

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



Annual Report

July 2019 – July 2020



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

New Zealand Speech-language Therapists' Association Annual Report July 2019 – July 2020

Nāu te rourou, Nāku te rourou, ka ora ai te iwi

With your basket and my basket, the people will prosper

ANNUAL REPORT

July 2019 - July 2020

New Zealand Speech-language Therapists' Association Annual Report July 2019 – July 2020

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President's Report

Tēnā koutou, tēnā koutou, tēnā tatou katoa.

The past year has been a real life roller coaster! But it has been one where the NZSTA has shown strength and collaboration as we have pulled together to work through the COVID19 pandemic. As much as we had to go into crisis management mode initially, the positives have been many. It has been a valuable time to adapt to new ways of working such as telepractice, to review our standards for clinical infection control, and to collaborate with the other Allied Professions. I wish to thank the NZSTA Board and the secretariat team for ensuring we were able to be responsive and proactive throughout the alert levels and transitions that occurred, Ngā mihi nui. I also wish to thank all the NZSTA members who reached out to each other, made connections, supported each other and ensured, most importantly, that the needs of the people in our communities who need our services, still received these, Ngā mihi mahana.



A key focus in 2020 has been developing our new Strategic Plan. As we project our goals for the coming five years, I wish to acknowledge all those who put so much mahi and aroha into the past 5 years. Our past president Philippa Friary who started the current vision and steered our waka through 2015-2018, Tēnā koe. To past board members, Karen Brewer, Amy Oughton, Renee Taylor, your contribution and leadership has also continued to build this association, Tēnā kotou. To Shannon Hennig who was seconded to the Communications Portfolio and has been so proactive in her response to all areas of communications, Ngā mihi nui. We are also bidding farewell to Jodi White who has served 6 years in the members networks portfolio. Her calm and committed presence will be sorely missed.

Biculturalism and implementing Te Tiriti O Waitangi is our number one priority. This involves supporting culturally safe practice, supporting our Māori SLTs and building our workforce to address inequities for Māori, Pacifica and other minority people in Aotearoa. I wish to tautoko Kaumatua, Rukingi Haupapa, (Te Arawa, Ngati Whakae) for his contribution to advancing these goals and in his advocacy for our profession. Rukingi has come on board with a wealth of knowledge and experience. His beautiful waiata (Tōnā Reo and Korero) gifted to us in 2019 demonstrates his in-depth understanding of us all and the people we work with, tools we can all keep in our kete for unity and understanding. We are so fortunate to have your awahi and guidance as we embark on implementing the bicultural goals of the Strategic Plan. Tēnā koe Kaumātua Rukingi.

