

Te Kāhui Kaiwhakatikatika Reo Kōrero o Aotearoa
New Zealand Speech-language Therapists Association



Annual Report 2023

New Zealand
Speech-language
Therapists' Association
*Te Kāhui Kaiwhakatikatika
Reo Kōrero o Aotearoa*

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Our Vision:

A thriving profession working in partnership to enhance lives.

Our Values:

- ***Kotahitanga*** - Work in partnership with integrity, respect and humility
- ***Rangatiratanga*** - Share our expertise in the field of communication and swallowing
- ***Whanaungatanga*** - Be person and whānau centred with a focus on connection and relationships
- ***Aroha*** - Empower others and provide an equitable and excellent service to all.

The Mission of the NZSTA is:

- To be responsive to te Tiriti o Waitangi and act as a resource for the profession of speech-language therapy in cultural safety.
- To empower speech-language therapists to provide excellent and equitable services to our communities.
- To represent the interests and views of speech-language therapists.
- To promote quality evidence-based practice and research.
- To guide and govern the educational, clinical and ethical standards of speech-language therapy practice.

President's Report



Tēnā koutou, tēnā koutou, tēnā tātou katoa



Reflecting on 2023, the whakataukī *Haere taka mua, taka muri; kua e whai - be a leader, not a follower* highlights our leadership and aspirations for our association. We've seen some massive projects underway with the support of our executive director Siobhan and our Board, as well as from members who have joined our cause to see a thriving profession.

access to the largest profession and current

case to present to the Government. Through this, we have identified three workforce challenges:

- Workforce shortages.
- Insufficient workforce by head of population - less than half that of Australia and nearly two-thirds less than the USA.
- The current workforce is ill-equipped to support Māori and Pasifika in a culturally safe and responsive way.

Specifically, we've undertaken one of our biggest advocacy projects and now have data collection we've had about our working climate to help build a business

Through our business plan, we have made four recommendations to the government:

- Requesting they provide support to increase the number of students accepted into training and re-classifying the funding category for undergraduate programmes.
- Providing financial support for student clinicians while they're on clinical placement.
- Funding SLT-specific scholarships to Māori and Pasifika students each year to encourage equitable representation within our profession.
- And introducing a "bonding scheme" to support keeping newly registered SLTs practising in New Zealand.

Many took the helm of advocacy to support Massey when their bachelor's programme became threatened due to budget cuts. Many took to social media in support of the students, staff, and SLT programme, with national media also highlighting the value of Massey's contribution to our profession. Specifically, many acknowledged the value of having Massey's distance programme providing pathways into speech-language therapy for those who are restricted by travel to complete a clinical degree.

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Another highlight of 2023 was the development of our Te Tiriti Policy. The whakapapa was borne from members who were part of working groups or research projects and seeking support on how to embed Tiriti responsiveness in their protocol and development of policy/guidelines/etc, and from members seeking support to be Tiriti responsive in their workplaces. Through small changes over the last few years guided by our 2020-2025 strategy, we've seen small growth in how we as an association uphold te Tiriti, with our commitment now a supporting policy to allow further growth in this area. We are proud that others look to our profession as leaders in this space. While we see opportunities for growth and stronger commitment, we are encouraged that members are with us and tautoko the direction the board is leading this waka.

This last year, the Programme Accreditation Committee (PAC) has also been working hard to review the framework in which the university programmes are accredited and the process in which this is done.

Thank you to each volunteer who has been involved in working parties, advisory groups, and projects undertaken over the year. We appreciate the time you have taken from your work and whānau to contribute to this important mahi and acknowledge the setbacks and uncertainty that might have occurred whilst we refined our Tiriti policy to better guide how we work in a bicultural way. Without your commitment and energy for our profession, we wouldn't be the leaders that we are. *He kokonga whare e kitea; he kokonga ngākau e kore e kitea* - we have seen your contribution and know it comes from the heart.

And finally, ngā mihi to all of those who contributed to the success of the IALP 2023 World Congress hosted in Auckland, co-convened by Philippa Friary on behalf of the NZSTA and Karen Pullar with the New Zealand Audiological Society (NZAS). It was wonderful to have such a large-scale PD event hosted here in New Zealand so that many of our members who might not have the same opportunities for international travel could take part in learning from our shared international and Audiological communities.

Looking ahead to 2024, the NZSTA board will be welcoming new board members and start our new governing year together, reflecting on the past few years as we review our strategic plan and consider our aspirations so that we remain leaders.

Aku mihi nui ki a koe



Katrina McGarr
Co-president



Emma Quigan
Co-president

From our kaumātua

Kia ora mai tātou katoa.

It has been another amazing year, with many exciting events, activities, and projects contributing to another successful NZSTA year.

Leadership

A big part of it for me was the great leadership from the board. Having co-presidents living and working in opposite ends of New Zealand allowed for great coverage involvement. It spread between the work that the NZSTA president must do—either national or international. How Annette Rotherham did it alone for so long is a testimony to her knowledge, skills, humour, and physical strength. **He mihi tonu ki a koe Annette.**

The fruits of the creation of the NZSTA executive director was a master stroke. Siobhan Molloy's coming into the new role took away much of the pressure of admin workload away from the new presidents and allowed her to focus on the board development and management as well as the many related NZSTA activities, e.g. symposiums, conferences, political topics and issues, etc. Closer and more efficient work with Loreen and the admin team has been great to see in all our meetings and events this year. **Ngā mihi ki a rātou katoa.**

Board members have been flat out with all their portfolio requirements and work, and a big **MIHI NUI** to all. Unfortunately, members have been pulling out of the board positions for multiple reasons. However, seeing how quickly NZSTA members became available to take up the challenges and step into these vacant board roles was awesome. There are many Māori proverbs related to this situation, and no doubt there will be more opportunities for members to take up this year. Here are some, and the last one is mine:

Kā pū te ruha, ka hao te rangatahi. The 'old net' needs to be replaced by the new one.

