



SASKATCHEWAN SOCIAL WORKER

Volume 22 Number 1

“Social Workers – Make a Difference”

February 2011 Edition

President’s Message



Since my last report, the association has been busy on a number of fronts at the provincial level as well as continuing to participate in discussions at the national level regarding the future of the Canadian Association of Social Workers, including discussion on a new fee formula and action plan.

In October, a meeting of the Advisory Board was held in Saskatoon to bring members up-to-date on the activities of the SASW branches and committees throughout the province. The Advisory Board also serves as an excellent forum for Council to obtain input on a wide range of issues facing the association. In addition to the regular updates and reports, the members discussed the merits of an electronic newsletter, the need to examine the associate member registration category, and confirmed the designation of March 20 to 26 as Social Work Week for 2011.

The association was front-and-centre at the launch on October 18 of the Poverty Free Saskatchewan (PFS) report entitled *Let’s Do Something About Poverty*. The launch was co-hosted by Kirk Englot who has been instrumental in development of the document, which calls for a collaborative anti-poverty action plan. SASW is one of the founding members of PFS which is a network of individuals and organizations working toward the elimination of poverty.

The launch was an excellent springboard for a meeting the following day with the Honourable June Draude, Minister of Social Services. In addition to providing an overview of the history, role and responsibilities of

SASW, our meeting also served to highlight the need for all to work collaboratively in addressing issues, including the more than 140,000 people who are living in poverty in this province. The minister expressed her interest in continuing to work with the association. In addition to meeting with the minister, the association met later in the year with opposition MLAs David Forbes and Cam Broten. We responded to an invitation to provide input into the comprehensive policy review being undertaken by the New Democratic Party in the lead-up to the next provincial election.

I had the pleasure of attending this year’s Association of Social Work Boards (ASWB) annual meeting of the delegate assembly on November 11-13 in New Orleans, LA. In addition to electing a new president, delegates were brought up-to-date on the ASWB finances, proposed changes to the *Model Social Work Practice Act*, acceptable psychometric properties of examinations, and how ASWB might connect with the world beyond North America. As representatives from most of the provincial associations were in attendance, the meeting also provided an opportunity for some discussions and caucusing on the future role of the national association in Canada.

The long-awaited report of the Saskatchewan Child Welfare Review Panel, chaired by Bob Pringle, was released as the year came to a close. SASW made a presentation to the panel in June and a number of our proposals were broadly reflected in the final report. We look forward to continuing to provide input on this and other important policy initiatives in the upcoming year.

Submitted by:
Carole Bryant, MSW, RSW (SK), MBA, CMA

SASW COUNCIL

President: Carole Bryant, Regina
Past President: Jim Walls, North Battleford
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: Doug Stewart, Regina
Senate Representative: Grace Jasper, Regina
Standards of Practice: Nuelle Novik, Regina
Professional Conduct: Joanne Schenn, Prince Albert
Discipline Resource: Terri Woods, Saskatoon
Social Policy: Sydney Bell, Saskatoon, &
Noela Crowe Salazar, Regina
Education: Shelley Whitehead, Regina
Public Relations: Roxane Schury, Saskatoon
Practice Ethics: Donald Halabuza, Regina
Psychologists Act Task Team: Vacant
Volunteer Development: Tom Seeley, Yorkton
Student Award Committee: Ruth Ann Thomas, Saskatoon
Health Services Committee: Wanda Miller, Weyburn/
Lorrain Marquis, Saskatoon
Mentorship: Angie Pollom, Saskatoon
Aboriginal Social Workers Task Team: Hazel Berg, Melfort

SASW BRANCH REPRESENTATIVES:

Regina: Crystal McKenzie
Saskatoon: Angela Luron and Tammy MacFarlane
Prince Albert: Murray Wotherspoon
Northeast Branch: Sheryn Peterson, Melfort
Swift Current: Sandra Fortman
Yellowhead East: Colleen Valuck
Battlefords: Dianne Lauritzen

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
or rhazel-sasw@accesscomm.ca

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

Members of the 2011 Editorial Board include:

Ruth Mireau – ruth.mireau@saskatoonhealthregion.ca
Rick Yachiw – ryachiw@cr.gov.sk.ca

Richard Hazel, Executive Director – rhazel-sasw@accesscomm.ca

Debb Fisher, Executive Assistant – sasw@accesscomm.ca

Ailsa Watkinson – awatkinson@sasktel.net

Members of the Editorial Board can be contacted through the e-mail addresses provided above or by contacting the SASW Office. 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 March, June, and November. Deadlines for submission of information are December 31st, April 30th and September 15th.

Advertising Rates for 2011 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
Phone: (306) 545-1922

CONTENTS

Admin Section

President's Message -----	1
Executive Director's Message -----	3
Registrar's Message -----	4
Renu Kapoor: CTV Citizen of the Year -----	5
SASW Student Award -----	8
SASW Student Award Application -----	8

Article Section

Restoring Diagnostic Privilege to Social Work ----	9
Social Workers in Child Welfare -----	10
Stadium: Poverty Is a Bigger Priority -----	11
Let's Do Something about Poverty! -----	12

CASW Section

CASW Report -----	13
-------------------	----

Committee, Branch & Task Team Section

A Day in the Life of a Social Worker -----	14
Professional Conduct Committee -----	15
Complaints and Investigations -----	15
Promotion of the Profession Tools -----	16
SASW Mentorship Program -----	17

Faculty of Social Work, University of Regina Section

Dean's Message -----	18
Field Training -----	19

Chatter Box Section

Ethics and Morals in Social Work -----	19
----------------------------------------	----

Upcoming Conferences, Workshops &

Educational Events -----	20
--------------------------	----

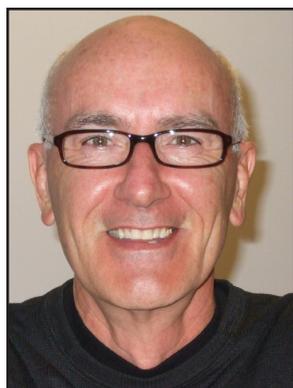
• **ADVOCATE** for SOCIAL JUSTICE

• **PROMOTE** the PROFESSION

• **REGULATE** the PROFESSION

• **SUPPORT** for ETHICAL PRACTISE

Executive Director's Message



As there has been some significant change in the membership and work of the standing committees of SASW, I offer an update and summary of current work. Please be in touch should you have any questions about this work, which is so important to the life of the Association and so dependent upon the talent and time of those who

have selflessly volunteered:

Practice Ethics Committee (New Chair: Donald Hala-buza, Regina) – There was been a significant change in membership in 2010, and activity has centred on preparation to continue this important consultation service to members. Early in 2011 there are training sessions scheduled on legal issues and ethical boundaries.

Education Committee (New Chair: Shelley Whitehead, Regina) – With changes in membership came the opportunity to reset the work to be addressed. The result has been a fresh exploration of continuing education needs and a renewed focus on the ethics training project, “Promoting a Culture of Ethical Excellence.” There has been reflection on whether to propose that the ethics workshop being offered to all members become mandatory.

