



SASKATCHEWAN SOCIAL WORKER

Volume 24 Number 3

“Social Workers – Make a Difference”

November 2013 Edition

President's Message



Did you know there is another SASW? Well, there is and it is the Singapore Association of Social Work. The reason I bring this up is related to the work our own Saskatchewan Association of Social Workers is doing in building and carrying out our Strategic Plan. I find it interesting to look at the work other social work groups are

doing and I noticed that like us, the Singapore group on the other side of this planet, is trying to build public recognition of the value of the social work profession. In an article in *The Strait Times* (July 6, 2013) the CEO of Singapore's National Council of Social Service compared social work to a helicopter in that, "Social workers must be able to operate like a helicopter, with capability to delve deep to address an issue and individual cases, and yet transcend the individual cases to see trends and patterns to advocate changes in processes and systems to make them more responsive to those they serve." I like that description.

As social workers we understand this, but we need to work at getting the message out. As part of the strategic plan, the SASW (the Canadian one) has committed to developing a public relations plan that will promote the profession of social work and build the morale of social workers. We are proud of who we are and the work we do and we need to let everyone know. In the coming months and years you will see changes in our web site and newsletter, as well as a higher profile in the media in relation to the work we as social workers do. It is a big job and I would like to encourage our members to consider volunteering their special skills as communicators to support the profession. I would like to commend our Public Relations Committee for their enthusiasm

and hard work at getting the process organized and started.

With the passing in legislature of the Bill #78, the Amendment to *The Social Workers Act*, we now begin to work with government staff to develop the by-laws that will set the parameters for endorsing qualified social workers to provide diagnosis. In our role as a regulatory body we will be very aware of our mandate to protect the public as we develop this set of rules and requirements. We hope to have this work completed in time to present it to the membership at our Annual General Meeting in spring 2014. Since we are uncertain as to the timelines of this work we have not yet been able to set a date for our AGM. We will post it on the website as soon as a date is determined.

There will be several vacant positions on Council that will be filled at the spring AGM. Please consider volunteering your time to fill one of these positions. I have found my own volunteer work on Council and various committees to be very informative and rewarding. Until I began to do this work, I had no idea of all the hidden, behind the scenes activities being done by the SASW for the members, to promote and support the profession, and for the general public, to ensure that the Province's citizens have access to safe, competent and high quality social work services. I think you would find it rewarding, too.

I was pleased to be invited to attend the Saskatoon Health Region's Care Delivery Review and Design Process in September. It is encouraging to see more and more multi-disciplinary collaborative projects like this developed to make changes in public services. In a similar vein, the multidisciplinary group, Partnership of Professions for Social Justice, of which the SASW is a founding partner, continues to meet to support the work of Poverty Free Saskatchewan as well as to take initiative as a group to draw attention to social justice

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• **ADVOCATE** for **SOCIAL JUSTICE**

• **PROMOTE** the **PROFESSION**

• **REGULATE** the **PROFESSION**

• **SUPPORT** for **ETHICAL PRACTISE**

Executive Director/Registrar's Message



As this is my first opportunity to share information with the membership of SASW, there is a lot I would like to say. Being new to Saskatchewan and Regina I've been learning my way around both literally and figuratively. In this report, I'll offer very brief highlights and invite anyone who is interested to get in touch with

me for more details.

- **Strategic Planning:** Council and Advisory Board spent a day together with Valerie Sluth in June to finalize the strategic plan. A copy of the one-page plan can be found on the SASW web site: <http://www.sasw.ca/council/2013-strategic-plan-final-report-map.pdf> Each of the committees worked to align their activities for the coming year with the overall goals of the organization, which are:
 - To regulate the practice of Social Work
 - To support good and ethical social work practice
 - To promote the profession of social work
 - To support social justice and advocate for social issues
 - To promote sound governance and administration
- **Partnership of Professions for Social Justice:** Together with the Saskatchewan Association of Registered Nurses, we have been putting together a background document on poverty in this province. Our hope is that we can encourage the provincial government to establish baselines and a plan for reducing (or preferably eliminating) poverty in Saskatchewan.
- **SASW Committees:** Over the past few months there have been meetings of the Education Committee, Standards Committee, Public Relations Committee, and Practice Ethics Committee. Each of them is working on projects that will be of interest to members:
 - Education Committee* is looking at ways to improve member access to learning opportunities. Watch for a survey coming soon.
 - Standards Committee* is updating standards for technology in social work practice and developing a Clinical Register. More information will be available in the new year.
 - PR Committee* has been working with a public rela-

tions firm to develop a communication strategy to help improve the profile of the profession.

Practice Ethics Committee is developing a new feature column for the newsletter on ethical issues. Read more about it in this edition.

- **Web site:** One of the strategic priorities is to make greater utilization of technology in our activities. Some of the plans include a revamped web site and on-line registration renewal.
- **Branch meetings:** I am hoping to get out to all branches this fall to meet with and hear from members. By the time you read this I will have been to the Northeast and Swift Current as well as Regina Branch meetings. I hope to hear from many of you.
- **2014 Conference:** Due to scheduling conflicts, plans for a 2014 conference in Prince Albert were cancelled. We hope to be able to schedule this event at a future date and will look for other ways to meet member learning needs next year.

SASW, like similar organizations across Canada, is highly dependent on the help of volunteers to manage our workload. You may not be aware that with the retirement of both Richard Hazel and Bill Tingley we are now a two-person office. I'm very grateful for the ongoing commitment of Debb Fisher who knows everything about the organization and keeps me up to date on what I need to know. However, the two of us can't do it all, nor would you want us to as we would run out of ideas fairly quickly. So first, I'd like to thank the many volunteers who have been working diligently over the years, and especially since I started in May. You have made my life much easier. Second, we need more. Please, when you complete your 2014 renewal form consider signing up. If you have submitted your name in the past and not been selected, it is most likely because your field of practice or region are already well represented on the committee you chose. We try to make sure that all committees are fairly representative of the overall membership. Please note as well that if you simply mark "yes" on your renewal form without indicating which committee(s) you are interested in we have no way to keep track. It's best to put your name down for one or two committees that really interest you.

