



N. IRELAND ASSOCIATION OF SOCIAL WORKERS

(PART OF BASW)

# Annual Report

21 March 2017



# CONTENTS

	<b>PAGE</b>
NIASW Committee	2
BASW UK Officers & Council Members	3
BASW Personnel	4
Minutes of the Annual Meeting held on 16 <sup>th</sup> March 2016	6
NIASW Country Manager's Report	8
NIASW Chairperson's Report	12
Finance Report	14

## NIASW COMMITTEE

2016 - 2017

### NI COMMITTEE OFFICERS:

Marcella Leonard	Chair
Colin Reid	Deputy Chair
Ciaran Traynor	Deputy Chair
Catherine Connor	Treasurer

### NI COMMITTEE MEMBERS:

John Alexander  
Adele Boyd  
Catherine Connor (student rep)  
Arlene Garland  
David Hayes  
Sarah-Jane Holden  
Barbara McDermott  
Bronagh O'Lynn  
Karen Patterson  
Jenni Rice

### NI PERSONNEL:

Carolyn Ewart	Country Manager
Amanda Beattie	Country Administrator
Anne McAllister	Professional Officer (p/t)
Andy McClenaghan	Campaigns Officer

The NIASW office is located at Douglas House, 397 Ormeau Road, Belfast BT7 3GP



## **BASW UK HONORARY OFFICERS AND COUNCIL MEMBERS**

Guy Shennan	Chair
Fran Fuller	Vice Chair & Chair, Policy, Ethics & Human Rights Committee
Luke Geoghegan	Chair, Finance and Human Resources Committee (resigned during year)
Jonathan Dudley	Chair, Finance and Human Resources Committee (part of year)
Michael Chapman	England Committee Representative (part of year)
Allan Orrick	England Committee Representative
Marcella Leonard	Northern Ireland Committee Representative
Colin Reid	Northern Ireland Committee Representative
Dave Thompson	Scotland Committee Representative
Patrick Morgan	Scotland Committee Representative
Nick Lovell	Wales Committee Representative
Dave Allan	Wales Committee Representative

### **ADDITIONAL MEMBERS OF COUNCIL**

Hilary Tompsett  
Stuart Warrender  
Andrew MacDonald  
Lesley McDowell

### **CO-OPTEES**

Jane Shears

## **BASW PERSONNEL**

### **Chief Executive and Governance Office**

Ruth Allen	Chief Executive
Mike Hopkins	HR Business Partner
Shirley Konstandis	Executive Officer Governance
Faith Ryan	Corporate Governance Manager

### **Business Team**

Simon Dangerfield	Web & Technical Support Officer
Tricia Gbinigie	Business Development Officer
Debbie Gilbert	Receptionist (p/t)
Sara Hickin	Executive Officer Business Services
Leanne Ling	Receptionist (p/t)
Joanne Lloyd	Finance Manager
Jeanette Oakley	Finance Administration Assistant
Bharat Pandya	Interim Director of Support Services
Mark Phillips	ICT Service Delivery Manager

### **Membership**

Ifzan Ahmed	Membership Contact Officer
Donna Cowley	Membership Manager (p/t)
Peter Evans	Membership Support Officer
Kam Johal	Membership Officer
Gaby Zavoli	Membership Officer

### **SWU/Advice & Representation Service**

Colin Anderson	Senior Practitioner
Joanne Deakin	Administration Manager
Lyse Hurd	TU Official
Tina Jones	SWU/A&R Administrator
Cheryl Jordaan	SWU/A&R Administrator
Jeff Lewis	SWU Adviser (p/t)
Fiona Linn	SWU Adviser (p/t)
Julie Long	TU Official
Donal Mullally	Temp TU Official
Kath Owen	TU Official
Tina Ramage	TU Official
Lily Roberston	TU Official
Wendy Travis	TU Official
Kevin Waldock	TU Official
Jeremey Walker	Sessional Worker
Lien Watts	A&R Manager

### **Communications & Publishing**

Pam Green	Publishing Assistant (p/t)
Sue Hatton	Publishing Manager
Madeleine Jennings	Snr Parliamentary Affairs Officer

