



# SASKATCHEWAN SOCIAL WORKER

Volume 24 Number 1

*“Social Workers – Make a Difference”*

February 2013 Edition

## President’s Message



We are now about one month into the year 2013 and, as in any new beginning, we look back on past activities and reflect on the successes and challenges we have faced. We then look forward to the future in anticipation of things to come. At SASW we approach the New Year in much the same way.

The year 2012 was a year of accomplishment on many fronts. About this time last year, after months of study, review and discussion by the Standards of Practise Committee, SASW Council approved the *Standards of Practise for Registered Social Workers in Saskatchewan*. This document is valuable as a resource that can provide guidance to members and regulators regarding minimum acceptable criteria for practise with the goal of public protection and professional competency.

In April the Northeast Branch hosted a well-attended AGM and Conference in Melfort. The keynote speaker was Dr. Michael Ungar, PhD, a member of the Nova Scotia Association of Social Work. Dr. Ungar was presented with the CASW National Award for Outstanding Service in November 2012. We were very pleased to have Dr. Ungar share his knowledge and experience with Saskatchewan social workers.

Throughout the rest of the spring and summer, SASW was continuously working with the Ministry of Social Services to draft and refine the amendment to *The Social Workers Act* that would endorse fully trained and qualified Social Workers doing mental health and addictions work, to provide clinical diagnostic services. SASW Executive Director Richard Hazel provides more information about this project on page 5.

I attended the Spring Education Conference of the Association of Social Work Boards in April in Lexington, Kentucky, and that same organization’s AGM in Spring-

field, Illinois, at the end of November. In June, I attended the Canadian Association of Social Workers AGM and Conference in St. John’s, Newfoundland and Labrador. These events are opportunities to network with other social workers across Canada and the USA, keep abreast of the issues and participate in work that affects social workers in national/international jurisdictions.

SASW, with nine other Canadian regulatory authorities in social work, has been involved in the work of the Canadian Council of Social Work Regulators through representation by Jim Walls and Richard Hazel. The provinces and territories have the responsibility to create their own legislation that governs the regulation of social work practise. As a result, there are differences between these jurisdictions in the requirements for competencies and standards of practise. The CCSWR is working on the development of standardized entry-level competencies for the profession of social work across provincial jurisdictions. The result is a competency profile that lays out minimum requirements for entry into the social work profession with the goal of guiding individual regulators and assuring the public that registered social workers are prepared to offer competent, ethical and safe services to the public. Detail on this project is provided in the article on page 11.

The bridge between the past and the future for SASW was the strategic planning session that was held in October. From that event a new plan of action was developed for the next four years, based largely on information obtained from a survey of you, our members. Some of the themes that we heard emerging from this work include, among others, promotion of the profession, information and education regarding the work and operations of the SASW Council and Advisory Board, strengthening partnerships with government and other provincial, federal and international associations, and better use of technology for registration and communication with members.

Our past Strategic Plan was very thorough and task

*continued on page 3*

## SASW COUNCIL

President: Joanne Schenn, Saskatoon  
Past President: Carole Bryant, Regina  
Secretary: Diane Lauritzen, Battlefords  
Treasurer: Leann Keach, Moose Jaw  
Members at Large: Hazel Berg, Melfort  
James Mulvale, Regina  
Julie Stocki, Prince Albert

### SASW COMMITTEE CHAIRS/APPOINTMENTS:

Registrar: Bill Tingley, Regina  
CASW Board Member: Ray Pekrul, Regina  
Public Representative: Melissa Haas, Kelvington  
Senate Representative: Shelley Whitehead, Regina  
Standards of Practice: Nuelle Novik, Regina, &  
Ralph Aman, Swift Current  
Professional Conduct: Jim Walls, North Battleford  
Discipline Resource: David Rivers, Regina  
Social Policy: Sydney Bell, Saskatoon  
Education: Shelley Whitehead, Regina  
Public Relations: Alan Corbeil, North Battleford  
Practice Ethics: Donald Halabuza, Regina  
Volunteer Development: Tom Seeley, Yorkton  
Student Award Committee: Ruth Ann Thomas, Saskatoon  
Health Services Committee: vacant  
Mentorship: Angie Pollom, Saskatoon  
Aboriginal Social Workers Task Team: Hazel Berg, Melfort

### SASW BRANCH REPRESENTATIVES:

Regina: Ryan Labatt  
Saskatoon: Angela Luron  
Prince Albert: Murray Wotherspoon  
Northeast Branch: Sheryn Peterson, Melfort  
Swift Current: Trisha Hall & Amelia Hinkley  
Yellowhead East: Tammy MacFarlane  
Battlefords: Dianne Lauritzen  
Southeast: Jill Zyla, Weyburn

### SASW PROVINCIAL OFFICE CONTACT:

Richard Hazel, Executive Director  
Debb Fisher, Office Administrator  
2110 Lorne Street, Regina, SK S4P 2M5  
Phone: (306) 545-1922 or  
Toll Free: 1-877-517-7279  
Fax: (306) 545-1895  
E-mail: sasw@accesscomm.ca

*The Saskatchewan Social Worker* is published by the Saskatchewan Association of Social Workers.

Members of the 2012 Editorial Board include:  
Ruth Mireau  
Ailsa Watkinson  
Richard Hazel, Executive Director  
Debb Fisher, Office Administrator

Members of the Editorial Board can be contacted through the SASW Office at [sasw@accesscomm.ca](mailto:sasw@accesscomm.ca). We are interested in readers' stories, thoughts and ideas, letters to the editor, pictures and current events. The Board reserves the right to reject any article as well as edit submitted material. Publication does not imply endorsement by the Saskatchewan Association of Social Workers. Printed materials represent the views of the contributors and do not necessarily reflect the view/policies of the Association.

*The Saskatchewan Social Worker* is published and released in February, June, and November. Deadlines for submission of information are December 31st, April 30th and September 15th.

Advertising Rates for 2012 are as follows:  
\$100 quarter page \$125 half page

Please submit material to:  
Debb Fisher – Saskatchewan Association of Social Workers  
2110 Lorne Street, Regina, SK S4P 2M5  
Fax: (306) 545-1895  
E-mail: [sasw@accesscomm.ca](mailto:sasw@accesscomm.ca)  
Phone: (306) 545-1922

## CONTENTS

### *Admin Section*

President's Message -----	1
Executive Director's Message -----	3
Registrar's Message -----	4
Nora Ann Dornstauder Receives Queen's Diamond Jubilee Medal-----	4
Diagnosis Project – Update-----	5
Amendments to Improve Mental Health Services -----	5
2012 Strategic Planning Results-----	6
SASW Distinguished Service Award -----	7
SASW Student Award -----	8

### *Article Section*

Regulation of Social Work in the Public Interest -	9
Entry-level Competency Profile for the Social Work Profession in Canada-----	11
Ministry of Social Services—Saskatchewan Child and Youth Agenda-----	13
Connecting the Class to the Community -----	14
A Day in the Life of a Social Worker -----	16

### *CASW Section*

CASW Report -----	17
Social Work included in Medical Expense Tax Credit-----	18

### *Committee, Branch & Task Team Section*

Introduction to the Mentorship Committee ----	19
Professional Conduct Committee-----	20
SASW Standards of Practice -----	21

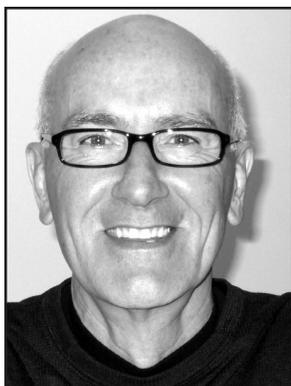
### *Faculty of Social Work, University of Regina*

Acting Dean's Message-----	18
Education Advisory Committee -----	23

### *Upcoming Conferences, Workshops & Educational Events-----*

- **ADVOCATE** for SOCIAL JUSTICE
- **PROMOTE** the PROFESSION
- **REGULATE** the PROFESSION
- **SUPPORT** for ETHICAL PRACTISE

## Executive Director's Message



Valerie Sluth has provided on page 6 a report on the membership survey last summer that fed into the Strategic Planning exercise for Advisory Board on October 18 and 19. As Joanne has mentioned in her report, there was a strong emphasis placed on the work we do to promote public understanding of our profession, and our Public Relations Commit-

tee has already engaged with our media relations consultant who has been asked to propose a strategic marketing plan for consideration by Council later this spring.

With our colleagues at the Ministry of Social Services, there is fresh agreement to collaborate in the examination of issues related to development of an employer-driven requirement of professional registration for staff in child welfare programs. An update on where this project is sitting was available at the February 1 meeting of Advisory Board. If you would like to see what SASW has said about this matter, please see the SASW presentation to the 2010 Child Welfare Review Panel in June 2010. It may be found under the 'Child Welfare' tab on our website.

You may recall that we have a long-standing collaboration with SRNA (Saskatchewan Registered Nurses Association) that connects strongly with the work we have done in the social justice area. In the last few years, SASW and SRNA supported the development and activities of PovertyFreeSaskatchewan. Recently, we have sought to widen the collaboration to include four additional professions: the Saskatchewan Teachers Federation, the College of Physicians and Surgeons, the Saskatchewan College of Psychologists and the Registered Psychiatric Nurses Association. Several rounds of discussion have been held, and at a meeting in late January, draft terms of reference

---

### President's Report, continued

oriented so as to advance the goals and strengthen the operation of the SASW. We have met and exceeded many of these goals or have ongoing work in progress as a result of the previous strategic plan. I think that we have now advanced to a level of working in a more theme-focused way. To do that, we will keep your Vision for the SASW firmly in front of us. As we continue our work, you will see and hear of the development of strategies that operationalize these themes.

SASW is now preparing for our Annual General Meeting to be held in Saskatoon on May 13, 2013. In conjunction with the AGM are two Provincial Workshop Days on May 14 in Saskatoon and May 15 in Regina. Dr. Danie

were scheduled to be approved along with the presentation of decisions from the four professions about their ability to join in. Results were on the agenda for the February meeting of Advisory Board.

