

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



# **ANNUAL REPORT**

**September 2018 - July 2019**

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

# New Zealand Speech-language Therapists' Association Annual Report September 2018 – July 2019

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## New Zealand Speech-language Therapists' Association Annual Report September 2018 – July 2019

### President's Report



Tēnā koutou, tēnā koutou, tēnā tatou katoa.

The highlights for 2018-2019 have been many and as an Association we continue to grow from strength to strength.

A key focus for the past months has been building a relationship with our new Kaumātua, Rukingi Haupapa, Te Arawa, Ngati Whakaue. Rukingi has come on board with a wealth of knowledge and experience of the education sector, the lived experience of stroke and he is studying towards his doctorate about Stroke in Te Arawa. As we have been developing this relationship, we have realised that we have common goals for minority groups and that our organisations are working in parallel, we hope that the coming together of Rukingi, his iwi and Māori Stroke Trust with the NZSTA will see some positive shared work together. Haere Mai Kaumātua Rukingi.

As of 1st January 2019, SLTs eligible for NZSTA Full Membership receive an Annual Practising Certificate and are able to call themselves a “speech-language therapist, registered member with the NZSTA”

This was achieved through the efforts of Anna Miles leading the NZSTA Board and past board members, Clare McCann and Philippa Friary. An enormous milestone for NZSTA.

Our Giving Voice Aotearoa campaign has grown and developed a consumer driven direction. We are honoured to have Geneva Hakaraia-Tino leading this initiative and hosting Consumer focus groups three times a year. At this stage we are focusing on building a collection of person centered stories. I would like to thank Amy Oughton and Georgia Hollibar for supporting this consumer group over the past year and we look forward to it taking flight.

I also had the opportunity to wave the Communication rights flag at the UN Universal Periodic Review for New Zealand late in 2018. NZSTA submitted a fact sheet highlighting actions that the Government can be taking to work towards the goal of a fully accessible society for Aotearoa

A highlight for NZSTA was the NZSPA joint conference in Brisbane June 2-6. Felicity Bright, Clare McCann and Renee Taylor were the NZ half of the Conference planning committee and worked incredibly hard to ensure a New Zealand flavour was part of the proceedings. NZSTA had 69 delegates at this conference out of a total of 962 delegates, we certainly made our presence felt with our warm united whakatau and tautoko waiata for presenters. We received wonderful supportive feedback from the other countries represented. We were delighted to award the Grace Gane Memorial Award to Professor Suzanne Purdy who outlined her career in both Audiology and then in establishing the Auckland University Programme, she reflected on how a Māori Health framework can be applied to service delivery and research. Suzanne has championed communication disabilities and our profession of Speech-language Therapy for 20 plus years now and we deeply appreciate the many clinicians and researchers she has nurtured in her time.

Further highlights for 2018-2019 include a farewell to Anne van Bysterveldt and welcome to Felicity Bright into the Programme Accreditation Committee (PAC). This group put in many hours of work to ensure that our universities continue to produce an excellent standard of clinicians for our future workforce.

The NZSTA board continues to be an exceptional team to be part of, Anna Miles has been paramount in facilitating a vast number of government submissions and guidelines which are all available on our website. Please join me in welcoming Amy Oughton to the Communications portfolio role, her 3 year term will commence following this AGM and she has already displayed wonderful leadership and creativity in the role with social media, the Communication Matters publication and

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awareness raising activities. Renee Taylor continues as Māori and Cultural Development portfolio holder. Renee has been kept very busy in the development and formation of the kaumātua relationship and also represented our board on the NZSPA joint conference planning committee where she ensured the cultural perspectives of NZSTA were woven throughout the conference. Tēnā koē Renee. Jodi White has been the force behind our growing community of Speech-language Therapists with an active Member Representative network and well attended area meetings nationally. Professional development opportunities have been flourishing and thanks to the efforts and organisational skills of Claire Winward they will continue to be of an exceptionally high standard with well thought out workshops, conferences and symposiums as well as online opportunities in the coming year.

We thank you all for your tautoko, support and commitment to the NZSTA and the profession of Speech-Language Therapy in Aotearoa and we look forward to another eventful and inspirational year.