Hayley Meachin	Snr Media and Communications Officer
Natalie Mullings	Publishing Assistant (temp)
Shahid Naqvi	Editor PSW
Louise Owen-McGee	Communications and Marketing Manager
Pat Toulmin	Knowledge Development Manager (p/t)

### **Policy & Trust**

Tracy Chopping	Policy Officer (p/t)
Luke Geoghegan	Head of Policy & Research (new appointment)
Helen Randle	Administrator

### **England**

Stephanie Davies	Temp National Admin & Events
Joe Godden	Professional Officer (p/t)
Karen Goodman	Professional Officer (p/t)
Zan Hoang	Temp National Admin & Events
Sharon Hodgson	National Administrator (p/t)
Sue Kent	Professional Officer (p/t)
Nushra Mansuri	Professional Officer
Gavin Moorghen	Professional Officer
Mary Showell	Administration Manager
Maris Stratulis	Country Manager
Gemma Williams	Events Coordinator & Administrator

### **Northern Ireland**

Amanda Beattie	National Administrator
Carolyn Ewart	Country Manager
Anne McAllister	Professional Officer (p/t)
Andy McClenaghan	Campaigns Officer

### **Scotland**

Johan Grant	National Administrator
Trisha Hall	Country Manager
Sarah McMillan	Professional Officer (p/t)
Tim Parkinson	Professional Officer

### **Wales**

Carol Davies	Acting Country Manager
Allison Hulmes	Professional Officer (new appointment)
Robin Moulster	Country Manager
Gaye Sheridan	Professional Officer (p/t) (resigned during year)
Paul Twyman	National Administrator (p/t) (resigned during year)
Siân Wilton	National Administrator (p/t) (new appointment)

**NIASW Annual General Meeting 2016**  
**Tuesday 16<sup>th</sup> March 2016 at 12 noon**  
**Belfast Castle, Antrim Road, Belfast**

**Present:** John Alexander, Jenni Rice, Adele Boyd, Sarah-Jane Holden, Colin Reid, Julie Watterson, Lesley Bell, Lindsay Conway, Marie Graham, Margaret Dunn, Dorothy Corbett, Damien Madden, Roísín Donnelly, Erin Breen, Ciara Devlin, Damion Houghion, Rachel Martin, Sarah Gray, Amy McAleer, Barbara McDermott, Yvonne Boyle, Marcella Leonard, Arlene Garland.

**In Attendance:** Carolyn Ewart, NIASW, Amanda Beattie, NIASW

**Apologies:** Paula McFadden, Ciaran Traynor, Liz Millen

Marcella Leonard, as NIASW Chair, welcomed everyone to the NIASW Annual Meeting.

### **Country Manager's Report**

Carolyn Ewart, Country Manager, NIASW, presented her Manager's Report, as included in the Annual Report. Carolyn highlighted a number of issues including NIASW's current push for social work representation on the HSC Reform Panel. Carolyn recognised that NIASW had successfully lobbied to ensure that agency social workers were no longer working for minimum wage, however, all agency social workers despite their experience were all on point 1 of the payscale, unlike all other health professionals. NIASW were currently working to stop this discrimination against social workers.

The fact that the current 'Stand Up for Social Work' twitter campaign trended on twitter was recognised and all those present were encouraged to take part.

The commissioning of a book about social work in Northern Ireland during the conflict had been commissioned and was being undertaken by Joe Duffy, QUB and Jim Campbell, UCD. It was hoped the book would be ready for publication by May 2017.

Carolyn acknowledged Marcella's constant willingness and availability for media and press work which has helped increase NIASW's media presence throughout the year and was pleased to announced that a new member of staff, Andy McClenaghan, Campaigns Officer, would be joining the NIASW team next week.

### **Chair's Report**

Marcella Leonard, Chair, NIASW presented her Chair's Report as included in the Annual Report.

Marcella began by saying how impressed the Committee were with the NIASW staff team and thanked them for their hard work throughout the year.

Marcella reported that she had attended a large number of high profile, challenging meetings and it was disappointed that the work being undertaken by NIASW was not

reflected in the membership growth. A key area for the committee to look at is why Northern Ireland social workers are not joining their professional association.