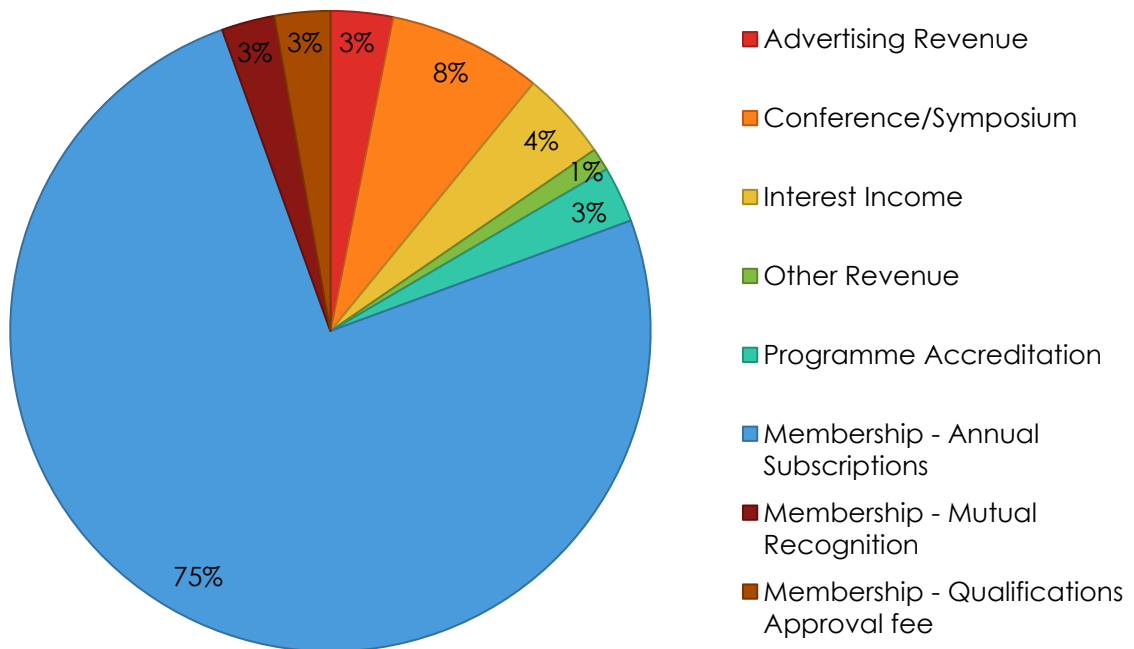
I also wish to acknowledge the important mahi of the Programme Accreditation Committee with Felicity Bright as the Chair. A successful Accreditation site visit occurred in 2019 for the University of Auckland Speech Science Programme and we will continue to work with our other training programmes at Massey University and the University of Canterbury i with their re-accreditation processes in the next 12 months.

I am very excited about the future and to implement this strategic plan, we continue to have an exceptional and passionate team on the NZSTA Board with some new faces joining in 2020 and we will be planning for succession in 2021. *He waka eke noa*, we are all in the waka together, do consider stepping up to take a *hoe* (paddle) soon!

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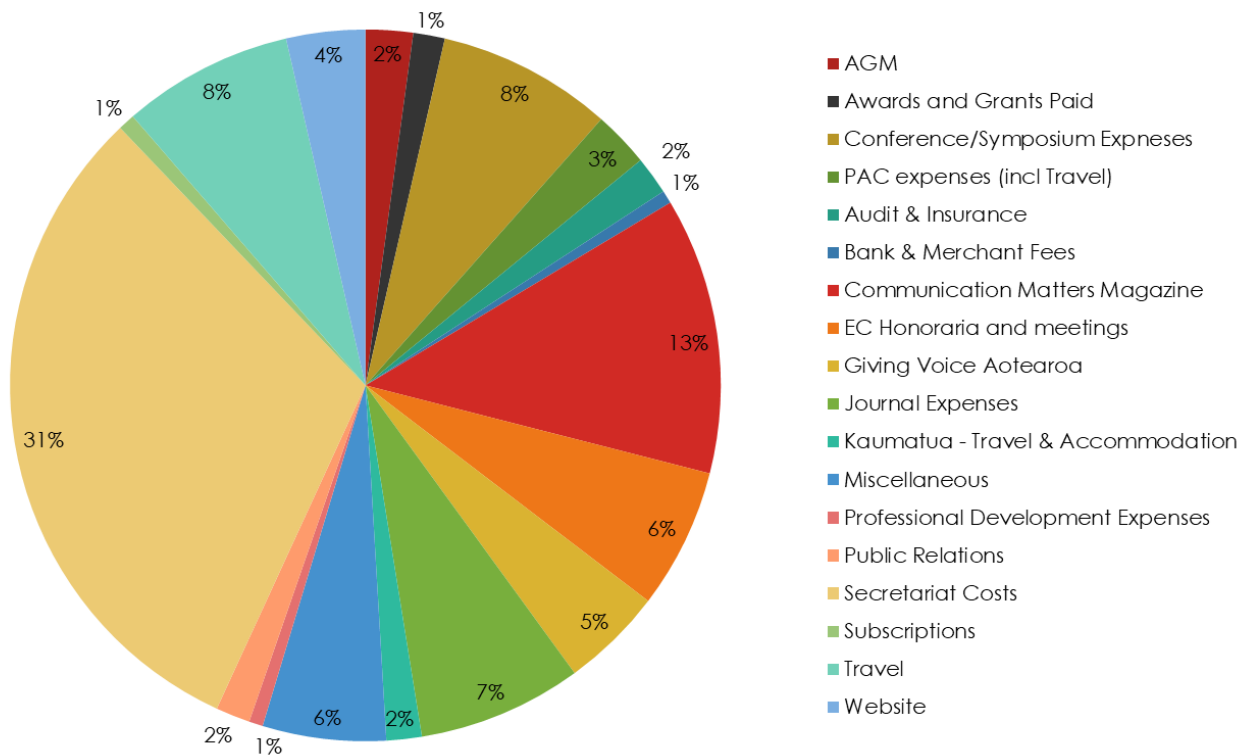
Financial Summary

