



SASKATCHEWAN SOCIAL WORKER

Volume 28 Number 1

“Strengthening Individuals, Families & Communities”

February 2017 Edition

President’s Message



Happy New Year everyone! 2017 will be a busy year for the SASW as we continue to actualize the Approved Practice Endorsement (APE) designation that was just proclaimed in the Legislature effective January 1, 2017. Significant work has gone into the development of APE to date and it is great news that we can now move forward and complete the develop-

ment process. One of the key components of this work will be to utilize the Association of Social Work Boards (ASWB) Advanced Clinical Exam as a required measure in the attainment of this designation. Additional work will focus on further developing the supervision requirements for APE candidates. We will continue our work in assuring that connection to academic programming is in place for candidates who require additional education to meet the requirements of APE.

Development of a new Strategic Plan will be a major focus this coming spring. We are looking to do a member survey as part of this work to ensure that all of our voices have an opportunity to be captured.

This past November, I attended the 2016 Annual Meeting of the Delegate Assembly in San Diego California. Being able to connect with other Social Work Boards and Associations from Canada and the United States was very informative. Major themes discussed were in relation to mobility of registered social workers being able to move from state/province to another state/province with minimal barriers. In the United

States utilization of ASWB exams for registration is one means to making mobility easier. Title protection, public protection and public awareness were also important themes of this meeting. In the United States there has been an increase in combining boards, including social work boards, into larger mental health boards.

The theme for Social Work Week, March 19-25, 2017, is “The Power to Empower.” I know that branches throughout the province will continue to mark this week with various events. In Regina, the annual Regina Branch luncheon will continue this year. I welcome any feedback from Regina members on what you would like the presentation at this year’s luncheon to focus on.

I also want to thank Ray Pekrul for his many years of service to the Canadian Association of Social Workers (CASW). Ray’s current term with the CASW is ending in 2017. Ray’s involvement at a national level has been significant and his voice as CASW representative in SASW Council has been very important.

In late November Karen Wasylenka and Carol Bryant met with Saskatchewan Minister of Social Services, Tina Beaudry-Mellor. Proposed changes to the Saskatchewan Assured Income for Disability (SAID) was one issue discussed with the Minister. Karen and I also met with MLAs Nicole Rancourt and Carla Beck in December.

*Submitted by:
Ryan Labatt, MSW, RSW*

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- ADVOCATE FOR SOCIAL JUSTICE
- PROMOTE THE PROFESSION
- REGULATE THE PROFESSION
- SUPPORT FOR ETHICAL PRACTISE

Executive Director's Message



Greetings everyone and Happy New Year! I hope everyone had a peaceful and relaxing holiday season with time to spend with family and friends.

Some Updates

I am happy to announce that Fay Schuster is dropping the "interim" from her title to become our permanent

registrar. We are pleased that Fay will remain with us and continue to work on policy and procedure related to membership and regulatory requirements.

Another piece of news is that the 2013 amendments to the *Social Worker's Act* were proclaimed effective January 1, 2017. These amendments further pave the way to implementation of the Authorized Practice Endorsement. You will hear more about this in the upcoming months.

During renewal season, we receive a few questions about payment options for membership renewal. Our online system currently only allows for Visa and Master Card payments. We do listen to your concerns and suggestions and will continue to review any other options available. Of course, we always need to balance the cost of expanded options with benefits provided. At this time, our payment options remain the same.

In June 2016, the Criminal Code was amended to allow for Medical Assistance in Dying. As many social workers work in health care settings, there have been questions about the role of social work in this area. We have posted a guidance document on our website for SASW members.

Use of Facebook

You have likely heard in the news of a recent discipline decision by the Saskatchewan Registered Nurses Association. The SRNA found a member guilty of misconduct for posting on Facebook concerns about the health care received by a family member. As a follow up, nursing students in other provinces have spoken out about the decision. I found the decision posted on the SRNA website to be an interesting read as this type of situation is easily applicable to our profession. Would you post on your Facebook page, which may identify you as a social worker, concerns regarding services provided to a family member by another agency providing social work services? Is this not free speech? Am I not supposed to advocate for improved services?

Should I not be raising issues regarding lack of funding and support services available? Am I ever "off duty"? How do I separate my professional and personal lives? How do I maintain the reputation of my profession, my employer, and my colleagues? Am I criticizing the work of my social work colleagues? Is anything private? Social media can be an effective way to get a message out. More recently, the ASWB newsletter provided a link to an article about a social worker in the United Kingdom who was disciplined by the Health and Care Professionals Council for posting remarks on Facebook about a family whose children she had taken into care. She thought it would be private. Although not specific to social media, G, 5(c) in our standards of Practice can provide some guidance. Social media is not new; however, the ethical issues for social work continue.

