



QUT Field Ed
Newsletter

QUT

August 2013

IN THIS ISSUE

THEME: "THE ONLY CERTAINTY IN LIFE IS CHANGE"

Welcome to our Winter Issue

by Maïke van Beest (Ed)

The theme of this edition is "Change", where we have a special contribution from Professor Bob Lonne (Discipline Leader SW & HS) who provides an overview of rapid reform occurring in our current human services sector. We hope you enjoy some of his insights, and that it provokes thoughts, debate and/or reflection around the "big picture" of the work we do.

Continuing with the theme of change, the QUT Placement Unit have experienced more changes since our April issue.

First, we bid farewell to Vanessa Walker who after joining the team earlier in the year, decided the "pull back" to frontline work was just too strong for her. Whilst this was sad, we are most pleased to welcome two new team members! We introduce you to Eleesa Johnstone and Lesley McGregor in this newsletter.

We understand that all these team changes can get confusing, and one may wonder 'who is who in the zoo!' To help further clarify this, I have included photos of everyone in this edition, so you can put names to faces!

As many of you will also be aware, the AASW has introduced new practice standards as well as finalised the Australian Social Work and Education Accreditation Standards

(ASWEAS). This means we will be frantically busy reviewing and updating our curriculum and learning material over the next semester, to ensure we are well aligned with these changes. We anticipate material such as manuals, learning plans and so forth, will be finalised for first semester 2014. Given this, please be mindful that we are in a state of transition until then, so we request understanding from you all, if any confusion arises around documents. If you are not sure about something relating to your student placement, the learning material and/or resources, please do not hesitate to contact us on: health.wils@qut.edu.au We are here to support you through these changes!

Also in this issue, we acknowledge those students that have graduated mid-year. We include a few of the newly graduated Social Workers' reflections around "what it means to be a Social Worker". We always find these reflections inspiring and confirming in terms of the incredible contributions you all make as field supervisors, in shaping their professional identities.

So changes a plenty really...Phew!

Until next issue, take care.

Maïke (on behalf of the Placement Unit team, Fotina, Anna, Eleesa and Lesley)



Graduating Students

Here is Laura Hunter, Danielle Veal and Stephanie Jones putting on their "intelligent" faces, now that they have graduated! We acknowledge them and others, who graduated in July 2013.

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The Placement Unit Team

To 'kick-start' the photo album of the team, here are my two 'little colleagues' Xavier and Addyson, (Note: I am working 10hrs a week from home currently - Maïke). Hope you enjoy placing names to faces!

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Buckle Up for a Rollercoaster Ride.

By Professor Bob Lonne

I gave an impromptu overview of the contemporary macro context confronting social work and human services (SW&HS) a few weeks back to an intrepid group of our QUT field placement supervisors and, having been asked to put it to paper, here is a summary of what I presented.

We are in a time of rapid reform of our service delivery systems in the contemporary human services and this is much more profound than a mere fiscal re-alignment or a drive for increased efficiency. Rather, it is a widespread fundamental reform of the ways in which services are structured and delivered, and it will entail further alterations to the methods and approaches that social workers and human service practitioners use on a day-to-day basis, as well as to their organisational and sector policy frameworks, procedures and practices. However, continued strong growth in the health and social assistance sector of the economy can be expected.

There are a number of key drivers of these reforms which need to be understood, because they are characteristics and outcomes of broad worldwide trends, including:

- Globalisation of international markets and financial systems that mean trade around the world is highly competitive, with capital readily transferred to cheaper production systems
- Restrained economic growth internationally including in developing countries leading to declining mining investments and decreased Terms of Trade for Australia
- Budgetary issues with cost blowouts leaving our health and other systems unsustainable over the medium-long term unless critical changes are made
- Longer term declines in Australian productivity gains
- Ongoing economic adjustment such as the declining manufacturing sector and growing sectors such as services, and health and social assistance



- Regular evidence of system failures leading to heightened political sensitivity and relentless inquiries that highlight systemic inadequacies and a need for organisational restructuring
- The rise of sophisticated information systems that give evermore power to management systems and continue the decline in professional discretionary decision making.

