

# Work covered by the pay equity work assessment

Category 1	Category 2	Category 3	Category 4
Registered social workers or social workers eligible to be registered by the social workers registration board who are undertaking social work or work substantially similar to social work.	<p>Registered professionals or professionals eligible for registration under:</p> <ul style="list-style-type: none"> <li>• Health Practitioners Competence Assurance Act</li> <li>• Teaching Council*</li> <li>• DAPAANZ</li> <li>• NZ Association of Counsellors</li> </ul> <p>who are undertaking social work or work substantially similar to social work</p> <p><small>*Qualified teachers undertaking social work may not currently be eligible for registration but are covered here</small></p>	<p>Professionals with substantial experience or community/iwi-based connections in roles where professional registration is not a requirement.</p> <p>These professionals draw on practice frameworks including social work, community or te ao Māori frameworks to undertake work that is substantially similar to social work.</p>	Registered or registrable social workers or other registered professionals leading and enhancing the professional practice of a team undertaking social work.
<ul style="list-style-type: none"> <li>✓ Draws on social work theoretical frameworks and knowledge</li> <li>✓ Works within Social Work Code of Ethics and Standards of Practice</li> <li>✓ Receives regular professional supervision</li> <li>✓ Undertakes continuing professional development hours as required per year</li> </ul>	<ul style="list-style-type: none"> <li>✓ Draws on their specific professional theoretical framework and knowledge base in order to practice in a social work role</li> <li>✓ Often works in multi/inter disciplinary team</li> <li>✓ Works within their relevant code of ethics and standards of practice</li> <li>✓ Undertakes supervision as required</li> <li>✓ Undertakes continuing professional development as required</li> </ul>	<ul style="list-style-type: none"> <li>✓ Draws on te ao Māori and/or social work theoretical frameworks and methods alongside other practice frameworks to support working in a role substantially similar to social work</li> <li>✓ Works with a high level of supervision or sign off requirements for any clinical decision making</li> <li>✓ Strongly connected to and accountable to the community</li> <li>✓ Role may require body of knowledge for specific context- e.g. homelessness</li> </ul>	<ul style="list-style-type: none"> <li>✓ Draws on social work knowledge, frameworks, and methods to influence and develop best practice</li> <li>✓ Provides coaching, mentoring, supervision, and advisory functions to social workers in a team</li> <li>✓ Provides education, oversight, and assistance with complex cases</li> <li>✓ May have designated caseload as part of role</li> </ul>

## Examples of work **excluded from claim**:

Youth work, community development as primary focus, leadership roles which are managerial only (i.e. not primarily leading practice), registered social workers or other professionals whose main role is not social work-i.e. who may be primarily undertaking management work, research, coordination, and advisory functions.

## Category 1: Registered social workers

- ✓ Draws on social work theoretical frameworks and knowledge
- ✓ Works within Social Work Code of Ethics and Standards of Practice
- ✓ Receives regular professional supervision
- ✓ Undertakes continuing professional development hours as required per year



Work	Skills	Responsibility	Demands	Working conditions
<ul style="list-style-type: none"> <li>• Case management</li> <li>• Assessment and evaluation</li> <li>• Advocacy</li> <li>• Development of plans</li> <li>• Engagement with people</li> <li>• Building collaborative empowering relationships</li> <li>• Actively challenging injustice at an individual or systemic level</li> </ul>	<ul style="list-style-type: none"> <li>✓ To maintain registration and uphold code of ethics</li> <li>✓ Knowledge of Te Tiriti</li> <li>✓ Knowledge of tikanga Māori and te Ao Māori</li> <li>✓ Knowledge of diverse cultures, religions, and communities</li> <li>✓ Self-awareness</li> <li>✓ Critical thinking</li> <li>✓ Ability to write clearly and in multiple contexts (official reports, notetaking, and advocacy)</li> <li>✓ Emotional dexterity (ability to manage complex emotional situations, deescalate where required and support clients to process and navigate emotional challenges)</li> <li>✓ Empathy</li> <li>✓ Active listening</li> <li>✓ Ability to elicit and interpret information</li> <li>✓ Ability to communicate information clearly and effectively</li> <li>✓ Ability to think analytically</li> <li>✓ Ability to understand necessary theoretical frameworks and apply in practice</li> <li>✓ Innovation and creativity</li> <li>✓ Relationship building</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ensure safety of clients, whānau and communities</li> <li>➤ To develop, implement, and review appropriate plans with clients/whānau so they can thrive</li> <li>➤ High level of autonomy to make decisions</li> <li>➤ To keep accurate records and ensure their confidentiality</li> <li>➤ To continue to learn, develop, and critically reflect on practice</li> </ul>	<ul style="list-style-type: none"> <li>○ Deals with complex and demanding emotional situations which can vary throughout a workday and escalate quickly</li> <li>○ Can be required to deal with extreme trauma and/or multiple lower-level events which can be cumulative in impact</li> <li>○ Work requires high levels of concentration and observation</li> <li>○ Work requires ability to regulate own emotion and maintain professional boundaries</li> </ul>	<ul style="list-style-type: none"> <li>❑ Required to operate in multiple environments- clients homes/office and other locations in community</li> <li>❑ Multiple environments can expose jobholder to many risks, unsafe or unsanitary conditions on home visits, erratic behaviour from traumatised or unwell clients or dangerous animals on property</li> </ul>