Once the current search process has concluded, my time of transition toward retirement will be underway. Having served in this position for over 10 years is a somewhat daunting thought for me as it does not feel like that much time has passed. It has been a privilege to serve and I've learned so much in this time. What has enriched it is the people with whom the work has been achieved—all of our high-quality volunteers and my staff colleagues here in the office. I want to particularly thank all of the members of Council with whom I have worked, and the Committee Chairs and Branch Representatives. The person in the Executive Director role reports to Council on the operational work of SASW, and a lot of the direct reporting is done with the President between the meetings of Council and Advisory Board. I have now worked with six Presidents: Deborah Buettner, Tom Seeley, Deb Wiszniak, Jim Walls, Carole Bryant and Joanne Schenn, and I can easily say that the relationships with these remarkable representatives of our profession have been a highlight for me. Most of my contact, of course, has been with my talented colleagues here in the office and I offer my gratitude to Debb Fisher and Bill Tingley for the fine relationship we have shared and for all the dedication and hard work. You will read in Bill's report elsewhere in this newsletter that he has also made the decision to move along, and I want to wish him the very best as he begins to plan his own leave-taking.

I look forward to seeing the work of SASW proceed and it will be fascinating for me to see how some of our current initiatives work out and to see progress over the next four years on the brand new Strategic Plan.

Farewell, and best wishes to all of our members.

*Submitted by:*

*Richard Hazel, MSW, RSW (SK)*

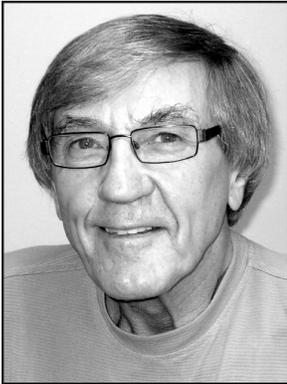
Beaulieu will be presenting "Impact Techniques." Be sure to mark your calendars and plan to attend the AGM and one of the two workshops.

Often the future means welcoming the new and saying good-bye as well. Soon we will be welcoming a new Executive Director as our colleague and leader, Richard Hazel, retires. More recently, Bill Tingley has also decided he will retire from his duties as SASW Registrar. We have been very well served by Bill in this capacity. On behalf of the members of SASW, congratulations and best wishes to both Bill and Richard.

*Submitted by:*

*Joanne Schenn, MSW, RSW (SK)*

## Registrar's Message



At the close of 2012, in preparation for the Registrar's February newsletter article, it can be reported that by and large our process of membership registration renewal for 2013 has proceeded in an organized and efficient manner, thanks to the care and attention of nearly all concerned. There is of course an annual sprinkling of errors, oversights

and transgressions to be managed, such to be expected given the frailty of our human condition. Nevertheless, from the Registrar's perspective, the good ship SASW plows steadily ahead, flags flying and all in good trim.

If there is one item of our registration renewal requirements continuing to confuse and confound, it is the carry-over option that may be elected in reporting Continuing Professional Education (CPE) hours. For the benefit of everyone, including myself, all would fall into place if we would, for easy reference, inscribe on the palms of our hands (write small) two simple points of direction:

(1) Members must report a minimum of 40 qualifying CPE hours each year, but may of course for the record report any additional amount of qualifying hours. Surplus hours to a maximum of 20 hours may be carried over to the following year.

(2) In the immediately following year, a member may

use any portion of hours carried over from the preceding year, up to a maximum of 20 hours, to complete his/her annual 40-hour CPE reporting requirement. These hours cannot be used to create a cumulative total from year to year. Carry-over hours zero out at the end of the reporting year in which they are applied. Ideally, in the spirit of continuing education we would use carried over hours only when unforeseen circumstances have rendered it necessary.

Now for a sincere misty-eyed parting message. In the words of poet/songster Leonard Cohen, "it's closin' time." Although willing to exercise a reasonable degree of flexibility as may lend well to an orderly transition of the Registrar function, my primary intent is to toddle off March 31 and therefore I expect this to be my last newsletter report. Serving as Registrar has been a genuine privilege in terms of learning about and experiencing the world of regulation, but equally, and even more so, in terms of relationships built with colleagues close at hand and throughout our Association. This has been a wonderful way to round out a career in social work and for this I am grateful. My member file confirms I have been continuously registered with SASW since 1976. Although shortly to vacate the Registrar's desk, for as long as I can scrape up the annual registration fee, you may expect to find me around as a fellow member of this great organization.

Best wishes to everyone.

*Submitted by:*

*Bill Tingley, MSW, RSW (SK)*

---

## Nora Ann Dornstauder Receives Queen's Diamond Jubilee Medal



Mrs. Nora Ann Dornstauder, RSW (SK) of Regina received a Queen's Diamond Jubilee Medal.

Nora Ann is a dedicated volunteer at the Sacred Heart Community School. She is a strong advocate for the reading program and the positive impact it makes on children becoming independent and responsible members of society.

Nora Ann also sees the students' and their families' needs outside the classroom. She has initiated several programs, including the sock and mitt program and the tragedy fund. With the support of her church, meaningful support was provided to families at particularly difficult

times, including food hampers to feed extra guests or milk for a grandmother raising her grandchildren. Her support of her church's Our Neighbour project provides at-risk families with household items such as bedding, towels, pots and pans and cleaning supplies.

Nora Ann is also a committed Wascana Rehabilitation Centre volunteer, shopping year-round for thoughtful birthday and Christmas gifts for residents on a very strict budget. She is a wonderful role model with a strong social conscience and family-based values, epitomizing service and demonstrating that it is the little things that really count.

	<b>Saskatchewan Ministry of Agriculture</b>	<b>FARM STRESS LINE</b> <b>1-800-667-4442</b> <a href="http://www.agr.gov.sk.ca">www.agr.gov.sk.ca</a>
---	---	--

## Diagnosis Project – Update

*For background and explanation on the fundamentals of the project, please see my report on pages 3 and 4 of the November 2012 newsletter. What follows here will update that presentation to the time of this writing, which is the end of December.*

In early November, the Legislation and Regulation Review Committee within government approved the finalization of a Bill containing the proposed changes to *The Social Workers Act* and on November 22, Minister June Draude presented the Bill for First Reading in the Legislature. The government's press release is printed below, and there was a fair level of interest by the media in the matter. Second Reading was on November 26 and the Bill was then set aside for further study in advance of it coming forward for clause by clause review and approval at a time to be set in the spring of 2013.

Please see the Acting Dean of Social Work's comment on this project in his message.

The next phase of this project will include detailed work on the By-laws which we will commence after the amendments to our Act receive approval. Once the By-laws are approved by the membership, they require the approval of the Minister and she has indicated that the changes to our Act will be proclaimed in effect once all administrative policies required within the By-laws are approved by SASW Council and ready to proceed.

It is expected that in the spring when the Bill returns to the Legislature, there will be another opportunity for public profile on this project.

*Submitted by:*

*Richard Hazel MSW, RSW (SK)*

---

### News Release

## Amendments to Improve Mental Health Services

November 22, 2012

Amendments that will improve access to mental health services in Saskatchewan were introduced in the Legislature today.

*The Social Workers Amendment Act, 2012*, is designed to grant qualified social workers the ability to diagnose addictions and certain mental health disorders.

"These amendments will help our most vulnerable citizens get the help they need when they need it the most," Social Services Minister June Draude said. "By allowing qualified social workers to include diagnosis within their practice, we can reduce wait times for people needing mental health services, especially in rural and remote areas of our province."

"We are very pleased and challenged by the trust placed in Saskatchewan Association of Social Workers by Minister Draude by proposing the extension of diagnostic privilege to the profession of social work," Saskatchewan Association of Social Workers President Joanne Schenn said. "Saskatchewan Association of Social Workers is prepared to work in the public interest and by collaboration to refine requirements to be met by clinical social workers who will make application for inclusion of diagnosis within their practice."

According to the Saskatchewan Association of Social Workers (SASW), there are up to 50 social workers who may currently qualify to perform diagnoses. Permitting these individuals to diagnose could increase system capacity. In Mental Health, Child and Youth Services alone, 70% of clients have behavioural disorders which could be diagnosed by qualified social workers if this privilege is

granted.

The advantages of these amendments include earlier access to treatment and greater flexibility in how providers can be used to diagnose treatment of mental health disorders. The amendments also make SASW fully accountable for the authorization and regulation of social work professionals who are authorized to diagnose.

Authorizing qualified, clinical social workers to make diagnoses of conditions such as depression, Post-Traumatic Stress Disorder, eating disorders and anxiety disorders will help people access the mental health services they need much faster. Proclamation of the Act will occur only after all the required regulatory and accreditation processes are developed.

-30-

For more information, contact:

Pete Paczko, Social Services, Regina

Phone: 306-787-0531 Email: [pete.paczko@gov.sk.ca](mailto:pete.paczko@gov.sk.ca)

### NOTICE OF SASW ANNUAL GENERAL MEETING

Monday, May 13, 2013

7 p.m.

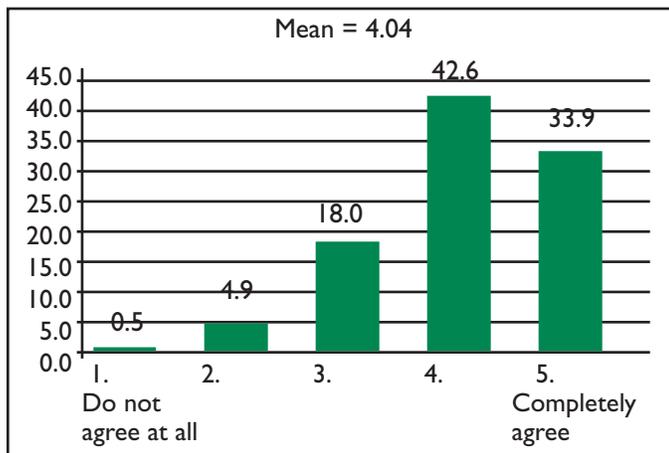
Travelodge Hotel, Saskatoon, SK

# 2012 Strategic Planning Results

The Advisory Board and Staff held a workshop October 18 and 19 to develop the 2013-2016 SASW Strategic Plan. The session, led by Valerie Sluth of Praxis Consulting, was informed by a membership survey conducted in August. In that survey members of the SASW were asked for responses to inform the Advisory Board Four-Year Strategic planning session. A resounding 184 members responded. Respondents provided their thoughts regarding the relevance of the work of the SASW, performance of the Association and important issues and outcomes to be considered within the upcoming strategic plan. The responses were extremely helpful in guiding the work of the Advisory Board in determining the priorities and strategies of the Association for the next four years. We wish to thank all those who took the time to respond. A summary of the responses is as follows:

## Vision:

Using a five point scale, respondents were asked to indicate the degree to which they think the vision statement represents the aspirations of the SASW.