If we consider the size and scope of the current reform agenda, many of which have been introduced by Labour administrations and often endorsed by COAG (although the reforms mostly have cross-party support), we find an almost breath-taking array of institutional reverts and environments. Consider the following reforms which have commenced in the past five years:

- Housing and homelessness (resulting from housing prices and lack of investment in public and social housing, as well as failure by the private sector to provide low cost housing)
- Mental health (public system service failure and eligibility restrictions)
- Health system service delivery (Cost blowouts, service failures and increased waiting times)
- Child protection (increased notifications, children in care and service failures leading to Inquiries and the National Framework's emphasis upon early intervention and prevention)

- Disability Care Australia (recognised service accessibility inequities & chronic underfunding)
- Higher Education reforms (advent of student demand-driven system & competition)
- Public sector reform (efficiency driven & reduction of administrative burdens & red tape)
- Gonski education reforms (Inequitable and inadequate funding particularly for high need students and disadvantaged schools)

There are some common themes evident across the changes occurring within these systems, which are increasingly becoming market-based in their approaches, promoting consumer choice, competition between service deliverers, and outsourcing of hitherto government provided services. Contestability is but the latest nomenclature for this. Further, legalism and risk-averse practices abound within government agencies that are highly sensitive to media attention.

Increasingly diverse and complex community needs are evident. The relatively high cost of some government-run programs, and associate inabilities to alter workplace practices to match up with rapidly changing service and consumer expectations often make it easy for governments to outsource all but the essential programs, leaving only those that have a clear regulatory or accountability responsibility. Whether justified or not, there is a widespread view that the not-for-profit and for-profit sectors are better placed to adjust quickly to these changed circumstances.

Governments are opting to fund early intervention and prevention programs for good reasons, especially to reduce demand on tertiary systems. But in an increasingly fragmented human services system there is growing need for system coordination and collaboration, particularly amongst agencies that are contractually providing services to government and which are competing for these.

An end result of these changes and pressures has been ongoing diversification of the health and social assistance sector's workforce. The current scope of practice developments within the health system are but one example of the transfer of 'lower-order' roles and responsibilities from highly paid health disciplines to lower-paid assistants. Mind you, this is happening across the economy and workforce so we should not expect the human services to be immune from the trend.

Despite the sometimes extreme challenges evident, I am essentially optimistic for social work and human service practitioners in the emerging reformed sector. Why? Because we have already had similar alterations as the social welfare sector transformed over the past 25 years to become the human services. We have already incorporated most, if not all, of these sorts of structural changes. We have an established history and capacity for adaptability and innovation.

Benefits have arisen, for example, the increased opportunities for private practice

and contracted specialist services by consultants. Furthermore, the pattern of very strong workforce growth will continue driven by trends such as an ageing society and increasing disability and, for that matter, the widening wealth gap. Demand for highly specialised expertise in management and practice areas will continue to expand. This means there will be need for a more highly qualified labour force for the health and social assistance sector well into the future.

Yes, the current down-sizing of public sector employees is unwelcomed and painful, particularly given the sometimes lamentable approaches to change management evident. But even a cursory reflection of our past shows that many governments of all persuasions have employed slash and burn approaches to wind back services and create capacity to implement their own agendas.

At QUT we understood that when we commenced our social work programs in 2008 we were in an increasingly competitive higher education and sector environment and that no one owed us a living. Accordingly, we resolved to innovate and to create our own place for educating high quality graduates at both the undergraduate and postgraduate levels. Our rapid rise to be the second biggest social work and human services program in SE Queensland (behind Griffith University) is evidence of our commitment and energy to achieve our goals. I raise this as but one example of how the competitive environment we all share

can be a great catalyst for excelling and achieving desirable outcomes. All our staff were on board with these aspirations.

So my concluding message is buckle up as we all go through a rollercoaster journey in what is a fast-paced change environment, remembering that with challenges there are also unforeseen, yet richly rewarding opportunities, both personally and professionally

We are ambitious for our SW&HS programs but recognise we cannot do it all by ourselves. We are mutually dependent for success with our sector partners, particularly those who take on the challenge of educating students on placement. We continue to develop multi-faceted partnerships with our professional and sector collaborators, blending teaching, learning, research, innovation and program development into our relationships. Together we will build great things and prepare the future and current workforce for the road ahead, one that has uncertainties and challenges, but also entails deeply rewarding experiences. I thank all those who have chosen to stand alongside us and determine our own collective futures. Buckle up for a Rollercoaster ride!