Ka hinga mai he tētē kura, ka ara mai he tētē kura. A leader steps down; a new leader steps up.

Kia kaha, kia maia, kia tere!! Be brave, be courageous, and hurry up and get involved!!

MULTICULTURAL DREAM

In Feb 2023 and 2024, Māori SLTs and university SLT program staff and students mainly attended wānanga (learning opportunities) to support their Māori and SLT needs. It has been so successful at so many levels from so many participants that I just have to put this out there. I think that all SLTs should have an opportunity to have marae experiences in each NZSTA region. Why?

- To meet cultural and SLT needs
- To engage with local marae and people from whanau, hapu, iwi, and kaumatua
- To learn about local Māori history, stories, ancestors, songs, proverbs, etc
- To talk about local Māori support and resources available
- To whatever else you decide to learn.

I have been the NZSTA kaumātua since 2019, and every year, I've had many of you ask me the same question: whether we will ever have marae experiences.

My short answer has always been – **YES, but we must do it when the time is right.** I think that the time is right NOW!

If you agree with the above, raise it with your SLT colleagues. If there is enough interest, raise it at one of your region meetings. If there is enough interest at that level, bring it to the board. I'm keen to support it.

Ko te waka mātauranga he waka eke noa.

The education canoe can help you through any challenging journey, including a cultural one.

R. Haupapa.

Nākū noa
Rukingi Haupapa, Kaumātua NZSTA

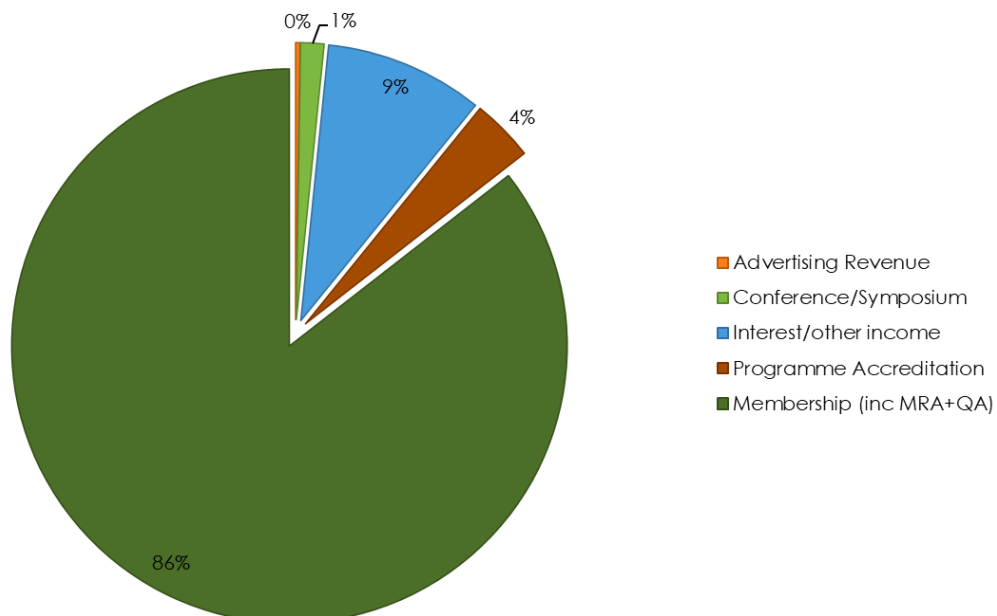


*Photo: Kaumātua Rukingi Haupapa -
photo credit Renee Taylor*

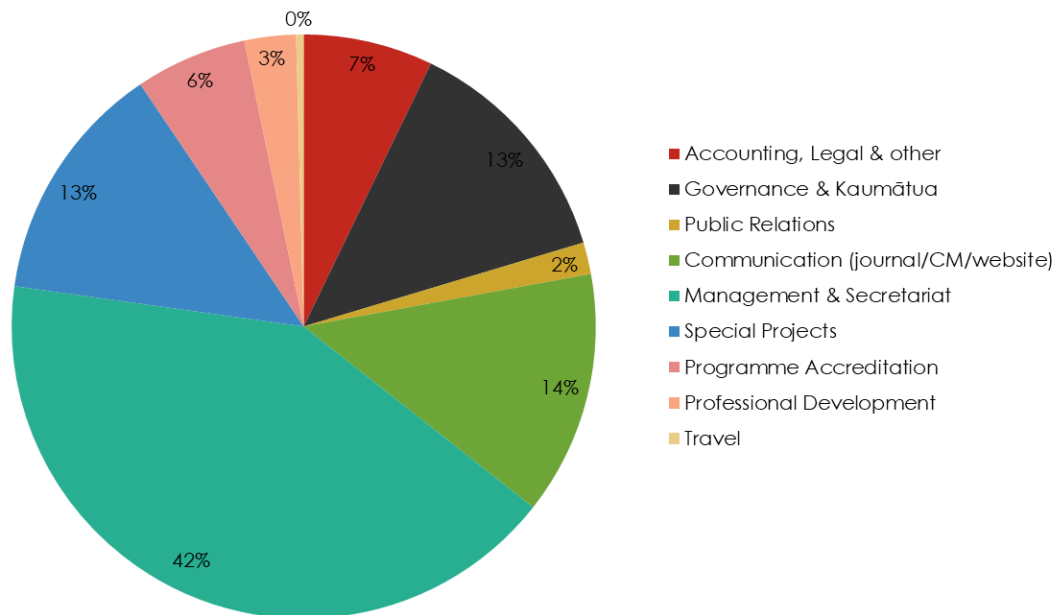
Financial snapshot

Summarised financial statements					
Statement of Profit and Loss			Balance Sheet		
	2023	2022		2023	2022
Total income	606,076	525,361	Total assets	1,475,515	1,401,137
Total expenses	577,863	458,859	Total liabilities	650,028	603,864
Net surplus (deficit)	28,212	66,502	Equity	825,486	797,274
				Rounding diff 2023 year	

NZSTA Income 2023- Breakdown



NZSTA Expenses 2023 - Breakdown



The 2023 financial year was positive, partly due to increased membership income and growth.

