



SASKATCHEWAN SOCIAL WORKER

Volume 19 Number 1

“Social Workers – Make a Difference”

February 2008 Edition

President’s Report



As we venture into 2008, my term as President will end in April. This experience has been one of tremendous growth and opportunity for me and it truly has been a privilege to serve in this role.

I commend the tremendous work of the Association as a primarily volunteer-driven organization over the past 2 years. The strategic planning workshop held in January 2007 was a meaningful and important exercise. From that session, the Association developed an Action Plan, which I describe as its road map for the next several years. It allows for realistic goal setting and work delegation amongst Council and committees. It strategically supports a balanced perspective within the four key mandates: to regulate, promote, advocate and support. I encourage all members to visit the SASW website to view the Action Plan and other important information about the Association.

As this will be my final message in the newsletter to the membership, I felt it very important to speak to the role of advocacy for the Association. It is Council’s responsibility to direct a balanced focus of energy and investment in all four mandated areas as noted above. Additionally, Council oversees the Association’s activities to ensure they are aligned with its mission, vision, legislation, Code of Ethics and operational planning.

“To advocate or not to advocate: That is the question.”

Patti Cram’s article in the November 2007 edition of the newsletter discussed the issue of advocacy. I would like to share my perspective as President to the membership on this issue. At the 2007 Strategic Planning session, the 2004 mission and vision statements were reviewed and amendments proposed. The goal was to provide more clarity of language for the Association, membership and the public, without losing the underlying purpose of the four key mandates: to regulate, promote, advocate and support.

It was never the intent at the strategic planning session or at any other time that the role of advocacy would be removed from the Association. The discussion that ensued was how to describe that role with improved clarity. It became very apparent from this facilitated discussion that there was not clarity or agreement on how the Association should define its role of “advocacy.” As a result, Council directed that a Values/Principles Task Team be struck to do further work on the proposed mission and vision statements including values and principles. This

At the 2007 Strategic Planning session, the 2004 mission and vision statements were reviewed and amendments proposed. The goal was to provide more clarity of language for the Association, membership and the public, without losing the underlying purpose of the four key mandates: to regulate, promote, advocate and support.

committee is chaired by Jim Walls, President Elect, and has intentional representation from the Social Justice Committee. Council supports the advocacy approach outlined in the Social Justice Committee’s Annual Report 2006: “...the Social Justice Committee has been turning toward a relationship-based partnership approach to the influencing of policy....” The values

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

President's Report, continued

and principles currently being developed will provide an important framework for the Association's advocacy role.

Proposed mission and vision statements and values and principles will be presented to Advisory Board on February 8, 2008, allowing a process for Branch representatives to take the documentation back to their membership for feedback. A final version of the proposed vision/mission will be presented at the AGM for vote by the membership. Other work is also being done to assist the Association in becoming more effective in public relations. A document is being developed by Council to guide the process for accessing the media including letters to the editor and press releases which has included an environmental scan with other social work organizations across Canada. These initiatives further validate the Association's continued role in advocacy within its human resource capacity in a

primarily volunteer-driven organization and Council's responsibility to oversee a balanced perspective in all four mandated areas.

In closing, I wish to recognize my successor, Jim Walls from North Battleford. Jim brings many strong attributes and a wealth of knowledge to the role of President, including a deep passion and commitment to the field of social work. Jim has been involved with SASW for a number of years in a variety of capacities, which is a considerable strength as he assumes his new role in April 2008. Under his leadership, the Association will continue to evolve to better serve the profession of social work and society as a whole.

Respectfully submitted:
Debra Wiszniak, MSW, RSW (SK)

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 Emmerson 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.

Executive Director's Message



In the November 2007 newsletter, I outlined the plans for two surveys. The first was the survey from the Faculty of Social Work on professional suitability. It was enclosed with the newsletter and you may be interested to know that the return rate on it was very high – there were 287 surveys returned by our membership at the time of

this writing (early January). The researchers from the Faculty are extremely pleased with this response. We await the analysis of this work with interest.

We are now actively planning for the survey on the Quality of Work Life for social workers. As I noted last time, the development of this survey occurred in Ontario and it has been decided nationally that it would be offered in each jurisdiction. The goal is to develop clear quantitative and qualitative data to assist in understanding, and advocacy for the profession. Once complete, the survey data will be able to tell us the key quality of worklife issues in various areas of practice. In addition, there will be information on what social workers see as

the solutions to assist in achieving balance. Most of the other jurisdictions have completed the survey, or are in process. We have linked with Alberta, Manitoba and the north to cover this area of the country, and are working with Manitoba now to release the survey simultaneously in our provinces. When it becomes available during the spring period, this survey will be provided electronically and will remain available for a defined period of time while interest in completing it is promoted

In order to develop and maintain excellence in practice, there must be a supportive and high quality practice environment. The characteristics of such an environment would include access to orientation and to professional development opportunities, appropriate supervision support, manageable workload and strategies to attract and maintain the right individuals for the work. Aside from the two surveys discussed above, SASW devotes much of its effort to the promotion and support of excellence in practice. Clearly, as a regulator responsible for the protection of the public interest, SASW would rather place its emphasis on the support side of things, rather than the investigation of complaints. One way this is expressed is through the new project developed by our Education Committee called “Creating a Culture of Ethical Excellence” which was fully presented in the last newsletter on pages 10-13. If you have not yet heard of a workshop being booked in your area, please be in touch with your local branch representatives, or directly with Susan Luedtke or Ray Pekrul.

Elsewhere in this edition you will find the usual useful and interesting information. This time, we have a couple of reprints from our social work colleagues in other jurisdictions. For those in private practice, there is an article from the Ontario College of Social Workers newsletter clearly presenting the effects of Bill C-40 on the collection of the GST. For those interested in how we treat each other, there is an article by Alison MacDonald who is the Associate Registrar of the Alberta College of Social Workers entitled “Should Social Workers Meet a Higher Standard?” I would also like to profile the tribute to Rawd Bieber on page 5 by his colleague registrars from across Canada.

Finally, may I offer my best wishes as spring approaches, and I do hope to see many of you at our AGM and conference in Saskatoon at the end of April.

