

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

# **Annual Report 2022**



**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 tatou katoa

The whakatauki, *He rau ringa e oti ai*  
*Many hands make light work*, is an apt way to  
begin our reflections on 2022.

We started the year with our tanks half full, fatigued  
by the impacts of Covid19 and still trying to make  
sense of our 'new normal'. As a board, we were  
tired; as a professional group, we were tired.



*Katrina, Annette & Emma with baby Maeve and Mabel*

In February, long-standing president Annette Rotherham decided it was time to step down from the role and focus on her whānau, mahi and PhD.

We, Emma and Katrina, as some of the longest-standing Board members, felt compelled to step up. Both with young families, we knew it wasn't a role that either could take on alone. Instead, we suggested an alternative form of leadership to share the responsibilities of the president's role. We opted to model a way of working that spread the load and aligned with our values while showcasing to our membership that the Board is an accessible, progressive, welcoming space. As a result, two Board vacancies became available, and we welcomed Hana to the Māori and cultural development portfolio and Renee back onto the board into the communications portfolio.

2022 has seen the most Māori representation on the Board than we've ever had! This is a huge achievement as we look at our responsiveness to Te Tiriti o Waitangi and creating an environment for Māori to share whakaaro (ideas) and lead. Whilst not yet perfect, as we are shaping this as we learn, we are fortunate to have the support and encouragement of our colleagues and peers and are challenged by our members to ensure that we get this right. *Mā mua ka kite a muri, mā muri ka ora a mua* - *Those who lead give sight to those who follow, those who follow give life to those who lead.*

This year we have also seen membership growth. The Ministry of Education is now supporting our friends and colleagues in Education to register with the NZSTA. With a greater membership base, we have a more diverse and experienced group of colleagues to connect and engage with, more opportunities for learning from connections made, and many more hands available to strengthen our membership voice. As a collective, we are stronger together.



With the increase in membership, the Board made the executive director role a permanent part-time position. With Siobhan on board, she has taken on some of the more operational tasks that previously sat with the volunteer board roles. She has motivated and formed working groups to create action and change for our profession, including the advocacy working group, awards and grants review working group and aged residential care working group - all with members across the motu.

After the recent re-accreditation of each university programme, the programme accreditation committee (PAC) has undertaken the massive task of reviewing the Programme Accreditation Framework.

Another milestone was achieved when the Board made our kaumātua an employee. Securing the kaumātua role as a permanent position affirms the value and mana of this role and demonstrates our commitment as Te Tiriti partners. We must honour and provide space for members to access a kaumātua and be guided by his mātauranga and tikanga.

Our journey towards NZSTA honouring Te Tiriti has continued to evolve. We acknowledge those who have come before us and laid the foundations so that this kaupapa can continue and develop as we learn to integrate and be part of the change. Tracy Karanui-Golf has been instrumental in bringing us together and leading wānanga. The NZSTA was proud to have been invited to support the initial anti-racism workshop with Heather Came in August in Tamaki Makaurau. We have seen an appetite for change and a desire to be part of these conversations. This workshop was attended by 100 SLTs, with many more on a waitlist.

Heather Came also introduced us to the concept of a *Critical Tiriti Analysis* tool that can be used by the NZSTA when updating policies to explore how we ensure we are Tiriti aligned and responsive to the articles of te Tiriti o Waitangi. We have observed that these workshops have been hugely influential in reframing what being responsive to te Tiriti means for our profession. We are starting to think about our position on this and how it will shape future projects endorsed by NZSTA (as well as reflecting on recent and less up-to-date endorsements). After attending the workshops, we recognised that it is difficult to “un-know” the content, and not moving forward with the knowledge would be unethical. We continuously look at how we share and distribute relevant professional development opportunities. We are also now having conversations about ways to create and offer our resources and content to support learning.

However, one of our biggest highlights this year was our symposium held on the 5th and 6th of September in Ōtautahi, Christchurch. Day one featured workshops initially scheduled for 2020, then 2021 conferences and, thanks to COVID-19, kept being deferred. Day two provided an opportunity to be updated and inspired by innovative projects and research. It was a fantastic event made more special by connecting in person with past colleagues, friends from studying years, and people whose faces you'd only had a chance to be acquainted with online for the last two years.

A sincere thanks you to all our members who volunteer their time away from friends and whānau and work commitments. Together, with your energy, commitment and passion, you help ensure this association thrives into the future.

As we look ahead to the next year, we remain humbled and are thankful for those surrounding us who energise us, encourage us, and support us in our capacities as mums, friends, colleagues, and co-presidents. Thank you all for a year to remember. We look forward to the next year to come!

Aku mihi nui ki a koe



Katrina McGarr  
Co-president



Emma Quigan  
Co-president

## From our kaumātua

*Tuatahi, ka whakawhētai ki te Wāhi Ngāro mō ānā manaakitanga hoki ki a tātou. Kōia te timatatanga, kōia anō te whakamutunga o ngā mea katoa.*

*Tuarua, ka huri ngā whakaaro ki a rātou e hinga mai nei, e hinga atu rā. Koutou kua ngaro ki te pō – haere ki a nunui mā, haere ki a roroa mā. Moe mai rā*

*Naiane ka huri ki a tātou te hunga ora – tēnā koutou, tēnā koutou, tēnā koutou katoa.*

2022 was a busy year, and the significant activities for me were:

