "F Browne".

**Frank Browne**  
**Chair**