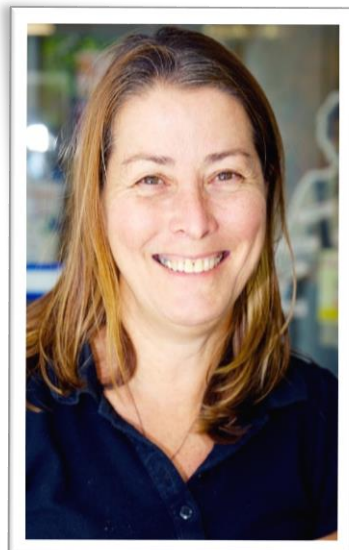
Prof Bob Lonne

Discipline Leader SW&HS
School of Public Health and Social Work,
QUT



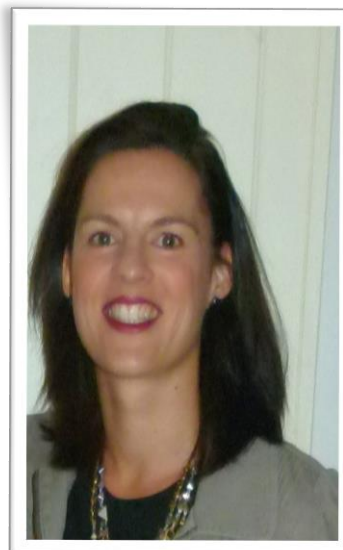
Fotina Hardy

Our fearless leader, or more formally known as the Coordinator of the Field Education Unit



Anna Spencer

Lecturer, as well as providing formal supervision for some of our SW students on placement.



Maike van Beest

Lecturer, currently responsible for the newsletter, subject sites, marking assessments and updating learning material



Della Gonske

Our primary Placements Officer in the Work Integrated Learning team – we would be lost without her!



Lesley McGregor

Associate Lecturer, and like all the Placement Unit team members, is also a Liaison Visitor.

Introducing Lesley McGregor

"I come from a family of social workers and journalists so suffice to say, communication and understanding people has played a big role in my life. My Social Work career started in 1989 with volunteer counselling work at Children by Choice and, having found my passion, I transferred from Bachelor of Arts to Bachelor of Social Work at University of Qld. Graduating in 1993, I gained employment via my final placement at Dept of Social Security (DSS) for a year and then travelled to Europe and the UK for a year, working with London Social Services in the Ealing Hospital – Adult and Elderly team. Upon my return to Australia I rejoined DSS and stayed through the change to Centrelink, supervising SW students along the way until 2000 when my first son was born. My second son was born in 2003 and our family moved to Canberra for a year for my partner's work with Australian Ethical Investment.

Even during my maternity leave I couldn't stop "social working". I worked as part of a team to develop an Attachment Parenting support group, facilitating groups and organising speakers. Once my children had started at school I became heavily involved in the Parents and Friends Association, being instrumental in its incorporation and focusing on building community. Gradually returning to the paid workforce, I worked as a part time contract liaison visitor with UQ and did some ongoing contract work with Centrelink/Dept of Human Services. My most recent job was telephone counsellor at (BoysTown) Kids Helpline.

I am interested in interpersonal and family counselling, mediation and conflict resolution, and group work and am predominantly influenced by feminist theory and strengths based practice. I have a personal interest in health and nutrition. I swim for exercise and enjoy anything crafty, particularly knitting. When the position at QUT in the Field Education Unit became available, it was an opportunity I was thrilled to take up – working in a team to support and guide students, network and discover the diverse range of human service organisations and the social workers who work within them."