- The first Tiriti o Waitangi workshop was organised by an SLT (Tracey Karanui-Golf) at a wānanga (symposium) at Massey University, Albany. The presenters (i.e. Heather Came mā) did a great job challenging, questioning, and then allowing those present to find their own Tiriti challenges IN THEIR OWN LIVES!
- Being able to hold the NZSTA symposium and the balance of the conference workshops in Christchurch Town Hall. It was postponed then postponed, but it finally happened. The main things for me were SLTs and students leading and sharing activities, research and projects, including kaupapa Māori. Though in a non-Māori setting, it was also great to see tikanga (Māori protocols) being applied as best we could. Trusting each other allowed culture to be visible, heard and celebrated by all. Ka rawe!!
- SLTs making themselves available to tautoko Awhi Mai Stroke Trust as well as stroke survivors and whanau at the biennial conference. It was postponed and postponed and finally happened in Tauranga. The main thing was having together SLTs, the stroke foundation, and university staff and students engaged and learning together with Māori and Pasifika stroke patients and whānau on the marae. Seeing doctors, professors, lead researchers and uni students doing amazing cooking work IN THE KITCHEN – wow. All who attended were blessed with your culinary skills too.
- Changes on the NZSTA board with Māori SLTs stepping up and leading across a number of roles and portfolios. All are important, but leadership starts at the top. Katrina McGarr and Emma Quigan are young parents who somehow agreed to be co-presidents of NZSTA while tutoring at universities at opposite ends of NZ and developing the next new wave of excellent SLT professionals. Nothing could ever have been scripted better with this two wāhine toa in the president role. ***Kia kaha, kia maia, kia manawanui!!***

NZSTA is rich in pūkenga and mātauranga (knowledge) and rangahau (research), and we just need to apply them in the many ways we work as SLTs.

