

A PUBLICATION OF THE NOVA SCOTIA ASSOCIATION OF SOCIAL WORKERS

EXECUTIVE DIRECTOR'S REPORT

Harold Beals, RSW

Developing the use of electronic communication with members

We have implemented several ways to reduce costs while at the same time enhancing opportunities to communicate to the members of NSASW. Much of this work has been under the direction of Graeme Fraser and includes the NSASW LISTSERV; using e-mail through the mass communication program where possible; and placing the CONNECTION on the Association's website. We are also exploring the use of HTML as a vehicle for enhancing CONNECTION so that it will be more user friendly to members. Using electronic methods of communication can very substantially reduce costs to the Association.

Social Work Competency Profile

The Social Work Practice Committee is an ad hoc committee established by the Council in 1999 to research and recommend if a competency profile for social work should be adopted by NSASW. The profile would be a list of the knowledge and skills, approved by the Association, that a competent entry-level social worker would need to demonstrate before they could be registered to practice social work in Nova Scotia. The Committee has spent much time and energy developing the profile, the rationale for it, and a recommendation has been presented for approval by the Council.

Grandparented Social Workers

The ad hoc Committee, established by Council in December 2000, has focussed on the need to enhance the social work education opportunities of the members who were grandparented into the Association. The Committee has met with Carolyn Campbell, Chair of the BSW Committee at the MSSW to begin discussions on removing some of the existing barriers to the admission of grandparented social workers to the BSW degree

program. The Committee is in the process of determining the number of grandparented social workers that might be interested in pursuing a BSW degree; the issuing of letters of conditional acceptance; and exploring the use of PLAR to design a suitable selection of courses once admitted into the BSW program. The Committee is also exploring the BSW degree programs at other Canadian universities.

Meeting with the Deputy Minister of Community Services

On December 1, 2003, the Executive met for a second time with the Deputy Minister, Marian Tyson, QC and her senior officials which we have agreed to hold periodically every six months. The purpose of the meeting is to make connections and to foster an effective working relationship between our two bodies. The meeting was successful and was an opportunity for the Association to review such initiatives as: the Child Welfare regional meetings; amendments to the Social Workers Act; the evaluation of the Employment Support and Income Assistance program; the Community Supports for Adults Initiative; Affordable Housing Framework Agreement; the new Secure Treatment Facility in Truro; the Re-organization of the Department; the Community Services budget; the Integrated Case Management System; the Early Childhood Development Initiative; and Client Services Delivery Improvements. There was agreement to focus on one or two joint projects such as Child Welfare issues and the ethical conflicts for social workers who work in the government service. (continued on Page 3)

In this Issue:

- New Members – Page 6
- Call for Nominations to Council – Page 7
- NSASW Awards Available for 2004 – Page 8
- Advance Notice - AGM & Conference – Page 8
- “A Ray of Hope” – Page 11
- Board of Examiners Discipline Decision – Page 12
- MSSW Continuing Education – Page 18

