



SASKATCHEWAN SOCIAL WORKER

Volume 18 Number 3

“Social Workers – Make a Difference”

November 2007 Edition

President's Report



I hope that everyone had a wonderful summer and fall and that you have had opportunities for relaxation, social gatherings and a rejuvenating vacation. The Association continues to move forward with many important issues for 2007/2008.

led by a facilitator to provide input and feedback into the draft.

The Presidents' meeting was held on June 15. All provinces shared provincial reports and had an opportunity to discuss key social work issues, again validating that many common themes occur for the profession nationally. These organizations are all doing significant work with primarily volunteer-based boards demonstrating their commitment and passion for the profession. It was good for me to have confirmation that SASW has been equally active on initiatives as its counterparts across the country.

National Social Work Meetings June 13 to June 15, 2007, Charlottetown, PEI

I had the privilege of attending an Intersectoral Meeting, National Presidents' meeting and joint meetings of the presidents, provincial CASW representatives and executive directors. These meetings create invaluable opportunities for face-to-face dialogue and sharing successes, challenges and creative strategies being implemented nationally, as well as providing key input regarding the strategic directions and priorities for CASW.

The Intersectoral Meeting was held on June 13 bringing together the Canadian Association of Social Workers (CASW), Canadian Association of Schools of Social Work (CASSW) and professional social work regulatory bodies. This meeting resulted from the Memorandum of Understanding signed by CASW and CASSW a year ago that outlined important opportunities to work together. The key focus was to develop a shared understanding of the value of working collaboratively in the interest of the social work profession.

CASW held a strategic planning workshop on April 14 and 15, 2007. On June 14, the CASW Board, presidents and executive directors participated in a session

Dual Role of SASW

SASW holds a dual mandate as a professional Association and as a regulatory body. SASW takes the position that both of these mandates are well-served by a unified organization. We believe that through our role of support for good practice and by activities geared to strengthening our profession, the regulatory role of protection of the public and the development of public trust and confidence is strengthened. Council also clearly recognizes that our regulatory responsibilities must function independently and has developed policy on professional self-regulation to guide that autonomy.

Code of Ethics Training

On June 26 and 27, I attended the Train the Trainer: CASW Code of Ethics and Guidelines to Ethical Practice Training and Orientation. Further information is provided in the Education Committee's report and the trainer profiles in this newsletter. This is a critical project for the SASW which strongly supports the dual mandate of the Association. I believe this is a critical initiative that directly reaches out and engages the member-

continued on page 3

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

President's Report, continued

ship in training that is essential to practice. We are calling this project "Creating a Culture of Ethical Excellence." The trainers now have a training package that focuses on quality, standardization, trainer support, obtaining feedback and an implementation strategy.

The Psychologists Act

On Friday August 24, 2007, a meeting was held with representatives from College of Psychologists to continue to explore resolution of the removal of diagnostic privilege for social workers as a result of the inclusion of Section 23 in the College's Act. This was a very collaborative and solution-focused meeting. Both organizations returned to the understanding articulated in our joint Memorandum of Understanding that each has a clear mandate to regulate its own members. Further collaborative steps are being taken to seek resolution.

Council Planning Day – August 28

At the annual Council Planning Day on August 28, key issues for the upcoming year were discussed. Considerable time was spent in finalizing and approving the action plan resulting from the January, 2007, strategic planning workshop. Once again, this will allow

the Association to set goals and priorities to focus energies on particular areas and track implementation and completion of tasks. The report of the strategic planning workshop and the action plan may now be found on our website. Council also spent time reviewing proposed personnel policies for the Association. This was a key administrative goal that arose out of the strategic planning session. Council discussed other amendments that could be made to the Act when proposals are considered as a result of the Mutual Recognition Agreement signed by all social work organizations. SASW is preparing for the process of amendment expected in spring 2008.

In closing, I remain inspired by the dedication, commitment and passion social workers exhibit on a daily basis. It is important that as a profession we work to remain united and to work collaboratively.

"Snowflakes are one of nature's most fragile things, but just look what they can do when they stick together."

— Vesta M. Kelly

Submitted by:

Debra Wiszniak, MSW, RSW (Sask.)

SASW Annual Meeting and Conference

April 23-25, 2008

TCU Place - Saskatoon, SK

Hosted by: SASW Saskatoon Branch



Theme: "Solution Focused Is Solution Building"

Presenter: Nancy McConkey, RSW

Nancy McConkey is a Registered Social Worker and a leading Canadian expert on the solution-focused approach. She is a well-known public speaker, trainer and consultant. Ms. McConkey has presented numerous workshops to audiences from schools, hospitals, community health clinics, child welfare, substance abuse centres, mental health, nursing and psychiatry. She is a Clinical Member of the American Association for Marriage and Family Therapy and an Adjunct Faculty Member, Family Therapy Training Program, Calgary Health Region.

The solution-focused approach gives you powerful, practical strategies for *shifting from problem talk to solution talk*. This modal is useful with a wide range of clinical issues, for all age groups, and with individuals, groups, families and organizations.

Those who attend the conference will receive Level 1 Certification in Solution-Focused Counselling.

Executive Director's Message



This edition contains much information and updating on matters of interest, from the issues reported by our President, to the articles that were submitted, to the other regular sections and the return of the "Day in the Life" series from our Public Relations Committee.

Professional Suitability Survey:

This edition features a description of the survey from the Faculty of Social Work on professional suitability on page 23. You will notice that the survey is included with this newsletter. SASW is pleased to support this work, and will be very interested to hear the results of this work, so please consider your participation.

Once the survey on professional suitability has reached its conclusion, it is the intent to run another survey on the topic of the quality of work life for social workers. The development of the survey on work life began in Ontario and it has been decided nationally that it would be offered in each jurisdiction. You can see the result of the work in Ontario by visiting the

website of the Ontario Association of Social Workers at www.oasw.org. We plan to run it in Saskatchewan in the spring.

Scope of Practice:

In recent editions of the newsletter there has been explanation of the work undertaken by the Legislative Review Committee to develop an approach to the amending of *The Social Workers Act* to require registration of those who hold a social work credential and who are in a social work role. The proposal itself was presented on page 21 of the June edition of the newsletter (see it on our website if you can't find the paper version – all back copies of the newsletter are on the website). Should you have comments or questions about the approach being taken, please send them along to the Committee care of the SASW Office.

New Registrar:

While it has been an interesting experience covering the registrar role over the last four months, I'm very pleased to welcome Bill Tingley as the newly appointed Registrar for SASW as of September 1. Bill's appointment is for one year, during which time it is Council's intent to explore changing the role to a staff position from the existing annual appointment with honorarium.

Mutual Recognition Agreement:

The MRA is now in effect. Its intent is to ease the movement of social workers from one jurisdiction to another for employment purposes. Under the terms of the MRA, we are required to seek legislative and by-law changes to facilitate some of the provisions. The first step is to seek change within our *Act* to allow us to consider the reception here of registered social workers who achieved registration in other jurisdictions:

- through a grandparenting provision as part of the introduction of new legislation in their home jurisdiction; and
- through a process of equivalency where experience and education are evaluated as being equal to the content of a BSW degree.

We hope to be scheduled for the spring sitting of the Legislature to allow consideration of these amendments to *The Social Workers Act*.


I offer my best wishes for a festive holiday season, and a happy and fulfilling 2008.

Submitted by:

J. Richard Hazel, MSW, RSW (Sask.)

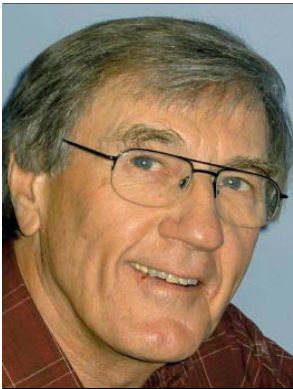
**SASW will celebrate
2008 National
Social Work Week
March 9 to 15, 2008 (inclusive).**

**The theme will be
"Human Rights in a Diverse
Community."**



For ideas/information on Social Work Week,
please visit the SASW website
or contact the SASW Office.

Registrar's Message



Greetings, SASW Members!

I have been appointed by SASW Council to the position of Registrar, effective September 1, 2007. The following is a brief biography of myself.

I pursued undergraduate studies at both the University of Saskatchewan and the University of Regina, receiving a Master of Social Work Degree from the latter in 1985. Apart

from educational leave, I was continuously employed from 1966 to 1990 within the Department of Social Services (now Department of Community Resources), first in front-line positions in financial and family services programs,

later taking on supervisory responsibilities and finally focusing on policy and program development. In 1990, I transferred to Indian and Northern Affairs Canada, assisting for the next seven years with development of on-Reserve Indian Child and Family Services agencies in Saskatchewan, before retiring from public service in 1997.