## Areas of Emphasis:

There are currently five key areas of emphasis upon which the SASW focuses its work and resources. Respondents were asked to rate the relevance of each area of emphasis to the future of the SASW. They were then asked to rate the degree to which they believed the SASW has been effective in this area. The following table provides the average (mean) response to each of these two questions for each area of emphasis:

Area of Emphasis	Relevance	Effectiveness
#1: To REGULATE the profession	4.53	3.35
#2: To SUPPORT GOOD AND ETHICAL PRACTICE of social work	4.76	3.61

#3: To PROMOTE THE PROFESSION of social work	4.45	2.95
#4: To SUPPORT SOCIAL JUSTICE and ADVOCATE for social issues	4.40	2.98
#5: To provide sound GOVERNANCE and ADMINISTRATION of the organization	4.30	3.47

## Key issues:

Survey respondents were asked to state what they believed was the greatest issue facing the profession of social work and the SASW. Responses were categorized according to common themes and then weighted by percentage of overall number of responses in each themed area relative to total number of responses:

Theme	Percent
Regulation/Registration of Social Workers	26.1
Promoting the profession/Improve public opinion	19.7
Professional practices/Dealing with government	13.4
Social Justice/Poverty	10.8
Wages/Being valued	6.4
Respect for Social Workers	5.7
Ethical Conduct	5.1
Organization within Association	5.1
Training/Education	5.1
Workload	2.5
Total	100.0

## Desired Outcomes:

Finally, respondents were asked, "As a member of the Association and someone who is concerned about the practice of social work, what outcomes would you like to see the Association achieve in the next four years?" Responses were categorized according to common themes and then weighted by percentage of overall number of responses in each themed area relative to total number of responses:

Theme	Percent
Increase membership/registration	22.9
Greater promotion/public awareness	22.1
Advocate for issues/Lobby government	15.3
Continue/improve services to members	13.7
More training/professional development	9.2
Employer relations	5.3
Grant ability to diagnose	3.8

## 2012 Strategic Planning Results, continued

Improved wages	3.8
Other	2.3
Commitment to profession	1.5
Total	100.0

### October Planning Session

Twenty-three participants attended the planning session in October and it resulted in a review and validation of the SASW vision, mission, values and principles. The five areas of emphasis that have led the work of the Association over the past nine years were also re-confirmed. These five areas, as captured in the Association's mission statement, are to promote, advocate, support, regulate and govern the profession.

A number of key themes were identified during the planning session, including the placing of greater emphasis in the following areas:

- Member engagement and communications.
- Building upon and strengthening Branch organizations.
- Engagement of key partners and stakeholders toward achievement of commonly desired ends.
- Working with employers to expand the range of employer-required registration of eligible staff, with

the ultimate goal of having "ownership of practice" added to *The Social Workers Act*.

- Preparing the organization to accommodate anticipated growth in membership numbers.
- Greater utilization of technology in the administration and governance of the organization with a particular reference to online registration. Further, that communication technology is better utilized in membership support and advocacy work of the Association.

Advisory Board reviewed the draft strategic plan at its meeting on February 1, and the hope is that it will be approved by Council and available shortly thereafter. The first phase of implementation will be for the plan to be cascaded to working groups and committees to develop action plans to support the strategic directions laid out in the new four-year plan.

Thank you to all who attended the session. Your contribution was greatly valued and will be integral to the future success of the Association.

*Submitted by:*  
Valerie Sluth MBA, FCMC,  
Praxis Consulting, Regina

**Praxis**  
Research and Strategy

## Nominations for SASW Distinguished Service Award

### Eligible Criteria

1. Outstanding contribution in any area of social work practice.
2. A high degree of professional commitment & contribution to the furthering of the work of SASW in Saskatchewan.
3. Current/valid registration with SASW.

### Procedure for Nomination:

The name must be submitted for nomination having the written support of **three** registered members of SASW. A brief biographical sketch must be included along with a curriculum vitae.

### Selection Process:

Selection of the Distinguished Service Award will be made by a majority vote of the Council-appointed Selection Committee. The plaque will be presented at the SASW Annual General Meeting.

### Nominations must be sent to:

SASW - Selection Committee  
2110 Lorne Street  
Regina, SK S4P 2M5  
Fax: (306) 545-1895

### Deadline for Nominations:

**March 15, 2013**



# SASW Student Award

## The Award

The SASW Student award is presented to a Saskatchewan social work student enrolled in the Faculty of Social Work, University of Regina, taking classes within Saskatchewan, or in an accredited social work program outside of Saskatchewan. The Award is presented in recognition of a student's contribution to his/her community, beyond the immediate requirements of education/employment. The amount of the scholarship is determined by the Student Award Committee and in accordance with Canada Customs & Revenue Agency Policy. The award is supported by the fund SASW has placed under the management of the South Saskatchewan Community Foundation. The amount each year shall be determined by the Student Award Committee in accordance with Canada Customs & Revenue Agency regulations.

## Eligibility

- Eligible students shall be enrolled in the Faculty of Social Work at the University of Regina, including the First Nations School of Social Work, or a Saskatchewan resident attending an accredited social work program outside Saskatchewan.
- Applicants to be considered are students in good standing academically at the undergraduate or graduate level, taking at least 60% of the full-time course load.
- The award shall be limited to one per student per degree.
- Involvement in community service over the most recent five-year period shall be the main criteria used in evaluating applications. In this context, activities related to the professional association, group and volunteer work are the main areas for consideration.
- The Student Award Committee may also take into consideration financial need and whether there is student membership with SASW.
- Applications shall be received at the SASW office on or before March 15th.

## Guidelines

The following information and documentation shall be provided with the SASW Student Award application form:

- Verification of enrolment in an eligible social work program, showing at least 60% of a full-time course load.
- Current transcript of marks to be sent directly from the university Registrar's office to the SASW office.
- The place and activity involved in the community service, as prescribed by the application form.
- Reference letter from an individual who knows of the involvement in community service.
- Curriculum vitae/resume.
- Written statement as to financial need (optional).

**Deadline for Submitting: March 15, 2013.**

## SASW STUDENT AWARD APPLICATION

Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_

Address: \_\_\_\_\_ City/Town: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

Specify degree/certificate expected: \_\_\_\_\_ Graduation Date: \_\_\_\_\_

Institution at which are you are currently enrolled: \_\_\_\_\_

Are you a Student member of SASW:  Yes  No

### SUBMISSION REQUIREMENTS/AWARD CHECKLIST:

The following must be submitted with this application:

- Verification of enrolment in an eligible social work program. This also includes verification that you are enrolled in at least 60% of a full-time course load as well as your transcripts (to be sent directly from the university Registrar to SASW).
- An outline of the place and activity of the community service. This information will include the following
  - Interests & motivation for having done the community service.
  - Objectives of the involvement
  - The process and results of the activities
- Reference letter from an individual who knows of the involvement in the community service.
- Curriculum Vitae/Resume.
- Written statement as to financial need (optional)

I have read and understand the requirements for this award that I am applying for and have submitted all required information and documentation. All information contained in this application is accurate and contains no false statements.

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_



## Article Section

# Regulation of Social Work in the Public Interest

*The self-governing status of the professions...was created in the public interest. A large part of effective self-governance depends upon the concept of peer review.*

- Pearlman v. Manitoba Law Society  
Judicial Committee, [1991] 2 S.C.R. 869

### Why regulation is necessary

Occupational and professional regulation by government is a consequence of the dramatic growth in knowledge that followed the scientific and industrial revolutions. Those revolutions produced increasingly complex knowledge in many fields and an imbalance between what practitioners and clients knew. Knowledge complexity and imbalance increased the potential for harm.

Occupational and professional regulation arises from the authority of the state to enact laws that are necessary to protect citizens from persons who are unqualified, incompetent or unfit to practice. In Canada, the provinces and territories are the bodies that enact legislation governing the regulation of an occupation or profession.

### Regulatory authorities

Governments sometimes delegate their regulatory authority to the members of the occupation. The ability of an occupation to regulate itself is a distinguishing characteristic of professions as distinct from occupations that remain subject to direct government regulation.

The delegation of regulatory authority is granted conditionally. There are typically three common elements among all regulatory authorities: the obligation to issue certificate of registration, license or permit to all applicants who fulfill the criteria established in that jurisdiction; the responsibility to accept and act upon complaints from the public about the conduct or competence of a registrant; and the right to prescribe a code of ethical conduct and standards of practice for all members registrants. In exchange for receiving such authority, the profession agrees to regulate in the public interest rather than in the interests of the members of the profession by providing assurance that all members holding licenses will be competent, current and ethical.

There is considerable variation among regulatory bodies in how each element is addressed. Differences among the regulatory bodies for social work include dif-

ferences in who is required to register, variations among criteria that must be met for entry and the documentation that an applicant is required to provide. There may be variation among regulatory bodies in their handling of complaints, including requirements for reporting complaints, the procedures employed for investigating complaints, and the extent to which public complaint decisions are publicized. Standards of practice and codes of ethics vary among regulatory authorities in terms of the level of specificity of the standards, and whether they apply to all practitioners or are specific to categories of practitioners.

### Role of standards

The articulation and enforcement of standards are the central features through which the public interest is protected. Standards addressing both competence and conduct are reference points for the accreditation of educational programs, admission to the ranks of practitioners, of demonstration of competence by means of examinations, and/or periods during which the practice of trainees is closely supervised. Standards sometimes require practitioners to maintain the currency of their specialized knowledge to assure the public that regulated professionals can employ current, best practices. Standards also affect adjudicative processes that determine whether a practitioner merits admonishment or loss of the right to practice.

### Benefits of regulation

In addition to its primary purpose of assuring the public that it is safe from harm, professional regulation establishes standards of conduct and competence to which practitioners, educational institutions, and employers may refer. The standards guide practitioners in understanding what they must know, be able to do, and what they must not do, providing a framework for self-evaluation and further professional development. The standards also provide guidance to those responsible for the preparation of professionals, enabling them to fashion their programs to ensure that standards are met. Standards also provide employers with the assurance that those whom they wish to employ possess the ethical understanding required to perform professionally. With knowledge of the standards, employers can plan the work

*continued on page 10*

## Regulation of Social Work in the Public Interest, continued

place education that will be required to enable employees to work effectively in that particular context.