NZSTA Income 2019 - Breakdown



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NZSTA Expenses 2019 - Breakdown



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Meet the Executive Board and Representatives:



NZSTA Executive Board 2019-2020

President:

Vice President/ Professional Standards:

Professional Development:

Member Networks:

Māori and Cultural Development:

Communications:

Annette Rotherham

Anna Miles

Claire Winward

Jodi White

Renee Taylor 2019, Katrina McGarr 2020

Amy Oughton 2019, Shannon Hennig 2020

Kaumatua

Rukingi Haupapa

He Kete Whanaungatanga:

Adele Siave, Amy Rosenfeld, Emma Quigan, Fiona Dominick, Gwen Kerrison, Hana Tuwhare, Karen Brewer, Katrina McGarr, Kerrie Collier, Nicky-Marie Hitaua, Renee Taylor, Rukingi Haupapa, Tracy Karanui

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Programme Accreditation Committee:

Felicity Bright (Chair), Bridget McArthur, Libby Coates, Jane Musgrave, Linda Hand, Gina Tillard, Anna Miles, Karen Brewer

Giving Voice Aotearoa Consumer Representative:

Geneva Hakaraia-Tino 2019, Diane Williams 2020

Area Representatives:

Northland/Tai Tokerau	Suanna Smith & Denise Poole
Auckland	Akshat Shah
Waikato/Bay of Plenty	Gwen Kerrison
Central	Elisa Mynen
Wellington/Marlborough	Polly Newton & Emily King
Canterbury/Westland	Kate Cook & Ruth Ramsay
Otago/Southland	Meryl Jones

Student Representatives:

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

Private Practice Representative:

Bridget McArthur

Expert Advisers:

Alison Zani - Aphasia

Ann Smaill – Alternative and Augmentative Communication

Anna Hearne & Tika Ormond - Fluency

Anna Miles – Adult Dysphagia

Annabel Grant – Dementia

Bryony Forde - Cleft Lip/Palate and Velopharyngeal Incompetence

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

Sally Kedge – Vulnerable Children and Youth

Sarah Spence – Paediatric Complex Communication Needs

Shannon Hennig – Autism and Neurodiversity

Communication Matters Editor:

Selena Donaldson

Secretariat:

ONZL Limited

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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 Whanau 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 SLTs
- To promote quality evidence based practice and research
- To guide and govern the educational, clinical and ethical standards of SLT practice

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Achievements for the profession of speech-language therapy - 2020

- Increase in membership numbers from 650 to 900 (40% increase in 5 years)
- The establishment of the Kaumatua role - the development of our own NZSTA Kaupapa
- Self regulating / self governing profession with Annual Practising Certificates
- Establishment of a Consumer reference group and the consumer lead position
- Fully independent governance structure
- Strong membership engagement and pride in the profession
- International relationships and recognition
- Increase in policy statements in key high risk areas of practice
- Professional development / conferences, SIGs, online learning
- Increase in postgraduate students, research and publications from New Zealand