I'm looking forward to meeting and working with Saskatchewan social workers. Please feel free to contact me at any time if you have questions or would like more information about SASW.

Submitted by:

Alison MacDonald, MSW, PhD, RSW (SK)
email:ed.registrar.sasw@accesscomm.ca

Richard Hazel's Farewell Dinner

Members of SASW gathered on June 13, 2013, to honor and thank Richard Hazel for his many contributions to social work in Saskatchewan and beyond as well as for his commitment to and leadership of our organization. When Richard announced his planned retirement, SASW presidents who served during Richard's time as Executive Director agreed that this called for "an occasion." Richard, always very conscious of hospitality and good food, suggested the Diplomat Restaurant in Regina as a gathering place. Forty-five members gathered with Richard and his wife Dorothy to exchange remembrances and thanks.

Debra Wiszniak and Carol Bryant were unable to attend but sent their congratulations on Richard's retirement. Debra wrote, "I will always remember and admire your caring and supportive approach with people as you worked with Council and the various committees. You are a person of integrity and truly lived your values every day." Carol noted, "Always respectful and courteous but with a quiet determination. He quickly understands what needs to get done, gets everyone on board, and completes the task."

Tom Seeley, Joanne Schenn and myself all expressed how we came to rely on Richard's considerable skills of

planning and organization, and his very thoughtful and considerate understanding of people and events. They noted that Richard always placed the best interest of the profession, the members and the organization first. CASW Representative Ray Perkurl and President-Elect Kirk Englot also spoke of Richard's diplomatic skills and his genuine care for his colleagues.

Messages of congratulations and thanks were received from all across Canada and from our partners at the Association of Social Work Boards in Virginia. Here is a sampling of the remarks that were sent:

"I appreciated your warmth, kindness and keen observations, along with your mediation skills...."

Susan Irwin, BC College of Social Workers

"I have been inspired by your wisdom, your depth of knowledge about organizational development and strategic planning, your diplomatic skills and your true commitment to this great profession."

Lisa Crockwell, Newfoundland & Labrador
Association of Social Workers

"I will miss his calm presence; sound and cogent advice; generosity of spirit; and thoughtful perspective on issues."

Joan MacKenzie Davies, Ontario Association
of Social Workers.

"Without his wise counsel and guidance the CCSWR would not be where we are today."

Rachel Birnbaum, Canadian Council of Social Work
Regulators.

"Your leadership, within the Province of Saskatchewan and across the country, has influenced in a very positive manner the public profile and the reputation of the social work profession."

Morel Caissie, President, Canadian Association of
Social Workers.

Many others commented on Richard's skill and charm as a travelling companion and host. His friends and colleagues rely on him to know the best restaurants, events, venues and concerts. SASW presented Richard and Dorothy with Globe Theatre tickets as a small token of our thanks and affection.

As we have come to expect, Richard gave a very heartfelt response to the various remarks and then engaged all who attended in a personal conversation and thanks.

Submitted by:

Jim Walls, MSW, RSW (SK), North Battleford

President's Report, continued

issues of all kinds. The Partnership met at the end of August to begin put together plans to meet with Ministry representatives to talk about our common concerns.

In early November representatives from SASW will attend the annual general meeting of the Association of Social Work Boards. I am excited to announce that our past Executive Director, Richard Hazel, will be honored at that gathering by receiving the Board Administrator Award for Outstanding Commitment to Social Work Regulatory Board Service. Richard has been committed to and involved in the work of the SASW and this international group for many years and the award is well deserved. Congratulations, Richard.

Submitted by:

Joanne Schenn MSW, RSW (SK)

NOTICE TO MEMBERS

**THE SASW OFFICE WILL BE CLOSED
FOR CHRISTMAS VACATION
FOR THE PERIOD DECEMBER 24, 2013,
TO JANUARY 2, 2014, INCLUSIVE.**

Richard Hazel Retirement Dinner



Kirk Englot and Noela Crowe-Salazar



Alan Corbeil and Murray Wotherspoon (L to R)



Judy White, Ailsa Watkinson and Shelly Whitehead (L to R)



Richard and Dorothy Hazel



Joanne Schenn and Terri Woods (L to R)



Bill Tingley, Dianne Launtzen and Hazel Berg (L to R)

Retirement Dinner: Bill Tingley – “5th time the charm”



In mid September, a group of past and present SASW staff and volunteers enjoyed an evening of fine dining and friendly company. What brought us together was Bill Tingley’s fifth retirement!

Bill completed his BSW at the University of Regina in 1974 and joined the SASW in 1976 as a member. (His RSW number is 465 and

Edna Osborne signed his first documents.) In 1985, Bill completed his MSW at the University of Regina.

Bill’s early career included work as a social services worker with the Ministry of Social Services in the Melfort office in the 1960s. In the mid 1970s, Bill was a supervisor of resource development in adoptions and foster care. He was an early proponent of open adoption records and open adoptions. In the early 1990s, Bill retired from Social Services but soon after that, he began to work for Indian and Northern Affairs Canada

as a policy advisor. His second retirement was from this position in 1997.

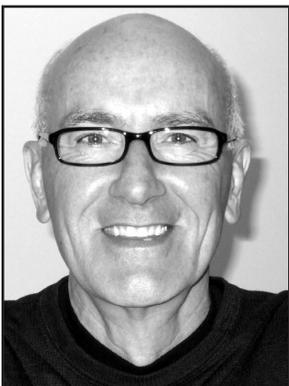
In 2007, Bill was lured by the promise of fame and fortune to re-enter the work force as the Registrar for SASW. He accepted the position on a short-term basis and retired in 2008. In 2009, the Association once again was in need and Bill graciously accepted the post on a year-to-year basis. In 2012, he announced that 2013 would be his last year and that he intended to leave by the end of March. I’m not sure where the fourth retirement came into the picture but I accept Bill’s word that this one was the fifth.

I am very grateful for the fact that Bill was willing to stay an extra four months so that I could get settled with the organization. I continue to miss his warmth, generosity, his wit and way with words, and his gentle presence in the office. I also wish him the best for a very happy retirement with lots of time for golf, travel, and family.