### Regulation of the social work profession in Saskatchewan

Social work is a regulated profession in Canada. In Saskatchewan, regulation of social work is delegated to SASW through *The Social Workers Act*. SASW carries the authority to establish the code of ethics and standards that govern social work in the province, in the public interest.

Recent trends in Canada and Europe promote both harmonization of professional standards and labour mobility. In 1994, the Government of Canada and the provinces and territories signed the Agreement on Internal Trade (AIT). They agreed to work toward implementing the goals outlined in Chapter 7 of the Agreement that address labour mobility by removing barriers that prevented professionals from practising beyond the jurisdictions in which they were originally licensed.

### The Canadian Council of Social Work Regulators

In 2008, SASW joined the nine other provinces and one territory to form a new, national body which would

be called the Canadian Council of Social Work Regulators (CCSWR). SASW Council has appointed Richard Hazel and myself to represent us as Directors of CCSWR. In addition, I serve as the Member at Large on the Executive Committee. Many other Canadian professions such as pharmacists, physiotherapists, nurses, teachers and engineers have established similar national organizations.

In accordance with the requirements of the AIT, with the financial support of Human Resources and Skills Development Canada, CCSWR engaged Directions Evidence and Policy Research Group to develop a profile of entry-level competencies for the social work profession across Canada. CCSWR has concentrated much of its efforts since formation in this project which has recently produced the Council's first publication. The publication is titled, "Entry-Level Competency Profile for the Social Work Profession in Canada." The project's goal was to identify and describe the core professional competencies that beginning social workers require, regardless of the context in which they practice. The Profile was developed through a multi-step process that included extensive consultation with members of the social work profession across the country. Draft lists of competencies were reviewed and refined through expert panels, a survey which included all registered social workers in Canada and the Directors of the Council, until 152 competencies were organized into six categories:

1. Applying Ethical Standards (22 competencies)
2. Conducting Assessments (44 competencies)
3. Planning Interventions (18 competencies)
4. Delivering Services (46 competencies)
5. Improving Policies and Programs (13 competencies)
6. Engaging in Reflective Practice and Professional Development (9 competencies)

The following article contains a more complete description of this project. In the next few years CCSWR will be defining ways to operationalize and measure the identified competencies. Members will soon be able to find more details posted on the SASW website and the soon-to-be launched CCSWR website.

*Submitted by:*

*Jim Walls, MSW, RSW (SK)*

*(with source material from CCSWR)*

*Director, CCSWR*



CANADIAN COUNCIL OF  
SOCIAL WORK REGULATORS



Saskatchewan Health Information Resource Partnership

Saskatchewan Health Information Resources Partnership (SHIRP) is a provincially funded electronic library that provides licensed health care practitioners including social workers practicing in Saskatchewan free access to thousands of electronic resources such as Medline, PsycINFO, CINAHL, Canadian Social Work Review, Social Work, Social Work and Society, Journal of Social Work Practice, Journal of Social Work Education, etc. Please contact Maha at maha.kumaran@usask.ca or 966-8739 for more information.

# Entry-level Competency Profile for the Social Work Profession in Canada

Standards of conduct and competence form an essential mechanism through which the public interest is protected by the social work profession's regulatory bodies. At present these standards differ from province to province. For example, in some provinces, candidates must earn a Bachelor's degree before they can become eligible for admission to the profession, while a college diploma is sufficient in other provinces.

Recently, the provinces have begun moving toward harmonization of the professional standards for social workers. These efforts are largely motivated by the Agreement on Internal Trade (AIT) signed by the Government of Canada and the provinces and territories in 1994. The AIT provides for the removal of barriers preventing professionals from practicing outside of the province or territory in which they were originally licensed. Such barriers include differences in licensing standards across provinces and territories.

In order to guide the harmonization process, the Canadian Council of Social Work Regulators (CCSWR) engaged the assistance of Directions Evidence and Policy Research Group to develop a profile of minimum entry-level competencies for the social work profession across Canada. It is assumed that social workers also possess a number of personal competencies (e.g., empathy, integrity, willingness to learn, respect for persons) and general competencies (e.g., literacy, numeracy, critical thinking, problem solving). It is also assumed that social workers will develop more advanced profession-specific competencies over the course of their professional lives. These personal, general, and advanced profession-specific competencies are not, however, addressed in the Social Work Entry-Level Competency Profile.

The Profile was developed through a multi-step process that included extensive consultation with members of the social work profession. During the first stage of the project, Directions undertook a review of documents that reflect the requirements of entry-level practice. Two documents identified by the CCSWR provided a foundation for the review: the Master List of Tasks developed by the Association of Social Work Boards and the 2006 Core Competencies of Social Workers developed by the Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux de Québec. In addition, the websites for each of the provincial social work regulatory authorities were searched for documents describing social work competencies, regulations, standards of practice, codes of ethics or ethical principles, and provincial statutes governing registration. Similar documents published by national Canadian organizations and by organizations in the United States were also reviewed.

Based on the document review and a subsequent consultation with the CCSWR, Directions developed a draft list of 201 competencies organized into ten competency blocks.

Two panels of knowledgeable informants provided feedback on the draft list of competencies. One panel consisted of registered social work practitioners and the second panel consisted of deans and directors of social work programs at Canadian universities. Based on feedback from the panels, 42 competencies were deleted from the draft list and 60 new competencies were added. The competencies that were added addressed topics such as: power, oppression, discrimination and conflict; self-care and reflection; social justice and advocacy; and cultural diversity.

The revised draft list of 219 competencies organized into nine competency blocks was submitted to a wider community of social work professionals for a second round of consultation and feedback. Directions created a survey (in English and French) that consisted of the 219 draft items and three questions for each item:

1. Whether the competency was appropriate for entry-level social workers;
2. How important the competency was for an entry-level social worker;
3. How frequently the competency might be used by an entry-level social worker.

In addition, the survey included an open-ended question inviting respondents to comment on the survey.

The survey was sent to all social workers registered in each province (via each province's registrar) and a total of 4,902 social workers across the country responded. Based on the survey responses, 70 competencies were deleted from the draft list and 3 competencies were each split into two new competencies. The revised competency Profile ultimately consisted of 152 competencies organized into six blocks of competencies. Please refer to the SASW website for an Executive Summary of the project.

The Competency Profile is only a first step in the process of harmonizing professional standards for social work across Canada. Future work may involve the development of performance standards and exemplars for each competency. The CCSWR will also communicate the Competency Profile to prospective and current social work students, educators, employers, and the general public.

Comments provided in response to the open-ended question on the survey suggest that the development of the Competency Profile was perceived in a favourable light by many. Some respondents indicated that the competencies were thought provoking and encouraged them to reflect

*continued on page 12*

## Entry-level Competency Profile for the Social Work Profession in Canada, cont.

on their practice. For example:

- *It allows me to think more about my practice and in particular my engagement with clients, colleagues and the general public.*
- *I liked the items on this survey. They are a good reminder of why we do what we do.*

Other respondents indicated that the development of the Competency Profile was a positive step recognizing the complexity and importance of the social work profession. For example:

- *I hope it helps social work practice to be more recognized for the high level of skill it requires.*
- *I am glad to see that we are taking a tally of our competencies so that social work will be better respected, and jobs will be properly filled by the appropriate trained professionals.*

Some respondents suggested that the Profile could contribute to improving the preparation of social work professionals. For example:

- *I think our profession would greatly benefit from having established competencies that students of social work are evaluated upon prior to graduating.*
- *This competency profiling is a great thing—very much needed as there are schools of social work that are not adequately preparing their graduates for real world practice.*

Others expressed concern over or disapproval of

the Competency Profile approach. In particular, some respondents suggested that the Profile might lead to a narrowing of the scope of the social work profession by focusing on measurable outcomes and competencies, to the exclusion of critical but difficult to quantify competencies. For example:

- *It strikes me that this leads to turning social workers into drones, able to perform tasks in a mechanistic fashion, devoid of judgement or knowledge, empathy, passion or relationships. It's clearly geared to dumbing down the social work profession.*
- *...in no way a balanced reflection of the social work field.*
- *The needs of the project and work are not the same as social workers and instead of working with them to narrowly define social work, we should be advocating together to resist this.*

In moving forward with the harmonization process, it can be anticipated that the Competency Profile will be largely well-received within the social work community. However, it will be important to understand and address the concerns of social work professionals who feel that the Competency Profile provides a limited representation of the social work profession. As well, the Profile will require regular revisions to ensure that it remains current as the social work profession changes over time.

*Canadian Council of Social Work Regulators (CCSWR)*

### SASW Provincial Workshop Day

## “Impact Techniques: When Words are Not Enough”

Tuesday, May 14, 2013 – Travelodge Inn, Saskatoon

Wednesday, May 15, 2013 – Executive Royal Hotel (formerly West Harvest Inn), Regina

**Workshop Presenter: Dr. Danie Beaulieu**

**Workshop Description:** Have you ever had the impression that sometimes your words just weren't enough? No matter how you said it, your message just wouldn't get through? Impact Therapy and Impact Techniques go beyond words engage the powerful visual and kinesthetic sensory systems to provide a richer experience to the helping process. This dynamic and IMPACT-full workshop will present dozens of unique and versatile multisensory metaphors, visual imagery, tactile props, and other techniques that focus clients' attention and increase their multisensory involvement in resolving their difficulties. Participants will learn how to apply and integrate these techniques in their practice and create new paradigms based on their experience and needs.

**Workshop Presenter:** Danie Beaulieu holds a doctorate in psychology and is internationally recognized in the fields of Eye Movement Integration (EMI) and Impact Therapy. Founder and president of the training institute Impact Therapy as well as the Psyboutique, she is also the author of 17 books, some of which have been translated into several languages. Dr. Beaulieu has presented to more than 250,000 people in Canada, Europe, the United States, South America & Africa. She has appeared on numerous popular television and radio programs and is often requested as expert by the print media. Dr. Beaulieu has been invited as keynote speaker to numerous prestigious conferences.

**The Workshop Brochure/Registration Form is available on the SASW Website under the “Upcoming Workshop/Conference” tab. As well, a brochure/registration form is included in this mail-out.**

**Registration Cost: \$105 - SASW Members    \$90 - SASW Students    \$150 - Non-members**

# Saskatchewan Child and Youth Agenda

In response to the Child Welfare Review Panel's report, the Government of Saskatchewan established in December 2010 the Cabinet Committee on Children and Youth to provide leadership at the highest level for the new Saskatchewan Children and Youth Agenda (SCYA). The first Saskatchewan Children and Youth Agenda Enterprise budget in 2011-12 included an investment of \$34 million for children, youth and families. In 2012-13, this investment increased by \$6 million for a total of \$40 million for the SCYA to continue its co-ordinated, cross-ministry response to the complex needs of Saskatchewan children, youth and families.