## Category 2: Registered professional undertaking social work

- ✓ Draws on their specific professional theoretical framework and knowledge base in order to practice in a social work role
- ✓ Often works in multi/inter disciplinary team
- ✓ Works within their relevant code of ethics and standards of practice
- ✓ Undertakes supervision as required
- ✓ Undertakes continuing professional development as required



Work	Skills	Responsibility	Demands	Working conditions
<ul style="list-style-type: none"> <li>• Case management</li> <li>• Assessment and evaluation</li> <li>• Advocacy</li> <li>• Development of plans</li> <li>• Engagement with people</li> <li>• Building collaborative empowering relationships</li> <li>• Actively challenging injustice at an individual or systemic level</li> </ul>	<ul style="list-style-type: none"> <li>✓ Knowledge of Te Tiriti</li> <li>✓ Knowledge of tikanga Māori and te ao Māori</li> <li>✓ Knowledge of diverse cultures, religions, and communities</li> <li>✓ Self-awareness</li> <li>✓ Critical thinking</li> <li>✓ Ability to write clearly and in multiple contexts (official reports , notetaking, and advocacy)</li> <li>✓ Emotional dexterity (ability to manage complex emotional situations, deescalate where required and support clients to process and navigate emotional challenges)</li> <li>✓ Empathy</li> <li>✓ Active listening</li> <li>✓ Ability to elicit and interpret information</li> <li>✓ Ability to communicate information clearly and effectively</li> <li>✓ Ability to think analytically</li> <li>✓ Ability to understand necessary theoretical frameworks and apply in practice</li> <li>✓ Innovation and creativity</li> <li>✓ Relationship building</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ensure safety of clients, whānau and communities</li> <li>➤ To develop, implement and review appropriate plans with clients/whānau so they can thrive</li> <li>➤ High level of autonomy to make decisions</li> <li>➤ To keep accurate records and ensure their confidentiality</li> <li>➤ To continue to learn, develop, and critically reflect on practice</li> <li>➤ To maintain registration and uphold code of ethics</li> </ul>	<ul style="list-style-type: none"> <li>○ Deals with complex and demanding emotional situations which can vary throughout a workday and escalate quickly</li> <li>○ Can be required to deal with extreme trauma and/or multiple lower-level events which can be cumulative in impact</li> <li>○ Work requires high levels of concentration and observation</li> <li>○ Work requires ability to regulate own emotion and maintain professional boundaries</li> </ul>	<ul style="list-style-type: none"> <li>❑ Required to operate in multiple environments- clients homes/office and other locations in community</li> <li>❑ Multiple environments can expose jobholder to many risks, unsafe or unsanitary conditions on home visits, erratic behaviour from traumatised or unwell clients or dangerous animals on property</li> </ul>

### Category 3: Professionals undertaking work substantially similar to social work that does not require registration

- ✓ Draws on Te Ao Māori and/or social work theoretical frameworks and methods alongside other practice frameworks to support working in a role substantially similar to social work
- ✓ Works with a high level of supervision or sign off requirements for any clinical decision making
- ✓ Strongly connected to and accountable to the community
- ✓ Role may require body of knowledge for specific context- e.g. homelessness