*Respectfully submitted:
J. Richard Hazel, MSW, RSW (SK)*

**SASW will celebrate
2008 National
Social Work Week**

**from
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.

Memories of Rawd Bieber

*Prepared by:
Alison MacDonald,
Alberta College of Social Workers, and
Glenda McDonald,
Ontario College of Social Workers,
on behalf of the Canadian Social Work
Registrars*

For many years, the Registrars from each social work regulatory organization have been meeting on an annual basis. Few people can understand the relative isolation that comes with the job of “registrar,” particularly in a profession like social work where the basic job requirements may lead us in a direction that sometimes appears to be incompatible with our professional ideals. It’s little wonder that all of us from across the country look forward to our annual round table discussions; the one time each year that we can be assured that we will be with people who do understand why we do what we do. It assists in our ability to consult with each other throughout the rest of the year. It also explains how close we feel to each other regardless of our limited time together and

the distance between us. When we heard about Rawd’s death, all of us wanted to honour him in some way.

Among our current group, Rawd was the “veteran” Registrar. He watched other registrars come and go and always welcomed new people to the group with open arms. We last met with him in 2006, when he hosted the registrars’ meeting in Regina. Rawd was a thoughtful and reflective leader, not afraid to use the gavel to keep us on task or to throw in a bit of humour to lighten a difficult discussion. With his oxygen tank at his side and frequent pauses to catch his breath he carried on with dignity. We knew of his illness and over the years were aware that we would lose him, but that doesn’t make it any easier to say goodbye to a treasured friend and colleague. However, we knew that Rawd would want us to celebrate his life rather than mourn his passing. We felt that one of the best ways we could do this was to share some of our memories with you, the members of SASW, to let you know we share your loss. The following comments are excerpts from e-mails received from current and past members of the Registrars’ Group...

continued on page 6



Rawd Bieber with fellow registrars.

Memories of Rawd Bieber, continued

“Rawd was the historian of the Registrars group, having held this position longer than the rest of us. This allowed him not only to provide leadership in discussions, but also to give us a sense of the past through his anecdotes from previous meetings.” (Susan)

“The family of social work regulators is a small and close-knit group. In this family, Rawd was the elder brother, not only because of his long-standing experience and history, but mostly for his professional manner and personable style.” (Rod)

“He continued to contribute and live a life of meaning despite his health issues—his example in this regard has been such good learning for me and I am sure for many others as well.” (Mary)

“At our 2006 meeting, he and Graeme were most gracious hosts in extending their home to the group and sharing their hospitality in a most delightful manner.” (Phil)

“The fact that Rawd continued to serve as a voluntary Registrar throughout his illness was a reflection of his commitment to the social work profession in general and to the importance of self-regulation in particular.” (Glenda)

“Rawd’s commitment to the SASW, the profession and its underlying principles was total. He represented the SASW in our meetings with integrity.” (Richard)

Beyond all the social work issues, Rawd was a friend to each and every one of us.

“He shared the ‘inside information’ which enabled me to participate in conversations otherwise closed to me. He helped to make our meetings fun.” (Joyce)

“Our friendship encompassed visits by Rawd and Graeme to my family’s summer home on the Rideau. There we antiqued, explored dairy farms, picked endless bags of wild grapes for jam, hiked and boated. Back in Regina he introduced me to the Casino. He won—I lost. Such good memories, always.” (Shannon)

Rawd’s sense of humour was unique. He never failed to find things to laugh about. Where others might react by getting angry or expressing frustration, Rawd would chuckle and make some comment that would turn the discussion around on its head.

“I will miss the energy, enthusiasm and wit that personified Rawd.” (Miriam)

Unfortunately, Rawd could not be with us in Newfoundland this year, but he was in our thoughts.

“It was a pleasure to know Rawd. Rawd was a social worker and an individual who made a difference!” (Lisa)

We shall miss him as a friend and colleague. We send our condolences to the volunteers, staff and members of the SASW, as well as to Graeme and the rest of Rawd’s family and friends.

Rod Adachi (Registrar, Alberta College of Social Workers)

Miriam Browne (Registrar, Manitoba Institute of Registered Social Workers)

Lisa Crockwell (Registrar, Newfoundland and Labrador Association of Social Workers)

Joyce Halpern (Registrar, Nova Scotia Association of Social Workers)

Susan Irwin (Registrar, Board of Registration for Social Workers in BC)

Alison MacDonald (Associate Registrar, Alberta College of Social Workers)

Glenda McDonald (Registrar, Ontario College of Social Workers and Social Service Workers)

Suzanne McKenna (Registrar, New Brunswick Association of Social Workers)

Phil Matusiewicz (Registrar, Prince Edward Island Board of Registration for Social Workers)

Richard Silver (Registraire et conseiller juridique, Ordre professionnel des travailleurs sociaux du Québec)

Mary MacKenzie (Past Registrar, Prince Edward Island Board of Registration for Social Workers)

Shannon McCorquodale (Retired registrar, Ontario College of Certified Social Workers)

Website: www.sasw.ca

Professional Self-Regulation Policy

The recently approved policy titled, “Professional Self-Regulation” seeks to clarify and confirm the practice within SASW of ensuring independence of operation within its Professional Conduct Committee and Discipline Committees that are appointed from time to time to hear allegations of professional misconduct and professional incompetence. In addition, it was Council’s intention to reflect its view that the interest of the public is served best by a unified profession where “regulatory” functions operate with independence, but within a wider context of professional and practice supports. Elsewhere in this newsletter, you will see discussion of the ongoing work to refine our vision and mission statements and to add values and principles of operation to accompany the vision and mission. These are built around the four key purposes of SASW that were identified some years ago—to regulate the profession; to advocate for the development of social justice; to promote the profession and to support excellence in practice. It is the position of SASW that all of these functions work together to support the public interest and to protect individual members of the public from practice that is not competent and ethical.

As you may be aware, some other jurisdictions have fully separate and independent regulatory organiza-

tions that have no connection to the practice-support organizations for social work. Practice-support organizations typically carry education/promotion/advocacy functions. We have both models in operation for other professions within Saskatchewan as well. SASW holds to an integrated model, and to have a professional organization that is integrated and inclusive, it becomes critical that the regulatory function clearly maintains an independence of operation that is respected and supported by the rest of the organization. It is for this reason that the policy below was developed.

Policy Intent

To formalize the practice of providing independence of function for the formal regulatory responsibilities of the association.

To provide rationale for the association being configured as it is, with the formal regulatory role set within the context of wider professional supports.

Background

The Act states at Section 4(a) and (b) that the objects of the association are: “(a) to establish, maintain and develop standards of knowledge, skill and compe-

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CTRI provides professional training and consulting services for individuals, communities and organizations affected by or involved in working with issues of crisis and trauma.