My retirement interests and activities include developing the back yard (a five-year project still in progress), golf (a never-ending work in progress), and travel. I have been a Board member of Lakeview United Church for over 20 years, serving on a variety of committees.

I am very much looking forward to a year of worthwhile and rewarding work with SASW.

Submitted by:

Bill Tingley, MSW, RSW (Sask.)

In Memoriam

John Rawdon Bieber

After an extraordinary and dignified eight and a half year's journey with cancer, John Rawdon (Rawd) Bieber passed away swiftly but peacefully on Wednesday, October 31, 2007, in the Palliative Care Unit of Regina's Pasqua Hospital. His life partner and loving spouse, Graeme Mitchell, was with him. Rawd was born on Good Friday, April 3, 1953, in Wilkie, Saskatchewan, the second child and only son of Walter Bieber, QC and Mary Bieber (*nee* Rempel), both of whom predeceased him. He grew up in Wilkie and attended McLurg School. Following graduation, he came to Regina and became a licensed practical nurse. He then attended the University of Regina graduating with a Bachelor of Arts (1982), and a Bachelor of Social Work (1984). He recently completed the thesis requirement towards his Master of Social Work degree. He began his social work career at Wascana Rehabilitation Centre and moved to Regina Pioneer Village where he served as head of Social Work.

Rawd voluntarily pioneered social work support services for persons living with HIV/AIDS in Saskatchewan for which he was recognized with the AIDS Regina Community Service Award (1989) and the Sister Emilie Bandet Memorial Certificate of Merit (1998) by the Persons Living with HIV/AIDS Network of Saskatchewan Inc. Deeply committed to professional self-regulation, Rawd was a long-time member of the Saskatchewan Association of Social Workers (SASW) and twice served as its volunteer Registrar, most recently from 1995 to April 2007. He was respected across Canada as a leader in the regulation of the social work profession. For his

invaluable contributions to his profession, Rawd was awarded the SASW Distinguished Service Award (2000) and the Canadian Association of Social Workers National Award of Merit (2003). Rawd dedicated his life to advocating for the vulnerable and marginalized in society. His dedication to his clients and the causes he championed was unwavering.

He is survived by his spouse, Graeme Mitchell, Regina; a sister, Marianne (Gilbert) Daigneault, Beauval; two nieces, Jennifer (Dwayne) Johnson, La Ronge, and Erin Daigneault, Prince Albert; a nephew, Abraham Daigneault, Prince Albert; three great-nieces and a greatnephew; devoted cousins, Roberta Rivett and Mary Crane, Victoria, BC, and close friends Charles Rushton and Robert Slykhuis, White City. His loss will be mourned by cousins, friends and colleagues across Canada and in Hong Kong. Many individuals assisted Rawd and Graeme in this journey and we thank especially Dr. M. Janczewicz, Mary Dagnone, Louise Cadrin, Bob Wolfe, Rev. Dan Cooper, Shirley Martin, Rev. Eric Muirhead and Rev. Ken Powers.

The funeral service was held November 5, 2007, in First Presbyterian Church, 2170 Albert Street, Regina, the Rev. John Ferrier officiating. The cremains were interred in North Battleford on November 12. Memorial donations may be made to First Presbyterian Church Memorial Fund, 2170 Albert Street, Regina S4P 2T9 or the Regina Humane Society, P.O. Box 3143, Regina, SK S4P 3G7. An online book of condolences may be signed at www.speersfuneralchapel.com

New and Reinstated Members

The following is a list of individuals who applied and were approved as registered social workers in Saskatchewan for the period of May 15, 2007, to September 25, 2007.

Bayne, Bonny - Melfort
Bell, Ivy - Sandy Bay
Brown, Tara - Saskatoon
Burkell, Anita - Saskatoon
Clarke, Krista L. - Saskatoon
Dehmke, Cheryl - Regina
Dobson, Tenille - Regina
Doepker, Janel - Saskatoon
Doetzel, Alicia - Brock
Dombowsky, Timothy - Saskatoon
Doucet, Marie - Lloydminster
Erickson, Heather - Rosetown
Fesser, Renee - Regina
Fischl, Brandi - Saskatoon
Gibson, Lynann - Regina

Goddard, Dani - Regina
Goertz, Trista A - Lloydminster
Grimard, Cindy M. - Regina
Johnson, Sara - Regina
Johnston, Marie - Montmartre
Johnstone, Barbara - Creighton
Juarez, Michael - Green Lake
Koczka, Wanita - Prince Albert
Koop, Janelle - Saskatoon
Kucey, Colleen - Wynyard
Lavallee, Amanda - Saskatoon
Law, Taryl - Moose Jaw
Lemaire, Janet - Yorkton
Litzenberger, Christie - Regina
Lothian, Tracy-Lynn - Regina
McBain, Jami - Nipawin
Miller, Janet L. - Regina
Nokleby-Schultz, Carmen - Saskatoon
O'keewehow, Sharon - Saskatoon
Poitras, Marie - Balcarres
Sanderson, Linda - Saskatoon
Santos, Sheryl - Regina
Sekerak, Deb - Swift Current
Smith, Darren - Saskatoon
Sysing, Margarita - Saskatoon
Tipton, Kelli D. - Saskatoon
Tolley, Lisa - Saskatoon
Urbaniak, Patricia - Regina
Wagar, Nancy - Regina
Walter, Sharilyn - Regina
Williams, James G. - LaRonge
Wolbaum, Kim - Regina
Wolff, Sheri - Saskatoon

The following is a list of students who applied and were approved for registration in Saskatchewan between May 15, 2007, and September 25, 2007:

Bilash, Tara - Regina
Gelsinger, Valerie - Regina
Hoffman, Acara - Saskatoon
Mang, Ryan - Regina
Speiler, Krystal - Regina
Suer, Courtney - Saskatoon
Tysdal, Ashley - Regina
Walton, Rob - Martensville



AON/Reed Stenhouse Scholarship for Social Workers

The AON/CASW Scholarship was established in 2000. AON Reed Stenhouse is the insurance brokerage firm for the CASW Insurance Program. This scholarship is awarded to assist members of CASW's provincial/territorial member organizations to attend the CASW Biennial Conference. The National Social Work Conference "Human Rights in a Diverse Community" will be held in Toronto, Ontario, from May 22 to Sunday, May 25, 2008.

Please visit the SASW website www.sasw.ca and click on the tab "Awards/Bursaries/Scholarships" to obtain more information and scholarship application, or you can call the SASW office. Deadline for submitting an application form for the scholarship is December 15, 2007. One application will be lottery-drawn by the SASW Office and forwarded to CASW, who will also do a lottery draw.



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www.agr.gov.sk.ca/saf/

The Weiler Award – Call for Nominations

The Award

The Weiler Award is presented annually to acknowledge and honour exceptional contributions to community and social development in Canada.

The Award recognises outstanding dedication by individuals, groups or organizations to social development/social justice causes through co-operative linkages and collaboration among individuals, groups, agencies and organizations.

The individual, group or organization honoured by this award is involved in social development as a catalyst for co-operation, social inclusiveness and creative response to social needs in both occupational and volunteer endeavours.

Dick Weiler (1942-1995)

Dick, a social worker, was a social advocate and humanitarian who devoted his life to making the world a better place. He helped lay the groundwork for social policies to promote national and community values in Canada.

Nominating a Candidate

Complete a nomination by:

- * providing a description in 300 words or less of the candidate's achievements, the nature and impact of the activities involved and the audiences reached;
- * preparing a one-page biography of the person or a short profile of the organization or group; and
- * by obtaining three letters of support.

The nomination documents should be forwarded by March 15, 2008 to:

Weiler Award Trust
 Attention: Ms. Gweneth Gowanlock
 1001-44 Emerson Avenue
 Ottawa, Ontario K1Y 2L8
 Telephone: 613-728-1442
 email: Tweetzero@aol.com

2008 Award

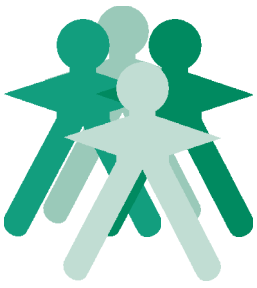
The recipient of the 2008 Weiler Award will be honoured at a banquet to be held during the Social Work National Conference 2008, co-sponsored by the Canadian Association of Social Workers and the Canadian Association of Schools of Social Work and hosted by the Ontario Association of Social Workers. The banquet will be held on Saturday, May 24, 2008, in Toronto, Ontario.

Website: www.sasw.ca

ATTENTION MEMBERS

The SASW Office has been receiving renewal forms and continuing education forms back to the office for the 2008 renewing year. It has been noted that several members have not put a name or signature and date on the Continuing Education Inventory Form. Please check your forms carefully and ensure that they have been signed, especially the Continuing Education Form. SASW cannot accept forms which have not been signed.