Professional Conduct Committee (Chair: Joanne Schenn, Prince Albert) – Please see the separate report on page 15.

Discipline Resource Pool (Chair: Terri Woods, Saskatoon) – This is the group from which Discipline Committees are named by Council to formally hear discipline matters referred by the Professional Conduct Committee. There was one such hearing in 2010.

Social Justice Committee (New Co-chairs, Sydney Bell of Saskatoon and Noela Crowe Salazar of Regina) – This committee is also in a phase of renewing membership and leadership as it manages an ambitious agenda. In past newsletters there has been profile of the Poverty Free Saskatchewan and child welfare work which all continues in the new year. Please see the article by Sarah Liberman, SRNA, on page 12 that profiles the SRNA/SASW collaboration on the poverty work.

Aboriginal Social Workers Task Team (Chair: Hazel Berg, Saskatoon) – The group is set now to begin its outreach to First Nations Child and Family Ser-

vices Agency staff who are eligible for professional registration.

Public Relations Committee (Chair: Roxane Schury, Saskatoon) – This group is also in the process of renewing membership and will continue once we have the listing of those who have offered interest in this committee as they completed their 2011 renewal forms. A recent planning session provided some good ideas for consideration by the committee, as well as ongoing planning of the “Day-in-the-Life” section of this newsletter. See page 16 for information on the PowerPoint series that has been prepared for secondary and for social work students.

Standards of Practice Committee (Chair: Nuelle Novik, Regina) – The committee convened in January to begin the work of reviewing our existing set of practice standards in light of the 2005 Code of Ethics. The first piece of work is a proposal to Council on how best to design the standards for the future.

Student Award Committee (New Chair: Ruth Ann Thomas, Saskatoon) – Committee is considering additional ways to encourage contribution to the SASW Student Award Fund.

Health Services Committee (Co-chairs: Lorraine Marquis, Saskatoon, and Wanda Miller, Weyburn) – A fresh set of actions has been developed which includes a focus on students, publicity within health-care and consultation with membership.

Mentorship Committee (Chair: Angie Pollom, Saskatoon) – Please see separate report on page 17.

continued on page 4

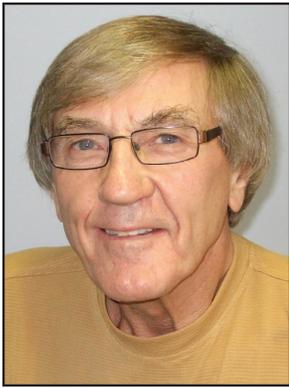


NOTICE OF SASW ANNUAL GENERAL MEETING

Saturday, April 30, 2011
Oak Room - Parktown Hotel
~ Saskatoon, SK ~

9:30 - 10:30 a.m.	Registration & Coffee
10:30 - 12:00 noon	Annual General Meeting
12:00 - 12:30 p.m.	Presentation of Awards
	~ CASW Award
	~ SASW Award
	~ Student Award

Registrar's Message



The December 31 deadline approaches as I set to the task of composing and submitting a message for inclusion in our February newsletter. Another busy year is drawing to a close, complete with the annual year end flurry of applications for renewal of registration for the coming year. By the time this newsletter is published and

released, our 2010 year end statistics will have been compiled, reflecting a clear picture as to whether our SASW membership count continues to show healthy growth—and my bet is it will.

With few exceptions, the annual process for mem-

bership registration renewal has proceeded smoothly. By and large, our membership is tending responsibly to the task (and opportunity) of acquiring and reporting a minimum of 40 continuing professional education (CPE) hours each year. However, given the frailty of the human condition, there are always those of us who tend to procrastinate. Fortunately, this is the time of year to put resolutions for improved performance into play and I for one resolve to be more intentional in planning my annual CPE acquisition rather than relying on a year end scramble to tack together sufficient hours to meet requirements.

CPE reporting guidelines are available on the SASW website under the “membership” tab. Why not revisit this document at this early point in 2011, noting the wealth of possible activities, pondering a bit on how best to utilize this requirement/opportunity to broaden our horizon yet a little more, perhaps daring to explore a little outside our every day work realm? It is the right thing to do. It really is.

Have a great year!

Submitted by:

Bill Tingley, MSW, RSW (SK)

Executive Director's Report, cont.

Volunteer Development Committee (Chair: Tom Seeley, Yorkton) – The busiest time is during the winter for this group when they prepare for elections held at the AGM. Through the rest of the year, there is significant support provided to committee chairs as they seek to recruit members to serve with them. In this work, the listings of those offering to serve, developed from the registration renewal forms, are used extensively.

So, it is clear that much is underway and much is being accomplished. All committee work is presented and discussed in rotation at the Advisory Board table and it is there that ideas can be presented by branch and committee representatives on the work that is underway. You can also make suggestions directly to the committee chairs through us here in the SASW office.

As the new year progresses with all of its challenges, one may be tempted to think that a difference might be hard to make. Of course we know that we should not underestimate the effect some of our actions can have, but we can forget that from time to time. So, just in case you're tempted to forget how influential you can be (it is February, after all), I offer the words of The New Radicals from their 1998 song, “You Get What you Give”:

*This world is gonna pull through
Don't give up
You've got a reason to live
Can't forget you only get what you give*

*Submitted by:
Richard Hazel, MSW, RSW (SK)*

**Wherever you go,
Whatever you do,
Say**



“I AM A SOCIAL WORKER”

You may be surprised at how often social workers say they work with alcoholics or they do therapy or counsel troubled children or direct an employee assistance program. There is nothing wrong with these statements, but preface each with “I AM A SOCIAL WORKER” and then add the statement “...who works with troubled youth.” What you will be doing is performing an invaluable service to the education of the public which benefits the social work profession and ultimately yourself.

*The best way to strengthen the image of
the social work profession is
for social workers to identify themselves
as SOCIAL WORKERS.*

Social Workers – Make a Difference

Renu Kapoor: 2010 CTV Citizen of the Year



The CTV Regina Citizen of the Year for 2010 is Renu Kapoor.

Renu Kapoor was acknowledged for her tireless efforts as a volunteer.

Kapoor was born, raised and educated in India. She furthered her studies in the US, where she earned a Masters in Social Work in 1969 from the University of Wisconsin, Milwaukee. Kapoor is a registered social worker and a certified addiction counselor. She has worked in the field of mental health and addictions for 35 years.

In 1965, Kapoor moved to Regina, where her efforts to better the lives of everyone are well documented. Her volunteerism extends to the fundraising of local, provincial, national and international projects. She has played

a leading role in funding treatment of Osteoporosis.

In 2002, Kapoor received the National Builder Award from Osteoporosis Canada. In 2010, she was a board member and fundraising chair for Regina Public Library. She was also named the honorary ambassador for Mosaic. In 2011, she will chair the Year of India in Canada celebration, a year-long event.

In announcing the recognition, CTV Saskatchewan Vice President Wade Moffatt noted Renu Kapoor has donated thousands of hours in fundraising efforts to a diverse number of causes. He characterized her efforts as “exceptional service and dedication to the community of Regina.”