Introducing Eleesa Johnstone

"I've been working in a variety of roles for just over 25 years, many of them not your typical social work setting. Prior to joining the wonderful Field Education Unit in June this year I worked for six years for a business called Fieldworx. We were involved with supporting government agencies human service sector agencies and arts/cultural development agencies (NFP and government) to plan, develop, implement and evaluate their strategies, plans and initiatives for providing services to individuals, groups and communities. This role entailed lots of facilitation, the development of strategic plans and undertaking large scale evaluations. I was also heavily involved in undertaking community engagement with a diverse range of audiences in sometimes pretty conflictual situations (it was great, scary at times but amazing none the less). Prior to this, I worked with Lighthouse Resources, an initiative of Kyabra Community Association and delivered training and professional development activities in strengths based, solution focused and narrative based areas of practice.

In between these roles I worked across a variety of settings for state government in policy development and advisory roles. The areas I was involved with mainly related to policy and service delivery initiatives for young people and in the health arena (suicide prevention and mental health). I also had the opportunity to work for Centrelink for a couple of years but found my passion for youth work, community development and organisational development pulling me back to other practice settings. My first ever job was at Zig Zag Young Women's Resource Centre. I was really lucky to have been employed as one of the first workers to set up this new centre in 1988 - this opportunity arose from my final social work placement.

I'm really grateful to be now working alongside incredibly talented social workers in the Field Education Unit and I am looking forward to expanding my practice base in an educative setting and supporting students in their learning. I have loved where my social work career has taken me and the skills it has allowed me to develop. I'm excited by the chance to work alongside students to see where their careers take them too."



Eleesa Johnstone

Associate Lecturer, and like all the Placement Unit team members, is also a Liaison Visitor.

Congratulations to our Graduates!

July and December are two special months in the calendar because it is when we hold our graduation ceremonies. I attended my second on the 25th July and have to say was as excited as our graduates as I watched them strut across the stage and receive their hard earned degrees. On behalf of the Field Ed team I wanted to congratulate the following students for their achievements:

Bachelor of Social Work - First Class Honours

Anna Wilson (who also was awarded the Dean's Commendation)	Laura Hunter
Amanda Brady	Danielle Veal
Sara Hair	Pamela Siebrecht

Bachelor of Social Work

(Zila) Nur Amalina Nadzila Binti Ibrahim	Bronwyn Brown
Elizabeth Stringer	

Bachelor of Human Services with Distinction

Cheryl Meister	Leigh O'Donnell
Kristin Penhaligon	

Bachelor of Human Services

Rhiannon Gibson	Chu Chun Hu
Leandrea Goves	Glenda Rhodes
Zara Haines	

Bachelor of Human Services/Bachelor of Arts

Stephanie Jones	Alison Gill
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Masters of Social Work

Craig Brewer	Ilena Hunter
Rebecca Brilleman	Kylie McKenzie
Megan Cornock	Carmel Reithmuller
Patrick Donovan	Alicia Smith
Penelope Eckersley	Taraka Helen Sticha
Donna Towers	Leonora Yusia

We thank all our field educators for helping each and every one of these students achieve their goals and dreams, thank you!

We are pleased to also announce that the Field Ed Unit QUT sponsored three of our Field Educators to attend the Margaret Morrell Supervision Training course. We were delighted to be able to support our partners and to hopefully continue to build your capacity and knowledge in the crucial area of student field education supervision.

- Fotina on behalf of the Field Education Unit Team
(Anna, Della, Eleesa, Lesley, Maike)



Anna Wilson, Danielle Veal, Laura Hunter, Stephanie Jones, Sara Hair

Being a Social Worker means...

"So social work in a few words...people, relationships, social issues (economic and political), social justice, theories and progressive. I hope to be a social worker who assists people to find practical, useful solutions, avoids judgment and passionately advocates for social change. If that fails I have an awesome burn out plan ..."

"To me, being a social worker means taking action. Beyond merely identifying the presence of inequity or an imbalance of power, my professional identity guides me to take steps to restore an individual's control over all aspects of their lives. My experience in social work practice to date has enabled me to develop an affinity with a heart-infused/ bottom up style of social work which places emphasis on empowerment of individuals, families and communities."