Thank you.



Articles Section

To advocate or not to advocate: That is the question

At the January 2007 strategic planning session of SASW it was proposed that we drop the word “advocate” from our mission statement. It was suggested that we would likely be more effective advocates when approaching government if we used different language, as governments tend to react defensively when we use “advocacy” language. While I can appreciate that governments often react defensively to this language, I do not think this should lead us to change the language. As one member of the Social Policy Committee commented, a more reasoned response would be to create clarity around what we mean by advocacy and to point to the respectful and non-adversarial approaches we have used in the advocacy work we have undertaken over the years.

I find it ironic to be encouraged not speak up about speaking up, which, in its simplest terms, is what advocacy is really about. I will continue to advocate for the use of the word “advocate” in our mission statement—in fact, I believe the place of advocacy ought to be more central in our mission statement based on the following contentions:

- Our mission statement is the place where we identify ourselves as an Association to prospective members, to the public, to governments and to each other. We need to be clear in this statement about who we really are.
- Language is more than words. It is about intent and constructed meaning. We need to be clear in who we say we are, because that is who we will become.
- As social workers we have an ethical obligation to act as advocates. We are uniquely positioned through our work and education to see and identify the impacts of social injustice on the lives of people. Having an awareness of the context of people’s lives and a commitment to act to change oppressive conditions is what sets us apart as an academic discipline and profession.
- Our Association ought to, as central to our *raison d’être*, work to promote, support and encourage advocacy at all levels in social work. Our Association should be a place where individual social workers can work toward social justice through collective advocacy. Many of us know that individual advocacy can be less productive and, at times, risky in terms of security and comfort in the workplace.

Because I find myself surrounded by quite a few “solution-focused” social workers these days, I found myself questioning what the up-side was of this issue being brought to the table at this time. And the answer is that it has raised this very important issue to the forefront of many recent discussions amongst a number of people. I am hopeful the ongoing discussions can help us, individually and as an Association, in strengthening our commitment to work as advocates.

Submitted by:

Patti Cram, MSW, RSW (Sask.)

BELL, TEMPLE

Barristers & Solicitors

LEGAL ADVICE FOR MEMBERS OF THE CANADIAN ASSOCIATION OF SOCIAL WORKERS

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 *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 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. Bell, Temple’s Health Discipline Group are well versed in the regulations, standards of practice and the ethical obligations of social workers. They are 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 advice given will rely upon the accuracy and completeness of the information you provide. Please have your policy and certificate numbers available

Bell, Temple Barristers & Solicitors

393 University Avenue, Suite 1500, Toronto, Ontario, Canada M5G 1E6

Toll Free 1-888-263-8600 Local (416) 581-8200

Cameron C.R. Godden – extension 820

Lisa E. Hamilton – extension 8207



Supreme Court Decision Affirms Child Protection Work Is to be Child Focused not Family Focused

On July 27, 2007, the Supreme Court of Canada issued a decision that clarified the interpretation of the “best interest of the child” in the area of child protection.¹ The case considered whether the family of a 14 year old girl, apprehended by the Children’s Aid Society in Ontario, could sue the girl’s social worker and Syl Apps Secure Treatment Centre for negligent conduct. The girl had been removed from the family after she had written a story, as part of a class assignment, alleging that her parents physically and sexually abused her. No charges were laid in this case. With the girl’s consent, she was eventually made a permanent ward of the state. The family was seeking \$40,000,000 in damages for nervous shock, emotional distress and physical and mental illness. The central issue in the case was whether the Treatment Center and the social worker owed a duty of care to the family.

The Supreme Court found that to interpret the legislation so as to extend a duty of care to the family would undermine the ability of the Treatment Centre and the social worker to carry out their legal mandate under Ontario’s *Child and Family Services Act*. The legislation, the Court said,

“directs that in assessing the child’s best interest, the views and wishes of the child be taken into account, not those of the family. That does not mean that those views are irrelevant, it means that the statute envisages that in the case of a child in need of protection, the family’s views and wishes are entitled to less deference than the child’s best interests.”²

If the duty of care were to be extended to families in cases such as this, social workers and other service providers would be torn between the child’s best interest and that of the family creating “a genuine potential for “serious and significant” conflict with the service providers’ transcendent statutory duty to promote the best interests, protection and well-being of the children in their care.”³

The decision is a clear affirmation that the “best interests of the child” are paramount in child protection cases. The preservation of the family, described by the Court as “the core social unit”⁴ is obviously the preferred outcome however it cannot be done at the risk of causing harm to the child. The Supreme Court affirmed that the task

of child protection workers is, first and foremost, “to restore the child, not the family.”⁵

Submitted by:

Ailsa M. Watkinson, Ph.D.

Faculty of Social Work, University of Regina

Footnotes

- 1 *Syl Apps Secure Treatment Centre and Douglas Baptiste v. B.D.*, 2007 SCC 38. The entire decision can be accessed at: <http://scc.lexum.umontreal.ca/en/index.html>
- 2 Above, at para. 51.
- 3 Above, at para. 41.
- 4 Above, at para 1
- 5 Above, at para. 64

Competency & Decision Making Conference

April 3rd and 4th, 2008
Queensbury Downs

Brought to you by:



Mark our Calendar

Featuring:

- ❖ Mr. Ron Kruzenski, Public Guardian and Trustee, has arranged presentations for Day 1 by experts in these areas.
- ❖ Dr. William Molloy is a professor at McMaster Centre for Studies on Aging, a consultant geriatrician, and Director of the Memory Clinic and the Geriatric Research Group at Hamilton Civic Hospital. He is also an accomplished and prolific writer including *Let Me Decide* which has sold over one million copies.

Topics to Include:

- ❖ **Day 1 – Legal Framework**
 - Property and Personal Guardianship
 - Certificate of Incompetence and the Appeal Process
 - Powers of Attorney, Health Care Directives
- ❖ **Day 2 – Understanding and Measuring Decision-Making Capacity with Dr. Molloy**
 - This is a practical and hands-on workshop teaching how to measure capacity. By the end of the day, you will have a practical approach to measuring capacity.

Target Audience:

- ❖ This workshop will be of interest to psychiatrists, family physicians, social workers, registered nurses, registered psychiatric nurses, speech and language pathologists, occupational therapists, psychologists, and other health-care professionals required to assess competency and decision-making capacity.

Brochure to follow in January 2008.

To request a brochure after January 2008, please contact
ABI Outreach Team at: 1-866-766-5617 or (306) 766-5617



Committee, Branch & Task Team Section

“Creating a Culture of Ethical Excellence” – Code of Ethics Project

The Code of Ethics project intends to see all SASW members update and strengthen ethical behavior within their practice in the next four years. A group of nine SASW members have been trained to deliver three- or four-hour workshops throughout the province. Workshops will be arranged by the branches for members in their areas. With sufficient numbers, members can also request training in their workplaces. SASW Council and the branches will cover costs associated with securing the trainers, so there will be no fee for the participants to attend. While our goal is to focus on our members and help them become better trained, the workshops are open to non-members as space allows. The intention is to make the newly adopted Code and Guidelines living, breathing documents.

The Code and the Guidelines clearly describe the ethics to be employed by all members in professional practice. The Code, as the heart of the profession, can be used to resolve ethical dilemmas. It is geared to protect clients and to ensure services are delivered in the public interest.

Increasing the capacity of social workers to engage in ethical practice will enable the reflection of professional values. Social workers use their sanctioned social power to do well and prevent harm from unethical practice, and this reflects the Association's mandate to protect the public. A greater awareness of the Code and Guidelines will help guard against biases and prejudices while providing a tool in risk management decisions in regard to practice and social service programs.

The Code promotes client autonomy and social justice so social benefits are available for all, and fidelity with a promise to deliver what we say within constraints. The project aims to increase understanding and awareness of the importance of governing social workers' actions in their relationship with clients. A culture of excellent ethical analysis and behaviour will increase dialogue among our members and provide a sense of professional community support.

The focus of the training is organized around maintaining appropriate boundaries with clients, with other helping professionals, and with employers' expectations. Increased knowledge and positive dialogue will strengthen social workers' ability to maintain their professional practice within an environment where clients' interests remain paramount.