Our future direction

Top Priorities for next 5 years identified by NZSTA members and board in 2020

1. To achieve the best outcomes for all people with communication and swallowing disabilities in Aotearoa
2. To ensure cultural safety for clients and for our SLT professionals
3. To provide leadership in building a diverse workforce with a wide range of skills for the future
4. To achieve equity of service in all regions and all populations
5. To listen to the needs and experiences of those with lived experience

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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

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, Aroha



Achievements

- Formation of He Kete Whanaungatanga- a support network for Māori SLT and the Cultural development Portfolio
- Collaboration with Kaumatua Rukingi Haupapa as the NZSTA Kaumatua to support and guide the association
- Development of NZSTA Kaupapa including Waiata- Tona Reo and Korero
- Ensuring cultural safe practice is embedded in the University training programmes through representation and cultural guidance on PAC.

Initiatives

- Engage and collaborate with other stakeholders eg. Ministry of Health, Tertiary Institutions to achieve diversity (recruitment, retention, employment).
- The NZSTA Kaupapa is embedded for our wānanga and hui.
- Provide educational resources to ensure all Members develop and maintain a “critical consciousness” that informs culturally competent and safe practice.
- Develop a kete of resources for all SLT to provide culturally safe services
- Develop a resource package for Māori students completing a qualification in SLT to tautoko our emerging clinicians

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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

- NZSTA has a database of our membership which shows continued growth year on year. We are gathering data on the ethnicity of our workforce. As of 2019 our workforce comprises: NZ European 62%; Māori 4%; Chinese 4%; Indian 3%; Pacific 1%; Other 26%
- Membership numbers have increased since 2015 by **40%**.
- NZSTA is now a self-regulating body
- There is a strong sense of advocacy on behalf of members with regular Parliamentary submissions
- Special Interest Group access
- Zoom access for Area meetings and networking. This has been valuable in increasing the contributions of members to meetings and in liaising with the board. Particularly noted as vital during the Covid-19 pandemic

Initiatives

- Gather in depth data on the profession - who, where and ways of working
- Continue to grow the diversity of the membership both in terms of the workforce and areas of practice
- Streamline communication process between members and Board
- Ensure member benefits add value and are relevant to our membership
- Update our SIG database and ensure members are aware of all available opportunities
- Further develop the role of the Private Practitioner representative to ensure we are providing support to all members

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Membership numbers:

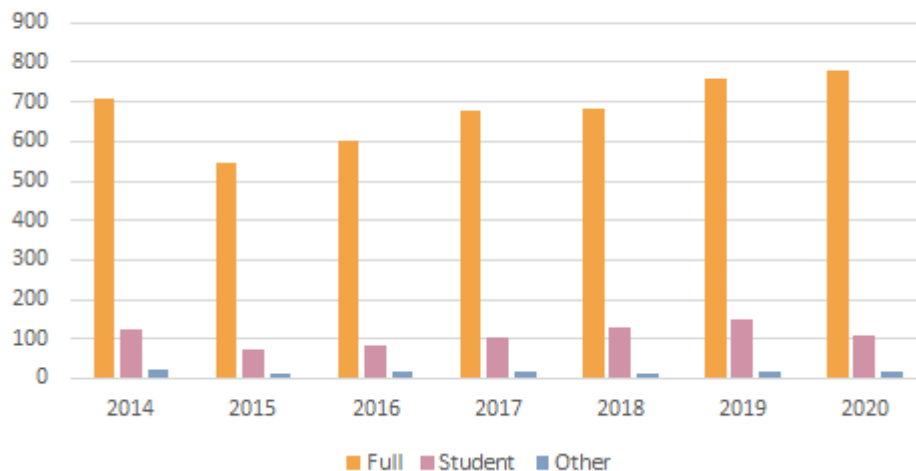
The NZSTA continues to see healthy membership numbers. We wish to continue to grow the diversity of our membership and our profession.

The following figures show a breakdown in membership across the last six 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.

