


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



**Annual  
Report  
2021**

 **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.

As I reflect on 2021, it was a year of two halves; a year representing an old way of living and now a *new normal* way of living presides.



In the first half of the year, we experienced relative freedom, no masks, no mandates, and we managed to have some valuable face to face hui. NZSTA hosted an exciting leadership summit in Wellington, launched a new advocacy plan for increasing access to SLT for all, and plans continued for our biennial conference. The board managed to meet together in April and June, and we enjoyed the small talk, jokes, holding baby Maeve and the critical agenda items. Then, unfortunately, the old COVID19 pandemic landed on our shores in August, and life changed dramatically. Back to zoom and online life - schooling, work, shopping, social events. NZSTA swung into full force to keep our members informed. Unfortunately, our conference was moved to an online platform. We all felt disappointed after all the hard mahi of the conference committee. I thank all those on the committee led by Julianne Johns, for their blood, sweat, and tears. The content was still exceptional, and we could access it for a more extended period of time. I also thank Siobhan Molloy and Anna Miles for their hard work interpreting the ongoing changes in COVID19 related laws and frameworks. We all felt the impact of how this changed our lives and work practices for the unforeseeable future. Finally, I wish to offer aroha to our Auckland whānau, who carried the burden for the rest of the country. We hope you have managed to keep well mentally, keep your families safe and can now take some time to live more freely again in our brave new world within the Covid Protection Framework.

The mahi of the NZSTA has continued. An exciting milestone was that we passed 1000 members in October 2021! We also celebrated 75 years as an organisation. I want to thank Selena Donaldson for her outstanding contribution as the editor for Communication Matters, and the 75<sup>th</sup> special edition is one to treasure, outlining our history and our people. She managed to capture the mauri of our profession in all the work we do edition after edition.

We introduced the new role of executive director in 2021. Siobhan Molloy has filled this role with zest and enthusiasm; however, we still rely on the skills and knowledge of our membership. We thank all our members who have taken on roles to ensure a high standard of work. Firstly, the programme accreditation committee (PAC) led by Felicity Bright ensured that two universities and three programmes went through the re-accreditation process this year. I acknowledge Linda Hand and Jane Musgrove's contribution to PAC for many years, and they will be missed. In 2021, we also called on senior NZSTA members to assist with a range of ethical issues and revised our ethical complaints process. Again, I thank those members for their generously given skills and expertise.

We continue on our journey exploring Te Tiriti, working from a bicultural lens and what this means for our profession and for the people we serve. Matua Rukingi continues to be a tower of strength for myself, the board, and all the members who reach out to him for advice and general awahi. NZSTA hosted the first Māori SLT wananga in Ohinemutu, Rotorua in July 2021. Katrina McGarr will continue to build this rōpū as we look more deeply in 2022 to strengthen our governance frameworks to reflect Te Tiriti o Waitangi better- keeping the partnership between tangata whenua and tangata te Tiriti at the forefront.



In 2021, we farewelled some outstanding board members, with Anna Miles and Claire Winward completing six years each, making way for new leaders - Mel Street and Anna Hearne. Meeting together in person in 2022 is a priority for us as a board to whakawhanaungatanga and reinforce our purpose.

I also wish to acknowledge the IALP congress committee, working in the background since 2016 for NZSTA and NZAS to host this conference. Philippa Friary, as vice president of IALP, Anna Miles co-chairing the scientific committee, Selena Donaldson assisting with communications, and members of the NZSTA board continue to support and attend this hui. IALP AUCKLAND 2023 will be the event of the century for NZSTA. Please make sure you follow the planning and activities online and on social media.

*Photo: President Annette Rotherham with outgoing board members: Claire Windward (professional development portfolio) and Anna Miles (professional standards portfolio).*

The next opportunity to gather is at our NZSTA symposium event in Ōtautahi 2022 (Take 3). Hope to see you there!

Wishing you every success in 2022.



Aku mihi nui ki a koe  
Annette Rotherham  
President

## From our kaumātua

Kia ora mai tātou

Bi-cultural aspirations in the 2020 – 2025 strategic plan focused on Te Tiriti o Waitangi, culturally safe practice, and engaging and valuing our members began.

In July 2021, the NZSTA board supported the first hui for speech-language therapists who identify as Māori. This was a ‘stepping out’ event for some, as many have whānau, hapū and iwi negative experiences where their own Māori people were identified, chased, imprisoned, or worse. Others came from whānau who have been colonised for so long that they barely know what a Māori is. This wānanga (learning event) gave all the time and space to being with other Māori SLTs and their kaumātua and being in the right setting on a marae. Just juggling and shifting between life at home and work was an opportunity to be there, and it was successful. The hope is that the momentum can be continued and Māori SLTs continue to develop and grow to benefit all. ***Ngā tuakana me ngā teina Māori SLT i tautoko mai, i awhi mai i tēnei kaupapa mōtuhake. Ko tēnei te whākawhētai ki a koutou katoa.***

2021 was also the first year where NZSTA Māori awards were given. The board actively supported valuing Māori members’ excellence in **kaupapa Māori** (bicultural and academic knowledge and skills). It is great practice for any organisation to adhere to what is embedded in their values and strategic plans, but recognising and officially acknowledging these **toa** (champions)

in the midst of a pandemic is incredible. Covid forced us all to think ‘out of the box,’ in terms of all the Māori rituals involved and the mix of the few who know something - to the many who know little or nothing, it was a challenge, but we did it. **Tohu** (awards) and **koha** (cultural gifts) were presented by **whānau** and facilitated by board members in a zoom. The cultural learning was HUGE and an amazing opportunity for all to be involved. ***Ngā whakamihi ki a koutou ngā whānau me ngā Toa i tautoko mai, i whai mai i tēnei kaupapa whakamīharo. Tēnā koutou katoa.***