Submitted by:

Alison MacDonald, MSW, PhD, RSW (SK)

SASW Member Receives ASWB Board Administrator Award



Richard Hazel, MSW, RSW (SK) is the recipient of the 2013 Association of Social Work Board (ASWB) Board Administrator Award. The nomination credits Richard with ensuring that SASW flourished under his leadership from September 2002 to May 2013. During that time, the association’s policies, procedures and

protocols were updated/revamped and its standards of practice were revised to be more in keeping with current professional standards. The nomination made particular mention of his work with the Ministry of Social Services to have *The Social Workers Act* amended to reinstate the ability of social workers to diagnose in Saskatchewan. All this was done while maintaining the

association’s healthy financial position.

Colleagues from across Canada praised Richard’s “sound and wise professional opinions” and his calm presence. The CASW federation benefitted from Richard’s knowledge, expertise, and leadership during his tenure as Executive Director, SASW. Richard brought a balanced approach to the issues of the federation and his opinions were consistently sought and valued by colleagues. Richard’s leadership, within Saskatchewan, and across the country, has influenced in a very positive manner the public profile and the reputation of the social work profession.

The nomination recognized Richard’s instrumental role in the creation and development of the Canadian Council of Social Work Regulators (CCSW), as well as Richard’s contributions to social work regulation in general, and specifically his participation in ASWB’s administrators forum and to ASWB as chair of the Resolution & Standards Committee.

NOTICE TO MEMBERS

Call for Nominations to Council Positions

As per Section 25 (2) of The Social Workers Administrative By-laws, SASW voting members are hereby given notice of your right to nominate licensed member(s) to fill any Council vacancy for the upcoming two-year period. The positions open for nomination are **secretary, treasurer** and **three members at large**.

All nominations must be submitted on the "Call for Nominations Form" which is included below. Nomination forms must be mailed or faxed to the SASW Office no later than **March 15, 2014**.

Date and location of the Annual General Meeting will be **Thursday, May 15, 2014**.

Call for Nominations for SASW Council

Position for Nomination: _____

Name: _____ SASW Registration Number: _____

Address: _____ Credentials: _____

City/Town: _____ Number of years in practice: _____

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

Previous/present involvement with SASW Branch/Committee:

What would you (the candidate) like to accomplish as a member of SASW Council:

Signature of Nominee: _____

Nominators – Registered Social Workers (3 required)

Signatures of Nominators

Mail completed form to SASW Office – 2110 Lorne Street, Regina, SK, S4P 2M5
 or FAX to: 306-545-1895

Deadline for submitting nominations: March 15, 2014.

Ruth Dafoe – The History of a Saskatchewan Social Work Pioneer

By Jeff James

Life can take one to some very strange places. Perhaps nobody I've ever met knows that sentiment better than 82 year old registered social worker Ruth Dafoe.*

As a social work practicum student I worked on expanding the Saskatchewan Mental Health Coalition, a provincial umbrella group dedicated to increasing resources and improving services for the mental health system in our province. On May 28, 2012, I attended and helped to facilitate my first meeting with the Coalition, an organization that had been functioning for close to 30 years. The meeting went well as we had a good turnout and lots of positive discussion.

The strangest occurrence during the meeting was a frail, elderly lady coming in, aided by a walker, and sitting down at one of the tables. As I welcomed her to the meeting I privately wondered what exactly this woman could contribute. It was suggested that I should research her career to compile a historical brief about mental health services in Saskatchewan during the height of community-centred funding—the 1960s. Ruth approached me after the meeting, eager to talk. I was able to learn a little more about her and she provided me with her contact information.

It was a beautiful day in early June before I finally got around to seeing Ruth again. Having just finished my university career, I didn't expect to be doing anything like this! One social worker to another sitting down and talking history, the only separation was the generations between us. I was excited to hear about how things used to be since I've always had a tremendous respect

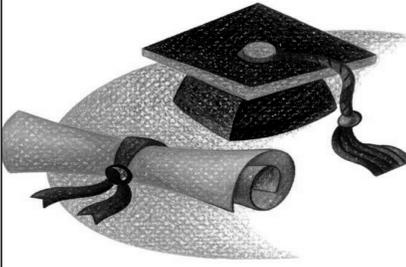
and curiosity for history, especially hearing oral history from a primary source. As Ruth has terminal cancer, I expected that she would grow weary rather quickly, but she didn't. Ruth seemed excited to be able to re-tell her experiences. I knew coming in that she had been a part of the first community mental health program in Saskatchewan out of Yorkton in the early 1960s, but I knew little else.

Ruth attended the University of Saskatchewan from 1947 to 1951 and received a BA in Medical Sciences. During the summer months she worked as Psychiatric

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**SASW
Student
Award Fund**



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



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

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

* Dafoe's application for membership with the SASW was approved June 2, 1965.

Ruth Dafoe – The History of a Saskatchewan Social Work Pioneer, continued

Aide at Saskatchewan Hospital Weyburn. From 1951 to 1952 Ruth worked as a Lab Technician at Weyburn while completing the first year of her psychiatric nursing diploma. From 1952 to 1954 Ruth worked as a Lab Technician at Saskatchewan Hospital North Battleford.

For those who don't know, Saskatchewan Hospital Weyburn and Saskatchewan Hospital North Battleford were our province's two institutions for mental health patients. The Weyburn hospital operated in some form continually from 1921 to 2006 when it was shut down. The North Battleford hospital, a shadow of its former self, is one of the few remaining remnants of a mental health system that many would consider oppressive today. The facilities did serve their place at the time; treatment, diagnosis and understanding have all improved a great deal over the last 100 years.

Ruth worked at North Battleford for a few years and then with the newly developed Cancer Clinic until 1956 as the very first Isotope Technician in the province. While working at both Saskatchewan Hospitals, Ruth witnessed the desperate isolation many patients faced. Families often ceased contact with their loved ones after admission to the hospital. When the Government began the de-institutionalization process in the 1950s, social and community ties were largely non-existent for many of the patients. Dafoe saw the role of the social worker at the hospital and she knew changes were required. She thus enrolled at the University of British Columbia in September 1957, beginning her brave new career as a social worker. Dafoe completed her Bachelor of Social Work in 1958 and

by 1962 she had completed the coursework toward her MSW.