Aku mihi nui ki a koe

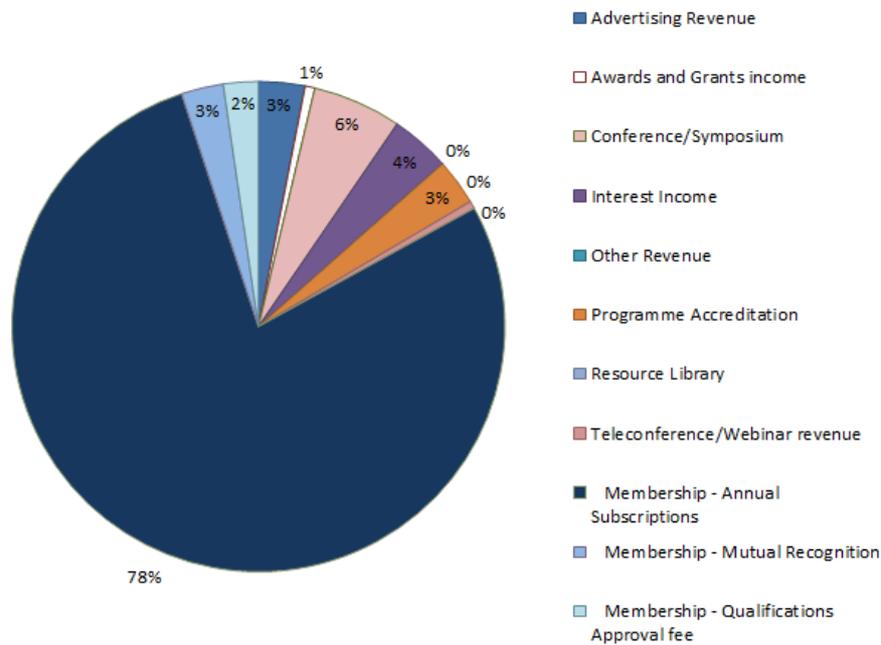
*Annette Rotherham*

**President**

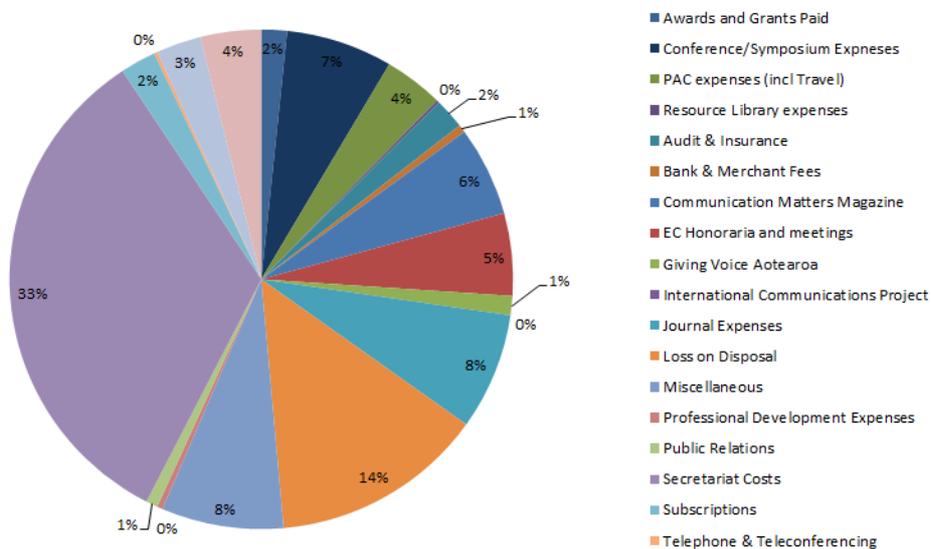
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## Financial Summary

### NZSTA Income 2018 - Breakdown



### NZSTA Expenses 2018 - Breakdown



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### Meet the Executive Board and Representatives:



#### NZSTA Executive Board 2018-2019

Professional Development:	Claire Winward
Professional Standards:	Anna Miles
Member Networks:	Jodi White
Māori and Cultural Development:	Renee Taylor
President:	Annette Rotherham
Communications:	Amy Oughton (absent)

#### Programme Accreditation Committee:

Felicity Bright (Chair), Bridget McArthur, Libby French, Jane Musgrave, Sally Clendon, Linda Hand, Gina Tillard, Anna Miles

#### He Kete Whanaungatanga:

Adele Siave, Chrissy Douglas, Ellen Faithfull, Fiona Dominick, Katrina Aitken, Marie Jardine, Ruth Pologa, Waimirangi Andrews, Philippa Friary, Katrina McGarr, Tracy Karanui, Nadia Mantell