Professional Registration of Child Welfare Workers

As many of you know, SASW has long advocated for professional registration of child welfare workers in Saskatchewan. Professional registration was included in the presentation by SASW to the Child Welfare Review Panel in 2010. A commitment was made in 2013 by the Ministry of Social Services to move forward; however, the project plan was not completed.

It has been recognized and accepted that, because of the nature of the work, highly skilled professionals are required to carry out the roles and duties involved in the child welfare system. The work is complex and requires a wide range of skills and knowledge. The work requires acute and sound judgement. Decisions made in child welfare have long lasting effects not only for the individuals involved, but for families and communities.

A study sponsored by the Canadian Association of Social Workers in 2007, stated that "many social workers engaged in child protection work had lost their sense of pride and ability to do effective and evidence-based social work practice. In particular, a lack of recognition and support had left many social workers feeling victimized, helpless, isolated, and disenchanting." However, in the study, participants suggest "the first step to regaining a sense of pride was for social workers to value themselves as professionals, to value the work they do, to take responsibility through their work and professional associations to create a positive image, to advocate on behalf of their clients and profession, and to reclaim their expertise and field of work."

Our discussions and work in this area continues. We have committed to work collaboratively with Child and

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Registrar's Message



This was the second year, in my role as Registrar, that I have undertaken the audits of members' Continuing Professional Education (CPE) activities as part of our renewal process.

As you know, SASW undertakes CPE audits of at least 10% of renewing members. As a regulated profession, SASW has an obligation to ensure

professional competence of its members to meet our primary obligation of "protection of the public." CPE has been generally accepted and proven as an acceptable mechanism to assure professional competence.

As the Registrar it is my responsibility to ensure our members are submitting CPE activities that meet the requirements as set out in policy by our Council.

Following last year's audits I did follow-up with our Education Committee to reflect on a number of issues and concerns that arose through the audit. The same issues and concerns came up in this year's audits. Some of the questions were:

- 1) Is the orientation of new social workers in the work-place acceptable CPE?
- 2) On-line training courses. Should these be classified as Category A or C? When is an online course considered a Category A "seminar" versus a Category C "self-directed learning"?
- 3) Should Cardio Pulmonary Resuscitation (CPR) train-

ing be accepted for CPE?

- 4) Should activities that may be considered part of the members work within the employment context be considered CPE?
- 5) Are staff meetings within the work place acceptable CPE?

Our current policy definitions for CPE seem to be interpreted in varying ways by members. In order to gain a better understanding of how members interpret our policy definitions, during this year's audits I spent considerable time communicating with members by e-mail and through phone calls. Through this process I gained insight into areas where we need to provide clarification and guidance to our members. As with any question, issue or concern, one must understand the context of the activity. Given the diversity of practice and practice settings for social workers it is imperative that we provide as much clarification as possible to ensure consistent interpretation of our policy definitions.

To provide guidance to members on CPE, SASW will be creating a scenario based "Question and Answer" document which will be posted for member access through our website. Members will be notified when the document is posted.

Although a number of issues and concerns have come up through the auditing process, I do want to affirm for our membership that overall the CPE activities audited reflected "quality and appropriateness."

Submitted by:

Fay Schuster, MSW, RSW

Executive Director's Message, continued

Family Programs, Ministry of Social Services, to promote both child welfare work and professional registration. Of course, our long term goal is to have child welfare staff use the title "social worker" for the very reasons outlined above. In this newsletter, you will meet Courtney Gilmour, who writes eloquently about her experience in child protection, her passion for the work, and her pride and commitment to her profession.

In Closing

I offer congratulations to the SASW members who are completing their MSWs and had presentations and defenses in November and December of 2016. It is important that we recognize the work and expertise of our colleagues. We hope to highlight their research and

experience in upcoming newsletters.

Remember Social Work Week in March and don't forget to check out the SASW Facebook page, administered by the Public Relations Committee.

Submitted by:

Karen Wasylenska, MSW, RSW



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

SASW Online Registration System/Database

Username/Password

With the implementation of the SASW online registration system/database, members are encouraged to have their Username/Passwords. In order to gain access to your Member Home Page to update personal information (e.g., mailing address, email, employment data, etc.) and to obtain a Practice Ethics Consult your username/password is needed.

If you have not retained your Username/Password, you can retrieve this information by entering your email address into the Member Login Box on the SASW website (www.sasw.ca). An email will be generated from the SASW system directly to the email that you entered with your username/password.

Up to date information within the system

SASW is moving more and more communication to the email system which is built in within the online system. In order for the electronic communication to be effective, members must keep their email addresses up to date. As well, other personal information (eg. mailing addresses, employment data) should always be up to date.

Continuing Professional Education

With the implementation of the SASW online system/database, members can enter their continuing education activities regularly throughout the year.

If used by members, this could be a huge time-saver when you renew your registration for the next year. In order to enter continuing education on a regular basis, within your member home page, you must have your username/password.