Cross-ministry investments are intended to address key determinants of child welfare involvement, help eliminate the education and employment gaps for First Nations and Métis people and support people with Autism or Fetal Alcohol Spectrum Disorder (FASD). The SCYA is also tasked to lead development of government wide indicators of child and family well-being.

Through the SCYA agenda, the Saskatchewan Government is collaborating with the Federation of Saskatchewan Indian Nations (FSIN), Métis Nation-Saskatchewan (MN-S) and community stakeholders to support the well-being of all children and youth and maximize the strategic impact of investments through integrated, co-ordinated program and financial considerations.

The goals of the SCYA:

- Children get a good start in life.
- Youth are prepared for their future.
- Families are strong.
- Communities are supportive.

The SCYA includes four strategies:

1. ***Child Welfare Transformation Strategy is focused on three themes: working differently with First Nations and Métis partners; enhancing preventative supports and renewing the child welfare system:***

- Historic Letters of Understanding (LOU) were signed in August 2011 with the FSIN and MN-S by the Minister of Social Services to establish a partnership for implementation of comprehensive changes to the child welfare system for the long-term well-being of First Nations children, youth and families receiving services from the Ministry of Social Services.
- FSIN and MN-S are actively engaged with the Ministry's legislative review of *The Child and Family Services Act* and *The Adoption Act*, as well as the Saskatoon pilot of a Flexible Response Model. The Flexible Response Model will result in a separate stream of services for families assessed to be of low to moderate risk as an alternative to traditional child protection interventions.

- New partnership agreements have been signed and further agreements are being explored with First Nations Child and Family Services agencies to deliver off-reserve mandated services.
2. ***Eliminating the Education and Employment Inequities for First Nations and Métis Peoples focuses on short- and long-term actions and engagement with First Nations and Métis people and organizations:***
- FSIN-Government of Saskatchewan Joint Task Force on Improving Education and Employment Outcomes in Saskatchewan was launched March 2012 and will report findings and recommendations in March 2013.
  - Adult Basic Education (ABE) funding was increased both on and off reserve including province wide implementation of the Essential Skills for the Workplace program.
  - Provincial Training Allowance funding was increased to regional colleges, SIAST, the Dumont Technical Institute and the Saskatchewan Indian Institute of Technologies to support mostly First Nations and Métis people taking ABE off-reserve.
- Funds were prioritized to improve apprenticeship outcomes for First Nations and Métis apprentice tradespersons.
3. ***Comprehensive Services-Supports for Individuals with Autism Spectrum Disorder (ASD) and Fetal Alcohol Spectrum Disorder (FASD) and FASD Prevention:***
- Projects in Prince Albert, Saskatoon and Regina are being developed to provide intensive FASD prevention programming to pregnant women at high risk for having a child with FASD.
  - Health Regions have plans for multidisciplinary teams to offer a range of comprehensive services from outreach to pediatric rehabilitative therapies.
  - Health Regions also have plans to provide enhanced therapeutic programming for pre-school children.
  - Autism Intervention training was enhanced.
  - An FASD prevention strategy is being developed collaboratively by the Provincial FASD Co-ordinating Committee and the Ministry of Health.
4. ***Building Partnerships to Reduce Crime in Saskatchewan:***
- All government human service ministries and police services are collaborating on this provincial crime reduction strategy.

*continued on page 14*

# Connecting the Class to the Community

Over 25 years ago, my cousin, who was living in a small farming community, placed an advertisement in the local newspaper. It read: “Kylie is going to start walking to school on her own. Please don’t help her unless she asks.” Kylie, her 7-year-old daughter, was visually impaired and determined to make her own way in the world. I recall trying to fathom my cousin’s faith and courage, letting her fledgling make this voyage solo. Only later did I learn that mother secretly followed daughter at a discrete distance for several days, before relaxing her vigil. Kylie is now a completely independent and happy woman living in a large urban centre.

I am guilty of a similar maternal reflex when I stand in front of a batch of fresh new social work students, explaining their classroom assignments for the semester. After 10 years of teaching, these assignments have evolved based on program requirements, but also the continuous learning and reflection I receive from my students. The theme for my introduction to social work class is to connect the class to the community: find a social worker to interview; learn about the agency he or she works in; inhabit the client’s perspective; strive to see the things we make invisible; dare to question the things we make inarguable. Look for the holes in our solid walls of logic and ideology. Look, wait, wonder.

Sending students out into the community comes with risks. There are the stories—understandable, but disappointing—of the social worker who does not make time for the student, who becomes impatient with the questions, who never manages to return calls. As a child, if I complained about finding an insect in my lemonade my

dad would put his finger to his lips: “Don’t say anything or everyone will want one!” His way of teaching me that it is all about how you choose to look at life. Occasionally, when my students return sad or angry, with reports of less than hospitable social workers or promising encounters that went awry, I let them know how lucky they are: “What a powerful lesson in how you intend to conduct yourself in the world, personally and professionally!”

Perhaps the semester’s most meaningful assignment is to practice “random acts of kindness.” In fact, the acts can be random or they can be planned. But the goal is not simply to do nice things. Rather, it is to seize the opportunity to step out of one’s comfort zone and into the community. Then, students reflect on their experiences in relation to themselves, their society and their future as social workers.

I am fortunate to be able to share my students’ experiences via their journals—reading about the incredible things they do motivates and inspires me to become a better person. Over the years students have performed some of the most beautiful acts of kindness. From shovelling snowy sidewalks for a neighbour, to handing out cups of hot chocolate on a cold winter night, their creativity and energy is truly awesome. One insightful student wrote:

*“If every person on the planet did one random act of kindness only once in their life, the world would experience seven billion acts of kindness without anyone knowing.”* (Adrian)

In their journals, students not only recount acts of

*continued on page 18*

## Saskatchewan Child and Youth Agenda, continued

- Prince Albert Community Mobilization, an initiative of this strategy, is modeling a new way for government and community to work together for improved outcomes for at-risk children, youth, families and vulnerable adults.

*These four cross-government strategies are linked and have the following points of key intersection:*

- Many clients are common across sectors.
- There is a strong evidence base for action.
- Prevention is a key underlying theme.
- Investment in the early years will have positive and long term impacts.
- Government needs to work differently.
- Engagement with First Nations and Métis people is essential to ensure solutions are appropriate to culture and community.
- Individual and family supports really make a difference.
- Socio-economic determinants of health matter.

- There are high social and economic costs associated with inaction.

As Saskatchewan enjoys economic prosperity with increased family incomes and low unemployment rates, vulnerable people in Saskatchewan continue to face disadvantages. The SCYA’s goals and strategies are mitigating those disadvantages. In partnership with FSIN and MN-S and community stakeholders, SCYA is helping to ensure that all children, youth and families are better off and able to participate in Saskatchewan’s growth.

For more information, please check the Ministry’s website at [www.socialservices.gov.sk.ca](http://www.socialservices.gov.sk.ca).

*Submitted by:*

*Andrea Brittin and Greg Miller, Co-chairs of the Senior Inter-Ministerial Steering Committee (SIMS). SIMS is a senior government officials table reporting to the Deputy Ministers’ Committee on Children and Youth*

## Connecting the Class to the Community, continued

kindness, but tell fascinating stories that reflect a deeper understanding of our social issues and the human condition:

*“I learned that the gift of time and attention can be more valuable...than actual dollars spent.”* (Tanya)

*“I felt awful...I have been low but never so low that two dollars was unachievable.”* (Michelle)

Several students turned their random acts of kindness into a major project or community campaign, using social media or other sources to gather clothing, food items or money:

*“I decided to treat myself and went online to see if I could get myself a pair of red heels that I had been eyeing for quite some time. While I was surfing I came across a video clip posted in the Kenyan Time News about a girl who did not have the money to write her college entrance exams...I was very touched by this story as I at one point in my life was in a similar situation. I decided to send the money that I was going to spend on buying myself a pair of shoes...after all, I had enough shoes and really did not need any...I decided to post the link and article on facebook...within two weeks we came up with \$2100.”* (Cheryl)

Others performed acts of kindness to which they alone bore witness. One student recounted the time she spent in a country cemetery, placing flowers on the graves of complete strangers and taking the time to wonder about each of them—the lives they had led, the difference they had made in the world.

There were many kindnesses bestowed upon people who choke the margins of our atomized, expensive society. One student, working part-time in a homeless shelter, described her attempt to honour a resident on his 50th birthday:

*“Today I gave an amazing person a home-made bouquet of lollipops, waited for him at the bottom of the elevator and played him a song. It honestly felt like one of the best gifts I have ever given. It was pure, honest and completely unplanned. And I would like to believe he understood and saw he was appreciated, loved and that people do care. Today I was shown the biggest gifts are not the best gifts. Sometimes the simplest gesture can change a day for someone or can actually allow them to see that they do matter and they are cared for.”* (Kristy).

Yet another student wrote with honesty as he described how he had a chance to see the world a little differently and step out of his own comfort zone. In response to a teen asking for a smoke the student wrote,

*“He was shivering and I was sweating from being over layered...I asked him if he was cold, he replied with a nod...I offered him my jacket without really*

*thinking. He looked at me and kind of laughed...I offered again telling him I did not have very far to walk. He accepted and tried it on. It fit really well...we continued to talk and I bought him a coffee. It turned out he was staying at the Light House...I am not sure why I gave him my jacket, it is not at all how I usually approach that type of situation...I missed my jacket...I realize that doing social work goes beyond work hours.”* (Ryan)

Whatever the act of kindness may have been, whoever the beneficiary, its effect on the student who performed it is indelible. Even after the semester is ended and final marks are in, I continue to hear from students eager to share their reflections and experiences—a sessional lecturer’s dream! One student wrote:

*“This had a big impact on my whole family. The kids were able to see what it is like not to have money. They also experienced the return of a good deed. It doesn’t take much to turn a person’s day around and make them smile...my kids have experienced many random acts of kindness since this project was first introduced to me. Now we have a deal that everyday we will try one act of kindness and see the outcome.”* (Natasha)

If there are important—transformational—lessons to be learned through this kind of assignment, I believe they are lessons in humility, openness and acceptance:

*“When you are put in a position where you know that you have something another person needs, that situation can so easily give you a feeling of power and control...I have learned that it is so vital that the vulnerability of another person is not abused but rather that I can serve them from a position of humility.”* (Christine)

Each year, I ask my social work students to walk out of the lecture hall and into the community—without the norms and assumptions we rely on to guide us safely through the day. Most of them make that journey with the same determination that my cousin’s daughter Kylie did 25 years ago, when she insisted on walking to school by herself. And, like my cousin, many discover reserves of faith and courage they never knew they possessed. Faith in humanity. Courage to make the world a better place. With every coffee shared, every bus seat given up, every flower handed out, every snowy sidewalk shovelled, every spontaneous and heartfelt hug, they tell me how important it is to connect the class to the community.