The first community mental health program, established to meet the needs of the many patients being discharged into the community, was established at Yorkton.

Ruth was the first social worker hired on in 1960 to work in tandem with a psychiatrist. In total, six social work-psychiatrist teams would be established by 1964 to provide service to the growing city and surrounding community.

Mental health service delivery has changed a great deal since

Dafoe started her career. Dafoe recalled having a caseload of over 2000 clients at one time, but she was able to meet the demand largely by working in and with the communities she was assigned to and by constantly moving around. Logging over 100,000 miles a year in travel around her area (15,000 square miles), she obviously

kept busy. It was a different time and different atmosphere where she frequently relied on one discharged client in a community to keep her updated on others. Ruth had a schedule that her clients knew and followed. She remarked to me that she never ate lunch alone. A large part of her job also involved working with the general practitioners in her district, many of whom would ask her for advice before making a referral.

In 1964-65, social workers and doctors combined for nearly 2000 home visits per team. The Yorkton Psychiatric Centre, in its first year of use, accommodated roughly 41 people per month.

Dafoe recalls her psychiatric ward having never been full during her tenure. Mental health services had already come a long way from the days of mass institutionalization a mere ten years before. The issue that continues to linger to this day though, is that the community-centred care model was never fully embraced. The new government elected in 1964 brought in a new philosophy for mental health care.

Ruth left Yorkton in 1964 and briefly returned to the Weyburn Hospital doing research based work. In March 1966, Dafoe moved on to medical social work as a con-

While working at both Saskatchewan Hospitals, Ruth witnessed the desperate isolation many patients faced. Families often ceased contact with their loved ones after admission to the hospital.

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

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Ruth Dafoe – The History of a Saskatchewan Social Work Pioneer, continued

sultant for Saskatchewan Health. In this role, she was involved in a number of health innovations such as organ transplant programs, home care, prosthesis programs and many more. She completed her career with a focus on home care and seniors' issues and, since retiring from the government in 1987, has kept active with agencies such as the Council on Ageing and the Schizophrenia Society of Saskatchewan.

Ruth Dafoe's time spent working with the early community mental health program is the most intriguing to me because I believe it was an innovative, community-based system that worked well. They of course had better funding and were working in the midst of dynamic and drastic changes. Saskatchewan was a leader in healthcare in Ruth's time, not only for physical ailments, but also for mental wellness. Over the past ten years Saskatchewan has been at or near the bottom of all Canadian provinces in spending on mental health services and our funding per capita as a country lags behind almost all developed countries. Priorities have changed, but the fact remains that mental illness and addictions affect a very high percentage of people in Canada. In a country where we take such pride in our healthcare system, it is discouraging to witness the current state of mental health care.

Ruth Dafoe can attest to the fact that social change doesn't come quickly. Consider some of the changes since 1947: Tommy Douglas was Premier; MacKenzie King was Prime Minister; universal health care was just a wild idea; the Universal Declaration of Human Rights didn't exist; and most people with mental

illness were considered defective and housed in large institutions. We have come a long way as a society, but our work is not complete. It is time for us to re-prioritize and once again put healthcare and the all important aspect of mental well-being back at the top of the list. Ruth Dafoe has been involved in many health care reforms in Saskatchewan, but she is still waiting to bear witness to the proper transformation of the mental health system.

Saskatchewan was a leader in healthcare in Ruth's time, not only for physical ailments, but also for mental wellness. Over the past ten years Saskatchewan has been at or near the bottom of all Canadian provinces in spending on mental health services and our funding per capita as a country lags behind almost all developed countries.

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.

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



Article Section

Working with clients with addictions

A Day in the Life



My career as a social worker began 11 years ago when I began working for the Saskatoon Health Region. My first position was in Community Services providing counselling to clients in their homes. That was followed by positions as a medical social worker at each of Saskatoon's three hospitals sites, and eventually to that of clinical

social worker on the mental health unit. Those earlier years helped me to recognize my passion for counselling. I was thrilled when I obtained my current position in the Adult Counselling Program of Mental Health & Addictions Services. I work in the Brief Service Program, which means that I see clients for approximately 3 to 5 sessions.

My office is located in the heart of Saskatoon at the Sturdy Stone Building. I enjoy the "store front" atmosphere that this location provides. I am the only member of the adult counselling team at this site so some of my time is spent travelling to and from Queen Street where I receive clinical supervision and attend team meetings and other functions with the rest of my team. I feel very fortunate to work with such a skilled and supportive group of clinicians.

At Sturdy Stone I work alongside addictions workers, community mental health nurses, intake workers, and psychiatry. My day usually begins with checking email and correspondence, and getting organized for the clients I will be seeing that day. The first client usually arrives at 8:30 or 9:00 a.m. In between sessions I am at my desk typing primary assessments and charting case notes. My day usually ends at 5:00 p.m.

Throughout my career I have been touched by the courage demonstrated by the clients I work with. Their spirits have often been wounded by traumas they have endured in their lives. My interest in this area led me to pursue specialized training in treating trauma. One year ago, I completed a three year training program to become a Certified Somatic Experiencing® Practitioner.

SE is a naturalistic approach to healing trauma through self-regulation. The beauty of learning this method is that I am able to use it on myself as well. This helps me to stay balanced and to prevent vicarious traumatization.

Although I specialize in trauma, I have a general practice with people struggling with a wide variety of issues such as anxiety, depression, violence, abuse, separation/divorce, grief and loss, transitions, etc. On one particular day I saw a woman who was dealing with relationship difficulties, someone who was struggling to set boundaries and find balance in her life, and someone learning how to self-regulate anxiety and stress following a heart attack.

I tend to use a variety of therapeutic methods and approaches in my work with clients. In recent years I have added a few new tools to my therapeutic tool box. I am a trained SoulCollage® Facilitator, so at times the counselling session can include the use of collages to assist clients in gaining insight into their inner world. At other times I am teaching them mindfulness skills.

Tuesday afternoons I travel to Queen Street to co-facilitate a group for women called "Moving on from Trauma." The group offers a safe supportive environment where women who are struggling to cope with the impact of traumatic events in their lives learn to heal and integrate their experiences. In the past I have also co-facilitated a Generalized Anxiety Group and a group called "Women, Anger, and Self-Esteem."

