



SASKATCHEWAN SOCIAL WORKER

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“Strengthening Individuals, Families & Communities”

June 2014 Edition

President’s Message



My year as President-Elect has passed by with dramatic speed. I have had one year to learn the workings of Council and to immerse in the dynamic activity of the association prior to assuming the role of President. At our May 15 Annual General Meeting, Joanne Schenn completed her two-year term as president.

I will continue to rely on Joanne’s leadership and thoughtfulness as she assumes the role of Past-President.

I am not new to volunteer work with the association, but I am new to Council. I have enjoyed being engaged in our very active association this past year and I look forward to the next two years as SASW’s President.

The SASW is undergoing a dynamic time of positive change that includes strengthening internal systems and membership services by improving communication, developing the capability for online registration, reviving, refocusing, and mobilizing committee work, growing the number of social workers registered in our province, and maintaining focused and value-added connection to a range of national and North American committees and organizations (including CASW, ASWB, CCSW, CLEAR

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Members of the SASW Advisory Board, February 2014

Back row (left to right): J. Zyla, T. Hall, D. Lauritzen, A Penniston Gray, N. Novik, R. Thomas, L. Keach, K. Englot, A. Tangjerd, S. Peterson. Front row (left to right): A. Corbeil, D. Rivers, J. Walls, A. Pollom, A. Penner, R. Labatt, K. Johnson. Missing: J. Schenn, H. Berg, J. Stocki, M. Haas, S. Whitehead, R. Pekrul, D. Halabuza, R. Aman, T. Seeley.

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

Executive Director/Registrar's Message



As I sit to write this report it appears that spring may finally be here: the snow in my yard is all gone and the parking lot behind the office is all mud. This is my favorite time of year. I love watching the crocus and tulips poking up through the ground, hearing the birds singing in the trees and feeling the warm sun on my face. I'm also anticipating summer fun with

friends and family.

This is a hopeful time of year. New graduates are moving into their first social work jobs and making plans for the future. We hope that they are applying for registration and taking pride in their identity as social workers. One of those new grads, Dane Fleischhacker, just completed his practicum with the SASW. As I worked with Dane over the past four months I found myself thinking about my final term in the BSW program at the University of Calgary over 30 years ago and the hopes that I had then. I never would have pictured myself in my current role, but at that point in my life I had trouble imagining the next three months let alone 30 years. My wish to all new social work grads is that you find a place that works for you and where you can do good works. My experience over the past eight months with Dane and Bobbi-Lynn gives me a lot of hope for the future of the profession. I send my best wishes to all graduates of 2014.

As I say goodbye to Dane I am welcoming our newest staff member, Tamara Gross. Tamara is a student at the University of Regina working part time with us as Project Coordinator/Communications Assistant. Tamara is providing support to SASW committees and is responsible for creating the e-newsletter, the first of which was distributed in April. This position is temporary while we review the staffing needs at the SASW office but experience to date suggests that this or something similar will likely be a continuing role. Tamara has been a great help behind the scenes.

Having now completed almost a full year with SASW I have a better sense of the gaps as well as the ebb and flow of the workload. The office is incredibly busy from September through January and we have a shorter busy period in the spring. Very little business takes place over the summer, so there is time to catch up on the many things that have been set aside, waiting for space in the calendar.

Spring is also the time for national meetings across the sectors in social work. Educators, regulators, and association executives all have meetings at Brock University in St. Catherine's the last week of May in conjunction with

the National Joint Social Work Conference. One of the sessions at the conference will be a panel with representatives from CASW, CCSWR and CASWE talking about both the unique roles of each of these organizations and how we might work together on issues of mutual interest. I hope to see several Saskatchewan social worker there.

One significant change is coming as we will be introducing on-line registration this fall. This will mean a new way of doing business and will take some getting used to. For more details see "Joining the Digital Age" in this newsletter.

As in previous years, the SASW office will be closed for much of the summer. There will be staff in the office at various times but not necessarily at the front desk. If you need to come by the office for any reason, please call first to make an appointment. Messages left on the answering machine will be cleared and responded to regularly. You can also send an email to me directly at alison@sasw.ca.

Submitted by:

Alison MacDonald, MSW, PhD, RSW (SK)

President's Message, continued

and others).

Among these dynamic changes was the new by-law presented at the May 15 AGM, which allows the social work profession in Saskatchewan the provision to diagnose. This initiative is the culmination of years of work by many dedicated volunteers (and special thanks should go to Ralph Aman and Nuelle Novik for their leadership on this project as co-chairs of the Standards of Practice Committee). Those social workers seeking the endorsement to diagnose will participate in a rigorous application, supervision, and continuing education process, and will need to demonstrate a high level of competency and skill. This, I think, will serve to expand social work services in our province. I am excited to see this unfold over the next year.