Permission was given from all students quoted, although some names have been changed at their request.

*Submitted by:  
Michelle Buglas, MSW, RSW (SK),  
Saskatoon*

# A Day in the Life of a Social Worker



A few months ago I was approached by Emily Alston-O'Connor with the SASW Public Relations Committee in regards to writing about my life as a crisis worker. I was very excited to be given this opportunity as I am passionate about my job and the work I do with Saskatoon Crisis Intervention Service. Mobile Crisis (MCS) is one of

two arms under the Saskatoon Crisis Intervention Service. MCS has been providing crisis resolution services to residents in Saskatoon since 1980. I've been proud to be a part of the MCS team since 2010.

MCS operates out of a phone room style office, where we respond to most calls initially via phone. The majority of our calls are from Saskatoon and area, but we often speak with clients from different areas of the province or even other areas of Canada or outside of the country at times. We also work with clients who attend to office in person, or we respond to calls directly in the community. We do have a geographical and resource limitation in that we are only able to provide mobile response to calls within Saskatoon city limits. The work that is carried out at MCS is vast, as crisis takes many different shapes and forms for individuals. A large

portion of the work we do is after-hours child protection on behalf of the Ministry of Social Services. We also provide services in regards to: suicide intervention, mental health and addictions, domestic violence, older adult abuse, problem gambling, tragic events response (e.g.: completed suicides, supporting family following a death, etc.), and crisis counseling for marriage/family problems or a variety of personal problems that may be causing a high level of distress to clients. We work closely with many different agencies in the city, some examples being City Police, Saskatoon Health Region, Salvation Army, Ministry of Social Services, among other community services.

As MCS provides services 24 hours a day, 365 days a year, my work day can begin at varying points of the day—as early as 7 a.m., or as late as 9:30 p.m., work-

ing through the wee hours of the night. I work 10-hour shifts on a “4-on, 4-off” rotation. You never know what kind of call you will get when you answer the phone, but there is a loose theme dependent on what shift I may be working. If I'm working a day shift during the week, I can expect to see more contacts surrounding distress and mental health (assessments, application for a Mental Health Warrant under provincial legislation, etc.), or older adults (assessments, consults, referrals), as two examples. A night or weekend shift will see much more child welfare, and emergency financial assistance (i.e.: medical taxis, referrals for accommodations, etc.). We aim to provide compassionate and professional services to our clients, and this can take place in the form of direct assessments and decision making, transportation, advocacy, and referrals to appropriate community resources for ongoing support. Crisis workers maintain reports of client contacts, and keep close statistics of these contacts in order to have a picture of what services we are providing and to whom.

Crisis work is exciting, but can be very challenging. However, one of the things I appreciate the most about my work is that as a crisis worker, I have the ability to think critically and outside of the box in order to come up with creative resolutions for complex/multi-dimensional problems. I also appreciate the fact that I truly learn something new every shift, and have the opportunity to put into practice a wide range of skills and Social Work theory.

I am continually inspired by the clients I work with; being able to learn from their experiences and stories, and see the magic of resilience and perseverance despite some of life's biggest challenges, heartbreaks and tragedies. I also have the privilege to work with a team of colleagues who are skilled, professional, caring and passionate about the work that we do. I feel crisis work is a very unique, rewarding, exhilarating and challenging area in the world of Social Work. I would highly encourage any social worker who has an interest to give it a try at some point in the span of their career—it is an experience unlike any other! I know I certainly look forward to many years of work with Mobile Crisis.

*Submitted by:*

*Jasmine St. Marie, BA, BSW, RSW (SK)*

*Saskatoon*

*I am continually inspired by the clients I work with; being able to learn from their experiences and stories, and see the magic of resilience and perseverance despite some of life's biggest challenges, heart breaks and tragedies. I also have the privilege to work with a team of colleagues who are skilled, professional, caring and passionate about the work that we do.*



# CASW Report

In the last year operational changes, changes in governance and major initiatives in addressing social justice issues occurred. Through active involvement in coalitions, presentations to federal government committees and lobbying federal politicians on a range of social justice issues, CASW continues to fulfill its mission as a professional body advocating for social justice.

From a set of recommendations arising from a CASW commissioned report on the Canadian Social Transfer, CASW is calling on the federal government to play a leadership role in the Canadian Social Transfer (CST) to be renegotiated in 2017. The new CST along with the renegotiated Health transfer will determine the extent of the finances and the nature of programming at the provincial levels for years to come.

CASW called for reinstatement of accountability and conditions to be attached to both the Canada Health Transfer and the Canada Social Transfer and that new standards be set for post-secondary education, housing, poverty, and creating child care service programs to ensure equity and adequacy across Canada. CASW has called on the federal government to address the income inequality in Canada and provide national leadership and standards along with the provinces in poverty reduction programs being instituted. The lack of accountability by the provinces for the billions of dollars transferred to them seems inconsistent with the accountability being requested from charitable organizations and from First Nations.

Work to reunify the CASW federation has continued in earnest. Meetings and communications with OASW executive and board, with ACSW executive and council have occurred. Alberta advises they will need to consult their membership prior to rejoining with an earliest possible date of return in the spring of 2014. Alberta has extended an invitation to partner on special projects or initiatives, to which CASW Board has not agreed, while continuing to hope they will rejoin as full partners of the CASW federation.

Ontario is continuing to ask for clarification on a range of concerns such as clear deliverables under the CASW strategic plan adopted at the AGM in June in St. John's Newfoundland and clarification on what CASW means about consensus decision making when setting fees or adopting a strategic plan. Ontario's current expressed issue is CASW's "federation of equals" concept

(one board member per partner association) when they believe in a weighted system of representation based on the number of members/partner association.

Individual membership was developed in the last year for social workers who wish to belong to and support CASW from jurisdictions where potential partner associations are no longer members (i.e., Alberta, Ontario and Quebec). As of early December 2012, Quebec has agreed to promote individual membership in the province by distributing applications and promotional material for CASW. Quebec withdrew from the federation in 2003.

A recent highlight for CASW was to spend a day on Parliament Hill during the fall board meetings. This was a first time event for CASW to meet in this fashion with elected MPs. On November 21 the Executive met with Bob Rae, Interim Leader of the Liberal Party; the Vice President and Treasurer met with Honourable Carol Bennett. On November 22 the Board met with Thomas Mulcair and four other NDP MPs, followed by meeting senator Art Eggleton and Roger Cuzner MP. The Executive attended the Quality End of Life Care Coalition Reception with Joe Comartin, Deputy Speaker of the House, in collaboration with Harold Albrecht to release their extensive report and recommendations. CASW has been a participant in this Coalition through representation provided by Marlene Chatterton from Saskatchewan. Thank you, Marlene, for all your hard work.

CASW requested that the recommendations from the Mental Health Commission be adopted from June 2012, and that 9% of health expenditures be devoted to mental health services throughout the country. A severe shortage of services for children and youth and adults was noted as having huge impacts on families and on individuals' capacity to function and contribute to society.

CASW indicated its support for Bill C-240 which would establish a National Commissioner for Children and Young Persons. CASW said it wanted the commissioner to act more as an advocate who reports to Parliament by surveying and monitoring all policies and legislation in Canada affecting children and youth.

CASW requested that eligibility for Old Age Security (OAS) revert to 65 from 67. The board praised Thomas Mulcair's promise to return the eligibility back to 65. CASW has long advocated for increased Guaranteed Income Supplement under OAS which was increased

*continued on page 18*

# Social Work included in Medical Expense Tax Credit

For Immediate Release

October 11, 2012

The Canadian Association of Social Worker (CASW) is exceptionally pleased that Canadians who access clinical services provided by social workers now have the ability to claim these services on their income tax through the Medical Expense Tax Credit (METC).

“The struggle to have social work included as an eligible deductible medical expense was years in the making and is truly an achievement of and for the profession” states Morel Caissie, CASW President. “This change will strengthen the profession and provide social workers with an equitable opportunity to promote clinical services to Canadians.”

As of September 26, 2012, Registered Social Workers are authorized as “medical practitioners” under the

Income Tax Act for the purpose of claiming medical expenses on income tax returns. Under the METC, the federal government gives a non-refundable credit of 15% on allowable medical expenses that exceed 3% of the taxpayer’s net income or \$2,109 in 2012, whichever is less. The provinces also offer credits.

-30-

Visit [www.cra.gc.ca/medical](http://www.cra.gc.ca/medical) to learn more about claiming the METC and click here to access the Canada Revenue Agency Chart list of authorized medical practitioners by province or territory for the purposes of claiming medical expenses.

For more information:  
Fred Phelps, MSW, RSW  
[casw@casw-acts.ca](mailto:casw@casw-acts.ca)  
Tel.: 613.729.6668

## CASW Report, continued

in 2011 to half the necessary amount to raise all single elders over the line of poverty. Health services for seniors such as home care, access to long-term care and cost of medications were addressed.

CASW will be commissioning another paper on CST, looking to demonstrate a link between provincial/territorial spending and service delivery, highlighting the lack of accountability on specific social determinants of health. Along with the paper it is intended there would be a campaign targeted at the Provincial and Territorial Ministers responsible for Social Services. Ministers of Social Services have not met since 2006 and it is hoped they will form an Innovative Working Group like Health Ministers have done in the last year.

There are a range of operational changes and other activities. Please look at the members site of CASW

website for an update on all activities. Two more notable mentions:

- CASW was effective in lobbying the federal government to declare registered social workers as “medical practitioners” under the *Income Tax Act* allowing clients to claim services as a medical expense on their income tax forms. (See press release this page.)
- The Social Work Week theme for this year is “Social Workers: Defending Social Programs for a Stronger Canada.” Hopefully we will all join together under this theme working to defend the social safety net developed to date toward greater social equity and justice in the future.