Thursday afternoons I am back at Queen Street to participate in a Drop-in Counselling Clinic that runs one afternoon per week. This is a new initiative that offers counselling services to people who are waiting to be assigned to a counsellor. No appointments are booked so there is an element of unpredictability that keeps it fun and interesting. One never knows who or how many clients will show up.

As you can see my days are busy, ever changing, and very rewarding. I am proud to say that I am a social worker and very grateful to the profession that facilitated the most fulfilling career I could ever have hoped to have.

*Respectfully submitted,
Bernadette Prokopetz, BSW, RSW (SK), SEP*

Ethics Corner: You asked us ...

The SASW Practice Ethics Committee is responsible for providing education and consultation to SASW members on questions related to ethical conduct. Members submit questions in writing, providing sufficient detail to the committee to enable a reasoned response, while ensuring that client confidentiality is maintained. In order to share the learning with the broader membership, the committee decided to prepare an on-going column for the Saskatchewan Social Worker with examples of cases to which they have provided a response. If you have an ethical issue that you would like to see addressed, please submit it to the SASW office by e-mail: sasw@accesscomm.ca.

Practice Ethics Committee Scenario – Dual Roles in a Rural Community

I am a social worker in a rural health region in mental health and addictions services. Counselors from the Saskatchewan Teacher's Federation (STF) and other Employee and Family Assistance Programs (EFAP's) do not travel here regularly, so sometimes their clients will opt to use our services (for ease of access) rather than travelling to a larger centre to access services. As part of our screening process, we do ask clients if they have access to an EFAP (or STF). In this case, the client stated that they did not want to access STF. The client was referred by her physician for treatment of generalized anxiety disorder.

At about the mid-point of an initial assessment session with this new client, it became apparent that the client would be my son's teacher in the fall. To complicate matters, there is no one in my office who can see her. The teacher/client states the she is fine with the dual roles and asks if it would be awkward for me. Our workplace policy does not specifically comment on dual roles, with the exception of when there is a conflict of interest (i.e. a monetary or fiduciary relationship) or if it is a family relationship. Given that I practice rurally, it is common for most social workers to know people in more than one role. However, prior to meeting the teacher I was already having some concerns about how my son will adapt to this grade. Now that I have started working with his future teacher/my client, I have become aware that one of her major stressors is work. She specified that she does not want to access the supports offered by STF (they are out of town and she worries about

confidentiality).

Questions for the committee to respond to:

- *How will I balance what I have come to know about this teacher with my son's best interests?*
- *Can I proceed in seeing her as a client (and therefore learning more about her)?*
- *If I do proceed in seeing her, what safeguards can we put in place to maintain both our counselling relationship and teacher-parent relationship in a way that best meets our needs?*

Dear SASW Member:

Thank you for your inquiry with the Practice Ethics Committee. We understand that you are currently providing professional services to a client whom you discovered is also your son's teacher. This individual has chosen not to seek services in an urban centre where she is entitled to obtain counselling. You are concerned about how you will manage the dual roles you will have and wonder if you can continue to provide professional services. There is no one in your office to which you can refer them and you want to know what kinds of safeguards need to be in place for you to continue to provide professional services to this person.

In response to your questions we have consulted with CASW Guidelines for Practice (2005), in particular Section 2.4 which states "...While having contact with clients in different life situations is not inherently harmful, it is the responsibility

of the social worker to evaluate the nature of the various contacts to determine whether the social worker is in a position of power and/or authority that may unduly and/or negatively affect the decisions and actions of your client." In your situation, you have offered services in another centre, which the teacher refused, and there is no one else in your agency that can provide services. It was not explicitly stated in your request, but it appeared that your supervisor was aware that you would have a dual relationship with this client. It is important that you consult with your supervisor in making the decision whether you will or will not provide services to this client. The client said she was comfortable seeing you as a parent and in the role of a counsellor: this could indicate that she does not believe it will unduly interfere with her role as your son's teacher. However,

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Ethics Corner: You asked us ..., continued

a power imbalance will exist because you will be in a position to learn about personal details of your client's life. The client, in the role of a teacher, may resist sharing information because your son is her student. It is important that you evaluate the situation and determine if the dual relationship will affect your client negatively. Section 2.4.1 of the CASW Guidelines states "Social workers take care to evaluate the nature of dual or multiple relationships to ensure that the needs and welfare of their clients are protected." Our committee thought that it is up to you to evaluate both the risks and benefits of the client continuing to obtain counselling services from you. Your evaluation of the risks and benefits needs to be provided to the client, who can then make a more informed decision about counselling. An article that may help in your evaluation is: Gripton, James and Valentich, Mary. (2003). Making Decisions about Non-Sexual Boundary Behavior. *Canadian Social Work*, 5(1), pp. 108-125.

Our committee also consulted with the Standards of Practice for Registered Social Workers in Saskatchewan (2012). SASW Section F. 5 a) specifically cautions social workers to avoid dual relationships/roles by stating "A social worker shall take precautions to avoid a professional relationship when the social worker and the client also have a present or previous familial, social, sexual, emotional, financial, supervisory, administrative, or legal relationship." In this situation is clear that you will have a continuous dual relationship with this client both as a counsellor and as a parent of one of her students; as such, boundaries between your professional role and personal contact as a parent need to be carefully defined and maintained. Additional supervision may be required to ensure that the boundaries remain intact. Our experience is that dual relationships increase the risk of blurred boundaries and the potential for unethical conduct.

Section F.5 goes on to advise how to handle dual relationships by stating "the social worker shall: 1. Inform the client of possible or actual dual/multiple role relationships and the possible consequences." In this situation, both you and your client became aware of the dual relationship at the same time, during the counselling session. Once again we urge you to evaluate the possible consequences and discuss them with your supervisor and with your client. You have indicated that you cannot terminate the professional relationship because there is no one to refer the client to in your agency and the client has opted not to travel to larger urban center to obtain counselling. Once again, we thought it was important that your supervisor is aware of the situation and the reasons are clearly stated on

the client's file. Should you and your supervisor decide that you cannot provide services, it is important that the reasons are stated in the records, as per Section F.5 b).