The NZSTA invested in a wānanga to develop the association's first Te Tiriti policy and a new online learning platform.

Meet the Executive Board and Representatives



*Image: From Left to right: Kaumatua Rukingi Haupapa, Hana Tuwhare, Polly Newton, Mel Street, Siobhan Molloy and Amy Scott.
 Bottom: Suhui Lim, Emma Quigan and Katrina McGarr.*

NZSTA Executive Board 2023

Co-presidents:

Professional Standards:

Professional Development:

Member Networks:

Māori and Cultural Development:

Communications:

Katrina McGarr & Emma Quigan

Selina Donaldson/Suhui Lim

Mel Street

Akshat Shah/Polly Newton

Hana Tuwhare

Amy Scott

Executive Director

Siobhan Molloy

Kaumātua

Rukingi Haupapa

Patron

Judge Andrew Becroft

Programme Accreditation Committee:

A/Prof Felicity Bright (chair), Shannon Hennig/MaryBeth Williams (private practice sector reps), Libby Coates (health sector rep), Fiona Cook (education sector rep), A/Prof Clare McCann (University of Auckland rep), Gina Tillard (University of Canterbury rep), Su Hui Lim (NZSTA professional standards portfolio holder), Dr Karen Brewer (Māori academic rep), A/Prof Sally Clendon (Massey University rep).

Area Representatives

Northland/Tai Tokerau	Suanna Smith & Ashley Dean
Auckland	Jocelyn Roxburgh & Noel Byrn
Waikato/Bay of Plenty	Alicia Ang/Kate Zame
Central	Alicia Scott
Wellington/Marlborough	Catherine Campbell & Tricia Mayuga
Canterbury/Westland	Nic Gibbons and Charmain Moyle
Otago/Southland	Emma Burnip/Ross Harland

Student Representatives

Massey University (Albany)	Riya Bhatia & Tamanna Bhatia
The University of Auckland	Ashleigh Stove, Alycia McGray & Ben Twinn
University of Canterbury	Abbie Low, Kate Tyson & Maggie Begge

Expert Advisers

Ann Smaill – Alternative and Augmentative Communication
 Anna Miles – Adult Dysphagia / COVID-19
 Annabel Grant – Dementia
 Bryony Forde - Cleft Palate / Velopharyngeal Insufficiency (VPI)
 Carlene Perris – Voice
 Emily Jones – Paediatric Feeding and Swallowing
 Fiona Hewerdine – Adult Neurodegenerative Conditions and Palliative Care
 Jayne Newbury – Child Language
 Liz Fairgray – Hearing Impairment and Cochlear Implant
 Maegan VanSolkema – Traumatic Brain Injury
 Mascha Hoexum-Morenborg - Clinical Ethics and Bioethics
 Patty Govender and Robyn Gibson – Aphasia
 Rebecca Lantz – Head and Neck Cancer
 Sally Kedge – Vulnerable Children and Youth
 Shannon Hennig – Autism and Neurodiversity
 Tika Ormond - Fluency

Qualification Approval Officer

Anna Miles

Communication Matters Editor

Emma Wollum

Secretariat

ONZL Limited

Private Practice Representative

Elisa Mynen

Aspiration 1

The NZSTA and members are responsive to Te Tiriti o Waitangi. The profession of speech-language therapy has resources and kaupapa to ensure culturally safe practice.



Image: Tangata whenua and tangata Tiriti members Katrina McGarr, Emma Quigan, Tanya Jondahl, Libby Coates, Carleen Heemi, Felicity Bright, Ina Fautua, Hana Tuwhare, Liz Cross with Heather Came and Tracy Karanui-Golf of Heather Came & Associates who came together to co-design the association's first Te Tiriti o Waitangi policy.

Ensure Māori speech-language therapists are valued and supported to practise as Māori.

Increase the cultural diversity of the profession.

Ensure we have a culturally responsive and culturally safe workforce through the values of kotahitanga, rangatiratanga, whanaungatanga, and aroha.

Achievements - so many highlights this year

- **Tikanga Rua Ki Mua: Towards biculturalism for SLTs:** 8 - 9 February. As part of the NZSTA bicultural journey, five board members and the executive director participated in this wānanga alongside many members to develop their skills in applying the Te Tiriti o Waitangi articles into SLT clinical practice and policy, to understand assessment components and engagement strategies that reflect Aotearoa as a colonised country and are focused on Māori health equity and develop their understanding of the application of matauranga Māori into SLT practice.
- **NZSTA Hui-a-tau:** 3 - 5 March at Kuirau Marae in Rotorua. 34 Māori SLTs and students participated from all over the motu. The focus was on hauora. The co-presidents noted, 'For many, we left feeling fulfilled and ready to start the year with passion and drive.' [A full report is available.](#)
- The Māori SLT Rōpū, aka **Te Ohu Māori o Aotearoa: Speech Language Therapy**, was formally launched. This rōpū brings together past, present and future SLTs who whakapapa Māori. The aim of the rōpū is to provide nourishment, development opportunities and support for Māori SLTs and students so they are equipped to practice as Māori in their places of work or study. We also aim to awahi and support Māori SLTs and students in their personal cultural journeys as they connect with their iwi and mātauranga Māori.

