



SASKATCHEWAN SOCIAL WORKER

Volume 20 Number 1

“Social Workers – Make a Difference”

February 2009 Edition

President’s Message



In this issue of the newsletter, Richard Hazel, our Executive Director, writes a very comprehensive report on the activities of the Association over the past few months. Your Association is busy at every level: Council, Advisory Board, Branches, Committees and Task Teams. In addition, the staff of SASW has managed to contend

with the annual registration renewal process in a most professional and effective manner. Your Council continues to guide the Executive Director in establishing and maintaining productive relationships with the Ministry of Social Services, particularly in terms of our vision that every practicing social worker is a member of SASW. We have embarked on a cooperative effort to ensure there will be well-prepared social workers available to meet the growing needs of the people of Saskatchewan.

So with the business of SASW moving in a positive direction, I want to take a moment to be more reflective. As social workers in Saskatchewan we may at times feel isolated in our practice. Many of us practice on our own without the benefit of regular consultation and sharing with colleagues. Many of us live a long way from a Faculty of Social Work, or, if our proximity is near, we may have little contact. If you have been fortunate enough to work among other social workers you will agree that nothing can replace the support and energy you get from colleagues. For many, it can mean the difference between merely surviving and flourishing as a professional and a person. What I want to say is that none of us need feel alone. In many parts of the province there is an SASW Branch just waiting to hear from you—to

find out what’s up with your practice—to share your ideas, your frustrations, and your projects. The scope of branch activity is only limited by the energy that it can generate through its members. Some branches encourage scholarly discussion and the review of literature while at the same time taking on the local issues that affect the people they serve. For some branches there is an emphasis on promoting the profession among colleagues, other professionals and the public, while encouraging the support of new graduates. If there is no branch near you, or circumstances make it difficult to connect in person, the web and other technologies are making it possible to reach out to your fellow social workers through list-serves, bulletin boards and on-line discussion groups. Again, the possibilities are limited only by your imagination. We already know that you have great organizational abilities—after all, you’re a social worker!

In the role of President, I have been introduced to social workers from across this country and in the United States as well. I learned that these social workers have the same dreams, the same frustrations and despairs as you and I. What they also hold is a great desire to share what works for them, and to learn what we have come to know as our profession.

It’s a funny thing, but some social workers I meet are unhappy about the way the profession is viewed by the public and “the powers that be.” They long for a day when the practice of social work is “respected” and the difficult work that we do is acknowledged by a community and society which seems to either ignore us, take us for granted or worse, mistrust or fear us. Many, who long for the same things as most of us, think it is pointless to belong to a professional social work association. We have not yet been able to demonstrate that a strong professional group doesn’t place its members

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We are interested in readers' stories, thoughts and ideas, letters to the editor, pictures and current events. The Board reserves the right to reject any article as well as edit submitted material.

Publication does not imply endorsement by the Saskatchewan Association of Social Workers. Printed materials represent the views of the contributors and do not necessarily reflect the view/policies of the Association.

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• **ADVOCATE for SOCIAL JUSTICE**

• **PROMOTE the PROFESSION**

• **REGULATE the PROFESSION**

• **SUPPORT for ETHICAL PRACTISE**

WINTER VACATION

Please be advised that for the period
February 21, 2009, to March 15, 2009,
 (inclusive) that the **SASW Front Office**
 will be closed for winter vacation. During
 the closure, coverage will be provided
 for emergencies.

President's Message, cont.

in jeopardy or open them to possible censure; rather a strong professional group raises the overall standards of the profession and by doing so strengthens it in the eyes of the public and those who hold power. It is a well-known maxim that if you want people to respect and value you, you must first learn to value and respect yourself. Same goes for professions.

In November, at the Annual Meeting of the Association of Social Work Boards (to which all Canadian social work regulators belong), they set aside time for those running for the various offices to campaign. Yes, they actually campaign to be on the nominating committee, with speeches and slogans and promotional gifts to the delegates. You have to love the Americans! The clear message is—I'm proud to be a social worker, and I'm

determined to ensure the public has access to the very best our profession has to offer.

We're not alone—not in our workplaces, our communities, our province, nation or continent. We are part of a larger community of social workers, a community which is poised to support us in our practice and in our desire for a larger change. You and I need to take this message to our colleagues who feel isolated and disconnected from the larger social work community. I think being a part of a vibrant professional association is a good step toward re-connecting. We need to spread the word.

*Submitted by
Jim Walls, MSW, RSW (Sask.)*



Saskatchewan Association of Social Workers

Annual General Meeting

Wednesday, April 22, 2009

Ramada Inn, Yorkton, SK

Provincial Conference

April 23 and April 24, 2009

**“Overcoming Life Challenges:
Integrating Hope, Spirituality & Self-Care Into Practice”**

Thursday, April 23, 2009

Keynote Speaker: Wendy Edey, R. Psych M.Ed., RSW

Director of Counselling - The Hope Foundation – Edmonton, Alberta

**“Magnifying Hope, Shrinking Hopelessness:
An Introduction to Hope Tools in Social Work”**

Friday, April 24, 2009

Video Presentation: Noel Starblanket

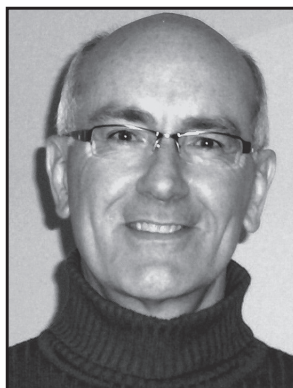
Presentation of the documentary – “Starblanket: A Spirit Journey”

Self care practitioners will have booths set up during the conference with information, products & demonstrations for conference attendees.

Hosted by the SASW Yellowhead East Branch

Conference brochures/registration forms are included with this newsletter or can be downloaded from the SASW Website (www.sasw.ca — click on the tab “News/Events”)

Executive Director's Message



Late winter greetings to all of you. I hope things are going well as we get closer to warmer weather.

Typically, when our Council meets, I provide a summation of information about the work and achievements of the group of dedicated volunteers who populate our committees and task teams.

At its last meeting, Council was so impressed by developments that I was asked to place the information into this report. Before turning to that information, I would like to remind you that when you indicate your interest in areas of service on your annual renewal forms, your names are provided to the members of the Volunteer Development Committee who work with committee chairs to allocate members to the places where need exists. This process is fully underway about now, given the data from those renewals has just been entered into our member database.

So, here now is the update:

- Professional Conduct – With the finalization of the updated policies that guide the work of the PCC, things are in good shape as the year ends. A training session with Darcia Schirr, legal counsel to the PCC, is booked for early 2009. After very little new business through 2008, there has been some recent complaint activity.
- Discipline Resource Pool – Full complement of members are in place, training session complete and ready to serve.
- Standards of Practice – Committee member Nuelle Novik has just agreed to replace Bernie Holzer as Chair. Nuelle is doing a round of checking with the other members to review their interest and commitment. Also, she has brought with her to the Committee Patti Petrucka of Ranch Ehrlo. Soon, this group will be ready to engage in the review of our existing standards in light of the 2005 Code of Ethics.
- Volunteer Development Committee – The committee continues to be active in the identification and filling of vacancies on committees. Tom Seeley, chair, has continued his round of discussion with those whose terms have or are about to expire. He has also begun to work on the slate of officers for the AGM on April 22.
- Social Justice Committee – Recent work includes the development of a press release to celebrate the international day for the eradication of poverty in

October, and a recent letter-to-the-editor in support of the Saskatoon health disparities study's policy options. You can read both of these on pages 15 and 16. With our contact person from SRNA, some members of the Social Justice Committee met with the Income Assistance Division staff of the Ministry of Social Services on November 18 where there was a good exchange about several new program initiatives in the Ministry and about SASW's new principles for Income Assistance reform, including interest in development of an anti-poverty strategy in Saskatchewan. The Partnership for Children and Youth held a major consultation on its terms of reference on October 16. It was an invitational session attended by about 22 representatives of provincial agencies and ministries. A report on the day will be produced early in 2009.

