

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

2020

Annual Report



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

New Zealand Speech-language Therapists' Association Annual Report 2020

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

With your basket and my basket, the people will prosper

ANNUAL REPORT 2020

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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.



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President's Report

Tēnā koutou, tēnā koutou, tēnā tatou katoa.

2020 started with a hiss and a roar as the board gathered to set our five-year strategic vision and plan. Our cultural advisers Katrina McGarr and Matua Rukingi Haupapa gifted us with four values- *kotahitanga, rangatiratanga, aroha and whanaungatanga* - to embed and live by. We received much positive feedback about our strategic plan after the launch in July 2020. We are certainly finding it imperative as we move to be more strategic and governance focused as a board.



As we are all aware, the impact of the COVID19 pandemic has changed our lives and the world around us. We have adjusted to the new normal, and we all feel privileged to lead relatively free lives here in Aotearoa. I was proud to see the profession of speech-language therapy pull together and support each other. NZSTA's social media groups shared ideas and links to deliver teletherapy effectively. In record time, our health leaders and Board, led by Anna Miles, released infection control guidelines and policies that provided robust frameworks to keep our people safe. We all utilised technology daily, and the NZSTA Board connected more via zoom. We continue to use this platform more regularly to increase efficiency and bond more as a team. Ngā mihi nui te whānau.



Our international speech-language therapy communities and professional bodies were also highly engaged and supportive through this period of absolute uncertainty. As leaders, we appreciated the time to talk through the problems arising, share resources and ideas to get through the impact of the pandemic to guide and support the profession as a whole.

Awareness week in 2020 focused on the value of whanaungatanga - connecting through relationships. Whanaungatanga proved to be an essential and relevant theme when we were experiencing the isolation that accompanied being locked down. Many of our people affected by communication and swallowing disabilities were isolated at home. We enjoyed the engagement from the membership on social media as you shared your connections and how you build rapport and support people through your mahi. Congratulations to Amanda White, who won the Awareness week prize pack for her entry on social media.

The NZSTA continues to build our kete for cultural safety and ensure that a Te Tiriti lens is present for the organisation and clinical practice. We aim to prioritise and continue to work on ways to address racism, ableism, sexism and all types of discrimination to ensure we are an organisation of inclusion, reflection and understanding. Anti-racism and the Black Lives Matter movement were important topics for our profession globally. I can see much action in Aotearoa to address racism, inequity and the impact of colonisation for the indigenous people of

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Aotearoa. NZSTA will endeavour to dismantle the systems that enable discrimination, and we want to work together to create safe spaces for the voices to be heard and solutions to be found.

In 2020 we welcomed Akshat Shah to the member networks portfolio, Katrina McGarr to officially fulfil the portfolio for Māori and cultural development and Emma Quigan in the communications portfolio. They have brought fresh ideas and contribute actively to board activity. As new Board members begin their roles, we also farewelled Jodi White and Shannon Hennig. Jodi admirably served six years in the member networks portfolio, and Shannon proactively stepped up into the communications portfolio after a secondment. Ngā mihi nui. We all enjoyed our noho marae in November 2020 at Te Roro o te Rangi marae in Rotorua as a time for whanaungatanga as a board and to reflect on the year that had been.

We look forward to joining together in 2021 for a range of activities - our NZSTA conference in Christchurch, Aoraki Iho Ake: Grounded - Aspiring - Connected; and a powerful awareness week with the theme of Rangatiratanga - which captures people's right to participate in decisions about their health, education and well-being, leading their own journey. We have solid plans for advocacy, and we are also working carefully on how best to implement the association's goals and get the best outcomes for the membership.

I thank all the NZSTA board for their incredible mahi, Matua Rukingi for his dedication and awhi of us all, and our secretariat team, Loreen, Susan, Blanka, Tracey, who provide daily support and keep the organisation's wheels turning. A special thanks to all the volunteers contributing to the success of NZSTA, including those representing NZSTA in the regions, as expert advisers, our private practice representative and the programme accreditation committee.

We are all in this together, and your mahi is greatly appreciated.

Aku mihi nui ki a koe

Annette Rotherham

President

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From our kaumatua

Kia ora mai tātou katoa.

It is difficult remembering what life we had in Aotearoa NZ, before Covid 19 in 2020, but we certainly know the effects and continuous ripple we have to deal with each and every day since. The rest of the world has and still is suffering with the tragic and horrendous effects overseas. We are incredibly lucky that our country was spared and able to modify and carry on as best we could.