Whanaungatanga - The aim is to connect and support Māori SLTs and students from around the motu through:

- Annual 3-day wānanga in February / March on a different marae each year
- Monthly online hui throughout the year
- Kanohi ki te kanohi / in-person hui and social events
- **Towards Equity for Maori: A Guide for SLTs working in Aotearoa:** This kete mātauranga for Pākehā/Tauīwi SLTs was gifted by SLT leaders in health and now sits with NZSTA to maintain.
- In November, tangata whenua and tangata Tiriti with Heather Came and Tracy Karanui-Golf of Heather Came & Associates to draft the association's first **Te Tiriti o Waitangi policy**. This policy will be socialised with members, and feedback will be sought in early 2024.
- Three bicultural awards were presented at the symposium in September:
 - **Tohu Manaaki:** *Manaaki is accepted as nurturing and demonstrating respect. It also encompasses how one recognises the reputation and status of others.* This year, Nicky-Marie Kohere-Smiler received this award. Nicky-Marie generously shares her time and knowledge to manaaki Māori SLTs and students, NZSTA kaupapa, and her community. Most of what she does is behind the scenes and is not well recognised. One of the many kaupapa she is involved with is the Programme Accreditation Framework review, and the knowledge she brings to the project is invaluable to the future direction of the profession.



- **Tohu Rangahau:** *Tohu rangahau* recognises research in speech-language therapy celebrating mātauranga (knowledge) and kaupapa Māori (way of doing things from a Māori worldview). It includes practice-based projects and formal research through a tertiary institution, including wānanga. Megan Eustace was recognised for her complex kaupapa Māori research project, "Aspirations for Speech-Language Therapy Services Provided to Māori Following Stroke". Megan's research identifies clinical implications for Māori and whānau by acknowledging what works well and where we can better resource current services. Megan is now doing a PhD exploring communication supports for people with *mate wareware* / dementia.
- **Tohu Kaupapa Māori:** *Tohu kaupapa Māori* was designed to recognise a team or individual service and commitment to kaupapa Māori in the workplace. NZSTA was pleased to award this to Libby Coates, Aoife O'Reilly, Gwen Kerrison, Adele Siave, and Biddy Robb, who developed a kete mātauranga for Pākehā/Tauīwi SLTs in health titled "Towards Equity: A Guide for SLTs working in Health". Recognising the journey SLTs are on with decolonising practice, and how we continue to mature and move forward, this working party identified five pou (pillars) that explore equity. As a group, they collected relevant resources, links, and learning that fall under each pou to encourage cultural safety through self-directed learning and reflection. The group working party showed humility in developing these resources by taking the initiative and checking in with Māori SLTs along the way. By taking leadership, they have developed a resource that takes some of the pressure off Māori SLTs to be teachers in the workplace.



- **Te Wiki o te Reo Māori:** To celebrate te reo Māori in Aotearoa, a Facebook campaign of educational videos explaining short te reo Māori phrases for clinical use was curated.
- **Membership of Ngā Pou Mana:** Māori members continue to be encouraged and supported to join Ngā Pou Mana, the national tangata whenua allied health workforce association in Aotearoa.
- **Communication Matters** published a number of articles that added to the kaupapa to showcase and encourage bicultural practice:
 - Reo ā-waha – oral language in the classroom nā Del Costello
 - *Te Reo o Te Kaumatua, nā Rukingī Haupapa, Kaumātua, NZSTA*
 - *NZ Dementia Mate Wareware Action Plan: A local response to a global call to action nā Annabel Grant*
 - Speech-language therapy before the Waitangi Tribunal nā Dr Karen Brewer

- *Thriving as Māori & Pasifika Allied Health Professionals* nā Ulima Tofi
- *The Awhi Mai Stroke Trust 2022 two-day conference* nā Rukingi Haupapa

In the pipeline:

- Finalising the Te Tiriti Policy and developing a way forward to ensure all NZSTA policies are Te Tiriti aligned.
- Licensing the Te Rito - bicultural competency e-learning for registered members' online learning.



*Hui-a-tau / Annual Māori SLT
Wānanga, Kuirau Marae, 2023.
Photo courtesy of Renee Taylor.*

Aspiration 2

The NZSTA membership will be engaged, diverse and valued.

To grow a workforce that reflects the Aotearoa context.

To have all practising speech-language therapists as members.

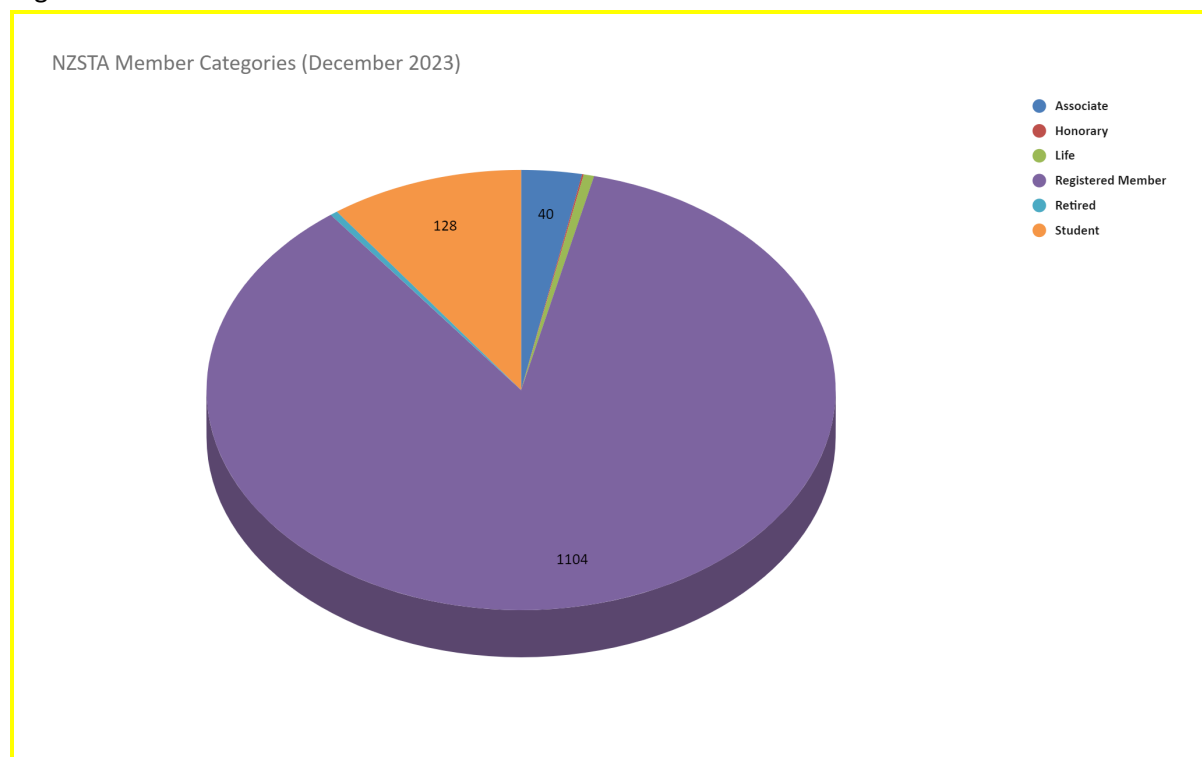
To provide benefits that are sustainable and of value to the NZSTA members.

