Enhancing the Readiness to Practise of Newly Qualified Social Workers in Aotearoa New Zealand:

(enhance R2P)

TECHNICAL REPORT THREE

TISWEANZ Taxonomy

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Funder

Introduction

This is the second draft of the taxonomy to identify key educational topics from the social work curriculum —*Terms for Indexing Social Work Education in Aotearoa New Zealand (TISWEANZ)*, part of the research project *Enhancing the Readiness to Practise of Newly Qualified Social Workers in Aotearoa New Zealand (enhance R2P),* Phase One. The taxonomy (a type of controlled vocabulary with a simple hierarchical structure) is based on terms and concepts derived from the participating institutions' curriculum documents. It is a snapshot of the **actual** described curriculum rather than the **ideal**. These terms form the initial load into the taxonomy database.

Reading the taxonomy

The taxonomy is alphabetical and shows the relationships between the terms in several ways:

- *Hierarchical relationships* between broader terms (**BT**) and narrower terms (**NT**), indicating subordination among concepts and allowing for navigation between more and less specific terms. In this draft, narrower terms are grouped under their broader term and subtly indented, so the BT/NT notation is not used explicitly
- *Equivalence relationships* between preferred (**USE**) and non-preferred terms (**UF** or Use For) for controlling synonyms, abbreviations, variations in spelling, etc.
- *Associative relationships* between related terms (**RT**). In TISWEANZ, RT is used for similar concepts and for Māori and English language equivalents where both terms are used widely in the content, allowing for the natural use of te reo Māori in English-language documents

Scope notes (**SN**) provide advice on a term's usage or to distinguish between terms that may have an overlapping meaning. In TISWEANZ, scope notes also give definitions for Māori and Pasifika language terms. Terms still to be checked are noted.

References

For information on the taxonomy methods and analysis of the curriculum documents:

- Ballantyne, N., Beddoe, L., Hay, K., Maidment, J., Ngan, L. & Walker, S. (2016). *Enhancing the readiness to practise of newly qualified social workers in Aotearoa New Zealand (enhance R2P), Deliverable 2.3: Taxonomy Methods.* enhance R2P Basecamp project management database
- Ballantyne, N., Beddoe, L., Hay, K., Maidment, J., Ngan, L. & Walker, S. (2016). *Enhancing the readiness to practise of newly qualified social workers in Aotearoa New Zealand (enhance R2P), Deliverable 3.1: Analysis of Curriculum Documents.* enhance R2P Basecamp project management database

Preferred term	SN scope note, UF use for, RT related term
accountability	SN professional or personal accountability systems for safe practice with people and organisations. RT ethics, professional standards
advocacy	RT advocacy skills
age	SN concepts about difference and diversity based on age; groups identified by age; age as a social structure. RT ageing, ageism, older people
aroha	SN love, compassion, empathy, sympathy
aspiration	SN role of aspiration for marginalised people. RT tūmanakotanga
behaviour	
aggression	
professional conduct	SN application of professional standards. RT professional standards
recidivist behaviour	
bicultural practice	RT biculturalism, cross-cultural practice
Puao-te-ata-tu	SN 1988 report investigating the treatment of Māori by the Dept of Social Welfare, from the Māori Perspective Advisory Committee
biculturalism	RT bicultural practice, multicultural practice, multiculturalism
care	SN impact, traditions and types of care; approaches to care
care plan	
foster care	RT children in care, whāngai
palliative care	UF hospice care
primary care	
residential care	RT residential social work
respite care	
self care	RT self-management, stress management
cross-cultural practice	RT bicultural practice, cultural competence
death	
bereavement	
dying	
suicide	
deficit-based models	
disabilities	
disasters	SN natural disasters
diversity	RT diverse communities
cultural diversity	
family diversity	
eco-map	UF ecomap, ecogram
economics	
education	
learning styles	
learning theory	
life long learning	RT mōhiotanga
employment	SN paid and unpaid work