The Standards also provide some provisions whereby dual relationships could be ethically managed. In Section F.6 b) "Notwithstanding section F.5, a social worker who is in a dual/multiple role relationship may continue in the professional relationship in exceptional circumstances (for example where the specialized skills or services of the social worker are immediately required and are otherwise not available)." In your situation, the need for emergency services does not exist. However the circumstances indicate no one else can provide the counselling needed. This section continues to state:

F.6 c) A social worker who continues to provide professional services when a dual/multiple role relationship may exist shall:

- 1. Inform the client of any possible or actual dual/multiple role relationship and its possible consequences;*
- 2. Include a description of the dual/multiple relationship in the client's record along with a record of the discussion of the relationship with the client;*
- 3. Consult with another social worker regarding the dual/multiple role relationship and subsequent provision of professional services to the client and include the contents of the consultation in the client's record.*

Notwithstanding sections F.5 and F.6 social workers recognize that in some instances ... a dual relationship may be appropriate and pose no harm to the client where the context and setting of the relationship is ethically managed.

(d) In all cases when a dual/multiple role relationship exists the social worker is solely responsible for ensuring that appropriate professional boundaries are maintained and that the nature of the client-social worker relationship is protected." (SASW Standards, p. 17)

Based on the committee's interpretation, it means that you act to ensure that the difference between professional and personal relationships with clients is explicitly understood and respected, and that your behaviour is appropriate to this difference.

Finally, we discussed the need to explicitly define confidentiality with your client so that the integrity of your professional relationship is protected. Please

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The Importance of Professional Judgment

*Pamela Blake, M.S.W., RSW,
Director of Professional Practice and Education
Ontario College of Social Workers
and Social Service Workers*

[The following article is reprinted with permission from the Ontario College of Social Workers and Social Service Workers web site, with modifications to reflect Saskatchewan Standards of Practice and legislation. SASW appreciates their willingness to share; thank you.]

The Standards of Practice

As members will know, the Standards of Practice set out the minimum standards of professional practice and conduct for members of the Saskatchewan Association of Social Workers, in accordance with the objects of the Association as stated in *The Social Workers*, 1993: “(a) to establish, maintain and develop standards of knowledge, skill and competence among its members for the purpose of serving and protecting the public interest; and (b) to establish, maintain and develop standards of professional conduct among its members.” The Standards of Practice apply to the breadth and scope of social work practice. It is recognized that throughout the scope of practice for the profession, there are variations in approaches and that members vary their methods in response to the demands of a particular situation. The principles and statements contained within the Standards of Practice prescribe the basis on which professional practice is conducted in a sound and ethical manner.

Ethics Corner: You asked us ..., continued

refer to Section D.6 (a) which states, “Social workers shall maintain confidentiality in an appropriate manner that promotes the well-being of the client” (p. 11). Our committee believed that is important that you and your client discuss the parameters of how you will conduct yourself around her in settings outside of the professional counselling.

For your reference the web addresses for the SASW Standards is <http://www.sasw.ca/standardsofpractice.pdf> and the CASW Guidelines for Practice can be found at: [http://www.sasw.ca/codeofethics/guidelines for ethical use.pdf](http://www.sasw.ca/codeofethics/guidelines%20for%20ethical%20use.pdf). Both are available on the SASW website.

It is important to document decisions you make, as well as whom you consulted with and the results and the outcomes of these consultations, in case your actions are questioned in future. The role of the committee is to provide ethical consultation based on the information

Members at times lament that “the standards of practice are grey.” Some feel frustrated when the standards of practice do not provide them with specific direction about how to handle a practice dilemma. Others erroneously conclude that if the standards of practice pertaining to a situation are “grey,” then any course of action they take is acceptable or appropriate. In fact, social workers and social service workers frequently encounter situations that are enigmatic and perplexing. In these situations, when there may be not just one, but a number of appropriate courses of action, it becomes even more critical to use professional judgment in applying the standards of practice, in order to ensure that the steps the member takes are appropriate to the situation. While this may at times be stressful, the use of professional judgment is a vital component of a profession and adds to its richness.

Practice Dilemmas

Members frequently contact the Association to discuss thorny issues. Consider the following scenarios:

Scenario #1

A social worker, employed by a child welfare agency, lives and works in a community with a population of 7000 people. When she seeks renovation services for her home, she purposely goes outside her community, in an effort to avoid encountering a client or former client. To her dismay, some days after contracting for the home renovation services, she ascertains that the owner of

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provided to us and we are not a substitute for supervision or consultation with others. Our consultation is also not a substitute for the judgments of the social worker who has relevant background information, context and detail that we may not have. We welcome your feedback as to whether you found this consultation helpful.

*Submitted by:
Practice Ethics Committee
Donalda Halabusa, Chair
Morgan Avant
Deborah Bryson-Sarauer
Peggy Cunningham
Andy Fields
Shauna Gray
Kim Lees
Arlene Tangierd*

The Importance of Professional Judgment, continued

the home renovation company has been assigned to her case load, to investigate allegations of abuse of his 7-year-old daughter. She immediately speaks with her supervisor and requests that the case be referred to another worker in her agency, but remains concerned about other issues and situations that could arise. For example, should she advise the client that she is aware that he has been referred to her employing agency? In addition, she, along with her colleagues, are on-call on a rotating basis. What would she do if this client or family contacted the agency when she was on-call?

Scenario #2

In the course of marital therapy, it comes to light that one member of the couple is verbally, emotionally and physically abusive to his partner. This behaviour is aggravated by his alcohol abuse. When the original contract of eight sessions is completed, with virtually no progress in achieving the couple's stated goal of improving their relationship, the social worker advises the couple that she has gone as far as she can with treatment. She recommends that the abusive partner seek help for his alcohol abuse and anger management problems. Some weeks later she receives a hostile phone message from him, stating that his partner has left him, and accusing the social worker of destroying his marriage due to her biased and unprofessional conduct. He subsequently leaves several other phone messages and begins sending her emails, with similar content, as well as threats to complain to the Association. Shaken by this, the member contemplates informing him that she will take legal action against him if he continues to harass her.