Saskatchewan 2008 Public Workshops

Regina

February 14-15, 2008
De-escalating Potentially
Violent Situations

May 12-13, 2008
Suicide Prevention, Intervention and
Postvention Strategies

May 14, 2008
Critical Incident Group Debriefing

Saskatoon

February 12-13, 2008
Crisis Reponse Planning

March 31, 2008
Responding to Trauma

April 1, 2008
Self-Harm Behavior in Youth
– Issues and Strategies

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Professional Self-Regulation, continued

tence among its members for the purpose of serving and protecting the public interest; (b) to establish, maintain and develop standards of professional conduct among its members.”

The primary purpose for establishing self-governing professions is the protection of the public. Through legislation, provincial governments grant this privilege to professions, and with it the responsibility to fulfill the mandate to protect the public.

Government involvement is minimal in professional self-regulation and usually takes the form of government-appointed public representatives to the board or council of the organization. Public participation is a critical component of effective professional self-regulation and ensures that the public interest is addressed.

It has been the belief of SASW that the inclusion of regulatory and professional support functions within the same organization unifies the profession and provides a wider context within which the public interest is served. All of the functions carried by the association serve to improve practice, strengthen the profession and address public policy issues facing those we serve, in order to develop and maintain the public trust.

Policy

- The work of the association shall adhere to the principles of fairness, transparency, accountability and public participation for the purpose of building public confidence and trust, and to ensure that the work of the association is addressed in the public interest.

- Within this context, the specific responsibilities carried by the Professional Conduct Committee and by the Discipline Resource Pool shall operate without interference or influence from others within the association.
- General practice issues being identified within the work of the Professional Conduct Committee and Discipline Committees that are appointed from time to time shall be presented to Council for consideration on how best to address them.

Respectfully submitted:
J. Richard Hazel, MSW, RSW (SK)

“Life would be tragic if it weren’t funny.”
—Stephen Hawking

Make a meaningful contribution to the Social Work profession... Please donate to the SASW Scholarship Fund

The SASW Scholarship accepts donations from individual members, bequests from estates, fund-raising initiatives or anyone else who may wish to contribute to the fund. A receipt for income tax purposes will be provided by the South Saskatchewan Community Foundation, the administrator of the Fund. The SASW Scholarship is awarded each year at the Annual General Meeting in recognition of a student’s contribution to his/her community. As the Fund grows, so too does the amount of the award. Please call the SASW office if you require more information.

Name of Donor: _____

Address: _____

City: _____ Province: _____

Postal Code _____ Phone: _____

Amount of Donation to SASW Scholarship Fund: \$ _____

Mail cheque to:
South Saskatchewan Community Foundation
#2 - 2700 Montague Street, Regina, Sask. S4S 0J9

With your consent, the SASW office will be informed of your name and amount of your donation. Do you wish to have the SASW office informed of your donation? Yes ___ No ___

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.



Articles Section

Ethics in Action: Should Social Workers Meet a Higher Standard?

SASW reprinted this article with permission from the author from the Summer 2007 issue of The Advocate (Vol. 32, Issue 2).

Should you wish to write a comment on this article for publication in this newsletter, we would be pleased to receive your comments by the deadline of April 30, 2008 for the June edition of The Saskatchewan Social Worker. Should you wish to send comments to Alison MacDonald, these can be sent to the SASW office to be forwarded directly to her.

I recently had a discussion with a lawyer about how social workers should treat professional colleagues, particularly in supervisory relationships. The Code of Ethics preamble (CASW 1983) states: "Social workers believe in the intrinsic worth and dignity of every human being."

I suggested we should interpret "every human being" to include colleagues, supervisees, and others we work with, in addition to clients. Given this interpretation, a social worker who demeans, disrespects, harasses, or otherwise mistreats those in the workplace would be violating the code of ethics. This framework places social workers with a higher standard of expected behaviour than professionals without a similar code of ethics statement.

The lawyer raised several questions.

- What about other human service professionals?
- Should the norms be the same for anyone whose primary obligation is to serve the public?
- What is really wrong with being rude or disrespectful if no client is harmed?
- Should we be concerned about social workers' behaviour in all aspects of their lives or would it be better to limit interest to interactions between social workers and clients?

Given this interpretation, a social worker who demeans, disrespects, harasses, or otherwise mistreats those in the workplace would be violating the code of ethics.

- Does choosing to become a social worker mean committing to a higher standard of behaviour than accepted societal norms?
- If so, at what point do we say something as a personal matter that has nothing to do with being a social worker?

For discussion purposes, I suggest that by choosing to become a social worker, a person chooses to be held to a higher standard. Social work is an ethics-based profession and social workers are expected to support the philosophy behind the code of ethics, not view it simply as a list of rules to follow.

It is also a profession founded on a belief in egalitarian principles and demands a commitment to doing what we can to right the wrongs we see around us. I know of no other profession that puts these concepts in print and says, "This is who we are and what we stand for."

This leads me to the position that we cannot be true to our professional selves if we tolerate mistreatment of others, regardless of our relationships with them.

This may lead to the suggestion that the implied standard is too high, demanding the impossible to achieve perfection. I argue that to expect less is to accept compromise.

While our behaviours may not always meet the standard, we should always strive to do so.

What does this mean in practice? Where should we start and stop regulating behaviour? I am interested in hearing what you think, what you have experienced, and where you might define personal and professional differences.

If you would like to add your thoughts, please write a response to this article. A dialogue could help us all get a clearer picture of what it means to be a social worker.

*by Alison MacDonald, MDipl, RSW (AB)
Associate Registrar, Alberta College of Social
Workers*

Bill C-40, The Sales Tax Amendments Act, 2006

Legislation amending the *Excise Tax Act (Canada)* enacted on June 22, 2007, changes the way certain social work services are treated for GST purposes.¹

The changes are retroactive to October 3, 2003, and provide that the following types of services provided by social workers qualify as exempt supplies for which GST **should not** be charged if they meet the following conditions:

- services rendered to an individual within a professional-client relationship;
- provided for the prevention, assessment or remediation of, or to assist the individual in coping with: a physical, emotional, behavioural or mental disability of the individual or of another person to whom the person is related or to whom the individual provides care or supervision otherwise than in a professional capacity.

If these services are performed in Ontario, you must be a member of the OCSWSSW who holds a certificate of registration for social work in order for the services to qualify for this GST exempt treatment.