#### Giving Voice Aotearoa Consumer Representative:

Geneva Hakaraia-Tino

#### Area Representatives:

Northland/Tai Tokerau	Caroline Bartholomew
Auckland	Akshat Shah

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Waikato/Bay of Plenty	Gwen Kerrison
Central	Elisa Mynen
Wellington/Marlborough	Shannon Hennig
Canterbury/Westland	Kate Cook & Ruth Ramsay
Otago/Southland	Meryl Jones

#### Student Representatives:

Massey University (Albany)	Brianna Oosterbroek, Bo Young Choi & Mikayla Scott
The University of Auckland	Shauna Pali & Tash Thompson
University of Canterbury	Helena Sincock & Livvy Pride

#### Private Practice Representative:

Bridget McArthur

#### Expert Advisers:

**Emily Jones** – Paediatric Feeding and Swallowing

**Maegan VanSolkema** – Traumatic Brain Injury

**Fiona Hewerdine** – Adult Neurodegenerative Conditions and Palliative Care

**Liz Fairgray & Megan Chinnery** – Hearing Impairment and Cochlear Implant

**Anna Miles** – Adult Dysphagia

**Annette Rotherham** – Aphasia

**Carlene Perris** – Voice

**Ann Smaill** – Alternative and Augmentative Communication

**Sally Kedge** – Vulnerable Children and Youth

**Jayne Newbury** – Child Language

**Annabel Grant** – Dementia

#### Communication Matters Editor:

Karen Watson Govindan

#### Secretariat:

ONZL Limited

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### What we stand for:



#### Our Vision:

*A thriving profession working in partnership to enhance lives.*

#### Our Values:

As speech-language therapists and members of the NZSTA we strive to:

Work in **partnership** and with **integrity**

Be **leaders** in the field of communication and swallowing

Be **person** and **whānau centred**, working with **respect** and **humility**

Provide an **equitable, excellent** service

#### The Mission of the NZSTA is:

- To guide and govern the educational, clinical and ethical standards of SLT practice
- To empower SLTs to provide excellent and equitable services to our communities
- To represent the interests and views of SLTs
- To be responsive to te Tiriti o Waitangi and an international leader in cultural responsiveness
- To promote quality evidence based SLT practice and research

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## Strategic Direction 1

### The NZSTA will promote excellent and ethical practice.

The NZSTA continues to work alongside the Health Disability Commission on a number of ethical complaints each year. This is an important role of the NZSTA in protecting the public as well as supporting members.

#### Parliamentary Submissions / Petitioning:

In 2018-2019, the NZSTA, together with the input of our Expert Advisers and membership, submitted a significant number of submissions to Parliament and provided feedback on a number of guidelines:

- HDC Consensus position on the assessment, diagnosis and surgical treatment of tongue-tie in breastfeeding babies
- Universal Declaration of Human Rights review of New Zealand
- Taskforce report on Tomorrow's Schools
- Request to remove 'suitable for patients with dysphagia' from Bakels Colset website
- Draft strategic plan for early education: Giving our kids the very best start
- Draft Disability and Learning Support Action Plan
- CBOS review
- Briefing to Ministry on NZSTA and the profession of Speech-language therapy

#### Update on NZSTA Clinical Policies and Procedures:

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

- Risk Feeding Guideline
- Clinical Practice Guideline for videofluoroscopic Study of Swallowing for Adults and Children (currently under review)
- FEES Policy and Competency Standards for adults and children - NEW
- Prosthetic Surgical Voice Restoration (SVR): The role of the speech-language therapist - coming soon
- NZSTA Clinical Practice Guideline for Paediatric Dysphagia - NEW
- Speech-language Therapy Assistants Position Paper
- Neuromuscular Electrical Stimulation in Swallowing Rehabilitation – Estim (currently under review)
- Tracheostomy Position Paper for adults and children
- International Dysphagia Diet Standardisation Initiative (IDDSI)
- NZSTA Clinical Practice Principles in Laryngology for the Speech-language Therapist - in preparation
- Best Practice Guide - Telehealth

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## Update on the Programme Accreditation Committee and Framework:

The Aotearoa/New Zealand Context Standard was written and endorsed by the NZSTA in 2016. The Programme Accreditation Committee is working hard with the three Universities to support implementation. The University of Auckland receive their 7-year accreditation assessment this year. Thank you to the ongoing hard work of the Programme Accreditation Committee under the leadership of Chair Felicity Bright and Professional Standards Anna Miles.