**Kua whakamīharo te tau 2022, he tau anō e tū mai nei. KIA RITE, KIA MAU E HOA MĀ!!!**

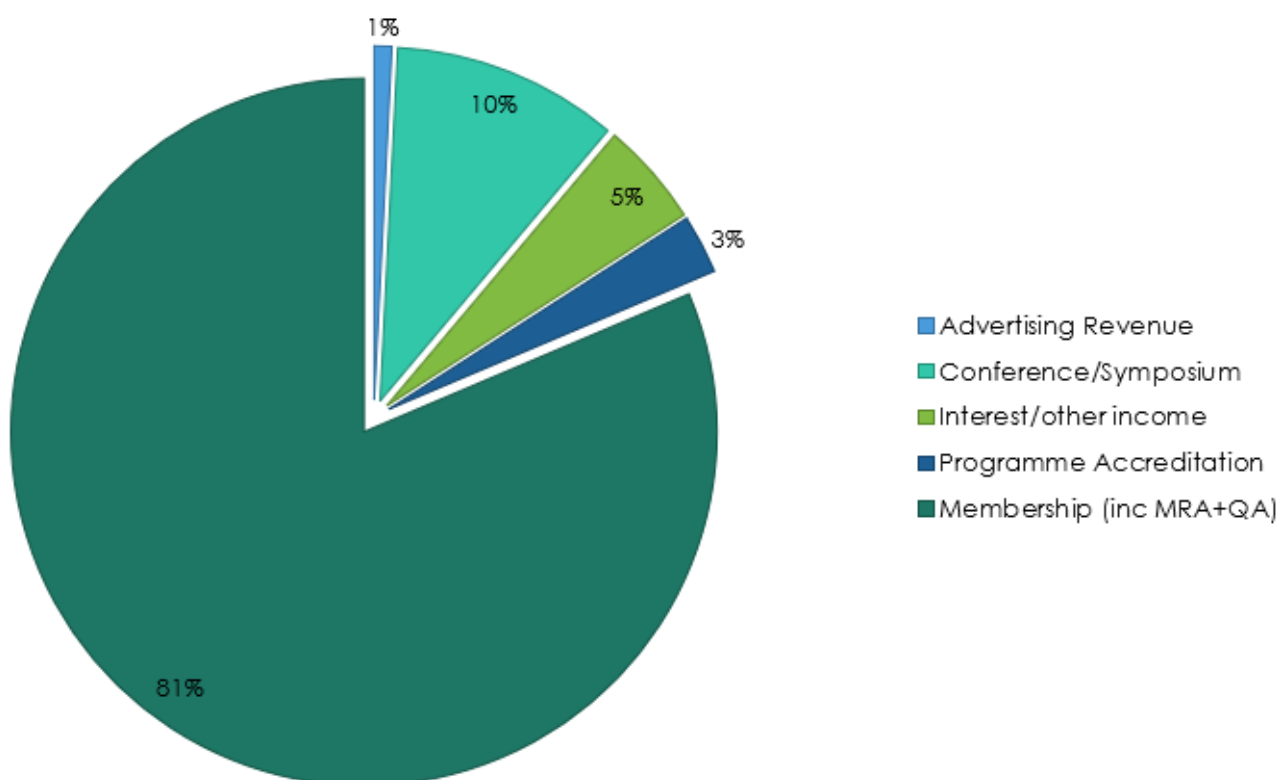


Rukingi Haupapa, Kaumātua NZSTA

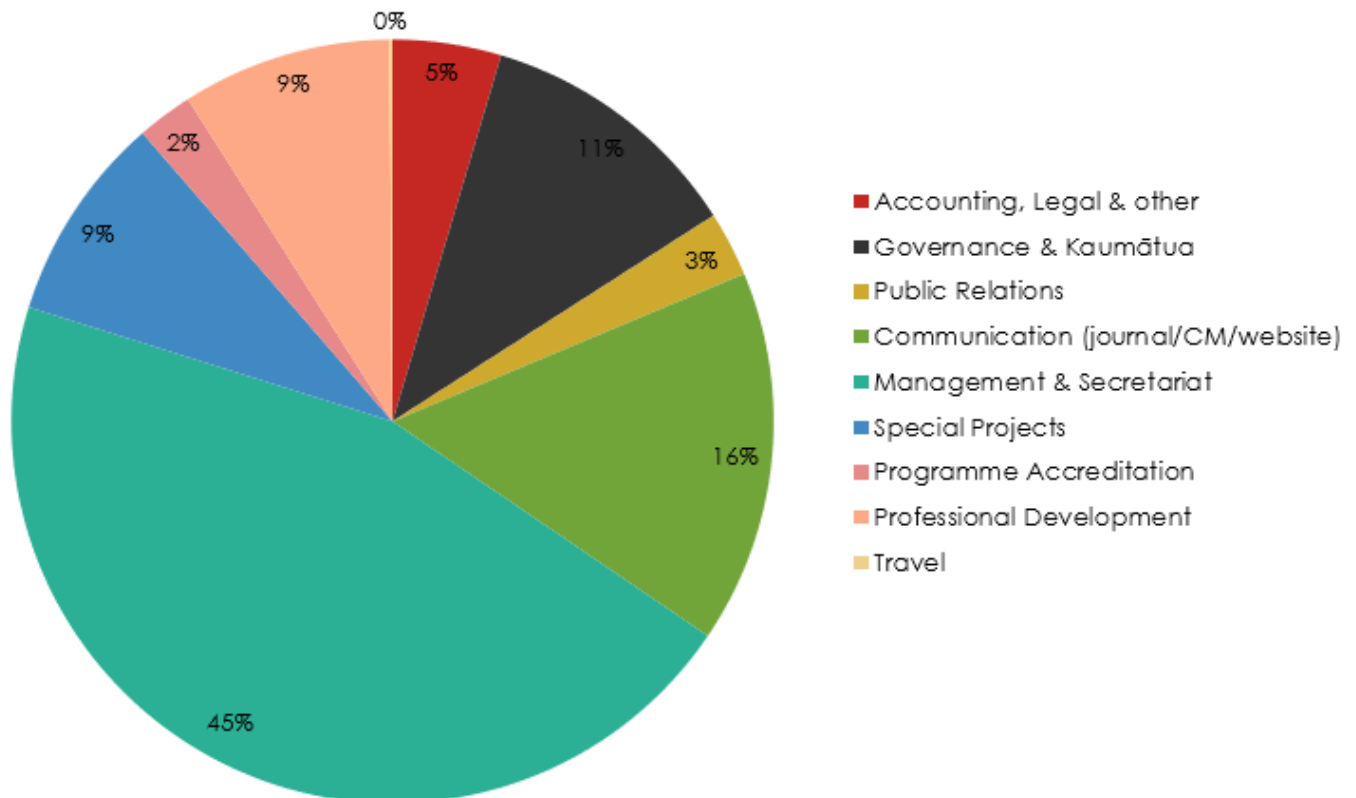
## Financial snapshot

Summarised financial statements					
Statement of Profit and Loss			Balance Sheet		
	2022	2021		2022	2021
Total income	525,361	466,664	Total assets	1,401,137	1,271,831
Total expenses	458,859	435,496	Total liabilities	603,864	541,059
Net surplus (deficit)	66,502	31,168	Equity	797,274	730,772

### NZSTA Income 2022- Breakdown



## NZSTA Expenses 2022 - Breakdown



The 2022 financial year was positive; in part, this was due to an increase in membership income and a growth in memberships. Just over half of the members eligible for the complimentary day at the NZSTA symposium took the opportunity up enabling a small conference surplus.

Additional resources were required to implement the new website along with the permanent appointment and slight extension to hours of the executive director - albeit this is still a part-time position.



## Meet the Executive Board and Representatives



### NZSTA Executive Board 2022

President:

Annette Rotherham/ Katrina McGarr &  
 Emma Quigan

Professional Standards:

Anna Hearne/Selena Donaldson

Professional Development:

Mel Street

Member Networks:

Akshat Shah

Māori and Cultural Development:

Katrina McGarr/Hana Tuwhare

Communications:

Emma Quigan/Renee Taylor

### Executive Director

Siobhan Molloy

### Kaumātua

Rukingi Haupapa

### Patron

Judge Andrew Becroft

## Programme Accreditation Committee:

Felicity Bright (Chair), Bridget McArthur/Shannon Hennig (Private Practice Sector Rep), Libby Coates (Health Sector Rep), Fiona Cook (Education Sector Rep), A/Prof Clare McCann (University of Auckland Rep), Gina Tillard (University of Canterbury Rep), Dr Anna Hearne / Selena Donaldson (NZSTA Professional Standards portfolio holders), Dr Karen Brewer (Māori Academic Rep), Nicky-Marie Koher-Smiler and 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
Central	Elisa Mynen/Alicia Scott
Wellington/Marlborough	Polly Newton & Emily King
Canterbury/Westland	Nic Gibbons and Charmain Moyle
Otago/Southland	Emma Burnip

## Student Representatives

Massey University (Albany)	Eleanor Divers & Riya Bhatia
The University of Auckland	Ella-Rose Meagher & Ashleigh Stone
University of Canterbury	Renee Ung, Komal Singh & Abbie Low

## Expert Advisers

Ann Smail – Alternative and Augmentative Communication  
 Anna Hearne and Tika Ormond - Fluency  
 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  
 Hannah Barnes - Adult Intellectual Disability (communication and dysphagia)  
 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

## Qualification Approval Officer

Anna Hearne / Anna Miles

## Communication Matters Editor

Selena Donaldson / Emma Wollum

## Secretariat

ONZL Limited

## Private Practice Representative

Ashleigh Neumann

## 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: Last Board meeting for the outgoing president, Annette Rotherham.*

*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

- The outcome of the **board member elections** found an encouraging lineup of Māori members in leadership positions, Katrina McGarr - co-president ( Ngāi Tahu); Emma Quigan, co-president (Ngāi Tahu); Hana Tuwhare ( Ngāpuhi) and Renee Taylor (Ngāti Ranginui). For NZSTA, having so many wāhine Māori willing to take up leadership positions is a testament that speech-language therapists have embraced the wero of becoming more Te Tiriti-centric in how they do things.
- **Kaumātua support:** NZSTA appreciates the ongoing guidance from our kaumātua, Rukingi Haupapa, to guide the association and support all our members. A crucial part of this year continues to include cultural safety for Māori and non-Māori SLTs, using and normalising te reo Māori (Māori language), karakia (prayer), mihi (greetings), poroporoaki (farewells), waiata (song) and whakataukī (proverbs) in meetings, reports, and communications. Rukingi also has hui opportunities with the three university programme's teaching staff and new SLT students during orientation.