GST may have been charged by you on services that qualify as exempt on a retroactive basis. If you have charged GST on services that are GST exempt under these new provisions, the following options are available to get a refund of that GST back to the clients:

- If the GST has been collected in a reporting period before the GST return is required to be filed, you may make a refund to your client and adjust the GST return for that reporting period to reflect the change in the GST treatment of the exempt services.
- If the GST has been collected and accounted for on previously filed GST returns:
 - you may make a refund to your client for GST paid for services rendered after October 3, 2003, issue a credit note to the client and take a deduction from your next GST return for the refund paid; or
 - the client may apply for a refund directly to the government.

In either case, for GST that has already been accounted for on previously filed GST returns, the refund must be made by you or requested by the client no later than June 22, 2008, or two years from the date the GST was collected, whichever is later.

For more information about how these

changes may affect you or if you need assistance in dealing with the refund procedures, you may wish to contact your accountant or lawyer. You may also wish to contact the Canada Revenue Agency. Information about the tax services office closest to you may be obtained at <http://www.cra-arc.gc.ca/contact/tso-e.html> or 1-800-959-5525 (for self-employed individuals).

1 *Sales Tax Amendments Act, 2006* (2007, c. 18). The *Sales Tax Amendments Act, 2006* can be viewed at http://laws.justice.gc.ca/en/showdoc/an/2007_18/bo-ga:l_1/en

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Competency & Decision Making Conference

April 3rd and 4th, 2008
Queensbury Downs

Mark your calendar

Brought to you by:
 Regina Qu'Appelle
HEALTH REGION

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

Social Worker's role in the Alternatives to Violence Program

Mental Health and Addictions Services

Saskatoon Health Region

The Alternatives to Violence (ATV) program in Saskatoon consists of groups designed to assist individuals in developing non-violent strategies to manage their personal, social and emotional experiences. Although the groups follow different program formats, the objective is generally the same: to assist group members in developing and maintaining a non-violent approach to self-management. The Alternatives to Violence program works alongside women's support and resource centres as well as many other community agencies.

The Narratives Program is a closed 16-week program which has a set number of participants (usually 15). The Narrative model assumes that men want healthy relationships in which they choose not to use violence. It invites men to challenge their ideas about how a man is supposed to be. They are also invited to search for the stories of times they chose to be respect-

ful and caring in spite of feeling angry, afraid or hurt.

Each session is designed to focus on a particular aspect of relationship health or relationship violence. Within a group, men are encouraged to discuss relationship difficulties, feelings that have led to violent behaviour, and the impact violence has had on their partners, children, etc. The Narrative material discussed in group examines different ways to self-manage relationship challenges and develop a wider range of emotional skills for responding to them, as well as examining new skills for communication and empathy for others.

The Man Alive Program is a 16-week accountable/advocacy program for men who have been violent in their intimate relationships. The group has an open intake, and new men are welcome to join each week. Man Alive runs once weekly on Tuesday evenings from 6:00 until 8:20. The primary focus of the program is inviting men to take responsibility for their behaviour and to practice non-violence in their relationships. This program also aims to educate men about different forms of violence (physical, verbal, emotional, sexual), as well as the impact that abuse can have on their partner, family and social relationships. The clients, on a weekly basis engage in making the program "agreements" with each other. These agreements serve to facilitate healthy connections between the men while also encouraging personal responsibility and accountability for one's thoughts, feelings and behaviours.

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



Group Distinctions—Man Alive and Narrative

- Man Alive has an open intake, while the Narratives group has a closed intake process.
- The Narratives program is built on each client identifying and working towards their healthy relationship values, whereas the Man Alive program focuses on identifying violence while also encouraging, through the program agreements, that each client work toward becoming non-violent.
- The Man Alive program has an infrastructure in which men commit to being non-violent to each other through their program agreements. The Narratives program has no such agreements, and issues such

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Social worker's role in the Alternatives to Violence Program, continued

as violence, gender inequality and power/control are discussed in a group format and then compared and contrasted with healthy relationship values.

- Each group operates for 16 weeks. However, attendance guidelines are different in each program.
- A requirement of Man Alive is that each client complete their "movie" (a re-enactment of a violent incident between them and their partner), while Narratives requires that each client perform an "internalized other" interview (an exercise in which the man takes on his partner's role and is asked a series of questions). Both of these exercises are performed for the purpose of identifying impact and empathy-building.

Social Work Role

As social workers, our general function in the Alternatives programming is to maintain and oversee the daily operations of the various groups we presently offer. Aside from the operational and administrative duties, our primary functioning resides in the direct provision of services to the client(s). As facilitators, our intention is to generate group settings that are sensitive to the needs and diversity of the population that utilizes our services. This is done by attending to important factors such as one's socio-economic status and their bio-psycho-social-spiritual functioning. Any information shared is then used to adjust our approaches to

maximize the client's perceptions of acceptance, personal comfort and chances of successful outcome.

As facilitators, we also utilize group time to outline and accentuate the various socio-political influences that condone and/or promote the use of violence and control in our society. As social workers, our education and awareness of covert and overt forms of oppression, as well as structural/social inequalities we as a community face can assist in delivering and exposing the global (social) and specific (individualistic) ways violence can manifest.

Submitted by:

Jody Scott, BSW, RSW (SK)

Jeff Sturgess, BSW, RSW (SK)

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.

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

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

Standards for Social Work in Schools, October 1999.

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

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

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

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



Committee, Branch & Task Team Section

Values/Principles Task Team Report

As Debra Wiszniak has outlined in her report, the workshop last January developed proposals for clarifying our existing vision and mission statements. Just below this report is a summary of the existing statements and the proposed changes with some brief rationale for making the changes. The workshop last January was attended by those who make up our Advisory Board, which, as you may know, includes Council, representatives from our Branches and Committees, as well as our CASW Board Representative. There were a few other invited guest members as well. Council decided to leave the question of change to vision and mission statements open for one year so that others could offer comments if desired. Also during this time, Council directed that proposed values and principles be developed by a task group that I was asked to lead.

The Values/Principles Task Team has undertaken a daunting assignment. Council set out the mandate for the task team when it approved the Terms of Reference

in April 2007. Outcomes expected were:

- SASW has a full set of values and principles that express and clarify our philosophy of purpose and operation,
- SASW is better able to respond to questions on our approach under any of the four key purposes, and:
- SASW has clarity for its membership and the public on how it will approach its support of social justice issues through advocacy.