Renu Kapoor has been recognized previously with the YWCA Volunteer of the Year Award in 1995. And in 2007, she received the YWCA Women of Distinction Lifetime Achievement Award.

The 2010 CTV Regina Citizen of the Year Award was formally presented to Renu Kapoor earlier this year.

Mark your Calendars...

2011 SASW Professional Development Day

The 2011 conference planning committee has planned a different approach to the annual provincial conference to provide the SASW membership with an accessible & affordable professional development opportunity. The conference has been changed to a “**professional development day**” whereby a one day workshop will be held in Saskatoon and then the same workshop will be held in Regina. The professional development day will not include a banquet and/or entertainment as part of its format.

Presenter:

Dr. Glen Fahs, Salem, Oregon

Topic:

“Fostering Resilience: Building Skills for Effective Practice”

Dates:

May 4, 2011 - Saskatoon – Western Development Museum

May 5, 2011, Regina – at the West Harvest Inn

Conference Registration Fee:

SASW Member: \$85 SASW Student Member: \$60 Non-Members: \$135

Dr. Glen Fahs, Ph.D. is from The University of Michigan, and has spent decades in higher education, training and development and resiliency consulting. He certifies and coaches “resilitators” for the international Resiliency Center in Portland, Oregon. For the last 20+ years, he has developed leaders, including several years as the chief training and development officer for the State of Oregon. He has served local boards as the President of the American Society for Training and Development, Vice President for Habitat for Humanity, Director of the Charitable Fund Driver for the State of Oregon and President of the Oregon Ethics Commons. Early in his career, he developed extensive programs on alcohol and drug abuse, battered children, and other social issues. For 20 years he worked closely with Dr. Al Siebert, the author of *The Survivor Personality and The Resiliency Advantage*.

For further information, please see the brochure included with this newsletter or download a copy of the brochure from the SASW website (www.sasw.ca), click on the “news/events” tab.



Nominations for Council Positions

As per Section 25 (2) of *The Social Workers Administrative By-laws*, SASW voting members were given notice of the right to nominate licensed member(s) to fill any Council vacancy for the upcoming year. The position open for nomination is the **President Elect**.

All nominations must be submitted on the "Call for Nominations Form" which is included below. Nominations must be mailed to the SASW Office no later than **February 28, 2011**.

Call for Nominations for SASW Council

Position for Nomination: President Elect

Name: _____

SASW Registration Number: _____

Address: _____

Credentials: _____

City/Town: _____ Postal Code _____

Number of years in practice: _____

Area(s) of practice and contribution to the profession: _____

Previous/present involvement with SASW Branch/Committee:

Nature of contribution(s) to be made on SASW Council:

Signature of Nominee: _____

Nominators – Registered Social Workers

Signatures of Nominators

Mail completed form to SASW Office – 2110 Lorne Street, Regina, SK, S4P 2M5

Deadline for submitting nominations: February 28, 2011



SASW

Distinguished Service Award

Eligibility Criteria:

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

Procedure for Nomination:

Names must be submitted for nomination and must have written support of at least 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 SASW Selection Committee. The plaque will be presented at the SASW Annual General Meeting.

Please mail or fax nominations to:

SASW - Selection Committee

2110 Lorne Street

Regina, SK S4P 2M5

(306) 545-1895 (fax)



Deadline for submitting nominations: March 15, 2011.

Name of Nominee:

City/Town: _____

Phone: (H) _____ (W) _____

Nomination Supported by:

Name: _____

Name: _____

Name: _____



*Providing Workshops for Personal Growth
that Empower and Motivate*

ACHIEVE TRAINING CENTRE IS PLEASED TO OFFER THE FOLLOWING PUBLIC WORKSHOPS IN SASKATCHEWAN

Conflict Resolution Skills -Dealing with Difficult People

Saskatoon: February 17, 2011; May 18, 2011

Regina: May 12, 2011

WORKSHOP FEES:

One-day workshop: \$145 (early) \$175 (regular)

Two-day workshop: \$385 (early) \$460 (regular)

**early registration deadline 3 weeks prior to workshop*

Assertive Communication

Saskatoon: February 18, 2011; May 19, 2011

Regina: May 13, 2011

ON-SITE TRAINING:

ALL OF OUR WORKSHOPS CAN BE OFFERED RIGHT AT YOUR LOCATION. CONTACT US TO DISCUSS THE POSSIBILITIES AND TO RECEIVE A FEE STRUCTURE.

Mediation -A Process for Conflict Intervention

Saskatoon: March 30-31, 2011

**FOR MORE INFORMATION ABOUT ACHIEVE TRAINING CENTRE
PLEASE CONTACT US AT:**

PHONE: 204.452.0180

E-MAIL: INFO@ACHIEVECENTRE.COM

WEBSITE: WWW.ACHIEVECENTRE.COM



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, 2011.

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

Restoring Diagnostic Privilege to Social Work

There is now a lengthy history to the continued request by SASW to amend professional legislation so that diagnostic privilege would be restored to the profession of social work. The *Psychologists Act 1997*, proclaimed on March 1, 2002, included at section 23 provisions that restrict the communication of a diagnosis to “duly qualified medical practitioners” and those registered members of the College of Psychologists (the College) who are “authorized by council pursuant to his or her license or the bylaws to perform that authorized practice.” When these provisions came into force, what became prohibited was the determining of “five-axis diagnoses” by social workers and the communication of such diagnostic conclusions. Those clinical social workers who routinely used these diagnoses in their practice could no longer legally do so.

Service delivery challenges created by the need to comply with the new law were resolved by working around them in various ways while the Saskatchewan Association of Social Workers (SASW) began to explore how to address what had occurred. SASW initially requested an exemption from the application of section 23 of the *Psychologists Act 1997*, but that was not or could not be approved. It appears there was significant confusion before and just after the date of proclamation in 2002 about how section 23 applied. Once the implications were understood, the need for a memorandum of understanding between the College and SASW was determined. There has now been a series of these, renewed every two years, and they manage the issue of any complaints that may arise about social workers reaching and communicating diagnoses. Under the MOU, any complaints coming to the attention of the College are to be referred to SASW for its attention.

The College has more recently indicated that it sees the MOU as an interim solution to the real problem of regulating the diagnostic competency of social workers. Further, a letter dated November 28, 2007 from the

College stated, “The MOU does not adequately protect the public from social workers that diagnose without the competencies to do so and we feel that under the current situation the SASW cannot regulate these practices. The public would be much better served by the SASW

continued on page 10

Celebrating Social Work Week in Saskatchewan

March 20, 2011 – March 26, 2011

*“Social Workers for Dignity & Inclusion:
Upholding Human Rights”*



Saskatchewan Association of Social Workers

2110 Lorne Street, Regina, SK S4R 2M5
Phone: (306) 545-1922 Toll Free: 1-877-517-7279

www.sasw.ca

Social Workers in Child Welfare

Social Workers often bear the brunt of criticism of actions and inactions taken regarding the past and current plight of many First Nations and Metis children in Canada. There are various levels of government working to come to grips with the burgeoning caseloads of children coming into care, and to the tragic results of children in overcrowded circumstances. When there is a public discussion about how the situation in child welfare got to be how it is, the reasons are made to sound simplistic. We, as the First Nations and Metis Social Workers in Saskatchewan, have history with these children and their families (we are family with many of the families involved or know of their families), and by way of having

direct casework experiences working with these families struggled to cope with their circumstances.