- Aboriginal Social Workers Task Team – The team had its first in-person meeting in February 2008, which included a consultation with Monty Montgomery of the new First Nations Institute. The plan remains to reconvene for a working session to develop a work-plan for reaching out to the staff of the 18 FN Child and Family Service agencies to promote professional registration. Currently three of these agencies require registration of their eligible staff.
- Public Relations Committee – Roxane Schury has begun a leave as Chair, while she takes 6 months of leave from the Children's Advocate Office. In the interim, Don Ebert has agreed to chair, so that existing work can continue on developing the "Day-in-the-Life" features that appear in most editions of our newsletter, reaching out to eligible Social Services employees, updating our display board and developing a power-point presentation on SASW.
- Newsletter – Members of this committee are listed in the long shaded box on page 2 of every newsletter. You may contact any of them to offer suggestions for content—or, better yet, offer some content of your own. Please see in the same area on page 2 the dates of the three editions we do each year and the deadlines for submissions.
- Scholarship Task Team – Marlene Glettler and I met recently with Wain Birch of the South Saskatchewan Community Foundation (SSCF) to determine whether we would be able to offer the usual student scholarship for 2009. Mr. Birch confirmed that while our fund is not advancing much, given market conditions, it is secure and the payout may be made. The team will shortly do a review of the criteria for this award and

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Executive Director's Message, continued

make some recommendations to Council.

- Education Committee – Ray Pekrul was beyond the end of his term on this committee, and Susan Luedtke agreed to move into the chair in the new year. This will mean that one of the other ethics trainers will need to move into the coordination role that Susan has carried. Several new members are needed to fill out this group.
- Practice Ethics Committee – Marcia Clark has stepped down as Joanne Schenn's co-chair, and Melissa Flowers has moved into the role (Melissa is one of the ethics trainers). PEC has had several questions come to them about how to make a report to Professional Conduct and all of these have been referred to PCC or the person has been referred to our website. There were 7 consults in 2008 – Joanne attributes the lower than usual number to the ethics training/profile.
- Mentorship Committee – We have this on the agenda for the next meeting of Advisory Board so that the provincial committee can be re-created. The central issue in "naming the committee" is to bring forward the liability protection of Section 40 of our Act should a person being mentored believe they have been harmed in some way by their mentor.
- Health Issues Task Team – After producing the new brochure on our profession for health managers and other professionals, the members are actively at work on another brochure for consumers of health services delivered by social workers. This group also represents us on any health-oriented matter by attending events/sessions as our official representatives. The chair, Wanda Miller, represents us on the CASW Interest Group on health issues.

I would like to draw your attention to a couple of items that appear elsewhere in this edition. Shelley Whitehead of the Ministry of Social Services has been assigned the task of developing a project on the recruitment and retention of social services staff within the Ministry, in First Nations Child and Family Services

agencies and in community-based organizations funded by the Ministry. The SASW Council and the Faculty of Social Work have agreed to partner with the Ministry in this critically important work. An article on this project can be found on page 12.

On page 6 you will see the first of two articles by David Macknak and Frank Dornstauder on the recent recognition of 100 years of child protection legislation and services in this province. For those interested in the history of this challenging service area, the work by Frank and David will be a very useful reference.

Congratulations to the hardworking members in the Yellowhead East Branch. They have put together an excellent conference and you will see the brochure in this mailing.

Finally, I would like to welcome Bill Tingley back as our covering registrar during Joyce Reid's absence due to illness. Our best wishes to Joyce for a quick and complete recovery.

Submitted by:

Richard Hazel, MSW, RSW (Sask.)

SASW Registrar

SASW Council appointed Joyce L. Reid to the Registrar's position effective September 1, 2008. Due to medical reasons in November of 2008, Joyce has had to take a leave from SASW. While Joyce is off on leave, Bill Tingley, who was the Registrar for the period September 1, 2007, to August 31, 2008, has agreed to temporarily fill the Registrar's position until Joyce is able to return. Bill's appointment took effective January 1, 2009.

Welcome back Bill!

celebrate
SOCIAL WORK WEEK
 March 15, 2009 to March 21, 2009
in Saskatchewan

"Social Workers Make a Difference in the Lives of Older Adults"

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Articles Section

100 Years of Child Welfare Services

The year 2009 marks 100 years since the initial implementation of child welfare programs and services in Saskatchewan following its first child welfare legislation—*The Children's Protection Act* of 1908. Triple-digit anniversaries are times to recall the road traveled and learn from the remembering.

The SASW is working on a survey of child welfare history in the province. The research and writing is underway. The goal is to make the survey available on the SASW website as soon as it is completed and to publish abridgements of selected sections in subsequent newsletters.

The authors recognize there will be gaps in reporting. Some events described and analyzed at some length will be considered by some of you to be of less significant than those treated summarily. We ask for and welcome your assistance in addressing these failings. We regard this as a communal work-in-progress and will be pleased to amend the story with input from our readers. We will be especially pleased to hear from any who still retain memories of those times and are able to add fact or anecdote that enliven the past. Anyone with

information or opinion about what could be included is invited to contact the authors, either before the initial publication appears or in response to abridgements as they are published in the newsletter. We are prepared—even eager—to reconsider and revise.

Child welfare is a complex subject and there is no straightforward approach to its history, to selecting events from the past and declaring them more significant than others or choosing how to shape analyses. Similarly, there is no true picture of either the path taken or the direction to venture into the future. We will present a subjective view, but child welfare is a subject where everyone seems to have a strong opinion on every issue: members of the public claim to know, sometimes swagger in their certainty, rant, praise, condemn—politicians, promise, backtrack, spin, blame, reward—the media reports, under-reports, over-reports—agencies posture for influence—the helping professions advocate, waffle, defend, promote, protest, complain, while their individual members fall prostrate from fatigue. Clients wait and wonder why. All this while troubled families multiply, parents falter and more children come into the care of Government agencies.

The history of child welfare in Saskatchewan shows periodic swings of increasing demand for and innovation in child welfare services and growing numbers of children coming into care followed by periods of slow growth, even decline in numbers — in demand for action followed by public and political apathy. Currently there is mounting eagerness throughout the western world to discover new ways to understand and address these pendulum swings which seem to be felt in every jurisdiction. This, in our opinion, is the central and most critical challenge to child welfare and cries out for new ways of thinking and attitude change along with vigorous innovative action. Yet there will always be doubt and the need for a bit of luck. We must ensure that our decisions are based on more knowledge and wisdom and less arbitrariness than purportedly suggested by the great baseball catcher Yogi Berra “When you come to a fork in the road—take it.” Remembering and attempting to understand the past is a key requisite to making the best decisions possible about the future.

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REGISTERED SOCIAL WORKER CERTIFICATES

Please be advised that 2009 will be the last year that SASW will be issuing validation stickers for the registered social worker certificates that are in use presently. Given SASW's role as a professional regulator, and the industry standard in terms of protection of the public, it is not an acceptable practice to issue stickers. In fact, it has been our legal advice to cease doing so, and Council has decided to change the process.

SASW will be issuing a yearly license commencing in 2010. This license will be sent out with the receipt and membership card. The issuing of yearly licenses is the practice of most social work jurisdictions across Canada and also in other professions.

100 Years of Child Welfare Services, continued

What follows is an abridgement of the introduction to the full paper that will be available at some point in the near future on the SASW Website, followed by a brief summary of the key subjects you can expect to find surveyed there in the form of an annotated time-line.