The most significant area of work this year for the NIASW Chair, was the Review of Health and Social Care and the lack of social care representation. It was disappointing that this issue had to be raised and challenged.

The highlight of the year, was the VOYPIC Care Day and the breakfast NIASW hosted to mark this celebration. The breakfast allowed for a wide breadth of social workers to come together.

Marcella concluded by thanking the NIASW Committee and particularly Colin Reid and Ciaran Traynor as Deputy Chairs.

## **Finance Report**

Marcella noted that the finance report was available in the Annual Report.

## **Elections**

It was noted that there were currently 6 vacancies on the committee. Marcella thanked Paula McFadden for her time served on committee.

Arlene Garland – Committee Member  
Proposed – John Alexander  
Seconded – Colin Reid

Catherine Connor – Committee Member  
Proposed – Davy Hayes  
Seconded – John Alexander

Bronagh O'Lynn – Committee Member  
Proposed – Adele Boyd  
Seconded – Jenni Rice

Marcella recorded that there were still vacancies for the committee and expressions of interest were particularly welcome from those working in learning disability, older people, hospital social work and criminal justice.

The new members were welcomed on to the Committee and the meeting was closed.

## **COUNTRY MANAGER'S REPORT**

It seems that I start most of these reports with comments on the amount of change that NIASW has undergone each year, this year is no exception. Our CEO, Bridget Robb, retired in April 2016 and as we said goodbye to her we welcomed our new CEO, Dr Ruth Allen. Ruth joined us from her role as Director of Social Work at South West London & St Georges' Mental Health NHS Trust and also had a research role with St George's University of London. She has a particular interest and experience in leadership development in social work and in developing social work's role within mental health. Ruth has been keen to find out more about the four countries that make up BASW UK and as such has spent some time in Northern Ireland getting to know the key issues that affect social workers and the profession in Northern Ireland. We are keen to develop that relationship and to strengthen our ties with the three other jurisdictions of the UK.

The staff team in NIASW has also experienced changed as we welcomed our new Campaigns Officer, Andy McClenaghan, to the team. Andy's post is a first, not just for NIASW but also for BASW UK, as his role is to develop our public affairs profile. Andy joins our Country Administrator, Amanda Beattie, and Professional Officer, Anne McAllister, I extend my personal thanks for the enormous dedication and commitment our small team demonstrate. I would also like to thank the NIASW committee who give willingly of their free time, are proud to represent their profession and NIASW across Northern Ireland. We are a truly membership led body and our committee represent a wide and diverse range of social work experience; we could not do our jobs without their support and participation. Special mention must go to Marcella Leonard and Colin Reid who as Chair and Vice Chair give 110% to the association; their personal commitment to NIASW is exceptional and by their professionalism and determination they have helped raise the association's profile and influence significantly.

Throughout the last year we have developed a NIASW Strategic Plan and NIASW Recruitment Plan. Those plans are informed by the overarching BASW vision, "*BASW 2020 Vision of a Strong Independent Voice for Social work and Social workers.*"

I will use those themes to report on NIASW activity over the past year.

### **Strong Independent Voice for Social work and social workers:**

Increasing NIASW's public profile has been a key objective of the NIASW, speaking out on the media, as the strong independent voice of the profession has continued to grow over the past 12 months, thanks in large part to the personal commitment of our Chair Marcella Leonard who appears regularly as a contributor and expert on social work issues. We are also much more proactive in our approach and this has paid dividends; we seized the opportunity to harness the power of the media when the then Health Minister, Simon Hamilton, announced in January 2016 his plan to close the Health and Social Care Board, the sole Commissioner of services in NI, and the establishment of an expert Panel to transform the entire HSC system in NI. He subsequently announced an expert panel of six led by Professor Rafael Bengoa notably without social work representation. NIASW staff proactively went to the radio and TV with the story and campaigned loudly for the inclusion of social work in this fundamental review. Our efforts were rewarded with meetings with Professor Bengoa, the Permanent Secretary of State Mr Richard Pengelly and a strategic alliance to campaign for the equal rights of social care in the health and social care family. Two social work consultants, Sean Holland, Chief Social Work Officer and Fionnuala

