



# THE WEST AUSTRALIAN SOCIAL WORKER

## MEETING THE NEEDS OF MEN

A PRESENTATION OF A NUMBER OF SERVICES SPECIFICALLY FOR MEN

### Introduction

Thank you to Wade Sinclair for co-ordinating the following articles on new initiatives and services for men and for those who wrote the descriptions of the four agency programs. Until recently Wade had been the UWA student representative on the Committee of Management. He is currently doing his final practicum at the Fremantle Branch of Relationships Australia.

### Ngala: Hey Dad WA The Great Thing About Being A Dad

Hey Dad WA is a program to help men become involved in early parenting and become the best parents they can be. This is essential because recent research suggests that the first 3 years of a child's development are vital. It is very important for children to be surrounded by a multitude of multi layered experiences to allow them to learn how to learn. There has also been postulation that these experience influence the biopsychological process of neuronal development.

How do you find out about being a father and whom can you ask? We know that some men feel they cannot use family support services because the community perception is that family means women and children. Fathering is different from mothering and is not a feminised version of the masculine. We also know that some men find it easier to talk with another man when they are looking for advice.

In May 2000 we will start a telephone helpline service on a Saturday afternoon for men. This is being provided at a time that is more male friendly. We know that some men are discouraged from seeking support because the services tend to be available

An online version of this newsletter can be found at <http://westausaasw.highway1.com.au/>

during working hours. The information will be provided by a male dealing with child health and parenting issues for men. We already have an e-mail service and families can make contact through [heydadwa@ngala.com](mailto:heydadwa@ngala.com).

In August 2000 *Hey Dad WA* will run a 2-part workshop called Fathers Touch and this will demonstrate some useful technical skills in infant massage. These skills can be used for settling your baby, reducing colic and pain control. Again this approach is acknowledging that some men are more likely to engage with services if they are presented in terms of technical competence rather than a title that is suggestive of a more emotive content.

Ngala runs a variety of parent education groups about helping your baby settle to sleep and toddler behaviour. Some of these groups will be run by professionally qualified men through the Hey Dad WA program.

I am also involved in developing a group that looks at the pressure of being a parent and this will run for men and women. The group will address issues of post natal depression (PND) and its impact on the family. We know that many men experience depression after the birth of their child however this is not always

*Continued on page 3*

### IN THIS ISSUE

#### Services for Men

Ngala's "Hey Dad WA" .....	1
Centrecare's "Men and family relationships" .....	3
Kinway's "Speaking to the needs of men" .....	4
Relationship Australia's "Preston lone fathers" .....	4
Office bearers of WA Branch .....	2
GST and social work .....	5
Letters .....	6
Net watch .....	7
CPE events .....	10
Notice: Branch Ethics Committee .....	11
Notice: National Social Work Day .....	11
New members .....	11
Notice: National Social Work Day .....	12
Notice: New Graduates and Associates .....	12

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*Continued from page 1*

satisfactorily addressed. Traditionally men have been encouraged to be the supporters of their partner who has the formal diagnosis of PND.

This group will look at the issues for men in their own right and how they can develop a sense of partnership within the family. Within this format women will be encouraged to develop their own strategies around developing a partnership. The group will also deal with parenting issues and PND specifically from a wellness model rather than the more usual sickness model.

The program is continuing to change and eventually there will be a mentor scheme for fathers with more experienced fathers passing on advice to newer fathers.

The program is based on family parenting rather than singling out any one parent as the person who must deal with all of the challenges. The program is very much about helping men and women who want to remain in relationships and become the best parents they can. It is based on changing the paradigms around parenting from a dyad ie mother and child, to a triad ie mother, father and child.

*Hey Dad WA* is not about creating a mirror service for men to the exclusion of women, on the contrary it is about engaging men in the process of family and increasing the efficacy of existing services. Some of my work is about talking to my colleagues in other organisations about how they engage men and strategies they might use.

If you would like more information you can contact me on 9333 9779 or through my email address.

**EVYNN GLYNN WEBSTER**  
**CO-ORDINATOR HEY DAD WA**

## Centrecare: Men and Family Relationships Program

It was with great pleasure that Centrecare recently won a tender with the federal body of Family and Community Services and was granted funding to provide a service under the Men and Family Relationships initiative. The agency has had a long standing commitment to providing services to men but has recognised that there are few services targeted specifically at men and responsive to their needs.

The *Men and Family Relationships Program* at Centrecare focuses on education and skills development as a first step towards developing better relationships for men. The program centres around three areas:

- skills development;

- enhancement for men who are in, or who are wanting to develop, positive and healthy relationships; and
- effective parenting skills for men who are fathers.

The program includes men who live separately from their children and who may not see them on a regular basis. The focus is on re-bonding and developing fathering skills which enhance the long-term development of children; and education, which helps men to reflect about their roles in relationships, work and the wider community.