Abridgment of the Introduction

Prior to the introduction of the first child welfare legislation, protection of children was the concern of extended families, religious and volunteer community groups, local governments and occasionally law enforcement personnel. The earliest efforts to care for children in jeopardy implicitly acknowledged poverty as a major factor in child neglect and abuse and addressed it with acts of charity, work for welfare and institutional care, though in many quarters of society there was also a prevailing moralistic view that families brought misery

upon themselves through their own bad behavior and lack of industry. The help accorded the poor, neglected and abused was often judgmental and extended with reluctance and with conditions. In this sense society persisted in the moral tone set by the English poor laws in the 500 years prior to the beginning of the welfare state in the early 20th century.

The philosophical underpinnings of the earliest child welfare legislation were influenced by ideas and concerns brought by the settlers from their native countries and from the values that grew out of the interaction between the pioneers, land, climate and the aboriginal population. More recently child-centered practice, the idea that children should have first claim on a country's resources, and the United Nations Convention On Rights of the Child have influenced child welfare legislation.

Summary of Key Entries in the Annotated Time-line Presented in the Survey of the History of Child Welfare in Saskatchewan

Philosophical underpinnings — impact of the *British North America Act* on the future of child welfare — early years of the Bureau of Child Protection — Children's Aid Societies and Children's Shelters — Early definitions of "child in need of protection" — earliest foster care programs (free homes, wage homes and boarding homes) — evolution of institutional care for children with special needs — changing face of programs for unmarried parents — mothers' allowance and other financial approaches to combat poverty — the role of poverty in child abuse and neglect — growth of the bureau into a department — rise and fall of children's aid societies — local child welfare committees — *The Juvenile Delinquents Act* — *The Young Offenders Act*, *The Youth Criminal Justice Act* — *The Children's Protection Act* — impact on child welfare of the Great Depression — effects of WWII on social services — rise of the social work profession — *The Child Welfare Act* — *The Family Services Act* — *The Child and Family Services Act* — the changing faces of adoption — effects of residential schools on aboriginal families and on child welfare — The evolution of First Nations child welfare, agencies and services — swings in ward population (numbers and kind) — the challenge to the First Nation community child and family services — the crises in child welfare throughout the Western World and the call for new directions.

Submitted by:

D. Macknak, MSW, RSW (Sask.)

F. Dornstauder, MSW, RSW (Sask.)

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.

An Expressive Group Therapy Program on the Prairies: Weaving the Community with Healing

Imagine that you have a place where people of all races can freely share a journey of self-reflection and discovery through drum making, mural painting, beading and other healing art mediums that support self-care and expression of inner strength. That was the starting point for Florence Saskatchewan and Brent McKee in helping develop a community project that utilizes expressive group therapy to emphasize the process of creation over the final product, and then promoting it as a suitable therapeutic model of choice when working with a wide range of mental health issues and life challenges. This article will speak to the development

of such a program, as well as offer therapeutic tools that professionals can incorporate into practice.

This past fall A Healing Experience Through Creativity developed out of the vision and concept of honouring traditional ways of healing, nurturing, and observing self-care. Elders were consulted on the process of integrating Aboriginal teachings into an expressive art therapy program, while Florence helped weave the concepts together using her background and cultural knowledge. A multi-agency project was formed with various community professionals and service providers imparting a wealth of knowledge and support. These partners

helped fine-tune the dream, and also helped identify how to remove many of the barriers, such as lack of funding for the project and lack of transportation for attendees.

Community partners, such as the Painted Hand Development Corporation and the Friendship Centre, contributed resources such as funding and meeting and kitchen facilities in order to help realize the dream. One member of the team created a pamphlet and poster that reflected the message of the group, which was key in putting out the information to the various agencies and professionals in the community. The referral process, which involved a range of agencies, was clear and simple, and helped people effectively access the program.

The group started with an activity whereby members created a mural together. The idea of this activity is to look at where you come from and what you need in order to start your process of healing through creativity. This could be anything, such as a symbol or a picture, that would depict where you have been, where you are at, or where you hope to be in the future with your healing.

Other group activities included creating a bird house that serves as

continued on page 9

2009 Trauma Recovery Certification

At the core of trauma is a sense of disempowerment and spiritual disconnection. Built upon a spiritual framework, the helping and healing methods taught bring balance and wholeness to every aspect of humanness.

Based upon the Four-Part Model of Healing® developed by trauma specialist Dr Jane Simington, Ph.D., the theory and experiential methods in this program advance trauma knowledge and skill and includes topics on:

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Session 1 - April 15-23, and May 20-28, 2009

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An Expressive Group Therapy Program on the Prairies: Weaving the Community with Healing, continued

a metaphor for a healthy place in which to live. The focus is to talk about the issue of violence in our lives and to create a house that represents an environment that is physically and emotionally safe and secure. This particular exercise can resonate deeply with group members, helping them reflect on the images and go beyond the metaphorical level when describing the images within the context of the entire project.

Donna Pelletier (BSW) from the Safe Haven taught the lesson of learning patience through beading. Learning to bead is about the process of imagining what we are going to make, and then deciding what tools we require and what colors of beads we want to use. In the beginning of our project we may have difficulty with the tools, and we may encounter some mistakes that require us to start over. Just as we are not always prepared for the challenges that beading may present, we also are not always prepared for the challenges that life may bring. Beading can teach us the patience we require in order to remain open minded, to go back

to the source of the problem in order to fix it, and to remain solution-focused and balanced.

Florence guided an activity on rock painting where the key message is to reflect on a healthy balance within the four life domains: mental, emotional, physical and spiritual.

Participants choose a rock in any shape and paint it with an animal totem, words, or anything to do with Mother Earth, such as mountains, flowers or rivers. Participants see and explore their inner strengths and silently reflect while learning that nourishing yourself means nourishing the mind, body and spirit.

The success of A Healing Experience Through Creativity depended largely on having all the vital pieces, such as the logistical ones, in place, but also in promoting the benefits of new or different approaches to therapy while honouring traditional ways of healing. The activities offered through this particular project had significant impact on those who attended, and the hope is that others will be inspired to use and promote such therapeutic processes and to share their own ideas and successes with others.

Submitted by:

Brent McKee, BSW, RSW (Sask.),

Intern Play Therapist

Mental Health Worker, KidsFirst

Florence Saskatchewan, BSW

Sexual Assault Counsellor, Society for the

Involvement of Good Neighbours

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 ____

Creating a Culture of Ethical Excellence

It is the goal of the SASW to have all registered members participate in the Code of Ethics training. The training is free to members. The following dates have been scheduled for SASKATOON & AREA members.

Monday March 9/09 9 am – 12 noon

Trainer: Robert Twigg

Thursday April 30/09 9 am – 12 noon

Trainer: Melissa Flowers

Presentations will be held at the Faculty of Social Work, Saskatoon Campus. To register, please contact Melissa at (306) 343-6671 or mlf_sw@yahoo.ca

There is limited space – please register early!

Considering Jordan's Principle and Our Role as Social Workers in Saskatchewan

Jordan's Principle is named in honour of Jordan River Anderson, a child from Norway House Cree Nation, Manitoba, born with special medical needs. Jordan's family made the difficult decision to place him in the care of child welfare services so that he could have access to the medical services he required. After two years in the hospital, his doctors said he could return to a home environment. For both First Nation and non-First Nation families, who clearly fit within the definition of resident off-reserve, this would be the happy part of the story, and it is important to highlight that all other children who have similar medical conditions and needs like Jordan had, would likely go home. Unfortunately, this was not the outcome for Jordan.

Jordan became one of many First Nation individuals who become caught in what is commonly referred to as a "jurisdictional dispute." In Jordan's case, federal and provincial governments spent the next two years in dispute over who was responsible for the costs of his care. While governments argued, Jordan remained in the hospital where he died in 2003 as a result of his medical condition, never having the experience of living in a loving family environment, and without being given the respect for his inherent dignity and worth. Jordan's Principle is a child-first principle that seeks to resolve jurisdictional disputes within and between federal and provincial/territorial governments, and calls for the government department of first contact to pay for the service to the child without delay or disruption.