We would like to share our view and understanding of the underlying and real issues that contribute to the current crisis in Child Welfare. To that end we would like to direct you to the article: *Social Workers in Child Welfare* which is located on the Saskatchewan Association of Social Workers website (www.sasw.ca), under the “child welfare” tab. This article will be available April 1.

Submitted by:
Hazel Berg, BSW, RSW (SK)
Chair, Aboriginal Social Workers Task Team

Restoring Diagnostic Privilege to Social Work, continued

having the ability to deal directly with the licensing and regulating of social workers who are competent to communicate a diagnosis.”

For a period ending in September 2007, SASW and the College engaged in consultation and analysis around options for reaching a joint understanding and position on this matter. The conclusion was a meeting on September 21, 2007 when both parties met with representatives of the governing Ministries of Health (for the College), and Social Services (for SASW). Presented at that meeting was the jointly held conclusion between the two regulators that means should be found to address the issue that had been created for social work. Representatives of the two government Ministries were asked to take the information presented and propose a plan to move toward solution.

During this period, SASW clarified that it would have every interest in being fully accountable for its members who might be authorized to communicate diagnoses. Fundamentally, as with any other profession, it is expected always that social workers conduct themselves within their scopes of practice and competence. SASW further indicated it would set the minimum credential requirement at the MSW level and would consider options for other requirements like a specified number of years of experience and an examination.

It has also been identified by SASW that should diagnostic privilege be restored, the social workers who may then become authorized would be a relatively small proportion of the membership and would be found within the groups of clinical social workers employed in the Health Regions, government agencies and select non-government organizations.

One proposal was sent from the Ministry of Health to the College for review in 2008 and it was sent back because it was too widely crafted and would have opened

things up so that other professions would be able to see themselves included in the widened scope proposed. The College and SASW again approached the two Ministries in later 2009 to refresh the discussion by meeting again as had been done in September, 2007. This meeting was held July 20, 2010, and there now appears to be a clear and shared intent to move ahead with a problem-solving approach.

As this was being written in early January, the College and SASW were awaiting the call of Ministry staff to reconvene to consider their proposed resolution.

Submitted by:
Richard Hazel, MSW, RSW(SK)
Executive Director SASW

The following Standards of Practice are available from the SASW Office/Website:

Standards of Ethical Practice for Professional Social Workers in Saskatchewan, Revised January 2001.

Standards for Social Work in Schools, October 1999.

Standards in Child Protection Services for Registered Social Workers in Saskatchewan, October 1999.

Standards in Health Care for Registered Social Workers in Saskatchewan, March 2001.

Standards for the Private Practice of Social Work, Revised 1999.

Standards in Custody/Access for Registered Social Workers in Saskatchewan, March 2001.

Stadium: Poverty Is a Bigger Priority

By Ailsa M. Watkinson,

Special to The Leader-Post, October 29, 2010

The provincial government is seriously considering spending \$431 million on a domed stadium in Regina. It has already spent \$4 million on a feasibility study looking into the stadium, plus another \$30,000 paid to a private company to assess how much private funding might come forward for the program (so far \$7 million).

The final costs of such a proposal will easily cost us (provincial and federal tax payers) half a billion dollars. Provincial cabinet minister Ken Cheveldayoff is a former Huskies and Hilltops player and “a huge Roughrider fan” and is the person responsible for looking into the feasibility of building a new domed football stadium in Regina.

At around the same time as the ongoing discussions on the proposed stadium were being reported on, we were informed that 44 percent of food bank users in Saskatchewan are children and the number of food bank users in Saskatoon increased by 25 percent from September 2009 to March of this year. With numbers like this, how can we possibly justify spending such a huge amount of the public’s taxes on a football stadium?

It’s worth noting that all across Canada and the United States, football is a man’s game. They are the players and they are the majority of its fans. Don’t get me wrong, like many others speaking out against this proposed new stadium, I like the Roughriders—even bought Fantuz Flakes. Nevertheless, the provincial government has its priorities wrong.

Authors Richard Wilkinson and Kate Pickett, in their book, *The Spirit Level*, present a synopsis of over 30 years of research regarding the social determinants of health. If I had the power to compel all politicians to read one book, this would be it. Regardless of one’s political ideology, the findings are stunning.

The authors conclude, supported by reams of research, that it is the depth of inequalities within countries that adversely impact the well-being of all its citizens. In other words, a nation’s gross national product or average income is no indicator of an improved quality of life; rather it is income equality within a nation. In Japan, for example, the richest 20 percent are less than four times richer than the poorest 20 percent.

As the writers show, Japan’s lower income inequality corresponds to lower health and social problems such as lower levels of violence, mental illness, teenage births, child mortality, incarceration rates and educational failures.

The U.S., one of the richest countries in the world, has the highest level of income inequality and the worst record in relation to health and social problems—higher than Greece, Spain and Portugal.

Canada’s inequality rating is also high. The richest 20 percent are six times richer than the poorest 20 percent and the disparity is growing. Canada’s health and social problems are worse than those in Germany, Austria,

Spain and Finland, whose inequality ratings are lower than that of Canada. As one writer notes, inequality makes us ill and depressed and violent.

These findings support a 2008 study by the Saskatoon Health Region and authored by Mark Lemstra and Cory Neudort

that found substantial health disparities between six low-income neighbourhoods in Saskatoon as compared to the rest of the city. The disparities were described as “shocking” and included higher rates of mental disorders, injuries, diabetes, heart diseases, teen births and an infant mortality rate that was 448 percent higher than the rest of the city.

It was never imagined that the role of governments was to use our tax dollars to build exclusive sports stadiums. It is to assist in building an equitable society—one in which we aim to eliminate poverty and with it the violence, homelessness, criminality, and health disparities that flow from it. Saskatchewan as well as Canada has signed and ratified an International Covenant, a pledge, guaranteeing economic and social security in the form of adequate housing, food, clothing and the highest standard of physical and mental health for our citizenship. In addition, Canada has endorsed the United Nation’s Millennium Development Goals which, among other goals, aims to reduce extreme poverty and hunger by half by 2015. When we have fulfilled our promise to eliminate poverty, perhaps then we can talk about building a new Roughrider stadium, since we will have substantially reduced the health and social costs arising from poverty.

During the recent Anti-Poverty Week, a new coalition, Poverty Free Saskatchewan, issued a report detailing the levels of poverty in Saskatchewan and its effects. It also detailed initiatives to eliminate poverty undertaken by other provincial governments and countries—initiatives we, along with our provincial government, can learn from and turn into action as well. As the saying goes, “Let’s make poverty history.”

- Watkinson is a professor in the Faculty of Social Work, University of Regina, Saskatoon Campus.