sex work	
empowerment	RT advocacy, capacity building, self-determination, tino rangatiratanga
ethics	RT accountability, Code of Ethics, conflicts of interest, ethical practice, professional standards
ethical frameworks	SN ethical guidelines, boundaries, frameworks. RT ethical practice, professional standards
ethical issues	SN ethical dilemmas, issues, considerations and their resolution in social work practice and management
privacy	RT Privacy Act 1993
confidentiality	
research ethics	
ethnicity	RT identity, Māori people, Pasifika peoples
fields of practice	
financing	SN community, health and organisational funding
superannuation	
gender	RT gender identity, identity, LGBT people, sexuality
gender-centred practice	
genogram	
globalisation	RT international social work, media, social media
government	RT public sector
central government	
constitutional framework	
justice system	UF legal system
Family Court	
Family Group Conference	UF FGC
Rangatahi Court	
Youth Court	
local government	
regional government	
grief	RT bereavement, death, loss
groups	RT groupwork
communities	UF community RT community engagement, community work
diverse communities	SN diverse client groups, communities and populations. RT diversity
Māori communities	
Pasifika communities	UF Pacific Island community. RT Pasifika peoples, tagata Pasifika
families	
aiga	RT whānau
Pasifika fanau	SN Pasifika families
whānau	SN extended family unit. RT aiga
hapū	SN groups of inter-related whānau joined together by whakapapa
iwi	SN large social unit associated with a distinct territory
support groups	
health	RT waiora

Māori health models	
Meihana Model	SN social practice model to guide clinical assessment and intervention, encompassing the original Te Whare Tapa Whā cornerstone concepts (whānau, wairua, tinana and hinengaro) with the addition of taiao (physical environment) and iwi katoa (societal context)
Te Mahi Whakamana	SN Leland Ruwhiu's mana-enhancing social and community work practice indigenous framework, which draws upon 'he ngakau Māori' - the Māori heart
Te Whare Tapa Whā	SN Māori holistic health model based on the four cornerstones of wellbeing: taha tinana (physical health), taha wairua (spiritual health), taha whānau (family health) and taha hinengaro (mental health)
whānau ora	SN family health approach using Māori cultural values of support from extended family and the community
Pasifika health models	RT Pasfika practice models
Fonofale model	SN Pacific Island health model
Fonua Model	SN Pasifika health promotion model
public health	
sexual health	
hinengaro	SN pathway of thought; intellect, mind
holistic practice	
human development	
adolescence	
adult development	
ageing	RT age, ageism, older people
biological development	RT physical development
child development	SN stages of child development
cognitive development	
emotional development	UF affective development
attachment	UF bonding
moral development	
physical development	RT biological development
psychosocial development	
human rights	
children's rights	
citizenship	
civil rights	
detention	
international treaties	
Convention on the Elimination of All Forms of Discrimination Against Women	
Convention on the Elimination of All Forms of Racial Discrimination	
Convention on the Rights of the Child	
Hague Convention	UF Hague Convention on the Civil Aspects of Child Abduction; Hague Abduction Convention
Indigenous and Tribal Peoples Convention	
International Covenant on Civil and Political	

Rights	
International Covenant on Economic, Social and Cultural Rights	
United Nations Declaration on the Rights of Indigenous Peoples	UF UNDRIP
Universal Declaration of Human Rights	
humanism	
identity	RT self-concept
cultural identity	
gender identity	RT gender
professional identity	SN who or what is a social services professional. RT professional conduct
sexual identity	
illness	SN unspecified types of illness
chronic illness	UF chronic ill health
mental illness	
terminal illness	
indigeneity	SN concept of being indigenous
information technology	RT social media, telecare
integrated practice framework	SN applying knowledge, skills and values to social work practice
justice	
restorative justice	
social justice	
Equal Employment Opportunities	UF EEO
equality	
equity	
freedom	
social inclusion	
youth justice	
kaupapa Māori	SN incorporating the knowledge, skills, attitudes and values of Māori society. RT Māori values. (Note: To be checked)
mana	SN spiritual authority and power derived from the gods delegated to humans to act on their behalf in accordance with their will
mana whenua	SN customary law relating to the iwi/tribe's connection, ownership rights and role of stewardship to a particular area of land
manaakitanga	SN to express love and the concepts of hospitality and mutual obligation
wairua	SN soul or spirit. RT spirituality
wairuatanga	SN spirituality
kaupapa Māori sector	
kawa whakaruruhau	SN understanding, respect and recognition of another cultural identity. RT cultural competence, cultural safety
kotahitanga	SN Māori political movement based on an ideal of tribes acting as a coalition to pursue common purposes
language	
Cook Islands Māori language	RT te reo Māori Kuki Airani