Work	Skills	Responsibility	Demands	Working conditions
<ul style="list-style-type: none"><li>• Initial assessment</li><li>• Developing practical (non clinical) plans</li><li>• Delivering client programmes</li><li>• Collaboration with other professionals</li><li>• Liaison with the community</li><li>• Initial advocacy</li><li>• Building and maintaining trust and collaborative relationships</li></ul>	<ul style="list-style-type: none"><li>✓ Active listening</li><li>✓ Ability to elicit and interpret information</li><li>✓ Ability to communicate information clearly and effectively</li><li>✓ Emotional dexterity (ability to manage complex emotional situations, deescalate where required and support clients to process and navigate emotional challenges)</li><li>✓ Empathy</li><li>✓ Strong knowledge of different cultures</li><li>✓ Knowledge of te ao Māori frameworks and methodologies</li><li>✓ Knowledge of Te Tiriti</li><li>✓ Some knowledge of social work frameworks</li><li>✓ Relationship building</li></ul>	<ul style="list-style-type: none"><li>➤ To develop, and implement appropriate plans with clients/whānau so they can thrive</li><li>➤ To escalate and refer cases appropriately when complexity/risk is high</li><li>➤ To engage with whānau, hapū, and iwi in service delivery</li><li>➤ To keep accurate records and ensure confidentiality</li></ul>	<ul style="list-style-type: none"><li>○ Deals with complex and demanding emotional situations which can vary throughout a workday and escalate quickly</li><li>○ Work requires high levels of concentration and observation</li><li>○ Work requires ability to regulate own emotion and maintain professional boundaries</li></ul>	<ul style="list-style-type: none"><li>❑ Required to operate in multiple environments- clients homes/office and other locations in community</li><li>❑ Multiple environments can expose jobholder to many risks, unsafe or unsanitary conditions on home visits, erratic behaviour from traumatised or unwell clients or dangerous animals on property</li></ul>

### Screening questions for Category 3

#### Answer must be yes:

1. Do these employees have 80% or more of their day-to-day work which overlaps with, or operates in a substantially similar way to your registered social workers or other registered professionals undertaking social work?

#### Answer must be yes:

2. Do these employees receive supervision/oversight by a registered social worker or registered professional?

#### Answer must be no:

3. Do these employees undertake ANY of the following as their **main** activity:
  - budget advice
  - financial mentoring
  - community navigation
  - Administration
  - youth work
  - needs assessment

## Category 4: Registered or registrable professionals leading social work practice



- ✓ Draws on social work knowledge, frameworks, and methods to influence and develop best practice
- ✓ Provides coaching, mentoring, supervision, and advisory functions to social workers in a team
- ✓ Provides education, oversight, and assistance with complex cases
- ✓ May have designated caseload as part of role

Work	Skills	Responsibility	Demands	Working conditions
<ul style="list-style-type: none"> <li>• Case management</li> <li>• Assessment and evaluation</li> <li>• Coaching/mentoring</li> <li>• Provision of supervision</li> <li>• Engagement with people</li> <li>• Building collaborative relationships with clients and other organisations/professionals</li> <li>• Actively challenging injustice at individual or systemic level</li> </ul>	<ul style="list-style-type: none"> <li>✓ Knowledge of Te Tiriti and ability to lead practice in line with Te Tiriti obligations</li> <li>✓ Knowledge of tikanga Māori and te ao Māori</li> <li>✓ Knowledge of diverse cultures, religions, and communities</li> <li>✓ Self-awareness</li> <li>✓ Critical thinking</li> <li>✓ Ability to write clearly and in multiple contexts (official reports, notetaking, advocacy, professional development plans)</li> <li>✓ Emotional dexterity (ability to manage complex emotional situations, deescalate where required and support clients to process and navigate emotional challenges)</li> <li>✓ Empathy</li> <li>✓ Active listening</li> <li>✓ Ability to elicit and interpret information</li> <li>✓ Ability to communicate information clearly and effectively</li> <li>✓ Ability to think analytically</li> <li>✓ High level of understanding of social work theoretical frameworks and the ability to apply in complex practice situations</li> <li>✓ Innovation and creativity</li> <li>✓ Relationship building</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ensure safety of clients, whānau, and communities as well as team</li> <li>➤ To review appropriate plans team develops with clients/whānau and support in situations of complexity</li> <li>➤ Responsible for practice and outcomes of the team</li> <li>➤ Keep accurate records and ensure their confidentiality</li> <li>➤ Continue to learn, develop and critically reflect on practice</li> <li>➤ Maintain registration and uphold code of ethics and ensure team is also practicing in line with these standards</li> </ul>	<ul style="list-style-type: none"> <li>○ Deals with complex and demanding emotional situations which can vary throughout a workday and escalate quickly</li> <li>○ Can be required to deal with extreme trauma and/or multiple lower-level events which can be cumulative in impact</li> <li>○ Work requires high levels of concentration and observation</li> <li>○ Work requires ability to regulate own emotion and maintain professional boundaries</li> </ul>	<ul style="list-style-type: none"> <li>❑ Required to operate in multiple environments- clients homes/office and other locations in community</li> <li>❑ Multiple environments can expose jobholder to many risks, unsafe or unsanitary conditions on home visits, erratic behaviour from traumatised or unwell clients or dangerous animals on property</li> </ul>