All members are encouraged to obtain their username/password and retain it in a place where you will be able to easily access your member portal.

*Celebrate Social Work Week –
“The Power to Empower”
March 19 to March 25, 2017*

Please let the SASW office know what events are being planned in your area for Social Work Week. If there is anything we can assist with, such as promotional material, posters, speaking notes, please let us know of if you would like your event posted on the SASW website.

Call for Nominations - SASW Distinguished Service Award

Eligibility Criteria

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

Procedure for Nomination:

The name must be submitted for nomination having the written support of **three** registered members of SASW. A brief biographical sketch must be included along with a curriculum vitae.

Selection Process:

Selection of the Distinguished Service Award will be made by a majority vote of the SASW Awards Committee. The plaque will be presented at the SASW Annual General Meeting.

Nominations must be sent to:

SASW Awards Committee
2110 Lorne Street
Regina, SK S4P 2M5
Email: sasw@accesscomm.ca
Fax: (306) 545-1895

Deadline for Nominations: March 15, 2017

Why Buy Professional Liability Insurance?

Issues arising from professional liability are of great concern today. There was a time when the professional (or quasi-professional) was not a target for lawsuits; clients would never have considered bringing an action against a professional, not even in instances where negligence or errors were obvious.

Times have changed. Today, the public and our legal system expect more and are much more inclined to initiate a lawsuit. When adjudicating cases, the courts have based their judgements on an increasingly higher standard of care and responsibility. The ever-increasing levels of education, training, experience and reputation of professionals have led the courts and the public to expect service which is superior than the average person. This expectation can be overwhelming.

Why have public attitudes changed towards the professionals? There are a number of causal factors. Part of the answer is that the public has become more informed of its legal and contractual rights, and, rightly or wrongly, has been led to believe that a legal action

may be initiated from any turn of events that was not an expected outcome by the client.

In addition, the media has brought to public attention the litigious climate of our modern society. Many legal actions have been sensationalized in the press. Lawyers have become much more aggressive in the demands for compensation, seeking ever larger and more extensive settlements.

Another reason why public attitudes have changed is because the relationships professionals have had with their clients have evolved. Traditionally, the connection between the professional and the client was much more personalized than it is today. In the past, clients' trust and confidence in the professional was absolute. Our changing society and financial constraints felt by many clients have heightened their awareness and increased the professional's accountability to the client.

Professional liability insurance is one form of protection for professionals and for their clients. Coverage *continued on page 7*



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For a list of workshops being streamed in 2017, please visit our website at www.ctrinstitute.com.

Trauma—Strategies for Resolving the Impact of Post-Traumatic Stress
Saskatoon: February 15-16, 2017

Motivating Change—Strategies for Approaching Resistance
Regina: March 9-10, 2017

Helping Children—Practical Tools for Engaging and Supporting
Saskatoon: March 14-15, 2017

Violence Threat Assessment—Planning and Response
Regina: March 23, 2017

Walking Through Grief—Helping Others Deal with Loss
Saskatoon: March 27-28, 2017

Addictions and Mental Illness—Working with Co-occurring Disorders
Saskatoon: March 29, 2017; Regina: March 31, 2017

Anxiety—Practical Intervention Strategies
Regina: April 25, 2017; Saskatoon: April 25, 2017

Autism—Strategies for Self-Regulation, Learning and Challenging Behaviours
Regina: May 3-4, 2017

De-escalating Potentially Violent Situations™
Saskatoon: May 9, 2017; Regina: May 11, 2017

Crisis Response Planning
Saskatoon: May 10, 2017

Mindfulness Counselling Strategies—Activating Compassion and Regulation
Regina: June 1-2, 2017

Borderline Personality Disorder—Understanding and Supporting
Saskatoon: June 13, 2017; Regina: June 15, 2017

Depression—Practical Intervention Strategies
Saskatoon: June 14, 2017

Working with Families—Strategies for Engaging and Helping
Saskatoon: July 17-18, 2017

Why Buy Professional Liability Insurance? continued

will shield personal assets and will help maintain a good reputation through the defence of allegations of wrongdoing which might be frivolous or false. For the client who has suffered some damages through the actions of a professional, liability insurance will ensure that there are adequate funds available to make amends for the wrong that has been done.

A professional liability policy covers errors, omissions or negligent acts which may arise from the normal or usual duties carried out by the insured.

When the professional is an employee of a firm, the firm, as the employer, is responsible for the actions of the employee. However, a court of law may find a professional personally responsible for an incident that occurred due to an error, omission or negligent act committed by the professional as an individual. To date, we know of no such situation ever occurring, however, it is our opinion that given the behaviour of the courts in recent times, one may be made personally accountable.

In another scenario, the employed professional may offer a professional opinion or “moonlight” professional services on his or her own time. In this case, the professional would be personally responsible for any consequence of these actions. It is highly probable that the policy of the employer does not provide coverage for the liability exposures of the moonlighter.