Council assembled a team that included Victoria Watson and myself from Council, Patti Cram from the Social Justice Committee, Dean David Schantz of the Faculty of Social Work and Richard Hazel, the SASW

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The SASW Public Relations
Committee
is sponsoring a series of evening public
lectures to be held during the month of
March as follows:

March 5, 2008: Dealing with Grief
- Presenter: Paul Benson

**March 12, 2008: Managing Stress &
Achieving Balance**
Presenters: Norine Shewchuk & Maria Badrock

**March 26, 2008: Developing Health
Couple Relationships**
- Presenter: Don Ebert

These public lectures will be held at the
W.A. Edwards Family Centre in Saskatoon.

For more information,
contact Norine at (306) 652-0300.

SASW Regina Branch is pleased to sponsor...

Collaborative Social Work: Using Skills and Techniques from a Range of Theories to Improve and Strengthen Family Relationships

Social workers practice in varied settings and with a variety of clients. A common goal in our work is to strengthen attachments to family and community. This workshop will present theory and technique from a number of sources to improve our skills in this area. Participants will have an opportunity to practice and receive feedback. **Dennis Arbuthnott** is a Registered Social Worker and has been in practice for over thirty years. He is also a Clinical Member and Approved Supervisor of the American Association for Marriage and Family Therapy and a Registered Psychologist. He has coauthored a book and several clinical and academic journal articles. He has conducted numerous training events during his career.

Please watch and plan for the one-day workshop to be offered in May 2008 in Regina. Cost will be minimal. Advertising will be done through e-mail, posters and the SASW website.

Values/Principles Task Team Report, continued

Executive Director. Our original mandate was to bring a report to Council by October 31, 2007, but it became apparent quickly that the process would require more time. At this writing, we plan to have our report ready for presentation/discussion/advice at the February 8th meeting of Advisory Board. Thereafter, Council will conclude its thinking on presenting this material to our Annual General Meeting on April 23.

Social Workers are familiar with the values and principles which guide us in our practice and professional lives. These values are evidenced in our Code of Ethics and the Team began by using the core values of the Code as a starting point for our discussions. From the outset it was clear that many of the core values of social work practice could be seen as fundamental

values of an organization of social workers. Some of these include a recognition of the inherent worth and dignity of individuals; the pursuit of service to society through competent and ethical practice, and the pursuit of social justice to serve the public interest. The Task Team also recognizes that in addition to the Code of Ethics framework, we might also state our values and principles in terms of an “organizational framework” that includes values such as inclusiveness, democracy, transparency and accountability.

As the Team worked its way through the process of identifying and clarifying values and principles, we reviewed the draft Mission and Vision statements which were recommended during the January 2007 Strategic Planning event. The Team will be suggesting changes to the draft Mission and Vision in its report. While not appreciably changing the intent of the January drafts, the Team believes our suggestions will provide clarity and a more active “voice” to the statements. It will be Council’s decision whether the suggestions become part of the formal consultation with the entire membership during the Annual General Meeting in April.

*Respectfully submitted:
Jim Walls, MSW, RSW (Sask.)
President Elect*

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 Justice 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: Cecil Gooliaff; Jim Mulvale; Wanda Seidlikoski-Yurach; David Macknak; Dianne Allen; Noela Crowe-Salazar; Kirk Englot; Linda Charlton; Judy White; Richard Hazel (ex-officio).

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



“I AM A SOCIAL WORKER”

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

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

Social Workers – Make a Difference

Current and Proposed Mission and Vision Statements (from February 2007)

At the strategic planning workshop held on January 12 and January 13, 2007, recommendations were proposed to Council for revised mission and vision statements for SASW. The proposed statements appear below. The existing statements are products of the strategic planning project undertaken by SASW in 2002/2003 which have served us well and continue in place.

It is Council's intent that the period from now to the next Annual General Meeting be used to put together a package of values and principles that will further express our four main purposes: Regulate, Promote the Profession, Advocate for Social Justice and Support Good and Ethical Practice. As a part of this development, there is additional work to be done that will further express the intent, focus and approach to our advocacy purpose. At the Annual General Meeting in April of next year, it is intended that the products of this work will be presented, and that there would be mission and vision statements presented by Council for vote by the membership.

Proposed Mission Statement

The Saskatchewan Association of Social Workers is a member-based organization that regulates, supports and promotes the ethical practice of social work to protect the public and strengthen the profession. SASW pursues social justice and contributes to social policy.

Participants at the January 12 and January 13, 2007 strategic planning workshop agreed the statement should be more concise and include the four strategic areas or purposes within the statement. The key function of all professional regulatory groups, "the protection of the public", was added. The word "advocacy" was removed in favor of descriptive language; however this was not unanimously agreed upon. Values and assumptions were removed and it was recommended

Contributions to the newsletter are always welcome.

Read any good books lately?

Working on an interesting project?

Have an area of interest that you would like to share with other people?

Write to SASW Editor and see your name in print!

Deadline for the next newsletter is April 30, 2008.

that there be a companion document developed to list values and principles.

Proposed Vision Statement

- All social workers in the province of Saskatchewan are registered professionals of SASW;
- All social workers are supported in the delivery of good and ethical practice;
- The profession of social work is regarded as an important contributor to human and social well-being;
- Social policy is reflective of the values and principles of social justice.

This is a minor update. The first two statements are unchanged, while the third and fourth have been clarified to describe the intended future state.

Current Mission Statement

The Saskatchewan Association of Social Workers is a member-based organization that exists:

- To regulate the profession of social work in Saskatchewan;
- To promote the profession of social work in Saskatchewan;
- To advocate for the profession and for social justice.

Social work provides a unique body of knowledge and skills, and is a critical component to the development of healthy individuals, families, and communities.

We hold and promote the values of equity, inclusiveness, respect, and accountability. We operate democratically and value the achievement of planned outcomes.

Current Vision Statement

The vision statement for the Saskatchewan Association of Social Workers is:

1. All social workers in the province of Saskatchewan are registered professionals of SASW (REGULATE);
2. All social workers are supported in the delivery of good and ethical practice (SUPPORT);
3. Social work is understood and valued by the public (PROMOTION); and
4. Social work influences matters of social policy and practice (ADVOCACY).



SASW Student Scholarship

The SASW Student Scholarship is an award from SASW presented to a social work student, enrolled in the Faculty of Social Work—University of Regina and taking classes at any one of the education centres in the province, or in a social work program outside of Saskatchewan which is recognized by the University of Regina, Faculty of Social Work.

Purpose of the Award

The SASW Scholarship Fund is made in recognition of a student's contribution to his/her community. The community service is to be given of one's self, beyond the immediate requirements of education/employment. Activities related to the professional association, group and volunteer work are the main criteria upon which the selection is made.