The underlying issues that led to Jordan's Principle directly or indirectly oppose each of the six core social work values and principles. Social workers often work with First Nations families and communities in an effort to improve the outcomes associated with historical trauma and past policies that have caused harm. In so doing, social workers must consider current and existing issues. Jordan's Principle offers our profession the opportunity to advocate for improvement to the legislation and policies that have created jurisdictional disputes and gaps in services to First Nations, as well as an opportunity for us to learn more about jurisdictional disputes and give consideration to the impact these disputes have on the wellbeing of First Nations families.

The root of this problem begins in 1867 with the *British North America Act* (BNA Act). This Act, which is still in effect, outlined governance for Canada when we became an independent nation. Section 91.24 of the *BNA Act* states that the federal government is responsible for "Indians and lands reserved for Indians".

The federal government, in negotiating treaties, made the commitment to provide education, health care and other social services. To this day, federal legislation for delivery of health and support services on reserve does not exist, and existing policies and practices for on-reserve service by Health Canada, Indian and Northern Affairs Canada (INAC), and the provincial health and family-serving authorities are often inconsistent and in conflict. As a result, service ambiguities exist (Shackels, 2008).

One gap is the inability of First Nation families to access health care on reserve. First Nations children living on reserve, even if they have a family who can otherwise care for them, routinely enter the child welfare system in order to access and/or pay for access to health services. In reviewing the experiences of First Nations people with disabilities in accessing services and supports in Manitoba, Don Shackels (2008) states that First Nations people with disabilities deserve and have a fundamental human right to access the same services as do other Canadians living with disabilities. Shackels further notes that Jordan's Principle is based on addressing the needs of severely disabled children and states that while we know that there are children with disabilities with high-level care needs, the majority of First Nations children have disability needs that are not that complex or costly. The scope and definition of Jordan's Principle is not consistently interpreted or referenced, with some referring only to complex medical needs, and others referring to all levels of need, all services and all ages.

The First Nation Child and Family Caring Society (FNCFCS) has been a strong advocate for Jordan's Principle. The FNCFCS online fact sheet indicates Jordan's Principle applies to all government services available to children, youth and their families including, but not limited to, education, health, child care, recreation, and culture and language services. The obligation to meet the needs of the child first always supersedes government interests to establish jurisdictional dispute processes or policy implementation policies (www.fncfcs.com). First Nations leaders and advocates call for the timely implementation of Jordan's Principle.

Private Members Motion 296 in support of Jordan's Principle passed the House of Commons on December 12, 2007, and several Canadian provinces continue to work towards its implementation. During the 2008 Western Premiers' Conference, premiers expressed

continued on page 11

Considering Jordan's Principle and Our Role as Social Workers in Saskatchewan, continued

strong support for Jordan's Principle, emphasizing that jurisdictional issues cannot be allowed to create barriers to Aboriginal children being afforded opportunities to learn and grow. They further agreed that for Jordan's Principle to work, the federal government must meet its responsibilities. During the conference, the North West Territories government indicated they have paid for health care expenses for First Nations children equivalent to one-third of their annual health budget for which they have not been reimbursed by the federal government (Communiqué, May 29, 2008).

Work needs to continue in collaboration with First Nations to develop a common working understanding of the scope and definition of Jordan's Principle, how it is implemented, and how it will impact on provincial and federal health budgets. Work also needs to be done to establish definitions regarding rules of residency that work for and fit First Nations families who move on and off reserve. While this work has the potential to improve outcomes for First Nations children such as Jordan, Jordan's Principle itself does not address the underlying issue of lack of service infrastructure in First Nations communities.

The SASW officially supports Jordan's Principle and signed onto the online Joint Declaration of support for Jordan's Principle in 2008. If you as an individual or your organization wish to be added to the Joint Declaration of Support you can do so online at: <http://www.fnfcfs.com/more/jordansPrinciple.php>

Recommended Reading:

Wen: *De Report – We are Coming to the Light of Day*. This document can be accessed at: <http://www.fnfcfs.com/docs/WendeReport.pdf>

References:

Government of Saskatchewan Communiqué (May 29, 2008). Retrieved from www.gov.sk.ca/wpc.
Shackels, Don (2008). *Disabilities and First Nations: Experiences in Accessing Services and Supports*

(PDF Document). Retrieved from <http://www.fnccaringociety.ca/cabconference/img/DON%20SHACKEL.pdf>.

The First Nation Child and Family Caring Society. Jordan's Principle (Fact Sheet). Retrieved from www.fnfcfs.com.

Recently published article:

Brief Solution-Focused Counselling: a Practical Effective Strategy for Dealing with Wait Lists in Community-Based Mental Health Services

By Ruth Mireau and Roxanne Inch, Mental Health and Addictions Services, Saskatoon Health Region.

Contact: ruth.mireau@saskatoonhealthregion.ca

Abstract: Community-based mental health services are increasingly challenged by waiting lists for individual counselling. A strengths-based, brief solution-focused counselling (BSFC) model was used to increase the number of clients served while maintaining high-quality services. Clients who participated in BSFC experienced both shorter wait times than did clients referred to non-time-limited counselling at the same agency and a higher rate of service completion. In addition, clients reported improvement and showed a significant reduction in symptoms between their first and fourth counselling sessions. Clients attending only one session reported the lowest initial levels of symptom distress. Results support the continued exploration of the BSFC model along with the use of standardized evaluative tools.

This article demonstrates that social workers can “do research,” along with clinical work. It is an ethical responsibility of social workers to demonstrate accountability to their employers and to the community at large, demonstrating that the work that they are doing is effective in making a difference in the lives of their clients.

Reference to access this article:

Mireau, R. & Inch, R. (2009). “Brief Solution-Focused Counselling: a Practical Effective Strategy for Dealing with Wait Lists in Community-Based Mental Health Services.” *Social Work*, 54, 63-70.

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, 2009.

Partnering to Develop a Workforce Strategy for the Human Services

The SASW, the Ministry of Social Services and the Faculty of Social Work, U of R, are beginning a new collaboration to develop a workforce strategy for the human services.

Saskatchewan Social Services is experiencing significant challenges recruiting and retaining professional social work staff, particularly in the area of child welfare. As well, ministry-funded community-based organizations (CBOs) that provide services to vulnerable children and families, and to people with disabilities, are also reporting recruitment and retention issues.

This phenomenon is not unique to Saskatchewan. In the field of child welfare, all jurisdictions in Canada and many in the US, UK and Australia report they are struggling to attract and retain qualified social workers. The literature outlines a number of factors which may be contributing to recruitment and retention challenges in the Ministry and CBOs including the following factors:

- Demand for service is escalating – In some program areas, caseloads are high with demographics impacting the demand for service. For example, Saskatchewan Social Services anticipates that child-in-care caseloads will increase over the next five years. The provincial government has recently announced a significant expansion in services to meet the needs of people with intellectual disabilities.
- The work is difficult – The needs of clients are increasingly complex. Many children and families served by Social Services and CBOs have diagnosed disabilities including addictions, mental health issues, behavioural problems, ADD, FAS, and physical and intellectual disabilities. Accessing services can be very challenging.
- The work is stressful – Working with people in crisis can be stressful, especially when caseloads are high and there are conflicting demands. This is especially true in child welfare where, unfortunately, dealing with trauma is part of the business.
- The work is administratively complicated – Social work practice is becoming more professional with increasingly rigorous expectations regarding assessment, case management, legal processes and documentation.
- The rewards are tenuous and outcomes unclear – Very little is known about the impact of human services intervention on outcomes for children and

families. It is known that many children graduate from child welfare to young offender involvement, to social assistance dependency and to child protection involvement as parents. Child welfare emphasizes immediate protection and a short-term response, which does not address the underlying causes of family breakdown. Child welfare staff know little about the short- or long-term impact of their work. Independent, controlled research that attributes client change to child welfare interventions, and not just to co-occurring events or other factors, is not available.