Achievements

- **Kia ora rawa atu:** NZSTA has over seventy volunteers currently engaged in specific working groups, on the Board or as area or student representatives, expert advisors, and serving on various committees.
- **Membership: Numbers, gender, ethnicity and languages**



Total membership: There has been a growth of over 100 members to 1283 - over 1100 are registered members.



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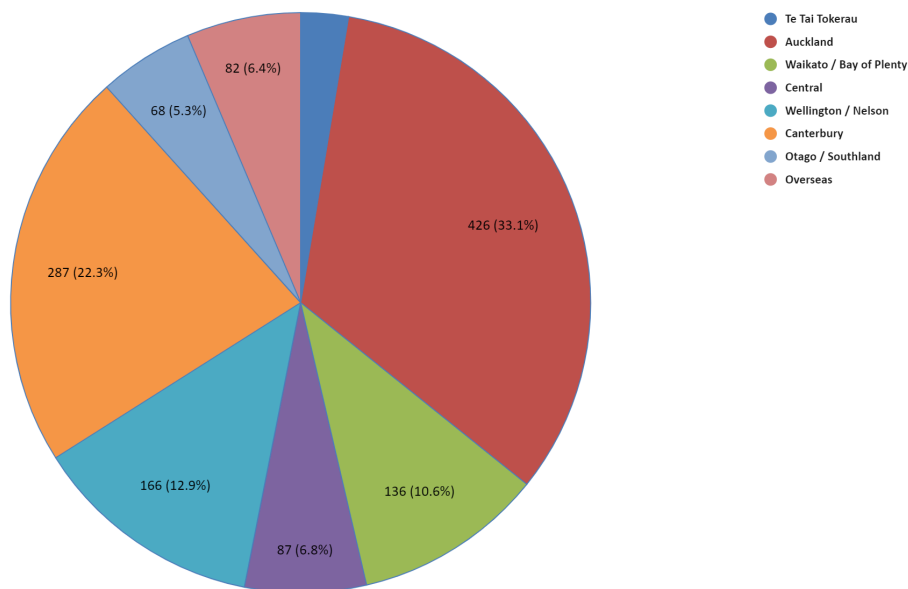
Gender: 92% are female (1165), 3% are male (47), and the remainder are other/nonbinary.

Ethnicity: Most members identify as European/or other ethnicities – however, 55 are Māori.

Languages: We have members fluent in NZSL, Arabic, Afrikaans, Cantonese, Croatian, Dutch, French, German, Hindi, Irish, Japanese, Korean, Malay, Malayalam, Mandarin, Māori, Polish, Portuguese, Punjabi, Samoan, Swedish, Tamil, Telugu, Thai, Turkish, Urdu and Welsh.

Member areas: Eight member areas meet quarterly. Auckland remains the largest area, with Te Tai Tokerau being the smallest, with 34 members.

NZSTA Areas



Approval of New Members to the NZSTA:

	2019	2020	2021	2022	2023
Number of Mutual Recognition Agreement successful applications:	14	14	9	14	20
Number of Qualification Approval successful applications:	12	10	12	15	25
Number of successful New Graduate-to-Full Member applications:	27	33	56	47	66

- **NZSTA Awards:**

The NZSTA awards and funding grants were overhauled, resulting in revamped criteria, application processes, and some new awards. In 2023, the following awards were made;

Sir Don Beaven Award - awarded \$1,000

This award was created in memory of Don Beaven, a strong supporter and advocate for our profession. It is designed to support therapists undertaking postgraduate study.

Congratulations to Robyn Gibson, whose research area was to explore the experiences of SLTs and people with aphasia in Aotearoa New Zealand, and to improve the provision of aphasia therapy through a codesigned intervention.

This award has now amalgamated the Stella Ward Research Excellence Award and will be known as the Emerging Practitioner Award for Research - Professor Sir Donald Beaven Memorial Award.

Clinical Field Supervisor's Service Award

Provided in partnership with the clinical directors from the three New Zealand NZSTA accredited programmes, the award is designed for therapists who demonstrate excellent field supervision. Examples include offering frequent placement opportunities for students, demonstrating innovation and initiative in their supervision practices, and consistently upholding professional and ethical standards.

Congratulations to the Spectrum Care Team - Hannah Barnes and Sarah Brown

The Clinical Field Supervisor's Award will, in the future, be known as the Practising Award for Clinical Field Supervisor's Award, and both students and the university's clinical teams will nominate winners.

NZSTA Student Achievement Awards

This award recognises the work of one outstanding speech-language therapy student's final year of study from each NZSTA-accredited university programme.

