

DRAFT MODEL: COLLEGE OF AUSTRALIAN SOCIAL WORK

Depending on nomenclature under Pathways – ie Social Work Australia - consideration could be given to the name, Australian College of Social Work.

“A College of Practice is a collegial group of social workers who have achieved advanced practice in a specialised area of social work and take responsibility to further that area’s knowledge, practice, identity and influence”

Role and Tasks of the College	Membership	Structure and Management	Principles & Assumptions	Questions Remaining
<p><i>Objectives:</i> Ensure professional standards are maintained through aspirational membership pathways. Provide a support network, mentoring and professional gatherings. Inform and collaborate with industry.</p> <p><i>Roles/Tasks - Standards</i> Develop eligibility criteria for the College of Practice. Assess eligibility and issue recognition. Recommend establishment of Specialist Divisions of the College. The first of these will be Mental Health. Develop and/or oversee standards and CPE. Oversee and conduct R&D for the continuing improvement of social work policy, practice and administration in</p>	<p>Entry to the College and Categories of Membership do not necessarily need to “tie in” with AASW membership categories.</p> <p><i>Entry:</i> Accredited AASW members, following two years’ supervised practice and/or a post-basic qualification (including certificates of specialist practice).</p> <p><i>Categories of Membership:</i> Establish with Foundation Fellows. Members. Then, admit Fellows (potential for Associate Fellows – eg. two years as an Assoc Fellow before progressing to Fellow). Potential to confer Life Fellows.</p> <p><i>Continuing membership:</i> Contingent upon evidence of ongoing CPE.</p>	<p><i>Structure:</i> The College and its Specialist Divisions will be established by the AASW Board. The College will operate in a way determined by the AASW Board and is not an independent entity. Eligibility criteria for membership of the College will be developed by the College and ratified by the AASW Board. The Specialist Divisions will operate in a way determined by the College and will not be separate entities. Any group desiring to become a Specialist Division will put a proposal to the College. The College will facilitate the development of a business plan for consideration by the Board of the AASW.</p> <p><i>Management:</i> The College will have a Foundation Director</p>	<p><i>Key People:</i> The Advisory Committee established to assist in the formation of the College will have a fixed term, with a Governance Review to be conducted within two years’ of inauguration of the College. Foundation Director must be a social worker of high standing, but demonstrably able to establish a new organisation (this should be a key selection criterion). The first Specialist Division of the College will be Mental Health Division. Assume the Convenor of Specialty is appointed by College and CEO. Must be a Fellow of the College. <i>Administration of the College:</i> Corporate services will be provided by Office of the CEO so that duplication of effort is avoided. Liaise with Office of the CEO</p>	<p><i>Name:</i> College of Australian Social Work? <i>Location:</i> Will the College be co-located with the Office of the CEO? (recommended) <i>Membership:</i> Invite Foundation Fellows? Have e.g. 5 conferred ‘free’ and 20 @ premium membership fee. Need to develop criteria to admit overseas qualified members. Should a post-basic qualification be a mandatory requirement for admission to the College? Possibility for Honorary Fellowship? (eg for those who are not social workers but are of high standing in areas concerned with social work practice and policy). Eventually, will Fellows be able to belong to more than one Specialist Division? <i>Relationships:</i> How will the College be</p>

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<p>Australia.</p> <p>Identify particular knowledge, expertise and practice standards for the area.</p> <p>Determine supervision standards and the amount and type of supervision required within the area.</p> <p><i>Roles/Tasks – Support</i></p> <p>Provide advice to the AASW Board and CEO.</p> <p>Support Specialties, Practice Groups, National Committees and Branch professional activities.</p> <p>Define life long learning and reflective practice for the area.</p> <p>Where relevant, advise the Board with regard to extending the scope of social work practice in specific aspects of the area.</p> <p>Carry out advocacy, as defined by the AASW Board of Directors.</p> <p>Key contributor to the Journal and the editorial policy.</p> <p>Provide advice to the Ethics Committee.</p> <p>Develop position papers on ethics or other matters as required by the Board.</p>		<p>appointed by AASW Board to a paid 3-yr term. The CEO must be on the selection panel. (The Constitution states that the Convenor is nominated by the President.) .</p> <p>The Foundation Director of the College will report to the CEO.</p> <p>The inaugural management structure of the College will comprise the Foundation Director, assisted by an Advisory Committee which will include the CEO and a number of people with a high mental health profile. It will also include people from other specialties (eg Child Protection) so that a ‘generically workable’ model is pursued.</p> <p>The Advisory Committee should be limited to a membership of 12 people.</p> <p>Subsequently, there will be Convenors for each of the Specialist Divisions who will need to be adequately resourced (this may include paid positions for Convenors, depending upon workload). The Convenor of a Specialist Division will report to the Director of the College.</p> <p>The College will require administrative support. If co-</p>	<p>re marketing and publications.</p> <p><i>Identity and Presence:</i></p> <p>Does not usurp AASW Board, but may be delegated some of its current functions.</p> <p>Delegated authority to comment on matters of public interest in areas where the College is concerned.</p> <p>Assume the CEO, Board and College will engage with peak employers to encourage College membership among staff. This should be effected prior to the College’s establishment.</p> <p>Assume State Branches have a reporting relationship to CEO, not to College.</p> <p>There must a conduit between the “life and activities” of the AASW membership at State and Regional level and the College.</p> <p><i>Development of Specialist Divisions:</i></p> <p>Mental Health will be the initial Specialist Division. Other specialties will be established on a ‘sustainable business case’ basis, on the recommendation of the College.</p>	<p>represented at the State level?</p> <p>How will the College interact with the other structures eg. Ethics Committee, Practice Standards?</p> <p>Would it make sense for the College to resource and support Practice Groups?</p> <p>What is the relationship between the College and the National conference and CPE (Education Committee)?</p> <p>How to dovetail with ‘tiers’ recommended within CPE structural planning (Qualified Practitioner, Advanced Practitioner, Master Practitioner)?</p> <p>Links between the Pathways “model”, CPE, and the College structure need to be developed.</p> <p>If the AASW undertakes further analysis of a Pathways model, then an Advisory Council to the AASW Board might be established and the Director of the College could sit on this Council.</p>