McAndrew, Director of Social Work at the HSCB, were laterally appointed to participate in the Bengoa Review. We had a subsequent meeting with the new Health Minister (post-election 2016) Michelle O'Neill, who augured a new area of partnership with and inclusion of social work in future service review. As a result of that meeting NIASW have been invited to be part of the Workforce Planning Steering Group to deliver on the Minister's Vision for Transformation of HSC services in NI. NIASW have also been invited as a key stakeholder to the Minister's Strategic Partnership Forum.

The election to the NI Assembly held in May 2016 resulted in substantial changes to the composition of the Assembly – almost 30% of the MLAs returned were either elected for the first time or did not hold a seat during the previous mandate. This presented many new opportunities for NIASW to build bridges with our elected representatives and raise the profile of the social work profession.

The new mandate saw Sinn Féin take responsibility for the Department of Health for the first time, with Michelle O'Neill appointed as Health Minister, and the role of Health Committee Chair was filled by Paula Bradley of the DUP. As NIASW has engaged with the Minister and Health Committee Chair throughout the year, both have shown a genuine interest in the challenges faced by social workers and demonstrated support for delivering change to benefit the profession.

Prior to and during the summer recess NIASW met with political party policy staff and MLAs. These meetings enabled us to highlight NIASW's priorities for the coming year and outline our concerns at the lack of social work representation on the Expert Panel led by Professor Raphael Bengoa which was tasked with reviewing Health and Social Care in Northern Ireland. In August 2016 we had the opportunity to raise NIASW's concerns regarding the Bengoa Review directly with the new Health Minister. During our meeting with the Minister we also presented NIASW's views regarding the planned closure of the Health and Social Care Board and highlighted our positions regarding a range of professional practice issues.

Throughout the year NIASW continued to run our *Social Worker for a Day* events which were first held during the previous Assembly mandate. The events provide an opportunity for MLAs to meet with social work teams to learn about the difference social workers make in the lives of service users and the challenges faced by the profession. During the summer two *Social Worker for a Day* events were held, one in the Western Trust and one in the Northern Trust. The Western Trust event was attended by Mark H Durkan and Gary Middleton and the Northern Trust event by Daithí McKay.

Later in the year a *Social Worker for a Day* event was organised for the Health Minister. The event saw Minister O'Neil engage with social workers from older people's services and children's services to learn first-hand about the support they provide. The event also afforded the Minister opportunities to spend time with service users to find out about the difference the services provided by social workers make to their lives.

In September NIASW published its *Above and Beyond* research report. The report highlights the challenges faced by social workers – most notably the finding that nine out of ten social workers routinely work additional unpaid hours. It also outlines a series of recommendations aimed at addressing the problems identified by the research. *Above and Beyond* received significant media coverage with the findings featured in BBC newline, Radio Ulster and Radio Foyle bulletins throughout the day and on the U105 Frank Mitchell show.

Following publication of the report, meetings were held with the Department of Health, the Executive Directors of Social Work, MLAs and political party policy staff to discuss the findings and explore opportunities for advancing the recommendations.

Our public affairs work also secured an opportunity for NIASW to brief the Northern Ireland Assembly Health Committee in December. We used this opportunity to highlight the findings of *Above and Beyond* to MLAs and provide NIASW's initial views on the Minister's 10 year vision for transforming health and social care.

NIASW has subsequently been invited to participate in discussions hosted by the Assembly Health Committee to identify the key issues for consideration concerning the Minister's proposal to introduce multidisciplinary primary care teams, which will include social workers, based around GP practices. NIASW will be consulting widely in the year ahead to inform this significant policy development.

NIASW played a key role in raising the profile of social work, supporting the development of a series of social media videos launched ahead of the 2016 Social Work Awards which aimed to raise awareness of the varied work undertaken by social workers. We worked closely with the HSC Board to coordinate the social media campaign and were responsible for the hashtag #socialworkmakesadifference which was used throughout the campaign and will feature in social media activity to support sector-wide social work events in future.