Many of the exciting initiatives that you will read about in this newsletter are the product of hard work completed by our volunteers, Council members, and staff. Alison MacDonald is coming upon her first anniversary with SASW, and she has led the way through the labyrinth of regulation and legislation to support the by-law and policy development for the diagnosis project. She is also leading many operational initiatives to improve and streamline SASW operations and member services. I look forward to working with all the SASW staff, Council Members, Advisory Board, and our members to advance the important and exciting work of SASW during my term as President.

Submitted by:

Kirk Englot, MSW, RSW (SK)

Joining the Digital Age – Next Steps

As reported in the last SASW Newsletter, we have been preparing to launch on-line registration and renewal. Members have been asking for this and it is part of Council's strategic plan. We have now signed an agreement with OlaTech Corporation to begin the work to set up our system, with a plan to "go live" around the end of September.

So what does this mean for you as a member? Instead of mailing a renewal package with multiple forms to complete we will be sending you a notice with instructions. You will then go on-line to confirm your personal information, enter your continuing education activities, and pay your fees. You will see exactly what information we have about you in the database, and you will be able to change your address, employer, and other related data. If you have a name change or have completed another degree you will need to submit the appropriate forms so these changes can be made by office staff, but there will be a link on the web page that allows you to submit some information electronically.

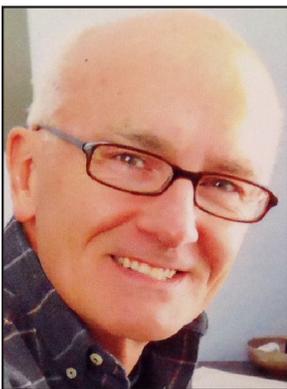
One of the most significant differences will be how you pay. The new system will require a credit card payment at the time of doing the renewal in order to complete the process. Those of you whose registration is paid by your employer will now need to pay up front yourself and then be reimbursed by your employer, or use an employer credit card, if available. While many members will appreciate this new convenience, we recognize that others will be frustrated. We hope that the benefits we gain from the new system will outweigh this frustration.

Here are some of the things we really like about this system:

- All members will be able to participate in SASW elections through on-line voting. Presently, only those who attend the AGM are able to vote.
- Members will be able to enter continuing education information throughout the year as events happen, and will be able to access their historical informa-

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CASW National Distinguished Award Recipient – Richard Hazel, MSW, RSW (SK)



Richard has had a tremendous career in social work, spanning some 46 years. He is held in high regard by both his colleagues, clients and agencies he served.

Richard was born in Prince Albert and graduated from Riverside Collegiate in 1964. He received his Bachelor of Arts degree from the University of Saskatchewan and

almost immediately started his social work career as child welfare worker in rural Saskatchewan. After a short stint there, Richard enrolled in the Maritime School of Social Work, Dalhousie University, graduating with a Master of Social degree in 1973.

During his career, Richard filled an impressive variety of roles, including a Child Welfare Worker, Family Services Supervisor, Adoption Coordinator, culminating as the Executive Director of the Family and Youth Services Division of Saskatchewan Social Services.

Upon his retirement from Saskatchewan Social Services in 2002, Richard became the Executive Director of the Saskatchewan Association of Social Workers in which

capacity he ably served until his retirement in 2013. SASW flourished under his leadership. During that time, the association's policies, procedures were updated/revamped and its standards or practice were revised to be more in keeping with current professional standards. Of particular mention is Richard's work with the Ministry of Social Services to have *The Social Workers Act* amended to reinstate the ability of social workers to diagnose in Saskatchewan.

During his tenure with SASW, Richard brought a balanced approach to national issues and his opinions were consistently sought and valued by both provincial and national colleagues. Richard's leadership, within Saskatchewan, and across the country, has influenced in a very positive manner the public profile and the reputation of the social work profession.

SASW recognizes Richard's instrumental role in the creation and development of the Canadian Council on Social Work Regulators (CCSW) as well as his contribution to social work regulation in general, and specifically his participation as chair of the Resolution & Standards Committee for the Association of Social Work Boards (ASWB).

Richard is a gem of a social worker. He has served his profession and his community with integrity and skill.

SASW Distinguished Service Awards

The SASW Awards Committee is excited this year to present two distinguished service awards.



Bill Tingley, MSW, RSW (SK), has been a member of SASW for over four decades. During that time, his resume reflects a variety of professional contributions to direct practice and program management levels. However, most people within the province recognize Bill's name as he was the Registrar of SASW from 2006 to 2013. His dedi-

cation to the role was well acknowledged by his close colleagues, and he brought a high level of rigour to our collective protection responsibility.

