

NOVA SCOTIA ASSOCIATION OF
Social Workers

1891 Brunswick St., Suite 106, Halifax, NS B3J 2G8
Tel: (902) 429-7799 Fax: 429-7650
www.nsasw.org

BY-LAWS

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NOVA SCOTIA ASSOCIATION OF SOCIAL WORKERS BY-LAWS

Note: These by-laws are made by the Association pursuant to subsection 11(1) of the Social Workers Act.

Title

1. These by-laws may be cited as the Social Workers Administrative By-laws 1994.

OFFICERS OF THE ASSOCIATION

Executive Committee

2.
 - (1) The officers of the Association are the Past President, the President, the Vice-President, the Secretary, and the Treasurer.
 - (2) The officers shall perform the duties set out in these by-laws as well as those that are designated by the Council.
 - (3) The officers of the Association shall constitute the Executive Committee.
 - (4) The President shall be Chair of the Executive Committee.
 - (5) The Executive Director shall be an ex officio non-voting member of the Executive Committee.
 - (6) The duties of the Executive Committee are:
 - (a) to meet monthly, or as required, to deal with Council matters between regular meetings of the Council;
 - (b) to make decisions on urgent matters that cannot wait for a Council meeting;
 - (c) to keep minutes of the meetings and make them available to Council members;
 - (d) to review the monthly financial statements presented by the Treasurer prior to Council meetings;
 - (e) to make recommendations to Council on specific Association policies;
 - (f) to consider amendments to by-laws and regulations and make recommendations to Council for amendments as required;
 - (g) to consider the long range planning for the Association and make recommendations to Council;
 - (h) to review nominees for Association awards and approve persons selected for the awards;
 - (i) to review projects requiring funding not provided for in the Association's budget for approval by Council; and
 - (j) to authorize the borrowing of funds when necessary to cover the Association's expenses
 - (7) A quorum for a meeting of the Executive Committee shall be three members.

President

3. (1) The President shall ensure that the Council and the Association conducts its affairs in accordance with the Social Workers Act and the regulations and by-laws.
- (2) The President shall preside at all meetings of the Association and the Council.
- (3) The President is an ex officio, voting member of all committees of the Association, however established.
- (4) The President shall prepare an annual performance evaluation of the employees of the Association.
- (5) The President shall chair the Personnel Committee.

Past President

4. The Past President shall:
 - (1) be available for consultation to the Executive Committee and the Council.
 - (2) co-ordinate the process for the selection of the recipients of awards to members of the Association.

Vice-President

5. (1) The Vice-President shall assume the duties of the President in the absence or inability of the President to act for any reason.
- (2) If the office of the President becomes vacant prior to the expiration of the term, the Vice-President will assume the position of the President for the duration of the term and the Council may appoint a new Vice-President from the general membership.
- (3) The Vice-President shall periodically review the by-laws of the Association and any of its regions and make a report to the Council and the Association of the result of that review.

Secretary

6. (1) The Secretary is responsible for:
 - (a) recording the minutes of all Executive meetings and meetings of the Association;
 - (b) maintaining the official record book in which all minutes are kept;
 - (c) preparing and distributing copies of the minutes as may be required; and
 - (d) notifying members of meetings of Council and of the Association.
- (2) The Secretary shall ensure that certified copies of all by-laws and amendments to by-laws are filed as required under The Regulations Act.

Treasurer

7. The Treasurer shall:
- (a) chair the Finance Committee;
 - (b) maintain books in a manner approved by the Council;
 - (c) ensure the collection of fees and the payment of expenses as approved by the Council;
 - (d) ensure the depositing of the funds of the Association in a financial institution approved by the Council;
 - (e) prepare and present the budget to the Council and the general membership at the Annual Meeting;
 - (f) submit monthly financial reports to the Council and an annual financial statement to the Association; and
 - (g) recommend the appointment of an auditor.