***‘Kanohi ki te kanohi’*** (meeting face to face) is a Māori way of engaging with others that I value. In the last 12 months, despite Covid, I’ve had the honour of supporting orientations at Massey and Auckland Universities. It was amazing and uplifting to sit, listen and talk with staff and students. Covid scuttled my chance with activities at the University of Canterbury. However, quick thinking, reshuffling, and just applying our NZSTA values of leadership and support allowed some of the mahi



to be completed. *Ngā mihi ki ngā kaimahi me ngā tauria o nga whare wānanga huri noa i te motu, e kawe nei i te hotaka speech-language therapy. Kei reira anō te mihi ki a Felicity mā o te tīma PAC. Nā koutou katoa i awahi mai ahau, nareira tēnei te whakawhētai.*

Final acknowledgements are to the board members and the admin team. My knowledge and skills are limited to the Māori world I know. Big thank you to everyone who helped me try to contribute to the many activities and documents on the computer.

*Aue – aue!!* Here comes another year.



Nākū noa

Rukingi Haupapa

Kaumātua, NZSTA

## Commemorating 75 years of advocacy and member service

**Siobhan Molloy**

**1920**

Speech therapy began in Christchurch at the School for the Deaf. It was to this school that children with difficulties travelled to for help with their speech. Adults with war injuries impacting speech were also directed to the school.

**1930**

Miss Marion E. Saunders appointed to establish a speech class at the Normal School, Christchurch.

**1939**

The Education Department altered policy enabling teachers interested in speech and hearing disability to set up speech clinics instead of classes.

**1920**

**1930**

**1940**

**1921 and 1922**

Three teachers sent from the School for the Deaf to Dunedin, Wellington, and Auckland to initiate the first speech classes in New Zealand.



Above:  
Miss Marion E. Saunders, first president and first director of speech therapy training.



Above:  
First three speech therapy students 1942.

**1942**

Christchurch Teachers College chosen as first centre for formal speech therapy training – a one year course post 2-years of primary teacher training. Three students selected – Evelyn Widdowson, Grace Gane and Muriel Lister.

**1944**

The Hutt Valley Speech Therapy Association formed. (Other regions followed – Otago, North Canterbury, Wellington...)



Left:  
The first five years of NZST journals

**1954**

Annual general meetings and conferences moved to biennial events for ten years.



**1965**

Incorporated as a society, the New Zealand Speech Therapy Association (Incorporated).

**1950**

**1960**

**1946**

The New Zealand Speech Therapists' Journal founded in May with Grace Gane as editor. A practical supplement of value to parents and teachers accompanied each issue.

The New Zealand Speech Therapy Association formed in Christchurch in August, during the first refresher course for therapists to be held in New Zealand. Thirty-three members recorded as having paid the first annual membership fee of £1.



Above:  
Registrants at first refresher course 1946.



Left:  
Speech Therapy Journal supplement – 1959.

**1968**

Speech therapy training changed to a two-year course following one-year primary teacher training.



**1970**

“  
Let us remember that we are part of a movement in New Zealand which is still active and growing. We must record now. It is almost a duty to write down something of what we like to recollect about our experience. Not all of it will find its way into print but. If written down, it will be there to be called on when needed. It should not be lost. It is our very own history, and it is precious.

Marion E. Saunders, April 1971 – quoted in *Looking Back with Joy – Recollections of an Early New Zealand Speech Therapist.*

**1973**  
Marion Saunders' Trust Fund launched dedicated in perpetuity as a prize fund for original writing or research into matters or problems related to speech therapy.

**1978**  
The McKeracher Report recommended degree training in speech therapy.

**1979**  
Mary Roberts became advisor in speech therapy to the Department of Education.

**1980**  
Budget announcement that a Bachelor of Speech-Language Therapy would be set up at the University of Canterbury with open entry.

**1982**  
Movement from area executive to a national executive adopted with Lois Lawn as first president of new national format.  
Marilyn Heine became advisor for speech therapy at the Department of Health to ensure that the training enabled therapists to work in health as well as education.

Right:  
Final diploma graduates 1988-9.

**1986**  
NZSTA joined a working party with representatives from health, education, and current lecturers. The goal was to integrate the needs of both health and education and ensure it underpinned the philosophy and content of the proposed Bachelor of Speech-Language Therapy at the University of Canterbury.

**1987**  
Speech-language therapy training extended to three-year diploma course post one-year primary teacher training.

**1989**  
The first 25 students enrolled for the intermediate year of the BSLT programme with Jo de Seriere as head of department.  
The last diploma students graduated.

**1983**  
First edition of the NZSTA Bulletin published – for more practical sharing of professional news and events in addition to the journal.

**1987**  
Speech-language therapists increasingly incorporate dysphagia as part of their remit. Inaugural dysphagia themed conference: *Speaking of Swallowing.*  
*Communication Matters* first published.

**1992**  
Adopted the standards contained in "Communicating Quality" (RCSLT). Standards were gradually modified to meet our unique cultural and geographical needs.

**1994**  
50th anniversary of NZSTA.  
Inaugural joint NZSTA and AASH conference: *Communication Partnership* – first of its kind with Australasia.  
First Speak Week – a collaboration between Telecom, The New Zealand Disorders Trust and NZSTA.  
NZSTA's position regarding ethics, standards, quality measures and complaints procedures articulated – a move towards self-regulation.  
The *Asia-Pacific Journal of Speech, Language and Hearing* is launched – Bruce Murdoch as editor.

