



International Federation of Social Workers
New Social Worker Network
Collaborative Working Agreement

New Social Worker Network

(herein known as ‘the Network’) will adhere to the Network responsibilities.

Purpose

The Network exists to represent and promote the interests of new social workers who are involved in IFSW Europe’s work, to develop and promote excellent social work and to pursue the Federation’s overall mission – for social workers, for social work, for a better society - vision and work plan within specific context to the interest of new social workers. The Network is committed to developing IFSW Europe as the strong, independent voice of social work and social workers and meeting key aims of encouraging an intergenerational ethos and a sustainable Federation.

Values and Principles

The Network will promote IFSW’s Code of Ethics for Social Work. The work of the Network will be underpinned by this value base and commitment to act ethically, respect and promote equality, diversity, human rights, social justice, professional discourse, and excellent social work practice.

The Network will lead on matter specific to issues relating to new social workers in a collective commitment to the Code of Ethics, demonstrating this, particularly in the conduct of the Network's business and in all its relationships with members and the wider public.



The Network will adhere to the ethical principles of the Federation to ensure members support one another, raise issues, and work together to communicate effectively and maintain open dialogue.

The Network will adhere to transparent governance processes and will be accountable to the Delegates of IFSW Europe. This Collaborative Working Agreement will be kept under review by the Delegates of IFSW Europe on an annual basis to ensure they remain fit for purpose.

The Network aims to:

1. To identify, prioritise the offer, services, and opportunities IFSW Europe provides to and for issues relating to new social workers and where relevant make recommendations to The Delegates of IFSW Europe.
2. To provide strategic direction for IFSW Europe's offer and services towards the aims of new social workers, and work as appropriate to support these activities.
3. To advise IFSW Europe of its provision of its learning opportunities to enhance the aims of new social workers.
4. To create space for the sharing of learning and experiences of new social workers across Europe.
5. To ensure agreed motions relating to new social workers are taken forward.
6. To liaise with and support the Delegates of IFSW Europe to ensure that each country's representatives effectively manage national groups that support the Network's activities and ensure their alignment with local needs and priorities.



7. To advise on the maintenance and consistency of a Europe-wide approach to the provision of services and support around new social workers throughout the Federation.
8. To ensure IFSW Europe is outward facing and externally influential across Europe in its work around promoting the interests of new social workers.
9. To establish priorities in ensuring this collaborative working agreement is delivered and to set out an annual work plan as part of the wider IFSW Europe work-plan.
10. To monitor and evaluate the impact of the Network's activities, ensuring continuous improvement.
11. To ensure that the Network's actions reflect the cultural, linguistic, and social diversity of new social workers across Europe.

Objectives

14. To provide oversight and regular evaluation of the offer and services provided around new social workers.
15. To provide guidance and advice to Delegates on matters which relate to new social workers where appropriate or necessary.
16. To develop the profile of new social workers within the agreed structure to meet the Articles and principles of IFSW Europe as is required of Networks.
17. To develop opportunities for new social workers to be included in all the organisational structures of IFSW Europe to show how new social workers can contribute to the aims of the Federation.



18. To represent the views and ambitions of new social workers aims which are obtained from the activities arranged for Delegates and members interested in supporting new social workers.

Action Plan

19. As IFSW Europe is an independent social work membership organisation and as social work professionals, there is a commitment to actively and openly adopting, promoting, and embedding a culture of equality, diversity and inclusion and in challenging all forms of discrimination and inequality founded on knowledge and practice that represents the experiences of all. Consideration needs to be given to IFSW Europe's response to new social workers and identity positive actions for future achievements that supports a redistribution of decision-making power for social work.

20. The following are the actions that will be taken by the Network:

21. Promote new social workers on IFSW Regional and Global levels.

- a The definition of new social workers IFSW Europe will use to be any person that is a student of social work or within their first 5 years of employment as a social worker.
- b Encourage member associations to involve new social workers locally and regionally.
- c Promote that at least one observer from delegates and member associations to be a new social worker at Delegates Meetings, as well as part of official delegations to the Delegates Meetings.
- d Support new social workers to be represented on the task and finish group around good governance at the IFSW Global level.
- e Work towards presenting a full motion on the future for new social workers throughout IFSW Global at the 2026 General Meeting.

22. Establish a Network for new social workers.



- a This network is for new social workers to network, host events, share ideas and experiences, initiate projects, take part in representative roles, and ultimately build a community of new social workers, through building leadership, as well as contributing towards an intergenerational ethos and sustainable movement for IFSW Europe.
- b Promote new leadership through the Chair of this network being a new social worker nominated and elected by the network.
- c Invest in intergenerational collaboration of new social workers and experienced social workers through the Chair of the network to be well supported by the Executive through an Executive member who will support the Chair of the network to co-ordinate the involvement of new social workers throughout all IFSW Europe structures.
- d Support the network of new social workers to initiate projects, e.g. through the Erasmus scheme, that are focused on issues that the Network wants to lead on, utilising IFSW Europe as the legal body.
- e Support the work of the network to apply for further funding from IFSW Global to continue promoting new talent in IFSW.