The Award

The amount of the scholarship for 2008 will be determined by the Scholarship Task Team and in accordance with Canada Customs & Revenue Agency Policy.

Eligibility

- The eligible student must be enrolled in the Social Work Program at the University of Regina or must be a Saskatchewan resident attending an accredited social work program outside of Saskatchewan.
- The award will be made to a student admitted to the

Faculty of Social Work—pursuing a Certificate, Bachelor's or Master's Degree. Proof of admission to the program is required before the scholarship is given.

- Involvement in community service.
- The Scholarship Task Team may consider financial need as additional criteria.

Guidelines

- Description of community service is to be included with the application. Community service is to have happened within the preceding five-year period. Information on the service must include factual information regarding:
 - a) the place and activity of the community service
 - b) objectives
 - c) process and effect of the work
 - d) interests and motivation for doing the community service
 - e) reference from an individual who knows of your involvement
- Community involvement must be based outside normal requirements of employment or educational activity.
- A curriculum vitae/resume must be provided with application.
- Written statement as to financial need is optional.

Application for SASW Scholarship

Name of Applicant: _____ Phone Number: _____

Address: _____ City: _____ PC: _____

Documents to be included with application are as follows:

- Verification of Enrollment
 - confirmation that indicates applicant is enrolled in social work program through the University of Regina or accredited social work program outside Saskatchewan
- Description of Community Service
 - Description must include:
 - a) the place and activity of the community service
 - b) objectives
 - c) process and effect of the work
 - d) interests and motivation for doing the community service
- Reference Letter
 - letter should be from individual who knows of applicant's involvement in community service
- Curriculum Vitae/Resume
- Written statement as to financial need (optional)

Signature of Applicant: _____ Date: _____

Deadline for applications is March 14, 2008.

Award will be presented at the SASW Annual General Meeting to be held April 23, 2008, in Saskatoon, Saskatchewan.

A Day in the Life...



When I worked on the Geriatric Assessment Unit of the Saskatoon Health Region, I loved the clinical work and did everything I could to minimize the time I spent on anything else. But since my retirement in September 2004, I have surprised myself by becoming involved in issues affecting older adults on a macro level—and loving

it!

It all started when Muriel Baxter, another retired social worker who chaired the Board of the Saskatoon Council on Aging, invited me to participate in a review of abuse of older adults in Saskatchewan. Initially I was hired by the Council on a part-time, short-term basis to review where we are at in Saskatchewan in preventing and responding to abuse and to explore potential areas for improvement.

An Older Adult Abuse Task Force was formed in 2005 and consisted of three working groups: Older Adults in Care, Legal and Financial Issues, and the World Older Adult Abuse Awareness Day working group. I have continued to work as volunteer coordinator with the task force, researching specific areas, contacting people, recording minutes, etc.—and in the process learning a lot, working with a great group of people, becoming less technologically challenged—and having fun! Incidentally, I also represent SASW on the Council.

The Older Adults in Care working group has addressed concerns about personal care homes. These homes have fewer supports than other care facilities and residents are more isolated from the community since there are fewer visitors. We have also focused on the needs of persons with low incomes whose choices are limited and may need to live at risk at home. Please see the article about older adults living at risk on our publication *Coming of Age* (check it out on the Council website: www.scoa.ca).

We have addressed the issues of older adults living at risk by sending our article, along with a letter, to all

Members of the Legislature. We also discussed the issue with the Minister of Health and with the Seniors Critic of the Saskatchewan Party. Mr. Wakefield (Seniors Critic of the Saskatchewan Party) had introduced a private members' bill modelled on Alberta's legislation in 2002. We are currently working on a proposal to provide some support to isolated individuals living in personal care homes and hopefully to staff too.

The Legal and Financial working group is working on establishing links with police and financial institutions and how exploring how banks respond to possible financial abuse.

The World Older Adult Abuse Awareness Day working group marked the first ever World Elder Abuse Awareness Day, June 15, 2006. Judith Wahl, an internationally known advocate, lawyer and executive director of the Advocacy Centre for the Elderly in Toronto was keynote speaker. In 2007 the workshop addressed Saskatchewan developments in the protection of older adults and other vulnerable people with Ron Kruzeniski, Public Guardian and Trustee of Saskatchewan, as keynote speaker. Watch for information on our 2008 workshop!

I am also a member of the working Board of the Canadian Network for the Prevention of Elder Abuse.

Abuse of older adults has emerged as a national issue in 2007 as Senator Marjory LeBreton, Secretary of State (Seniors) declared it to be a priority for the National Seniors Council. (Low income seniors is the other priority.) I was invited to participate in one of the regional meetings on abuse held across Canada. I also was a presenter in the small group sessions on advocacy at the Federal / Provincial / Territorial Elder Abuse Working Forum in November.

Recent reports indicate that older adult abuse is receiving attention from our legislators at both federal and provincial levels. Watch for developments.

Exciting times for retired social workers—and for those who are not retired too! Positive developments are ahead for your vulnerable clients!

Lest you think that my life is all work and no play, I am now off to play group with my 2-year-old grandson. Our 5 grandchildren who range in age from 6 months to 6 years live in Saskatoon and retirement gives me the flexibility to have lots of fun with them.

Retirement is a new chapter in life and brings many rewards.

Respectfully submitted:
Elliot Paus Jenssen, MSW, RSW (SK)



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



SASW Annual General 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 model is useful with a wide range of clinical issues, for all age groups, and with individuals, groups, families and organizations.

Workshop participants will receive a Certificate of Attendance. Additionally, a 10-hour credit may be used toward your SASW Continuing Professional Education (CPE) requirements for membership registration.

For more information, please see the enclosed conference brochure.

Notes from the Education Committee

Following the 2005 Survey on Continuing Professional Education the high priority placed by the membership on Ethics in Practice based on the Revised Canadian Social Work Code of Ethics became the impetus for our Ethics Project, "Creating a Culture of Ethical Excellence". Trainers have completed their two day preparation and are currently providing workshops for groups around the province. Contacts are ongoing between trainers, local branches and others who might be interested in initiating a workshop. The program's target is the participation of all social workers within the next four years.