"To me being a social worker is more than just is being able to recite the AASW Code of Ethics, and the Practice Standards. To me being a social worker is believing in what you do and being able to articulate why and how you continue to do what you do. For me being a social worker is living out my values, and positively impacting the lives of individuals, families, groups and communities who experience in adversity, difficulty, disadvantage and hardship. Social work is about understanding context, supporting the individual and their environment, being accountable and upholding professional integrity and it's about acting in accordance with the professional identity, standards and codes."

"In writing this blog I have been reflecting on a quote which I have included below. Whilst it makes reference to the thoughts and feelings of an artist, I think it captures the way my professional identity as a social worker guides me to take action:

'There is a vitality, a life force, an energy, a quickening that is translated through you into action, and because there is only one of you in all of time, this expression is unique, and if you block it, it will never exist through any other medium; and be lost. The world will not have it. It is not your business to determine how good it is, not how it compares with other expression. It is your business to keep it yours clearly and directly, to keep the channel open'

- Martha Graham"

TRAINING, EVENTS, RESOURCES AND INTERESTING FACTS!



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The number of SW and HS students currently doing placement in Semester 2, 2013

Social Work Interactive Supervision Support Website

QUT's Social Work Interactive Supervision Support (SWISS) website is an innovative interactive resource for field educators of Social Work and Human Services students :

<http://www.swiss.qut.edu.au/>



Jude Cassidy

Providing Adolescents with a Secure Base: An Attachment Perspective

8th November 2013

The goal of this seminar is to provide theoretical, methodological, empirical, and clinical perspectives on adolescent attachment.

In the seminar, Dr. Cassidy will introduce the secure base/safe haven construct and its evolutionary underpinnings, discuss why adolescents continue to need a secure base, describe adolescent secure base use and parental secure base provision, present videos of secure and insecure adolescent-parent interactions, and provide a clinical perspective on helping parents of adolescents think about secure base provision, with consideration of the role of both parental and adolescent emotion regulation.

Seminar Details

When: Friday 8th November, 2013

Time: 9am - 4.30pm

Where: The Women's College

The Playhouse

College Road

St. Lucia QLD 4067

BRISBANE

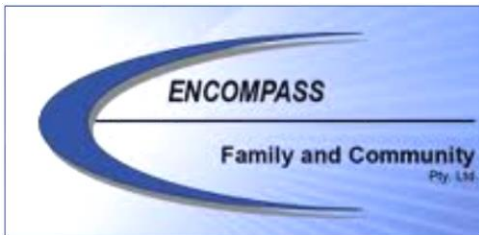
Cost: \$220 USD

Registrations:

<http://www.regonline.com/Register>

Other enquiries:

annahuber.marymead@gmail.com



Encompass Training

A range of workshops are available through Encompass – upcoming workshops focus on 'Finding Magic Moments with young people' and working with kinship and relative carers. For more information and to register, check out their website:

<http://www.efac.com.au/schedule.htm>

There is a fantastic event coming to Nundah Baptist Church on the 19th of September 2013....

"Hey Hey We're The Nundah All Stars"

It's better than any of the talent shows that can be found on TV at the moment and promises to be a night of extreme fun, hilarity and of course - talent!

The details are below so if you want to see the best singers, dancers and actors preform for one night only - make sure you mark it in your diary!

When: Thursday 19th September

Where: North East Baptist Church, Bage

St, Nundah 4012

Time: 6pm

Cost: Gold coin donation

RSVP to Ally Dower
(QUT Student on placement)
E QUTStudent4@communityliving.org.au

SAVE THE DATE - >

QUT / AASW Annual Q&A

"What's the future:
Creating a future for a more socially just society"

There will be an interactive panel discussion that will attempt to answer the difficult questions that you, the audience want to raise!



Lighthouse Resources Training

A range of workshops available through Lighthouse Resources that predominately focus on Strengths Based Practice. For more information and to register, check out their website:

<http://www.lighthouseresources.com.au/training/2013-training-calendar/>

FAST FACTS

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The estimated number of students who will be undertaking a placement in Summer Semester, 2013

Save the date
Thursday 24 October 2013, 5-30-

Annual QUT School of Public Health & Social Work and AASW Queensland Branch Social Work Panel Presentation
(followed by the AASW QLD General meeting)

QUT Queensland University of Technology
AASW Queensland Branch