- There is competition for qualified staff – The current workforce is ageing with many already eligible for retirement and many more approaching eligibility within five to ten years. Graduation rates at universities are not sufficient to meet demand. Young social work graduates entering the profession have many options.
- Wages and benefits are not competitive - Wages and benefits in Social Services have not kept pace with salaries in the health sector and, despite recent increases in CBO funding, staff retention in both the public and CBO sectors continues to be a concern.
- Rural/remote communities – The service needs for people living in vulnerable northern, remote, and First Nations communities are significant. Social Services is challenged to recruit and retain qualified staff in these communities.

While these issues are indeed challenging, there are innovations underway in other jurisdictions which are proving successful. By establishing a partnership of the SASW, the Ministry, the Faculty of Social Work and, potentially, CBOs, we can explore these innovations together. We can be proactive in identifying some concrete, practical approaches to workforce retention and recruitment that will benefit all of us.

We are delighted to join together in this project. Stay tuned for updates as our work unfolds!

Submitted by:

*Shelley Whitehead, Special Advisor to the Deputy
Minister of Social Services
Jim Walls, President, SASW
David Schantz, Dean,
Faculty of Social Work, U of R*

Professional Regulation

The public has the right to be protected. Most professional associations in Saskatchewan are self-regulated. The provincial government had this responsibility but turned it over to SASW with the amendments to the *Social Workers Act* in 1993. So the social work profession, through SASW, is responsible for “regulation” of the profession. It is the duty of our peers elected to the SASW Council to ensure investigation of complaints (Professional Conduct Committee) to decide if discipline is warranted. If it is, the matter is referred to a Discipline Committee for a hearing. If the matter is not referred to discipline, the Professional Conduct Committee may make recommendations to assist the social worker in the future.

As social workers, we are in a profession that is highly vulnerable to complaints. Having someone complain about us may be our worst nightmare. However, would you not want the right to complain about your doctor or lawyer if you felt he or she was unethical or incompetent? Social workers who practice with integrity need not fear this process. In a high number of cases, the Professional Conduct Committee investigation exonerates the conduct of the social worker. Scrutiny by peers is a cost of belonging to a profession, but is also a great benefit in that it raises the professional status of social workers.

Jim Casey, L.L.B. and leading authority on professional regulation, suggests the following if someone complains about you:

- Stay calm.
- Gather all information and documentation that is pertinent to the complain.
- Try to gather all evidence that exists if the complaint is based on facts.
- Remember that as a professional, you are obliged to cooperate.

To be best prepared, it is always important to document all your client contacts and interview information. This is sometimes difficult if caseload demands are always pressing but the importance of this cannot be stressed enough. Professional documentation is your best defense. It is also important to be familiar with the Code of Ethics, *The Social Workers Act* and any standards that are related to your area of work. It is also important that you keep your knowledge-base up to date. It gets confusing when someone complains about you as a professional and your Association, which is also there to support you, is the one to discipline you. In many professions, these two functions are separate, e.g., there may be a College which regulates and an Association which educates and promotes the profession.

SASW would like to keep both these functions under the same umbrella as it believes that having these two functions within the same organization unifies the profession and provides a wider context within which the public interest is serviced. It also means that social workers do not have to pay dues to a registration body and to an Association.

If a social worker is found in breach of the Code of Ethics or *The Social Workers Act*, the following may happen. The Discipline Committee may decide:

- 1) That the social worker pay a fine,
- 2) That recommended training be taken to meet SASW standards, or
- 3) That the social worker be stripped of his/her registration.

If you as a professional are cleared of any incompetence/misconduct, you carry on and adhere to any recommendations made. The file is kept locked and confidential for 15 years. If there are no further complaints, the file is then destroyed.

If any member has questions around ethical issues, the SASW Ethics Committee is available for consultation.

Submitted by:

Marlene Chatterton, Member, with input from Carole Bryant (Chair) and Rob Twigg (Member) of the Professional Conduct Committee
Reference: Jim Casey, L.L.B.

Code of Ethics Training – Regina & Area Members

It is the goal of the SASW to have all registered social workers participate in ethics training. It is offered free to members. The following dates have been scheduled for SASW Regina & area residents:

March 17, 2009	6:30-10:00 PM
April 20, 2009	8:30 AM-12:00 PM
May 27, 2009	1:00 PM-4:30 PM

SASW members may register for ethics training by contacting:
Darlene Bohach at darbohach@sasktel.net

We ask social workers to provide two dates. Efforts will be made to accommodate your first choice, however, due to unknown demand, this may not be possible.

Value 5: Confidentiality in Professional Practice

A cornerstone of professional social work relationships is confidentiality with respect to all matters associated with professional services to clients. Social workers demonstrate respect for the trust and confidence placed in them by clients, communities and other professionals by protecting the privacy of client information and respecting the client's right to control when or whether this information will be shared with third parties. Social workers only disclose confidential information to other parties (including family members) with the informed consent of clients, clients' legally authorized representatives or when required by law or court order. The general expectation that social workers will keep information confidential does not apply when disclosure is necessary to prevent serious, foreseeable and imminent harm to a client or others. In all instances, social workers disclose the least amount of confidential information necessary to achieve the desired purpose.

Principles:

- Social workers respect the importance of the trust and confidence placed in the professional relationship by clients and members of the public.
- Social workers respect the client's right to confidentiality of information shared in a professional context.
- Social workers only disclose confidential information with the informed consent of the client or permission of the client's legal representative.
- Social workers may break confidentiality and communicate client information without permission when required or permitted by relevant laws, court order or this Code.
- Social workers demonstrate transparency with respect to limits to confidentiality that apply to their professional practice by clearly communicating these limitations to clients early in their relationship.

On the face of it, the requirement to maintain client confidentiality appears pretty straightforward. Clients

speak to social workers about very personal issues and for the most part it's nobody else's business. We respect their right to privacy and agree that information about our clients should not be shared with outsiders unless the client has given informed consent.

The situation may be a little more difficult when the social worker wants to violate the client's confidentiality. Consider what you might do if a client told you:

- at some point in the past she was driving while impaired, hit a pedestrian and fled the scene. She was never caught but she knows the pedestrian was killed in the incident.
- he is HIV positive and he is having unprotected sex with his partner, who has no knowledge of his health status.
- she is collecting welfare benefits under two names.
- she is 16, pregnant, and planning to run away rather than tell her parents.
- he is stealing from his employer to pay his gambling debts.

Circumstances like these are clear examples of an ethical dilemma: the moral imperative to take one action (*i.e.*, to maintain or break confidentiality) may lead to the violation of another (*i.e.*, harm to the client or a third party). There are several ethical decision-making models available to social workers to help you decide the best course of action.

Each situation we face is unique. A social worker may respond one way with one client and another way altogether with a different client, based on their individual circumstances. Chances are, you will at some point have to decide whether it is better to maintain or to violate a client's

confidentiality. An ethical decision-making model is a useful tool for making your decision.

*Reprinted with permission from
Alison MacDonald, MDipl, RSW (AB)
Associate Registrar,
Alberta College of Social Workers*

The general expectation that social workers will keep information confidential does not apply when disclosure is necessary to prevent serious, foreseeable and imminent harm to a client or others. In all instances, social workers disclose the least amount of confidential information necessary to achieve the desired purpose.



Committee, Branch & Task Team Section

PRESS RELEASE: Saskatchewan Association of Social Workers Stresses Need for Income Security Reforms in Saskatchewan

To mark International Day for the Eradication of Poverty on Friday, October 17, 2008, the Saskatchewan Association of Social Workers (SASW) is calling on all levels of government and interested stakeholders to work together to make this goal a reality.