**1990**

Left:  
Evelyn Terris, Anne Buckley, Rosemary Hargreaves, Sally Claridge, Jo de Seriere.

Above:  
Past NZSTA logo.



Left:  
Programme  
Accreditation  
Framework working  
party – 2002.

2000

**2002**

Launch of the Programme Accreditation Framework reflecting both New Zealand and international values and standards related to speech-language therapy education. Framework updated in 2011 and will undergo a formal review in 2022–23.

**2005**

Massey University established the Bachelor of Speech and Language Therapy with Honours at the Albany campus, Auckland.

**2010**

Dean Sutherland appointed as first male president.

Established new NZSTA executive council portfolio of Māori and Multicultural Development.

2010

**2003**

University of Canterbury programme successfully accredited against the NZSTA Programme Accreditation Framework.

NZSTA a founding member of Allied Health Aotearoa New Zealand (AHANZ) (formerly Allied Health Association of NZ) – a national voice for allied health professions.

Master of Speech Language Therapy Practice established at University of Auckland along with PhD opportunities.

**2008**

The Mutual Recognition of Professional Association Credentials signed at ASHA Congress in Chicago between ASHA, CASLPA, RCSLT, IASLT, SPA and NZSTA.

**2013**

Volume 16 the *Asia Pacific Journal of Speech, Language and Hearing* (APJSLH) published under a new title: *Speech, Language and Hearing* (SLH) – Michael Robb as editor.

**2014**

NZSTA, a founding member of the International Communication Project whose aim is to influence international health and disability policy. Over 50 organisations participate now.

**2015**

Karen Brewer established He Kete Whanaungatanga – a support network for Māori SLTs.

**2016**

Launch of yearlong advocacy campaign – Giving Voice Aotearoa including communication accessible awards and the development of communication access principles.

Successful bid to host an IALP 2022 congress (postponed to 2023).

**2018**

Establishment of a consumer reference group and consumer lead position.

At the United Nations' Universal Periodic Review for New Zealand NZSTA highlighted actions the Government can take to work towards the goal of a fully accessible society for Aotearoa.

2020

**2011**

Judge Andrew Becroft appointed the first patron of NZSTA.



Above:  
NZSTA Board with kaumatua,  
Te Roro o Te Rangī ki Te Kuirau Marae.

**2019**

Appointment of kaumatua, Rukingī Haupapa (Te Arawa, Ngāti Whakaue) and the development of our NZSTA kaupapa including our waiata: Tōnā Reo.

NZSTA established a self-regulation model and began issuing annual practising certificates.

Third joint NZSTA and SPA conference: *Engaging, Collaborating and Empowering*, hosted in Brisbane

Postponement of biennial conference to 2021.

**2021**

75 years on, the New Zealand Speech-language Therapists' Association continues to flourish. A vision of a thriving profession working in partnership to enhance lives is embedded with its values of kotahitanga, whanaungatanga, rangatiratanga and aroha. Members number over 960.

Conference hosted in Christchurch: *Aoraki Iho Ake: Grounded – Aspiring – Connected*.

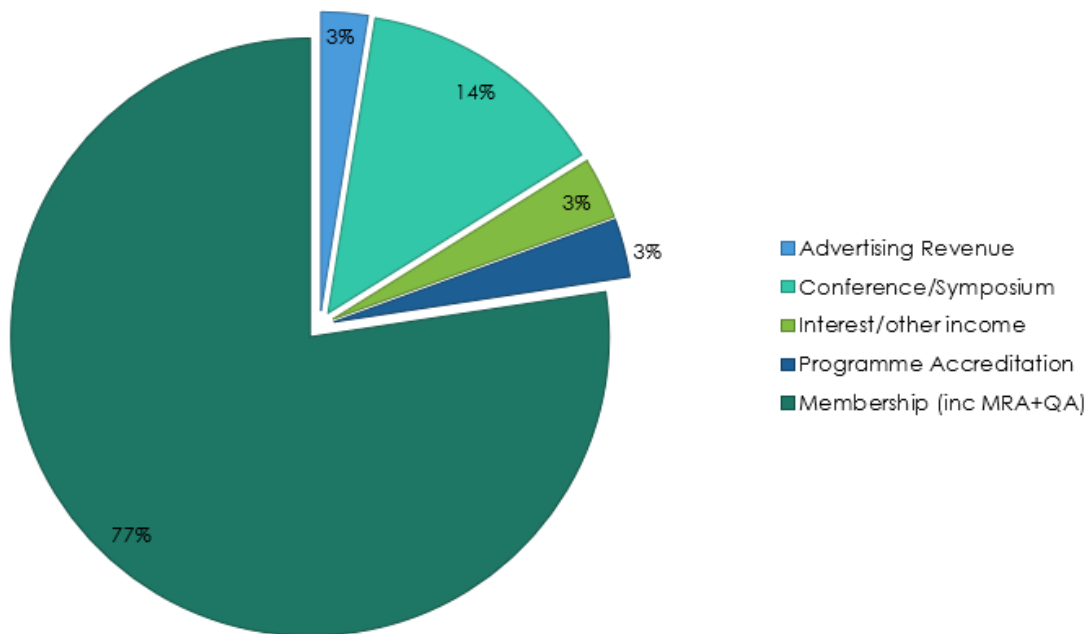
Right:  
Giving Voice Aotearoa  
Consumer Representative:  
Geneva Hakaraia-Tino.