The benefits for men accessing this program include:

- greater ability to be able to deal effectively with their personal relationships;
- greater awareness of their parenting style and how this impacts on their children;
- improved skills to deal with their children in an effective and nurturing manner;
- greater awareness of the role that fathers play in families and the essential nature of this role; and
- raising the awareness of the issues facing men/fathers today and how these can be addressed.

The *Men and Family Relationships Program* has a number of different components.

### Web site

The program is currently developing a comprehensive web site for men. The site will have information on numerous topics relative to men and will be updated on a regular basis.

### Groups

A number of groups are available and these include:

- Pizza and parenting – a skills development group for dads;
- Child's play therapeutic program – re-bonding dads and kids after separation or divorce;
- Healthy relationships – a school based program for young adolescents; and
- Analyse this – a psychodynamic group for men and women (not necessarily couples) looking at relationship issues.

### Workplace Seminars

Short, to the point, educational lunch-time seminars in the workplace, presenting issues relevant to men. Available on request.

### Network Development

Centrecare, KinWay and Hey Dad (Ngala) are currently meeting on a regular basis. Other services working with men may wish to contact these agencies re involvement in a Networking Group.

**SUZIE HERBERTE**

## KinWay: Speaking to the Needs of Australian Men

In June 1998, the Australian Government hosted the National Men and Family Relationships Forum and called for funding submissions for pilot programs in this area. One of the agencies successful in obtaining funding was KinWay, the Relationship Counselling and Education division of Anglicare WA. KinWay obtained funding to extend previously piloted programs for men to its West Perth, Joondalup and Gosnells branches to June 2002.

KinWay's submission was based on the conviction that a piecemeal approach to services for men is of limited value and that men need an integrated set of programs which address their needs in all contexts of their lives.

KinWay's programs speak to the needs of men as individuals, as husbands or partners, as fathers or father figures, and as employees in the work place. Each program takes a reflective, non-judgmental approach to the difficulties and life journeys of men and, as appropriate, draws from contemporary psychology, sociology and spiritual wisdom.

Three core programs will be offered regularly from each branch and comprehensively evaluated:

- **'The Man's Journey,'** addresses the stages of life that men commonly go through and offers resources to help men manage those stages;
- **'Men and Relationships,'** addresses the common relationship difficulties of men and the skills needed to enhance a relationship; and
- **'Men as Fathers,'** addresses parenting skills in general and the role of fathers in particular.

Three additional programs will be offered occasionally:

- **'My Story, Our Story, The Big Story,'** a residential weekend for men who want to reflect more deeply on their life journey;
- **'Understanding Men/Understanding Women,'** seminars on current issues in gender relations, and gender differences; and
- **'The Work-Family Seminars,'** introductory talks to community groups and worksites on balancing work and family demands.

The CEO of Anglicare WA, Ian Carter, said he was delighted that Anglicare WA is part of an innovative movement towards holistic, specialist services for men. He said that too many men find themselves feeling lost in life generally, in some situations marginalised in their families, and without the skills to do much about either.

*"It is time we as a society stopped criticising men and started speaking to their needs at a deep level and in a way which honours their predicament in this time of rapid social change. We need to*

*understand that men and boys, as much as women and girls, need programs and approaches which recognise their particular needs."*

Enquiries can be directed to KinWay on 9321 5801 or to receive regular information, email to [kinway@inet.net.au](mailto:kinway@inet.net.au) with your name and address.

## Relationships Australia: Preston Lone Fathers

A program for lone fathers has been operating in the Preston region for about four and a half years, from Relationships Australia's office in Bunbury. The parenting program was funded by the Federal Attorney General's Department, and currently funded by Family and Community Services.

The main aim was to employ someone to work with fathers after family breakdown, and to support these dads in their role as a parent. The project Officer, Murray Cooke has gone through similar experiences to what most fathers have when trying to focus on the important issues, after the family is no longer together.

The Attorney General's Department laid down a basis to get started which includes men having some one-one sessions initially, then an option to attend a weekly parenting educational skills group, which runs throughout the year. In addition to the counselling sessions and the weekly men's group we include four fun days per year and two Dads & Kids weekend camps per calendar year.

Along with working through the key issues relating to men who are now parenting as single fathers, we have included a group of community speakers to address some important issues. These include health, well being and stress management, Family Court legal updates, Family Court Counselling Service, food and nutrition, ideas on finances and special subjects like bullying etc.

The main objectives of the Family Skills Training Program are as follows:

- to create a group atmosphere where fathers can feel accepted and supported;
- to increase fathers' understanding of themselves as people and parents through group discussion exercises and the sharing of experiences;
- to foster fathers' self-esteem and assist them to increase the self-esteem in their children;
- to increase fathers' knowledge and awareness of normal child growth and development and to impart to them a larger repertoire of appropriate child behaviour management techniques; and
- to promote positive self-help relationships between group participants, the development of support networks and links with the wider community.

We would see the most positive spin off for the community to be that dads are more available to their children, also that fathers are less adversarial when negotiating shared parenting arrangements with former partners and children being less confused by the new situation they are in, with a dad who is keener to be involved.