Māori language	RT te reo Māori
Māori idioms	SN oral or written idiomatic phrases or colloquialisms
Māori proverbs	RT whakataukī
Māori vocabulary	
Samoan language	UF gagana Sāmoa
te reo Māori	RT Māori language
kīrehu	SN phrase with hidden meanings or multiple interpretations. RT kīwaha
kīwaha	SN colloquial idiom that gives emphasis to polite sarcasms. RT kīrehu
ngā kōrero tuku iho	SN oral traditions (meaning taken from curriculum document)
te reo Māori Kuki Airani	RT Cook Islands Māori language
law	
family law	
legal responsibilities	SN legal mandates or boundaries affecting social work practice
Māori customary law	
NZ laws	SN specific NZ statutes and legislative instruments
Care of Children Act 2004	
Children, Young Persons and Their Families Act 1989	
Crimes Act 1961	
Domestic Violence Act 1995	
Family Proceedings Act 1980	
Health and Safety at Work Act 2015	
Human Rights Act 1993	
Mental Health (Compulsory Assessment and Treatment Act) 1992	
NZ Public Health and Disability Act 2000	
Official Information Act 1982	
Privacy Act 1993	RT privacy
Protection of Personal and Property Rights Act 1988	
Social Workers Registration Act 2003	
Vulnerable Children Act 2014	
leadership	RT management
Māori leadership	RT rangatiratanga
Tipu Ake	SN Organic leadership model. UF Tipu Ake ki te Ora. (Note: to be checked)
literacy	
academic literacy	SN academic skills and standards in scholarship, reading, writing, referencing and presenting information
digital literacy	
financial literacy	
health literacy	
information literacy	
loss	RT bereavement, death, grief

management	
change management	
compliance	
conflict management	UF conflict resolution
conflicts of interest	RT ethics
decision-making	
governance	
organisational theory	
quality assurance	
resource management	
self-management	RT self care, stress management
strategic planning	
stress management	RT self care, self-management, stress
time management	
Māori culture	RT Māori society, Māori world views, te ao Māori
Māori customs	RT tikanga
Māori development	SN Māori socio-economic, cultural, health or youth development, strategies and initiatives (Note: to be checked)
iwi development	UF tribal development
Māori protocols	RT tikanga
marae protocols	RT kawa
marae	SN open space in front of a meeting house for formal greetings and discussions
noho marae	SN stay at a marae
media	SN perceptions, influences, bias and role of media in social work; media as a social institution
social media	
mental health	
mental health problems	
dementia	
depression	
DSM	UF Diagnostic and Statistical Manual of Mental Disorders
post-traumatic stress disorder	UF PTSD
stress	RT stress management
burnout	
migration	
Pacific migration	
multiculturalism	RT biculturalism, multicultural practice
non-profit sector	UF not-for-profit sector
NZ history	
colonisation	
Declaration of Independence of NZ	SN signed in 1835 by northern chiefs asserting their sovereignty over New Zealand
decolonisation	
immigration history	
Māori history	(Note: to be checked - about history of Māori/biculturalism/NZ settlement/events impacting tangata

