

- **Do you, or have you in the past, been employed by a statutory welfare organisation in the field of Child Protection, Corrections, Mental Health, Hospital or Income Protection (Centrelink)?**
- **While in your role, have you experienced conflict between the professional requirements of the AASW Code of Ethics and the policies and procedures of your employing organisation?**
- **When faced with such conflict, have you taken action to benefit your clients that runs counter to the policies and procedures of your employing organisation?**
- **Have you taken such action without the knowledge of your employer?**

## **RESEARCH PROJECT:**

### **Social Work Activism: Resistance from the Frontier**

The aim of this study is to explore the experiences of Australian social workers employed in statutory welfare organisations, in relation to conflict that may occur between the social work professional Code of Ethics and the policies and procedures of their employing organisation. This study will explore the existence of *covert* workplace resistance strategies utilised by social workers as a method of responding to professional/organisational conflict. Examples of covert activities may include, but are not limited to:

- Acting in opposition to organisational directives
- Looking the other way when client's did not comply with directives
- 'Creatively' filling out forms
- Overstating a client problem to promote their access to services
- Being 'flexible' with rules and laws
- 'Turning a blind eye' when workers evaded directives from management
- Case by case 'rule bending'

Interviews for this study will be conducted via email, utilising the method of Email Facilitated Reflective Dialogue. Each participant in the study will need to have access to Email.

Social workers can use this opportunity to discuss and reflect on their experiences of organisational/professional conflict and the actions they take to covertly challenge such conflict in their current or recent past (2 years) role as an employee of a statutory welfare organisation.

Participants should be eligible for membership of the Australian Association of Social Workers.

Ethical approval for this study was obtained through the Griffith University Human Research Ethics Committee - GU Ref No: HSV/29/09/HREC. All data will be treated as confidential.

The study will be conducted by Lyndal Greenslade, a full-time PhD research student supervised by senior advisors Dr Donna McAuliffe and Dr Lesley Chenoweth through the School of Human Services and Social Work at Griffith University.

To express interest in participating, or to obtain further information about the study, please contact by:

**Email: [s2699671@student.griffith.edu.au](mailto:s2699671@student.griffith.edu.au)**