Term of Office

8. (1) The President, Vice-President, Secretary and Treasurer shall be elected to office for a one year term.
- (2) Officers are eligible for re-election, but no President shall be eligible for election in the same office for more than two consecutive one year terms.

COUNCIL OF THE ASSOCIATION

Composition

9. (1) For the purposes of clause 12(1)(a) of the Social Workers Act, the Council of the Association consists of the officers of the Association, chair of the Board of Examiners or designated Board member, chair of the Membership Committee, chair of the Program Committee, chair of the Standards of Practice Committee, chair of the Public Relations Committee, chair of the Professional Development Committee, chair of the Social Justice/ Social Action Committee, chair of the Private Practice Committee, chair of the Nominating Committee, one person from each of the eight regions elected at an annual general meeting of the Association, the representative to the Canadian Association of Social Workers, the representative of the Nova Scotia Association of Black Social Workers, one Aboriginal social worker who does not concurrently fill any of the other positions on Council, one faculty and one student representative each from the Dalhousie School of Social Work and from the Université Sainte Anne social work program.
- (2) The Executive Director shall be an ex officio non-voting member of the Council.

Term of Office

10. (1) Members of Council take office immediately following the annual general meeting at which they are elected.
- (2) The eight regional members of Council elected at the annual general meeting are elected for a two year term.

(3) The Canadian Association of Social Workers representative shall be elected at an annual general meeting for a two year term.

(4) The chair of the Membership Committee, chair of the Program Committee, chair of the Standards of Practice Committee, chair of the Public Relations Committee, chair of the Social Action Committee, chair of the Professional Development Committee, chair of the Private Practice Committee and chair of the Nominating Committee shall be elected by the Association at an annual general meeting for a two year term.

(5) Co-chairs may be elected for the Membership Committee, the Program Committee, the Standards of Practice Committee, the Public Relations Committee, the Social Action Committee, the Professional Development Committee, the Nominating Committee and for representatives of the eight regions. If co-chairs or co-representatives are elected, co-chairs or co-representatives shall have only one vote between the two at any meeting of Council.

(6) If a regional representative member of Council or both the co-regional representative member of Council cannot attend a meeting of Council, then the regional representative member or the co-regional representative members may appoint another member from the region to attend and vote at any such meeting of Council.

Remuneration and expenses

11. Members of the Council do not receive remuneration for their services but are entitled to reimbursement for expenses actually incurred on Council business and which are approved by Council.

Duties

12. The duties of the Council are:

- (a) to administer the affairs of the Association;
- (b) to put into effect the decisions and directions of the general membership;
- (c) to serve as the governing body of the general membership;
- (d) to exercise any other functions entrusted to it by the general membership;
- (e) to appoint delegates and experts to act on behalf of the Association when necessary;
- (f) to set up committees or commissions as may be deemed necessary to conduct the business of the Association;
- (g) to engage and dismiss the Executive Director and to determine her/his salary, duties, and working conditions;
- (h) to carry out the profession's ethical responsibilities for social change;
- (i) to establish and maintain sound personnel practices for employees of the Association;
- (j) to prepare the budget for approval at the annual general meeting; and
- (k) to make such other decisions as may be necessary to further the activities of the Association.

Procedures

13. (1) The Council shall meet to conduct the business of the Association, not less than four times a year.
- (2) The Secretary shall give notice of Council meetings to Council members at least six days in advance of the meeting, stating place and time.
- (3) The quorum shall be by simple majority of the Council membership excluding non-voting members.
- (4) All questions brought before Council shall be decided by majority vote. Voting shall be in person by showing of hands or by secret ballot if requested.
- (5) Council shall determine which recognized rules of order govern meetings of Council and meetings of the Association.
- (6) The minutes of the Council meetings shall be sent to all members of the Council prior to the next meeting.
- (7) If a member of the Council does not attend three consecutive meetings, without sufficient cause accepted by the Council, a vacancy shall be declared.