As kaumatua, it has been my privilege to serve and support the New Zealand Speech-language Therapists' Association board and members from one end of the country to the other, whether in body or by zoom, in 2020. It has not been easy, but we have done well and so a big thank you to all for pulling together.

Ngā whakawhētai ki a tātou huri huri noa.

This is a whakatauki (proverb) that fits perfectly with 2020.

Ko te waka mātauranga he waka eke noa.

The education canoe can help you battle through any storm.

But particularly when **tika** (true), **pono** (beliefs), and **aroha** (humanity) are how we move.

Nākū noa

Rukingi Haupapa,

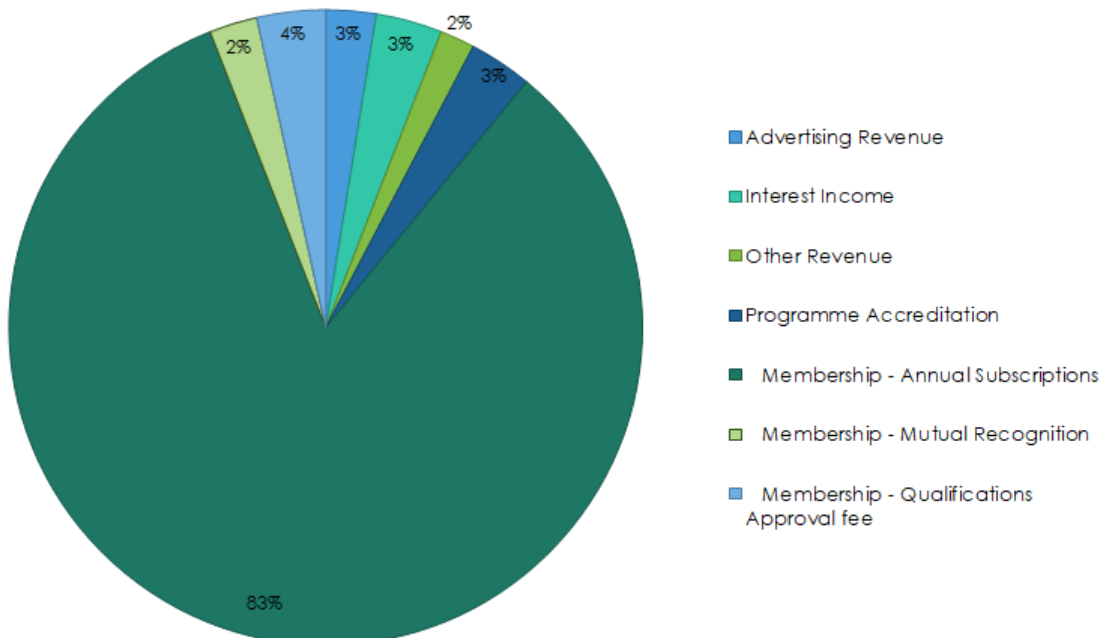
Kaumatua, NZSTA

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Financial Summary

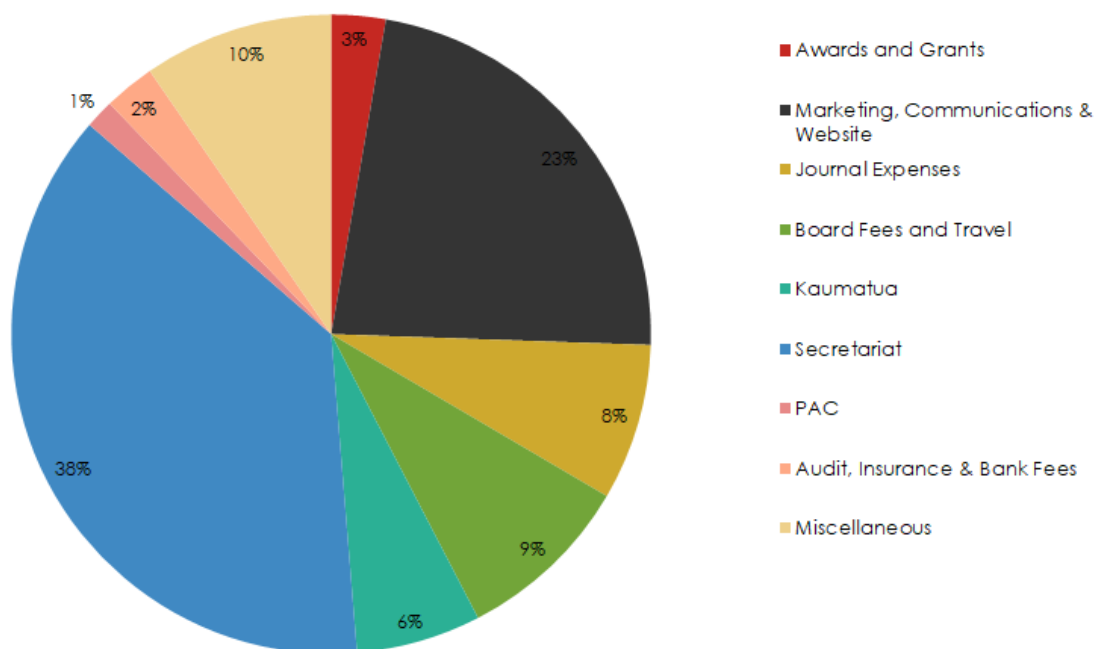
Summarised financial statements					
Statement of Profit and Loss			Balance sheet		
	2020	2019		2020	2019
Total income	372,776	371,349	Total assets	1,172,617	1,041,583
Total expenses	263,993	286,373	Total liabilities	473,013	450,762
Net surplus (deficit)	108,783	84,976	Equity	699,604	590,821