Also the program allows for home visits, where the men for whatever reason are unable to come into the office, along with the Project Officer doing some advocacy work, supporting the dad to such places like Court and special parenting meetings.

We have also extended our client base to now include stepfathers, fathers at risk of family breakdown, and younger dads with issues that are common to the new role of fatherhood.

Finally we have a testimony from one of our dads who is now a member of our reference group.

*"If someone had attempted (4 years ago) to tell/predict that in 4 years time that I would have my children living with me full time, would be successful in my business and be able to help others – I possibly would have either laughed in their face, or possibly even been moved to “deck them” for taking the mick; but that’s where I’m at!*

*Yeah! I’m a ‘Sole Parent’ who works fulltime (plus) and I feel great and I owe thanks, in part, to Murray, to Preston Fathers Group, to staff of Relationships Australia and of course to myself, for having the good sense to find help from Preston Fathers in the first place.*

*You see back when my wife said, “I want you to go” – I didn’t think I would see the next day, let alone make any plans to include parenting the kids. Angry, frustrated, emotional, non functioning, even contemplating “topping” myself. Well I won’t bore you with the sordid details because if you’re reading this you probably already know the feeling! So? So I truly and sincerely want to know that you can make it!!*

*What’s the secret? No secret! – Being a better parent to my children, wanting to be a part of their lives and being ‘macho’ enough to seek help. Try it – ask to talk to me if you wish; but do it for your kids – believe me they think you’re worth it and so do we.”*

## GST and Social Work

### Introduction

By now AASW members will have received an information booklet entitled, *GST Goods and Services Tax, Business Skills for Health Professionals*. All Branches have information relating to GST Seminars, which are due to run during the next few months throughout Australia. Much of this information, however, is generic and does not provide answers to more specific questions.

I will attempt to share as much information as is available at present with as many members as possible.

### Structure

There is some confusion amongst members about the GST Startup Structure and AASW’s relationship to it. The Australian Taxation Office (ATO) provided grants to many industry sectors to assist businesses and organisations to become familiar with the GST and its implications.

Rather than giving money to a myriad of organisations the ATO picked what it thought were the leading organisations in the various sectors and funded them. They, in turn, were to provide support to all the organisations that came under the sector’s aegis.

The Australian Medical Association (AMA) was chosen as the representative body of the health sector, which includes all the medical groups, the dentists, and all the allied health groups, which includes social work. The allied health groups are represented by the Health Professions Council of Australia (HPCA).

AASW is an active member of this association. Ian Rentsch, the CEO of AASW is a member of the management group of HPCA and is in regular contact with the CEO’s of the other member associations.

A representative of HPCA sits on a health sector consultative committee established to advise the ATO and to assist in making rulings on various questions. The committee has met twice and some rulings are beginning to flow through as a result of their deliberations.

I am informed, however, that it will be the end of March and April before we begin to see the bulk of the answers to the questions raised so far. When necessary, the AASW can speak directly to the HPCA representative on health sector consultative committee or with the consultant coordinating the GST Startup program on behalf of the AMA. As we receive rulings we will disseminate them as quickly as possible. In the meantime, members can gain direct access to information via a website ([gst@ama.com.au](mailto:gst@ama.com.au)) or via facsimile (02 6273 5706).

### GST and social work

#### ‘Appropriate Service’

In the Act (A New Tax System [Goods and Services Tax] Act, 1999) Section 38 10 specifically includes social work as a health service that can provide a supply that will be GST free. The Act, however, is quite vague about what particular supply might be GST exempt. Section 38 10 (1) (c) states: *The supply would generally be accepted, in the profession associated with supplying services of that kind, as being necessary for the appropriate treatment of the recipient of the supply.*

The Act stipulates that only a *recognised professional* may supply a GST free service. In order for social workers to be recognised professionals they will need to be members of the AASW. At this time a person practising as a psychotherapist will not be able to claim GST free status.

The major questions for social workers concern the nature of supply. What supply will be GST free and what supply will attract GST? Who will make the determinations about what supply will or will not attract GST?

To take the latter question first, it is clear that the ATO will make the final rulings regarding what will be GST free. ‘Appropriate treatment’, however, is not defined in the GST Act. It is clear that the service is ‘of a kind specified in the table’.

As social work is specified in the table we can assume that whatever is regarded as a social work service will be GST free. Of course, the ATO has already begun to heavily qualify the Act. The beginning of the clarification is noted below. No doubt, there will be more instalments of rulings that will further circumscribe ‘appropriate treatment’.

If, as part of treatment, a social worker provides psychotherapy for a patient, that supply will be GST free, but a psychotherapist who is not a qualified social worker or psychologist, will not be able to provide that service GST free.