*Respectfully submitted:*  
Ray Pekrul, MSW, RSW (SK)

To gain access to the Member’s Site of the CASW Website, SASW members need the following information:  
Username: SK  
Password: bicycle10

### Contributions to the newsletter are always welcome.

Read any good books lately?  
Working on an interesting project?  
Have an area of interest that you would like to share with other people?  
Write to SASW Editor and see your name in print!  
**Deadline for the next newsletter is April 13, 2013.**

### Navigating an Ethical Minefield? Pondering a “Grey Area”?

The **Practice Ethics Committee** is a confidential support service for SASW members that offers guidance on ethical decision-making. The committee will make every effort to respond in a timely fashion, and will provide alternate ways of viewing and acting on ethical issues.

To contact the Practice Ethics Committee with your questions or dilemmas, please call the SASW Office. Contact may be by letter, email, telephone or fax. Sufficient detail should be given so that an informed response can be made.



## Committee, Branch & Task Team Section

# Introduction to the Mentorship Committee



Why mentorship? I volunteer with the SASW because my professional association is important to me. It is important to me to know that there is a group of like minded individuals doing similar work to me who uphold the values of dignity, respect, empowerment and client self-determination. Therefore, I volunteer and support my

professional organization. And what better way to support than to help guide new students towards the code of ethics and the struggles we regularly navigate through as we work towards helping our clients.

*RuthAnn Thomas, MSW, RSW (SK)*

*Social Worker at the Alvin Buckwold Child Development Program with the Saskatoon Health Region*



Mentorship Committee member, Norine Shewchuk, works full-time at the Saskatoon Community Clinic as a Seniors Counsellor. She also has two casual positions; one with the Saskatoon Health Region and the other with Saskatoon Interval House.

Norine has many years of experience as a social worker, has done community development and knows the value of experience and networking. When invited to participate on the Mentorship Committee, it was the desire to support others in getting such experience that motivated her to become a member.

Norine had previously been on the SASW Public Relations Committee and valued the contributions of the committee and the team efforts involved. Mentorship Committee participation created new opportunities and a way to serve the profession and social work students.

Norine is presently in the MSW Program through the University of Regina. She values building healthy relationships, helping others in achieving a good quality of life, life-long learning and new opportunities.

Norine appreciates all who have mentored her, the practicum students she has had the opportunity to mentor and genuinely knows the benefits of mentorship, as the receiver and the provider. Serving on the Mentorship Committee is rewarding, empowering and fun. It fits well with Norine's personal mission, which is to "illuminate the path to positive change and be a guiding beacon for humans to be more."

*Norine Shewchuk, BSW, RSW (SK)*



My name is Jasmine St. Marie, and I am from Saskatoon. As a practicing RSW, I have been working with Saskatoon Crisis Intervention Service (Mobile Crisis) since 2010. I am a Registered Social Worker with SASW because I believe in ethical and standardized practice within our profession, and wish to hold myself accountable to our

professional code of ethics and standards of practice in my day to day work. I also appreciate the networking, support and community involvement that comes with being a registered member.

Mentorship is always something that I've found to be important. Going back to my days as a student, I found it helpful to attend various mixers and events to be able to speak to practicing RSWs and hear about their experiences in the field. I feel that it important to be able to pay that experience forward to current and future students. I have stepped back from an active role for 2012-2013, but I think that volunteering with the Mentorship Committee can be a great experience for anyone. It's always been a wonderful opportunity to talk about Social Work and practice, and make meaningful connections with students.

*Jasmine St. Marie, BSW, RSW (SK)*

# Professional Conduct Committee

The Professional Conduct Committee is unlike most of the SASW you may be familiar with. Its closest neighbour is the Discipline Committee and although these two committees are the only ones required by our legislation, *The Social Workers Act*, they must remain separate and “aloof” from one another. This separation is to ensure that the complaint and discipline functions of SASW maintain safeguards both for members and for the public who may wish to make a complaint.

One of the things that allows social workers to be called professionals is that we have agreed to be accountable. We are accountable to our clients, employers and the public at large for our practice. We have also agreed to be accountable to each other—our social work sisters and brothers. This means our practice is open to the scrutiny of those we serve and to those who stand beside us in the profession.

Some colleagues may view this agreement with ambivalence, worried that they may be open to unfounded allegations and wondering if their individual and human rights will be protected. This is at the heart of many objections I have heard by workers who choose not to be registered. A careful look at the practice of self-regulation will help social workers recognize that the function of protecting the public also includes the protection of social workers. The Law Reform Commission of Saskatchewan,

in its 2004 *Draft Handbook for Professional Disciplinary Procedure* writes,

*“Equally important, disciplinary proceedings must be fair to the member accused of misconduct or incompetence. Many of the procedural safeguards included in discipline legislation or imposed by the courts were adopted to ensure that a professional’s reputation is not damaged without giving the accused an opportunity to make a full defence before an unbiased and impartial tribunal.”*

The Professional Conduct Committee of SASW is made up of nine very seasoned and experienced social workers who practice in various settings and locations. In addition, it contracts the services of an investigator to ensure that information available to the committee is complete and reliable. The investigator is an experienced social worker as well. Over the past eighteen months there has not been a Disciplinary Hearing. This does not mean that the Professional Conduct Committee has not been active. During that time six complaints have been received and each one of them has been explored carefully. Five complaints have been closed and one remains open as the investigation continues. While no investigation has led to a Hearing, the Committee has had occasion to write cautionary letters to some social workers to point

*continued on page 21*

---

## *Introduction to the Mentorship Committee, continued*



My name is Angie Pollom. I was a student member of SASW and now am a Registered Social Worker. Currently, I work as a Probation Officer for the Ministry of Justice in the Community Corrections Branch. I have been involved with the SASW Mentorship program since I was completing my BSW in 2008.

I have been the provincial chair for the SASW Mentorship Committee for several years now. Like all committees participation ebbs and flows, some years we struggle to get RSWs to participate, some years it’s the students that need coaxing. Every year, though, I see this committee happening, building, and growing. Mentorship for me really embodies what social work is about: listening, sharing, talking, and learning.

My goal is to try to organize the mentoring process and pool resources so that all those who are interested in having a mentor or being a mentor have someone

to contact and a place to get connected. I really would like to thank all the RSWs in the branches across the province who are willing to be contacted and have made mentorship happen in their areas, even though I haven’t been connected to you all. I would also like to welcome Angela Montana in Regina who has recently volunteered to keep the momentum of the Regina mentorship committee going as Darlene Halyk and Tara Bilash move on to different endeavors.

Formally, the Mentorship Program aims:

- To develop a formal network of experienced SASW members who would like to become associated with students and social workers new to the profession.
- To develop a supportive network that will enhance the professional identity of SASW members.
- To strengthen the social work profession through a mutual support system.

We are always looking for new members, all across the province. Please contact me through the SASW Office: [sasw@accesscomm.ca](mailto:sasw@accesscomm.ca) and I can answer any questions you may have!

*Angie Pollom, BSW, RSW (SK)*

# SASW Standards of Practice

In January 2011, the Standards of Practice Committee began a review and revision of the Association's Standards of Practice. This undertaking came as a result of multiple factors such as: revisions to the CASW Code of Ethics, increasing use of technology in social work practice and requests from the Professional Conduct Committee for more detailed standards in certain areas of practice. Driven by these factors, the committee engaged in a review of our existing standards, as well as a thorough review of the standards in other provincial jurisdictions.

In the spring of 2011, the committee began drafting a new Standards of Practice document. An integral aspect of this project was the feedback received from many SASW members, and other stakeholders. This consultation during the last half of 2011 allowed the committee to further identify areas where Social Workers were looking for guidance and direction related to practice concerns. After several months of work the committee submitted the final draft to SASW Council who approved the Standards of Practice for Registered Social Workers in Saskatchewan in February 2012. The document can be found on the SASW website ([www.sasw.ca](http://www.sasw.ca)) under the tab "Standards of Practice".

During the process of review it became apparent to the committee that social workers increasingly face changes involving: legal issues, regulatory requirements

## Professional Conduct Committee, continued

out areas of practice that have caused concern. While these concerns about practice do not reach the threshold of misconduct or incompetence, they are nonetheless significant enough to require self-reflection and review on the part of the worker. In every step of this process, the complainant is kept informed and is aware of any action or recommendation the committee may make.

The Professional Conduct Committee has the legislated responsibility to receive and investigate complaints alleging that members are guilty of professional misconduct or professional incompetence. SASW members should be assured that if a matter is referred to a Discipline Hearing, they will have every opportunity to make a full and complete defence before a panel of their peers and that the process is designed to ensure that both the member and the public are afforded the protections of natural justice.

For more information, please visit the SASW website. <http://www.sasw.ca/discipline.html>

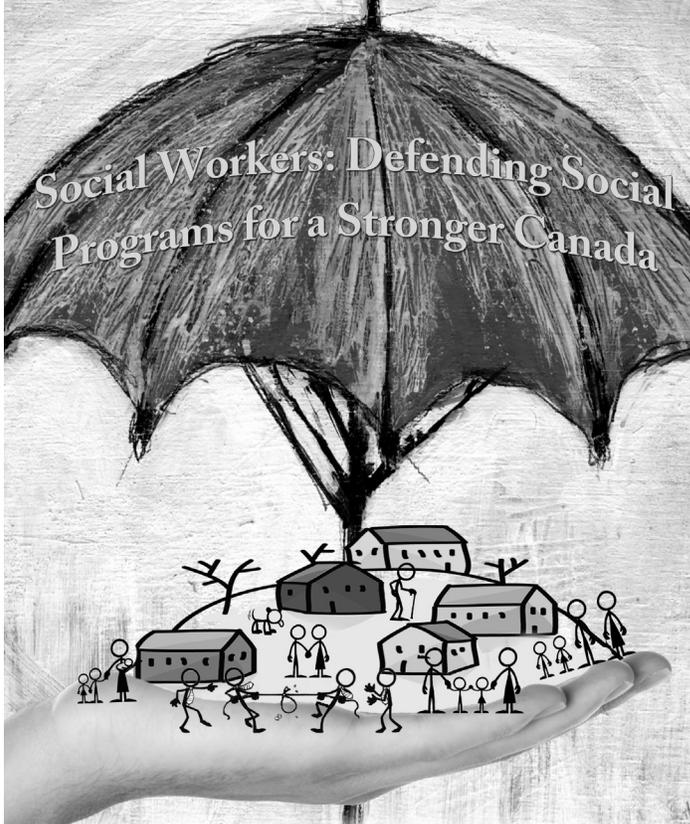
Submitted by:  
*Jim Walls, MSW, RSW (SK)*  
*Chair, Professional Conduct Committee.*

and technology that can affect social work practice. In consideration of these ever-changing realities it will be important that the Standards of Practice for Registered Social Workers in Saskatchewan document be a regular topic of discussion and that we all engage in ongoing consultation that will keep this work relevant and on the minds of all Social Workers.