	whenua including institutional racism)
social work history	
organisations	
ANZASW	UF Aotearoa New Zealand Association for Social Workers. RT Code of Ethics
government organisations	SN government, public, state, statutory organisations and agencies
CYF	SN Child, Youth and Family, a unit of the Min of Social Development. Formerly Child, Youth and Family Services (CYFS) in 2006 and Children and Young Persons Service (CYPS) in 1999
Department of Corrections	
Human Rights Commission	
IFSW	UF International Federation of Social Workers
non-government organisations	
social service agencies	SN providers of social services
SWRB	UF Social Workers Registration Board. RT SWRB Code of Conduct, SWRB Core Competence Standards
Tangata Whenua Social Workers Association	
Te Kahui Atawhai o Te Motu	UF National Collective Iwi Māori Social Services. (Note: to be checked)
parenting	
Pasifika culture	RT Pasifika world views
fonua	SN land and people's relationship to it
people	
adolescents	RT youth
carers	
children	RT youth
children in care	RT foster care, whāngai
community workers	
crime victims	
disabled people	
indigenous people	UF First Nation people, aboriginal people
individuals	
interpreters	SN use of interpreters
involuntary clients	UF mandated service users
kaumātua	SN elderly men or women of status within a whānau
LGBT people	SN lesbian, gay, bisexual and transgender people
Māori people	RT tangata whenua, whānau
migrants	
asylum seekers	
immigrants	
refugees	
offenders	
older people	UF elderly people. RT age, ageing, ageism
Pasifika peoples	UF Pacific peoples. RT Pasifika communities, tagata Pasifika

service users	UF clients. RT client relationships, client-centred practice
social change agents	RT social change
social workers	
stakeholders	
tagata Pasifika	RT Pasifika communities, Pasifika peoples
tangata whenua	SN Māori people as the indigenous people of NZ. RT Māori people
tauiwi	SN foreigners, non-Māori, strangers, colonists, outsiders
volunteers	
vulnerable people	SN vulnerable people, clients or population groups
youth	RT adolescents, children
policy	
families policy	
health policy	
immigration policy	
mental health policy	
policy-making process	
policy analysis	
policy development	
policy issues	SN general policy issues
policy review	
submissions	
public policy	RT social policy
social policy	RT public policy
politics	
power dynamics	SN power dynamics, power and privilege, managing power, power and inequality, power and control, issues of power, power theorists
private sector	
privilege	
professional development	
professional standards	UF professional values. RT ethical frameworks, professional conduct
ANZASW Bicultural Code of Practice	
ANZASW Social Work Practice Standards	
Code of Ethics	SN ANZASW Code of Ethics. RT ANZASW, ethical practice, ethics
Code of Health and Disability Services Consumer's Rights	
IFSW Global Agenda for Social Work	
registration	
SWRB Code of Conduct	RT SWRB
SWRB Core Competence Standards	RT SWRB
psychiatry	
psychology	
abnormal psychology	
cross-cultural psychology	

developmental psychology	
indigenous psychology	
personality	
self-concept	RT identity, sexual orientation
self-esteem	
psychological disorders	
psychotherapy	
social psychology	
public sector	RT government
rangatiratanga	RT Māori leadership
relationships	SN characteristics of relationships, types of relationships. RT relationship skills, whakawhanaungatanga
client relationships	RT client-centred practice, service users
family relations	
marriage	SN institution of marriage; weddings
mentoring	
separation	
religion	
research	RT social work knowledge
action research	
applied research	RT evidence-based practice
community research	
data collection	
ethnography	
indigenous research	
kaupapa Māori research	
Pasifika research	
literature reviews	
mixed methods	
qualitative research	
quantitative research	
research analysis	
research design	
research methods	
research process	
research proposals	
research questions	
research reporting	
research skills	
social work research	RT social work knowledge
resilience	
risk	
protective factors	
risk assessment	
risk factors	