Only those professions stipulated in the ACT will be able to supply GST free services. Similar professional groups will not be able to provide GST free services (eg, someone who is a psychotherapist, and is not a social worker or psychologist, will not have GST free status). This is further clarified among the first of the rulings provided by the ATO:

*"The provision of a service by a 'recognised professional' will be GST free where the practitioner has assessed the recipient's state of health and determined a process to pursue, in an attempt to preserve, restore or improve the physiological wellbeing of that patient, insofar as that professional's particular area of training allows.*

*The provision of a service to overcome an illness or disability of a patient, insofar as that recognised professional's particular area of training allows, will also be considered to be appropriate treatment of the recipient of the supply."*

The provision of a service which is not directed at preserving, restoring or improving the physiological wellbeing of a patient will not be appropriate treatment. The provision of counselling by a psychologist or social worker after a traumatic experience will be GST free as it would be treatment. *The provision of a psychological service directed at teaching people how to deal with stress or a traumatic experience if it should arise (ie education) will not be identification or treatment and will not be GST free.*

Some group work is GST free, however, when it is considered 'appropriate treatment', as defined above. Such group activities could include effective parenting programs, dealing with conflict, improving self esteem, effective communication and advocacy for disadvantaged groups, protective behaviour for women and coping with menopause. These are quoted as examples in the first GST Consultative Forum Issues Log, but only when the group is run by a 'recognised professional' and is considered treatment *to preserve, restore or improve the physiological wellbeing of that patient, insofar as that professional's particular area of training allows.*

Attendance at a seminar providing general information not directly targeted at a specific need of the recipient as assessed by a 'recognised professional' will not be GST free.

#### **Report writing**

Reports that are written for a third party, such as an insurance company, will attract GST because the provision of a report or an opinion is not a supply of 'treatment'. Any actual treatment provided as a result of that report would be GST free, so long as it is provided by a 'recognised professional'.

#### **To register or not to register**

Business entities are required by law to register for the GST if their annual turnover is \$50,000 or more (\$100,000 or more if they are a non profit organisation). Several social workers have asked if they should register if they are earning less than \$50,000pa.

The GST Information booklet recently distributed to all members suggests that it could be in your interests to register, because some of your services may be GST free. In other words you will be able to claim some of your costs as input tax credits. This will enable you to contain some of your purchase costs. You will also need to keep in mind that there will be costs associated with complying with GST.

If you are in doubt as to whether or not it is in your interests to register

you should consult your tax accountant or other professional adviser before you proceed to register.

If you have further questions you may contact the web site and the facsimile number noted above. If you have not received satisfactory answers please contact National Office and I will place the questions before the GST Consultative Forum on Health via our HPCA representative.

**IAN RENTSCH, CHIEF EXECUTIVE OFFICER**

## Letters

Rt Hon John Howard  
Prime Minister of Australia  
Parliament House  
CANBERRA ACT 2600

Dear Prime Minister

Mandatory Sentencing of Juvenile Offenders

I am writing concerning the matter of mandatory sentencing, which has been of concern to us for some time and is currently in the forefront of public debate.

We view the mandatory sentencing laws for offenders in Western Australia and the Northern Territory with considerable alarm, as they have resulted in the imprisonment of juveniles in some cases for trivial offences, and in other cases where a wider perspective of the context and the causes of the offence would suggest that such a sentence is not in the best interests of either the offender or the community. The recent death in custody of an Aboriginal child, imprisoned for a trivial offence, highlights the weakness of this legislation.

It is our view that the mandatory sentencing laws are a violation of Australia's international human rights obligations, including the Convention on the Rights of the Child. Under the international human rights agreements to which Australia is party, the Federal Government has the responsibility to ensure that State and Territory laws comply with the obligations of those agreements.

Not only are the mandatory sentencing laws a violation of human rights, but also there is mounting evidence from within Australia and other countries that these harsh measures simply do not achieve what is expected of them. They do not reduce the rate of criminal activity; they do not assist in the rehabilitation of offenders; and they are far more costly than alternative forms of justice. In other words they do nothing to promote the wellbeing of communities, the victims of property crimes and the offenders.

We therefore strongly urge the Government to support the "Human Rights (Mandatory Sentencing of Juvenile Offenders) Bill 1999". We also urge you to seek the support of the state and territory governments to eliminate all mandatory sentencing, whether for juveniles or adults, to allow adequate judicial discretion to operate in the best interests of offenders, victims and the community.

The Australian Association of Social Workers represents professional social workers throughout Australia. The Association maintains a strong commitment to human rights and to the promotion of social structures and policies that truly enhance the well being of all people. We

*Continued on page 11*

# Net Watch

The Demos web site provides a rich lode of information about this British organisation's social research agenda. As there are close parallels in the policy directions followed by the social welfare and health systems in Australia and the United Kingdom, up-to-date familiarity with contemporary British debates is vital.

Social workers needing access to high quality policy and social research materials will be able to profitably mine the Demos site. (Their URL is: <http://www.demos.co.uk/>.) The site also contains details of a wide range of publications which may be readily purchased from Demos.

In this issue readers will be able to familiarise themselves with the content of *Family Business* and about its editor Helen Wilkinson and which was published by Demos in February this year.

## Family Business edited by Helen Wilkinson

Any progressive government committed to modern family values must recognise:

- the unsustainability of the current balance between family and work pressures;
- the family is our major wealth-producing institution in terms of both economic and social capital; and
- the need for a new economics to underpin and nurture families in the new century.