Should the limits of the employer’s insurance be insufficient to meet the settlement of a claim in which the professional was co-defendant, then personal assets of the professional could be at risk. The difference in limits between the employer’s insurance policy and the professional’s policy is available to cover any shortfalls in these instances. A professional liability policy offers

the insured peace of mind by knowing that he or she has independent coverage and by knowing what limits of that coverage are available.

When claims do occur, the professional’s decision to have obtained professional liability coverage will remove the financial consequence of a legal action and provide him or her with a solid, reputable insurer upon whom he or she may rely in full confidence.

For more information, please visit :<http://extranet.aon.ca/casw/> or call 1-800-951-CASW

Let’s Get Back to Basics and Talk About Social Work Ethics!!

Is your branch looking for professional development opportunities?

The **Back to Basic Workshop** (advanced ethics) is an opportunity to talk about boundaries, get some continuing education hours and network with colleagues.

Workshops are approximately ½ day in length but can be tailored to meet your needs (even a lunch and learn session). The workshop is free to members and led by a group of enthusiastic volunteer facilitators.

To request a workshop in your area, please e-mail to ed.sasw@accesscomm.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 complete the form that has been developed and placed under each member’s Profile home page. This form is received in the SASW office and forwarded to the Chair of Practice Ethics.

Saskatchewan Association of Social Workers

STRENGTHENING INDIVIDUALS, FAMILIES AND COMMUNITIES

Members Login | Contact | Home

About SASW | Membership | Practice Requirements | Support | Surveys and Research | Complaint Procedures

Strengthening Individuals, Families and Communities

As an association, the Saskatchewan Association of Social Workers is the voice of social workers in Saskatchewan. SASW is a professional association with members in many fields of practice across the province.

Council, Committee and Branch Information
Look here for information on who our council is or what committees are supported as well as branch information

Mentorship Program
This supportive network will contribute to the enhancement of the professional identity of SASW members

Awards, Bursaries & Scholarships
Find out how you can get bursaries or scholarships and who were the recipients

Member Services
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Find a Social Worker
Members Login Service

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www.sasw.ca



SASW Student Award

The Award

The SASW Student award is presented to a Saskatchewan social work student enrolled in the Faculty of Social Work, University of Regina, taking classes within Saskatchewan, or in an accredited social work program outside of Saskatchewan. The Award is presented in recognition of a student's contribution to his/her community, beyond the immediate requirements of education/employment. The amount of the scholarship is determined by the Scholarship Task Team and in accordance with Canada Customs & Revenue Agency Policy. The award is supported by the fund SASW has placed under the management of the South Saskatchewan Community Foundation. The amount each year shall be determined by the Student Award Committee in accordance with Canada Customs & Revenue Agency regulations.

Eligibility

- Eligible students shall be enrolled in the Faculty of Social Work at the University of Regina, including the First Nations School of Social Work, or a Saskatchewan resident attending an accredited social work program outside Saskatchewan.
- Applicants to be considered are students in good standing academically at the undergraduate or graduate level, taking at least 60% of the full-time course load.
- The award shall be limited to one per student per degree.

- Involvement in community service over the most recent five-year period shall be the main criteria used in evaluating applications. In this context, activities related to the professional association, group and volunteer work are the main areas for consideration.
- The Student Award Committee may also take into consideration financial need and whether there is student members with SASW.
- Applications shall be received at the SASW office on or before March 15.

Guidelines

The following information and documentation shall be provided with the SASW Student Award application form:

- Current transcript of marks to be attached to student award application
- The place and activity involved in the community service, as prescribed by the application form.
- Reference letter from an individual who knows of the involvement in community service.
- Curriculum vitae/resume.
- Written statement as to financial need (optional).

Applications to be sent to:

SASW Awards Committee
2110 Lorne Street, Regina S4P 2M5
Fax: 306-545-1894
Email: sasw@accesscomm.ca

Deadline for Submitting: March 15, 2017

SASW Student Award Application

Last Name: _____ First Name: _____

Address: _____ City/Town: _____ Postal Code: _____

Telephone: _____ Email: _____

Specify degree/certificate expected: _____ Graduation Date: _____

Institution at which are you are currently enrolled: _____

Are you a Student member of SASW: Yes No

SUBMISSION REQUIREMENTS/AWARD CHECKLIST:

The following must be submitted with this application:

- Transcript of marks (attached to application).
- An outline of the place and activity of the community service. This information will include the following
 - Interests & motivation for having done the community service.
 - Objectives of the involvement.
 - The process and results of the activities.
- Reference letter – from an individual who knows of the involvement in the community service.
- Curriculum Vitae/Resume.
- Written statement as to financial need (optional)

I have read and understand the requirements for this award that I am applying for and have submitted all required information and documentation. All information contained in this application is accurate and contains no false statements.