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 put your consult in the form of a letter, email, or fax and send it to the SASW Office. Sufficient detail should be given so that an informed response can be made.

Scenario #3

A social worker, employed by a family services agency, notices that a significant number of clients who are referred for individual counselling are victims of sexual abuse. Aware that there is a lengthy waiting list for individual counselling, she decides that it would be helpful to start a group for victims of sexual abuse. While she has no experience in this area, she has spoken to a colleague who has some experience and would be interested in co-facilitating this group with her. When she proposes the idea to the administrator of the agency in a weekly team meeting, she feels he is dismissive. Feeling strongly that she should advocate on behalf of clients to receive services in a timely way, she plans to outline her concerns and proposal in a letter to the administrator, with a copy to the agency's Board Chair.

Though very different, these three scenarios have a number of commonalities: There are relevant standards of practice that pertain to each situation. All three scenarios raise ethical issues. However, for each situation there is not a sole clear cut course of action. How does one deal with a dual relationship or conflict of interest? How does one deal with the abusive behaviour of a client or former client? When and how should a member advocate on behalf of a client or clients? To address these, it is necessary to apply the standards of practice using professional judgment. How would you address these scenarios?

The following suggestions about the elements of professional judgment may help.

- What is professional judgment?
- How do we operationalize professional judgment? What is the process that a member goes through to reach a sound practice decision? While there may be some progression through the following elements, the process does not follow a straightforward linear sequence. Likewise the list is not exhaustive—there may be other elements that are important in grappling with a practice dilemma.

Appraise

Assessment skills, and for social workers, diagnostic skills also, are of utmost importance for information-gathering and synthesis. What are the relevant facts of the situation? How can they be understood? Are there competing ethical issues or interests and if so, what are they?

Seek information

What additional information is needed to address the situation? For example, which standards of practice can

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The Importance of Professional Judgment, continued

provide guidance? Is there any applicable legislation that dictates what the member may or must do? Are there organizational policies that relate to the situation?

Reflect

Contemplate all of the information. Generate ideas about alternative courses of action. Consider how each of these would play out. What are possible consequences for each of the players in the situation, including the client or clients, the member, the employer, collaterals? Consider short term as well as longer range implications.

Consult

Situations that are complex are also stressful and warrant consultation. This could take place with a manager, supervisor or consultant, a trusted colleague or a member of the team. Some organizations have an ethicist available and at times a legal opinion would be prudent. Members may also contact the Association for a practice consultation.

The process of “thinking out loud” and of hearing the perspectives of others can help clarify your thinking in order to reach a decision for which you will be responsible. It may also provide some support to you. You must, however, be mindful of client confidentiality and not breach this when consulting.

Articulate your rationale

Ultimately you must make a decision about what next steps to take. It is useful to articulate what factors and alternatives you considered, and ultimately why you went down one path as opposed to another. This will be a useful exercise for the present as well as for the future, in the event that your decision and actions are called into question.

Document

It is useful to document the process that you employed in reaching a decision to demonstrate your awareness of the critical issues and your efforts to arrive at a sound and ethical decision. This may be helpful for a number of reasons, for example: to establish your accountability, to assist other service providers in seeing what options have been considered and either rejected or adopted, and why, and to illustrate for yourself that you have made your best effort to deal with a complex and challenging situation.

Final words

As social workers, we frequently encounter complex situations requiring us to make decisions that are not clear cut, in other words, they require us to exercise

our professional judgment. A process of gathering and appraising pertinent information, reflecting, consulting with others and documenting the documenting the process can assist us in making a sound decision and articulating our rationale.

For more information, please contact SASW.



Call for Nominations for CASW Distinguished Service Award

Eligible Criteria

1. Outstanding contribution in any area of social work practice.
2. A high degree of professional commitment and contribution to the social work profession both provincially and/or nationally.
3. Current/valid registered social worker status with SASW.

Procedure for Nomination:

The name must be submitted for nomination with 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 Awardee will be made by the SASW 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:

November 23, 2013



Committee, Branch & Task Team Section

Upcoming Changes to SASW Continuing Education Policy

Like many other professions, social work is adapting to rapid change in our environment. Social workers need to “keep on top” of practice requirements, ethical implications as well as the needs of our clients, stakeholders and other professionals with whom we work.

Accordingly, in the spring of 2014, SASW reviewed its Continuing Education Policy and determined amendments were required. The intent of the continuing education policy continues, as always, to provide members with an opportunity to reflect on their professional development needs and plan accordingly; however, changes are coming which will come into effect for the 2015 renewal year.

These changes include:

1. Removal of the 20-hour carry-over provision: While SASW believes the national standard of 40 hours of professional education per year continues to be appropriate, especially since it includes formal and informal activities, the 40 hours is seen as a minimum requirement. As such, effective January 1, 2014, SASW’s policy has been amended to remove the 20-hour carry-over provision. This means that for the 2015 renewal year and for future years, a minimum of 40 hours of continuing education must be achieved.
2. Auditing Process – The 2014 renewal year will be the last time all members will be required to complete their continuing education inventory form and send it with their registration renewal form to the SASW office as part of the annual registration process.

For the 2015 renewal year, members will continue to be responsible for tracking/recording their continuing education hours and retaining their documentation, but will only be required to submit the SASW continuing education inventory form along with their re-

newal form, if they are randomly selected for an continuing education audit. Members will be notified if they are being audited, via a letter from the Registrar which will be included in their 2015 registration renewal packages. This will alleviate the SASW administrative burden of reviewing the increased number of continuing education forms but will still ensure members are accountable for fulfilling their professional continuing education obligation.

As well, in the future, SASW intends to adopt other measures to modernize its processes including enabling on-line registration, renewal and payment of fees. Stay tuned!

Submitted by:

*Shelley Whitehead, MSW, RSW (SK)
Chair, Education Committee*



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www.agr.gov.sk.ca



Faculty of Social Work, University of Regina Section

Acting Dean's Message



September is always a busy time for us: preparation for classes, the start of classes, orientations, and starting back with a rotation of meetings. As Dr. Chamberlin said in his June message, although we were unable to accept all qualified applicants, the Faculty of Social Work increased the number of students accepted into our program.