Submitted by:  
*Nuelle Novik/Ralph Aman, co-chairs*  
*Standards of Practice committee*



**SASW**  
**Toll Free Number**  
(outside Regina)  
**1-877-517-7279**



**Celebrate Social Work Week in Saskatchewan**  
**March 17 - March 23, 2013**



**Saskatchewan Association  
of Social Workers**  
[www.sasw.ca](http://www.sasw.ca)





## Faculty of Social Work, University of Regina Section

### Acting Dean's Message



At the time of writing this, the fall semester has just come to a close, everyone is leaving for a holiday break of some sort, and the campus has become very quiet. This is always an interesting time of the year not only with the flurry of activity that accompanies final exams, but also for the stress and anxiety that many of our students experience.

At the University of Regina, as at many universities across Canada, there is a great concern for the mental health of our students and I like to think that the Faculty of Social Work is responsive to those stressors, providing support to our students as they work through the pressures of course completion. I hear from many of our faculty members of their concern with what their students are experiencing, and their desire to support the student through this trying period of time. We are also fortunate at the University of Regina to have an excellent counseling group that works out of the Student Affairs unit.

As I have mentioned in previous columns, our Faculty is continuing to work towards a potential merger with other health and human service related faculties on campus, a process that will take at least another two years to accomplish, if at all, and with my end date for serving in the Acting Dean role being June 30, 2013, there have been a number of discussions with respect to on-going leadership within the Faculty. Although there is nothing to announce at this time, I can let everyone know that there will be an internal appointment to the Dean's role and that this will be made public at some time in the near future.

I would also like to mention that we recently met with the SASW Executive Director, Richard Hazel, and we had a very good discussion with respect to the pending amendments to *The Social Workers Act* on the matter of diagnosis, and what our Faculty will need to do in response. Although we have not made any decisions at this time, our Faculty is supportive of the changes being proposed, and will be working through curricular issues to see where we might be able to help social workers, both current and future, in being eligible to meet the re-

quirements contained within the proposed legislation.

Many of our faculty members are doing some very interesting, creative, and unique things, both in their research and teaching. I am hoping to feature a number of those activities next time. In this column, I would like to talk about an approach to teaching that was done by one of our new faculty members, Dr. Randy Johner, in her SW 479 class. The motto of People First, "nothing about us, without us" and the incorporation of a model of "shared teaching and learning" were integral components of the SW 479 (Social Work and disAbilities Issues) class. Dr. Johner, together with Campus for All and Big Sky Teaching and Learning Centre, both inclusive education programs for adults with diverse abilities living very complex lives, formed a collaborative partnership to teach social work students about disability and inclusion. Individuals from these two programs were invited to respond to a "call for mentors." Each mentor's role in the classroom was to teach a small team of social work students (5-7) for the last 6 weeks of the class for 45 minutes per week. Each mentor's task was to teach their team to understand disAbility and inclusion, and to develop and present a project based on this learning. Six individuals responded to the "call for mentors," including a married couple, both wheelchair mobile. According to Randy, once the mentors joined the class, their experiential wisdom of embodied disability and their commitment and passion to teach the students, evolved into an empowering energy that led everyone into a deeper and richer understanding of diverse abilities and inclusion. The last class was a presentation and celebration day: faculty and staff from Social Work, Education, Teaching and Learning Centre, Campus for All, Big Sky Teaching and Learning Centre, and student friends attended the event. Feedback from attendees was overwhelmingly positive. This very creative and unique approach been gaining much attention and is reflective of the quality of faculty we have in the Faculty of Social Work.

All my best to everyone—and a reminder that if you would like to provide some input and commentary to the Faculty, feel free to give me a call at 585-4119, or e-mail me at [swdean@uregina.ca](mailto:swdean@uregina.ca).

*Submitted by:*  
**Craig Chamberlin**  
*Acting Dean*

# Education Advisory Committee

The Faculty of Social Work has recently created a Field Education Advisory Committee, and we are currently recruiting members for this exciting new group.

The Field Education Advisory Committee is charged with the responsibility of providing a venue for consultation, feedback, and recommendations for policy and program revision and development related to the undergraduate field education components of the Faculty of Social Work of the University of Regina, including Aurora and Yukon Colleges. The Committee also acts as a liaison to the MSW Committee in relation to MSW field education matters when appropriate.

The Committee is responsible for providing feedback and consultation on a range of field education (practicum) issues, including collecting feedback from stakeholders in the field education program, including community agencies, field instructors, students, and faculty, on field education issues such as field instructor training and support, continuity across campuses/sites, and approaches to program development and evaluation.

Our committee currently has two Field Instructor representatives, both of whom work for large regional health authorities. We are currently recruiting committee members to represent Field Instructors who work outside the formal health system and/or in rural communities, particularly in community-based organizations and government ministries.

The Committee will meet approximately three times per year—once in each academic term. Participants located outside Saskatoon or Regina will be linked via video conference and/or telephone.

If you have questions or would like to discuss this opportunity further, please do not hesitate to contact the Committee Chair, Erin Beckwell, at 664-7380 or erin.beckwell@uregina.ca. If you are interested in letting your name stand for a position on the Field Education Advisory Committee, please e-mail your name, location/community where you practice, and whether you're a registered SW to: ina.kurtz@uregina.ca.

**jack hirose**  
& ASSOCIATES INC.

Quality workshops in mental health,  
education and workplace wellness  
[www.jackhirose.com](http://www.jackhirose.com)

For full information including  
speaker bio, workshop agenda  
and registration fees, visit:  
[www.jackhirose.com](http://www.jackhirose.com)



**HELPING THE ANXIOUS CLIENT:  
STRATEGIES THAT REALLY WORK**

with REID WILSON, Ph.D.

**SASKATOON | May 9 & 10, 2013**

**The anxiety disorders manipulate people by injecting rules into consciousness, then using that set of laws to take over mental territory.** We will begin by studying how all anxiety disorders generate an absolute standard for certainty and comfort, thus manipulating people into worry. You will learn specific skills within the three targets of treatment for both worry and generalized anxiety disorder: physiological, cognitive, and behavioral.



**WORKING WITH STUCK KIDS**

with GORDON NEUFELD, Ph.D.

**SASKATOON | April 11 & 12, 2013**

**Bestselling author of *Hold On To Your Kids*, Gordon Neufeld presents an integrated developmental approach to reaching troubled kids**, using the constructs of attachment, vulnerability and maturation. In this workshop, Gordon takes the best that developmental science has to offer and delivers it in a usable form to the professionals who work with these children or those responsible for them.



**ADVANCED TRAINING: SOLVING  
PROBLEMS COLLABORATIVELY**

with ROSS GREENE, Ph.D.

**SASKATOON | May 15, 16 & 17, 2013**

**The 3 day intensive training provides participants with the opportunity to study key facets of solving problems collaboratively**, including coverage of and practice in specific areas of implementation in school and clinical settings. The training is conducted in a manner that provides maximum opportunities for questions, interactions, practice and discussion.

# UPCOMING CONFERENCES, WORKSHOPS & EDUCATIONAL EVENTS

## ***Certified Laughter Leader Workshop***

Saturday, March 23 & Sunday, March 24, 2013  
(must attend both days)

Saskatoon, SK

Contact: Helen Bzdel BA MSW RSW CLL CTRTC

Web: [www.laffingoutloud.com](http://www.laffingoutloud.com)

E-mail: [laffingoutloud@sasktel.net](mailto:laffingoutloud@sasktel.net)

Phone number: (306) 222-0563

## ***Working with Stuck Kids***

Presenter: Gordon Neufeld, Ph.D.

Dates: April 11 & 12, 2013

Location: Ramada Hotel, Saskatoon, SK

Register at [http://workshops.jackhirose.com/JHA\\_Upcoming.php](http://workshops.jackhirose.com/JHA_Upcoming.php)

## ***Helping the Anxious Client***

Presenter: Reid Wilson, Ph.D.

Dates: May 9 & 10, 2013

Location: Ramada Hotel, Saskatoon, SK

Register at [http://workshops.jackhirose.com/JHA\\_Upcoming.php](http://workshops.jackhirose.com/JHA_Upcoming.php)

## ***SASW Provincial Workshop***

***“Impact Techniques: When Words are Not Enough”***

Speaker: Dr. Danie Beaulieu

Website: <http://www.impactacademy.net/en/daniebeaulieu.php>

May 14, 2013 (Saskatoon) and May 15, 2013 (Regina)

## ***Advanced Training: The Collaborative Problem Solving Approach***

Presenter: Ross Greene, Ph.D.

Dates: May 15, 16 & 17, 2013

Location: Ramada Hotel, Saskatoon, SK

Register at [http://workshops.jackhirose.com/JHA\\_Workshop.php?id=119](http://workshops.jackhirose.com/JHA_Workshop.php?id=119)

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS**  
*Social Workers - Make A Difference*

As an association, the Saskatchewan Association of Social Workers is the voice of social workers in Saskatchewan. SASW is a professional association with members in many fields of practice across the province.

As a regulatory body, it is SASW's role to establish, maintain, & develop standards of ethical practice as well as develop skills and competency among its members for the purpose of serving and protecting the public. It is the Association's purpose to assert the role of professional social workers, advance their interests and enhance their contribution to social justice.

More specifically, SASW advocates for improvement for social policies and programs directly affecting social work clients, publishes a provincial newsletter, and provides tangible benefits and services to its members and the public.

▲ TOP OF PAGE

**Website: [www.sasw.ca](http://www.sasw.ca)**

CANADA POST CORPORATION  
PUBLICATION AGREEMENT #40007721

**Upcoming events, news and workshops are regularly posted on the SASW website.  
Please visit the website for more information.**