MEETINGS OF THE ASSOCIATION

Annual general meeting

14. The Association shall hold its annual general meeting prior to May 31st in each year.

Special meeting

15. (1) A special meeting of the Association may be called by the President at any time considered by the President to be appropriate.
- (2) The President shall call a special meeting of the Association upon request to the Secretary made by at least 50 members of the Association.

Notice of meeting

16. (1) The Secretary shall ensure that a notice of all Association meetings together with a draft agenda is mailed to each member of the Association at least 14 days prior to the date of the meeting.
- (2) Any notice mailed to the last known address of a member of the Association is deemed to be notice to that member of a meeting.
- (3) No member or group may present a resolution requiring an expenditure of funds necessitating a change in annual membership fees unless written notice of the proposed resolution has been submitted to the Council at least six weeks before the annual general meeting or special meeting and the Council shall provide notice of the proposed resolution to the Secretary for circulation to the membership at least three weeks prior to the meeting of the Association at which the resolution is to be submitted to the membership for a vote.

Quorum

17. Twenty members who are present at a meeting of the Association constitutes a quorum.

Voting

18. (1) All matters at a meeting of the Association are decided by a majority of the votes of the members present at the meeting.
- (2) The President or other person chairing the meeting shall only vote if the vote on a question is evenly divided.
- (3) Members shall vote by a show of hands unless a majority decides that a vote should be taken by secret ballot.

Procedure

19. Recognized rules of order, as determined by Council, shall govern every meeting of the Association

FINANCES

Cheques required

20. All financial transactions of the Association must be made by cheque and supported by bills or receipts.

Signing officers

21. The President, Treasurer, Executive Director, and one other person designated by the Council are the signing officers of the Association and the signatures of two of the four signing officers are required on all cheques.

Fiscal year

22. The fiscal year of the Association is the calendar year.

Audited financial statement

23. The Treasurer shall file a copy of the auditor's report with the President within fifteen days after the Treasurer receives it.

AMENDMENT OF BY-LAWS

Procedure

24. (1) The Council may propose amendments to any of the by-laws of the Association by providing notice of the proposed amendments to the Secretary for circulation to the membership at least three weeks prior to the meeting of the Association at which the proposed by-laws are to be submitted to the membership for a vote.
- (2) Any member may propose amendments to any of the by-laws of the Association, with the exception of changes to the annual membership fees or other fees set out in Schedule "A", by providing a notice of the proposed amendments to the Secretary for circulation to the membership in accordance with subsection (1).
- (3) Any resolution requiring an expenditure of funds necessitating a change in annual membership fees or other fees set out in Schedule "A" is deemed to be a proposal to amend the annual membership fees or other fees set out in Schedule "A" of the by-laws.

(4) Notice of a change in annual membership fees or other fees set out in Schedule "A" or notice of any resolution requiring an expenditure of funds necessitating a change in annual membership fees shall be effective notice of an amendment to the fees set out in Schedule "A" regardless of the amount by which the fees set out in Schedule "A" are either increased or decreased by the passage of that resolution or amended resolution at a meeting of the Association.

(5) Any proposed changes in the by-laws shall be subject to the approval of two thirds of the members voting on the proposed amendment.

(6) Any proposed changes in the by-laws shall be effective from the date of the vote or any effective date identified in the proposed by-law.

COMMITTEES

General rules

25. (1) The provisions of this section apply to any committees that may be established by the Council.
- (2) The Council shall appoint members of the Association as committee members to hold office for a term of up to two years.
- (3) The chairs of committees shall be elected by the Association at an annual general meeting for a term of two years.
- (4) The chair of a committee shall vote only if the votes on a question are evenly divided.
- (5) Each committee shall:
- (a) perform its duties subject to the direction of the Council;
 - (b) meet as frequently as is required to fulfil its terms of reference;
 - (c) report to the Council on the business of each meeting of the committee; and
 - (d) report to the annual general meeting of the Association on the business of the committee.