Branch executives and members can contact their regional trainers to plan workshops. Trainers will also be making their availability known to local branch members and executives. A Culture of Ethical Excellence workshop is being planned for the half day prior to the next Provincial Conference on April 23, 2008, in Saskatoon, providing another opportunity for members to become trained. Branches will be hosting workshops in the near future, so watch for the announcements in the next few months or contact your local branch executive. Inquiries can also be made by contacting:

Susan Luedtke, Trainer Coordinator
Phone: (306) 922-6609
Email: shellriverranch@hotmail.com

Ray Pekrul, Chairperson - Education Committee
Phone: (306) 757-6675
Email: rpekrul@sasktel.net

**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?

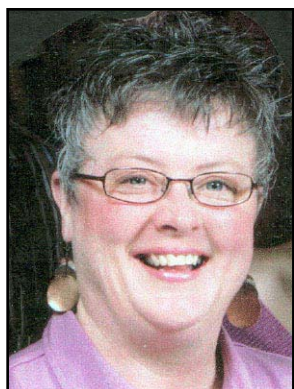
Write to SASW Editor and see your name in print!

**Deadline for the next newsletter
is December 31, 2007.**

“A Culture of Ethical Excellence” Regional Trainers

The Education Committee and SASW Council are very excited about this project and believe attendance at the workshops will be rewarding for all social workers regardless of practice location or years of service. The Code and Guidelines are supported by research that will be informative and grounding for all practitioners and social work administrators. Members can consult the SASW Practice Ethics Committee for any ethical dilemma or issue they are now experiencing.

Following are our Code of Ethics trainers.



**Ruth Mireau, Saskatoon
Assigned Training Area:
Central Saskatchewan**

I am a graduate of the University of Manitoba (BSW) and the University of Regina (MSW). I have been working as a social worker for 26 years. My initial experience was as a medical social worker, but I have primarily worked in mental health, with experience in in-patient psychiatry, rehabilitation for people with chronic mental health conditions and their families, and adult counselling. Currently I offer short-term solution-focused counselling to adults and grief and loss groups. I have been teaching with the University of Regina, Faculty of Social Work, since 2000, and have taught the Social Work in Health Care, Mental Health Services, and Ethics classes.

It was my experience with the faculty, in the Ethics classes, that tweaked my interest in learning more about ethics. I find the study of ethics in our field fascinating, and am hopeful that I can continue to learn as I share my training with social workers across the province.



**Kathie Bird, Prince Albert
Assigned Training Area:
North Saskatchewan**

I have “officially” been a social worker since achieving my BSW in 1996. Prior to that I began my career in 1977 as a personal development trainer and human service practitioner. While working and being a mom I attended university classes in the evenings. I completed my BA in Psychology in

1994, and am near completion of a Masters degree in Adult Education. For the past 9 years I have also provided mental health therapy to many wonderful people in the Prince Albert and north region. My alter-ego is an artist and creative writer.

Why am I doing the Code of Ethics training?

My 30 years of working with people has taken me to a wide variety of experiences and work places, from crisis work to post-secondary instruction. Self-employed for many years, I’ve had opportunities for objective observations of social and health service systems, their strengths and weaknesses. I have based my work decisions on the CASW Code of Ethics, at times encountering differences between our ethics and certain workplace policies. I am particularly interested in the challenges of applying the code within First Nations contexts.



**Karen Wasylenka, Wynyard
Assigned Training Area:
South Saskatchewan**

My career in human services began at Interval House in Saskatoon. I joined the Department of Community Resources (formerly Social Services) 25 years ago as a financial assistance worker in Wynyard. In 1988, I became a supervisor, and supervised Income Assistance and Family Services in Wynyard, Humboldt, and Fort Qu’Appelle. In 1995, I went to the Southwest Region with the Department of Community Resources, first as the manager for Rosetown and Kindersley offices and then to be manager in the Moose Jaw office. In 2000, I worked for one year with Saskatchewan Health to develop the KidsFirst initiative. In September 2001, I returned to Yorkton as the Regional Manager for Family Services. In September 2007, I moved to the Department’s Central Office to become the Director of Child Protection and Family Support.

I obtained my Master of Social Work in 2005 and am a sessional lecturer with the Faculty of Social Work, University of Regina. I have taught SW460 “Ethics in Social Work,” thus sparking my interest in doing the Code of Ethics training. This training is an opportunity to engage other SASW members in discussion and debate about important ethical issues as well as to be more involved in our Association.

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Culture of Excellence Regional Trainers, continued



Pat Erhardt, Regina
Assigned Training Area:
South Saskatchewan

I received a BA with a Psychology Major from the University of Saskatchewan (1973), Regina Campus and my BSW from the University of Regina (1979). I studied French Immersion at the

University of Laval (1979-80) and Community Development at Concordia University (1999) and on the job.

I have been working and continually learning in the social work profession for the past 32 years. During that time, I have held a variety of roles and worked in a number of settings such as residential care, child protection, supervision of child protection and children in care, policy development, legislation review, community development (at Saskatchewan Learning) and currently at Community Resources, Child and Family Services Division, focusing on quality management and improvement. As part of this role, I review child deaths and critical injuries of children who are in care or who were in receipt of services at the time of or in the twelve months prior to their death or injury. I am interested in community development and collaborative approaches as a means of addressing social issues, food security, international development and research and evaluation.

I am married to a wonderful partner and together we have four amazing and accomplished children who continually bring joy and challenges to our lives.



Lorraine Vandall, Turtleford
Assigned Training Area:
North Saskatchewan

I received my BSW Degree from University of Regina in 1996. I am from Atahkakoop Cree Nation in Northern Saskatchewan. I have worked in the areas of health for more

than 20 years. The last eight years have been focused on therapy, with some work on the areas of justice and alternate measures. I am also a clinical counselor and a Registered Social Worker. I come from a family of seven, with three brothers and three sisters. My hob-

bies are reading, studying oral traditional practices and spending time with my numerous nieces and nephews.

I chose to do ethics training so that I can be clear in my alignment with conduct relating to professional standards. I want to move with the profession at large, and at the same time be confident in my conduct in specific situations.

An Elder said, "All dysfunction is related to a breach of integrity." I believe that ethical standards are high for social workers as they are catalysts for change in unethical social situations.



Colleen Barss, Regina
Assigned Training Area:
South Saskatchewan

I began my career in social work on completing my BSW in 1996, and received my MSW in 2004. Since 1996 I have worked at Family Service Regina first as the Family and Workplace Education

Coordinator, and presently as a counsellor. I have also been a sessional instructor at the University of Regina.

I live in Regina with my husband Allan and have three adult children. For fun I enjoy running, singing, reading a good book, skiing, and this year I have taken up playing the fiddle just for fun.

I wanted to be a trainer because I love learning, and I wanted to learn more about ethics for myself and my own practice. I also enjoy facilitating and really think that this process is a good way for social workers to discuss and reflect on our ethics in our profession. Being clear about our own ethical understanding and boundaries is very important for each of us as we work with others.



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

Culture of Excellence Regional Trainers, continued



Susan Luedtke,
Prince Albert
Assigned Training Area:
North Saskatchewan

I have worked in the area of residential treatment services for youth for the past 20 years. Currently, I am the executive director of a newly founded private non-profit organization, Eagle's Nest Youth Ranch, a residential program for youth. The program will provide assessment and stabilization services to youth from the central and northern parts of the province. I am also a sessional instructor for the University of Regina and the First Nations University of Canada and I've taught a variety of classes, including Social Work Ethics. I have also been active in the SASW through my roles as branch chair for Prince Albert, as a member of the education committee, and member at large on provincial council.

My interest in the ethics training initiative through SASW comes from my commitment to providing respectful, trustworthy, and competent services to those in need. I personally found the training for trainers workshop on Ethics very helpful to my own professional growth and I look forward to sharing and discussing this information with my colleagues.

An Elder said, "All dysfunction is related to a breach of integrity." I believe that ethical standards are high for social workers as they are catalysts for change in unethical social situations.

Rob Twigg, Saskatoon
Assigned Training Area:
Central Saskatchewan

I began my career as a mental health worker and later moved into treatment foster care. In my professional career, I have worked in Alberta, Saskatchewan, Ontario and Newfoundland.

Clinical social work and child welfare have remained my primary areas of interest since entering academia. As a member of the SASW, I have served on the Education Committee and currently serve on the Professional Conduct Committee.

During my career, I have become aware of the im-

portance of ethical behaviour and the need for a professional code of ethics. I am pleased to be involved in this initiative because it will both strengthen the ethical behaviour of social workers in Saskatchewan and contribute to the SASW's continuing education program.

No photo available

Melissa Flower, Saskatoon
Assigned Training Area:
Central Saskatchewan

I currently work as a school counsellor for the Prairie Spirit School Division. I have previously worked for the Saskatoon Health Region, Rosetown School Division, and the Department of Community Resources –Income Security Division. I enjoy being a member of the SASW's Practice Ethics Committee, learning more about the grey areas other practitioners experience in practice and offering suggestions and support through the Code of Ethics. A new opportunity for me in the winter of 2008 is that I will be a sessional lecturer for the University of Regina's Faculty of Social Work.