- The **CPD Framework** published in March 2022 incorporates the NZSTA values of kotahitanga, rangatiratanga, whanaungatanga, and aroha. It also stipulates a minimum continuing professional development requirement for bicultural practice learning. The aim is to integrate cultural competence and reflective practice into professional development.
- **Bicultural learning kete:** We aim for all members to develop and maintain a “critical consciousness” that informs culturally competent and safe practice. To this end, we published our dynamic bicultural kete, which contains links to many learning opportunities, including online courses, reading, videos, podcasts and interactive websites.

Many members attended two key professional development opportunities - *Racism in SLT* with Tracy Karanui-Golf and Heather Came and *Critical Tiriti Analysis (CTA)* with Heather Came.

Both these workshops have been hugely influential in reframing what being responsive to te Tiriti means for speech and language therapy. As an association, we will need to think about our position on this and how it will shape future projects endorsed by NZSTA. It is difficult to “un-know” the content, and not moving forward with the knowledge would be unethical.

- **Monthly zui for Māori SLTs:** The Māori and Cultural portfolio holder has re-started monthly online hui for Māori SLTs to increase whanaungatanga and provide peer cultural supervision.
- A core NZSTA value, *aroha* became this year’s **Week of Connection** theme, **18 - 25 September 2021.**

#aroha  
#NZSTA22  
#payitforwardwitharoha

Aroha mai, aroha atu = Aroha received, aroha given.



**Whakahau,  
To advocate**

Advocating with aroha for every person to have the rights, tools and supports to make decisions about their life



After a couple of years of uncertainty and difficulties navigating a global pandemic, this year’s theme provided a much-needed pick-me-up! Many Māori kīwaha (phrases) like this one are small but broad and deep. It is based on life experiences and is value loaded. It is not an academic exercise and is hard to learn.

Aroha is expressed in many arts, like waiata and is shown in many ways. It is when you add your view of love based on memory with someone or something that triggers your emotions, and that is *aroha*. - good, bad or sad.

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Dr Rangimarie Pere, in her book *Te Wheke*, says, 'Aroha is an important concept in regard to the survival and true strength of whanaungatanga (kinship ties, extended family across all universes) ... Aroha is not to be talked about; it is only meaningful when actioned ... Caring for people and sharing is also quite commonplace for Māori people who have retained the traditions of old.'

Congratulations to Polly Newton for the winning video entry - [How many ways can you say Aroha?](#)

- Three cultural awards were presented at the symposium in September:
  - **Tohu Manaaki:** *Manaaki*, is accepted as nurturing and demonstrating respect, and also encompasses how one recognises the reputation and status of others. This year Matua Rukingi Haupapa, kaumātua of NZSTA, received this award.
  - **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. Ryan Meechan was recognised for his scoping report "Māori speech-language therapy research in Aotearoa New Zealand: a scoping review". Our future Kaupapa Maori Researchers now have the relevant tools in their kete to pave new pathways for growth and prosperity.
  - **Tohu Kaupapa Māori:** *Tohu kaupapa Māori*, was designed to recognise a team or individual service and commitment to kaupapa Māori in the workplace. NZSTA are pleased to award this to Tū o te Pae, which Geneva Hakaraia-Tino leads with support from Mary Browne & Ann Smaill. Tū o te Pae is a kaupapa to create a te reo Māori synthetic voice for te reo Māori speaking AAC users.
- **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 significant number of articles that added to the kaupapa to showcase and encourage bicultural practice:
  - *Te reo o te Kaumātua* - nā Rukingi Haupapa on the topic of the changes to the NZSTA board, on the tohu awards, and the practice of TIKA (applying ourselves correctly and appropriately), PONO (trust and faith with others) and AROHA (care and support).
  - *Developmental Language Disorder (DLD) – should this label be applied in Aotearoa*- nā Jayne Newbury
  - *An open letter to NZ SLTs*- nā Karen Brewer, Katrina McGarr, Tracy Karanui-Golf, Emma Quigan, Hana Tuwhare, Nicky-Marie Kohere-Smiler, Renee Taylor and Marie Jardine on the topic of decolonising the profession of SLT.
  - *First words Kupu tuatahi* - Hana Tuwhare, Māori and cultural portfolio holder

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- *Working in communities with cultural and linguistic diversity* - Joanne Richardson
- *Culturally responsive dysphagia assessment and management in Aotearoa* - Natalie Shackleton
- *International Indigenous Ear and Hearing Health Symposium 2022* - Alehandrea Manuel, Ngāti Pōrou-Ilocanx Audiologist, Researcher, and Fulbright scholar
- *Reo ā-waha – oral language in the classroom* - Del Costello, Director, Coactive Education Consultancy

### **In the pipeline:**

- Reviewing and updating NZSTA policies to be Te Tiriti aligned.
- Māori SLTs are forming a 'special interest group' to connect, engage and build a cohesive rōpū that aims to support Māori SLTs and future SLTs.
- The Māori rōpū plan to begin work on a bicultural framework for SLT and NZSTA to support expectations for individuals, teams and organisations.

## 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

- **Membership: Numbers, gender, ethnicity and languages**

**Total membership:** 1175 - almost 90% are registered members (includes those in-active on leave).

**Gender:** 92% female - 3 % male - rest are other/nonbinary.

**Ethnicity:** Majority of members identify as European/or other ethnicities – however, 51 members identify as Māori.

**Languages:** We have members fluent in Afrikaans, Cantonese, Croatian, Mandarin, French, German, Hindi, Korean, Malay, Malayalam, Polish, Punjabi, Samoan, Swedish, Tamil, and Urdu.