Partly as a result of the increase in our student population, some classes are larger than usual and instructors are working hard to ensure that we continue to meet accreditation standards.

We are now in the midst of a recruitment process that will result in the hiring of two full-time tenure track positions. These positions will be located in Regina, with an approximate starting date of July 1, 2014. These new faculty members will join us at a time when the Faculty of Social Work is focusing on reviewing our systems and processes in order to strengthen the Bachelor of Social Work and Master of Social Work programs. We currently have a Community Advisory Board in Saskatoon and will be exploring the development of a similar team in Regina. Over the next few months we hope to meet with members of these teams to continue our discussions about how we might better respond to the needs of the communities we serve.

We have already been attempting some new approaches, especially with respect to our undergraduate program. We continue to focus on offering face to face classes. In addition to that, we are developing more online and blended approaches to course delivery. Over the next two years, in addition to the face to face options, all our core classes will have been developed and delivered in an online and/or blended version (for example, a combination of televised and online). We will continue to evaluate the outcomes to ensure that quality is not sacrificed (and, of course, accreditation

standards continue to be met). We welcome feedback from all of you. We held a faculty retreat at the end of June and began discussions relating to the review of our field education program. This continues to be a priority. We will keep you informed and also encourage your feedback and guidance.

Our Social Work Graduate Committee has been working on making revisions to our practicum handbooks and ensuring that students are provided the kind of supports that will enhance their experience as graduate students. We have introduced a series of writing workshops for our graduate students and will be discussing other opportunities to support students.

I want to thank all our professional associates and field education supervisors for their support and commitment to our students. I also want to take this opportunity, on behalf of my colleagues, to thank Dr. Craig Chamberlin for the time he spent with us. We appreciated his leadership and hope

he will continue to collaborate closely with us as we move forward.

Submitted by:

Judy White, Ph.D., RSW (SK) Acting Dean

Over the next two years, in addition to the face to face options, all our core classes will have been developed and delivered in an online and/or blended version (for example, a combination of televised and online).

New Standards of Practice for SASW Members

In February 2012, SASW Council approved new practice standards that are now in force for all registered members. The new document may be found on the SASW website (www.sasw.ca) under the tab "About SASW". These standards are now in use by the Professional Conduct Committee and the Discipline Resource Pool.

Acknowledgement and thanks are due to the SASW Standards of Practice Committee for developing this refreshed guidance for social work professional practice in Saskatchewan.

Field Instructor Training and Field Placements

With the return of students to field placements and seminars, it is a very busy time at the Faculty of Social Work. For the Fall 2013 term we have approximately 150 students in field placements in Saskatchewan, Canada, and the United States.

We continue to offer Field Instructor Training in Regina, Saskatoon, and other locations throughout the province. Upcoming training dates are:

Regina: January 14

Swift Current: Dates TBA

Saskatoon: Winter 2014 dates TBA

Prince Albert: Date(s) TBA

If you would like information on an upcoming training session, or to discuss opportunities to bring Field Instructor Training to your community or agency, please contact Angie Yung (Southern SK) at 306-585-4572 or angela.yung@uregina.ca or Erin Beckwell (Central/Northern SK) at 306-664-7380 or erin.beckwell@uregina.ca

We would like to congratulate the following individuals who completed Field Instructor Training over the past several months:

Regina:

Rachel Janze	Sandy Johnson
Shelley Aichele	Jodie Palaniuk
Michael Scott	Sandra Harlick
Cara McDavid	Kim Karpa
Carol Brouwers	Dara Nadon
Kristin Giroux	Faith Savarese
Katrina Zimbaluk	Dan Innes
Karen Bischof	Marlene Brenzil
Tammy MacFarlane	Esther Flaman

Yorkton:

Kim Materi	Melanie Thrun
Shawna Johnson	Laura Krawetz
Melinda Davis	Sarah Pasloski
Marion Mainprize	Amie Herauf
Teresa Weber	Kyila Puryk

Saskatoon:

Phyllis Fowler	Shelly Glum
Norine Shewchuk	Kayly Zoerb
Ashlee Venning	Denise Norris
Jenni Schwab	Sarah McMaster
Cindy Getzinger	Julie Hershey
Lisa McGowan	Kathie Cram
Anita Burkell	Tanis Shanks
Connie Herman	Melissa Kelsey

Kim Taylor	Cindy Xavier
Lean Deans	Chad Hrynuik
Jennifer Mah	Fred Farthing
Nora Beckwe	Layial El Hadi
Nettie Johnston	Beth Fisher-Fuentes
Jill Giesbrecht	Linda Peters
Tammy Warden	Michelle Friesen
Michelle Marud	Tara Brown
Anjeanette Corbeil	Charlotte Piche
Flordeliza Dayrit	Ashala Naidu
Morgan Avant	Angeline Meagher

Prince Albert:

Dana Bain	Vanessa Fendelet
Michelle Umpherville	Lori Harmon
Angela Ledoux	Wanda Reynaud
Mary Rowland	Arlene Reid
Cindy Neilsen	Linda Jarrett

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

December 31, 2013.

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
Social Workers - Make A Difference

Contact | Home

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.

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Website: www.sasw.ca

UPCOMING CONFERENCES, WORKSHOPS & EDUCATIONAL EVENTS

Stalking - Assessment and Management

November 21, 2013
Saskatoon, SK

Crisis and Trauma Resource Institute Inc.
www.ctrinstitute.com

Family Violence - Working Towards Solutions

December 10-11, 2013
Regina, SK

Crisis and Trauma Resource Institute Inc.
www.ctrinstitute.com

Family Violence - Working Towards Solutions

December 12-13, 2013
Saskatoon, SK

Crisis and Trauma Resource Institute Inc.
www.ctrinstitute.com

Understanding Mental Illness

December 17, 2013
Regina, SK

Crisis and Trauma Resource Institute Inc.
www.ctrinstitute.com

DSM-5 - What's New... What's Different

December 18, 2013, 9 am-12 pm
Regina, SK

Crisis and Trauma Resource Institute Inc.
www.ctrinstitute.com

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