Bill was always respectful in the work he did, while being as clear as he needed to be that the driver is always "protection of the public." He represented the association, and its interest and responsibilities very well. Congratulations, Bill, on this well-deserved award.



Marlene Salmers, BSW, RSW (SK), is an exceptional social worker, colleague and community member. As a social worker Marlene is an excellent ambassador for the profession. She is objective about the work she does and her ethics are beyond reproach. Marlene carries out her duties as a clinician and as a supervisor with a

high level of integrity and professionalism. Marlene is often involved in developing policies and procedures to ensure the clients are able to access the most appropriate services in a timely manner in her community. Marlene is very passionate about helping shape the next generation of social workers; she sets the bar high and expects a high standard of care for the clients.

Marlene is seen as a mentor and role model by her fellow social workers. In addition to her dedicated work in the profession, Marlene also promotes a spirit of volunteerism and community mindedness. Congratulations, Marlene, on this well-deserved award.

Joining the Digital Age – Next Steps, continued

tion for things like resume development.

- Committees and branches will be able to set up sections that are available only to their members. This will facilitate both the work of the committees and communication between members.
- Members will be able to organize and register for SASW events.
- Communication with members will be easier as we will be able to select groups based on any of the data in the system to distribute information. We will be able to send emails to selected groups, as well as print mailing labels if we need to send something to a particular group of members.

We are asking that all members use this system. If you aren't comfortable putting a personal credit card number on the internet, you can purchase a prepaid card from many local stores specifically for this purchase. Based on the experience of colleagues from across Canada and across professions, we are sure that SASW members will find the system both user-friendly and more efficient than the current paper-based system. It will also help us to manage the increasing workload at SASW without the need to hire more administrative

staff in the near future.

This will be new for all of us and we anticipate some growing pains. OlaTech provides 90 days of unlimited support for new organizations, which will see us through the 2015 renewal period. We hope that it will be a positive experience for our members. We welcome your feedback once you've had a chance to try it out. If you want to check it out in advance, please go to <http://www.in1touch.com/>.

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 September 15, 2014.



Article Section

A Day in the Life of a Social Worker



When I graduated with my BSW in 2012, I knew two things about my first job as a social worker. One, I wanted to work with families. Two, I would move anywhere in Saskatchewan to do it, and that I did. I now live in Meadow Lake working as a Resource Worker for the Ministry of Social Services.

The start of my career was definitely a time of transition. Prior to graduation, I travelled to Meadow Lake for my first social work job interview. I still have visions of myself sitting with all my binders out on the table at a local restaurant looking over notes preparing for the interview. I completed the interview and a week later I was offered the job which I accepted. After celebrating graduation, I quit my two jobs, one of which I was employed at for 20 years. I travelled to Meadow Lake twice in one week to find an apartment and then proceeded to move to my new home.

On my first day of work I stood at the entrance to my office, looked at the boxes filled with the needed materials for a resource worker and a few thoughts came to mind. One, you're a new social worker. Two, you live 300 km from anybody you know. Three, either this is going to be an awesome adventure or ... then I paused for a moment and decided to hang my degree on the wall. It was time to get started.

As a resources worker I have many responsibilities but they all have one thing in common, supporting resource parents, such as foster parents, prospective adoptive parents, persons of sufficient interest and alternate care providers. I am the only resource worker in my unit of nine Ministry workers. I have found it to be an excellent learning opportunity working in a smaller unit. I am able to see how a child and their family are

supported and serviced by the Ministry from when the child comes into care and then is reunified with their family. It's all about team work.

On a weekly basis I could be working on a multitude of tasks. They can range from going on home visits, writing Family Development Plans, managing files, completing Alternate Care Home studies or requesting placement for children in care. This happens if my week goes as planned. As we all know things don't always go as planned. I've learned to roll with the moment when emergencies happen.

The majority of my work with parents is structured by P.R.I.D.E (Parent Resource Information Development Education). PRIDE provides me with the structure and information needed to recruit, prepare, select and complete mandatory training for prospective foster/adoptive parents. It has been exciting for me to meet families at the Initial Home Consultation, train their PRIDE Pre-Service sessions, meet with them in their home and complete their Mutual Family Assessment. PRIDE is a comprehensive resource for both resource parents and Ministry workers. Together the foster parents and I work on achieving the competencies of PRIDE:

protecting and nurturing children, meeting children's developmental needs, and addressing developmental delays, supporting relationships between children and their families, connecting children to safe, nurturing relationships intended to last a lifetime, and working as a member of a professional team. PRIDE isn't just a resource of information. It is a model of practice that focuses on meeting all of a child's needs.

From day to day I may receive calls from foster parents for many different reasons; sometimes it is just because they want someone to listen. I may receive calls about coping and managing behaviors of the child placed in their home or clarification on their role and responsibilities. I don't have a foster parent that hasn't

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I don't have a foster parent that hasn't told me that being a foster parent is challenging, but they keep fostering because they love children.... Every day the foster parents show me the true meaning of a child growing in someone's heart.