NZSTA Income 2020 - Breakdown



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NZSTA Expenses 2020 - Breakdown



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Meet the Board and Representatives:



NZSTA Board February 2020

NZSTA Executive Board 2020

President:

Annette Rotherham

Vice President/ Professional Standards:

Anna Miles

Professional Development:

Claire Winward

Member Networks:

Jodi White/ Akshat Shah

Māori and Cultural Development:

Katrina McGarr

Communications:

Shannon Hennig/ Emma Quigan

Kaumatua

Rukingi Haupapa

Patron

Judge Andrew Becroft

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, and Tracy Karanui-Golf.

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 (NZSTA Professional Standards Portfolio Holder), Dr Karen Brewer (Māori Academic Rep), Dr Sally Clendon (Massey University Rep)

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Giving Voice Aotearoa Consumer Representatives:

Diane Williams, Junelle Robinson, Jo Cooper, Maqymseah Ninces, and Eric Ufi Poa Knapp

Area Representatives:

Northland/Tai Tokerau	Suanna Smith & Denise Poole
Auckland	Hannah Barnes & Tessa Livingston
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)	Mikayla Scott, Eleanor Divers & Riya Bhatia
The University of Auckland	Ella-Rose Meagher & Crystal Aranha
University of Canterbury	Jessica Eagle, Laura Murdoch & Renee Ung

Private Practice Representative:

Ashleigh Neumann

Expert Advisers:

Ann Smail – Alternative and Augmentative Communication
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 and Megan Lewis – Hearing Impairment and Cochlear Implant
Maegan VanSolkema – Traumatic Brain Injury
Mascha Hoexum-Moerenburg – Clinical Ethics and Bioethics
Patty Govender and Robyn Gibson – Aphasia
Rebecca Lantz – Head and Neck Cancer
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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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, and aroha



Achievements

- Establishment of He Kete Whanaungatanga Facebook page
- Continued collaboration with Rukingi Haupapa as the NZSTA kaumatua to support and guide the association.
- NZSTA kaumatua, Rukingi Haupapa has engaged with the universities to connect with students as part of their introduction into our profession.
- Strategic planning highlighted the speech-language therapist profession's commitment to te Tiriti o Waitangi and cultural safety.

Initiatives

- Introduction of NZSTA values as themes for Week of Connection to showcase how we demonstrate these values in day-to-day practice
- Using our values of kotahitanga, rangatiratanga, whanaungatanga, and aroha within our CPD log to integrate cultural competence and reflective practice into professional development.
- Continue to engage and collaborate with other stakeholders, e.g., the Ministry of Health, tertiary institutions, to achieve diversity (recruitment, retention, employment).
- 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

- The NZSTA membership numbers show continued growth year on year.
- As of 2020, our workforce comprises NZ European 62%; Māori 4%; Chinese 4%; Indian 3%; Pacific 1%; and other 26%.
- Area meetings are routinely taking place via ZOOM. Virtual meetings have been instrumental in increasing members' contributions and in liaising with the Board. During the challenges of 2020 with the Covid-19 pandemic, virtual meetings have proved invaluable.