Nomination Committee

26. (1) The Nomination Committee consists of a chair and at least two other persons appointed by Council, none of whom shall be officers of the Association.
- (2) The Nomination Committee shall solicit nominations of persons to fill any vacancies in any of the offices or positions of the Association.
- (3) The Nomination Committee shall submit a report to the annual general meeting containing nominations for offices and for those offices or positions on the Council for which elections are required.
- (4) The Nomination Committee shall receive from any member, a nomination or nominations for any officer or position on the Council provided that the person nominated agrees in writing to the nomination, and the nomination is supported by the signed approval of at least three members in good standing of the Association.
- (5) All nominees must have consented to act if nominated and elected.

(6) If more than one nomination is proposed to one or more positions of the Association including the officers or members of Council, an election shall be held in accordance with the voting procedures for meetings of the Association as set out in these by-laws.

REGISTRATION AND MEMBERSHIP

Duties of Registrar

27. (1) The Registrar shall receive all applications for membership and licensing and verify that they meet with the requirements of the Social Workers Act and the by-laws of the Association.
- (2) The Registrar shall process and present all applications for registration as Registered Social Workers, Social Worker Candidates, and Registered Social Workers (Provisional) to the Board of Examiners for review and a decision.
- (3) The Registrar shall issue, on the direction of the Board of Examiners, certificates of registration and renewals to Registered Social Workers and Social Worker Candidates and Registered Social Workers (Provisional).
- (4) The Registrar of the Board of Examiners shall keep the Register up to date and secure within the office of the Board of Examiners.
- (5) The Registrar shall, for the purposes of determining appropriate registration categories, determine whether a position constitutes the practice of social work.
- (6) When an applicant is seeking a temporary registration while offering his or her social work services to Nova Scotians during the time of a public emergency, the Registrar may issue a temporary registration for a period of time determined by the Registrar.
- (7) When an applicant is applying for a temporary registration, the Registrar may, after processing the necessary documentation, issue a temporary registration for a period not longer than six months.
- (8) The Registrar may issue, after processing the appropriate documentation and ensuring that the applicant has fulfilled other requirements of the Board of Examiners, a temporary registration to an applicant seeking to be a Registered Social Worker, Social Worker Candidate, or Registered Social Worker (Provisional) for a period of not more than two months.
- (9) The Registrar shall suspend any member from the Register of Registered Social Workers, Social Worker Candidates and Registered Social Workers (Provisional) for non-payment of registration fees after March 31st of the year the fees are due.

Register of Social Workers

28. (1) The Board of Examiners shall establish and maintain a Register of Social Workers, accessible to the public, which shall be composed of Registered Social Workers, Provisional Registered Social Workers, temporary Registered Social Workers, and Social Worker Candidates pursuant to Section 22, 23, or 24 of the Social Workers Act and Section 5 (1) of the Regulations of the Association.
- (2) Inactive registration shall be available to Registered Social Workers, Social Worker Candidates and Provisional Registered Social Workers upon application to the Registrar if the applicant is unemployed or on maternity or parental leave or on long term disability, and for the purposes of this

sub-section, unemployed means not working for any employer and not self-employed, and maternity leave and parental leave means maternity leave and parental leave as outlined in the Employment Insurance Act in the sections on pregnancy and parental benefits.

(3) Registration as a Social Worker Candidate shall be available to all persons who have fulfilled the formal educational requirements for registration as set out in Section 24 of the Social Workers Act, but have not yet fulfilled some or all of the other requirements set out in the Social Workers Act, the Regulations of the Association or these by-laws.