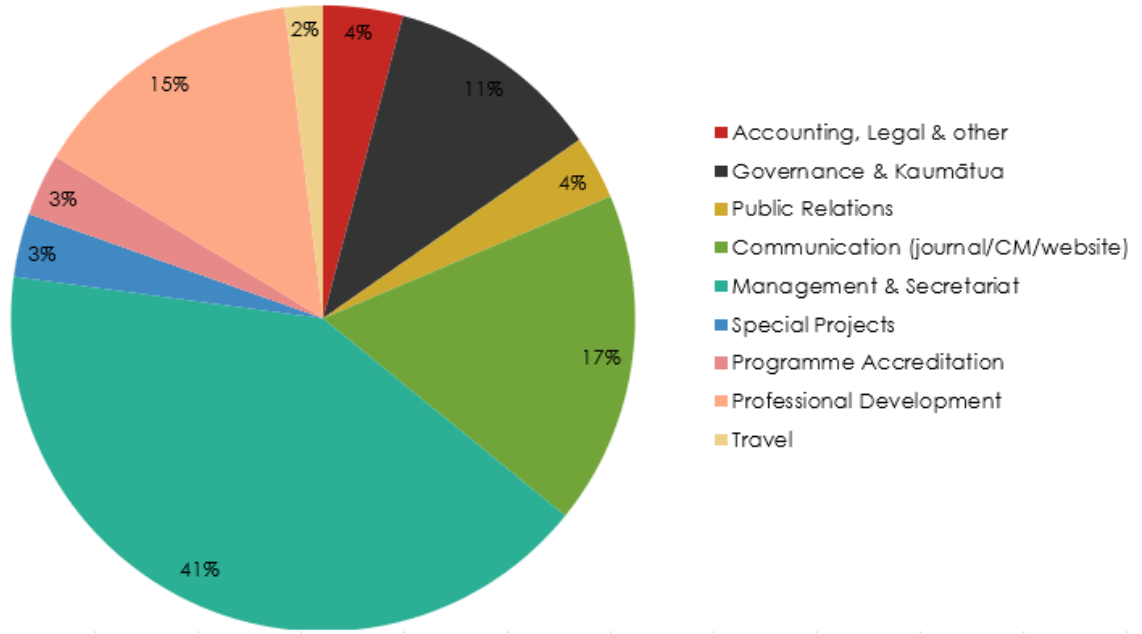
## Financial snapshot

Summarised financial statements						
Statement of Profit and Loss			Balance Sheet			
	2021	2020		2021	2020	
Total income	466,664	372,776	Total assets	1,271,831	1,172,617	
Total expenses	435,495	263,993	Total liabilities	541,059	473,013	
Net surplus (deficit)	31,169	108,783	Equity	730,772	699,604	

### NZSTA Income 2021 - Breakdown



## NZSTA Expenses 2021 - Breakdown



The 2021 financial year was challenging as it reduced some activities including travel and of course the pivoting of the conference. These reduced operating costs plus an increase in memberships and fees, and a small conference surplus have resulted in a surplus for the year.

## Meet the Executive Board and Representatives



### NZSTA Executive Board 2021

President:	Annette Rotherham
Vice President:	Anna Miles/Katrina McGarr
Professional Standards:	Anna Miles/Anna Hearne
Professional Development:	Claire Winward/Mel Street
Member Networks:	Akshat Shah
Māori and Cultural Development:	Katrina McGarr
Communications:	Emma Quigan

### Executive Director

Siobhan Molloy

### Kaumātua

Rukingi Haupapa

### Patron

Judge Andrew Becroft

### Programme Accreditation Committee:

Felicity Bright (Chair), Bridget McArthur (Private Practice Sector Rep), Libby Coates (Health Sector Rep), Jane Musgrave (Education Sector Rep), Dr Linda Hand (University of Auckland Rep), Gina Tillard (University of Canterbury Rep), Dr Anna Miles and Dr Anna Hearne (NZSTA Professional Standards portfolio holders), Dr Karen Brewer (Māori Academic Rep), and Dr Sally Clendon (Massey University Rep)

### Giving Voice Aotearoa Consumer Representative

Geneva Hakaraia-Tino

## Area Representatives

Northland/Tai Tokerau	Suanna Smith & Denise Poole
Auckland	Hannah Barnes & Tessa Livingston / Jocelyn Roxburgh & Noel Byrn
Waikato/Bay of Plenty	Gwen Kerrison
Central	Elisa Mynen
Wellington/Marlborough	Polly Newton & Emily King
Canterbury/Westland	Kate Cook & Ruth Ramsay / Nic Gibbons and Charmain Moyle
Otago/Southland	Meryl Jones / Emma Burnip

## Student Representatives

Massey University (Albany)	Jacqui Morgan, Brianna Oosterbroek & Bo Young Choi
The University of Auckland	Ella-Rose Meagher & Crystal Aranha
University of Canterbury	Emma Barbafiera, Jessica Eagle & Livvy Pride

## Private Practice Representative

Ashleigh Neumann

## Expert Advisers

Ann Smaill – 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  
Fiona Hewerdine – Adult Neurodegenerative Conditions and Palliative Care  
Jayne Newbury – Child Language  
Liz Fairgray & Megan Lewis – 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

## Communication Matters Editor

Selena Donaldson

## Secretariat

ONZL Limited

## 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: Wananga at Tamatekapua Marae, July 2021

*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

- **First annual wānanga:** Matariki is a time of reflection, celebration, growth, and new beginnings. Matariki was made even more special this year when NZSTA hosted its first annual wānanga at Te Kuirau marae in Ohinemutu, Rotorua. 14 Māori speech-language therapists along with our kaumātua, Rukingi Haupapa join together. The main kaupapa was to connect for whakawhanaungatanga, building lasting friendships, supporting each other as Māori and learning from one another. It was also essential for us to reflect on who we were, where we've come from, and where our aspirations might take us in the future - hoki whakamuri, haere whakamua - look back to move forward.
- **Kaumātua support:** NZSTA appreciates the ongoing guidance from our kaumātua, Rukingi Haupapa, to guide the association and provide support for all our members. A crucial part for this year includes 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.