A Day in the Life of a Social Worker, continued

they keep fostering because they love children. I am amazed at the commitment foster parents have to loving and nurturing children. Every day the foster parents show me the true meaning of a child growing in someone's heart. Every day I am motivated to advocate for the continued education of the public on the valuable role foster parent have in child welfare.

*Not flesh of my flesh, nor bone of my bone,
but still miraculously my own. Never forget
for a single minute, you didn't grow under
my heart, but in it.*

– Fleur Conkling Heyliger

When I was a child, a cross-stitched picture of the above poem hung in my parent's bedroom. It was stitched for my parents when they adopted my older brother, Bevin. I have a never more truly understood the depth of this poem until I became a resource worker.

As the phrase goes, social work is hard, social work is heart. Self-care is important. For me self-care has to be a habit of the mind. I remember all those discussions we had in school about self-care. Learn to listen to yourself. An important element in my self-care has been provided by beautiful and glorious landscape of the north. Whether I am walking in the park or driving from community to community, the scenery is breath taking. I do my best thinking during these times. It always seems I have a plan by the end.

I am grateful for the opportunity to work with a First Nations community and train PRIDE to motivated prospective foster parents who want to help sustain and promote healthy

families in their community. I am grateful for the stories they have shared with me. This experience has given me a personal understanding of some of the underlying and real issues facing First Nations communities.

One of the first Cree words I learned was *mee-wasinota*, meaning "a good place to camp." For me, Meadow Lake has been just that, a good place to camp as I develop my social work skills.

Submitted by:

Kimberley Wilson BSW, RSW, (SK)
Meadow Lake

BELL, TEMPLE

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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:

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- ❖ 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. ❖

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They can be reached during business hours or voice mail messages can be left after hours or on weekends:
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Getting Off the Fence on the Housing First Issue

In 2013, the Harper government announced its Economic Action Plan which included funding for a refocus of the Homelessness Partnering Strategy (HPS). The refocus of the HPS was backed by a commitment of nearly \$600 million over five years in new federal grants. As the federal government does not presently have an official plan to end poverty and homelessness, HPS is seen as Canada's *de facto* national anti-poverty program. When the new funding commitment was announced, the federal government stated that the HPS would be refocused to implement a Housing First approach. Housing First is an anti-poverty model with a focus on providing immediate housing, followed by continuing collaborative care, to the chronically homeless. The Housing First model is almost a complete reversal of the Continuum of Care or Treatment First models which base a client's ability to receive housing on their willingness to engage in treatment, gradually shifting the client from emergency shelter toward permanent housing. Because the model focuses initially on providing housing and then offering services to assist the client, proponents of the Housing First model argue that clients are in a better position to address any issues that they may be facing when the lingering stress of the daily pursuit of shelter is removed.

The Housing First model is based on the principle that housing and services issued through the program are to be reserved for assistance to the chronically homeless. As Housing First is an open model and subject to multiple iterations of policy, there is no singular Housing First definition of chronically homeless; however, there are generally reoccurring references to the client being homeless for at least six months and/or living with mental illness. Recently I have noticed a shift in the narrative of how the human service professions and agencies are presenting the issues of poverty and homelessness. No longer do we see an appeal to altruism or messages that remind us of all the human rights charters that Canada is a signatory to, but instead there is a growing trend to highlight the economic cost(s) of homelessness and poverty. It is not surprising that the discussions on issues of poverty and homelessness are being framed economically: the chronically homeless and mentally ill hold a notorious reputation for disproportionately high usage of costly emergency and health services. When viewed through

the lens of housing as healthcare, it is reasonable to see how the Housing First model could decrease the current high usage and costs of these emergency and health services.

Despite the socio-economic benefits of the Housing First model, there are some justified concerns. Firstly, there has been concern—mostly in the United States thus far, where they have had more exposure to the Housing First model—that Housing First does not create more social housing, and therefore does not improve the rental and housing markets or address their roles in poverty and homelessness. Secondly, several American organizations such as the National Association of Social Workers (NASW) and the Western Regional Advocacy Project (WRAP) have spoken out against the Housing First model because they believe that while the model addresses the chronically homeless, it also allows the American government to neglect the need for preventative anti-homelessness and anti-poverty strategies to be funded and employed. This may cause those people who do not meet the criteria to have to wait until they have fallen into the deep cycle of chronic homelessness before they are able to receive the necessary supports.