Congratulations to:

Auckland University: Tyrah Langton-Fidow

Massey University: Ashleigh Monsen

University of Canterbury: Renee Ung

Communication Access Awards

Communication access is about creating communication ramps to ensure people can participate fully in their whānau, communities, workplaces, and schools and be involved in decisions affecting all aspects of their lives. This award is open to anyone who demonstrates communication access principles. This year's awards went to

- o **Judge Hana Ellis**—*for being a communication leader in the courtroom, actively observing interactions and behaviours to spot any communication issues, asking simple questions to understand where people might struggle, ensuring everyone comprehends the process and content by using plain language and having a talent for making complex information accessible shine in your spoken words and written communications, like memoranda and judges' decisions.*
- o **Emporio Coffee** —*for consistently being friendly and supportive of using AAC and other alternative forms of communication. You don't rush people and let them communicate in a way that works for them without judgment.*
- o **Dani Tyler**—*for her dedication to ensuring students access AAC and advocating for its implementation in schools. Her extensive knowledge of speech apps and engagement in online discussions to assist parents of non-speaking Autistic*

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- A **Governance Journal Club** meets quarterly to review governance journal articles and upskill and hone our governance skills. This journal club is open to all members. This year's discussion topics included how to continually improve your annual board strategy and artificial intelligence for associations.
- The **private SLT practice sector** is ever-growing. A supportive and informative Facebook group facilitates discussions, shares successes and difficulties, and allows a platform for referrals between SLTs.

In the pipeline:

- Increased social media presence
- Introduction of a new award: Community - Mealtimes Matter Award



Aspiration 3

Our communities and partners will be knowledgeable about the NZSTA and the needs of people with communication and swallowing disorders in New Zealand.

Increase public awareness of the NZSTA and communication & swallowing disabilities through annual national campaigns.

Amplify the voices of people with lived experience and have their consultation in the activity and policy of awareness and advocacy issues.

Have an accessible and user-friendly website.

Continue to develop our profile internationally.

Achievements:

- **The case for building the speech-language therapy workforce capacity: We need more SLTs:** The NZSTA advocacy working group identified three key problems and, over the course of the year, has attempted to gain sufficient data to support a business case that will be delivered to the government in 2024:

1. Current workforce shortages are estimated to affect around 10 per cent of the existing budgeted workforce (over 1,000 registered practitioners in New Zealand).

2. We have a very small workforce by head of population (less than half that of Australia and nearly two-thirds less than the USA). The workforce is insufficient to meet current - not to mention future - population needs, and waitlist times are lengthy.

3. Our workforce is ill-equipped to provide sufficient services to Māori and Pasifika in a culturally safe and responsive way.

New Zealand versus overseas jurisdictions

Compounding our workforce shortage is the fact New Zealand has very few speech-language therapists to begin with, compared to other countries.

For example:



We have identified four key requests to the Government and expressed our willingness to work alongside key stakeholders.

1. Increase the number of training places for New Zealanders wanting to enter the profession.

2. Provide additional support for trainee SLTs as they transition into the workforce.

3. Increase Māori and Pasifika-specific training capacity by providing additional scholarships and appropriate funding.

4. Introduce a 'bonding scheme' to keep newly registered SLTs practising for at least five years in New Zealand.

- **Saving the Massey Programme:** The Massey speech and language programme faced a significant threat of closure due to financial unsustainability. In response, the NZSTA took proactive measures to preserve this vital pathway to a speech-language therapy (SLT) qualification. Collaborating closely with Massey University, NZSTA advocated tirelessly for the program's continuation. NZSTA's efforts extended beyond institutional collaboration; they engaged with the media and utilized social media platforms to raise awareness about the ramifications of the impending closure. Additionally, NZSTA garnered written support from various stakeholders, highlighting the indispensable role of SLTs in addressing communication needs across New Zealand. Through concerted advocacy and strategic alliances, NZSTA successfully averted the closure of the Massey Programme, ensuring the ongoing availability of SLT qualification pathways for aspiring professionals in New Zealand.

- **Submissions:** Two submissions were made.

- **Therapeutic Products Bill** - regulates therapeutic products, ensuring their safety, quality, and efficacy. It establishes a framework for their assessment, approval, and monitoring to safeguard public health.

Our key message was our objection to using the term *health practitioner*, which is defined under the Health Practitioners Competency Assurance Act (HPCA) and thus excludes speech-language therapists. Therefore, the risk is that SLTs are unintentionally excluded from the bill. Our submission was ignored, and the Bill gained Royal Assent. However, the current coalition government has indicated they will repeal this Act.

- **Accessibility for New Zealanders Bill:** aimed at addressing the accessibility barriers faced by disabled people, tāngata whaikaha, and others so they can live independently and participate fully in all areas of life. The bill also aims to ensure that disability issues are at the forefront of policymakers' minds and in decisions made by the government of the day.

Our key message was that the bill's current version was not ready for passage. NZSTA agreed with the need for improved accessibility but argued that the legislation needs revision. Our focus was on communication accessibility within the SLT scope of practice. The National-led coalition government has decided to carry over the Accessibility Bill from the last Parliament.

- **'Paid Placements Aotearoa NZ'—student hardship advocacy:** NZSTA joined forces with Paid Placements Aotearoa NZ with its campaign on Action Station, calling on the Government to address long-term workforce shortages by funding people to train in registered professions. This includes speech-language therapists. SLT students (like many others) required to undertake compulsory placements as part of their studies should be paid a stipend to cover their living costs so they can focus on completing their studies, placements, & registration requirements. NZSTA supports the idea that through paid clinical education, sustainable workforce development will help attract and retain people into these highly skilled, highly qualified, and much-needed professions.
- **Advocacy campaign Education: Make it fair for all:** NZSTA added its support to the IHC-led campaign to advocate for quality, equitable, inclusive education.
- **Week of Connection theme, 18 - 24 September 2023.**

This year's theme was 'kotahitanga', a Māori concept referring to working together in partnership towards a common goal. We curated a seven-day social media campaign showcasing examples of SLT partnerships in the spirit of kotahitanga.



- **Patron support:** The NZSTA is honoured to have the esteemed Judge Andrew Becroft as our patron. Judge Becroft's steadfast support was instrumental during the Save Massey campaign, as evidenced by his impactful endorsement letter. Furthermore, his invaluable contributions extended to the global stage, where he was a discussant at the 32nd World Congress. Additionally, Judge Becroft has graciously shared his insights and expertise by contributing to Communication Matters, further enriching our discourse and advocacy efforts. We deeply appreciate Judge Becroft's unwavering commitment to advancing the mission and objectives of NZSTA.