NOVA SCOTIA ASSOCIATION OF SOCIAL WORKERS

106 – 1891 Brunswick Street

Halifax, NS B3J 2G8

Fax - 429-7650 E-Mail: nsasw@ca.inter.net

Website: <http://www.nsasw.org>

EXECUTIVE

President: Kathy MacGuire

Vice President: Donna Deveaux-MacLeod

Treasurer: Barry McClatchey

Secretary: Anne LeBlanc

Past President: Jill Ceccolini

COMMITTEES & CHAIRPERSONS

Social Action: David Williams

Program: Denise MacDonald-Billard

Professional Dev.: Jean Bremner / Sue Mercer

Public Relations: Janelle Comeau

Membership Services: Barry Moore

Standards of Practice: Carol Shepard-Conrad

Nominating: Maureen Brownlow

Private Practice: Edith Verheval / Linda DeBaie

REGIONAL REPRESENTATIVES

Cape Breton: Douglas Thorn

Colchester: Lauchlan Learned

Brian Schrock

Cumberland: Betsy Prager

Fundy Shore: VACANT

Halifax Metro: Kathy Wood Piccott

North Shore: Stephen B. Young

South Shore: Nancy Ross / Larissa Fuhr

Valley: Debbie Reimer

CASW Board Member: Veronica Marsman

MSSW: Dr. Wanda Thomas Bernard

MSSW Student: Erin Froese

NSABSW: Sylvia Colley Ewing

BOARD OF EXAMINERS

A. Council Appointments:

Frank Sampson - Chair

Wendy Keen

Don Gloade

Jay LeBlanc

Susan Riordan

Michael Ungar

Richard Gruchy

Wayne Hollett

Sylvie Ouellette

B. Government Appointments:

Elizabeth Welton

Don Brown

Edward MacMaster

ADMINISTRATION

Executive Director: Harold Beals

(office) 429-1790 (fax) 429-7650

harold.beals@nsasw.org

Office Manager: Marilyn R. Marcon

(office) 429-7799 (fax) 429-7650

marilyn.marcon@nsasw.org

Co-ordinator: Graeme Fraser

(office) 429-0243 (fax) 429-7650

graeme.fraser@ca.inter.net

Registrar: Joyce Halpern

(office) 429-7298 (fax) 429-0888

jhalpern@istar.ca

Admin. Assistant: Suzanne Desjardins

(office) 429-7298 (fax) 429-0888

suzanned@istar.ca

CASW STAFF

Exec. Director: Eugenia Moreno

Exec. Director: Eugenia Moreno

383 Parkdale Ave., Suite 402

Ottawa, ON K1Y 4R4

(office) 613-729-6668

(fax) 613-729-9608

casw@acts.ca

www.casw@casw-acts.ca

(EXECUTIVE DIRECTOR'S REPORT (Cont.))

The Association's 2003 Budget

The Executive has monitored the Association's budget for 2003 during most of that year and attempted to cut back on expenditures. Since the 2003 budget was approved by the membership with a \$13,111 deficit, several reductions were implemented to try and limit the expected over expenditure for 2003. (a) the number of Council meetings was reduced to four, the minimum required under the Association's by-laws; (b) Executive Director's travel was reduced; (c) postage costs for mailing the fall CONNECTION was reduced by using electronic distribution for the fall issue; (d) expenses for Standing Committees and ad hoc Committees was eliminated; (e) expenditures from the special projects fund and the professional development fund was eliminated for 2003; (f) electronic mailing was used as much as possible for Association business.

Towards the end of 2003, funds in the Association's current account were dangerously low with no prospects for revenue until mid January when membership fees begin to arrive. Overdraft protection was acquired from the bank to protect the Association's expenditures for the last few months of the year. This was necessary because the Association receives most of its operating revenue during the first half of the year and spends it throughout the full year. Many large expenditures are not controllable such as lease agreements, salaries, insurance, fees to CASW, and Board of Examiners expenditures. The Treasurer and Executive have controlled where they could but the bottom line is that the Association does not get enough revenue from the membership to effectively operate the organization.

In spite of repeated attempts to convince the membership to increase fees over the past few years, the revenue has stayed the same while expenditures have increased. The result is annual deficits and, this year for the first time, the need for overdraft protection to accommodate the cash flow problem that has been created. This situation cannot continue much longer without a very serious financial problem crippling the Association. The Association has very limited choices to provide a remedy. For example, the Association has asked the government for amendments to the Social Workers Act to give

authority to the Council to set membership fees but although there is a willingness to introduce them, the amendments have not been passed yet by the Legislature; amendments to the by-law governing the Association's fee structure have been placed before the membership at each AGM over the past few years which, so far, has failed to find majority support; or the Association can divert most of its revenue to the regulatory function only, and abandon its responsibility to its members and to its social justice commitment to the community.

This is an issue that all members need to be aware of and discuss within the Association at every opportunity. We need to find a solution soon because the membership at the last AGM in May 2003 were forced to approve another deficit budget for 2004 in order to operate the organization effectively.

Personal Information Protection and Electronic Documents Act (PIPEDA)

This is federal legislation that came into force on January 1, 2004 to protect Canadians from the misuse of information collected on individuals by government, business and organizations like the NSASW. Organizations need to develop a policy on the collection, use of, and storage of the personal information that it collects on its members. The organization is required to have a privacy policy which needs to be available to the public and its members, as well as a privacy officer to be available to members to answer questions and review the policy when requested to do so. This will affect the collection of membership renewal information collected by the Association and plans are now being prepared to cope with this demand. The Standards and Ethics Committee will review the requirements and prepare a policy that the Council can adopt. The Committee will be assisted by the CASW, which will develop its own policy that will be available, and can be used by the NSASW or amended for use. Many of the requirements of the Act may already be in effect by the Association and, so as a first step, the Association needs to do a privacy audit to determine what gaps exist that can be filled in order to comply with the legislation.

Membership Renewals

Renewal notices to members were sent out to all members in December and the annual process for paying membership fees has begun for 2004. This process is critical to the Association because revenue from members is the only source of income for the Association. Payment of fees by the deadline of February 28th means that the Association will have the funds to support all the activities of the organization including the important regulatory function. The Social Workers Act gives authority to the Association to regulate itself, which is an important function for the profession. We need to demonstrate that, as an Association, we are able to regulate effectively so that the public is protected and members are competent to practice.

Each year about 4% of members do not pay their fees by the deadline and are required to pay late fees and penalties in order to be re-instated. Some of these have left the profession and have decided to not practice social work in the future but some have other reasons for not paying their fees and we can work out an arrangement for payment if the member contacts the office manager. A concern that the Board of Examiners has is that members who do not pay their fees on time run the risk of practicing without a license and therefore, may be in violation of the Social Workers Act if a complaint were made against them. The Association would then need to consider laying a charge against the member, the matter would be heard in court, and if found guilty, the member would receive a fine or jail term. Therefore, it is imperative that fees be paid on time or that members contact the NSASW office to make other arrangements for payment.