“Despite Saskatchewan’s current economic boom, there is an increasing level of marginalization in society that everyone should be concerned about,” says Jim Walls, the President of SASW. “As social workers, we believe that economic security is a human right, and we believe that if all levels of government—municipal, provincial and federal—and interested stakeholder groups work together, we can eliminate poverty in Saskatchewan.”

The majority of social assistance recipients in Saskatchewan are people with disabilities and single parent households. Walls stresses that financial assistance and a supportive and compassionate approach is required to ensure these vulnerable members of society have their most basic needs met.

The Ministry of Social Services for the Government of Saskatchewan is currently working to modernize the

province’s income security programs for low income individuals and families. SASW welcomes a review of the programs to better suit the needs of individuals and families across the province. In particular, the association would like to see the removal of contingencies, such as employment and job training, on a person’s ability to receive income security benefits.

“We believe that access to paid employment with decent pay, benefits and work conditions is a desirable goal for many of our clients,” says Walls. “But, we also believe that individuals should not have to accept compulsory work or job training requirements before they can receive adequate income security benefits.”

SASW has developed four guiding principles that it feels will result in income security reforms to benefit and improve the lives of the most vulnerable people in Saskatchewan. They are as follows:

- Professionals, governments, and community members must work together to ensure adequate economic security;
- Social assistance applicants must not be forced to find a job or participate in training programs as a condition of receiving support;
- Income support programs must be delivered by trained professionals who put the well-being of clients first and take their unique circumstances into account; and
- The administration of income security programs must always be delivered through public sector mechanisms and be accountable to the public interest.

For more information on SASW’s guiding principles to income security reform, visit www.sasw.ca.

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.

Note:

The press release on this page, and the letter-to-the-editor on the next page, were developed by the SASW Social Justice Committee.



Saskatchewan Association of Social Workers
Social Workers - Make a Difference

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Fax: (306) 545-1895

Email: sasw@accesscomm.ca Website: www.sasw.ca

Letter to the Editor

For immediate release

November 26, 2008

Dear Editor:

The Saskatchewan Association of Social Workers (SASW) applauds the release of the Saskatoon Health Region report *Health Disparities in Saskatoon: Analysis to Intervention*.

This carefully researched and comprehensive study establishes the very powerful connection between poverty and poor health. As social workers in the health sector and other areas of professional practice, our members are very familiar, not just with presenting symptoms, but also the root causes of poor health.

The *Health Disparities* Report is correct in stating that health status is not primarily a function of health care services, but that it also depends on a broader set of social policies and programs. To achieve good health for the entire population, we must ensure a decent income, adequate and affordable housing, a full range of educational opportunities, and ready access to good jobs for everyone in Saskatchewan.

The Report outlines 46 evidence-based policy options for improving population health. SASW believes that the very first recommendation is especially important: to "develop an effective plan to reduce poverty and health inequality for Saskatoon and Saskatchewan that includes a multi-year approach with concrete measurable targets, broad support and an evaluation plan."

Social workers are hopeful that such a plan for poverty reduction in Saskatchewan will be developed very soon. Such plans exist in four other provinces in Canada and several other countries. We would welcome the opportunity to work with government, other professions, health regions, and community organizations to develop an effective and practical strategy to eliminate poverty and achieve health equality in this province.

Yours sincerely,


Jim Walls, President

A Member of the Canadian Association of Social Workers



SASW Student Scholarship

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

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 2009 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:

- | | |
|---|---|
| <input type="checkbox"/> 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 | c) process and effect of the work
d) interests and motivation for doing the community service |
| <input type="checkbox"/> Description of Community Service
Description must include: <ol style="list-style-type: none"> a) the place and activity of the community service b) objectives | <input type="checkbox"/> Reference Letter
- letter should be from individual who knows of applicant's involvement in community service |
| | <input type="checkbox"/> Curriculum Vitae/Resume
<input type="checkbox"/> Written statement as to financial need (optional) |

Signature of Applicant: _____ Date: _____

Deadline for submitting applications is March 15, 2009.

Submit applications to:

**Saskatchewan Association of Social Workers
 2110 Lorne Street, Regina, Saskatchewan S4P 2M5**

“A Day in the Life of a Social Worker”

I believe that most people who enter the field of social work do so because they have a desire not only to assist those “in need” but also to be a part of the change process. I am no different in that regard and in the back of my mind I believed that I could do both of those things as a manager. Being a manager is not something a lot of social workers envision for themselves, but I have found it to be a wonderful fit for me.

Before I started working at Sherbrooke Community Centre I was told that Sherbrooke was like its own small town. I was also told that not a day goes by at Sherbrooke where you don’t either laugh or cry—or both. As a social worker, I was drawn to Sherbrooke’s mission and Eden philosophy, but it wasn’t until I began working here that I truly understood the emotional draw that this community holds.

I pull up into the parking lot each morning already full of thoughts about what my day will involve. The days are a balance of resident, staffing and administrative needs.

I walk through the big red doors and into the warm friendly entranceway of Sherbrooke. As I continue down the path toward my office I pass by the community day program area with staff getting ready for the day. I am



Michelle Buglas with Don Bushman, resident of Sherbrooke Community Centre.

welcomed by the front receptionist and take a peak through the gift shop windows. The halls are beautifully decorated with pictures, flowers and other arrangements depending on the time of year.

The chapel is next with its bright stained glass

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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.

**Deadline for submitting nominations:
March 15, 2009.**

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: _____

“A Day in the Life of a Social Worker” continued

lights shining through the doors. I am greeted by both staff and residents who are already happily spilling out onto the internal streets of Sherbrooke. I would venture to say that on any given day I receive more friendly acknowledgements and hugs before 9 a.m. than most people receive in a month at work. You can't help but start each day with a smile.

As I walk into my neighbourhood I can smell the bacon and eggs frying in the kitchen. I say good morning to several residents and head to my office which is right in the heart of the neighbourhood. I turn the computer on and begin to watch as the inbox fills up. These emails are usually part of the administrative role of my day. I wander out into the neighbourhood to make my tea and to see how things are going. I check the communication book, chat with staff, sign payroll request sheets and look around to see if anyone needs assistance. I love spending time in the neighbourhood and with the residents and staff. That is my favourite part of the day.

After breakfast and between emails, door knocks at my office and phone calls I grab my note pad and head off to my first meeting of the day. A day without meetings is a rare treat for managers in long-term care. An average day probably includes three or four meetings.

Being fairly new to Sherbrooke and a social worker, I often find myself overwhelmed by the information I need to absorb in a day. Budget and QI, etc., don't come naturally to me.

Thank goodness for morning coffee. The cafeteria at Sherbrooke is buzzing with staff, residents and visitors. It is a warm, homelike place in the mornings where we can get together for some hot eggs and coffee. Just the fuel I need to keep me going for the day.

As I walk through the streets of Sherbrooke, I stop to talk with elders along the way. Some communicate through computers, some with an alphabet board, some only use their native language, but everyone communicates through expression.

I head back to my office to read more messages and deal with organizational needs. A staff member knocks on my door and comes in to talk about a resident concern. Sometimes it is family members coming in to ask questions about their loved ones or sometimes people have staffing concerns. I work in a neighbourhood whose residents live with Alzheimers' Disease, and

because I leave my door open, elders often find their way into my office to sit and visit. The bird that lives outside my door in our neighbourhood is chirping and the dog is barking outside at someone walking by. Our cat, Baby, comes by and hops up on my lap while I work. There is often music playing in the neighbourhood and elders visiting, singing or clapping.

I love the sounds outside my door. Everything is so alive here!