23. Support the network to develop a policy paper.

- a This policy paper will develop a strategy for the promotion of new social workers within IFSW Europe. Members of the European Executive Committee and other interested members will participate in this working group. This paper will be discussed further at the conference in Oslo 2025. There are many different questions to be addressed, e.g. how can the promotion of new talent be financed at IFSW Europe level and who takes central responsibility for the promotion of new talent. What exactly does sustainable promotion of new talent mean within IFSW Europe? How do we truly create an intergenerational ethos to ensure the sustainability of IFSW Europe? In the best case scenario, there will also be a face to face meeting in presence to develop this policy paper.



Composition of the Network

24. The Network will be composed of voting members and members. All members will need to meet the definition of a new social worker.
25. Voting members will be nominated by member organisations of IFSW Europe, and only one new social worker may be nominated by each member organisation. Member organisations must nominate a new social worker by contacting the Chair and Co-Chair of the Network.
14. Members of the Network should be associated with their membership organisation in their country, and support will be provided to them to join if they have not already. There is no maximum number of members in the Network.
15. There will be responsible roles for the Network. These include: Chair and Co-Chair. There will be further roles that take a Lead, in the following thematic areas: funding, membership, events, social media, policy paper, federation. Further thematic areas can be identified.
16. The Chair, Co-Chair and Leads will be appointed through an election process conducted by the Network. The Chair and Co-Chair must be voting members of the Network. Any member of the Network can run for election for the Lead roles. The Chair and Co-Chair can facilitate the appointment of members of the Network into a Lead role by consensus. These appointments will be made for the duration of in between Delegates Meetings, which take place annually.
17. The maximum term of office for the Chair, Co-Chair and Lead roles will be two 1-year terms. No member can serve for more than this, unless in extraordinary circumstances, this may be extended for up to six months to ensure a clear transition.



18. The Quorum of the Network is at least 25% of the voting membership present to make decisions. Voting members can request a proxy vote. Each voting member can hold a proxy vote for a maximum of one other voting member.

Roles and Responsibilities

19. Chair / Co-Chair

- a Oversees coordination and internal communication.
- b Acts as a representative and spokesperson for the Network.
- c Ensures ongoing tasks and responsibilities are managed.

20. Membership Lead:

- a Manages membership engagement and recruitment.
- b Coordinates with membership organisations to encourage nominations.

21. Funding Lead:

- a Focuses on identifying funding opportunities and submitting applications.
- b Managing budget to ensure resource maximisation.
- c Communicating financial issues with the Chair & Co-Chair of the Network and the Treasurer of IFSW Europe.

22. Events Lead:

- a Leads on event organisation and planning to ensure there are regular events run relevant to experiences of new social workers.
- b Supporting new social workers to lead events at established conferences, seminars, and workshops.

23. Social Media Lead:

- a Focuses on ensuring there are clear social media platforms to share the work of the Network, as well as to engage new members and build a platform to connect: Facebook, Instagram, LinkedIn, IFSW webpage.

24. Policy Paper Lead:

- a Focuses on ensuring the policy paper is co-produced with members of the Network and produced in a timely way for presentation at the Delegates Meeting.



25. Federation Lead:

- a Focuses on establishing and maintaining links and relationships across the Federation.
- b Supporting members of the Network to engage with different representatives roles across the Federation.

Work Methods

- 28. The Network works within IFSW Europe and is required to present a formal report to The Delegates of IFSW Europe at least once a year to the Delegates Meeting.
- 29. The role of The Executive and The Delegates of IFSW Europe is to either; approve, dismiss, or refer back the recommendations of the Network.
- 30. The Chair and Co-Chair, with the Leads, will maintain an annual work programme which will set agendas for each meeting and ensure the Network achieves planned objectives and outputs throughout the year. This must be flexible enough to allow for the discussion of issues as they arise. This work plan will fit within and respond to the overall IFSW Europe work-plan.
- 31. There will be appropriate consultation with Network members by email and/or virtual meetings in respect of urgent issues with significant implications. Urgent and important issues can be agreed outside of the normal cycle of meetings by the Chair, Co-Chair, Leads and IFSW Europe Executive.
- 32. Decisions of the Network will be formally made by a majority consensus agreement of the Network voting members.



33. Network decisions and relevant non-confidential papers will be made readily available to members.