Canada’s health and social problems are worse than those in Germany, Austria, Spain and Finland, whose inequality ratings are lower than that of Canada. As one writer notes, inequality makes us ill and depressed and violent.

Let's Do Something about Poverty!

A new province-wide coalition has formed to spark a renewed dialogue on poverty in Saskatchewan. "The challenges for some people living in poverty have deepened as the economy has expanded, as the cost of housing has risen and vacancy rates have tightened in many communities. We'd like to see the poverty rates start to shift," said Kirk Englot, RSW, PFS co-chair and Family Service Regina counsellor. "We need to work together to end poverty in Saskatchewan. Other provinces and countries have demonstrated that through concerted action, poverty can be drastically reduced. We're calling on the government and other stakeholders to engage in a collaborative, community-based process to ensure that we develop a 'made-in-Saskatchewan' solution to eliminate poverty."

Poverty Free Saskatchewan (PFS) created the discussion document, *Let's Do Something about Poverty!* which puts a face on the growing problem of poverty in Saskatchewan. Highlights from this report include:

- Saskatchewan's poverty rate is 15.3 percent—significantly higher than the national average at 14.5 percent.
- Saskatchewan has the third highest provincial child poverty rate in Canada.
- 45 percent of Aboriginal children in Saskatchewan live in low-income families.
- The poorest in Saskatchewan are children living in female single-parent families with a poverty rate of 45.7 percent (compared to the national rate of 42.6 percent)

There are a number of issues related to poverty including serious social and health concerns, exclusion from community life, and increased crime rates. The report indicated that several provinces and countries have reduced economic inequality through the development of anti-poverty programs. This document is intended to inspire conversations around the province and foster new and innovative proposals and solutions from concerned organizations and individuals.

The document was released to coincide the United Nations **International Day for the Eradication of Poverty**, October 17, 2010. Media conferences were held in Regina on October 18 and in Saskatoon on October 20. The group was successful in lobbying efforts which saw the Government of Saskatchewan declare this week (October 16-22, 2010) to be recognized as the "International Week for the Eradication of Poverty in Saskatchewan." Media uptake included the *PA Herald*, *The Saskatoon Star Phoenix*, and the *Regina Leader Post* among others.

Currently, a variety of groups are already involved in

PFS including the Canadian Centre for Policy Alternatives Saskatchewan office, Regina Anti-Poverty Network, Saskatoon Anti-Poverty Coalition, Social Policy Research Unit at the University of Regina Faculty of Social Work, the Saskatchewan Association of Social Workers, and the Saskatchewan Registered Nurses' Association. PFS recognizes there have been groups working hard for decades in all regions of our province and they intend to build on this work by supporting the development of a province-wide network. "We'd like to see a very collective effort...other regions such as Newfoundland and Labrador have demonstrated that when we work together, we can make a meaningful difference," said Englot.

The mission of PFS is to advance the well-being of all Saskatchewan individuals, families and communities by promoting the development and adoption of effective, measurable and timely policies and programs to eliminate poverty in Saskatchewan. PFS believes that poverty elimination requires wide-ranging involvement and commitment from many stakeholders.

How can Social Workers get involved?

"Let's Do Something About Poverty' encourages a new dialogue on poverty. This is your invitation to get involved in creating an action plan to eliminate poverty in Saskatchewan," said Sydney Bell, RSW, PFS co-chair, and Saskatoon Health Region community developer. Consider exploring the PFS website—www.Poverty-FreeSask.ca—for further information about values, beliefs, what the PFS network looks like, what work has been done, and a chance to provide your input!

This article was developed with Sarah Liberman of the Saskatchewan Registered Nurses Association with the intent that it would appear in both the SASW and SRNA newsletters. Sarah is the SRNA contact for us on social justice matters and she works closely with the SASW Social Justice Committee.

Submitted by:

Sarah Liberman, RN and Richard Hazel, RSW

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 30, 2011.



CASW Section



CASW Report

CASW board has been following up on recommendations arising from the Agora consultants report which was received in Montreal in June 2010. A new fee formula has been proposed to member organizations and was voted upon January 19. A policy governance model is being employed by the board and development of policies will continue through teleconference with the help of a facilitator. A request for proposals was put out and a new web site is being developed. An executive search committee is in place to begin the process of hiring a new executive director, who we hope will be in place by the beginning of April 2011, following the retirement of Eugenia Moreno. CASW board adopted a new mission statement to guide upcoming choices and operations, namely "CASW promotes the profession of social work in Canada and advances social justice."

The financial resources of CASW will be substantially reduced with the adoption of a new fee formula. Adoption is very much dependent upon the fee formula being accepted by the Alberta Association of Social Workers who had given notice over a year ago of their financial inability to continue to pay the fees set out in the existing formula. Alberta has the largest membership and pays the most fees to the national association. They argued the fees were becoming prohibitive due to the dual responsibility of being both a regulatory and membership association. This argument according to structure and function applies to five other associations as well. Ontario had wanted to have a greater differentiation in the fee structure as to who was required to pay full fee and who wasn't. CASW has a fee structure currently based on numbers; i.e., the first 1000 members pay a set amount per member, from 1000 to 2000 a lesser amount, etc. The recommended option is a reduction

of 10 percent in the basic fee to associations with regulatory responsibilities, a reduction to \$22 for 2000+ members, elimination of student fees, elimination of fees for non-paying members in provincial associations and the elimination of flat fees. Currently there are ten associations who are members including the Northwest Territories. Quebec is not a member. A reduction in fees, if the proposal is accepted, will result in an approximate loss of \$147,000 to CASW. Subsequent changes to CASW operations and activities will need to occur.

The executive of CASW board has been in discussions with Canadian Association of Social Work Educators and Canadian Council of Social Work Regulators exploring the possibility of sharing administrative and program resources in the future. Discussions are around sharing office space, staff resources, a combined journal publication and transfer of duties from CASW to CCSWR for evaluation

for foreign credentials. CCSWR is slowly evolving as a body with a national regulatory mandate and is yet unclear what resources they may require from member organizations.

The CASW board and staff will be busy in the upcoming months prior to the annual meeting scheduled for June 3 in Fredericton, New Brunswick: developing new policies, hiring a new executive director, crafting and gaining new fee contracts with all member organizations, developing and revising a new web site and planning a strategic planning process for the organization. Stay tuned!

"CASW promotes the profession of social work in Canada and advances social justice."

Submitted by:

*Ray Pekrul, MSW, RSW (SK)
CASW Board Member from Saskatchewan*

**The password for entering CASW Website (Members Site) for 2010/2011 will be:
Username: SK
Password: bicycle10**

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



Committee, Branch & Task Team Section

A Day in the Life of a Social Worker



Hi, my name is Darlene Bohach and I want to tell you about what a day in my life as a social worker looks like. First of all, I must say from the bottom of my heart that becoming a social worker has been the absolute best career choice! I have been an employee with the Ministry of Social Services for 23 years and have experienced many

different positions which consistently allowed me to grow personally and professionally. In short, I love my job!