Toronto was one of the first major cities in Canada to implement the Housing First model in 2005 with its Streets to Homes program. By April of 2007, Toronto's Streets to Homes program had housed 1500 homeless individuals, with 90% of those individuals retaining their homes at that time. As someone witnessing the housing crisis here in Saskatchewan, I have to admit that those statistics look so attractive I would like to take them out for dinner and a movie. Furthermore, these types of statistics are similarly positive throughout the multiple major cities in Canada and the United States that have implemented the Housing First model. However, these successful statistics are part of the allure that keeps governments pushing for reactionary responses to address issues of homelessness and poverty.

For me, Housing First is a frustrating strategy to review due to its singular reactionary-response to the issues of poverty and homelessness. Furthermore, the ease with which the success of such programs can be measured makes them more likely to gain further/future

By April of 2007, Toronto's Streets to Homes program had housed 1500 homeless individuals, with 90% of those individuals retaining their homes at that time. As someone witnessing the housing crisis here in Saskatchewan, I have to admit that those statistics look so attractive I would like to take them out for dinner and a movie.

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Private Practice: Are You Prepared?

Sarah was 34, had finished all her degrees, and qualified as a Social Worker in private practice. She had built up a healthy business of private clients who depended on her presence from week to week to help them on their journey of healing and self-discovery. One day, Sarah did not go to her office. Her receptionist hadn't heard from her and was busy cancelling and rebooking Sarah's appointments when she got the call from her employer's mother. Sara had been in a fatal accident the night before. The receptionist didn't know what to do, as Sarah had never anticipated something like this happening.

Jim was 46, fit, athletic, and committed to living a healthy lifestyle. A social worker in private practice, he was able to support his wife and two children by specializing in an area of great need. When out for a run one morning, Jim suffered a fatal heart attack. His wife was left with the task of contacting his clients to let them know Jim had passed away.

Jocelyn was 59, healthy and active in the community and her private practice. Because she was considering retirement in a few years, she had begun to make arrangements with Danielle, another therapist, to transfer her long-term clients when she retired. Having discussed methodology and philosophy, Jocelyn was confident her clients would easily transition to Danielle when the time came. When Jocelyn was stricken with

a sudden and fatal illness, dying within two days, her husband Pete knew where all the files were and how to contact Danielle to ask her to take over Jocelyn's files. Because of their ongoing conversations, Danielle was able to easily decipher Jocelyn's notes and testing apparatuses and provide immediate trauma and grief work with the clients, as she informed them of Jocelyn's passing. Pete and the family were able to manage their grieving process unfettered by concerns about Jocelyn's clients.

For those of us in private practice, it is our responsibility to ask ourselves some tough questions, so that, like Jocelyn, we can be prepared for the possibility of sudden serious illness or death.

Use this list of questions to assist you in devising a backup plan for your private practice:

- Is there someone in my area with whom I can make a reciprocal contingency plan for our clients? Seek someone trained in your area of expertise, whose philosophy and demeanor are compatible with your own.
- Where will my old files be stored and who will have access to them? Private practitioners are required to keep client files for 10 years after a client's last appointment. (SASW has a 15-year requirement.)
- How are my referral sources (such as doctors, Employee Assistance Program groups, key partners in health clinics or rehab centres), and who will notify them?
- How do I make arrangements for liability coverage to be maintained after my death/illness, so that my estate or family is not held liable years later, should a lawsuit arise from my work while in practice?
- Have I ever looked into "Key Person" insurance, which might financially facilitate a smoother transition in the event of severe illness or death of the principal?
- Does my executor know where all my business financial information is located to ensure there will be less difficulty managing the closing off process, collecting outstanding accounts receivables, and completing the final income tax?

While there are other questions one might ask, these provide a good start to thinking about how a major transition might be handled.

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Getting Off the Fence on the Housing First Issue, continued

funding. On one hand I understand those who feel compelled to reject the model and push government for less restrictive criteria to help end homelessness; yet on the other hand, I cannot overlook the statistics that prove that Housing First is succeeding in providing housing and services to a specific high-risk group. Although I admit to having my uncertainties about supporting the Housing First model here in Saskatchewan, I default to pragmatism on the issue and realize that while I would prefer to see a greater balance in the funding of preventative and reactionary programs, I will not pass up any program that is working. I will continue to advocate for the much needed and more comprehensive preventative programs, but until they arrive I feel obligated to use the programs and funding available to me to assist the public that I serve—pragmatism.

*Submitted by:
Dane Fleischhacker, Social Work Student, U of R*



CASW Section



CASW Report

While I was crafting this report, the final stages of preparation for the 2014 First Joint CASWE/CASW Conference entitled Borders Without Boundaries were being made, to be held in St. Catherines, Ontario, May 26-29. There are 18 sponsorships from CASW for student presenters who likely would not be able to attend otherwise from across the country. As well one or two members from each partner/province have gained a scholarship under the CASW scholarship program. As of the May 1 planning teleconference there were 366 registered participants. The program includes 56 sessions with three papers in each session, seven panels, nine think tanks, eight major presentations, etc. This is a massive undertaking and I believe it has been one of the best kept secrets in professional development in the country; for a wide exposure to a diversity of ideas, analysis of current issues, and cutting edge direct practices.