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<p><i>Roles/Tasks – Inform & Collaborate with Industry</i></p> <p>Contribute to the development of knowledge in the area.</p> <p>Inform the area of practice by input to educational frameworks.</p> <p>Make recommendations concerning particular areas of practice involved in the Accreditation of Schools.</p> <p>Provide input to social policy (potentially via collaboration with the national committees).</p> <p>Respond to practice issues that are raised (by providing advice to the CEO / Board).</p>		<p>located with the Office of the CEO, it is possible for the latter to assist with many admin functions during the start-up phase. But, there will need to be a budget for travel, as the ‘selling of the concept’ will be an important part of the role (to employers, particularly, as well as members). Suggest at least 2 FTE at level 7 SACS to hold the fort while Director is on the road, with general admin from CEO.</p> <p>Is resourced to support Specialties, Practice Groups, National Committees and Branch professional activities.</p>	<p>Suggested other Specialties might be: Professional Education; Management and Leadership.</p> <p><i>Establishment & Running Costs:</i></p> <p>Funding for the establishment of the College will probably need to come from within the AASW. Given that the benefit of the College to the community is in the protection of high standards, funding could be sought from agencies who are currently assisting the AASW develop standards. In-kind (eg secondment of staff) and cash funding could be sought.</p> <p>The ongoing core funding for the College will be College fees.</p> <p>Other sources of funding may include:</p> <ul style="list-style-type: none"> - Government funding (grants, tenders). - Income generating activities, e.g. courses, conferences, seminars and workshops. - Employers. - Corporate sponsorship (special purpose). - Universities. - Other collaborations. <p>Start-up running costs will</p>	

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			<p>include:</p> <ul style="list-style-type: none"> - Staff costs for Foundation Director and two level 7 SACS FTE. - Marketing and communication strategy to explain and promote College. This should include the development of a strategy as well as printing and website costs. 	

EXAMPLE NOMENCLATURE

Foundation Fellows

Prof. Robert Smith Foundation Fellow CASW

Prof. Dorothy Jones Foundation Fellow CASW

Fellows of the College

Dr Anita Jones, FCASW

Anita Smith, Assoc. Fellow CASW

Fellows of the College (Specialty Division)

Dr Bob Jones, FCASW(Mental Health)

COLLEGES AND SIMILAR ENTITIES IN OTHER PROFESSIONAL ASSOCIATIONS

Issue	Description	Source	Attachment(s)
<i>Governance Issues</i>			
College Governance	A College can have National and State Committees to govern its activities.	Australian Psychological Society – APS College of Counselling Psychologists	Attachment 1: APS Counselling College Structure
	Regulations for the operation of a College as approved by the Board of the professional association.	Australian Physiotherapy Association Engineers Australia	Attachment 2: APA College Regulations Attachment 3: Engineers Australia Learned Societies' Handbook
Governance of the Professional Association	Relationship between various elements of the Professional Association, and areas of authority.	Engineers Australia - central, branches, national congress, divisions, numerous learned societies	Attachment 4: Engineers Australia Learned Society Governance & Purpose Attachment 5: Engineers Australia – Electing Delegates to National Congress
		Australian Psychological Society – Board, national office, past presidents/chairmen and three types of 'member groups' (branches, interest groups and colleges – with portfolio groups within colleges)	Attachment 6: APS Overview Governance Structure Attachment 7: APS College of Counselling Psych Portfolio Groups
		Australian Physiotherapy Association – national advisory council, standing committees, branch councils, national group committees. College is located in a management portfolio.	Attachment 8: APA Governance Structure Attachment 9: APA Org Chart Attachment 10: APA Constitution
		Occupational Therapy Australia – national and divisional councils to form a single entity in Australia.	Attachment 11: OT Australia Org Chart New Structure Attachment 12: OT Australia Governance Review

Issue	Description	Source	Attachment(s)
<i>Structural Issues</i>	Single College, with Specialty areas	Australian Physiotherapy Association – Specialist Physiotherapists and Australian College of Physiotherapists	Attachment 13: APA Specialisation Pathways Attachment 14: APA Specialisation Pathways Flowchart
	Multiple Colleges within a single Professional Association	Engineers Australia	Attachment 15: Engineers Australia Colleges
		Australian Psychological Society	Attachment 16: APS Colleges Overview
<i>Categories of Membership and Gaining Members' Support for the College</i>	Entry and type of membership are covered in regulations and/or constitutions but the attachment is an example of a format that discusses why, how and types of membership.	Australian Psychological Society	Attachment 17: APS Joining a College
	Frequently Asked Questions about College membership	Australian Physiotherapy Association	Attachment 18: APA Frequently Asked Questions
	Promotional material about constitutional change	Occupational Therapy Association	Attachment 19: OT Australia Single Entity Promo