**Areas:** Our largest area is Auckland – a whopping 34% of members (n=399) live and work there.

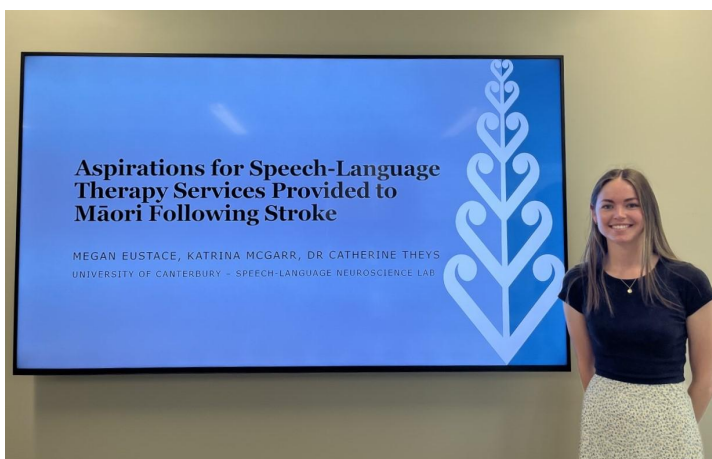
Our smallest area is Northland - just under 3% of the membership live and work here (n=34).

- **NZSTA Awards:**

**Grace Gane Memorial Lecture**

Created in honour of Grace Gane, a founding member of the NZSTA who made a significant contribution to speech-language therapy in New Zealand and/or internationally through teaching, promotion of the profession, research or clinical advancements. Professor Gail Gillon presented this groundbreaking lecture on *Aspiring to a literate world for all*.

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### **Marion Saunders - awarded \$1,000**

This award is for an innovative project that demonstrates clinical/practice application and impact within the New Zealand context and where the information is shared at the biennial symposium.

Congratulations to the 2022 winner, Megan Eustace (Taranaki, Ngāti Raukawa).

### **Sir Don Beaven Award - awarded \$1,000**

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

Congratulations to Elizabeth Cross, whose research area is the *characterisation of upper aerodigestive tract dysfunction in individuals with chronic cough*.

### **Stella Ward Research Excellence Award**

This award recognises excellence in speech-language therapy research in New Zealand. It is open to any member who has completed research in New Zealand in the last two years.

*Not awarded in 2022*

### **NZSTA Ambassador Award**

This award recognises the work of members who epitomise all things NZ SLT represents and values.

*Not awarded in 2022*

### **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 Tairawhiti DHB*

### **NZSTA Student Achievement Awards**

This award recognises the work of one outstanding speech-language therapy student in their final year of study from each of the NZSTA-accredited university programmes.

Congratulations to:

*Auckland University: Danielle Mather*

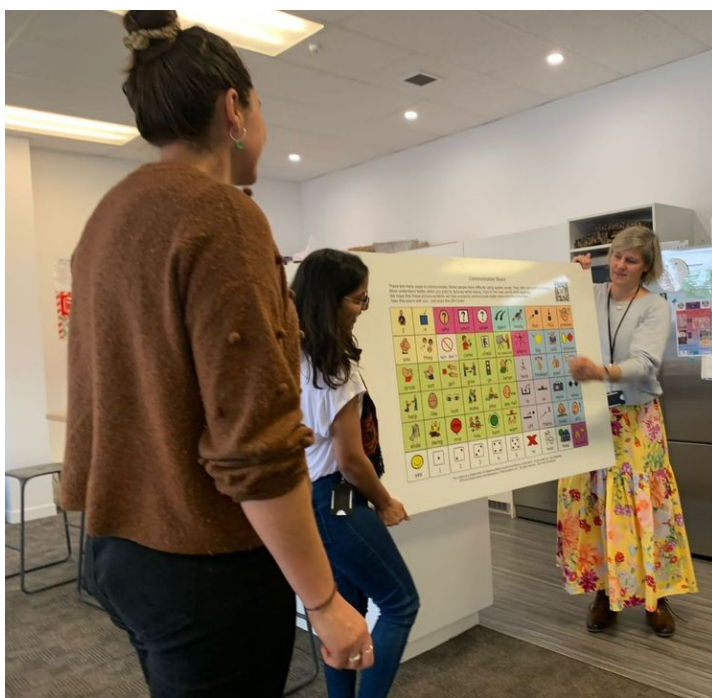
*Massey University: Emily Edgecombe*

*University of Canterbury: Jessica Eagle*



### Communication Access Awards

Communication access is about creating communication ramps to ensure people can participate fully in their whānau, communities, workplaces, and schools and being 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



*Kristina Pinto from the Ministry of Education NZ and her colleagues showing the love for Awareness Week '22*

- Judge John Walker - *a strong advocate for youth in the justice sector.*
  - Kristina Pinto - *a speech-language therapist bringing communication access to the parks and playgrounds.*
  - Papanui Primary School - *for inclusion and a universal design for learning approach.*
  - Saoirse O'Connor - *a speech-language therapist for giving clients a voice through all levels of communication technology and meaningful activities.*
- Sarah Dann-Hoare - for supporting people with disabilities to find employment while taking opportunities to use high-tech augmentative and alternative communication systems to order food from their cafe: Flourish Cafe.*
- **NZSTA Funding Grants - each awarded \$1,000**
    - Rosemary Dwyer - *Advanced DTTC training Colorado / Exhibiting Bjorem Speech Products at the Symposium*
    - Patty Govender- *SSC Conference*
    - Estelle Pretorius - *PhD*
    - Philippa Friary - *PhD*
  - **SLT Leaders' Summit:** Leaders from all sectors (health, education, justice, mental health, private practice and tertiary education providers) participated in the annual hui on Friday, 20<sup>th</sup> May. The power of whakawhanaungatanga and wānanga was modelled; this included 'decolonising' the space and disrupting the 'normal' learning environment to allow room for

SLTs to understand themselves and each other better. The leadership representatives had critical discussions on advocacy and the programme accreditation review. Questions were raised about who was thinking about the workforce capability and capacity to ensure we have enough SLTs in the future. The participants agreed that NZSTA has a key role.