#### **For Social Work and Social Workers:**

Alongside our public affairs work we have continued to ensure that members directly inform policy and practice development across all areas of social work and as such met with professor Alexis Jay to input into the review of the Safeguarding Board for NI and we hosted a multiagency roundtable discussion on the child disclosure scheme, in attendance were MLAs, PSNI, PPANI, PBNI, SW and Policy makers from DoH and DoJ. A NIASW committee member joined an RCN led multi-professional group to represent NIASW, alongside Nursing, OT and Psychiatry colleagues to deliver a practice guide on Restrictive Measures, due for publication in spring 2017. We have also commissioned research, jointly funded with NISCC, into Lessons Learned from cases referred to the SW regulator NISCC. The research and learning aides will be published in 2017.

In our ongoing commitment to professional development we delivered a programme of Practice Development Days for social workers including the topics Mental Health Social Work,

The research commissioned by NIASW into the experience of Social Workers throughout the Conflict in Northern Ireland is ongoing, there has been some delay with the project due to the lengthy process involved in research and ethics approvals; these have now been obtained and the research has begun. The book will be fronted by the research into 250 social work experiences of working throughout 'The Troubles', but also has chapters on Israel, Palestine, Cyprus and the Former Yugoslavia. The book will be published in late 2017/18 and initial findings will be shared at the 2017 IFSW conference.

NIASW are represented on the organising committee for IFSW Global Conference Dublin 2018 and continue to work alongside colleagues from the Irish Association and International federation to be an active member of the global conference which will be hosted in Dublin July 2018.

As part of the first ever National Care Day in February 2016 NIASW proudly hosted a breakfast for child care SW and although unable to host an event this year we plan to make it an annual event on the NIASW calendar.

As part of our recruitment plan we delivered a series of NIASW Roadshows, where staff and committee members travelled across NI to meet existing and potential members. We had a great interest in these events and have seen our membership increase by 15% in the last 6 months. We will continue to engage with existing and non-members to grow and develop the association.

We continue to develop positive working relationships across the social work community in NI proud as always to represent the profession.

Carolyn Ewart

## **NIASW CHAIR'S REPORT**

When reflecting on the past year as Chair in preparation for this annual report, it struck me not only how busy we have been but how effective we have been in representing the profession. Carolyn has outlined the range of work undertaken in the last year so I will make reference to only a few aspects. The most significant challenge for us, in my opinion, as a professional organisation in the last 12 months has been the challenge to increase our membership. As Chair, I encouraged the NIASW committee alongside the NIASW staff to review how social workers in Northern Ireland perceive the organisation, how they are informed about our work on their behalf and ultimately why social workers have not joined their professional organisation.

We embarked on a enthusiastic recruitment drive which was wholly supported by the committee but also of great benefit was the support given by the Directors of Social Work in the Health Trusts as well as our partner professional organisations. However as Chair, there was significant learning and reflecting from each of the roadshow events I attended. It was evident social workers were unclear of NIASW in terms of our existence, role, difference to other organisations such as NISCC, lack of clarity regarding the Advice and Representation aspect of SWU as well as an overall lack of insight into what NIASW has been doing on their behalf. This was an important insight for the Committee and informed the recruitment drive. However, from a positive perspective once social workers were informed and aware of the role NIASW has, the increase in membership was immediately evident but also the dramatic increase in requests from social work teams to hear more about the organisation. We have had some issues with capacity and so have not been able to fulfil all these requests, but this will be a priority focus for the year ahead. On reflection the lesson of not assuming social work practitioners are aware of NIASW existence and role was an important one to hear and to proactively engage with. It has also highlighted the importance of the professional officer role in engagement throughout Northern Ireland but also with social workers working in all areas of the profession.

I am delighted with the increase in membership but fully aware of the need to maintain the engagement and therefore the recruitment of an additional professional officer/project lead is welcomed to build on the progress. This will greatly assist Anne McAllister our Professional Officer in engaging with existing and new members and enable us to broaden our focus on team visits across Northern Ireland.