## 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 meet for a three-day review and cross-walk of each others' Associations to discuss current situation and future directions.

## Approval of New Members to the NZSTA:

Number of Mutual Recognition Agreement successful applications: 2018: 15, 2019\*: 10

Number of Qualification Approval successful applications: 2018: 6, 2019\*: 3

Number of successful New Graduate-to-Full Member applications: 2018: 36, 2019\* 14

*\*2019 figures Jan-end July*

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## Strategic Direction 2

**The NZSTA membership will be engaged, diverse and valued.**

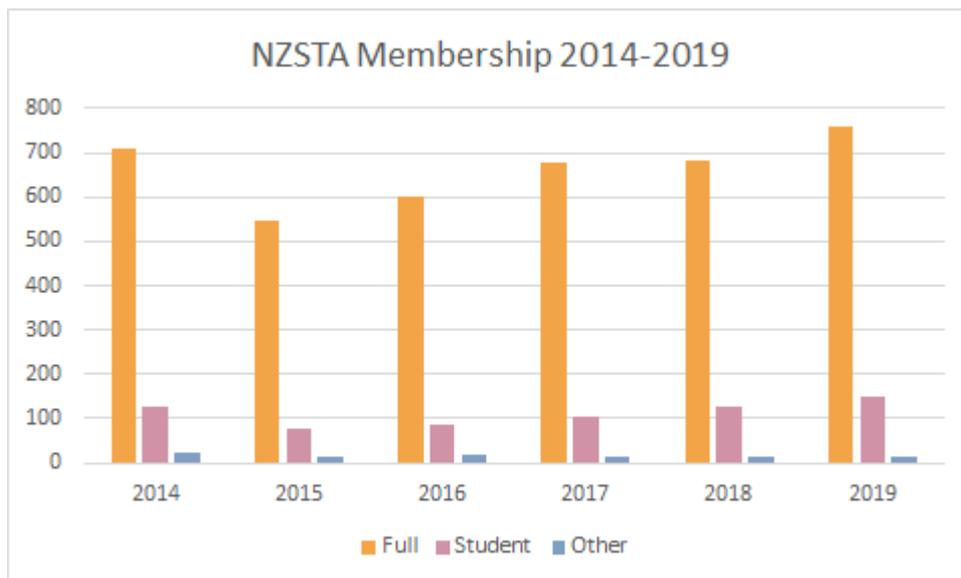
### Membership numbers:

The NZSTA continues to see healthy membership numbers. We wish to continue to grow the diversity of our membership and our profession.

The following figures show a breakdown in membership across the last five years and a closer look at our members in the following categories - workplace, ethnicity and gender.

Our Private Practice membership grows every year. We have a Private Practice Rep sitting alongside the Area reps and there is an active Private Practice Facebook group. We are always looking at ways to engage with our members and welcome ideas from members as well.

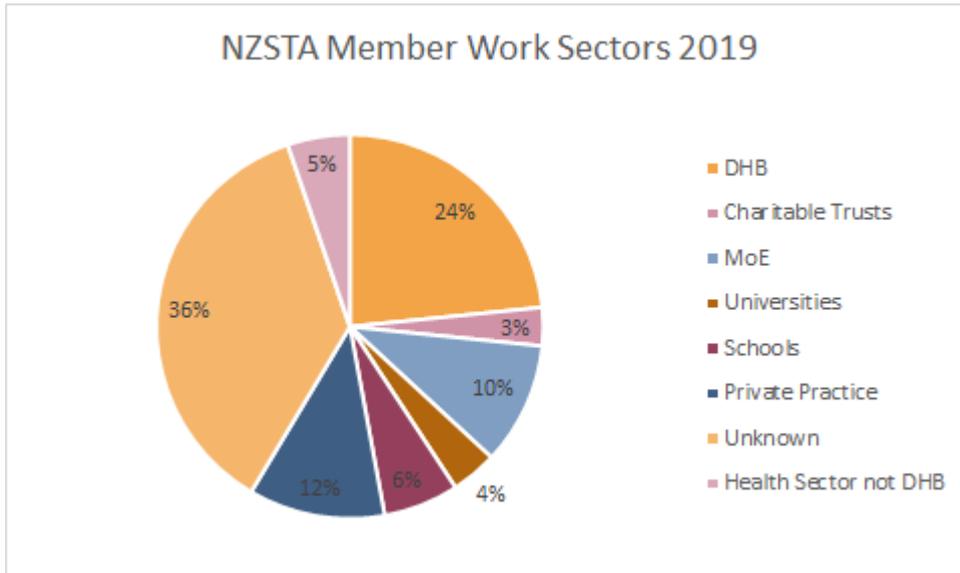
Now that we have self regulation, we see ourselves as a stronger Association and our membership is an integral part of this.