Member Services

In this issue I want to briefly focus on development of member services through the increased use of technology. In the last three years a new, more attractive website, casw-acts.ca, has been developed which mem-

bers can access through their own passwords. A message board on the Members site is available for dialogue between members.

A remarkable service is the daily media monitoring that all members can sign up for and receive on a daily basis. These are media clippings from newspapers and wire services from throughout Canada and professional newsletters out of England. Breaking news stories which may be of interest to social workers are linked for your reading. This is a great way to keep in touch with all current issues and stay tuned to social welfare activities unfolding in other provinces.

Currently, CASW has a Facebook page with 5000 followers. CASW is also becoming a clearinghouse for professional training information, policy positions and other useful resources. Coming in 2014-15 a web portal to support private practice will become available. This development is arising from CASW Committee on Private Practice which has been meeting over the last year. SASW's representative is Jill Rodgers from Regina.

Please check the CASW website for the yearly journal which continues to be produced and for all the other activities listed above.

I continue to take pride in representing Saskatchewan at CASW. Currently I am serving on the executive as the treasurer, on the CASW/CASWE conference planning committee, and chair of the CASW Foundation Review Committee for what has made a busy year. Please feel free to contact me through the SASW office if you have any questions about CASW.

Submitted by:
Ray Pekrul, MSW, RSW (SK)
CASW Representative

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
Social Workers - Make A Difference

- About Social Work
- About SASW
- Membership
- Regulation
- Support
- Child Welfare
- Employment Opportunities
- Awards, Bursaries & Scholarships
- Surveys

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

As a regulatory body, it is SASW's role to establish, maintain, & develop standards of ethical practice as well as develop skills and competency among its members for the purpose of serving and protecting the public. It is the Association's purpose to assert the role of professional social workers, advance their interests and enhance their contribution to social justice.

More specifically, SASW advocates for improvement for social policies and programs directly affecting social work clients, publishes a provincial newsletter, and provides tangible benefits and services to its members and the public.

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Website: www.sasw.ca

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



Committee, Branch & Task Team Section

Celebrating Social Work Week, March 16-22, 2014:

Social Workers Promoting Equity for a Stronger Canada

Social Workers in Healthcare are specialized in working with clients, families and staff as they encounter critical and chronic health care issues and interface with the multitude of programs in the Saskatoon Health Region. Medical Social Workers provide counseling, advocacy, education, and resource linkage services.

Did you know that...

- The Saskatoon Health Region has 170+ Social Workers practicing in diverse positions across all the Saskatoon Health Region's sites, including some evening and weekend support for emergency and critical care areas?
- Social workers work in inpatient and outpatient programs at Royal University Hospital, Saskatoon City Hospital and St. Paul's Hospital, in Community Development and Health Promotion, in affiliate long term care facilities, in Child and Adult Mental Health and Addictions, in Assessor-Coordinator roles at Client Patient Access Services (CPAS), in Community Services; and in other programs near you?
- All health region social workers are professionally trained at a Bachelor's (BSW) or Master's (MSW) level. If their job uses the title "social worker," they must also be registered with the Saskatchewan Association of Social Workers (SASW).

We asked several healthcare social workers, "*What is the most rewarding aspect of your work?*" Here is what they said:

"I am a Community Client Care Coordinator at CPAS. The most rewarding aspect of my job is witnessing my clients being empowered by the information and linkages I provide to them for services and supports. These generally enable my clients to continue living as independently as possible in their home/community."

"I am a social worker in Mental Health and Addiction Services. The most rewarding aspect of my work is

the opportunity to create a relationship that makes a difference for clients. When I sit talking with a client about something that troubles them, I can see the moment the connection happens. They turn and face me. They make direct eye contact. They start shaking their head in agreement. And then they say, 'Yes, I can do that. That will make a difference in my life.'"

"Social workers in acute care work with patients and families experiencing enormously life altering and tragic circumstances. I am most rewarded when I feel I may have assisted in reducing pain or suffering in some very small way."

"The most rewarding aspect of my job is connecting with clients, families and caregivers to help support and encourage them through emotional distress, while at the same time facilitating the process in which they can discover their own strengths and courage."

"I once had a family tell me that their hospital experience was like riding in a boat without an oar, floating aimlessly. It was rewarding to hear them tell me that social work support provided that oar, giving them some control and direction."