Directory of Members

29. (1) All Registered Social Workers, Provisional Registered Social Workers, and Social Worker Candidates who are in good standing pursuant to these by-laws are members of the Association.
- (2) Student membership in the Association may be granted to students who are registered at an approved educational institution providing social work education, upon approval by the Executive Director.
- (3) Retired membership in the Association shall be granted to Registered Social Workers in good standing pursuant to By-law 31 and who have no outstanding complaints against them, who are not practising and who do not intend to practice social work in the future. Should retired members wish to re-commence the practice of social work, they shall apply to the Board of Examiners for reinstatement.
- (4) Honorary membership or life membership in the Association may be granted at the discretion of the Council, or the Association, to persons who have rendered distinguished service to the field of social work.
- (5) The Association shall establish and maintain a Directory of Members including all of the members described in this sub-section.

Rights of members

30. (1) Members who are Registered Social Workers, Provisional Registered Social Workers, Inactive Registered Social Workers, Social Worker Candidates, and Retired Social Workers are entitled to vote and participate in all meetings of the Association and are eligible for election to the Council.
- (2) Student members are entitled to vote at and participate in all meetings of the Association but are not eligible for election to the Council.
- (3) All members are entitled to serve on committees and are entitled to receive correspondence directed to the membership, Association newsletters, questionnaires, sample surveys, deductions for workshops and other benefits designed by the Council.

Members in good standing

31. A member shall be deemed in good standing, if:
- (a) annual fees have been paid in accordance with section 22, 22A, 23, and 24 of the Social Workers Act;
- (b) any disciplinary order issued against the member has been complied with; and
- (c) no suspension or expulsion as a member of the Association has been issued.

Private practice requirements

32. (1) Registered Social Workers shall, on application to the Board of Examiners, be registered as entitled to engage in the private practice of social work, if they:

(a) are members in good standing and not currently the subject of an outstanding disciplinary order;

(b) have successfully completed a master's or doctoral degree in social work from an accredited School of Social Work as listed with the Canadian Association of Schools of Social Work or an equivalent graduate social work degree recognized as such by the Board;

(c) have a minimum of five years or equivalent hours of professional social work experience including:

(i) two years or equivalent hours of professional social work experience, following completion of a master's or doctoral degree in social work and within the previous ten years, which is relevant to the area or areas of specialization in which the applicant proposes to conduct a private practice;

OR

(ii) four years or equivalent hours of professional social work experience within the past ten years which is relevant to the area or areas of specialization in which the applicant proposes to conduct a private practice and which may have been obtained, in whole or in part, prior to completing a master's or doctoral degree in social work.

(d) The experience referred to in subsection 1(c)(i) and (ii) must have been supervised by, or conducted in consultation with, another professional with appropriate expertise in the proposed

(e) specialization: In all cases, social work experience refers to a position in which the primary professional designation is social work or for which a social work qualification was required or preferred.

(2) Persons who wish to engage in the private practice of social work shall apply to the Board of Examiners, and shall provide the following information:

(a) a completed application form;

(b) a curriculum vitae;

(c) information regarding the applicant's proposed area or areas of specialization;

(d) confirmation of competency in the applicant's proposed area or areas of specialization from persons supervising or consulting with the applicant;

(e) completion of a current criminal record check;

(f) completion of a Child Abuse Register check;

(g) two letters of reference from Registered Social Workers in good standing with the Association, or for applicants from outside Nova Scotia, two letters of reference from qualified social workers attesting to the requirements pertaining to the applicant's competency in their proposed area(s) of specialization;

- (h) proof of any requirements set out in subsection (1); and
- (i) a disciplinary record from the Nova Scotia Association of Social Workers or any other social work association of which the applicant has been a member.

(3) The Board of Examiners may require an interview for clarification where other information is inadequate or inconclusive in assisting the Board to determine the suitability of the member to be approved for private practice.

(4) Any person seeking to engage in the private practice of social work shall provide evidence of appropriate insurance coverage acceptable to the Board for malpractice liability for the applicant's private practice.

(5) Registered social workers licensed to engage in private practice may conduct the private practice of social work only in their approved area or areas of specialization.

