

Marshall Callaghan

FOR BOARD MEMBER

Dear Social Work Colleague,

I'm **Marshall Callaghan**, I'm excited to accept your nomination for **Board Member** because I am a proud and passionate Social Worker. My vision for Social Work is we are acknowledged for our expertise in managing complexity across health, mental health, disability, family violence. As Board Member I want to be accessible, accountable and responsive.



I Stand For:

- **A Board that Reflects the Membership** – The AASW Board leads and sets the priorities of the AASW so who you elect is important. I am committed to supporting diversity on the AASW Board.
- **A visible & accessible Board** – I know you want a Board Member that is available, accessible and responsive. I am committed to attending events, networking meetings and being responsive to members.
- **Raising the profile of Social Work** – I am committed to raising our profile via social media, government relations and building strong links with services, government agencies and community groups.
- **Registration & Title Protection** – to protect vulnerable people & our profession by preventing non qualified persons from using our title without qualifications.
- **Value for money membership** – access to low cost CPD, access to professional and legal advice.

About me:

With over 24 years of social work experience across Commonwealth, State, and non-government sectors, I bring a wealth of expertise, leadership, and a deep commitment to advancing our profession. My career spans child protection, mental health, remote First Nations community work, and policy development, equipping me to represent the diverse needs of our membership. I am passionate about driving social work registration, title protection, pay parity, value for money membership, Board accessibility, and diversity, ensuring the AASW serves all members equitably. My professional journey includes senior roles such as Senior Social Worker at Centrelink,

Safeguarding Manager at CatholicCare Tasmania, and Child Safety Officer/Acting Team Leader with Child Safety Services Tasmania. At Centrelink (2009–2012), I led mobile teams delivering services to remote Indigenous communities, implementing pilot programs like SEAM and Place-Based Services, earning an Australia Day Award (2011) for excellence. As Safeguarding Manager, I oversaw child safety compliance across 38 Catholic schools, conducting investigations and delivering training.

My work in child protection involved managing high-risk caseloads, preparing court affidavits, and mentoring junior staff, demonstrating my ability to handle complex, high-pressure environments. With the Department of Defence (2011–2016), I served as a Defence Social Worker and Team Leader, providing mental health assessments, grief counseling, and leading bereavement services for ADF families. My secondments to the Department of Immigration saw me manage unaccompanied minors and complex cases at Darwin and Manus Island Detention Centres, navigating culturally sensitive and high-stress situations. These experiences honed my skills in trauma-informed practice, conflict resolution, and policy advocacy, which I will bring to the AASW Board to address our profession's challenges.

My Priorities

I am committed to **social work registration** to solidify our professional integrity and public trust. I will advocate for a national framework that ensures only qualified practitioners can practice, protecting our title and aligning us with other regulated professions. Recognition and pay parity are critical to valuing our expertise. My experience at APS 6 top pay spine levels (e.g., Centrelink, Defence) and equivalent senior roles underscores my understanding of equitable remuneration. I will push for AASW to lobby employers and policymakers for salaries that reflect our skills, particularly compared to allied health professionals.

Social work title protection is essential to prevent unqualified practice and safeguard public safety. I will champion policies to enforce this, drawing on my experience in high-stakes roles where professional credibility was paramount. Value for money membership is a priority, especially amidst cost-of-living pressures. I propose reinstating monthly payment options, reducing administrative fees, and expanding free or low-cost CPD to enhance membership benefits. My leadership in implementing cost-effective programs, like Centrelink's remote service initiatives, informs my approach to delivering tangible value.

I envision a **Board accessible to members, transparent, and responsive year-round**. As a former Centrelink representative on inter-agency taskforces, I facilitated stakeholder collaboration to address community issues like homelessness. I will advocate for live-streamed Board meetings, published minutes, and member-driven agendas through Branch Member Committees. Diversity is at the heart of my vision. The Board must reflect gender balance and a broad skill mix, including parents, carers, and rural practitioners. My work in remote Indigenous communities and with diverse refugee populations has deepened my cultural humility, ensuring I champion inclusivity.

My governance experience includes leading policy development, such as Defence housing policy reforms, and representing agencies in high-level forums. As a Justice of the Peace and community volunteer, I bring a collaborative, outcomes-focused approach to leadership. My academic credentials—Bachelor of Social Work, Bachelor of Arts (Political Science), and Bachelor of Teaching—complement my practical expertise, enabling me to analyze complex issues and communicate persuasively.

As a Board Member, I will uphold professional integrity, think strategically, and collaborate to advance AASW's mission. I am dedicated to building a stronger, more equitable profession that reflects our shared values. Your vote for me is a vote for a member-driven, inclusive AASW that champions registration, title protection, and fair pay. I humbly ask for your support to serve you on the AASW Board.
Thank you for your trust.

Thanks for your trust. It would be an honour to represent you and I ask that you **vote**

Marshall Callaghan for **Board Member**.

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