My current position is Provincial Caregiver Training and Standards Consultant with Child & Family Services. My role is to implement and manage a licensed, competency-based foster/adoption training program called PRIDE (Parent Resources for Information Development and Education). This program recruits, assesses the skills and abilities of and supports and provides ongoing professional development to caregivers throughout the province. This model of practice promotes a transformational change that, once fully implemented, will impact the entire child welfare system. With respect to PRIDE, colleagues who know me will have heard me say on numerous occasions, “this is more than a job to me— it is the right thing to do!”

My days are never the same, and on any given day you may find me travelling alone or with one of my team members meeting with managers, directors, and supervisors, working on policy and standards, designing curriculum for educational sessions or presenting at training events for child welfare employees and stakeholders to promote the PRIDE model of practice. Each new day is different and brings with it new challenges!

One of my biggest challenges with the implementation of PRIDE is providing clear direction and consistent information to every child welfare worker and stakeholder involved. To assist with this task, I have five PRIDE Field Specialists whom I supervise. The specialists provide on-site support and training to front-line child protection staff and foster resource and adoption

workers, as well as supervisors and managers from Child & Family Services and First Nations Child & Family Services Agency offices.

For each step of implementation there must be appropriate policy, standards and guidelines developed and approved. This can take months of consultations and meetings with stakeholders discussing implications prior to any new policy development or change. As part of the consultation process, I chair a provincial PRIDE Committee that consists of representatives from Social Services, Saskatchewan Foster Families Association, First Nations CFS Agencies, Métis Community Justice Centre, Indian & Northern Affairs Canada, Saskatchewan Youth in Care & Custody Network and the Adoption Support Centre. Other stakeholders include the FASD Support Network of Saskatchewan and the Children’s Advocate Office.

I also oversee a subcommittee comprised of representatives and Elders from each of the five Saskatchewan Aboriginal Nations. This committee works together to support the development of the provincial PRIDE Cultural Component, which teaches about the preservation of a child’s culture as part of the foster/adoption approval process. The sub-committee has hosted two provincial

Elder consultations where Elders from across the province participated in the implementation of this curriculum. This partnership has been built on the need to support each other for the best interests of all children. In September 2009, there was a

wonderful event with a traditional feast and ceremony conducted to honour the Elders involved.

In my role, I also speak at numerous conferences and provide presentations about Saskatchewan’s experience with the implementation of PRIDE. This has attracted attention from other jurisdictions across Canada and throughout the United States. After the creation of the PRIDE Cultural Component, our province was asked to participate in the filming of a training module for caregivers called *Parenting Aboriginal Children*. I was able to travel throughout the province with a film crew while Elders and Aboriginal people shared stories on parenting from their hearts, which was treated as a sacred gift. This film is still a work in progress, and the subcommittee will

I was able to travel throughout the province with a film crew while Elders and Aboriginal people shared stories on parenting from their hearts, which was treated as a sacred gift.

continued on page 15

Professional Conduct Committee

Complaints and Investigations

Imagine getting a letter in the mail from the SASW notifying you that a formal complaint has been made about your practice. It is likely one of the most stressful situations for a social worker when competence or professional conduct is in question. Once the initial shock subsides, the next questions will likely be “What happens next and what do I do now?” I will explain that process because each year several of our social workers will have to deal with that situation.

As registered social workers we have the privilege of using the title Social Worker. We have all worked hard to gain our credentials and feel proud to identify ourselves as social workers in whatever field we practice. Employers who require their professionals to be registered gain public trust knowing that their employees are qualified, must keep up their knowledge through continuing education, and are expected to maintain appropriate professional standards of practice and behavior.

With that privilege there are responsibilities and obligations. In our work we serve individuals that are often at their most vulnerable. SASW’s paramount responsibility is the protection of the public and to that end we adopt a Code of Ethics and set standards for our professional activities. We all have our own personal values that we live by but these may differ between individuals. In our role as social workers our professional expectations are

A Day in the Life of a Social Worker, continued

work with the film crew to obtain Elder approval before anything is released for production. Highlights of the filming were shown at the National Foster Care Conference held in Saskatoon in June 2010. Who would have ever thought being a social worker could open the door to being part of such a wonderful experience?

Finally, I consult with our Research & Evaluation Division in establishing a longitudinal study of the PRIDE program. This study, which will be published at its conclusion, will measure the impact the model of practice has made within the child welfare system over a ten-year period.

In my life, every new day brings challenges that force me to reflect on my past accomplishments, allowing me to look forward with great anticipation and renewed hope. At the end of the day, whatever it may bring, I can honestly say, “Yes, I love my job!”

*Respectfully submitted:
Darlene Bohach, CSW, RSW (SK)*

laid out very clearly in our Code of Ethics and Standards of Practice documents. By registering with the SASW we accept those guidelines.

Under the provincial legislation, *The Social Workers Act*, SASW is given the power and authority to regulate its own members. The Professional Conduct Committee (PCC) is the only committee in the SASW that is created through this legislation and given the authority to request the formation of a Discipline Committee to hear and decide certain complaints. The PCC’s job is to receive, investigate, and make recommendations as to how a complaint is resolved.

A complaint is information received by the SASW from a client, colleague, employer, or person of the general public that a specific registered social worker is not practicing in a competent manner or with acceptable professional conduct as laid out in the legislation, Standards or Codes of Ethics of the profession. The language in the Act is “professional misconduct or professional incompetence.” Before a complaint is forwarded to the PCC it must be determined by the SASW Office that the complaint involves a registered member, that it is in written form and that it is signed by the individual making the complaint. The SASW has jurisdiction only over registered social workers. If a complaint meets all the requirements, it is then forwarded to the Chairperson of the PCC.

The Chairperson first determines whether there is any conflict of interest for any of the individuals involved. If there is, that is the first matter to be addressed. The investigation begins with a meeting of the PCC to review the complaint, inform the member involved of the allegations put forth in the complaint, and request a written response from the member within 30 days of receiving the notification. It is identified in Section 30 of the Act as misconduct to not comply with a request of the PCC.

Upon receiving the response from the member, the PCC reviews all information gathered to that point, identifies gaps in the information and requests further documentation from both sides and other sources as evidence. Interviews with certain individuals thought to have additional, new, or clarifying information may be undertaken if required. The PCC also consults with legal counsel for SASW and meets as often as required until they are satisfied that they have enough information to decide on the next steps. This process may take several months to ensure that the investigation is thorough.

When the investigation is complete a final report is written and recommendations made by the PCC. One of

continued on page 18

Promotion of the Profession Tools

In its work to support SASW branches in both the promotion of the social work profession and to recruit new membership within the province, the Public Relations Committee has been collaborating to create tools that will assist in this endeavor. Last spring a PowerPoint presentation was created by the committee that is intended to be a short, animated, presenter-guided promotion of Social Work as a career option for students considering post-secondary educational opportunities.

The “SASW Career Presentation for Students” is currently posted on the SASW website www.sasw.ca. It can be found by looking in the left hand column of the website and clicking the tab titled “A Career in Social Work”. This particular PowerPoint is available for branches and its

members who wish to have an interactive and fun tool to assist at career fairs or other events that involve high school students. In the near future the Public Relations Committee also hopes to release another presentation that will encourage new social work graduates and professionals already working in the field to pursue registration and involvement in the SASW and its branches.