Another SASW Survey was carried out in 2006/07. The following twelve topics were chosen (in order of preference) by the membership indicating a high level of interest in these areas:

1. Depression
2. Understanding Trauma and Traumatized Clients
3. Clinical Techniques for Anxiety/Stress Management
4. Grieving
5. Helping Clients Cope with Serious Illness
6. Marriage/Family Therapy
7. Ethics in Mental Health/Health Care
8. Compassion Fatigue

9. Bipolar Disorder/Schizophrenia
10. Conflict Resolution – Aboriginal Perspective
11. Handling/Parenting Difficult Children
12. Working with Aboriginal Populations

Using your responses as our guideline, the Education Committee is presently exploring possibilities for continuing professional education related to the above topics. In the interim you are encouraged to choose one or two of these topics and promote some dialogue, either at your Branch meeting or in small group discussions. You may have social workers with the skill and knowledge to present on a topic or you may have those who would be willing to facilitate such a discussion.

The Education Committee has identified and is beginning to work on a plan to develop a Speaker's Roster. The goal would be to compile a speakers list from the Branches and put the information on the SASW website. This is a "heads up" for your thoughtful consideration – we know there are so many capable social workers who could be candidates for this roster on particular topics. More on this later.

Respectfully submitted:
Grace Jasper MSW, RSW(SK)
SASW Education Committee



SASW

Distinguished Service Award

Eligibility Criteria:

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

Procedure for Nomination:

Names must be submitted for nomination and must have written support of at least three (3) registered members of SASW. A brief biographical sketch must be included.

Selection Process:

Selection will be made by a majority vote of SASW Selection Committee prior to the Annual Meeting.

NOMINATIONS MUST BE RECEIVED NO LATER THAN MARCH 14, 2008.

Please mail or fax nominations to:

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



Name of Nominee:

City/Town: _____

Phone: (H) _____ (W) _____

Nomination Supported by:

Name: _____

Name: _____

Name: _____



CASW Section



CASW Representative Report

As we progress into 2008, many of our profession wonder if we are making any progress in our fight for social justice in Canada. CASW continues in their labors to provide knowledge, increase awareness and promote social justice particularly in the area they have focused on in the past few years—poverty of women.

The latest document released is entitled “Financial Security for Women Seniors in Canada” (2007). Previous reports examined income disparity of women, the level and distribution of income among African Canadian

women, and the impact of poverty on women’s health. This new report examines the income disparity of senior women as a result of Canada’s public and private retirement income policies.

This document explains how current federally funded programs, as well as workplace pensions and RRSPs put women at an economic disadvantage. The report includes a discussion on the impact of income splitting and tax measures on women as they grow older and

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National Social Work Conference 2008

Thursday, May 22 - Sunday, May 25, 2008
Marriott Toronto Downtown Eaton Centre

The 1st joint conference of the Canadian Association of Social Workers and the Canadian Association of Schools of Social Work, hosted by the Ontario Association of Social Workers.



Human Rights in a Diverse Community

Les droits de la personne dans une communauté plurielle

The 2008 conference theme is “Human Rights in a Diverse Community.” Human rights are an intrinsic part of social work. They play a large role in the pursuit of equality and equity for marginalized and minority groups, struggles for civil rights and basic freedoms, economic well-being, and access to health care and the necessities of life. Human rights and the needs of under-served or at-risk populations are priorities for everyone involved in the broad field of social work.

Confirmed keynote speakers to date are:

Marc Kielburger

- social advocate and Chief Executive Director of Free the Children

Dr. Martha Kuwee Kumsa

- former dissident Ethiopian journalist released through the works of PEN and amnesty international

Cindy Blackstock

- Executive Director of the First Nations Child & Family Caring Society of Canada

Arlene Brunt

- Women’s Rights Coordinator at Rights & Democracy

Visit the conference website: www.SocialWorkNationalConference2008.org

CASW Representative Report, continued

concludes with a list of recommended policy changes to improve the financial security of older women. The following points are made:

- The rate of senior women who have low income remains more than double that for senior men—3.2% for men and 8.4% for women.
- Only 39% of employed women have a pension plan through their employers
- To contribute the maximum allowable amount to RRSPs for 2007 would require an income of \$106,000. In contrast, the average earnings of a woman who worked full-time for a full year in 2003 amounted to \$36,500.

CASW believes that policies must mitigate poverty in old age by providing benefits to poor women as well as assisting women through a variety of measures that would improve their ability to accumulate retirement income throughout their lifetimes. Given the country's aging population, these issues are of grave concern to people living in Canada. I hope you will all access the full report on the CASW web site. All CASW Board members are being asked to meet with their Members of Parliament to discuss this situation with them.

CASW is in the process of determining their next priority focus in the area of promoting social justice. SASW has discussed the most pressing social needs in Canada and this input has been shared with the Board. Gaining consensus nationally regarding what is the most pressing issue and where CASW can have the most impact is our future challenge.

The CASW Board met in Whitehorse, Yukon in November 2007 at the same time the Northern Association of Social Workers held their annual conference. We were all impressed with the commitment, energy, enthusiasm and hospitality of the social workers in the north. Each Board member presented information on how our associations were structured, our membership and where we were in terms of legislation to regulate social work practice. The Northern Association is very interested in moving towards regulation of practice.

I am representing CASW on two Coalitions; the Canadian Coalition for Seniors Mental Health (CCSMH) and the Quality End of Life Care Coalition (QELCC) and one Committee, the Staff Development Committee of the National Institute for Care of the Elderly (NICE). My age must be showing!!!!

I would like to take this opportunity to wish all SASW members belated wishes for a happy and successful 2008.

Respectfully submitted:
Marlene Chatterson, MSW, RSW (SK)



Call for Submissions *Canadian Social Work*

Canadian Social Work, the official journal of the Canadian Association of Social Workers (CASW), reaches social workers throughout Canada and beyond. The journal is published annually in October in on-line format. Where appropriate a special issue or an additional issue is published. *Canadian Social Work* is indexed with Social Work Abstracts and Social Services Abstracts.

Journal Goals

- To provide a forum in which Canadian social workers can share practice knowledge, research and skills, and debate contemporary social work concerns.
- To stimulate discussion of national and regional social policy issues.
- To promote exchange between: social workers in different regions and language groups in Canada, the CASW and its member organizations, and Canadian and international social work communities.
- To share information about social work educational resources—books, films, videos, conferences and workshops.

We welcome articles that are consistent with the journal's mandate and contribute to the profession's knowledge base. The journal aims to present perspectives that reflect our diversity as a country and as a profession. We are particularly interested in receiving submissions from practitioners and students. All articles are anonymously peer reviewed.

Articles (2,500 - 5,000 words) can be submitted in either French or English. Manuscripts accepted for publication will be printed in the language in which they were submitted, but the abstract will be translated into the other official language.