New Labour is rightly focusing on making work pay; but they must make care pay too, according to a new book edited by Helen Wilkinson. In *Family Business* Wilkinson and other authors argue that framing effective and sustainable policies for families means that policy-makers must pay as much attention to the work that parents and carers do as to the formal paid economy.

### 21st century families

The old family settlement, where men went out to work and women did the unpaid labour meant that our economy didn't need to factor in unpaid work – and women bore many of the extra costs. But now global economics and changing gender roles are precipitating new family forms and revolutionising the ways we live. *Family Business* points to the changes revolutionising our family and working lives:

- Dual-earning families already define the new economy with 62 per cent of couples with dependent children now both in work.

- The household is now worth around 23 percent of industrialised countries' GDP – compared to just 3.3 percent for agriculture.
- Families' value is huge: in the US the costs in parental time of rearing one middle-class child is estimated at £900,000.
- In many ways families are starting to resemble the micro-businesses of the new economy, buying in services like cooking, cleaning, gardening and DIY.
- Families are crucial sites of production – acting as informal schools, colleges and skills agencies and deliver value added to our national economy.

But the new settlement is not complete. High stress and rates of divorce show we are all suffering as the family has to learn to compete in the marketplace for its members' time and resources: there is a growing care deficit.

With four in ten people taking no real holiday at all and British men working the longest hours in the European union, stress on the family is arguably the greatest imminent threat to the modern standard of living. As we are moving towards this new form of family life these changes are fraught and there is no roadmap.

*Family Business* draws on expertise from both sides of the Atlantic, giving New Labour's current work and family policies a cautious welcome, but showing why the Government's vision is still too limited. If New Labour is serious about having an impact on the work-family balance they must be far more radical. Editor Helen Wilkinson, a member of the Child Care Commission, the Campaign for Parental Leave and Demos's Advisory Council writes:

*"It is no longer feasible – nor indeed desirable – to prop up the traditional nuclear family, but the new economy cannot live on thin air alone. The family business is our most precious enterprise and we under invest at our peril."*

*"We need to feminise economics and take seriously the new politics of gender, time and care if we are to nurture families in the new economy."*

### A new economics

A new economic approach is required from government which supports all emerging family forms, recognises families as wealth creators and allocates resources equitably across the generations. At the moment there is a tension within New Labour between its desire for inclusion through paid work and a notion of inclusion through care work.

The Government needs to invest in building a care economy

fit for the 21st century. This means plugging the gaps in child care provision – for children under three, students and shift-workers in particular – while increasing accessibility and affordability and encouraging employers to do more through tax incentives.

The book also argues for a well-funded family leave scheme. As a starting point, parental leave should be universally funded and, in the long run, parents should be able to take funded time off over the course of their lives according to their children's need. Parents could use this to care for elderly relatives, the sick or people with disabilities.

Wages aren't the only way of valuing a citizen's contribution to society: we need new ways of recording and rewarding time. The New Economics Foundation is already working with local communities to find ways of valuing carers' contributions through time and care credits. Employers and government need to institutionalise this into benefit entitlements for the future.

The Government should also be actively promoting new ways of working by providing tax incentives for employers to introduce for example homeworking, the right to reduce working hours, and so on.

The Prime Minister has made much of New Labour's commitment to communities. More could be done to encourage and reward community action through the promotion of mutual exchange. The Government could facilitate this through start up grants for community ventures on the Internet, and through reforming the pricing structure to help the growth of the Interneted family.

**Family Business** also argues for a far greater investment in children and parents, perhaps by giving children a say in the political process by allocating them votes administered by their parents and a greater share of resources; a Minister for Generations who could act as a custodian of future generations; the publication of a broader set of national accounts taking into account the household economy and set alongside narrower measures of GDP; and a new generation of welfare-to-work initiatives framed with the needs of disrupted families in mind, finding ways, for example, of engaging disconnected fathers in the care as well as the economic support of their children.

## An international agenda

This agenda is supported by a host of experts from around the world who explore the issues that have arisen over the last thirty years and provide workable policy solutions.

Author and journalist **Maureen Freely** questions New Labour's desire for a partnership with parents. While Tony Blair's rhetoric about a 'moral crusade' rings alarm bells, he is right to recognise that there are dangers that should concern politicians. But, she argues, the problems of modern family life cannot be

fixed unless we construct a new framework for policy in which the 'citizen-parent' can operate.

The Government's new family policies slip back into the old conventions they are meant to replace and are paternalistic, though well-meaning. We need to understand care as something that helps people achieve full citizenship.

Drawing on recent research data, **Liz Bargh** points out that half of all full-time workers were concerned with having too little time with their families; nine out of ten saw the ability to balance work and personal life as a key factor in how committed they were to the job.

She argues that a long hours culture is detrimental to all just one in 10 workers said they rarely felt stressed at work. Only four in 10 managers think they have the right balance between work and family. She concludes that the picture that emerges is one of a whole section of the country's workforce living under siege.