I earned my Bachelor of Social Work from the University of Regina, Saskatoon Campus. In May 2007 I happily celebrated earning my Master of Social Work degree from Dalhousie University in Halifax, Nova Scotia.

Being a part of the SASW's Ethics Training is a fabulous opportunity. One of the most important aspects of effective social work practice is a strong foundation in social work ethics. As social workers, we are responsible for ensuring safe connections with our clients, and our Code of Ethics and Guidelines for Ethical Practice give us direction and support in such endeavours. This training has provided me with the opportunity to learn new ways to ensure that I am practicing in a safe manner, thus protecting myself, my clients, and our communities' perception of our profession. This training encourages me to continually reflect on my personal and professional choices. Best of all, stimulating discussion and debate with others about social work ethics gives us all an opportunity to learn more from each other!

I am a social worker, and this is what I do...

Social Work in Acute Care Hospitals

People come to acute care hospitals for a variety of reasons, from minor accidents to major traumas, from pregnancy to terminal illnesses. The immediate focus is generally in addressing the health condition of a person; however, physical health is interconnected with the emotional and social needs of individuals. Medical social workers are those who work in settings such as acute care hospitals and they are called upon to respond to the emotional and social needs of patients and their families.

With a hospital admission, patients and their families may have to deal with a variety of stresses. Social workers meet with patients and families to learn about their concerns and goals of care, and assess their strengths and abilities to cope with the changes brought on by health issues. A social worker not only looks at an individual, but also assesses their family, social and community supports, and how to utilize these supports to enhance coping abilities. At times, the social worker will aid patients and families in organizing their own supports and help link them with health and community resources.

Health issues can bring on a "sense of uncertainty" for patients and families. They are required to work with a variety of health care professionals and collaborate on care decisions during this time of uncertainty and stress. Social workers can help facilitate communication and understanding between health care providers and patients or families. With more effective communication, people are better able to cope with their health care concerns. Social workers may also be required to be advocates for those who feel they have no voice.

Social workers are skilled in providing counselling services to patients and families. Counselling may be required to deal with adjustment to loss or grief. Hospital social workers are also required to assess, intervene and counsel in areas such as child neglect and abuse, abuse of vulnerable adults, domestic violence, relationship troubles, substance abuse, suicide, trauma, crisis support and families-in-conflict. Social workers are not only a resource to families in crisis, but are also a resource to health care providers responding to these issues.

Medical social workers are knowledgeable about community resources that may enhance the well-being of individuals and their families. Social workers also provide information on com-

munity resources to other health care providers and community agencies. Gaps and barriers are also identified to aid in policy and community development. Social workers in acute care hospitals provide a variety of services to the community and are a part of the Saskatchewan Association of Social Workers which regulates their profession.

*Submitted by:
Glenda Dahl, BSW, RSW (Sask.)
Battleford's Union Hospital*

Unsung Heroes

At one time the unsung heroes in prairie life were those young people who lived through the trauma of abuse either at home or in the community. I believe that they were called survivors. The list of abuse that children experienced was endless: physical abuse, sexual abuse, emotional abuse, neglect, alcohol and drug abuse, bullying and ridicule. Whatever abuse the children experienced, the results were generally the same. Isolated in their small houses on the homesteads, they felt hopelessly alone, were often terrified, and generally lived with rock-bottom self-esteem.

The problem such children had was that they had no one to whom they could turn for assistance to help them deal with the problem. When they approached others in the community, including community leaders, they were either not believed or were ignored. Usually they did not ask for help. The children were so ashamed by what happened that they could not approach anyone for help to deal with the abuse.

If the children survived the trauma of their abuse, and managed to grow into adults, they soon found that they continued to be haunted by their early childhood experiences. Most had trouble making friends, and many had difficulties with their own marriages and families. They could not trust other people. Some of the children (and I want to emphasize the some, not all) found themselves abusing their own children, much the same as their families had abused them when they were young. What could be expected? Close to eighty per cent (80%) of what a child learns during his or her early years, is learned by modeling himself or herself after his/her parents. If all the child saw was abuse in the home, chances were that that was what he or she might practice within his or her own household.

We know that abuse on the prairies continues

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I am a social worker, and this is what I do..., continued

today, much as it does elsewhere, but we have a difference. Today's abused child can ask for help, and expect to get it. Most teachers and school administrators are well aware of the problem of abuse in their communities, and will not only listen to the child who is suffering but will also report the problem to the proper authorities. Community leaders, church people and the RCMP or the local police force are all there to help protect the child. All of our provincial social service agencies, including those visiting small communities, have the trained personnel to get involved and ensure that children are safe.

If the abused child continues to feel alone and isolated, he or she can call the Kid's Help Phone at 1-800-668-6868. The operators on that line have information about each of the province's social services and can help the child get in touch with those who are there to protect him or her. We do not need anymore unsung heroes. We need children who are healthy and happy, who can go to school without fear, and who can take the school bus to a home where their rights are being protected. We need children who feel good about themselves.

Submitted by:
Jacklin H. Andrews, MSW, RSW (Sask.)

School^{Plus} Counsellor

I work in four elementary schools in the Northwest Catholic School Division #16, which has a partnership with Catholic Family Services of the Battlefords, my employer.

As a School^{Plus} counsellor, I predominantly do clinical counselling with children from grades one to nine on an individual basis. Children are referred to me by their parents, teachers and/or principals for a variety of reasons: divorce of parents, death of a loved one, family conflict, inappropriate behaviour at school, etc. I may also facilitate therapeutic groups or do presentations in classes for children who are struggling with similar issues. Lastly, I am called to assist in crisis situations; I may be asked to mediate between students who have been in an altercation, defuse a child who has had an emotional outburst, or do a suicide assessment.

The use of therapeutic games, crafts and books are often necessary when working with young children. Pre-adolescent children may find traditional "talk therapy" intimidating or confusing; for example, they may find it easier to draw what they are uncomfortable saying or do not have the capacity to express in words.

The involvement of parents in their child's coun-

selling process is key. Family Systems Theory describes the family unit as being a sum of its parts: the actions of each family member affect the other members. Therefore, (while maintaining the child's confidentiality), parents are consulted regarding their child's progress and how they, as parents, can help enhance positive change in their child's life. When appropriate, and with the child's permission, parents are invited to take part in counselling with their child. When necessary, children and their families are referred for additional services, such as medical, psychiatric, legal or family support, and I will often work in conjunction with these services.

It is a privilege to work with children and their families, and it is very rewarding to be a part of positive changes in their lives.

Submitted by:
Jessica Seime, BSW, RSW (Sask.)

Mentorship Committee Members Needed!

The Provincial Mentorship Committee is currently looking for members from the following branches to help facilitate matches in their areas in the fall of 2007 and winter of 2008:

- * Yorkton
- * Nipawin
- * North Battleford
- * Moose Jaw
- * Humboldt
- * Swift Current
- * Regina

If you are interested please contact Shelina Bhatia-Merali at shelina@shaw.ca

Mentorship Program Coming Again Soon!

The Mentorship Program aims to develop a formal network of experienced SASW members who will become associated with students and social workers new to the profession. This supportive network will contribute to the enhancement of the professional identity of SASW members across the province. Mentors and mentees are encouraged to meet for a minimum of three to five times but may choose to continue beyond that guideline.

If you are interested in registering as either a mentor or mentee, please complete the Mentor Registration Form found on the SASW website and forward it to:

Saskatchewan Association of Social Workers
2110 Lorne Street
Regina, SK S4P 2M5
Email: sasw@accesscomm.ca
Fax: (306) 545-1895
Phone: (306) 545-1922

A Day in the Life of a Social Worker



As I arrive at the acreage that is my work environment, a 10-year-old boy zooms up on his bicycle to say “Hi,” and then speeds off to join a group playing catch. Some of the goats have escaped and are munching on the lawn. Our cat is sunning herself on the front step. The horses and donkey are visible in the far pasture. Before heading to my

office, I get an update from staff about our 16 children and youth while sampling a fresh-from-the-oven muffin.

I am a social worker and I work at the Red Willow Centre, a residential program for children and youth located on the outskirts of Saskatoon. A Department of Community Resources facility, Red Willow opened in 1999, with the mandate to provide stabilization and assessment for troubled children and youth who have been displaying high-risk and high-needs behaviours. All of the young residents at Red Willow are ‘in care’ of the Department of Community Resources. This family services residential program provides care for 8 boys and 8 girls, between the ages of 10 and 15 years, in an environment that is therapeutic, nurturing, safe and structured. As part of the process of stabilizing and assessing these children, family involvement is encouraged.

Most of the staff, like me, feel they have the best job. The dedication and commitment of staff are major factors in the success we have experienced in stabilizing these youth.