Initiatives

- Review of the website to meet needs for increased membership communication.
- 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 the 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:

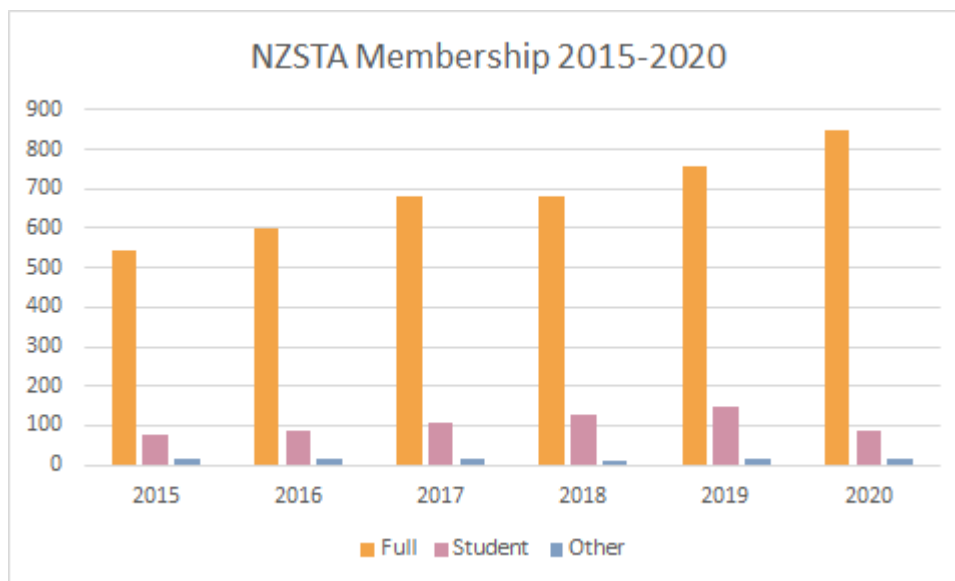
The NZSTA continues to see healthy membership numbers; current membership has grown to 952*. We wish to continue to grow the diversity of our membership and our profession.

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

We encourage members to keep their details updated on the website to assist us with this essential workforce data.

Private practice membership grows every year. A private practice representative sits alongside the area representatives, 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 more robust association, and our membership is an integral part of this.

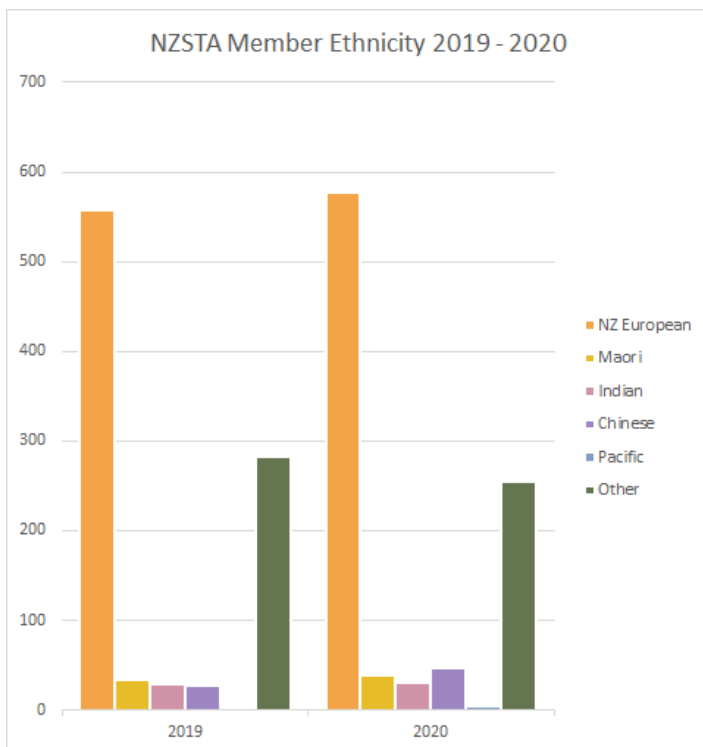
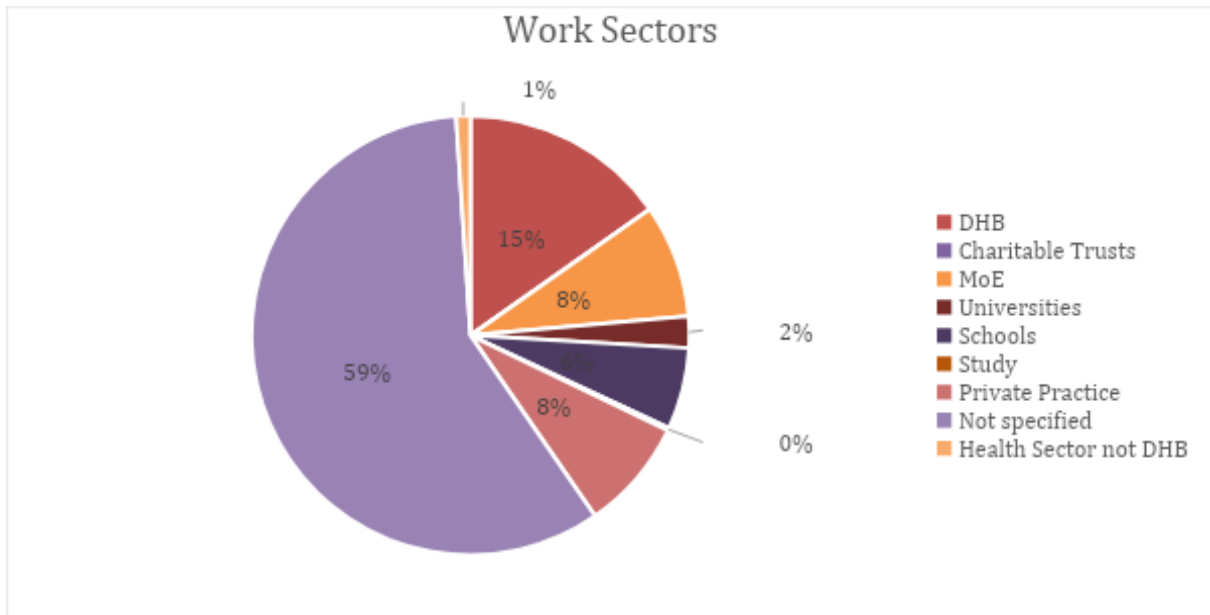