Image: Left to right, Siobhan Molloy, Emma Quigan, Judge Becroft and Katrina McGarr.

- **Allied health collaboration:**

- NZSTA is represented at the **Speech-Language Sector Reference Group**, coordinated by the MoH with cross-sectional input. The group's purpose is to seek to answer the question, "Is the population receiving the most benefit it could from the profession? If not, we must understand what must change to realise this. Lastly, we need to ensure we have a full view of the profession and what it does."
- NZSTA is a founding member of the **Allied Health Aotearoa NZ (AHANZ)**, which is a national voice for allied health professions in New Zealand. AHANZ continues to forge relationships with key contacts and provide a collective voice for issues of importance, not least workforce capacity and immigration challenges. There is an ongoing relationship with Martin Chadwick, the chief allied health professions officer at the MoH.
- Between 2014 and 2023, NZSTA, with equivalent professional bodies from Australia, Canada, Ireland, the UK, and the USA, NZSTA has participated in the journey to promote the rights of people with communication disabilities through the [International Communication Project \(ICP\)](#). However, as of the end of 2023, the ICP closed for a mix of reasons, none of which is because communication disorders no longer need to be raised.
- Thank you to editor Emma Wollum, who brought us the quarterly [Communication Matters](#), which covers an array of topical and current clinical and research-based stories of interest to speech-language therapists and a window for the public about our industry.



In the pipeline:

- NZSTA's advocacy goal of building capacity in the workforce advances with a business case to the Government and the collection of critical workforce data for a baseline.
- 2024 Awareness Week with the theme of Celebrating Difference: E koekoe te tūi, e ketekete te kākā, e kūkū te kererū' will be held 23 – 29 September 2024
- Member special interest group web pages.

Aspiration 4

NZSTA members will be lifelong learners.

Support and strengthen the development of special interest groups and other professional learning communities.

Facilitate accessible opportunities for high-quality professional development.

Increase opportunities for online learning.

Recruit and maintain a cohort of expert advisers with diverse professional skills.

Achievements

- The **32nd World Congress - 2023: 20-24 August 2023 - Together Towards Tomorrow** was a stunning success, attracting 1000 registrants. This was a unique opportunity for NZSTA members to hear global perspectives alongside our leaders, with the latest research in all the clinical and professional threads that comprise speech-language therapy. Across five days, Tāmaki Makaurau's Aotea Centre was filled each day with six parallel sessions with scientific programmes covering our wide scope of practice.



The lively Main Reports with corresponding discussants featured

- The challenges of service delivery in under-served areas
- Technological advances in the ways we assess and treat people
- Multilingualism and meeting the needs of our populations

A huge thank you to the IALP24 co-convenors, Philippa Friary and Karen Pullar (NZAS) and the organising committee (Selena Donaldson, Annette Rotherham and Mel Street) and Anna Miles (programme committee); it was an inspirational and unforgettable event.

NZSTA took the opportunity to promote New Zealand as a destination to live, work and play.



Members Polly Newton, SuHui Lim, Emily Jones and Bianca Vowell at the IALP24 congress.

- NZSTA launched its new online learning platform by revamping old courses and introducing several new learning opportunities. Members enjoyed reciprocal access to the SPA learning platform at member rates.
- Ten per cent of the registered members were audited for compliance with the CPD framework, with a 68% immediate pass rate and a further 30% achieving a good outcome on feedback.

Dysphagia CPD

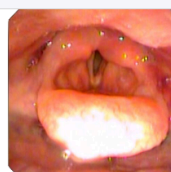


Interpretation of Flexible Endoscopic Evaluation of Swallowing (FEES)

FEES is a recognised tool for the assessment of swallowing disorders. It has been carried ...

\$200.00

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Oesophageal Screening for the Speech-Language Therapist

Understanding the normal oesophageal stage of swallowing and being able to identify the si...

\$200.00

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Radiation Training for Speech-Language Therapists

This teaching supplement provides you with a basic level of theory in the area of radiatio...

\$100.00

[View](#)

- The CPD Framework was reviewed with members offering pertinent insights, and some refinements were made for the 2024 calendar year.

NZSTA 2023 Annual Report

- Members gained insights into supervision practice via a webinar (now online) and reviewed the following:
 - what supervision is, and what it is not.
 - the benefits of engaging in supervision.
 - ways to make the most of supervision
- **Speech, Language, and Hearing (SLH)** 2013—current (four editions per annum); formerly known as the Asia Pacific Journal of Speech, Language and Hearing (1996 - 2012), this publication is the official journal of the NZSTA and provides members with a high-quality scientific and clinically relevant journal. Thanks to Dr Anna Miles, who is the editor-in-chief, and many NZSTA members on the international editorial board.



In the pipeline:

- **Save the Date: Ngā Hononga - Symposium 24** will be hosted on 16–17 September; a noho experience at the Te Wānanga o Raukawa in Ōtaki.
- Reviewing the functionality of the CPD log to make it more user-friendly.
- Developing our online learning opportunities for NZSTA members.

Aspiration 5

The NZSTA will promote excellent and ethical practice

Have high-quality standards for all areas of speech-language therapy practice.

Have a high-quality, transparent and fair ethics process.

Have a high-quality, transparent, fair and future-proof programme accreditation process.