The Chair of Relate, and trustee of the National Parenting and Family Institute, **Ed Straw**, argues that the skills children and parents learn at home are of a higher order than those learned at work; the most difficult job the prime minister does is parenting not running the government. He says that the value of relationship skills learned at home that are then used at work should register positively in a company's accounts.

**Ed Mayo**, of the New Economics Foundation, goes further, in showing why we need to replace the work ethic, beloved of New Labour, with a sense of ethical work. He describes practical examples of time and care credits in operation in communities around Britain, and suggests that such initiatives could be the basis for a new approach in government. In support of the idea of 'time economics', he quotes Ivan Illich who pointed out that unpaid 'shadow work feeds the formal economy'.

**Professor Shirley P Burggraf** of Florida University proposes that balance could be restored to the work-family equation if your social security taxes were put into the retirement trust funds for your own parents, thereby making parents shareholders in their own families and restoring as much as \$21 trillion of economic equity to the family balance sheet. As she shows, life insurance is already simply a way of using a market mechanism to take care of an important dimension of family business. We must construct a realistic economic infrastructure that can support the family's basic functions in the next century.

**Colette Keller**, Director of the Daycare Trust, writes that things can only get better. She offers some immediate ways in which the Government can plug gaps in the childcare framework. Much more needs to be done in terms of provision for children under three, for example. Despite widespread change, society's expectations have lagged behind: the emotional burden still remains with mothers (who is the school more likely to call if a

child is sick?)

What is new is that men are now joining women in the stress-laden world of juggling family and work commitments. One answer is to update family services and support so they're more in tune with the times - 80 percent of parents say their employers should provide more childcare while just 8 percent actually do so.

These points are also supported by:

- Sue Slipman who says the Government appears to have no real childcare strategy and argues for tax relief on childcare given by employers;
- Jack O'Sullivan and Laura Wilkinson who offer a personal view, and remind us that today's parents are pioneers of new forms of work and family life;
- Tom Bentley who argues that there is a growing similarity between the family and business;
- Ellen Galinsky who says that we need to ask children about their needs, and concludes from her own pioneering survey of children's attitudes to working parents in America that children need greater investments of time and energy;
- Stephen Driver and Luke Martell who dissect the tensions in New Labour's family and work policies but argue that there is scope for a third way synthesis; and
- Helena Cronin and Oliver Curry who show how families have literally 'evolved' to be sites of reciprocity, love and mutual exchange.

*Family Business* also includes new articles by: Arlene Skolnick, Melanie Howard & Michael Wilmott, Nancy Ramsey, Shirley Mona Harrington, Michael Rustin, Brad Googins, Graeme Russell & Juliet Bourke, Suzan Lewis & Julia Brannen, Fiona McAllister, Sumiko Iwao, Peter Moss, Paul Gregg, Ian Christie, Michael Young & Jean Stogdon, and Linda Tarr-Whelan.

Of *Family Business*, Helen Wilkinson writes:

*"All the thinkers in this Collection have important contributions to this project. They raise questions, as well as answers and many caution against quick fixes or simple solutions. But running through is a simple story. The family is our most precious enterprise."*

## About Helen Wilkinson

Editor of *Family Business*

Helen Wilkinson is one of the pioneering members of the Demos research team. She has been with the organisation since 1994 in her capacity as Project Director, where she initiated and directed a number of flagship research projects on gender and generational change, with a particular focus on the implications for families, work places, communities and politics.

In the spring of 1997, Helen was awarded the prestigious Harkness Fellowship and she relocated to America where she built on her expertise and knowledge at the prestigious Families and Work Institute in New York, a non-profit research centre which works closely with the corporate sector.

She spent six months living on the West Coast in San Francisco working on her book, *The Age of Androgyny*, which will be published by Harper Collins shortly.

Helen returned to the UK in the spring of 1999. She is a member of Demos' Advisory Council and will continue to track trends and initiate ground breaking research on these issues in her capacity as a strategic consultant to the organisation on gender, work and family-related issues.

She remains an Associate at the Families and Work Institute and will be bringing this ground-breaking research to British audiences. She is also an associate of the Future Foundation, one of the UK's leading commercial thinktanks specialising in research for the corporate sector and is a member of the National Work/Life Forum, a corporate campaign focused on strengthening the business case for action on these issues.

### Selected books and pamphlets

- No Turning Back: generations and the genderquake (interim report of the Seven Million Project) (Demos, 1994).
- Freedom's Children: work, relationships and politics for 18 to 34 year-olds in Britain today (final report of the Seven Million Project, co-authored with Geoff Mulgan) Tomorrow's Women: futures for women in 2010 (Demos, 1995).
- Parental Leave - the price of family values? (interim report on attitudes to parenting in the nineties). Co-authored with Ivan Briscoe (Demos, 1996).
- Soft Sell or Hard Policies: how can the parties best appeal to women? Co-authored with Shelagh Diplock (Demos, 1997).
- The Proposal: giving marriage back to the people. (Demos, 1997).
- Tomorrows Women: futures for women in 2010 Co-authored Melanie Howard, with Sarah Gregory, Helen Haynes and Rowena Young (Demos, 1997).
- Time out: the costs and benefits of paid parental leave (Demos 1997).