risk indicators	
risk management	
safety	RT safe practice
critical incidents	
cultural safety	RT cultural competence, kawa whakaruruhau
safety planning	
self-determination	RT advocacy, brokerage, capacity building, empowerment, tino rangatiratanga
sexuality	
sexual orientation	RT identity, self-concept
social change	RT advocacy, lobbying, politics, power dynamics, social change agents
activism	RT community action, community development, empowerment, social justice
lobbying	
social issues	SN general social issues
abuse	
child abuse	
elder abuse	
sexual abuse	
substance abuse	
addiction	
ageism	RT age, ageing, older people
alcohol	
bullying	
crime	
human trafficking	
deviance	
discrimination	
drugs	
economic exclusion	
gambling	
homelessness	
housing	
inequality	
inequity	
macro-level	
marginalisation	
micro-level	
neglect	
obesity	
oppression	
poverty	RT economic exclusion, marginalisation, social exclusion, stigma
prejudice	
racism	

self-harm	
social exclusion	
stereotypes	
stigma	
unemployment	
violence	
family violence	UF domestic violence
social services	RT social work, welfare
addiction services	
assistive technology	
faith-based services	RT faith-based practice
independent living	
mental health services	
telecare	RT information technology
social work	SN purpose, role and function of social work. RT social services
aid work	RT charity work
charity work	RT aid work
child protection	
community work	RT communities
capacity building	RT advocacy, brokerage, empowerment, self-determination, tino rangatiratanga
community action	
community development	
community needs analysis	
groupwork	SN group behaviour, communication, dynamics, participation. RT groups
therapeutic groupwork	
international social work	
radical social work	
residential social work	RT residential care
social work issues	SN challenges or issues in social work practice
social work process	SN the generic social work process
statutory social work	
youth work	
youth development	SN working with youth for positive outcomes
social work knowledge	RT research, social work research, theory
social work methods	SN social work practice approaches and models
anti-discriminatory practice	
anti-oppressive practice	
Appreciative Inquiry	
client-centred practice	RT client relationships, service users
counselling	RT counselling skills
ecological approach	
evidence-based practice	UF evidence-informed practice. RT applied research
faith-based practice	RT faith-based services

interagency cooperation	RT multidisciplinary teams
intervention models	SN intervention models, plans and strategies. RT intervention skills
Māori practice models	
multicultural practice	RT multiculturalism
multidisciplinary teams	UF interdisciplinary teams. RT interagency cooperation
narrative approach	
Pasifika practice models	RT Pasifika health models
person-in-environment	
recovery approach	
rehabilitation	
safe practice	RT safety
strengths-based approach	
task-centered practice	
social work skills	SN skills used in social work practice
advocacy skills	RT advocacy, brokerage, capacity building, empowerment, self-determination, tino rangatiratanga
assessment	
psychosocial assessment	
brokerage	RT advocacy, advocacy skills
casework	
case notes	
collaboration	
communication skills	
counselling skills	RT counselling
critical thinking skills	
cultural competence	RT cross-cultural practice
empathy	RT communication skills, relationship skills
engagement	
community engagement	RT communities, community work
evaluation	
facilitation	
helping skills	
interpersonal skills	
intervention skills	RT intervention models
interview skills	SN interviewing clients
listening skills	
negotiation	
networking	
practice skills	SN developing, enhancing, demonstrating or evaluating skills for social work practice
problem-solving skills	
project management	
recordkeeping	
referral	
reflective practice	