On any given day I struggle to address all of the work piles that have accumulated on my desk. It may be staff reviews, employee surveys, messages about a change in policy or procedure, care plan adjustments for residents, financial and budget concerns and so on. Thankfully, Sherbrooke has an amazing leadership team

who encourages us to have fun at work and to never forget that we are all here because of the residents. We are working in their home, they are not living in our work place. With this philosophy always at the back of my mind, I never hesitate to STOP. TALK. LISTEN and LAUGH.

As the day comes close to its end I head out to pick up my daughter from school. She comes back to Sherbrooke with me on a regular basis until I am done at 5 p.m. She loves to sit

and visit with elders or do her homework in my office while I continue to work. This is something that is strongly encouraged as well at Sherbrooke. It is about making connections. This truly makes it a wonderful place to spend my days.

The evening staff are busy getting supper ready and regular family members who are here for almost every meal are helping out with not only their loved ones, but all the residents in our neighbourhood. I chat a bit with people about the evening and any unfinished details that I need to address.

At the end of the day I pack up and say my goodbyes. I sigh as I look at the pile still sitting on my desk. Oh well, since this is all about life and living, how could we ever be “done”? I head out of my neighbourhood, down the hall and through the same big red doors to the parking lot, my mind still full of what the day has brought, and what is yet to come....

Submitted by:

*Michelle Buglas, MSW, RSW (Sask.),
Saskatoon*

Before I started working at Sherbrooke Community Centre I was told that Sherbrooke was like its own small town. I was also told that not a day goes by at Sherbrooke where you don't either laugh or cry—or both. As a social worker, I was drawn to Sherbrooke's mission and Eden philosophy, but it wasn't until I began working here that I truly understood the emotional draw that this community holds.



CASW Section



What Does CASW Offer SASW Members?

This is a question you may have asked and it is one being asked by some CASW member organizations across the country. \$37.00 of each member's yearly provincial registration fee is forwarded to the national association. For students, the rate is \$27.00. For the first 1,000 members, there is an additional flat fee of \$500, and for membership from 1,000 to 2,000 the flat fee is \$1,000. For new members who register during the last six months of CASW's fiscal year, there is a 50% reduction in the \$37.00 charge.

The fees support the functioning and work of the national association whose purposes and objectives are:

- 1) to advance social justice,
- 2) to strengthen and promote the social work profession,
- 3) to support the regulatory and non-regulatory work of member organizations, and
- 4) to cover salary and administrative costs.

Payments from member organizations to CASW are used for the following:

1. Social Justice

After extensive consultations with all member organizations, the main focus in the upcoming years will be poverty. A revised action plan is being drafted to address the best way to address this huge issue.

Three national interest groups have been operating in the past few years to contribute to the work of CASW in addressing and responding to national issues.

CASW is active on many social policy and social action fronts thank to its affiliation as an organizational member of 19 national organizations/coalitions.

Examples of activities in this area include:

- Papers on poverty,
- Presentations to Parliamentary and Senate Committees,
- Development of election campaign questions,
- Submissions to pre-budget consultations,
- Analysis of federal budget,
- Circulation of media releases to raise awareness and make statements on social issues (18 in the past year),
- Providing input/consultation to numerous organiza-

tions and coalitions

- Initiating a Board lobbying campaign with local MPs
- Offered an educational teleconference as a follow-up to the release of the CASW report "Financial Security for Women Seniors in Canada."

2. Promotion of the Profession

Examples of activities to promote and strengthen the profession include:

- Completing report "Empowering Social Workers in the Workplace: A Strength-Based Approach Strategy for Child Welfare,"
- Developing and circulating a child welfare brochure entitled "Child Welfare Services in Canada: Protection Services,"
- Completing review and revision of "Informed Consent and Confidentiality Guidelines,"
- Planning of 2008 national social work conference with OASW,
- Presentation of 9 abstracts related to CASW activities to the national conference
- National Social Work week activities including presentation of certificates, and a tool kit,
- Promoting social work internationally through active participation in IFSW,
- Provision of AON group liability insurance plan

3. Supports the regulatory and practice-support work of member organizations by:

- Development of the Code of Ethics (2005),
- Provided financial assistance to organizations in developing training for members,
- Coordinating the process of Code of Ethics review,
- Reviewing/revising the Scope of Practice document.

4. Salary and Administrative

- To cover expenses related to fees to other organizations (IFSW and national coalitions),

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What Does CASW Offer SASW Members? continued

- Office administration costs such as rent, telephone, etc.,
- Meeting attendance costs for your SASW Board representative,
- Interest group meetings,
- Meetings of coalitions,
- Expenses related to the publications of the Canadian Social Work Journal, CASW Bulletin and the CASW Reporter as well as the CASW website,
- Salary for two social work staff: Executive Director (Eugenia Moreno) and social worker (Ginette Clarke) plus three support staff who implement the strategic directors provided by the Board.

In addition, a major initiative CASW has been involved with is the formation of a national Inter-Sectoral Committee that brings together the three sectors of the profession; Practice, Education and Regulation. The committee is focusing on common issues of interest. This is a long hoped for achievement of CASW. We are fortunate in Saskatchewan to have a good relationship with our School of Social Work and our Practice and Regulation are under the same umbrella. This is not the case in other jurisdictions where there has been little communication and the focus has been on differences rather than collaboration.

It is hoped that this article will demonstrate how much CASW accomplishes with limited human and financial resources and what we do receive for our contribution. It is my hope that you will continue to support CASW in its role as a national voice for all social workers. Should you wish to visit the CASW website, it provides a wealth of additional information on what I have outlined here. As a reminder, the username is "SK" and the password for the 'members only' section of the website is "grape08".

Submitted by:
Marlene Chatterton, M.S.W., R.S.W. (Sask.)
SASW Representative on the CASW Board

with contributions from:
Eugenia Moreno, Executive Director - CASW
Richard Hazel, SASW

Effective April 1, 2009, the password to access the Members area on the CASW Website will be changed to:

Username: Saskatchewan
Password: birch09

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BULLIES: THEIR MAKING AND UNMAKING

with Dr. **Gordon Neufeld**, Ph.D.,
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In this one-day presentation, Dr. Neufeld will examine the bully syndrome to reveal its psychological determinants and deep instinctive roots in the dynamics of attachment and vulnerability. He will provide a working definition of bullying that will enable participants to recognize the bully dynamic in its myriad manifestations and across a multitude of settings. He will outline the steps required for lasting change in order to keep students safe.

SASKATOON | April 27, 2009 (Monday)
 Hilton Garden Inn Saskatoon Downtown



WORKING WITH AGGRESSIVE & VIOLENT CHILDREN & YOUTH

with Dr. **Gordon Neufeld**, Ph.D.,
 author of *Hold on to Your Kids*

In this seminar, aggression's deep developmental roots will be exposed and the reasons why conventional approaches to the problem are so ineffective will be revealed. Dr. Neufeld will provide guidelines and strategies for addressing the roots of the aggression problem that will be applicable across ages and venues.

SASKATOON | April 28, 29 & 30, 2009
(Tuesday – Thursday)
 Hilton Garden Inn Saskatoon Downtown



THE EXPLOSIVE CHILD: THE COLLABORATIVE PROBLEM-SOLVING APPROACH

with Dr. **Ross Greene**,
 Ph.D., author of *Treating*

Explosive Kids & Lost at School

Dr. Greene will provide an alternative conceptualization of the difficulties of explosive/noncompliant children and adolescents. He will provide an overview of the Collaborative Problem Solving (CPS) model, first articulated in his book *The Explosive Child*.

REGINA | April 17, 2009 (Friday)
 Regina Inn Hotel & Conference Centre

→ For more information on these and other workshops, visit www.jackhirose.com. Register with payment online and save \$10 per workshop!