They have the opportunity to participate in recreational and farm programming, First Nations cultural and spiritual ceremonies and activities, and attend school. The staff at Red Willow include child and youth facility workers (a social work degree is required for these positions), parental care workers, nurses and teacher and teacher assistant positions.

My position is “Team Manager.” I am responsible for case management, staff training and Assistant Director duties. Most of the staff, like me, feel they have the best job. The dedication and commitment of staff are major factors in the success we have experienced in stabilizing these youth.

Stability in the facility provides the time for relationship building. We depend on this connection when we need to help the youth deal with their troubles. For example, today as I read my email I learn that two girls ran away while on a community outing. Fortunately, with police intervention, they were returned. Another

girl had harmed herself and needed medical care. One of the youth had been aggressive for an extended period of time and staff had to physically restrain him. Fortunately the email also brings “good news”: one of the boys had successfully transitioned to a foster home. His mother and siblings celebrated with him at his “Red Willow Good-bye Party.”

I join the youth and staff for a great lunch and a lively discussion interrupted occasionally with reminders about table manners. In the afternoon I participate in a case conference, which assists with assessment and enhances cooperation between staff, families, other agencies and the youth. This is followed by a meeting at our regional office. Upon returning, I review an assessment report on one of the youth.

I am called for supper. The afternoon/evening staff are now on their shift, and I check in with both of our living units to see how things are going. One of the girls wants to have a piano lesson before homework time. She quickly masters “When the Saints Come Marching In.” I return to my office to review more reports. At 7:00 p.m. it’s time to leave the home-like environment that is my work place.

As I drive home, I reflect on the feelings of satisfaction that come from being part of a team that can assist troubled children and youth to learn new skills, gain insight into their lives, and learn to have fun, just being “regular kids.”

In my more than 35 years experience as a social worker, I have had the opportunity to work in a number of different settings and have found all of them to be rewarding. I initially worked with the adoption and foster care program, later becoming an adoptive and foster parent myself—what a wonderful opportunity to apply theory to real life! Then, for almost 20 years, I lived and worked in rural Saskatchewan, and was part of a great team of professionals involved in the delivery of community mental health services to adults, children and families. Changing workplaces from this community-based service to Red Willow, a residential facility, involved learning some new techniques and approaches, but the social work ethics remained the same. I have learned that being a social worker is more than “a job,” and hope that the ethics, values and beliefs that are an important part of social work are evident in all aspects of my life.

*Submitted by:
Jean Wiens, BSW, RSW (Sask.)*

Social Work in Primary Health Care – Team Development Facilitation

Primary Health Care (PHC) is a delivery model that uses integrated, interdisciplinary teams of health professionals and community members to provide quality service, at the most appropriate time and location and by the most appropriate person. PHC is a different way of doing business—a change. The key factors in this model are public participation, interdisciplinary networks and teams, inter-sectoral collaboration, and health promotion and disease and injury prevention. Saskatchewan Health has proposed hiring team development facilitators in all the regions to move the Primary Health Care model along.

A team development facilitator is accountable for leadership, education, facilitation, evaluation and mentorship of developed and newly established primary health care teams across the region. This includes using a community development approach to services that are focused on building healthier communities.

I came to the team development facilitator position for Sun Country Health Region in May 2006 and since then have worked alongside the Director of Primary Care to move PHC along in this region. I am not

the first social worker to be hired into this position across the province, and as it is a good fit with our profession I would guess not the last.

The mandate of many departments and organizations is the development of partnerships and interdisciplinary plans yet we have struggled with the “how” of working in that way. I came from one of those departments, working in a community for all the right reasons and purpose, yet that true sense of partnership and interagency work would always be outside our reach. Working as a team development facilitator has created opportunity and potential to work through some of these issues to work in partnerships that accomplish set goals and objectives. After all we are all working toward a similar outcome—a healthy, thriving community for individuals and families.

The Estevan Primary Health Care Team is just one of the teams that are supported by the Primary Health Care (PHC) team development facilitator. This team includes representatives from various health service areas such as public health, nurse practitioner, pharmacy, addictions, home care, patient care and primary health as well as community partners such as leisure services, community based organizations, and police. This team’s mission is “working with partners to develop, enhance and improve holistic services to an empowered community.” Programs that are in place because of the work of this team include Stroke/TIA Secondary Prevention project, Rapid Response Team clinical guidelines and Patient Centred Assessment and Counselling for Exercise and Nutrition (PACE). Recently this team hosted a community workshop on ways to work together more effectively and overcome the barriers to effective partnerships. Another development from this group is an evaluation framework that provides guidance to groups taking on PHC projects to ensure they align with the vision and mission of team. This team truly has become a champion of Primary Health Care. Some of the work of this team, such as the evaluation framework and the clinical guidelines, has been used more widely within this health the region.

This position is also supported through a network developed by Saskatchewan Health. The PHC Facilitators Network brings the Regional PHC team development facilitators together to train and learn from each other. This group meets regularly for networking and training sessions that enhance our work and pro-

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Social Work National Conference 2008

May 22-25

Marriott Toronto Downtown Eaton Centre



Hosted by OASW
and co-sponsored by:
Canadian Association
of Social Workers &
Canadian Association of
Schools of Social Work

Visit the conference website:
www.SocialWorkNationalConference2008.org

Social Work in Primary Health Care – Team Development Facilitation, continued

vide professional development opportunities to ensure facilitators meet their professional and learning needs.

What social worker would not find this position intriguing and challenging? Social workers are trained in a generalist capacity thus we are able to carry out a wide range of duties. The knowledge and skills of our profession certainly mesh with this position in a way that moves out of traditional case management/crisis work and into new opportunities.

Submitted by:

*Wanda Miller, MSW, RSW (Sask.)
Chairperson, Health Care Task Team*

HealthLine, Saskatchewan

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Request for Action on Social Justice Issues

A few years ago, SASW established an Advocacy Task Team to address issues of social justice and human rights and to respond to misconceptions in the media that concern social workers and the people we serve. Last winter, it was concluded that the Team had completed its developmental work and that it would be best if its operational role were carried by the Social Policy Committee into the future. This transfer has now taken place.

Members wishing to bring an issue forward to the Social Policy Committee may do so by contacting, in writing, the SASW Office in Regina. Your request should include the following information:

- a clear statement of the issue
- why are you concerned about this issue
- how the issue impacts social workers or the people we serve
- what outcome you expect from the committee's deliberations
- what your involvement could be in responding to the issue

As you can appreciate, the Committee may not be able to respond to all issues brought to their attention and issues will need to be prioritized.

Members of this committee are as follows:
Nancy Carmichael and Patti Cram - co- chairs;
David Macknak; Dianne Allen; Noela Crowe-Salazar;
Kirk Englot; Mildred Kerr; Linda Charlton; Rita Herperger; Judy White; Richard Hazel (ex-officio).

Navigating an Ethical Minefield? Pondering a "Grey Area"?

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

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

Conference Summary

Economic Security for All in Saskatchewan: Weaving an Unbreakable Social Fabric

The Saskatchewan Association of Social Workers (SASW) Social Policy Committee has been working in partnership with the Saskatchewan Registered Nurses Association (SRNA) to advocate and lobby for improved social policy responses around issues of poverty in Saskatchewan.

In June 2007 both organizations had representation at a conference titled *Economic Security for All in Saskatchewan*. This conference was co-sponsored by the Regina Anti-Poverty Network and the Faculty of Justice Studies, University of Regina.

The purpose of the conference was to explore themes related to the re-establishment of a strong social safety net in Saskatchewan, re-committing to the principle of universal accessibility to public programs, ensuring a living wage for all workers, and exploring the benefits of moving toward a Basic Income in Saskatchewan and Canada.

In attendance were representatives from community-based and advocacy groups, government employees and individuals from the business community. There were about 100 individuals in attendance to hear keynote addresses from Yonnick Vanderborg, an internationally renowned researcher in the area of Basic Income, as well as from representatives from the National Anti-Poverty Organization. There were also a variety of concurrent workshops on policy alternatives in the areas of economic security for people with disabilities, rural revitalization, women's economic security, labour market improvements and economic security, as well as environmental sustainability.

A document outlining policy principles was produced as a result of the dialogue that was facilitated throughout the day. These policy principles touched on matters relating to securing adequate, accessible and relevant income supports as well as health and social programming supports for low-income people in Saskatchewan. It primarily supports the necessity of securing a financial benefit that meets that actual cost of living in our province as the foundation for just and healthy communities.

These policy principles informed a consultation process following the conference between community groups and government representatives. Resulting from this one-day consultation the provincial government and the Department of Community Resources have agreed to an ongoing process of dialogue and consultation with

the purpose of informing and improving social policy development in Saskatchewan. It is expected that these groups will continue to mobilize around issues of poverty to improve the economic security for all people in Saskatchewan with the intent of strengthening our social infrastructure and improving the social determinants of health. The SASW and SRNA have committed to continuing to advocate for and influence developments that support improvement in the social and health conditions of the people we serve.