- A core NZSTA value, *rangatiratanga* became the theme for this year's **Week of Connection September 27 – October 3 2021**. Rangatiratanga is associated with sovereignty, leadership, decision-making autonomy, and self-determination. Tino rangatiratanga was used in article 2 in Te Tiriti o Waitangi to ensure Māori, as tangata whenua, maintained control over their whenua/lands, culture, and taonga/treasures.

For speech-language therapists, rangatiratanga captures people's right to participate in decisions about their health, education and well-being. It is as much about advocating for people to be leading their own journey as it is for us to be rangatira in our places of work by sharing our expertise in the field of communication and swallowing.

- Three cultural awards have been created, and the inaugural recipients were honoured at the annual general meeting:
  - **Tohu Manaaki:** *Manaaki*, often accepted as nurturing and demonstrating respect, also encompasses how one recognises the reputation and status of others. It urges us to look for the best in a person and find or create opportunities to acknowledge a person in different ways.
  - **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 both practice-based projects and formal research through a tertiary institution, including wānanga.
  - **Tohu Kaupapa Māori:** *Tohu kaupapa Māori*, was designed to recognise a team or individual service and commitment to kaupapa Māori in the workplace. This award is not limited to speech-language therapists; however, nominees are expected to be making a positive contribution in speech-language therapy spaces.
- **Membership of Ngā Pou Mana:** Māori members were 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 ensure bicultural practice:
  - *Te reo o te Kaumātua* - nā Rukingī Haupapa on topics of Matariki, student orientation, cultural safety workshop.
  - *Vision for Māori and Cultural Development Portfolio* - nā Katrina McGarr.
  - *A korero with koru* - nā Sharon Collins on the topic of Rawiri Paratene's inspirational stroke and aphasia recovery.
  - *Cultural and linguistic diversity: Challenges and opportunities* - nā Yuchen Lin
  - *Iwi as early oral language leaders*- nā Hana Tuwhare



- *Māori leading speech-language therapy: Future directions for Aotearoa* - nā multiple authors.
- *Te reo o te Kaumātua* - nā Rukingi Haupapa
- *Aroha in the face of racism* - nā Katrina McGarr, Māori and cultural development portfolio
- *Decentering ourselves and making space for whānau to flourish* - nā Emma Quigan, communications portfolio
- NZSTA kaumātua, Rukingi Haupapa has engaged with the three universities to connect with students as part of their orientation into our profession.

### **In the pipeline:**

- The CPD framework (published in March 2022) incorporates the NZSTA values of kotahitanga, rangatiratanga, whanaungatanga, and aroha, in order to integrate cultural competence and reflective practice into professional development.
- The Māori rōpū plan to begin work on a bicultural framework for SLT and NZSTA to support expectations for individuals, teams and organisations.
- The website rebuild offers opportunities to develop a resource kete for all speech-language therapists to provide culturally safe services. Our aim is that all members develop and maintain a “critical consciousness” that informs culturally competent and safe practice.

# 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

- Following NZSTA promotion and education about the merit of self-regulation and the benefit to the public, the Ministry of Education now recognises the value of speech-language therapists needing an annual practising certificate and from 2022 will reimburse NZSTA members.
- **Enhancing access:** To enhance accessibility to speech-language therapy services, the private practice directory is now a complimentary opt-in service for all members. It is hoped that every member who provides independent services promotes access via the NZSTA directory so that public members can quickly locate a therapist in their area providing the required services.
- **SLT Leaders Forum:** In April, NZSTA hosted speech-language therapy leaders from across the sectors - health, justice, education, the three universities, and independent practice. Participants discussed a range of topics, including the NZSTA advocacy plan and CPD framework, building cultural safety and diversity in the workforce, placement for students - enablers and barriers, plus several other issues raised by participants in a Q and A session.
- **Streamlining communications:** Several initiatives have streamlined communication between the members and the Board: adding the area representatives into a Google Chat group, quarterly meetings between area representatives and the member networks portfolio, summarising key messaging for members at the end of each Board meeting and board members or the executive director dropping into meetings, in addition to the electronic communications sent to all members.
- The role of the private practitioner representative has been reviewed and updated in order to better serve an ever-growing private practitioner workforce with increased demands and responsibilities. There are greater avenues identified to support SLTs working in the private sector with both clinical and non-clinical aspects of their role.
- Members continue to meet quarterly either in person or by video. Area meetings are an important platform for information sharing and dissemination, fostering discussions, growing networks and support.

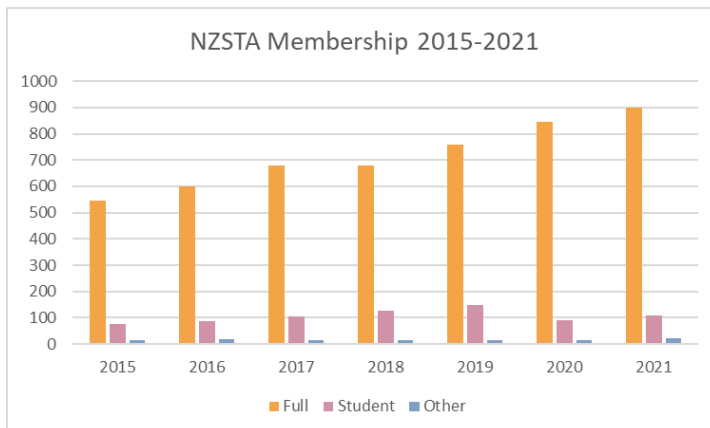
## In the pipeline:

- 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.
- A member survey is planned to gather in-depth data on the profession - who, where and ways of working.