*From left to right: Kaumātua Rukingi Haupapa, Katrina McGarr, co-president, Hana Tuwhare, Māori and cultural portfolio; Emma Quigan, co-president; Renee Taylor, communications portfolio and Tracy Karanui-Golf, facilitator at the SLT Leaders' Summit.*

- **Area representatives:**

Thank you to our outgoing area representatives, and welcome to the new. This highly valued role coordinates quarterly meetings of members in each region face-to-face or by Zoom. Information is shared horizontally and vertically between members, from members to the Board and from the Board to members.



*Tai Tokerau 'hybrid' area meeting - December 2022*

- **Health Workforce Workshop** (hosted in parliament by Hon Andrew Little): The NZSTA had a presence alongside 200 health professionals at this one-day workshop about growing the health workforce in parliament. The message is clear to all - shortages, attrition, and mental health/burnout are health workforce challenges across the board.

- An **NZSTA awards and grants working group** has been convened to review all the current awards and grants - to ensure they are fit for purpose and align them with our strategic aspirations and values.
- A **Governance Journal Club** meets quarterly to review governance journal articles to upskill and hone our governance skills - this journal club is open to all members. This year's topics of discussion included risk management and purpose-driven board leadership.
- 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:**

- The website rebuild offers opportunities to create online communities of practice, such as special interest groups or geographical areas where members can connect online and share resources. These will be delivered in 2023.
- The outcome of the review of the NZSTA awards is expected later in 2023.



### 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:

- **NZSTA Advocacy working group:** The NZSTA set up a working group for advancing advocacy and workforce issues. NZSTA has developed a working relationship with Daniel Paul of the PR company to support our advocacy campaign to advance some key strategic objectives. The group met regularly in the year's second half and will share their key goals and strategies with the membership in early 2023.
- **Submissions:** Three submissions were made.
  - **Accessibility for New Zealanders Bill** - The Bill covers multiple aspects of accessibility, but the area our submission related to was specific to our scope of practice as speech-language therapists – communication accessibility.



Our key messages were that while we agree that accessibility in Aotearoa requires serious attention, this legislation is not ready to be passed. While we agreed that action must be taken urgently to ensure all New Zealanders can participate in all aspects of their lives and that accessibility barriers are addressed effectively, as the status quo is intolerable for many. However, whilst we agree with the legislation's aims, we do not agree that it should pass in its current form. We urged the committee to review the points we raised, and those made by many disabled people, such as the submissions from the Disabled Persons' Assembly and the Access Matters Campaign and revise this legislation. We asked the select committee for an opportunity to address this - this was achieved in 2023.

- **Inquiry into learning support for ākonga Māori (Māori school students) across primary, secondary, alternative and Māori medium education in Aotearoa New Zealand:** Co-president Emma Quigan ably represented NZSTA in an [online oral submission](#) to the Māori Affairs Committee. Here kōrero

## NZSTA 2022 Annual Report

included that our education system is not equitable when te reo Māori is relegated to 'optional' and a 'nice to have'. As a profession, we are on a journey of decolonisation and demanding system change is part of that journey:

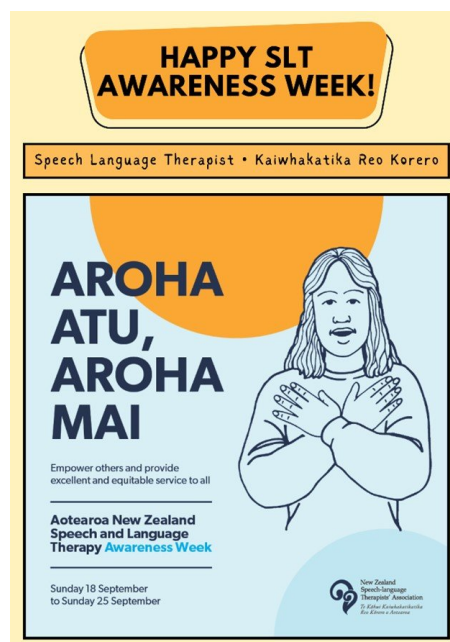
- **UNDRIP Open Letter:** NZSTA joined 61 organisations and individuals in an open letter calling on Government to be bold, act on its values and continue work towards recognising indigenous human rights in Aotearoa and building a just future. Unfortunately, the Cabinet decided that indigenous rights could wait! ActionStation Director Kassie Hartendorp (Ngāti Raukawa, Ngāti Pareraukawa) said,

*"Aotearoa endorsed UNDRIP over a decade ago, which in effect means we committed on the world stage to keeping our promises at home in Te Tiriti o Waitangi, to uphold Māori authority as first peoples here (Article 2). It was a courageous and bold government [that] began this work to chart a plan for how we do this together, and this hesitation is deeply disappointing to thousands across the country who saw in this work steps to making a truly just, inclusive, and honourable home for all of us."*

- **Aroha** was the theme for this year's NZSTA speech-language therapy awareness week - also known as the week of connection (18 September - 25 September 22). Members from around the motu participated in several ways; robust Facebook engagements, a video competition, team promotions, awards and high visibility.