Grandparenting Candidacy Status

33. (1) Despite section 31, persons may, on application to the Board of Examiners, be registered as a Private Practice Candidate, if they:

- (a) have obtained a bachelor's degree in social work from an approved faculty of social work;
- (b) are registered to practice social work under the Social Workers Act;
- (c) have been engaged in the practice of social work for at least six years following completion of a bachelor's degree;
- (d) provide the information set out in subsection 31(2) of these by-laws;
- (e) provide evidence of appropriate insurance coverage acceptable to the Board for malpractice liability for the applicant's private practice;
- (f) pay the prescribed registration and annual membership fees; and
- (g) apply to the Board of Examiners under this section within twelve months after the coming into force of the Social Workers Act

(2) A Private Practice Candidate is entitled to engage in the private practice of social work if the Private Practice Candidate is supervised by or is practising in consultation with a Registered Social Worker holding a masters level degree as listed with the Canadian Association of Schools of Social Work or an equivalent graduate social work degree recognized as such by the Board.

(3) A Private Practice Candidate may, after five years of private practice as a Private Practice Candidate, apply to the Board of Examiners for entitlement to engage in private practice and such Candidate must provide the information set out in subsection 31(2) of these by-laws.

Specialization

34. Persons licensed to engage in private practice may conduct the private practice of social work only in their approved field of specialization.

Professional Development Committee

35. There is established a Professional Development Committee which shall:
- (a) address all aspects of education for social work;
 - (b) address the raising of standards for training of social work;
 - (c) address continuing education of social workers after completion of formal social work education; and
 - (b) carry on such other activities in the area of professional development and education for social workers as may be deemed advisable from time to time.

Membership Committee

36. There is established a Membership Committee which shall concern itself with the matter of recruiting persons to the profession of social work.

Program Committee

37. There is established a Program Committee which shall:
- (a) plan and coordinate the annual meeting;
 - (b) plan and coordinate such programs that may be required by or approved by the Council or the Association in conjunction with special meetings or other Association activities; and
 - (c) assist other committees in the provision of programs for other activities.

Standards of Practice Committee

38. There is established a Standards of Practice Committee which shall be concerned with all matters relating to ethics and standards of practice.

Public Relations Committee

39. There is established a Public Relations Committee which shall:
- (a) promote the profession in Nova Scotia as well as consulting, communicating and participating with any national initiatives respecting the promotion of the profession of social work;
 - (b) be responsible for publicising the aims and purposes of the Association;
 - (c) prepare such news releases as are deemed advisable; supervise the publication of magazines, articles, books and other materials for the Association; and
 - (d) supervise the preparation and editing of an Association newsletter.

Social Justice/Social Action Committee

40. There is established a Social Justice/Social Action Committee which shall:
- (1) be responsible for promoting and co-ordinating those activities of the membership which are directed towards fulfilling the profession's ethical responsibility for social change.

(2) promote and co-ordinate social change activities in accordance with the following guiding principles:

- (a) the promotion of social justice;
- (b) the elimination of oppression and discrimination;
- (c) an equitable distribution of resources;
- (d) equity in access to resources, services and opportunities;
- (e) a comprehensive system of publicly funded, non-profit social welfare services;
- (f) environmental strategies consistent with social work principles;
- (g) the ethical responsibility of all NSASW members to advocate for social change;
- (h) the importance of advocacy and action in the achievement of social change;
- (i) the need and right to act collectively while engaging in social change actions;
- (j) working collaboratively with groups (including client based groups) which share the goals of the committee;
- (k) inclusive and democratic procedures; and
- (l) act in accordance with procedures outlined in the Association's Organizational Manual including issuing press releases and public statements according to policies approved by Council.

Private Practice Committee

40. There is established a Private Practice Committee which shall:

- (a) identify and address issues relevant to the private practice of social work;
- (b) represent on Council the concerns of social workers in private practice;
- (c) inform the members of the Association and the public about the role of social workers in private practice;
- (d) advocate on behalf of social workers in private practices and of their clients.