*Submitted by:
Kirk Englot, BSW, RSW (Sask.)
Social Policy Committee*

Call for Creative Material

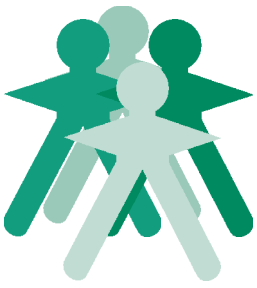
The Public Relations Committee of the SASW needs your help. Part of what the Public Relations Committee strives to do is to promote the profession of social work to the public and professionals in other disciplines, as well as to potential future social workers. In order to do this it is necessary to have eye-catching promotional material that can capture the essence of what we do in as few words as possible.

How can you help? You can help us by taking pictures of social workers at work in their various fields of practice, by designing and drawing artwork or graphics that symbolize our profession, or by creating other forms such as poetry, music, etc. The media you donate could be used in promotional materials (*i.e.*, brochures, calendars, posters, etc.), power point presentations, or the SASW display board, among other things.

Some simple guidelines to follow when taking pictures:

- 1) Make an attempt to capture the setting, the nature of the work, and a sense of who the clientele is.
- 2) If using actual clients in the picture, a letter of consent signed by the client or their guardian, giving permission to the SASW to use the image in its promotional activities on an ongoing basis, will be needed. Otherwise, recruit a volunteer to pose as that client.
- 3) Remember that the social worker and their work is the focal point.

If you have any questions please feel free to contact Alan Corbeil at alcorbeil.sw@sasktel.net or by phone/fax at (306) 446-8885.



CASW Representative Report

As Debra mentioned in her report, CASW is in the process of reviewing its Strategic Plan. Provincial/territorial members, presidents and executive directors were consulted and there was very strong support for CASW continuing with their three directions:

1. Pursuit of Social Justice
2. Promotion of the Profession
3. Enhancing Excellence in Regulation

The CASW Board held an additional meeting in April, 2007, and with the assistance of a facilitator, began the process of looking at how CASW could more effectively achieve its goals and evaluate its efforts in the three strategic directions. The vision and mission statements were also reviewed and changes suggested.

A summary of these discussions was presented to the presidents and executive directors of each member agency and their input was requested and received. The task of refining lies ahead.

The strategic plan developed by SASW can certainly serve as a model for any organization and will be very helpful to CASW as it moves forward.

One of the other highlights of the June meeting was the bringing together of social work educators, representatives from regulatory bodies and associations. This intersectoral meeting focused on areas of common interests, needs and wants. The representatives from the three areas of our profession looked at “what are we experiencing collectively in the social work profession? Where are there opportunities for mutual gain by working collaboratively on some initiatives?” President Debra Wizniak was one of the Association members attending and we will be hearing more about this initiative in the future.

In June, I took on a new Board role as liaison with the Quality End-of-Life Care Coalition of Canada (QELCCC). This coalition recently supported the Pan-Canadian Partnership for Palliative and End-of-Life Care in making recommendations to the Federal Government for action to develop a pan-Canadian comprehensive consultation including an action plan, a broad-

based advisory committee to offer guidance and direction in the development of new policies and strategies, and recognition of the need for more research to understand end-of-life care issues. Before taking on this role, I was not aware that only 25 per cent of Canadians had adequate access to palliative and end of life care. Although these issues are not something we like to think about, we all need to advocate strongly for these services to be available for our aging family members and ourselves.

Submitted by:
Marlene Chatterton, MSW, RSW (Sask.)
SASW representative on CASW Board

LAURIER

Lyle S. Hallman
Faculty of Social Work

Since 1966, the Faculty of Social Work at Wilfrid Laurier University has offered professional social work programs and graduated more than 3,500 social workers. Upholding a stellar reputation as one of Canada’s top graduate schools for social work education, the degree programs of the Faculty of Social Work are designed to prepare specially qualified individuals for the many forms of direct clinical and community practice, and for related professional functions of policy development, planning, administration and research.

We offer the following degrees:

- **PhD degree** (full-time for candidates with an MSW; equivalent master’s degree may be considered)
- **MSW degree** (full and part-time for candidates both with or without a bachelor of social work degree)
- **MSW Aboriginal Field of Study** (full-time and part-time for candidates with a BSW) NEW

Visit our website: www.wlu.ca/socialwork

Wilfrid Laurier University, Kitchener, Ontario, Canada
Tel: 519.884.0710 ext. 5242 | Email: socialwork@wlu.ca

SOCIAL WORK EXCELLENCE – MAKING A DIFFERENCE SINCE 1966

SOCI-04-0147-07-152



Chatter Box Section

Welcome to the Chatter Box

Kind of a “new-old” section of the Newsletter, the Chatter Box is looking to carry on the traditions of the former Resource Box section, but with a bit of a twist. Not only are we still looking for submissions such as book reviews or reviews of websites, workshops, etc., that you have found useful or helpful, but we’re also looking for submissions about other more informal resources that have helped you in your career as a social worker. Want to send kudos to a social work mentor or to a social worker who you admire? Go ahead! Want to tell us a story or anecdote about social work practice that inspired or humbled you in some way? We want to hear about that, too! We want this to be a section for you by you. By all means—take the time to chatter away. We want to hear it!

Rick Yachiw, BSW, RSW (Sask.)

The Mental Health Professions and Homosexuality: International Perspectives, Haworth Press, Vittorio Lingiardi, MD, Jack Drescher, MD (Ed), 2003. ISBN 0-7890-2059-9.

Since the 1960s, attitudes towards sexuality in the Western World have been changing. With this evolution has come the need for both medical and mental health professionals to understand and learn about the similarities and differences in the experiences of gay, lesbian, bisexual and transgender (LGBT) patients and clients both at home *and* around the world.

Lingiardi and Drescher pull together a fascinating and informative collection of research articles written by various authors from Western & Northern Europe, the Mediterranean, and South and East Asia. These articles look at both the historical aspects of homosexuality in these different parts of the world, as well as at the modern attitudes towards the treatment of GLBT individuals. Evident is the effect that western culture has had on the way that homosexuality has been viewed throughout the ages, particularly with the advance of the sexual revolution.

The worldwide perspective serves to educate the professional and to enhance his or her understanding

of what research and knowledge, or lack thereof, exists outside of North America, and how this impacts both the professional and the client. Gathering the thoughts and experiences of mental health practitioners and GLBT individuals will, hopefully, improve inclusiveness, and help to shape treatment modalities that respect sexual diversity.

Other resources that may be of interest to professionals who have GLBT clients:

Affirmative Gay Relationships: Key Steps in Finding a Life Partner, Neil Kaminsky, LCSW, Haworth Press, 2003.

Research Methods with Gay, Lesbian, Bisexual & Transgender Populations, William Meezan, MSW, James Martin, MSW (Ed), Haworth Press, 2003.

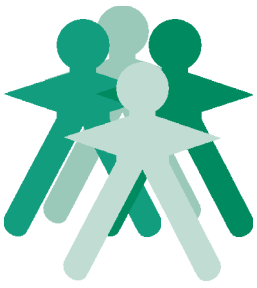
www.gayhealth.com - Health and wellness site dedicated to lesbian, gay, bisexual and transgender men and women staffed by professionals from within the GLBT community.

www.nalgap.org - The National Association of Lesbian and Gay Addiction Professionals is a membership organization founded in 1979, and is dedicated to the prevention and treatment of alcoholism, substance abuse, and other addictions in lesbian, gay, bisexual, transgender communities.

www.pflagcanada.com - PFLAG Canada is a registered charitable organization that provides support, education and resources to parents, families and individuals who have questions or concerns about sexual orientation or gender identity.

http://www.ai-lgbt.org/resources.htm - Amnesty International's site dedicated to LGBT issues that provides links to videos, articles and other resources that chronicle the experiences of GLBT individuals from around the world.

http://hsl.mcmaster.ca/tomflem/gay.html - Compiled by McMaster University, this site provides useful links to various sites that discuss LGBT health and wellness issues such as coming out, GLBT rights, safe sex and aging.



Faculty of Social Work, University of Regina Section

Dean's Message



Greetings from the Dean of the Faculty of Social Work.

This last August marks the completion of my first year as Dean of the Faculty. Congratulations and acknowledgements are appreciated. The year has been one of many firsts for me and I am ingratiated to the faculty and community for the open supportive reception that I have

found. My time here is exhilarating and rewarding. My thanks go out to all.