Signature of Applicant:

Date:



Article Section

Why Child Protection? Meet Courtney....

My dad says my journey to becoming a social worker began when I was eight years old. I had watched a Christmas cartoon where there were children who lived in an orphanage waiting for Santa to bring them toys, but they didn't receive any. My dad said I was very upset, and wanted to know why these children were without parents and didn't get the same gifts I did for Christmas. Little did I know that I would one day end up working in child protection and regularly help with families to address safety issues, conflict and other stressors.

I did not go into the profession of social work to work in child welfare. Like many other aspiring social workers, I considered child protection as a "scary" job that no one wanted to do because of the stress, difficult clients and high level of burnout. When I told people that I was studying to be a social worker, the usual response was "are you going to take kids away for a living?" This is the unfortunate stereotype our profession has been

saddled with. I thought there was no way I could be associated with separating families and dealing with the consequences.

However, my mentor, professors, and friends who are social workers encouraged me to keep an open mind while considering practicum placements. So, when I was asked if I would like to complete my Practicum II at the Ministry of Social Services, I agreed – but on the condition that I would not be in a child protection unit.

I was lucky to have a strong practicum supervisor who was very well-versed in the Social Services system and had been a protection investigator prior to working in the 16/17 program (voluntary funding for 16/17 year olds who cannot reside with their families for various reasons). I remember discussing the skills that were needed to excel in this area and she was kind enough to suggest that this role would be a good fit for me.

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REGISTER ONLINE AT JACKHIROSE.COM	

Resources for Social Workers

Among recent changes to the SASW Web site is an updated and expanded list of resources with links to relevant web sites. Below is a list of the content areas you can find by going to www.sasw.ca. If you have suggestions for other links that we should add please contact us at ed.registrar.sasw@accesscomm.ca.

- Social Work Organizations/Associations
- Social Work Education
- First Nations/Indigenous Resources
- Information on Social/Practice Issues
- Child Welfare/Children's Issues
- Family Violence
- Health/Mental Health Resources
- Poverty Resources
- Workplace Bullying
- Policy Organizations
- Free On-Line Journals
- Practice Guidelines
- Social work and social media
- General Social Work Sites
- Saskatchewan Links
- Employment Opportunities
- Records Storage
- Grant Writing
- Advocacy & Social Action

Why Child Protection? Meet Courtney..., continued

Approaching the end of practicum and being very aware that I needed to be employed soon, I gave a great amount of thought as to what was really holding me back from pursuing child protection work. I began to realize that I was putting limitations on myself for something I didn't have experience in. I always say you can't know if you don't like something if you haven't tried it. This rang true when I was offered a term position as a protection investigator.

There are some elements of the job that are predictable for child protection, such as working with clients who are generally in a vulnerable situation, may struggle in other areas of their life, do not wish to change anything and are upset by my presence. However, I have been overwhelmingly surprised by the positive aspects of my role.

Many clients are thankful for my help because they feel no one else is listening. Often, they are on a steep downward slope in terms of their addictions or mental health, their children were at risk, and they are thankful someone is checking in. Family members often become reconnected after periods of separation, there are true "aha" moments when clients understand how their actions have led to our involvement and they decide to work towards making a better life for themselves.

Not surprisingly, the most difficult part of my job is removing children from their parents. I do see many tragic situations; however this is par for the course not only for child protection but social work in general.

Child protection work is jokingly referred to as "baby snatching" in my social group. Friends who are not social workers will sarcastically say "watch your kids around Courtney or she might take them away."

I smirk a little when this happens because they have no idea what my day-to-day is like. In the course of a day, I could be at the office, at a home visit in a known gang house, in Family law court, taking a baby to the doctor, or taking a youth to the police station to give a statement about being assaulted.

The highlights of my career include the support I've received from my co-workers and the encouragement received from my supervisors. There is true empathy in understanding what each other is going through. We are very in-tune with each other. I appreciate the positivity that I experience with my co-workers because overall, I spend more time with them than I do my own family.

I choose to be a RSW because I am proud to call

myself a social worker and appreciate the support that SASW gives. It is important to me to have a governing body to provide standards of practice and a forum in which we can discuss issues that arise in our profession as it changes over time. As well, I feel being registered adds credibility to my degree and my commitment to the level of service I wish to provide to my clients.

Child welfare work has solidified my belief that regardless of where we come from, we are all affected by our family background in some way. I hope to continue to use my skills in my current role to provide help to our most vulnerable citizens, our children.

*Submitted by:
Courtney Gilmour, RSW*



The POWER to EMPOWER

CELEBRATE SOCIAL WORK WEEK IN SASKATCHEWAN • MARCH 19-25, 2017

Social workers help people, families and communities across the country create real change around real life issues. Every year in March, Canada celebrates the important contributions of these social justice professionals.