Approved universities

41. (1) Approved faculties of social work for the purposes of the Social Workers Act and these by-laws are those offering a social work program accredited by the Canadian Association of Schools of Social Work, or have been approved by the Council of the Association.

(3) The Council of the Nova Scotia Association of Social Workers may determine which government, university, community or private resources and information it needs to assist it in approving a faculty of social work or the content of the degrees, certificates or diplomas which applications have received from such faculty.

Code of Ethics

42. The Code of Ethics shall be the most recently revised Code of Ethics of the Canadian Association of Social Workers and any amendments added thereto as approved by the Association.

Personal and Real Property

43. The Association, in furtherance of its objects, shall have the power to:
- (a) acquire and hold assets and property, both real and personal, by way of purchase, lease, grant, hire, exchange or otherwise, and to dispose of such property by any means;
 - (b) provide for the management of its property and assets, and of its affairs and business including the employment of staff;
 - (c) borrow money for the purpose of carrying out the objects of the Association and give security for money borrowed on any of its real or personal property by way of mortgage, pledge, charge or otherwise; and

PAYMENT OF FEES

Registrants - Registered Social Workers, Social Worker Candidates and Registered Social Workers (Provisional)

44. (1) The annual fee for registrants is payable on or before February 28 in each calendar year.
- (2) A registrant who submits the annual registration renewal fee after February 28, but on or before March 31 shall pay an additional late fee as set out in Schedule "A".

The Registrar shall suspend any registrant who has not paid the annual registration renewal fee on or before March 31. The suspension shall take effect April 1. No notice of hearing is required to suspend the registrant who has failed to renew registration through non-payment of the prescribed fees.

(4)(a) Annual registration fees shall be as set out in the Schedule "A" attached hereto, and may be amended by the Association from time to time

(4)(b) Council may, after receiving advice from the Treasurer, increase any fee by a percentage up to but not exceeding the change in the Statistics Canada Consumer Price Index (CPI) since the date of the last change in fee. If the Council determines that a fee increase representing a change greater than the percentage change in the Consumer Index is required to operate the Association, then a proposal for a fee increase, supported by a budget, shall be prepared for presentation and approval voting at an Annual General Meeting.

(5) A registrant who has been suspended for non-payment of fees may, up to the end of the calendar year in which the fees were due, apply for reinstatement. The registrant shall pay a reinstatement application fee as set in Schedule "A", the fee for the full registration year, the late fee, plus interest at the rate of 10% per annum calculated monthly.

New Registrants

(6) The Registrar shall prorate the annual registration fee each quarter year period (January 1 - March 31, April 1 - June 30, July 1 - September 30, and October 1 - December 31) with respect to any person who becomes registered to practise as a Registered Social Worker, Social Worker Candidate, or Registered Social Worker (Provisional) during the calendar year, as set out in Schedule "A". Fee amounts will be rounded to the nearest dollar. (To take effect July 1, 2009)

(7) An applicant for registration as a Registered Social Worker, Social Worker Candidate, or Registered Social Worker (Provisional) shall pay an application fee and the required registration fee as set out in Schedule "A" before being registered to practice social work in Nova Scotia.

Student Members and Retired Members

(8)(a) The annual fee for members of the Association is payable on or before February 28 in each calendar year. The Annual membership fees shall be as set out in Schedule "A" attached hereto, and may be amended by the Association from time to time. There is no prorating of this fee.

(8)(b) The membership fee paid by Student Members shall be applied to their registration fee in the calendar year in which they first register.

(8)(c) Applicants for registration, who have been student members of the Nova Scotia Association of Social Workers for at least twelve months prior to graduation, shall pay the approved application fee and 50% of the registration fee. The student membership fee for the calendar year of application, shall be put toward the payment of the registration fee. In order to be eligible for this reduced fee, the application for registration must be received no later than December 31 of the year of graduation.

Schedule of Fees

45. A scale of suggested fees for services provided by social workers in private practice may be set out in Schedule "B" attached hereto, and may be amended by the Association from time to time.