In the last year, the faculty as a whole has also experienced a number of changes while it continues to move along the path of providing social work education to the region. We welcome again Drs. Doug Durst, Miguel Sanchez and Michael MacLean who have returned from sabbatical and administrative leaves. We say goodbye for now to Kathleen Donovan who is taking leave for the year and also welcome Visiting Research Scholar, Mrs. Lanh Huong from Vietnam (who we expect to arrive here in October). By way of new faculty, we will also be hiring a new temporary Ph.D faculty position for the remainder of the current academic year and next.

Our relationships with regional collaborative programs in the Yukon, and Northwest Territories and the First Nations University of Canada continue to develop and expand. This fall, Aurora College is moving the Social Work Program to Yellowknife and we welcome Sandy Little as the new director. She is working closely with faculty member Bonnie Jeffery and members of the Undergraduate Studies Committee to insure that the program continues with the highest standards and culturally relevant quality programming.

An important event for the faculty is that we have changed locations in Saskatoon to Innovation Place in the Atrium Building adjacent to the University of Saskatchewan campus. In moving we have been able to attain a much more accessible location that provides greatly improved classroom and office space from which we plan on expanding our services to the com-

munity. It has been a great deal of work but now we see smiles on faculty and student faces as they make their way through the boxes on the floor of the offices or enter the new classrooms. If you missed the open house on October 24, please feel free to stop by to visit. Directions and address are on our website.

Other important initiatives that have been occurring are a number of conferences and grants being pursued by faculty. Social Work Emeritus Sharon McKay has recently assisted the University of Regina and First Nations University in hosting the 4th Biannual Symposium of the Prairie Child Welfare Consortium entitled Passion for Action. Dr. Garson Hunter and the Social Policy Research Unit have recently hosted US activist Ralph Nader during his visit to Regina and the University. Advancing such outstanding initiatives benefit the entire community and region and also brings positive recognition to our profession.

One last but critical development that many are aware of is our current comprehensive review of the BSW curriculum. In response to community requests and to better meet the needs of students, the faculty is examining the specific courses, content, objectives and assignments with the goal of improving the connection between theory, practice and skills to better insure that students are well prepared to enter social work practice upon leaving the university. In this effort we are communicating closely with a number of partners including SASW for input and feedback. It is our goal that the curriculum changes will be as responsive to community needs as possible. We can thank the members of the Undergraduate Studies Committee and Dr. Margi Hollingshead for this work. The benefits of this effort will not stop at the undergraduate level. By continuing to develop and maintain high quality BSW programming, we are in an optimum position of offering expanded MSW programming to meet the growing demand for graduate educational opportunities in the region.

The above are only a few of the highlights. You can see we have been busy. We, as a faculty, look forward to the coming year and our work throughout the region. Keeping in touch and being responsive to the pro-

continued on page 23

Determining professional suitability: A research study

One question asked by academic programs, professional associations and hiring committees who perform the gatekeeping functions for the profession is what makes a good social worker? What are we looking for when we review applications for both student and professional positions in the field of social work? Beyond a general consensus that a good social worker will share the six core values of the profession: respect for the dignity and worth of persons, pursuit of social justice, service to humanity, integrity of professional practice, confidentiality in professional practice and competence in professional competence, *there is no consensus as to what qualities identify a good social worker.*

In order to begin to identify in an empirical manner the qualities that make a good social worker, I have joined with Dr. Dora Tam from King's College School of Social Work to carry out a study titled "Replication Study to Validate a Professional Suitability Scale for Social Work Practice." I became interested in the question while work-

ing to redesign the faculty's admissions process, realizing that the goal of admission was to identify those applicants who were most likely to both finish the program and become good social workers. While this was a noble goal and the tools chosen might have good face validity, the literature on the profession was silent as to the qualities which would make a good social worker. Dora became interested in the question earlier and had done her dissertation on the topic.

"Replication Study to Validate a Professional Suitability Scale for Social Work Practice" is a replication study of Dora's previous work. We are using an instrument Dora revised after her initial study. The instrument will be sent to 550 members of the Ontario College of Social Workers and Social Service Workers and the entire membership of the SASW. The goal of this research is both to attempt to validate the initial study with different populations (the initial study was done with field supervisors in Edmonton) and to compare the qualities that Ontario and Saskatchewan social workers will identify as making up the definition of professional suitability for social work practice. We are also seeking funding for a study based on the results of this research which will track how the academic program shapes students into suitable professionals.

You have received, with this newsletter, the survey instrument, a self-addressed stamped return envelope and an introductory/instruction letter. For cost reasons we are hoping to receive enough responses from this mailout that we will not have to do another. We chose to invite the entire SASW membership to participate rather than a randomly selected smaller sample with the anticipation that the membership will respond in sufficient numbers that our results will be from a large enough percentage of us (like 100%) that we can be sure that the responses truly represent the thoughts of the profession in Saskatchewan.

We encourage you to take the time to complete the survey instrument as soon as you finish reading this article, put it in the envelope and put the envelope in the mail immediately. Your responses will be completely confidential as there is no way we can identify you from the instrument unless you choose to sign your name. All dissemination of the results will be done in aggregate form.

As soon as the study is complete we will be reporting the findings in the newsletter, so stay tuned.

Submitted by:

*Robert C. Twigg, PhD, RSW (Sask.)
Faculty of Social Work, University of Regina*

Dean's Message, continued

profession and community is paramount to our mission and partnership with the professional community. In light of this need, please feel free to drop me or any of us a line to share your thoughts about how we can do a better job or where we shine.

Submitted by:

*Dr. David Schantz, ACSW, RSW (Sask.)
Dean, Faculty of Social Work
University of Regina
david.schantz@uregina.ca*

Faculty of Social Work Update

We're on the move!

The U of R Faculty of Social Work–Saskatoon Campus has moved to a new location. As of September 2007 classroom facilities and offices will be located at:

The Atrium
153-111 Research Drive,
Saskatoon Innovation Place
Phone: 664-7373

The new location us to provide improved classroom facilities for students in the BSW and MSW programs.

For further information about Social Work programs, please see our website at <http://cat.uregina.ca/socialwork>

UPCOMING CONFERENCES, WORKSHOPS & EDUCATIONAL EVENTS

Basic Week In Reality Therapy/Choice Theory

November 23 - 26, 2007 and

March 26 - 29, 2008

Location: Regina, Sask

Contact: Linda Routledge at linda@accesscomm.ca

Take Charge of Your Life!

December 6 - 9, 2007

Yellowknife, NT

Facilitator: Terry Garchinski

Contact: Nancy Sweetman,

Office Manager, 867-920-2391

Email: nancya@lifeworks.cc

Website: www.lifeworks.cc

Solution Focused Counselling Programs

January 22 - 23, 2008

Level 1: Solution-Focused Counselling

Edmonton, Alberta

February 12 - 13, 2008

Level 1: Solution-Focused Counselling

Calgary, Alberta

May 6 - 7, 2008

Solution-Focused Counselling with Children & Teens

Edmonton, Alberta

Presenter: Nancy McConkey, MSW

Contact: Solution Talk Inc.

Phone: (403) 216-TALK (8255)

Website: www.solutiontalk.ab.ca

E-mail: soltalk@telusplanet.net

Advanced Week in Reality Therapy/Choice Theory

February 1 - 4, 2008

Regina, Sask

Contact: Linda Routledge at linda@accesscomm.ca

"Crossing Borders, Building Bridges...Expanding Horizons"

Society for Social Work Leadership in Health Care's 43rd Annual Meeting & Conference

April 2 - 5, 2008

Montreal, Quebec

Website: www.sswlhc.org

Competency & Decision Making Conference

April 3 - 4, 2008

Queensbury Downs

Sponsored by: Regina Qu'Appelle Health Region

Contact: ABI Outreach Team

1-888-766-5617 or (306) 766-5617

SASW AGM & Provincial Conference

Presenter: Nancy McConkey

Theme: Solution Focused Is Solution Building

Hosted by: SASW Saskatoon Branch

April 23 - 25, 2007

Saskatoon, SK

2008 National Social Work Conference "Human Rights in A Diverse Community"

May 22 - 25, 2008

Toronto, Ontario

Hosted by: Ontario Association of Social Workers

Contact: 416-923-4848

Email: info@oasw.org

www.socialworknationalconference2008.org

This event is co-sponsored by Canadian Association of Social Workers & Canadian Association of Schools of Social Work.

"A Different Drummer" – World Congress for Psychiatric Nurses

May 22 - 24, 2008

Regina, SK

Website: <http://worldcongressd.rpnc.ca>

Community Development Society – Annual International Conference

June 22 - 25, 2008

Saskatoon, SK

Website: www.comm-dev.org

Email: cloden@heartofwi.com

Phone: 1-715-423-1830

National Conference – Shaken Baby Syndrome (Abusive Head Trauma)

October 5 - 8, 2008

Vancouver, BC

Website: www.dontshake.org

Phone: 1-801-627-3399

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