"The most rewarding aspect of my work as a social worker is addressing unmet needs for clients and families through advocacy and empowerment – hearing their success and seeing their outcome is inspiring."

Social workers want to thank their peers and colleagues for acknowledging the work that we do and for their ongoing commitment toward quality care and service to our clients.

Submitted by:

*Doris Grant, MSW, RSW, and
Joanne Toh, MSW, RSW,*

*Acting Professional Leaders, Social Work,
Interprofessional Practice, Saskatoon Health Region*

Ethics Corner: What to Ask and When to Ask It

When members are asked what they get for belonging to SASW, one of the most frequent responses is the ethical consultations offered by the Practice Ethics Committee. Through this service, a member who is trying to find the best way to approach a difficult situation can get suggestions based on the Code of Ethics, Standards of Practice, and practice wisdom of the committee members. Along with the ethics training provided to members over the past several years this is one of the ways SASW is working to help social workers avoid becoming the subject of a complaint.

Members contact the SASW office with questions about an issue they are dealing with and when it is suitable they are referred to the committee. On occasion, a person knows someone on the committee and makes direct contact. While either method may be acceptable, the Committee has been looking for a way to improve the connection, both to assist the members and to facilitate the consultation process. It was decided that the best method is to post a Consultation Request Form

on the SASW web site that a member can complete and submit directly on-line. You will find the form under the Support tab on the web site.

There are two things to consider when submitting a request for an ethics consultation. First is whether you are asking a question that fits within the purview of the committee. Sometimes people are confused about the difference between legal matters, practice standards, and ethical dilemmas. Some questions have components of all three. Examples may help to further understanding:

1. Legal Matters

- *A social worker is told by a client that the client committed a robbery. The social worker is wondering whether to tell the police.*
- *A client tells a social worker that her partner has committed an offense that violates the terms of his probation. The social worker is concerned about*

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The SASW Southeast Branch held their second Annual General Meeting on April 10 with about 17 in attendance. Lunch was provided and Alison MacDonald, SASW Executive Director and Registrar, was the guest speaker. The Executive was elected with Natalie Bieberdorf agreeing to another term as Branch President. There was good discussion and we are looking forward to another active year for our Branch.

Ethics Corner: You asked us ..., continued

the client's safety and wonders whether a report can be made to the probation officer without jeopardizing the social worker-client relationship.

These cases have both legal and practice standard elements. The legal question is whether the social worker has an obligation to report criminal activity. The relevant practice standard is whether the client's confidentiality must be maintained. These cases are also good examples of an ethical dilemma as any decision may have a negative outcome.

2. Standards of Practice

- *A social worker is planning to retire and wants to know about obligations related to closing a private practice.*
- *A social worker has received a subpoena to appear in court with a client file. The social worker wants to know how to respond.*

These situations deal primarily with legal and practice standards. A social worker should consult a lawyer for information with regard to things like legal requirements for closing an agency or for assistance with court matters. The Standards of Practice address closing files and referring clients, record storage and maintenance, and limits to confidentiality upon receipt of a subpoena.

3. Ethical Dilemmas

- *A social worker discovers that her daughter is dating a man who is a client of the agency where the social worker is employed. The man has been convicted on charges of spousal abuse. The social worker wants to know how she can protect her daughter without violating confidentiality.*
- *A social worker has been doing family counselling with a couple for the past six months. After the last session, the woman tells the social worker that she is planning to leave the country with her children without her husband's knowledge and that she is not planning to return. The*

social worker is not clear about her obligations to each of the parties.

These examples are ethical dilemmas appropriate for review by the Practice Ethics Committee.

The second consideration is with regard to timing. If you need an immediate response to a question the committee is not going to be your best resource. Every effort is made to give a timely response to members, but this work is done by volunteers who need to fit it around other commitments. A normal response time would be two to four weeks.

The Practice Ethics Committee consists of: Donalda Halabusa (chair), Andy Fields, Deb Bryson-Sarauer, Kim Lees, Arlene Tangjerd, Shauna Gray and Morgan Avanti.



SASW Student Award Fund



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

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

Your donations can be sent to:
**South Saskatchewan
Community Foundation**
 #2 - 2700 Montague Street
 Regina, SK S4S 0J9

Saskatchewan Association of Social Workers
www.sasw.ca



Faculty of Social Work, University of Regina Section

Acting Dean's Message



I am writing this message the day following our Faculty of Social Work Retreat at St Michael's Retreat Centre. What a privilege to spend time away from the home base, reflecting on the work we have been doing, and about where we want to be in the next five years! Those of us who have been craving real, sustained signs of spring were thrilled to

see the photos of crocuses that other colleagues brought back from their trek on the hills. And, of course, the meals at the retreat centre were quite yummy.