### Selected journals, articles and chapters

- Well-Being and Time (in The Time Squeeze, Demos Quarterly, Issue 5, 1996).
- Business Feminism (in The New Enterprise Culture, Demos Quarterly, Issue 8, 1996).
- New Kids on the Block (in The Return of the Local, Demos Quarterly, Issue 9, 1996).
- The Making of a Young Country in The Blair Agenda (edited by Mark Perryman, published by Lawerance & Wishart)
- Life after Politics (edited by Geoff Mulgan, published by Harper Collins 1997): contributed chapters on gender, time and generational politics.

- Freedom's Children: towards a new ethic of personal and social responsibility?: in *Kinder der Freiheit*, (edited by Ulriche Beck, published by Suhrkamp 1997).
- The Age of Androgyny (working title; book on sexual and generational politics to be published shortly by Harper Collins).
- The Thatcher Legacy: the birth of girl power and power feminism in *On the Move: feminism for a new generation*, edited by Natasha Walter, Little Brown, 1999.

### Current research projects

Responsible fatherhood  
Gender, work and family project  
Gender, work and family change

### Responsible fatherhood

Helen is Project Director of this project, which explores policy initiatives aimed at encouraging responsible fatherhood, in the area of welfare reform (particularly welfare to work), family policy, child well-being and healthy parenting, with a view to assessing the viability and transferability of these policy initiatives in the UK context.

The project includes extensive primary research in the USA on measures to facilitate the involvement of divorced or separated fathers in the lives of children and provides detailed examples of ways in which welfare to work can be designed and implemented so as to integrate a child-centred perspective. The project could lead to a range of outputs, pending funding.

### Gender, work and family project

The Tedworth Charitable Trust provide funding for Helen Wilkinson and Demos to keep a presence in the field of gender change, work and family issues. The research agenda developed by Helen during Demos' first five years has been agenda setting and wide ranging. And is clearly marked up in the publications section of the web site under gender, work and family.

Helen is currently working on a Demos collection, which is being prepared in collaboration with the Families and Work Institute. This collection follows on the agenda setting, Time Squeeze, and aims to move the debate forward. It will focus on how we can nurture creativity and fulfilment in relationships and family life, and at work in an era of globalisation.

Helen is also developing outputs on fatherhood, and family policy with particular focus on low income families and welfare reform.

Her chapter, *The Family Way*, published in *Tomorrow's Politics*, is the most up to date synthesis of her thinking, and Demos' research agenda on these issues.

### Gender, work and family change

Helen is currently seeking funding to develop a range of research projects in this area. Planned projects include:

- Family futures - a range of possible futures for relationships and

family life will be presented based on Demos' Serious Futures method.

- A national study of the changing workforce, which will provide comparable data with the USA.
- An edited collection on Tomorrow's Parents for the spring 2000 and scheduled for National Parenting Day.

*Further details about Demos research projects can be obtained by visiting their web site <http://www.demos.co.uk/>. Helen can be contacted via email on [hwilkins@netcomuk.co.uk](mailto:hwilkins@netcomuk.co.uk).*

## CPE Events

### Family Law Forum AASW (WA Branch)

31 May 2000, 1 – 5 pm, 8 June 2000, 9 am – 1 pm  
Contact: Liz Retamal  
Ph: (02) 9420 7240, Fax (08) 9444 5410  
Email: [aaswwa@aasw.asn.au](mailto:aaswwa@aasw.asn.au)

### Y2k is behind us now it is time to front 2KY: "Let's Talk About Sex", AASW (WA Branch)

20 June 2000, 1 pm – 4 pm  
Contact: Liz Retamal  
Ph: (02) 9420 7240, Fax (08) 9444 5410  
Email: [aaswwa@aasw.asn.au](mailto:aaswwa@aasw.asn.au)

### Assessment and Treatment of Traumatised Children, AASW (WA Branch)

24 July 2000, 8.45 am – 4.30 pm  
Presenter: Suzanne Jenkins  
Contact: Liz Retamal  
Ph: (02) 9420 7240, Fax (08) 9444 5410  
Email: [aaswwa@aasw.asn.au](mailto:aaswwa@aasw.asn.au)

### Accounting for Social Work Practice: Meeting the Challenge of Social Reconstruction

#### AASW (WA Branch) State Conference Perth/Bunbury

5-9 September 2000  
Contact: Marian Maughan, Conference Project Officer  
Ph: (08) 9330 2585 Fax: (08) 9317 3891  
Email: [aaswwa@aasw.asn.au](mailto:aaswwa@aasw.asn.au)

### Adoption in the New Millennium "Linking Past, Present and Future", Western Australian Adoption Conference 2000

19-21 May  
Advanced Manufacturing Technologies Centre, Perth  
Contact: Adoptions International  
Ph: 9328 2555, Fax: 9328 2544  
Email: [aiwa@multiline.com.au](mailto:aiwa@multiline.com.au)

# NATIONAL SOCIAL WORK DAY

## WEDNESDAY 17 MAY 2000

Social work day is happening on May 17th, along with the Social Work Awards Presentations. This year the theme for Social Work day has been set as *Social Workers Make A Difference*.