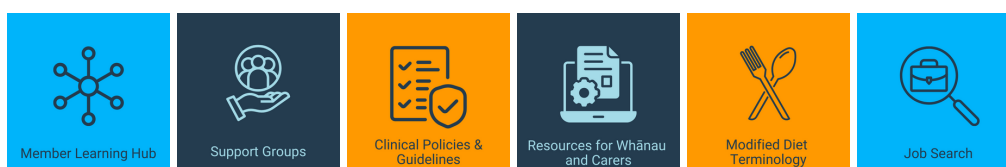
*Te Whatu Ora Tairāwhiti team from left to right, Doralynn Dennis, Rebecca Streith & Marcell Grobler.*



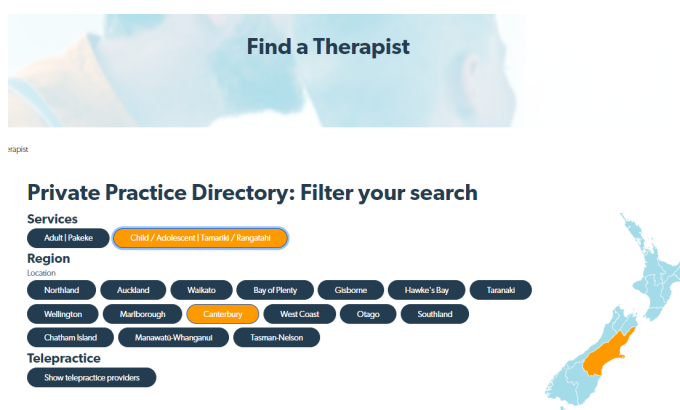


Speech-language therapists from the Champion Centre.

- **Aged Residential Care (ARC):** The NZSTA ARC working group are developing several background questions with the ultimate aim of ensuring equitable access to people living in aged residential care, including:
  - What can SLT offer in aged residential care?
  - What is the current state of service delivery and the Te Whatu Ora ARC contract?
  - Defining and clarifying specialist SLT input to broad-based SLT input?
  - NZSTA recommendations to ARC providers.
- **New website:** In mid-2022, NZSTA launched a new look website with various functional improvements, including a dedicated section for whānau and an enhanced directory to find speech-language therapists and increased resources for members.



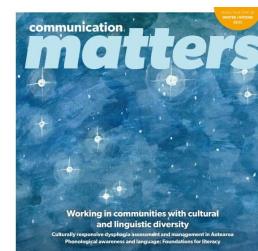
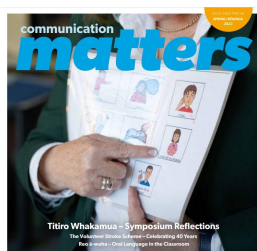
- **Find a Therapist directory:** The development of a new website has enhanced access to speech-language therapy services through complimentary listings of all private practices within Aotearoa New Zealand. Members of the public can now sort geographically and by adult/pakeke or child/adolescent / tamariki/rangatahi services and by telepractice providers. Each service





provider can create a pop-up that outlines their contact details, a bio, a list of speech-language therapists and the services offered.

- **Find a Registered Member directory:** Members of the public can now confirm if a speech-language therapist is a registered member with the NZSTA and if they have any conditions on their scope of practice.
- **Allied health collaboration:** NZSTA is a founding member of the Allied Health Aotearoa NZ - a national voice for allied health professions in New Zealand. AHA NZ 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.
- NZSTA continues to actively participate in the **International Communication Project (ICP)**, advocating for people with communication disorders and raising the profile of communication disabilities. In 2022, the bimonthly ICP International podcaster series was launched to highlight the recognition of global disabilities. In [episode 2](#), Annette Rotherham, former president of the New Zealand Speech-language Therapists' Association (NZSTA), chats with Tinnah Balazuela, president of the Philippines Association of Speech Pathologists, and Ferdiliza Garcia, chair for the Professional Standards & Ethics Committee of the Philippines Association of Speech Pathologists.
- Thank you to outgoing editor Selena Donaldson and incoming 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.



- The **NZSTA consumer reference group** met four times this year. Thank you to the reference group members, Eric Ufi Poa Knapp, Junelle Robinson, Jo Cooper (based in Otautahi/ Christchurch) and Diane Williams, and Maqymseah Ninces (based in Tamaki/ Auckland).

The group bring their own diverse perspective and lived experiences to the group; Maqymseah Ninces continues with her advocacy in the shared decision space, Diane has a focus on employment for people with disabilities, and Jo, Junelle and Eric are strong advocates for living well and positively after stroke with the motto *never ever give up*.

In 2022 they contributed to Awareness Week with a video that demonstrated the importance of aroha and friendships and how SLTs can support that journey. With all their

combined experiences, they are a valuable resource for NZSTA to utilise for strategic projects that require the consumer's voice and for that voice to inform ongoing strategic planning and advocacy projects.

### In the pipeline:

- The NZSTA Board and advocacy working group plan to work with members to deliver an advocacy strategy - however, it is a long game.
- **Kotahitanga** will be the theme for the 2023 **Week of Connection** - dates to be advised. Kotahitanga is about working in partnership with integrity, respect and humility.
- 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 new **CPD Framework** to align with NZSTA values was launched in March. This Framework encourages members to participate in different learning opportunities, including formal education, SIGs/journal clubs, and self-directed and recognises service to NZSTA, other voluntary roles and quality improvement projects as part of the continuing professional development process. Members are required to reflect on each learning opportunity and adapt their practice accordingly. There is an emphasis on bicultural practice and participating in supervision, ensuring members gain a minimum number of units.



- A successful and well-attended **NZSTA Symposium - 'Titiro Whakamua – Looking to the future'**, was held in Ōtautahi at the Town Hall, Monday, 5 – Tuesday, 6 September. The focus was on whakawhanaungatanga, networking and sharing ideas, and current work speech-language therapists do around the motu. After several postponements and cancellations of the 2020 conference, members could participate in the long-overdue workshops.
- Members had six-month access to prerecorded oral presentations to the twice postponed then pivoted conference: **Aoraki – Iho ake – Grounded, Aspiring, Connected**. This medium for delivery of CPD - *listen anytime - anywhere* did not prove popular with members, and very few took up the opportunity.
- **Reciprocal access to online CPD:** NZSTA and SPA have collaborated to provide members of both Associations with high-quality, evidence-based education resources and support the practice knowledge and effective delivery of speech-language services. NZSTA members can access online professional education on the [SPA Learning Hub](#) and [NZSTA Member Learning Hub](#) at a discounted rate.



