Book reviews

Book review policy

The policy of *Social Work Review* is to offer books for review to ANZASW members in the first instance. New reviewers are welcome and any member who would like to be added to the list is invited to write (preferably by e-mail) or telephone the Book Review Editor. It is most helpful to the Editor if you are able to identify specific titles from those offered below that match your area of interest. If you wish to discuss any of the books, or want to make a more general inquiry about book reviewing you are most welcome to make contact. Once a review is completed, the book becomes the property of the reviewer.

Publications available for review

Azri, S. (2013). *Healthy mindsests for superkids: A resilience program for children aged 7-14*. London: JKP.

Batsleer, J. (2013). *Youth working with girls and women in community settings – A feminist perspective*. London: Ashgate.

Beddoe, E. & Maidment, J. (Eds.). (2014). *Social work practice for promoting health and well-being: Critical issues.* New York: Routledge.

Beresford, P., & Carr, S. (Eds.). (2012). *Social care, service users and user involvement*. Jessica Kingsley: London.

Bottrell, D. & Goodwin, S. (Eds.). (2011). *Schools, communities and social inclusion*. South Yarra: Palgrave Macmillan.

Crosson-Tower, C. (2014). *Confronting child and adolescent sexual abuse.* London: Sage.

English, A., Selby, R., & Bell. H. (2011). *Working with whanau: Maori social work in schools*. Palmerston North: Massey University.

Evans, J. (2014). *How are you feeling today baby bear?: Exploring big feelings after living in a stormy home*. London: JKP

Gursansky, D., Kennedy, R., & Camilleri, P. (2012). *The practice of case management*. Crows Nest NSW: Allen and Unwin.

Humphrey, C. (2011). *Becoming a social worker: A guide for students*. London: Sage.

James, A.M. (2009). *Brothers and sisters in adoption: Helping children navigate relationships when new kids join the family*. Indianapolis: Perspectives Press.

Laing, L., & Humphreys, C. (2013). *Social work and domestic violence – Developing critical and reflective practice*. London: Sage.

Mainstone, F. (2014). *Mastering whole family assessment in social work*. London: JKP.

Matthies, A-L., & Uggerhoj, L. (Eds.). (2014). *Participation, marginalization and welfare services-concepts, politics and practices across European countries*. England: Ashgate.

Melcher, M. (2014). *How to create a successful adoption portfolio*. London: JKP.

Sapin, K. (2013). *Essential skills for youth work practice* (2nd Edn.). London: Sage.

Selby, R., English, A., & Bell, H. (2011). *Social worker in schools: A New Zealand Maori experience*. Palmerston North: Massey University.

Steinberg, G., & Hall, B. (2000). *Inside transracial adoption*. Indianapolis: Perspectives Press.

Tawhai, V.M.H., & Gray-Sharp, K. (Eds.). (2011). *'Always speaking' - The Treaty of Waitangi and public policy*. Wellington: Huia.

Taylor, A. & Connolly, M. (Eds.). (2013). *Understanding violence: Context and practice in the human services*. Christchurch, New Zealand: Canterbury University Press.

Tomlins-Jahnke, H., & Mulholland, M. (Eds.) (2011). *Mana tangata politics of empowerment*. Wellington: Huia.

Wadsworth, Y. (2010). *Building in research and evaluation. Human inquiry for living systems*. Crows Nest NSW: Allen & Unwin.

Williams. L., Roberts, R., & McIntosh, A. (Eds.). (2012). *Radical human ecology: Intercultural and indigenous approaches*. Surrey: Ashgate.

eBooks also available for review

Margaret, J. (2013). *Working as allies: Supporters of indigenous justice reflect*. Awea Publications: New Zealand.

Address all enquiries to:

Helen Simmons
Book Review Editor
Social Work & Social Policy programme
School of Health & Social Services
Massey University
Private Bag 11-222
Palmerston North 4442
New Zealand

E-mail: H.Simmons@massey.ac.nz

Combining paid work and family care: Policies and experience in international perspective. **Editors Teppo Kroger and Sue Yeandle. Pub. Policy Press, UK, 2013.**

Family carers for members with disabilities used to be invisible. Now, thanks to the hard work of advocacy organisations and to sensitive and insightful academic research, caregiving has become increasingly visible.

The overall theme of this book is the interconnection between the private sphere of family life and that of public employment (p.1) and the need for policies to support family caregivers of people with disabilities, especially the elderly, whose numbers and needs are increasing. (p.3).

A thoughtful introduction on the experiences of working caregivers is followed by detailed discussions of policy developments. The editors have divided the range of caregiving into three parts: i) working carers of older people, ii) parent-carers of disabled children and iii) working-partner-carers. The time period of these different caregiving roles will vary from shorter to life-course care, necessitating both specific support for individuals, and general policies to create the systems of support.

The policies discussed reflect the systems of six countries: Nordic Sweden and Finland are known for their generosity and extensive coverage with their welfare benefits and publicly

organised welfare services. The 'liberal regime' of Australia and England focus their welfare systems on people with low incomes. Japan and Taiwan are influenced by the Confucianist culture where families traditionally provide care required by members.

Policies of income support, respite and flexible employment arrangements are discussed for each country, along with information on how different supports for substitute care are negotiated, necessary for carers who must undertake paid work, thus requiring substitute care, and a need for flexible employment arrangements.

Financial support for carers varies from country to country: specific carers' benefits in Australia and England; payments to care in Finland and Sweden.

Examples are: a Carer's Allowance in England is paid to those who are unable to work because of their caring responsibilities. Finland also has a carer's allowance, while Sweden employs family carers on the same terms and employment conditions as home care workers.