## Membership:

### Numbers, gender, ethnicity and languages

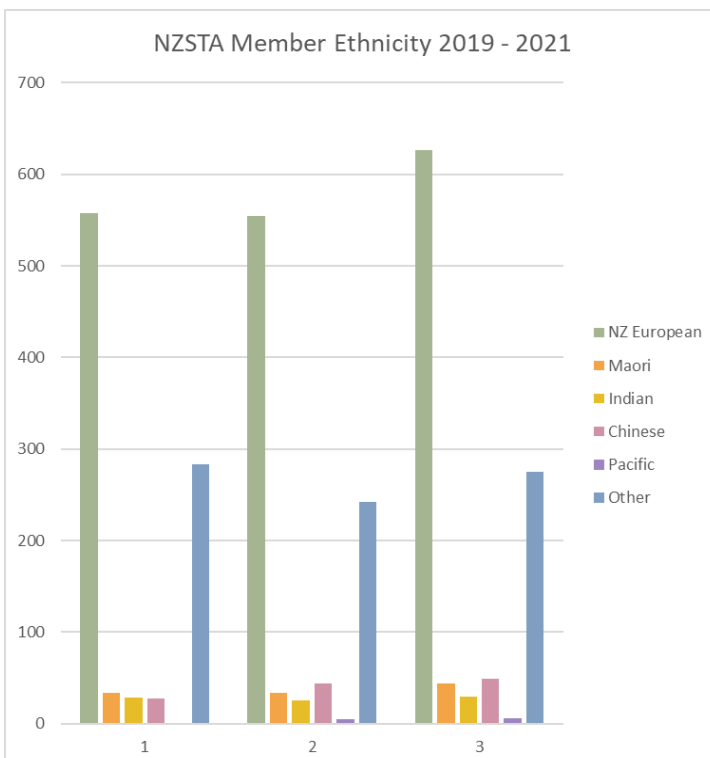
The NZSTA membership numbers show continued growth year on year. As of the 2021 year-end, our membership numbers reached 1,030.



The table on the left shows a breakdown in membership categories across the last seven years indicating the steady rise in membership.

**Gender:** 96% of members are female, 4% are male.

**Ethnicity:** The ethnic makeup of our membership is indicated below. NZ European 61%; Māori 4%; Chinese 5%; Indian 3%; Pacific 1%; and other 26%.



**Work sectors:** Members work across a range of sectors including DHBs, Ministry of Education, Ministry of Justice, universities, private practices, special schools and charitable trusts.

In 2022 we hope to gain a clearer snapshot of where members work.

**Languages:** We are beginning to collate languages members are fluent in as it may be possible for them to provide services in more than English. To date, we have members who are also fluent in Korean, sign language, Māori, Mandarin, Arabic, Spanish, Hindi, German and French.

# 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:

- **Rangatiratanga** was the theme for this year's NZSTA speech-language therapy awareness week - also known as the week of connection (27 September - 03 October 2021). Members from around the motu participated in several ways; robust Facebook engagements, a video competition, a schools' speech-language therapy awareness campaign, cafe visits using a core board to order refreshments, raffles and sausage sizzles.
- NZSTA commissioned Deborah Hart Consulting (April 2021) to formulate an **advocacy plan** that would help us to advance a key strategic aspiration:

**Increased access to speech-language therapy - i.e. improve access to quality, evidence-based speech-language therapy services.**

While we have gained a significant asset to assist us in putting our advocacy plan into practice, we need to do more to sharpen our goal and ensure we target the right people with the right message.

- **Allied health collaboration:** NZSTA is a founding member of the Allied Health Aotearoa NZ - a national voice for allied health professions in New Zealand. This year AHANZ launched: **Hidden in plain sight. Optimising the allied health professions for better, more sustainable integrated care.** This paper looked at the contribution allied health professionals can make to the health and disability system.

NZSTA members contributed to a joint AHANZ appeal to the Minister of Immigration regarding speech-language therapists' barriers in coming into New Zealand.