Learn more and get involved!

casw-acts.ca/march2017

sasw.ca/site/socialWorkWeek

#NationalSocialWorkMonth  



www.sasw.ca



Vital Volunteers

Volunteers are the most important resource organizations have. The ability of people to work willingly together for the betterment of their organization and themselves is a valuable resource. Ideally, volunteers find the donation of their time and energy a meaningful experience for themselves as well as for the organization.

This section of the Saskatchewan Social Worker is to “showcase” the many different ways social workers in Saskatchewan give their time to SASW.

For this issue, the spotlight is on:

Rikki Gusway-Kelln
Education Committee
Regina

Why did you decide to volunteer with SASW?

I wanted to learn more about what SASW has to offer the public and the members. I felt the best way to learn, was to get involved!

Approximate length of time that you have volunteered with SASW.

I began volunteering in early 2015.

What are your favourite parts about the role you play as a volunteer?

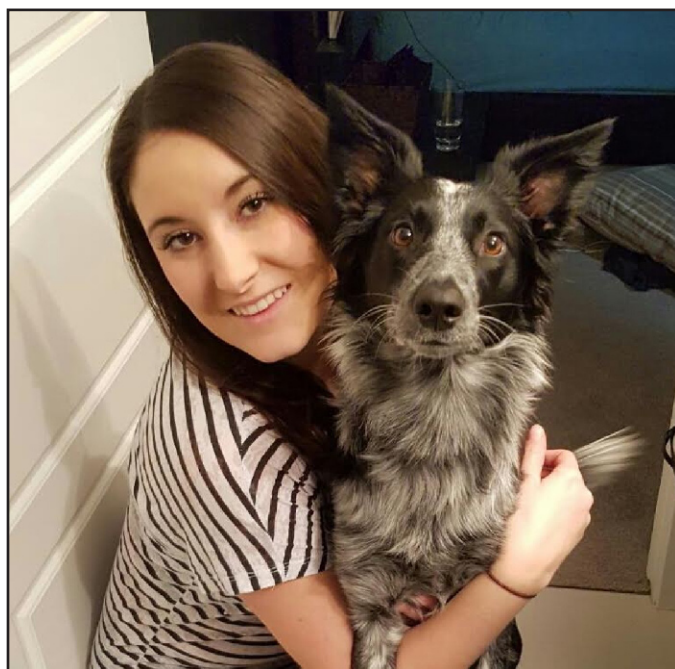
A key role of the Education Committee is the review of the BSW applications for the U of R. I enjoy this as it gives me so much hope to see all the bright students that will be entering our profession!

What have you learned as a result of your participation?

One of the most important things I have learned is about the importance of continuing education for Social Workers in Saskatchewan. I think what I find most interesting, is the ongoing need in our province for continued training in boundaries and ethical practice. This to me symbolizes that Social Workers have high standards of practice, and want to ensure they are being ethical and diligent in the work they do. As a sub-committee of the Education Committee, a group of us have worked together to develop training to be delivered to various Social Workers in the province who will then take on the role of training those in their community. This is very exciting, and I can't wait to see this training roll out and be implemented!

Why is volunteering important to you?

I volunteer because I enjoy being involved in various things, meeting new people, and learning new things. I think the work that the SASW volunteers do is critical



to the work the Social Workers in the province do and it has a large impact on the SASW as a whole.

How has volunteering impacted your career?

Volunteering has always been important to me and my family ever since I was a child. I remember my parents taking me with them to deliver Christmas hampers each year. It is something I have always maintained throughout my years growing up, and especially during my years in post-secondary. I find my knowledge in the field is specific to the system and area of Social Work I am employed in. Volunteering allows me to gain knowledge in skills in other areas of Social Work, which in turn benefit my practice as a Social Worker.

What else do you do in your spare time?

I spend lots of time with my puppy, my husband, family, and friends. We love to go camping in the summer, take road trips around the western provinces, and enjoy a hot holiday in the winter!

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, 2017.**



CASW Report

CASW continued to engage in many social justice issues at the national level; from support for harm reduction, to advocating for increase in mental health and home care funding under the Health Accord, to recommendations on basic income, for funding First Nations Child Welfare equitably and national affordable housing. While CASW releases its own positions and news releases on many of the above items, much of the work is done in concert with the several coalitions of which it is a member.

The CASW Board and annual meeting was held June 10 and 11 in Winnipeg. The annual meeting saw Morel Cassie from New Brunswick complete his four-year term as president, as well as his two-year term as vice-president of International Federation of Social Workers (IFSW). Morel received much deserved praise and appreciation for his excellent stewardship of CASW and extensive work with IFSW. Jan Christenson-Wood of Manitoba was elected president, Margaret Kennedy of P.E.I. as vice-president, and Joan Davis Whelan of Nfld-Lab as treasurer. The next five-year strategic plan was expected to begin to be implemented as developed in St. Catherine's two years ago, following a consultation with the provincial members on which aspects require the most attention.