Other policies focus on rights to employment and flexible employment conditions. An example from Australia says that carers for disabled children under 18 have the right to request flexible employment, such as different hours or different locations of work, e.g. working from home.

Japan has 93 days' leave for circumstances of family need for constant care. Employees with further care responsibilities are entitled to apply for reduced working hours and special arrangements to assist them as parents of sick or disabled children.

This is a richly informative, fascinating and highly valuable work from a range of expert researchers and skilful editors. Each chapter is well referenced and there is a good index.

For social workers working with and advocating for carers, there is excellent information on caregiving and policies in different countries, assisting our background knowledge and understanding of carer needs. Although New Zealand is moving on carer payments, we still have some way to go.

Beatrice Hale, PhD,
Independent writer and researcher.

Professional accountability in social care and health: Challenging unacceptable practice and its management. **By R. Kline and M. Preston-Shoot. 2012. 208 pp. London: Sage. Learning Matters. ISBN 978 0 85725 689 8.**

The problems of addressing poor practice and management in social services and health care are complex and in particular there are challenges when these problems are encountered by practitioners who may struggle to be heard in large bureaucracies. How to act when confronted with poor and potentially harmful practice, whether individual or managerial, is tantamount to playing snakes and ladders in the dark. So this book, written by two well respected UK authors, is very welcome. Michael Preston-Shoot is well known for his research and writing on social work and the law, and Roger Kline has had a career in sector unions

and has made significant contributions to our understanding of whistle blowing in health and social care services. He acts as an advisor in many cases and thus has real experience in addressing the challenges and consequences of blowing the whistle on poor practice.

The intended audience for this book is students and newly qualified practitioners in health and the social professions, but I feel it will be of interest to academics, those engaged in the governance and management of our own professional association, and regulatory boards such as our New Zealand SWRB. It is written for a UK audience, so the legal and regulatory aspects are of limited use to a New Zealand audience, but the general discussion and links to resources is very useful.

The authors state at the outset that their aim is to provide 'guidance for practitioners and managers across the health and social professions on how to maintain accountable professionalism and ethical and legal literacy in the face of tricky 'what if' situations' (p. xi). The book thus addresses the day-to-day dilemmas, while set against a backdrop of the 'age of inquiry' in which practice has so often been interrogated and found wanting (Stanley & Manthorpe, 2004).

The book can be divided into two sections. The first part (chapters one to four) employs research and evidence from practitioners and service users about the nature of high professional standards in practice and how it can be maintained and undermined. This section contains references to many formal legal cases and serious case reviews into situations where practice has been found wanting. While these may be too inherently local to the UK to be of comprehensive relevance to a New Zealand audience, there are discussions of general principles and process concerns that are of interest to all. For example, chapter two addresses whistle blowing as a particularly responsive form of accountability. Whistle blowing is a term that has entered the lexicon as a catch-all phrase for situations when an employee takes a serious concern about a professional, ethical or legal practice beyond their immediate workplace. Such an action is generally considered to be justified by professional ethical codes if an immediate remedy is not found. International research demonstrates that whistle-blowers experience ramifications for blowing the whistle, even when their concerns are vindicated. There may be legal and employment ramifications; whistle-blowers may face ethical charges, often alleging breaches of confidentiality and there are often consequences for personal wellbeing (De Maria, 1996; Hedin & Månsson, 2011). In New Zealand a small qualitative study is currently being written up from research carried out by a MSW student in the reviewer's school, which will report similar lived experiences for whistle-blowers. Chapter four provides some sensible guidance for organisations in ensuring that a supportive and highly professional workplace nurtures ethical practitioners and clear guidance and governance.

Chapters five to 10 are practical in orientation and explore potential scenarios where practitioners and managers may face challenging decisions. These chapters explore both real and fictional case study examples where issues of ethical or competent practice, safety, specific occupational health breaches, workload or workplace bullying occur, and provide suggested actions and escalations to address these successfully. An interesting section addresses an approach to addressing matters of unsafe workload in social work settings. Several key points emerge as important to ensure the best outcomes. Firstly, it is important

to speak out even when the person at the centre of your concern is more senior if you believe service users, you or your colleagues may be at risk of harm or serious disadvantage by an act or omission. Secondly, the importance of recording and sharing concerns in order to have evidence of your own actions is emphasised. Finally, the general principles of complaints or concerns apply – address closest to the problem first – followed by an escalation of concerns through the organisational hierarchy before blowing the whistle. Advice is also provided for supervisors and managers. Throughout the book there is mention of the importance of the team and peer cooperation and supervision as significant sources of support.

This book is a useful resource and provides an excellent bibliography of cases, procedural guidance and relevant research. Much of this material is very practical and could be easily adapted to develop a training intervention to raise awareness in the local context. It will be of use to those taking on challenging roles as ethical advisors or complaints assessors with the caveat of course that local knowledge is central to good management.

References
De Maria, W. (1996). The welfare whistleblower: In praise of troublesome people. *Australian Social Work, 49*(3), 15-24.
Hedin, U-C., & Månsson, S-A. (2011). Whistleblowing processes in Swedish public organisations: Complaints and consequences. *European Journal of Social Work, 15*(2), 151-167.
Stanley, N., & Manthorpe, J. (Eds.). (2004). *The age of the inquiry: Learning and blaming in health and social care*. London: Routledge.

Liz Beddoe
Associate Professor of Social Work, School of Counselling, Human Services and Social Work, The University of Auckland.