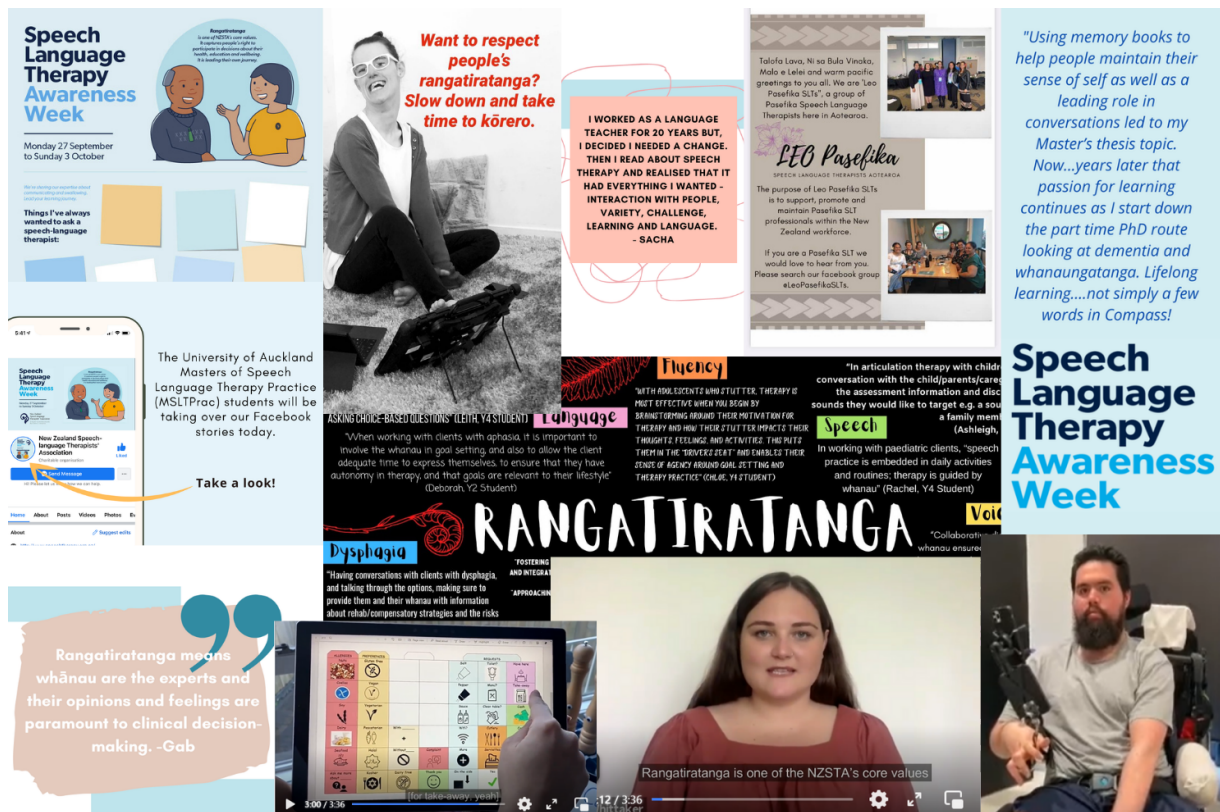
- NZSTA continues to be an active participant in the **International Communication Project** (ICP), advocating for people with communication disorders and raising the profile of communication disabilities. This year, the ICP made submissions to the UN regional consultations for the implementation of the Convention for the Rights of Persons with

Disabilities (CRPD) for Europe as well the Asia Pacific regions, which saw both written and service user accounts submitted by the ICP. Additionally, a submission was made to the 24th session of the Committee on the Rights of Persons with Disabilities to highlight the impact of communication disabilities on work and employment ahead of the general discussion in March 2021 on the right of persons with disabilities to work, concerning article 27 of the Convention.

- Thank you to editor Selena Donaldson, who brings 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.
- **Innovation:** The NZSTA Health Innovation rōpū have identified three workstreams: data collection, consumer voice and evidence-based with the purpose of advocating for the SLT profession in new service models, acting as a platform for communication and information sharing with MoH and providing mechanisms for resource sharing for professional development, service models and innovative ideas.
- **Submission: Pūaotanga: An independent review of primary school staffing**  
Members have a strong sense of advocacy on matters of interest. In this submission, members highlighted the inadequate staffing levels to support tamariki with complex and moderate needs including teachers, teacher aides and specialist professional staff; the limitations of funding available to support tamarki and limitations of professional development time for upskilling staff.
- The **NZSTA consumer reference group** continued to meet on zoom throughout 2021 has five core members. The purpose of this group is to provide consultation on advocacy and awareness projects. We are very keen to expand this group and increase the voices from all sectors. Maqymseah Ninces assisted us with the fact sheet on the role of SLT in shared decision making as well as representing New Zealand NZSTA on the Asia Pacific Forum for the UN CRPD Consultation. The groups planned a presentation for the conference, however, they look forward to being able to do this panel discussion at the next event in Christchurch.
- Members provided robust feedback on the current website and valuable insights as the new website and database is being built.
- Our social media of Facebook, Twitter and Linked In provide a public platform to increase public awareness and engage with our members about communication and swallowing disorders.
  - Increasingly, the NZSTA social media channels are becoming a hub for our members to connect. There are more messages via Facebook with queries and suggestions, good news stories etc. The numbers indicate engagement and being more connected with our members is a priority so a marker of success.

**In the pipeline:**

- A significant advocacy focus is to improve access to quality, evidence-based speech-language therapy services - the NZSTA Board plan to work with members to deliver an advocacy strategy - however, it is a long game.
- **Aroha** will be the theme for the 2022 **Week of Connection** - dates to be advised. Aroha is about empowering others and providing an equitable and excellent service to all.
- A new website and member dashboard are under development. The goals are to assist members in accessing the information they need and provide improvements to the public-facing functionality to increase the public's knowledge and improve access to services.



# 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 a range of diverse professional skills.*

### **Achievements**

- The new **CPD framework** to align with NZSTA values has been completed and is to be launched in 2022.
- **Aoraki Iho Ake: Grounded – Aspiring – Connected**, our conference scheduled for 2020, postponed to 2021, had at the last minute to make a quick pivot. Registrants have been able to participate in two online workshops, listen to the conference oral presentations online (available till May 2022) and will have the ability to participate in the balance of the workshops at the symposium in September 2021.
- A new online CPD opportunity was launched, an introduction to palliative care.

### **In the pipeline:**

- Launch of the new CPD Framework.
- IALP 2022 has now become **IALP 2023**: New dates approved: **20-24 August 2023** - registration will open mid-2022.
- Symposium 2022 will be hosted in Christchurch on 5 - 6 September. Day one will feature the balance of workshops and the Grace Gane Lecture Award from the pivoted conference of 2021.
- NZSTA is negotiating with Speech Pathology Australia for member rate access to their extensive online CPD.
- Expert advisers leading the development of clinical guidelines and dedicated website pages in developmental language disorder, cleft palate speech, fluency and AAC.