- In partnership with the NZSTA, Kōrero Connect hosted a wananga: *What is Racism for speech-language therapists?*

### In the pipeline:

***Together Towards Tomorrow – 32<sup>nd</sup> World Congress of the IALP***  
Auckland, New Zealand | 20 – 24 August 2023

Signup to receive the Congress News [www.ialpauckland2023.org](http://www.ialpauckland2023.org)



- Bedding in the online version of the CPD Framework so that members can record all their learning.
- An audit of the 2022 CPD involving 10% of the membership.
- Online webinars 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 developed and accepted:
  - NZSTA Infection Control Standards
  - NZSTA CPD Framework (updated March 23)
  - NZSTA Internal Conflict Procedure
  - NZSTA Board Charter and Delegations Policy
  - NZSTA Investment Policy
  - NZSTA Ethics and Complaints Process
- **NZSTA response to COVID-19:** By the end of 2022, we reached a better understanding of the disease and its spread. At last, members could move away from COVID alerts and manage COVID like any infectious disease.
- **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 welcomed one new expert advisor - Hannah Barnes, who specialises in adult intellectual disability (communication and dysphagia). NZSTA now has 19 expert advisors covering 17 subject areas.
- **Notifications:** The NZSTA received two requests to investigate competence and ethical practice. The complaints committee had partially investigated before the complainant withdrew the complaint. The second complaint could not be pursued because the person



complained about was not a member. In the latter case, the complainant was advised they could raise their concerns with the Health and Disability Commissioner.

- **Mutual Recognition of Professional Association Credentials Agreement (MRA):** Minor amendments were agreed upon by all signatories.

### In the pipeline:

- A face-to-face meeting of MRA partners in Auckland after the IALP congress to determine how more partners might join the MRA.
- Competency document for clinicians working with paediatric dysphagia.
- Review of the NZSTA supervision policy.

## Update on NZSTA Clinical Policies and Procedures:

The following policies are now available on our website or in progress:

### Professional development & supervision

- NZSTA Position Paper on Supervision
- NZSTA New Graduate Framework
- NZSTA Return to Practice Framework
- NZSTA Professional Development Policy v6
- NZSTA CPD Policy

### Clinical practice

- Best Clinical Principles in Laryngology (2021)
- Best Practice Guide – Telehealth
- New Zealand Risk Feeding Guideline
- NZSTA Clinical Practice Guideline for Paediatric Dysphagia (2019)
- NZSTA Surgical Voice Restoration Position Statement (2021)
- NZSTA Surgical Voice Competency Framework (2021)
- NZSTA Clinical Practice Guideline for Videofluoroscopic Study of Swallowing (VFSS) (2020)
- NZSTA Speech-language Therapy Assistants Position Paper (2008, revision in progress)
- NZSTA Neuromuscular Electrical Stimulation in Swallowing Rehabilitation – Estim (2007, revision in progress)
- NZSTA Justice Scope Statement (2020)
- NZSTA Rapid Prompting Method Position Paper (2021)

### Endoscopy and the Speech-language Therapist

- NZSTA Laryngology Competency Package (revised 2021)
- New Zealand FEES Register – This register provides speech-language therapists with a list of Level 3-6 FEES SLTs across the country. This list is updated in December each year.
- NZSTA Practice Standards: Flexible Endoscopic Evaluation of Swallowing (FEES)
- NZSTA Competency Framework: Flexible Endoscopic Evaluation of Swallowing (FEES)
- NZSTA Recommended FEES Procedure – Child
- NZSTA Recommended FEES Procedure – Adult
  
- NZSTA Recommended FEES Report Template – Child pdf. Word version.
- NZSTA Recommended FEES Report Template – Adult pdf. Word version.

### Tracheostomy

- NZSTA Position Paper on Tracheostomy Management (2015)
- Tracheostomy Training Programme for SLTs working with adult patients (New Zealand) (2013)
- WORKBOOK: Tracheostomy Training Programme for the adult population (2014)

## Approval of New Members to the NZSTA:

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

## Update on the Programme Accreditation Committee and Framework:

The Programme Accreditation Committee (PAC) have responsibility for assuring the quality of graduate-entry programmes. It does this through annual monitoring of programmes and regular reaccreditations. Sector and programme representatives, a Māori academic, Felicity Bright as chair, and NZSTA's professional standards portfolio holder make up the committee. This year, the PAC welcomed Dr Shannon Hennig as the private practice representative and Selena Donaldson as the professional standards portfolio holder. We also thank Bridget McArthur and Dr Anna Hearne, who both stepped down in 2022, for their time on PAC.

We were delighted that Massey University received full accreditation in October.

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. The Framework promotes dialogue and support between provider institutions, the NZSTA, and the sector through the programme accreditation committee.

Our focus for 2022 and 2023 is on the revision of the PAF. In creating the new PAF, the third for the NZSTA, we seek to create a Tiriti-based framework to support programmes to graduate culturally safe speech-language therapists ready to work across our profession. The revised Framework will be robust and flexible enough to meet the profession where it is now and support continued growth and change across the next ten years. A governance rōpu leads our review with Dr Karen Brewer, Nicky-Marie Kohere-Smiler, Dr Felicity Bright and Libby Coates. To date, we have conducted a critical Tiriti analysis to inform the review process and completed a review of the existing PAF. 2023 will focus on stakeholder engagement and the drafting of a new framework.



*Felicity Bright, PhD*

Chair, Programme Accreditation Committee

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New Zealand  
Speech-language  
Therapists' Association

*Te Kāhui Kaiwhakatikatika  
Reo Kōrero o Aotearoa*