* Note: 2020 data is from February 2021.

Gender: 97% of members are female, 3% of members are male.

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The following figure shows the sectors that NZSTA members work within; with a more significant proportion of members who have not specified shown:



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

Note: 2020 data is from February 2021.

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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.

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:

- Speech-language therapy awareness week - also known as the week of connection-had the overarching theme of 'Get Connected, Be Connected, Stay Connected'. (7 - 13 September) - this theme was particularly poignant given the global pandemic.
- *Communication Matters* is published quarterly and covers an astonishing array of topical and current clinical and research-based stories of interest to speech-language therapists. A huge thank you to Selena Donaldson for her role as editor in 2020.
- The consumer reference group continued to meet on zoom in 2020. It has 5 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.
- Members have a strong sense of advocacy with regular submissions: the most recent was on the Education and Training Bill 193-1, which has implications for delivering specialist education in our schools and education system. NZSTA highlighted the importance of SLT in the language and literacy space and the prevalence of language and communication disabilities in school-age children. In addition to the comprehensive written proposal, Shannon Hennig and Sally Kedge made a remote submission regarding proposed changes to education law.
- 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. In 2020, the ICP acknowledged the 72nd anniversary of the United Nations General Assembly adoption on 10 December 1948 of the Universal Declaration of Human Rights. (UDHR). The ICP continues to promote its own *Universal Declaration of Communication Rights*.
- The NZSTA Facebook page, as of the end of 2020, had 2300 people who have liked our page. The page averages 70 daily engagements and 1500 daily impressions.
- The NZSTA Twitter averages 25 daily engagements and 700 daily impressions.

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Initiatives

- A significant advocacy focus is to improve access to quality, evidence-based speech-language therapy services - The NZSTA Board plan to seek expert guidance to deliver an advocacy strategy.
- Support workforce development goals through campaigns to ensure that both students and people retraining consider our profession
- The NZSTA awareness week will focus on the value of rangatiratanga. Rangatiratanga captures people's right to participate in decisions about their health, education and well-being. It's about leading their own journey.
- We aim to continue our work to ensure that our public and internal communications reflect the cultural and linguistic diversity of Aotearoa.
- A comprehensive review of the NZSTA website and member dashboard is planned to assist members in accessing the information they need. Significant improvements to the public-facing functionality of the website will also increase the public's knowledge and improve access to services.