## Awards for 2020, awarded in 2021 - congratulations to the following members:

- **NZSTA Ambassador Award** - This award recognises the work of members who epitomise all things NZ SLT represents and values.
  - Surgical Voice Restoration after Laryngectomy Working Group
- **NZSTA Funding Grants** - These grants are for members seeking to develop or complete clinical or professional knowledge, study or research that will benefit NZSTA and/or the speech-language profession.
  - Shannon Hennig and Jennifer Lyons & Laura Fuller
- **NZSTA Cultural Awards** - established 2020
  - **Tohu Manaaki** – Hana Tuwhare
  - **Tohu Rangahau** – Karen Brewer
  - **Tohu Kaupapa Māori** – Tracy Karanui-Golf
- **Stella Ward Research Excellence Award** - This award is designed to recognise excellence in speech-language therapy research in New Zealand and is open to any member who has completed research in New Zealand in the last two years.
  - Amanda White
- **Professor Sir Don Beaven Memorial Award** - Created in the memory of Sir Don Beaven, this award is designed to support members undertaking postgraduate study.
  - Catherine Sivertsen Campbell and Robyn Gibson
- **Clinical Field Supervisor's Service Award** – This award is 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 by offering frequent placement opportunities for students, demonstrate innovation and initiative in their supervision practices, and consistently uphold professional and ethical standards in their practice.
  - jointly awarded to Auckland DHB & Canterbury DHB
- **NZSTA Student Achievement Awards** - This award recognises the work of one outstanding speech-language therapy student, from each of the NZSTA-accredited university programmes, in their final year of study.
  - Massey University – Hannah Vautier
  - The University of Auckland – Jemma Horne
  - University of Canterbury – Emma Barbafiera



# 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

- **NZSTA response to COVID-19:** Members were significantly re-challenged this year by COVID-19 because of the nature of speech-language therapy intervention and the many risk factors for viral transmission. As a result of the rapidly changing policy landscape, there were several quick pivots and communications to members, including
  - The COVID-19 guidance for community-based SLTs released in May
  - New Level 1- 4 guidance launched in September to reflect the changes in the Alert Levels with additional precautions against the Delta variant.
  - NZSTA supported the mandatory vaccination for SLTs and developed tools to help members interpret if they were included.
  - Following the traffic light system introduction, NZSTA launched new guidance for hospital-based and community-based hospital-based SLTs. All dysphagia care to be best practice with appropriate risk assessments and infection control procedures.
- **Interdisciplinary collaboration:** NZSTA contributed to the NZQA endorsed micro-credential - IDDSI for Catering (Level 3, 6 credits) with an education package. This collaboration by Dietitian NZ and NZSTA members for training chefs in texture modified diets is a huge step forward in standardisation and food safety for people with dysphagia in hospital and residential care.
- **International collaboration:** The Board and membership contribution made to a multidisciplinary 'Minimum workforce standards for intensive care units in Australia and New Zealand.
- **Expert advisors:** NZSTA welcomed four new expert advisors: Becky Lantz for head and neck cancer, Mascha Hoexum-Moerenburg for ethics and Patty Govender and Robyn Gibson for aphasia. NZSTA now has 19 expert advisors covering 17 subject areas.
- **Ethics:** The professional conducts committee was convened twice for two separate complaints - one went to an appeal, both have since been resolved.

### In the pipeline:

- A comprehensive review of the ethics complaints procedure.
- The development of an internal complaints procedure.

## 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 adult population (2014)

### The Mutual Recognition of Credentials Agreement:

A revised Mutual Recognition of Credentials Agreement (MRA) was signed by all MRA partners at the American Speech-Language-Hearing Association Convention in Los Angeles in November 2017. This year the MRA signatories met for a three-day review and cross-walk of each others' Associations to discuss the current situation and future directions.

### Approval of New Members to the NZSTA:

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

### Update on the Programme Accreditation Committee and Framework:

All new programmes in New Zealand require accreditation through the NZSTA. All accredited programmes require re-accreditation every seven years

2021 proved a busy and challenging year for programme re-accreditation with three programmes, Massey BSLT/BSLT(Hons), Canterbury BSLP(Hons) and the MSLP, all seeking reaccreditation. The Canterbury reaccreditation site visit went ahead via Zoom due to the sudden Level 4 lockdown, while the Massey site visit proceeded in person.

The NZSTA Board wishes to thank members of the programme accreditation committee (PAC) under the very capable leadership of Dr Felicity Bright for their important contributions over the year. In particular, to acknowledge the enormous contributions over many years of outgoing PAC members Jane Musgrave and Linda Hand. Jane and Linda have brought wisdom and kindness to PAC discussions and the four university programmes. They have helped ensure a comprehensive understanding informs the Programme Accreditation Framework and PAC's decision-making of the education and academic sectors.

The PAC welcomed two new members, Fiona Cook as the new education representative and Dr Clare McCann as the new academic representative.

The NZSTA Programme Accreditation Framework serves to provide assurance of 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. Through the programme accreditation committee, the Framework promotes dialogue and support between provider institutions, the NZSTA, and the sector

### Achievements

- The University of Canterbury received a seven-year reaccreditation.
- Massey University has received a provisional reaccreditation for 12 months.
- COVID-19 again has had a significant impact on programme delivery and, in particular, clinical education. The programmes used a range of creative approaches to support competency development, including simulation and telehealth, and consider alternative competency measurement approaches.
- The programmes have worked closely together with the sector to ensure adequate and appropriate placements to allow students to meet competency standards for graduation despite the challenges of COVID-19 alert levels on access to placements. The programmes, industry leaders and the NZSTA membership are to be applauded for their collaboration.

### In the Pipeline

- Completion of Massey University's reaccreditation application.
- A comprehensive review of the Programme Accreditation Framework will be the focus of PAC's activities over the next two years. This will involve significant consultation with the sector.

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