critical reflection	
relationship skills	SN skills to build effective relationships with service users, colleagues, communities. RT relationships
respect	
self-awareness	
team work	
use of self	
user feedback	SN giving and receiving feedback; role of feedback in developing practice
socialisation	
society	
Māori society	
whakawhanaungatanga	SN process of establishing relationships, relating well to others. RT relationships
whanaungatanga	SN system of kinship, including friendship and blood relationships; sense of belonging to a people
whāngai	SN Māori customary practice of fostering or adopting a child into the wider family group. RT foster care
NZ society	UF Aotearoa NZ society
social class	
social control	
social structure	
sociology	
socio-political context	
spirituality	RT spiritual values, wairua
supervision	
professional supervision	
sustainability	
Talanoa Pasifika	SN cross-cultural process of story-telling derived from Pacific Island tradition
te ao Māori	SN traditional Māori world view, including language, culture, customs and relationships. RT Māori culture, Māori society, Māori world views
kaitiakitanga	SN stewardship by the tangata whenua of an area in accordance with tikanga Māori in relation to natural and physical resources
mātauranga Māori	SN theoretical or practical knowledge acquired through education and/or experience
mōhiotanga	SN intrinsic knowledge. RT life long learning
pūkengatanga	SN expression of knowledge, cared for, promoted and handed on; expertise
mauri	SN essence of life or life-force
noa	SN free from tapu or any restriction
tapu	SN status of separateness conferred by ritual to set things apart from ordinary matters (noa)
tūrangawaewae	SN ancestral area where a person has a sense of belonging, a place where one has the right to stand
utu	SN principle of Māori justice, involving just retribution for ill-will, insult, etc.
Te Tiriti o Waitangi	RT Treaty of Waitangi

theory	RT social work knowledge
feminist theory	
feminism	
psychodynamic theory	
psychological theories	
Maslow's Hierarchy of Needs	
motivation theories	
sociological theory	
social constructionism	
systems theory	
therapy	
cognitive behavioural therapy	
dialectical behaviour therapy	
Gestalt therapy	
motivational interviewing	
solution-focussed therapy	
tikanga	SN correct and true way; customs and traditions that have been handed down. RT Māori customs, Māori protocols
hui	SN assembly, meeting, gathering of people for a purpose
karakia	SN incantations, ritual chants, prayers; dialogue with the gods carried out by a priest
kawa	SN protocol or set of rules for a marae or meeting area, or for a specific occasion. RT marae protocols
mihimihi	SN salutation, greeting, acknowledgment
pepehā	SN short recitation pointing out significant features within particular areas of tribal boundaries, also denoting the prestige of chiefs and the traits of kin groups
poroporoaki	SN speech of farewell to a departing person, or a closing speech
pōwhiri	SN official welcoming ceremony, a marae ritual
tangihanga	SN mourning ceremonies and rituals preceding and including a funeral
waiata	SN Māori songs, chants
whaikōrero	SN art of oration or rhetoric; an oration itself
whakatau	SN shorter form of welcome than a pōwhiri
whakataukī	SN proverbs and traditional metaphorical sayings, said with emphasis. RT Māori proverbs
tino rangatiratanga	SN autonomy of Māori to determine their own affairs, independent of government; paramount chieftaincy. RT advocacy, capacity building, empowerment, Māori sovereignty, self-determination
trauma	
Treaty of Waitangi	RT Te Tiriti o Waitangi
Treaty partnerships	
Treaty settlements	
Waitangi Tribunal	
tūmanakotanga	SN hope, desire, aspiration. RT aspiration
urbanisation	
values	

Māori values	RT kaupapa Māori
spiritual values	SN religious or spiritual values and beliefs. RT biblical perspectives, spirituality
voluntary sector	
waiora	RT health
welfare	SN welfare issues, policies, structures, systems, traditions. RT social services
welfare state	
wellbeing	
Māori wellbeing	SN Māori approaches, concepts, frameworks, models or perspectives of wellbeing
whakapapa	SN genealogy; genealogical descent of all living things
whakapono	SN to believe, trust; or religious beliefs. Note: used in documents as a synonym for honesty
world views	
biblical perspectives	RT spiritual values
cultural perspectives	SN cultural contexts, impacts, studies, explorations, debates
intergenerational perspectives	SN generational differences and practices in Māori, Pasifika or migrant communities
Māori world views	RT Māori culture, Māori society, te ao Māori
land	
rohe	SN district, region or boundaries of tribal land
Pasifika world views	RT Pasifika culture

Technical report three: TISWEANZ taxonomy.

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