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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

- We welcomed six new expert advisors in fields of child fluency, adult fluency, complex communication needs, autism and neurodiversity, cleft palate/velopharyngeal insufficiency (VPI) and aphasia.
- Expert adviser role and scope reviewed.
- Palliative care and end of life online professional development modules developed by Fiona Hewerdine
- Investigation of a new online platform for CPD
- A continuing professional development review led by Helen McLauchlan, was initiated. The new CPD framework to align with NZSTA values is to be launched in 2021.
- 2020 conference Aoraki Iho Ake: Grounded – Aspiring – Connected planned for Christchurch, with an entirely Christchurch based conference planning committee (postponed to 2021)



Initiatives

- Expert advisers leading the development of clinical guidelines and dedicated website pages in developmental language disorder, cleft speech, fluency and AAC
- New awards planned for field educators, early career SLTs and kaupapa Māori initiatives
- Launch and pilot of new CPD framework
- Develop new clinical educator guidelines in partnership with the universities
- Set up a working party to revise the supervision policy, and link with the new CPD framework
- Continued planning for IALP Auckland 2023

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Together Towards Tomorrow www.ialpauckland2023.org

Signup to receive the Congress News



32nd World Congress of the IALP
Aotea Centre, Auckland, New Zealand
20 - 24 August 2023

Awards for 2019, awarded in 2020 - congratulations to the following members:

- NZSTA Ambassador Award – Brooke Dibley
- Clinical Field Supervisor's Service Award – Fiona Dominick
- NZSTA Funding Grants – Mel Street, Vanessa Parmar
- Stella Ward Research Excellence Award – Bianca Jackson
- Sir Don Beaven Award – Marie Jardine
- NZSTA Student Achievement Awards, jointly funded with the three university programmes:
 - Massey University – Brianna Oosterbroek
 - The University of Auckland – Jessica Scott
 - University of Canterbury – Helena Sincock

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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:

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 (2020)
- Best Practice Guide – Telehealth
- New Zealand Risk Feeding Guideline
- NZSTA Clinical Practice Guideline for Paediatric Dysphagia (2019)
- NZSTA Surgical Voice Restoration Guideline (in preparation)
- 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)

Endoscopy and the Speech-language Therapist

- NZSTA Laryngology Competency Package
- 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) – *N.B. This paper is for NZSTA members only and is NOT to be printed and/or shared with non-members.*
- Tracheostomy Training Programme for SLTs working with adult patients (New Zealand) (2013)
- WORKBOOK: Tracheostomy Training Programme for adult population (2014)

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The Mutual Recognition of Credentials Agreement:

MRA partners signed a revised Mutual Recognition of Credentials Agreement (MRA) at the American Speech-Language-Hearing Association Convention in Los Angeles in November 2017. In 2019, the MRA signatories met for a three-day review and comparison of each others' Associations to discuss the current situation and future directions.

Approval of New Members to the NZSTA:

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

Programme Accreditation

The NZSTA Programme Accreditation Framework serves to:

- Provide assurance of quality of education for prospective students
- Inform prospective students for entry to the profession of the standards and range of competencies they must achieve prior to recognition as members of the profession
- Demonstrate internationally the level of competency achieved by New Zealand speech-language therapy graduates. This international comparability will continue to allow for graduate mobility
- Provide a benchmark against which speech-language therapy qualifications from other countries can be assessed for eligibility for NZSTA membership
- Inform Provider Institutions of the basic requirements of the professional education of speech-language therapists and the level of resources reasonably expected to meet these
- Inform employers of their contribution to the Programme and their responsibilities to entry-level speech-language therapists
- Outline the range and standard of practice employers can expect of entry-level speech-language therapists
- Promote dialogue and support between the Provider Institutions and the NZSTA.

All new Programmes in New Zealand require accreditation through the NZSTA. All accredited Programmes require re-accreditation every seven years. All accredited Programmes that make substantial changes to their training of speech-language therapists require accreditation.

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Achievements

- Refined new re-accreditation process in consultation with Programmes.
- COVID-19 had a significant impact on Programme delivery and in particular, clinical education. The Programmes were encouraged to use a range of creative approaches to support competency development, including simulation and telehealth, as well as to consider alternative competency measurement approaches. All changes were logged with the Programme Accreditation Committee at two-monthly intervals.
- The re-accreditation of the University of Canterbury Programmes was deferred until 2021. The accreditation status of the BSLP(Hons) was extended to reflect this.
- Orientation and training resources for new site panel members and new PAC members in progress.
- 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.

New Zealand Speech-language Therapists' Association
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