An information package for prospective authors is available from the CASW website (<http://www.casw-acts.ca>) or contact:

Canadian Social Work
Canadian Association of Social Workers
383 Parkdale Avenue, Suite 402
Ottawa, Ontario K1Y 4R4
Phone: (613) 729-6668 Fax: (613) 29-9608



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 (SK)

Stress & the Social Worker – Finding Balance

Stress is often defined as the body’s reaction to a change that requires a physical, mental or emotional adjustment or response. Stress can come from any situation or thought that makes you feel frustrated, angry, nervous, or even anxious.

Social work is not immune to stress. Quite often, the complexities and social realities of the work that we do can leave us emotionally and physically drained, consuming both our personal and work lives. It’s important, then, to recognize the signs and symptoms of stress within ourselves so that we may begin to work towards balance.

There is no substitute for the professional help that a mental health therapist can provide you, but some of the following links from the Canadian Mental Health Association’s (CMHA) website may provide you with some direction in assessing your own situation. *Please be advised that any tests or quizzes you may decide to take online are not scientific in nature, and that*

it is strongly recommended you talk to a professional or to your employer if you are having a difficult time coping with stress.

http://www.cmha.ca/bins/content_page.asp?cid=4-42-216 – determine your current level of stress by answering a few questions on the Stress Index Quiz.

http://www.cmha.ca/bins/balance_page.asp?cid=2=1841-1842&lang=1 – the Work/Life Balance Quiz helps you to see whether or not there is equilibrium in your life.

http://www.cmha.ca/bins/meter_page.asp?cid=2=267-1304&lang=1 – the CMHA’s Mental Health Meter can help you reflect on your unique strengths and identify areas where your level of mental fitness could be improved in order to help you cope with all your life’s up and downs.

http://www.cmha.ca/data/1/rec_docs/403_CMHA_coping_with_stress_EN.pdf – First Aid Kit for Stress; a booklet that defines what stress is and looks at coping strategies and resources for living a stress-free life.

The Internet contains many more resources on stress and coping. You can even find online games, etc., that are specifically designed to help you reduce stress and to build confidence and self esteem. As social workers, we owe it to ourselves, and are ethically bound, to take a step back from our work and ask ourselves, “Is there balance in my life?”

HealthLine, Saskatchewan
New province wide
24-hour telephone advice
service under the management of
Regina Qu’Appelle Health Region.
1-877-800-0002



Faculty of Social Work, University of Regina Section

Dean's Message



Greetings!

When you read this we will all be waiting for the spring thaw and looking forward to warmer weather. In the last several months in the faculty we have been experiencing some significant positive changes. We are also continuing to work on a number of initiatives that many of you are interested in. As we

all warm up I have some good news to share by way of an update on behalf of the University of Regina Faculty of Social Work.

To begin, the Faculty of Social Work welcomes Dr. Margie Hollingshead as a member of our learning community. We are excited to have Dr. Hollingshead as a full member contributing her excellent teaching and mentoring and providing significant service to the faculty and the community. She begins full time employment with the faculty as of January this year.

The next development is in the BSW curriculum arena. Many are aware that the faculty has been engaged in educational renewal process through working with the community to look at the BSW curriculum. This project was begun in part prior to my becoming dean and continues. In the last few months the Faculty has begun to make significant decisions to enhance the curriculum. Decisions in place will result in improved student skills. Specifically, two important decisions of general interest have been taken.

- 1) a 200 level class is being created that expands the lower division learning in the areas of practice arenas and critical thinking,
- 2) the faculty will begin requiring two full semesters of English writing as a requisite for entry into the faculty as a qualified BSW student. Enhanced entry level writing skills will improve the quality of learning as students acquire profession-specific methods of written communication.

There are other components of the BSW curricu-

lum review initiative that will continue as we work to improve course sequencing and clarify the curriculum to better meet student and community needs. As this initiative continues the faculty will be providing detailed feedback to SASW and the professional community.

Another significant initiative being undertaken by the faculty is in the area of MSW programming. Widespread feedback from the community has led to a full review of the MSW curriculum and the potential for expanded offerings of graduate level education across the region. Over the next several weeks the faculty (working through consultant Valerie Sluth, MBA) will be in communication with key groups and individuals across the area to assess the depth of interest and potential for expanded MSW level education. This assessment will include identifying interested parties and agency views as to future hiring needs. Also included in this assessment will be inquiry as to what specific skills and knowledge are needed for graduate level social work practitioners in the province and region. A number of agencies and individuals have already identified their interest to the faculty of social work and this interest is welcomed. This current work is in direct response to your voiced interest and identified needs. Strong identified potential will lead directly to formal planning and aligning of resources to meet the regional need.

Have a good spring. I look forward to continuing to engage with you as we work to identify and meet the needs of our community.

Respectfully submitted:
Dr. David Schantz,
Dean, Faculty of Social Work



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

UPCOMING CONFERENCES, WORKSHOPS & EDUCATIONAL EVENTS

Responding to Trauma

March 31, 2008
Saskatoon, SK

Contact: Crisis & Trauma Resource Institute Inc.
Phone: 877-353-3205
Email: info@ctrinstitute.com
Web: www.ctrinstitute.com

Self-Harm Behaviour in Youth - Issues and Strategies

April 1, 2008
Saskatoon, SK

Contact: Crisis & Trauma Resource Institute Inc.
Phone: 877-353-3205
Email: info@ctrinstitute.com
Web: www.ctrinstitute.com

“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.sswlh.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

Hosted by: SASW Saskatoon Branch
April 23 - 25, 2008

TCU Place – Saskatoon, SK
Presenter: Nancy McConkey

Theme: Solution Focused Is Solution Building

“Touched by Murder – the Journey”

May 1 and 2, 2008
Edmonton, AB

Contact: Victor Dorian Phone: (780)451-5647
<http://www.victimsofhomicide.ca>

Suicide Prevention, Intervention and Postvention Strategies

May 12-13, 2008
Regina, SK

Contact: Crisis & Trauma Resource Institute Inc.
Phone: 877-353-3205
Email: info@ctrinstitute.com
Web: www.ctrinstitute.com

Critical Incident Group Debriefing

May 14, 2008
Regina, SK

Contact: Crisis & Trauma Resource Institute Inc.
Phone: 877-353-3205
Email: info@ctrinstitute.com
Web: www.ctrinstitute.com

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

CANADA POST CORPORATION
PUBLICATION AGREEMENT #40007721

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