CASW Board adopted a paper on "social investments" including recommendations which were made to federal government MPs during the time of the October board meeting in Ottawa. Basically CASW does not see private profit as having a place in the provision of services to vulnerable Canadians. Social impact bonds are seen as a poor financial means of funding social services since rates of return pay between 7.5 to 13% while a traditional bank loan can be obtained at 3%. CASW recommended the federal government should enable charities and NGO's in social services the capacity to re-invest surpluses into their operations without threatening their charitable status.

From the Continuing Education Committee, the CASW Board adopted recommendations to purchase a broad based webinar format to be used in delivering yearly webinar seminars. Executive was directed to survey the partner organizations to identify topics about "ethical practice" member organizations may

want to see addressed in a national webinar format. It is understood CASW wants to resource any existing continuing education programming the partners may already be engaged in.

From the October meeting in Ottawa, the CASW Board identified a number of issues regarding child welfare and social workers role in the delivery of services. From this meeting, the CASW Executive Director has issued a Request for Proposal entitled *Social Workers and Child Welfare: Clarifying Roles and Demanding Change/Protecting our Profession to Support Children and Families/Professional Self-Care the first step toward Change?*

It is hoped the research will cover the following points:

1. Naming and exposing the de-professionalization of child welfare workers across Canada.
2. Addressing the negative and inaccurate portrayal of social workers in the media and naming social worker's perceived shortcomings for what they are: the result of impossible organizational practices (e.g., massive caseloads, policies that facilitate children's removal from homes vs. keeping families together).
3. Explaining why social workers are the most qualified professional for the child welfare sector.
4. Explaining how social workers are the most qualified professionals to guarantee the proper application of the TRC (Truth and Reconciliation Commission) recommendations key to child welfare.
5. Researching and lifting up best child-welfare practices in Canada and naming how these are connected to the profession's guiding principles per the CASW Code of Ethics. This should be accompanied by the naming of less ideal historical and ongoing child welfare practices, with sensitivity to the fact the many social workers work within these systems.
6. Making recommendations for policies that would help stop profession-creep, implement best practices across Canada and support reconciliation in the area of child welfare by ensuring that social workers are educated and trained about culturally safe and appropriate practice.

continued on page 13

CASW Report, continued

7. Brand the profession as a caring, competent and well-trained workforce ready to make change, but who need to be supported by federal, provincial, and organizational policies that facilitate compassionate practice and the best outcomes.
8. Inspire pride in the profession and hope for its future.

Let's hope all these objectives can be met by this ambitious undertaking and begin dialogue from the perspective of what constitutes good professional practice, supported by sound child welfare policy and the need for social workers to experience pride in their work and positive recognition from all the communities.

I am looking forward to completing what has been an eight-year term as your representative to CASW Board. The term ends following the next annual meeting in June in Banff. It has been a privilege and a great learning experience to spend quality time with a group of committed nationally orientated social workers from across Canada. Thank you for this opportunity.

Submitted by:
Ray Pekrul, MSW, RSW

BELL, TEMPLE

Barristers & Solicitors

IMPORTANT NOTICE

Legal Advice for Members of the Canadian Association of Social Workers

A Pro Bono Program

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

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

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

ABOUT BELL, TEMPLE

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

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

Each telephone consultation is limited to 30 minutes per inquiry.

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

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

Please be prepared with the following information:

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

Bell, Temple
Barristers & Solicitors

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

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

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

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of Social Workers



Faculty of Social Work, University of Regina Section

Dean's Message



I am beginning this year with a sense of optimism, despite being quite discouraged at the end of the year following the outcome of the American elections. My hope is that those elections will serve to remind social workers that we cannot become complacent. Those of us who are employed at the Faculty have to remember to remain

focused on educating cohorts of students to be critical thinkers, always focused on the goals of social justice and equity. While there are people living with great privilege, there are many others who feel disenfranchised, powerless, marginalized. This was a message from the American elections and we cannot assume that things are so fundamentally different here in Canada.

Colleagues are engaged in research focusing on a broad range of topics including: child poverty, Aboriginal child welfare, disability, settlement and inclusion of immigrants and refugees, aging in place, health of seniors living in rural communities, human rights, child welfare, addictions, mental health, transracial adoption, Indigenous knowledge and research methodologies, animal-human bonds, and social work clinical/direct practice. These research endeavours inform the teaching and supervision in which faculty all engage. We are working on revising course descriptions, as well as the undergraduate and graduate curricula. We hope the curriculum changes will serve to move us a step forward as we strive to respond to the TRC Calls to Action and to strengthen our programs and teaching.