For further information or to share ideas for other promotional ideas you can contact me at alcorbeil.sw@saskatel.net or the SASW office directly.

Submitted by:
Alan Corbeil, BSW, RSW (SK)
Member of the Public Relations Committee

Professional Conduct Committee Complaints and Investigations, cont.

the possible outcomes is to find that the evidence supports the complaint and will be referred to the Discipline Committee. In that case, the Investigation Report is sent to the member and the complainant, and the SASW administrator organizes a date and time for a formal Disciplinary Hearing where all information is reviewed. At the hearing, the member has the right to have legal representation and the opportunity to speak in their own defense. The Chair of the PCC or SASW's legal counsel acts as the prosecutor and speaks to the allegations and the investigation process. Other witnesses may be called. The Discipline Committee has the authority to revoke or suspend registration, apply costs and penalties or any other conditions, and may publish their decisions.

The Professional Conduct Committee may, instead, find that there was not enough clear evidence to support the complaint and to warrant a Disciplinary Hearing. They may then do a number of things: dismiss a complaint, refer the parties to mediation if both agree,

or make other recommendations that would improve a member's practice in identified grey areas. Possible recommendations may include a period of closer work supervision, a course in ethics, improved documentation or a cautionary letter regarding a particular issue. The member, the complainant and the SASW Council are advised of the outcome.

Professional self-regulation is given to SASW, as it is to other professional regulators, through legislation. Carefully managing this responsibility is important to the maintenance of credibility and accountability for the profession. It assists each of us to be confident that our public reputation is sound and be proud to say “I am a Registered Social Worker.”

Submitted by:
Joanne Schenn MSW, RSW (SK), Chair, SASW Professional Conduct Committee

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 send your request for consultation by letter, email or fax to the SASW Office. Sufficient detail should be given so that an informed response can be made.

SASW Mentorship Program

The SASW 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;
- develop a supportive network that will enhance the professional identity of SASW members; and
- strengthen the social work profession through a mutual support system.

Who has the qualities to be a good mentor? If you can answer “yes” to the questions outlined below, then you do have the necessary qualities:

- Do you know what it’s like to have worries, frustrations or concerns about your work?
- Do people seek you out to talk about their worries, frustrations and concerns?
- Has anyone helped you gain knowledge about how things work or how to get things done?
- Has anyone provided you with a quote that had great meaning for you? If it influenced your thinking or behaviour, did you pass it on to others?
- Has anyone encouraged you to find a way to deal with challenges in your life or work?
- Has there ever been anyone in your life who had a profound positive effect on you, but you didn’t realize it until much later in life?
- Has anyone inspired you to shift the direction of your life in a constructive way?
- Have you ever had something you observed, read, or experienced have a profound effect on your strengths and abilities?

We can all contribute as mentors if we share our expertise and knowledge with others! SASW branches are always looking for social workers from a range of practice areas including, among others, medical social work, mental health, child welfare, research and social policy, education, addictions, community development, private practise, corrections, advocacy and social justice.

If you are interested in participating, please contact Angie Pollom by email at apollom@hotmail.com.

Saskatoon Branch 2010 Update:

Despite strong interest from mentors this year, the response from students was unusually slow. A mentorship mixer/information session was held October 27. Ethics Instructor, Deborah Bryson-Sauer, graciously let us borrow some of her class time to discuss with students the benefits of mentorship, address apprehension around time commitment and sign up some students. Since then, applications have been coming in, which has allowed for 11 matches. The next mixer in Saskatoon

was at the beginning of February 2011.

In order to address questions, issues or delays in contact, committee members are each responsible for different matched pairs for the remainder of the year. About every two months, members check in with mentors to see if the program is running smoothly. Mentors and mentees each receive contact information for one committee member, who acts as a “go to” person for the year.

Regina Branch 2010 Update:

The Regina committee has seen much success this year under the guidance of Darlene Bohach. As of November, Regina had 17 mentors and 17 students, with 13 matches paired. As mentorship aims to match students with mentors in a field of interest, there is some additional work needed to recruit mentors in specific fields such as medical social work.

The Regina committee held lunch meetings with mentors in June and August. The purpose was to plan the September “meet and greet” that was held at the Faculty of Social Work, University of Regina. Turnout for the evening was excellent, with 30 to 35 potential mentors and students coming to learn more about mentorship. The Dean of Social Work sent a representative who addressed students and stated his pleasure at how the SASW was supporting the students in such a positive manner.

A special “thank you” to Tara Bilash, who assisted Darlene with the design and development of the mentorship handout. The handout was provided to every social work professor to read to students the first day of classes. Tara also presented in some classes on behalf of the SASW and mentorship program.

The next event for Regina, which will focus on self care, was planned for the end of January 2011. The response by mentors and mentees has, thus far, been positive.

Provincial 2010 Update:

Historically, it has been difficult to build and maintain active committees in areas where there is not a constant student population. At a provincial level, there has been consideration for work-place mentorship for new graduates in smaller centres and rural areas. There is a mentorship contact for all branches across the province, so the interest and energy is evident. A meeting for all representatives to conceptualize ideas is planned later in 2011.

*Submitted by:
Angie Pollom, BSW, RSW (SK)
Chair, Mentorship Committee*



Faculty of Social Work, University of Regina Section

Dean's Message



Happy New Year and greetings from the Faculty of Social Work. I hope your winter is going well. For those of us in the Faculty of Social Work (FSW) this season is a busy time as we respond to everything from new admissions, the budget cycle and initiatives designed to increase the wider availability of social work education. The following outlines just a few of the

College, we are planning to expand offerings beyond the certificate program (CSW) currently offered. By identifying courses that can be delivered on line, through distance blended delivery and new face to face opportunities, we plan to make completion of a BSW degree possible. This development, in response to requests from students and employers, will mean that students will be able to obtain their BSW without leaving their Northern communities.

At the core of this commitment to accessible and quality social work education is a committed faculty excited about the future of social work. We have out-

continued on page 19

matters that will be of interest.

The new admissions process for the upcoming year is currently underway. We expect a record number of applications. The level of interest in social work education has been rising over the last few years resulting in over 800 individuals currently participating in our program. This is a record we expect will continue due in part to the university's support in providing the faculty with new positions. The Faculty is working to meet calls from the profession and employers across the province to graduate more students as there is a shortage of social workers. We are moving to meet these needs within the context of maintaining high standards for our students and maintaining open responsive communication with the profession and employer base.

One continuing development within the Faculty has been the expanded use of blended models of learning and online education. It is our goal to make social work education more accessible without necessitating a move to Regina or Saskatoon. In so doing we are continuing to expand upon the vision of the founders of the FSW who, in 1972, envisioned province-wide accessible social work education.

Another highlight of this season is our work with the Aurora College program in Yellowknife, North West Territories. Following through on face to face meetings with Aurora



**SASW Student
Award Fund**



Climb on Board....
Make a Difference

What does your donation do?