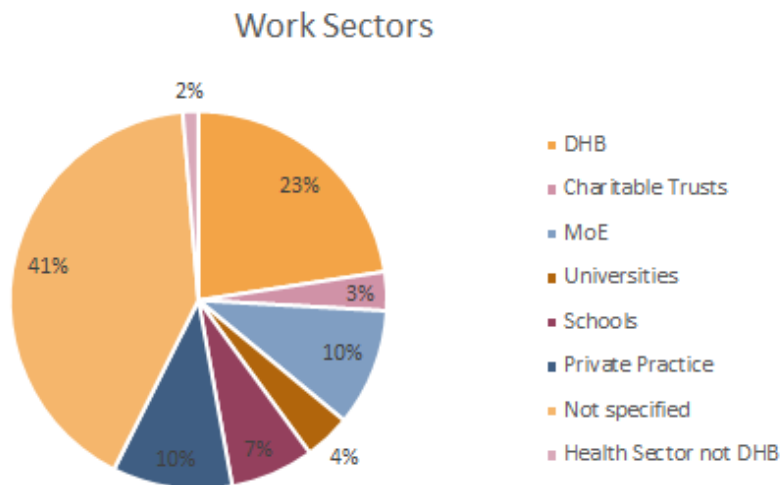
NZSTA Membership 2014-2020



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

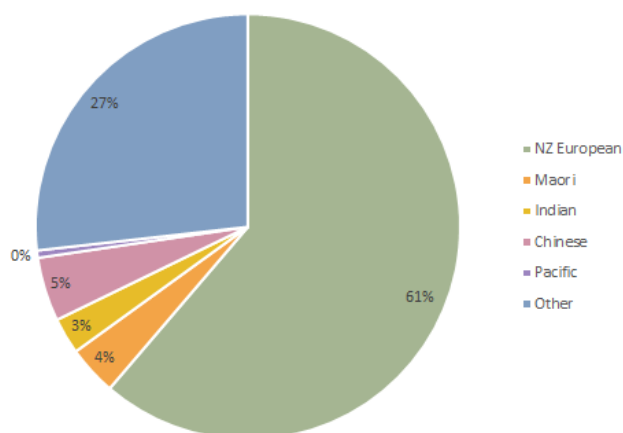
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The next figure shows the sectors that NZSTA members work within:



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

NZSTA Member Ethnicity 2020



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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.

To increase public awareness of the NZSTA and communication & swallowing disabilities through national annual campaigns

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

To have an accessible and user-friendly website

To continue to develop our profile internationally

Achievements:

- Annual Giving Voice campaign and several media stories per year highlighting core issues for SLTs and the people we serve
- A consumer reference group was established in 2018 with a Consumer lead role. This has been led by Geneva Hakaraia-Tino and will continue with Diane Williams based in Christchurch from July 2020
- NZSTA attended the IALP Taipei conference in 2019 to market the IALP Auckland 2022 conference to the 1000 delegates attending
- NZSTA were part of the strategic planning group for the International Communication Project that presented at the United Nations (UN) conference on disability in New York in 2019
- NZSTA regularly writes Parliamentary Submissions advocating for our Communities and our Profession. See website for listings
- We represented New Zealand through research, kōrero, and waiata at the joint SPA-NZSTA conference in Brisbane 2019
- On Facebook, we currently have 2300 people who have liked our page, we average 70 daily engagements and 1500 daily impressions. On Twitter, we average 25 daily engagements and 700 daily impressions

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Initiatives

- To increase our advocacy efforts in order to improve access to quality, evidence-based speech-language therapy services
- Support workforce development goals through campaigns to ensure that both students and people retraining consider our profession
- Increase the public's knowledge and skills around communication accessibility and safe swallowing through awareness and action campaigns
- Continue our work to ensure that our public and internal communications reflect the cultural and linguistic diversity of Aotearoa
- Support membership engagement in the above projects
- Continue to develop and strengthen our website, social media presence, and increase media coverage of our profession

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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. The International Communication Project (ICP) moved from a year long project to a global movement aiming for widespread, sustainable impact.