We are committed to ensuring our faculty and staff complement is strong and able to achieve our Faculty

goals. We hired two individuals to fill faculty positions at the Regina campus. Lise Milne is a PhD candidate at McGill University. Lise has a strong social work practice background as well as an impressive research and teaching background. Lise will be a great asset to our Field Education team. Dr. Amanda Gebhard will begin her employment with us in July 2017. Amanda's background is in education and will be an important addition to a Faculty that is continuing to focus on anti-oppressive education. I am excited to have these two individuals join our team and help us to strengthen our programs of social work education. In addition, we welcomed Thy-Thy Quach to join our Student Advising team. Thy-Thy will be based at the Regina campus and will be the lead academic advisor for the Social Work graduate program.

The University of Regina will be hosting the 2018 Congress of the Humanities and Social Sciences which is Canada's largest interdisciplinary conference for academic scholars. Approximately 70 scholarly associations, including the Canadian Association for Social Work Education, come together in late May into early June each year. Congress provides an opportunity for social work scholars and practitioners to network, and to learn about new ideas and developments locally, nationally, and internationally. Our Faculty will be reaching out to our community partners to work with us to make Congress 2018 a success.

Thank you once again to the many partners who continue to support us. We appreciate the frank, constructive feedback. We will use these conversations and feedback to guide us as we work on maintaining strong accreditation standards.

*Submitted by:
Judy White, Ph.D., RSW*

Student's Corner...

The Social Work Students Society (SWSS) on the Saskatoon campus has accomplished a lot in 2016. SWSS sent out weekly announcements to students and alumni with updated job and volunteer opportunities. These announcements are regularly updated to notify students of any important deadlines/dates, social work and community events, and other opportunities beneficial to students.

SWSS attended and volunteered at important community events, such as: Hands Across the Bridge and the annual Pride Parade. SWSS organized various events in 2016, including: a Halloween bake sale, a Halloween part at the Thirsty Scholar, a sock/mitten/toque drive in the student lounge, as well as creating donation bins for SWITCH, 601 and The Lighthouse. SWSS organized a showing of "A Chance to Speak" documentary with guest speakers, and a volunteer fair with various agencies within Saskatoon.

The Faculty of Nursing and the Faculty of Social Work moved into a shared space in the summer of 2016. SWSS worked with Sally to organize during the move to the new campus space at The Concourse. This included getting new furniture for the student lounge. SWSS also maintained the student lounge, providing printer access to students, as well as low cost snacks and coffee. The start of the school year in September 2016 allowed for SWSS to attend the new student orientation, getting to know new social work students, as well as promote membership to SWSS. SWSS represented the Faculty of Social Work at the November 18 Open house event.

Student elections were held at the beginning of December, with a new SWSS executive being welcomed. The new SWSS Executive includes: Lacie Munholland (President), Alexa Hnidy (Vice-President), Michaela Leedahl (Director of Finance), Erinn Hayes (Director of Communication), Samantha Gordon (Fundraising Chair), and Felicia Chen (Social Justice Chair). The new SWSS Executive is very excited to start engaging with the student population, and is looking forward to supporting students, fundraising, and promoting social justice issues in the community of Saskatoon.

Saskatoon SWSS wishes everyone a happy New Year!



SASW Student Award Fund



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

Your donations can be sent to:

**South Saskatchewan
Community Foundation**
3934 Gordon Road
Regina, SK S4S 6Y3



Climb on Board....

Make a Difference

What does your donation do?

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

How can donations be made?

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

Saskatchewan Association of Social Workers
www.sasw.ca

UPCOMING CONFERENCES, WORKSHOPS & WEBINARS

Trauma – Strategies for Resolving the Impact of Post-Traumatic Stress

February 15-16, 2017

Saskatoon, SK

To register: info@ctrinstitute.com
204-452-9199 or toll free 877-353-3205

Walking Through Grief – Helping Others Deal with Loss

March 27-28, 2017

Saskatoon, SK

To register: info@ctrinstitute.com
204-452-9199 or toll free 877-353-3205

Helping Children – Practical Tools for Engaging and Supporting

March 14-15, 2017

Saskatoon, SK

To register: info@ctrinstitute.com
204-452-9199 or toll free 877-353-3205

Addictions and Mental Illness – Working with Co-Occurring Disorders

March 29, 2017

Saskatoon, SK

To register: info@ctrinstitute.com
204-452-9199 or toll free 877-353-3205

Emotional Intelligence

March 17, 2017

Regina and Saskatoon

To register: info@achievecentre.com
204-452-0180 or toll free 877-270-9776

Trauma-Informed Expressive Arts Therapy Level 2

May 17-19, 2017

The Park Town Hotel, Saskatoon, SK

For a registration form or more information,
contact: grybaevents@gmail.com

Violence Threat Assessment – Planning and Response

March 23, 2017

Regina, SK

To register: info@ctrinstitute.com
204-452-9199 or toll free 877-353-3205

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