- increases the amount of the award yearly; as the fund increases so does the award
- attracts students to the profession and to SASW while still in school
- an opportunity to pay back for support you received as a student
- official income tax receipts are issued for individual donations



2009 Award Presentation

The SASW Student Award Fund is established through and managed by the South Saskatchewan Community Foundation.

Your donations can be sent to:

**South Saskatchewan
Community Foundation**
#2 - 2700 Montague Street
Regina, SK S4S 0J9

How can donations be made?

- individual donations
- bequests from estates
- as a beneficiary of your life insurance policy
- through fund raising events

Saskatchewan Association of Social Workers
www.sasw.ca



Chatter Box Section

Ethics and Morals in Social Work

Ethics and morals may seem arbitrary to some, but there is a difference between the two. Morals define personal character and are concerned with the judgment of what is right and wrong in behaviour as well as rules or habits of conduct. Ethics point to standards or codes of behaviour expected within a group to which an individual belongs. Social work practice is built on ethical behaviour, and its code of ethics allows individuals to apply their own moral code.

As a social worker, it is important to understand both the internal and external factors that influence the decisions you make. The organization "YourMorals.org" offers free and confidential online tests that assist in understanding morality, ethics and values. The site

is comprised of a group of professors and graduate students in the field of social psychology from the University of Virginia, University of California and University of Southern California. When you complete a quiz or survey, you receive an immediate report regarding how you scored, what it might say about you and how your responses compare to others.

To access the surveys, log onto www.yourmorals.org and sign up with a username and password. The surveys do not take long to complete, and may provide some insight to who you are as a social worker.

Submitted by:

Rick Yachiew, BSW, RSW (SK)

Faculty of Social Work, University of Regina Section

Dean's Message, continued

standing teachers and many of our new faculty members along with those of us who have been here for a while are actively engaged in research and community service that will positively impact the future of our profession and the communities in which we live. Current research and service efforts are too great to list but let it suffice to say that from conducting health research, to responding to the provincial developments in child welfare, to supporting student-led social service provision, to active engagement in poverty reduction research, the Faculty is a dynamic group committed to supporting our province and region through engagement, advocacy, research and effective teaching. I thank you for your engagement and support in our mutual efforts to make our communities better places to live.

Best regards,

Submitted by:

*David Schantz, Ph.D., RSW (SK), ACSW
Dean of Social Work*

Field Training

The field instructors who have completed training this fall in Regina are:

Coleen Rankin	Tammy Jones-Bonk
Terri Korchinski	Darcy Drummond
Bev Bishop	Michelle Coghill
Karen Closs	Jennifer Gaddie Jahnke
Mike Schmalz	Jill Arkles
Kerry Buswell	Cindy Grimard
Stephanie Gomersall	

The dates for the spring training in Regina are:

April 26, 2011 - Module 1: Feedback and Evaluation in Field Education

May 3, 2011 - Module 2: Ethics and Professional Boundaries in Field Education

May 10, 2011 - Module 3: Theories, Perspectives and Models in the Practice of Social Work

All sessions will be held in Ed 436.14 between 9 a.m. and noon. Please call 585-5448 or e-mail anne.penniston-gray@uregina.ca to preregister.



FARM STRESS LINE
1-800-667-4442
www.agr.gov.sk.ca/saf/

UPCOMING CONFERENCES, WORKSHOPS & EDUCATIONAL EVENTS

Sexual Therapy With Couples in Counselling

February 10 & 11th, 2011

Family Service Regina

Contact info: v.gelsinger.fsr@sasktel.net

Somatic Experiencing Beginning

Level I Feb 25-28, 2011

Level II May 27-30, 2011

Level III Sept 23-26, 2011

Saskatoon, SK

Contact: Jeannette Kuc – 306-343-0789

jekuc@sasktel.net

Susan Fryklund – 306-631-6139

sfry@sasktel.net

SASW Professional Development Day

“Fostering Resiliency: Building Skills for Effective Practice”

May 4, 2011

Western Development Museum, Saskatoon, SK

May 5, 2011

West Harvest Inn, Regina, SK

Speaker: Dr. Glen Fahs,

Director of Training and Organization

Development, Cascade Employers Association

Salem, Oregon

BELL, TEMPLE

Barristers & Solicitors

IMPORTANT NOTICE

Legal Advice for Members of the Canadian Association of Social Workers *A Pro Bono Program*

To reduce the risk of civil claims or disciplinary complaints against social workers, Aon Reed Stenhouse Inc., in co-operation with the Canadian Association of Social Workers and your insurer, Halifax Insurance, have arranged for a pro bono summary legal advice service to be provided by Bell, Temple, Barristers & Solicitors. Bell, Temple, in consultation with Halifax Insurance, will arrange for the appropriate referral to legal counsel in provinces other than Ontario.

Bell, Temple will provide confidential advice by telephone to all social workers participating in the Professional Liability Insurance Program administered by Aon Reed Stenhouse Inc. and co-sponsored by the Canadian Association of Social Workers. Bell, Temple will provide advice on questions regarding potential civil claims or disciplinary complaints including:

- ✦ Confidentiality - client files/records ✦
- ✦ Release of information ✦
- ✦ Response to a subpoena ✦
- ✦ Conflict of interest ✦
- ✦ Custody and access ✦
- ✦ Sexual involvement with a client ✦
- ✦ Incompetence ✦
- ✦ Other professional misconduct issues ✦

ABOUT BELL, TEMPLE

Bell, Temple is a litigation law firm that has been involved in malpractice liability and health discipline matters for many years on behalf of many professional groups.

Cameron C. R. Godden and Lisa E. Hamilton lead Bell, Temple's Health Discipline Group. They are well versed in the regulations, standards of practice and the ethical obligations of social workers. They have represented regulated professionals at every stage of discipline and civil matters, including assistance in the preparation of responses to complaints from the various Colleges, representation before discipline tribunals and the Health Professions Board, and related appeals. They are both available by telephone to provide free, confidential legal advice to avoid or reduce the probability of a claim or complaint.

Each telephone consultation is limited to 30 minutes per inquiry.

The lawyer may consider it appropriate to review the issues and jurisprudence, and then call you back.

The advice given will rely upon the accuracy and completeness of the information you provide.

Please be prepared with the following information:

- ✦ Your name, telephone number(s) and address ✦
- ✦ Your policy and certificate numbers ✦
- ✦ A concise summary of all relevant facts ✦
- ✦ Your specific question or concern ✦

Bell, Temple

Barristers & Solicitors

393 University Avenue, Suite 1500, Toronto, Ontario, Canada M5G 1E6
Toll Free (888) 263-8600 Local (416) 581-8200

They can be reached during business hours or voice mail messages can be left after hours or on weekends.
Cameron C. R. Godden – extension 8201 Lisa E. Hamilton – extension 8207

In the event of a formal claim or complaint, notify Aon Reed Stenhouse Inc.

ING  HALIFAX

Aon

 Association canadienne
des travailleurs
et travailleuses sociaux
Grande Association
of Social Workers

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.