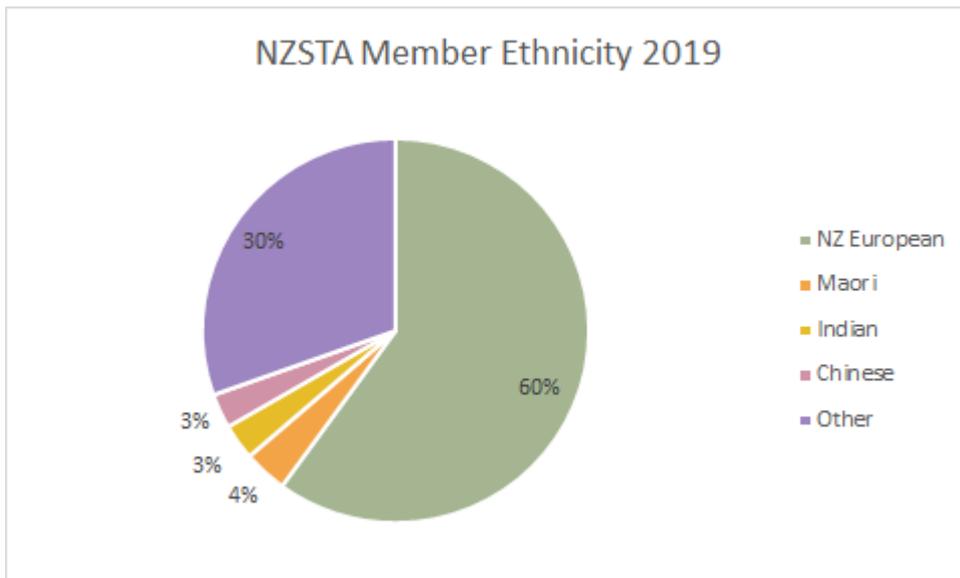
The majority of our members are female (97%) with 3% being male.

The next figure shows the sectors that NZSTA members work within:

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The ethnic makeup of our membership is indicated below. Members who have not provided any information about their ethnicity fall into the 'Other' category.



The NZSTA is committed to working in partnership to continue to develop and sustain a diverse SLT workforce, to meet the needs of our diverse client communities, and to engage a diverse association membership. The Speech-language Therapy Leadership Summit hosted by the NZSTA will have its third annual meeting in July 2019 and will continue discussions and work on this topic.

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### Strategic Direction 3

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

Getting our messages across to members, consumers, the public and politicians is an ongoing focus for the Association. We achieve this via our regular communication forums and publications, the NZSTA website, our quarterly magazine, Communication Matters, and regular email updates to membership. Social media takes a larger role in our lives than ever before and we are finding this is an excellent way to connect with the public and other like minded groups and associations to share our messages with our audiences.



#### Giving Voice Aotearoa - our advocacy and awareness campaign:

In 2018 and 2019 the direction of this campaign has been around Communication Accessibility and how we can collaborate with other like minded organisations to achieve the goal of a fully accessible Aotearoa. From our interactions with Disabled Persons Organisations (DPOs) and NGOs we have learnt about the importance of engaging with our consumers and our role in advocating for these groups. Geneva Hakaraia-Tino has come on board to support us in this project. She is taking on a new role for our Association, as lead for a consumer group who will advise the NZSTA. Another focus of her role will be to lead our social media campaign for Giving Voice Aotearoa. We currently have a Giving Voice Aotearoa Facebook page for the campaign, which has a strong consumer focus.

#### Further activities in 2018/ 2019 have been:

- Development of the Consumer focus group led by Geneva Hakaraia-Tino
- Support of a consumer-led panel discussion at the NZSTA/ SPA conference, Brisbane
- Communication Access Awards to recognise people, organisations and businesses who provide excellent and accessible services for all people with communication needs.
- Week of Action in September 2018
- Formal alliance with Access Alliance and support in their campaign to legislate for an Accessible Aotearoa.
- Development of the Aotearoa Communication Access Principles.
- Top Tips for Communication Success from our consumers.



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### Update on the International Communication Project:

The New Zealand Speech-language Therapists' Association is one of the founding associations of the International Communication Project launched in 2014. In 2015, the International Communication Project (ICP) moved from a year long project to a global movement aiming for widespread, sustainable impact.