The retreat allowed us to continue some discussions we had already begun. For example, we have been having conversations about what indigenization of our curriculum and programs means. Colleagues are clearly committed to integrating material relating to the history of Indigenous peoples in Canada, and specifically in Saskatchewan. We also recognize that our students have complex lives and we need to continue to explore ways of supporting them. We will continue to build our knowledge and understanding of Indigenous history(ies) and strive to stay on track with decolonizing strategies and processes. Another related topic is systemic racism. Again, as social work educators, we are committed to anti-racism work. But we also work within Western institutions and frameworks and may be so embedded within these frameworks that we do not recognize when some policies may exclude or disempower some of our students, faculty, and staff. In short, these discussions are helping us to advance our knowledge of, and future action on decolonizing strategies: therefore helping us in our reflections about our curriculum, teaching, research, and scholarship; and pushing us to reaffirm our commitment to an inclusive educational environment that recognizes Indigenous, diverse, and multiple ways and being and worldviews.

Again, as social work educators, we are committed to anti-racism work. But we also work within Western institutions and frameworks and may be so embedded within these frameworks that we do not recognize when some policies may exclude or disempower some of our students, faculty, and staff.

So, we are busy! We are making plans to recruit students to work with us on the development of several of our projects including the proposed College Avenue Community and Family Centre in Regina, and the Veterinary Social Work project with the Western College of Veterinary Medicine in Saskatoon. We are co-hosting the 7th Prairie Child Welfare Consortium conference at TCU Place in Saskatoon from October 1-3, 2014. Please check our Faculty of Social Work website for more details. We are also co-hosting (along with several other University of Regina faculties and departments) "Wheeling the Waves: Discovering Disability Culture – An Interdisciplinary Student and Community Gathering." This event will take place on September 18 and 19, 2014. A goal of the event is to explore creative responses and processes for social development.

Many of us are involved in all kinds of exciting research activities. One example: Dr. Bonnie Jeffery (co-lead) and Dr. Nuelle Novik are working on a project: "Healthy Aging in Place: Improving Rural and Aboriginal Seniors' Health through Policy and Community Level Interventions." I

am continuing to work on the "FemNorthNet" project that explores the impact of mining and other economic activities on women's lives in Northern Canada. I am also working on a project, "Changing Public Services," which focuses on how the changes within public services are affecting women's lives. This project involves a large team of researchers, and I am working primarily with the Prairie Cluster.

Finally, our Undergraduate Studies and Graduate Committees are working hard to review curriculum, policies, and processes to strengthen our programs. We will continue to rely on those of you who attend our Community Advisory Boards (or who plan to start attending) to provide us with guidance and feedback as we continue to do our best to stay focused on our social justice agenda, and to provide strong, accredited programs, in the midst of pressures from wider neo-liberal environments.

Submitted by:

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

Field Education Report

It is a busy time for the Faculty of Social Work! We have 28 students completing rural field placements this spring and summer. Of interest is that eight students are completing an international practicum. They are traveling to Nepal for six weeks. Dr. Brigitte Kreig, from the Saskatoon Campus, will be accompanying the students as the Field Liaison. We are also busy placing almost 200 students who will be in the field across Saskatchewan during the fall term. Thank you to all the agencies that have agreed to provide placements for our students. We also appreciate the individuals who provide student mentoring and supervision in their role as field instructors. Your ongoing support is valued.

Some changes have occurred in the field program. Erin Beckwell, Field Education Coordinator at the Saskatoon Campus, has left for a new position in the community. During this transition, Darlene Chalmers will be the interim Field Education Coordinator in central and northern Saskatchewan.

We continue to offer Field Instructor Training in Regina, Saskatoon, and other locations throughout the province.

If you would like information on an upcoming training session, or to discuss opportunities to bring Field Instructor Training to your community or agency, please contact Angie Yung (Southern SK) at 306-585-4572 or angela.yung@uregina.ca or Darlene Chalmers (Central/Northern SK) at 306-664-7379 or darlene.chalmers@uregina.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 on the SASW website:
www.sasw.ethicsform.php
This form goes directly to the chair of the Practice Ethics Committee.



Saskatchewan
Ministry of
Agriculture

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

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

UPCOMING CONFERENCES, WORKSHOPS & EDUCATIONAL EVENTS

“Heart and Soul of Change International Conference on Evidence Based Practise”

June 5 and 6, 2014

Saskatoon, SK

Sponsored by: Mental Health/Addiction Services,
Saskatoon Health Region

More information: www.saskatoonhealthregion.ca/heartandsoul/

Narrative-Collaborative Therapy: A Four-Day Skill-Based Intensive

July 2 to 5, 2014

Calgary, Alberta

Contact information/person: Dr. Jeff Chang
(<http://familypsychologycentre.webs.com/Narrativeintensive.docx>)

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