Chatter Box Section

Chatter Box

As always, the Chatter Box section of the newsletter welcomes submissions from members regarding any type of resources, both traditional and non-traditional, that have added to their knowledge and skills as a social worker.

Child welfare is a complex area of practice that involves and takes into consideration relevant practice and policy issues. Any professional who works in this area would want to keep apprised of current trends and developments, and to keep an eye on new research.

Research Watch, a Centre of Excellence for Child Welfare initiative, tracks major child research journals on a monthly basis. The Research Watch group of McGill and University of Toronto scholars vets identified research, and makes their findings available free of charge to newsletter subscribers.

Professionals interested in receiving this monthly newsletter can subscribe by accessing the Centre's website at <http://www.cccw-cepb.ca/>. The website itself contains links to a vast selection of various child welfare articles of interest.

Submitted by:
Rick Yachiw, BSW, RSW (Sask.)

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.

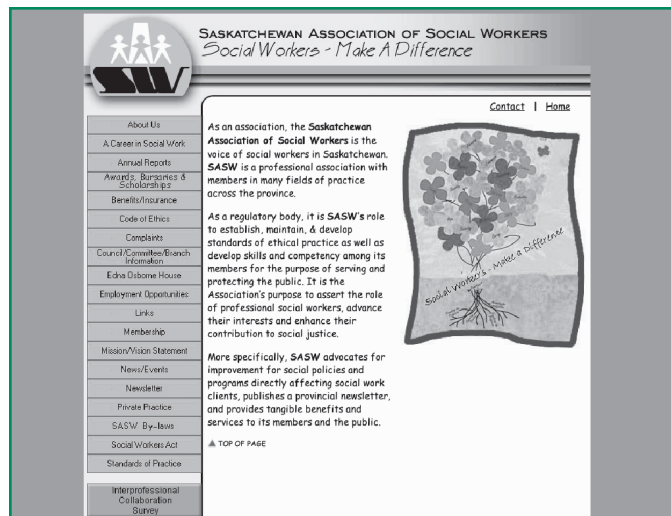
Standards for Social Work in Schools, October 1999.

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 2008.

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



Website: www.sasw.ca

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.

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Faculty of Social Work, University of Regina Section

Dean's Message



The news this time of the year from the University of Regina, Faculty of Social Work, is of renewal and growth. We are experiencing the retirements of three of our valued staff and faculty. SO... the faculty are mourning our losses but also celebrating with these same folks who have become trusted friends and colleagues. As each has decided to retire and move on to other life phases they have inevitably come back to us through conversations, or e-mail, or by word of mouth sharing their joy of freedom from regular office hours. We hear many stories of renewed/continuing vitality that they each knew would be theirs. It is with mixed feelings that as we celebrate, we also look forward to new friendships and professional relationships as the Faculty moves forward.

Many of you will know Connie Rubletz, (the Dean's secretary) has chosen to retire. Connie was one of the longest-employed individuals at the University. With her goes a wealth of wisdom and encouragement that I personally miss. Connie assures me that we will do well without her. However her willingness to share some good advice, not to mention knowledge about where things are kept, has made the transition a bit smoother. We welcome in her place Ina Kurtz from the Student Development Center. Ina has been with us for the last year working as the Dean's secretary. Ina brings with her a sharp mind, solid skills, and great knowledge of

the University and its many processes. In the short time she has been here Ina is making her positive presence felt. Welcome, Ina.

This last month we also received notice of retirement from Dr. Robert Twigg, who informs us that the call of his other interests, including clinical practice, are winning out over his desire to remain with the Faculty. We wish him well with his very engaging future. We will celebrate with him over the coming months through his transition into retirement. We will also explore ways of keeping Dr. Twigg engaged with our Faculty in order that we may continue to benefit from his insight and wisdom. We find ourselves in the same position with Dr. Michael MacLean. Many of you know that Dr. Michael MacLean retired as of last spring. We have been hearing from him on an ongoing basis as he travels and renews a number of distance relationships across Canada and internationally. He sends his greetings to all and wishes the Faculty well as we search for new members.

Renewal is at hand because as we mourn the loss of outstanding members of our Faculty, we are fully engaged in a search to find others. In addition to replacing retiring faculty we are adding three new positions. Our job postings are out and we will continue to search until all positions are filled. We are looking for those outstanding individuals that can help our Faculty meet the social work educational and research needs of our community. If you are one of these individuals or know someone who could be, check our posting or encourage your candidate to do so. We welcome and are excited about exploring new futures and friendships.

Respectfully submitted:
Dr. David Schantz, MSW, RSW (Sask.)
Dean, Faculty of Social Work



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UPCOMING CONFERENCES, WORKSHOPS & EDUCATIONAL EVENTS

Growing Home: Housing and Homelessness in Canada

February 18-20, 2009

Calgary, AB

Contact Information: Faculty of Social Work

University of Calgary

Phone: 403.220.2459 Email: nhc2009@ucalgary.ca

<http://www.nhc2009.ca/>

Aspirations: A Safe Place to Grow Workshops

Level 1: A Training of Sensorimotor Psychotherapy for the Treatment of Trauma.

February - May 2009

Edmonton, Alberta

Local organizer is Aspirations Inc (Lynne M. Kostiuk)

phone: (780)-953-1374

e-mail: aspirations@asafeplacetogrow.ca

info: http://www.asafeplacetogrow.ca/webinfo_tt2009_2.pdf

Level 2: Development, Attachment, and Trauma Training.

February - October 2010

Edmonton, Alberta

Local organizer is Aspirations Inc (Lynne M. Kostiuk)

phone: (780)-953-1374

e-mail: aspirations@asafeplacetogrow.ca

info: <http://www.asafeplacetogrow.ca/level2.pdf>

Crisis & Trauma Resource Institute Workshops

Threat Assessment – Planning & Response

Saskatoon – Feb. 19/09

Regina – Feb. 24/09

Crisis Response Planning

Saskatoon – Feb. 17-18/09

Self-Injury Behaviour in Youth – Issues & Strategies

Regina – April 17/09

Saskatoon – April 22/09

Suicide Prevention, Intervention and Postvention Strategies

Saskatoon – April 23-24/09

Responding to Trauma

Saskatoon – May 25-26/09

Critical Incident Group Debriefing

Saskatoon – May 27/09

More information: www.ctrinstitute.com

Email: info@ctrinstitute.com

Phone: 204-452-9199

6th Annual Forensic Psychiatry Conference Mental Health & the Justice system Across the Lifespan

April 1 - 3, 2009

Vancouver, BC

Conference Manager: Barb Bell

Email: bbell@bcmhs.bc.ca

Phone: (604) 524-7509

SASW AGM & Provincial Conference

April 22-April 24, 2009

Ramada Inn, Yorkton, SK

Hosted by: SASW Yellowhead East Branch

“Overcoming Life Challenges: Integrating Hope, Spirituality, & Self-Care Into Practice”

Keynote Speaker: Wendy Edey, R. Psych, M.Ed., RSW

Director of Counseling, The Hope Foundation, Edmonton, AB

Banquet Speaker: Pastor Rick & Kathleen Gibson - **Survivors of West Nile Virus**

Friday Speaker: Noel Starblanket “Starblanket: A Spirit Journey”

Basic Week in Reality Therapy/Choice Theory

April 15 - 18, 2009 in Regina

Contact: Carole Eaton at 569-1977 or Linda

Routledge at linda@accesscomm.ca

“Canadian Domestic Violence Conference: Working with those who perpetrate abuse and their families”

June 18 & 19, 2009

Toronto, ON

Sponsored by: Bridges - a domestic violence counseling, research & training institute

Contact Information: bridges@bridgeinstitute.org

Basic and Advanced Weeks in Reality Therapy/Choice Theory

August 10 - 13, 2009 in Regina

Contact: Carole Eaton at 569-1977 or Linda

Routledge at linda@accesscomm.ca

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