Achievements

- **Policy, Position Papers and Guidelines:** The following documents have been reviewed or developed and accepted:
 - NZSTA Competency Framework: Videofluoroscopic Study of Swallowing (VFSS) for adults
 - NZSTA Return to Practice Framework
 - NZSTA Board-Imposed Supervision Guideline
- **Self-regulating Professions Group:** NZSTA is an active member of the self-regulating allied professions group facilitated by the Manatū Hauora. The vision is about the collective pursuit of pae ora (healthy futures) through harnessing the value of self-regulation to ensure patients and whanāu receive evidence-based, safe care with quality principles woven throughout. Regulation of our profession under an Act is not the only way to legitimise a profession; the regulation principles can apply both within and outside legislation. By joining this alliance, NZSTA recognises the ability to strengthen these principles across the professions.
- **Expert advisors:** NZSTA now has 16 expert advisors covering 17 subject areas. Expert advisors are available to support members in clinical and subject areas, including AAC, hearing impairment, ethics and fluency. To name a few.
- **Notifications:** The NZSTA received nil requests to investigate competence and ethical practice.
- **Mutual Recognition of Professional Association Credentials Agreement (MRA)** was established in 2004 between six speech-language associations:
 - The American Speech-Language-Hearing Association (ASHA)
 - Speech-Language & Audiology Canada (SAC)
 - The Irish Association of Speech and Language Therapists (IASLT)
 - The New Zealand Speech-Language Therapists Association (NZSTA)
 - The Royal College of Speech and Language Therapist (RCSLT)
 - The Speech Pathology Association of Australia (SPA)

The agreement allows members of signatory associations (trained in that country) to apply for mutual recognition of their credentials from another. The premise of substantial

equivalence underlies the agreement, i.e. under certain terms and conditions, an individual's credentials are deemed substantially equivalent (MRA updated 2022). This is not equality or reciprocity, as each signatory association has specific applicant requirements.

In 2023, with the IALP congress being hosted in Aotearoa, New Zealand, a face-to-face meeting was made possible, and a full crosswalk was conducted to check substantial equivalence. There were discussions about English proficiency requirements for SLTs with MRA partner Boards and development of the model for future negotiations.

- **Qualifications Approval:** This is the pathway for member applications when the applicant was trained overseas and did not meet the Mutual Recognition Agreement (MRA) criteria. Following an international review with NZSTA's MRA colleagues, NZSTA has altered the proficiency in English requirements. Now, applicants with speech-language therapy degree qualifications completed in a language other than English or those for whom English is their second language must attain an IELTS score of seven or above in all four modules, with no scores lower than seven, is required.

In the pipeline:

The following policies are under review:

- Scope of Practice
- Principles and Rules of Ethics
- AAC guideline
- Supervision
- Accreditation of Massey BSLT programme

Update on NZSTA Clinical Policies and Procedures:

The following policies are now available on our website:

Professional development & supervision

- NZSTA Position Paper on Supervision
- NZSTA New Graduate Framework
- NZSTA Return to Practice Framework
- NZSTA CPD Framework

Clinical practice

- NZSTA Speech-language Therapists Scope of Practice
- Working in the Justice System - scope of practice statement
- NZSTA Infection Control Standards (updated 2022) - standards
- Surgical Voice Restoration – framework
- Surgical Voice Restoration - register
- Speech-language Therapists Working with Individuals with Orofacial Cleft and Velopharyngeal Incompetence - guideline

Position statements

- Rapid Prompting Method - position statement
- Speech-Language Therapy Assistant / Kaiāwhina - position paper
- Surgical Voice Restoration – position statement

Endoscopy and the Speech-language Therapist

- New Zealand FEES Register—This register provides speech-language therapists with a nationwide list of Level 3-6 FEES SLTs. It is updated every six months.
- Flexible endoscopic evaluation of swallowing
- (FEES) in adults and children in New Zealand - Practice standards
- Competency Framework: Flexible endoscopic evaluation of swallowing (FEES)
- NZSTA Recommended FEES procedure
 - For child
 - For adult
- NZSTA Recommended FEES report templates
 - For children (PDF | Word)
 - For adults (PDF | Word)

Tracheostomy

- NZSTA Tracheostomy Competency - framework
- NZSTA Tracheostomy Practice - guideline
- NZSTA Tracheostomy Register Sept 2023
- NZSTA Best Clinical Principles in Laryngology
- Flexible Laryngoscopy Competency - framework

Dysphagia

- NZSTA Risk Feeding - guideline

- NZSTA Clinical Practice Guideline for Videofluoroscopic Study of Swallowing (VFSS) - guideline
- NZSTA Competency Framework for VFSS - Adults - competency framework
- Use of Neuromuscular Electrical Stimulation in Speech and Swallowing Rehabilitation - position statement - position statement
- Use of Ultrasound for Swallowing and Upper Airway Assessment - position statement

Paediatrics only

- NZSTA Clinical Practice Paediatric dysphagia - guideline

Modified Diet Terminology

- IDDSI Framework
- IDDSI Drink Testing
- IDDSI Food Testing Methods
- IDDSI Frequently Asked Questions (FAQs)

Update on the Programme Accreditation Committee and Framework:

The Programme Accreditation Committee (PAC) has responsibility for assuring the quality of graduate-entry programmes. It does this through annual monitoring of programmes and regular reaccreditations. The committee comprises sector and programme representatives, a Māori academic, Felicity Bright as chair, and NZSTA's professional standards portfolio holder. This year, the PAC welcomed MaryBeth Williams as the private practice representative and Dr Marie Jardine as the Māori representative. We thank Dr Shannon Hennig and Dr Karen Brewer for their service on PAC. Karen has been pivotal to programme accreditation over many years, including writing a new Aotearoa New Zealand standard in 2016. She continues to support accreditation and programme development through her role on the working rōpu for the review of our framework.

The NZSTA Programme Accreditation Framework (PAF) ensures the quality of education for students, employers, and international speech-language therapy bodies. It defines the range and level of competence students must meet for entry into the profession. This is valuable to students, the programmes and employers. Last year, we commenced a review of the PAF. The current version was written in 2011, with minor changes made in 2018. In revising the PAF, we seek to create a Tiriti-based framework to support programmes for graduating culturally safe speech-language therapists who are ready to work across the ranges of practice within our very diverse and ever-growing profession. The draft of the Framework will be revised with Programme and stakeholder input this year, with the final version confirmed by the end of 2024.

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New Zealand
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*Te Kāhui Kaiwhakatikatika
Reo Kōrero o Aotearoa*