Because the awards are being presented as part of the day's activities, the working group feel that a work based celebration would be a great way to recognise our commitment to social work.

We would like our celebration to have a two fold effect. Of course we want to have some fun and celebrate the day, but we would like to follow this up with a useful resource.

### First to the celebration

Social workers DO make a difference, and this year we would like to celebrate this earth shattering news by developing a 'scrap book' of social work 'good news' stories; stories such as the KEMH story about the social workers who have recently produced the booklet on teenage parenting and the N'Gala social workers who have set up the 'Hey Dad' program.

So if you know of a social worker (or a group of social workers) who have developed a program, changed/challenged or devised a way of thinking or discovered the cure for AIDS, etc etc...please let us know.

A little closer to the day we will be sending out packages to help set up a festive morning or afternoon tea and it would be wonderful to be able to include some of these 'good news' stories in those packages. Humorous stories or good jokes would also be most welcome.

### Now to the 'useful resource'

We are hoping that every agency (or individual) that takes part in the celebration will send us a small amount of information on who they are and what they do.

We will collate this information and then forward it to all the other agencies (and individuals). In this way we will be able to expand our general knowledge about each other and about the other areas that are covered by the social work profession.

So let's celebrate and share

Please send your 'good news' stories to Norma, Rosina and Sarah at PO Box 198, West Perth, 6872 or email them to [aawswa@aasw.asn.au](mailto:aawswa@aasw.asn.au) and we'll start preparing for the party!

**NORMA WELSH, CONVENOR**

**SOCIAL WORK DAY WORKING PARTY**

*Continued from page 6*

therefore urge you to take immediate action to address this issue, and to fulfil Australia's international human rights obligations.

Yours sincerely  
Ms Jo Gaha, National President  
21 February 2000

## Branch Ethics Committee Nomination Period Extended

As there were some late nominations for the Branch Ethics Committee, the Committee of Management has decided to extend the nomination period.

Nominations should be made on the Nomination Form included with the February edition of the newsletter and returned by 5.00 pm Friday 28<sup>th</sup> April 2000. Details are on the form and further copies can be obtained from Liz Retamal the Branch Executive Officer by contacting her on 9420 7240.

If you would like more information regarding the work of the Branch Ethics Committee contact Virginia Scott, Vice President (Ethics and Professional Practice) on 9450 2833.

## WANTING TO DOWNSIZE? S.W.S.A CAN HELP YOU!

The UWA Social Work Student Association is eagerly seeking social work textbooks or relevant literature that may be of interest to social work students.

The association is setting up a Student Resource Room at the University and it would be great if you could dig up any resources that may be useful to students, and donate them to the association. Your donation will be recognised with an appreciation slip inside the cover of the book. If you are able to contribute to the Student Resource Centre, please contact Eithne O'Brien (08) 9227 5060  
Email: [eithneo@perth.caa.org.au](mailto:eithneo@perth.caa.org.au)

## New Members

The WA Branch welcomes the following new members:

Anita Cook  
Debra Easther (Bunbury Health Service)  
Marie Easton (Royal Perth Hospital)  
Tracey Letch (Student Associate)  
Rob MacPherson (Fremantle Hospital)  
Stacey McAlister  
Derek Moore (Transfer from Victoria Branch)  
Jenny Norris (Student Associate)  
Sherri Richards (Student Associate)  
Kim Reader (Student Associate)  
Annette Scagliotta (Student Associate)  
Diane Thompson

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## WHAT PLANS ARE YOU MAKING FOR NATIONAL SOCIAL WORK DAY?

**WEDNESDAY 17 MAY 2000**

The theme for National Social Work Day is "Social Workers Make a Difference".

What can you do to celebrate and acknowledge the interests and achievements of social work in your workplace?

- ✓ Stage a display.
- ✓ Organise a seminar or presentation for other workers.
- ✓ Host a special morning tea or lunch.
- ✓ Arrange an article for your agency newsletter.
- ✓ Send a story about how you celebrated National Social Work Day to be included in the next newsletter.
- ✓ Be creative

Most of all enjoy yourself on National Social Work Day - be proud of your profession.

## NEW GRADUATES AND ASSOCIATE MEMBERS SUBCOMMITTEE MEETING

The next get together of the subcommittee will be held on Thursday 6<sup>th</sup> April at 6.30 pm. The meeting will be held at City West Lotteries House, 2 Delhi Street, West Perth.

Anyone interested in becoming involved with the subcommittee or just curious please come along.

Further information: contact Dave Jones  
9498 5138 (Home)  
9480 5500 (Work)  
E-mail: [ruahkwin@upnaway.com](mailto:ruahkwin@upnaway.com)

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