The ICP has four work streams: the strategic group, the working party, the research stream and a new advocacy stream. In the strategic group, the NZSTA is represented by the President, Annette Rotherham and the Communications Portfolio. Ann Smail has offered her time to contribute to the advocacy group in 2020. In August 2019, Annette Rotherham along with Arlene Pietranton, Derek Munn and Kamini Gadhoek presented the work of the ICP at the IALP conference in Taipei, *"The Opportunity to Communicate is a basic human right- the path to raising global awareness and policy influence"*.



The ICP hosted a successful side event at the UN Convention of State Parties in New York in June 2019. We aimed to do this again in 2020, but the impact of COVID19 has put this event on hold. The UN COSP side event was co-sponsored by the government of Australia, the event, 'People With Communication Disabilities Speak Up For Inclusion and Participation', had the following goals:

- 1) Highlight the lack of visibility and recognition of communication disability;
- 2) 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
- 3) 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/>

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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

- Joint NZSTA / SPA Conference Brisbane May 2019
- Talking Matters PLD event Wellington July 2019
- Private Practice workshop Wellington July 2019
- 3 new online CPD modules available through CLAD - working with Māori adults with combine communication disorders and FEES training
- 6 new Expert Advisers welcomed, in the areas of child and adult fluency, aphasia, paediatric complex communication needs, autism and neurodiversity, and cleft lip/palate and VPI
- Hosted online webinar to launch Dr Karen Brewer's Kaupapa Māori therapy package for whānau with communication disorders caused by stroke

Initiatives

- Work with Expert Advisers to develop e-learning platforms, PLCs and SIGs
- To host an annual conference / symposium including Marae-based learning events
- To collaborate with international organisations to provide a global range of opportunities e.g. IALP Auckland 2022
- Review award criteria
- Working party to develop CPD criteria and framework
- Develop supervision policy and resources
- Further develop New Graduate PLD options / support

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Awards for 2018, awarded in 2019 - congratulations to the following members:

- NZSTA Ambassador Award - Sally Clendon
- NZSTA Funding Grants - Lise Bakker, Esther Hoh, Shauna Pali
- NZSTA Student Achievement Awards, jointly funded by the three university programmes and the NZSTA:
 - Massey University – Antonia Alger
 - The University of Auckland – Nadia Mantell
 - University of Canterbury – Charis Siow

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Aspiration 5

The NZSTA will promote excellent and ethical practice.

Update on NZSTA Clinical Policies and Procedures:

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

- NZSTA Infection Control Standards (2020)
- NZSTA Position Paper on Supervision
- NZSTA CPD Policy
- NZSTA New Graduate Framework
- NZSTA Return to Practice Framework
- Best Clinical Principles in Laryngology (2020)
- Best Practice Guide – Telepractice
- New Zealand Risk Feeding Guideline (2018)
- NZSTA Clinical Practice Guideline for Paediatric Dysphagia (2019)
- NZSTA Surgical Voice Restoration Guideline (in preparation, 2020)
- NZSTA Clinical Principles in Cleft Palate (in preparation, 2020)
- NZSTA Clinical Practice Guideline for Videofluoroscopic Study of Swallowing (VFSS) (2020)
- NZSTA Speech-language Therapy Assistants Position Paper (2008, revision in progress)
- NZSTA Laryngology Competency Package (2020)
- NZSTA Practice Standards in FEES (2018)
- NZSTA FEES Competency Package (2018)
- NZSTA Tracheostomy Position Paper (2015)
- NZSTA Tracheostomy Competency Package (2014)
- NZSTA Neuromuscular Electrical Stimulation in Swallowing Rehabilitation – Estim (2007, revision in progress)

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

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Approval of New Members to the NZSTA:

Number of Mutual Recognition Agreement successful applications: 2019: 18, 2020*:4

Number of Qualification Approval successful applications: 2019: 11, 2020*: 4

Number of successful New Graduate-to-Full Member applications: 2019: 27, 2020*:18

**2020 figures Jan - 3.6.20*

New Zealand Speech-language Therapists' Association

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