The ICP has three work streams: the strategic group, the working party and the research stream. In the strategic group, the NZSTA is represented by Annette Rotherham and Amy Oughton is part of the working group. A further research focused group produced a special report titled 'The Importance of Speech, Language and Communication to the United Nations Sustainable Development goals'. The report can be found here

<https://internationalcommunicationproject.com/wp-content/uploads/2018/12/ICP-Sustainable-Development-Goals.pdf>

This led to the ICP hosting a side event at the UN Convention of State Parties in New York in June 2019. Co-sponsored by the government of Australia, the event, 'People With Communication Disabilities Speak Up For Inclusion and Participation', will have the following goals:

Highlight the lack of visibility and recognition of communication disability;

- Exchange knowledge about needs and barriers faced by people with communication disability to access and exercise human rights in the context of Article 19 (Universal Declaration of Human Rights) and Article 21 (Convention On the Rights Of Persons With Disabilities); and
- Formulate concrete proposals to strengthen effective transnational cooperation to promote participation in cultural life, recreation, and leisure of people with communication disability.

For more information:

<https://internationalcommunicationproject.com/2019/05/international-communication-project-event-united-nations/>

In Aotearoa, ICP activities continue into 2019 and beyond, and Annette will be part of the ICP presentation at the IALP2019 conference in Taipei this year. Our national awareness and advocacy campaign, Giving Voice Aotearoa, aims to raise the same issues with our local bodies and government. For more information on international activities under the ICP please visit: <http://www.internationalcommunicationproject.com/>

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### Strategic Direction 4

#### **The NZSTA and members are responsive to Te Tiriti o Waitangi and international leaders in cultural responsiveness.**

We have truly hit the ground running this year. Since having matua Rukingi Haupapa on board as our kaumatua we have been steadily growing and learning about what it will take to become a bi-cultural association. Some of our goals to achieve this include:

- Developing guidelines for incorporating an equity lens and Te Ao Māori lens to research, projects, events, and conferences
- Developing guidelines for incorporating an equity lens and Te Ao Māori lens in clinical practice
- Developing guidelines for incorporating an equity lens and Te Ao Māori lens to recruitment and retention of a diverse workforce, with the aim to encourage and support future Māori students through tertiary institutes and subsequent employment
- Working towards having measurable outcomes to measure progress/success/areas of improvement.

This is an ongoing journey which will continue to develop and grow with time. Our time in Brisbane at the joint SPA/NZ conference really solidified how much progress we have already made as international leaders in cultural responsiveness, which has also provided the motivation and encouragement we needed to keep pushing ahead. There's a long way to go yet, but we're on our way.

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## Strategic Direction 5

### **NZSTA members will be lifelong learners.**

Our professional learning and development highlight for 2018 was our Symposium, held at the Otago Museum on 13th and 14th September. We welcomed two local keynotes, Dr Jane Carroll and Sue MacDonell. Their respective speeches perfectly highlighted the breadth and diversity of our profession, covering the lifespan from birth (the Dunedin study) to end of life (nutrition in rest homes). We also welcomed SPA president Gaenor Dixon to the Symposium and this, along with our joint conference in Brisbane, has continued to strengthen links with SPA colleagues for the future.

We welcome Annabel Grant as our new Expert Adviser in dementia, bringing our current total to 12. Our Expert Advisers have continued to support NZSTA behind the scenes with everything from member queries to parliamentary submissions, and many of our newer advisers are currently working on e learning modules and other specialist professional learning resources for members. We are also intending to add short videos showcasing EA work to the website over the next few weeks.

As e learning becomes more accessible to members than meeting kanohi ki te kanohi, the Board are working on trying out future specialist webinar options, so watch this space.

### **Awards for 2017, awarded in 2018 - congratulations to the following members:**

- NZSTA Ambassador Award - Shannon Hennig
- NZSTA Funding Grant - Selena Donaldson
- Research Excellence Award, sponsored by Stella Ward - Marie Jardine
- The Professor Sir Donald Beaven Memorial Award - Lucy Sparshott
- Clinical Field Supervisor Award - Bronwyn Hunter
- NZSTA Student Achievement Awards, jointly funded by the three university programmes and the NZSTA-
  - Massey University – Ellen Fallow
  - The University of Auckland – Jane Vogels
  - University of Canterbury – Olivia Rozbicki

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