As Carolyn has discussed in detail in her Country Manager report, the NIASW staff have been incredibly busy engaging with MLAs and Health Committee culminating in the very informative and enlightening survey of Above and Beyond. The addition of Andy McClenaghan in public affairs to the NIASW team cannot be underestimated, his work ethic in engaging with the MLAs and his eye for detail in reviewing ministerial and departmental documents and identifying key messages for our profession has been an enormous benefit to the role of NIASW. The challenges facing the profession within the current proposed reforms of the Bengoa Report and the Health Minister's vision will ensure Andy's role will continue be key to ensuring NIASW is at the forefront in informing the forthcoming changes. So thank you Andy for your insight and eye for detail in taking the new role of public affairs into the NIASW portfolio. Having spent the day with the Minister for Health Michelle O'Neill, at the time, of course now party leader, the hard work, planning and communication which goes into making one of these events appear as seamless as they do was another highlight in how NIASW has developed strong links with Trusts and

Voluntary organisations to make these events happen. The Social Worker for a Day has been hugely successful and I envisage its continuance in the next year with the newly appointed MLAs.

This year has seen continued strength in our relationship with the Department, Directors of Social Work within Trusts and engagement with voluntary organisations. I would envisage in the next 12 months continued development of our engagement with our social work colleagues within criminal justice statutory and voluntary organisations.

This has been a very busy year for NIASW which has seen its challenges for the NIASW staff and Committee, demanding significant personal time and flexibility to meet the, albeit welcome, increasing requests for NIASW input at different meetings, consultations and developments. The small team has been stretched this year and no doubt this has taken its toll on the resilience and energy of the individuals. Therefore I wholeheartedly thank the staff team for their commitment, enthusiasm, time and unwavering vision for the profession. Carolyn has continued to lead with energy and openness to the Committee's vision for the profession and I thank her for this lead and how she embodies the profession in her communication and interaction with those at the strategic and practice levels. I cannot thank Amanda enough for her hard work and tireless commitment and professionalism throughout the last year as I as Chair and the Committee have placed further demands on her patience with ideas and plans and all received by Amanda with quiet reserve and supportive words.

I would like to thank the NIASW committee for their time, dedication and commitment to the organisation and my grateful thanks for their support and personal time especially in the last 6 months which were particularly busy. In particular I will personally thank Colin Reid and Ciaran Traynor as Deputy Chairs for their support and availability at all times of the day to discuss ideas and plans, thank you both.

Finally, as I step aside as Chair of NIASW and take the Deputy Chair role to support Colin as Chair I thank the social workers both at strategic and practitioner level in NI for their professionalism, humour and resilience which made being the Chair of our professional association such a pleasure and honour. I wish Colin all the best as Chair.

Marcella Leonard

## BASW - NORTHERN IRELAND

### SUMMARY OF INCOME AND EXPENDITURE IN NORTHERN IRELAND FOR THE YEAR ENDING 30/09/16

The following information has been extracted from the BASW Audited Annual Accounts for the UK

<b>INCOME</b>	<b>2015/16</b>
<b>Members</b>	561
Membership	109406
Conferences	2275
<b>TOTAL INCOME</b>	<b>111681</b>
<b>EXPENDITURE</b>	
<b>Northern Ireland Committee</b>	
Meeting Expenses	1254
Chair's Expenses	0
Study days, conferences & AGM	5805
<b>Office</b>	
Running Costs	26608
<b>Non-recurring expenditure</b>	
Fixed Asset Spend	0
<b>Central Costs - per Capita</b>	
Indemnity Insurance	2056
PSW (Net)	3500
<b>Cost of Staff based in Northern Ireland</b>	
Actual Payroll Expenditure	178200
<b>TOTAL</b>	<b>217422</b>

These figures exclude Northern Ireland's share of central costs ie, Chief Executive, Membership, Finance, Publications, A & R Services etc and Northern Ireland's share of profits from book sales and other centrally managed activities.

BASW's finances in Northern Ireland are contained within the overall resources available to the Association and are the subject of comprehensive statutory audit arrangements and presentation to the UK AGM each year.

Ruth Allen  
Chief Executive  
01-Mar-17