Board of Examiners

Representatives from the Board of Examiners met with the Executive on October 9th to discuss a process and a forum for ongoing communication between the Board and the Council. Also, other matters relating to the role of the Board and its relationship to the Council such as: maintenance of the Register; financial management; management of staff and funding; and the Registrar's job description were concerns expressed by the Board. It was agreed that representatives from the Board should continue meeting with the Executive and another meeting was scheduled for February 4, 2004 at which time a draft of a revised job description for the Registrar's position will be reviewed. To prepare

a draft of the job description, a sub-committee of the Personnel Committee was formed with representation from the Board of Examiners. It was thought that insuring direct input by the Board would help in the revisions that the Board believes are needed.

COORDINATOR'S REPORT

Graeme Fraser, RSW

Child Welfare Committee

In follow up to the CASW Child Welfare Project and last fall's provincial child welfare conference, the Child Welfare Committee has organized meetings for those involved in the delivery of mandated child welfare services in each of the four Department of Community Services regions. The primary objective of the meetings is to provide a forum for key players in child welfare to share information, concerns, and ideas related to conditions that promote good practice.

Meetings were held in the Western Region (Cornwallis) on November 18th, in the Northern Region (Stellarton) on November 25th, and in the Eastern Region (Sydney) on December 10th. I have acted as facilitator for these meetings. The meeting for the Central Region had to be postponed due to two of the key presenters unexpectedly being required to fulfill other commitments. This meeting will be rescheduled for the new year.

There has been a good level of interest in the meetings with an average attendance of about 25 in each of the regions. One of the particularly positive aspects of this initiative has been the fact that key representatives of both the Department of Community Services and the Maritime School of Social Work have joined with our Association in dialogue with those who are charged with the responsibility of delivering this important program.

The Child Welfare Committee will be preparing a report following the meetings and also will identify needed follow up action.

Public Relations Committee

The PR Committee has begun preparations for Social Work Week. The committee is in need of additional members to assist with planning. This would involve a few meetings over the next couple of months. In recent years, the Association has run a

special feature page in the Halifax Herald. This has been one of the main opportunities each year to bring the work of the association and its members to the attention of the public. Currently, the PR Committee is looking at options for increasing advertising revenue to enable this type of publicity to be possible again this year.

NSASW Listserv

Approximately 600 of our members now are on the listserv. We had some problems recently which took quite a bit of time to sort out. We shut down the list for a few days until we could get things corrected. Several people requested to have their names removed from the list at that time, but most stuck it out and we have received a fair amount of positive feedback about the value of the listserv as a means of communication with members.

We were fortunate that in the process of correcting things, we were able to make a change that has eliminated replies to future messages so easily (and usually inadvertently) going out to everyone on the list. This is a significant improvement since that was the major frustration people experienced with the system.

NSASW Web Site (www.nsasw.org)

We used the web site as the primary means of distribution of the fall issue of CONNECTION. We have received quite a number of replies to the questionnaire about this method of distribution of the newsletter. Initial indications are that there has been quite a mixed response. A full analysis of the feedback will be done early in the new year.

Membership Services

The Information Guide on Complaints and Discipline, prepared by the Membership Services Committee in consultation with the Board of Examiners, which was approved by Council in September will be sent out to all members in the next mailing.

Standards and Ethics

Over the past several months the Standards and Ethics Committee has reviewed and provided considerable feedback regarding the proposed new CASW Code of Ethics. The Committee recommended extensive revisions and was pleased

to see many of these changes reflected in the latest draft. The Committee recently took advantage of a further opportunity to suggest additional refinements. CASW is hoping to approve the new Code at its June meeting.

Employment Support and Income Assistance Study

Our Association has been a partner with the Community Advocates Network in a study of how the Employment Support and Income Assistance program has been working since its inception more than two years ago. The report arising from this study was released at a press conference on Dec. 16th. Kathy MacGuire spoke on behalf of our Association and I had contact with several members of the media. Also, Paul O'Hara, who is one of our members and also a member of the Community Advocates Network, played a key role in the press conference. There was a considerable degree of media attention. We have had requests for copies of the report from quite a number of members as well as from some external groups. It is available under the News & Events section of our website at: www.nsasw.org.

INTERESTED IN EDITING??

A new editor is being sought for
The NSASW Newsletter
CONNECTION.

If you have an interest in taking on the
duties involved please contact
Harold Beals at the NSASW.

(office) 429-1790 (fax) 429-7650
harold.beals@nsasw.org

BOARD OF EXAMINERS APPROVALS

Registered Social Worker Candidates

Monique Auffrey
Colleen Myra
Samantha Thomas
Tara Alders
Kathleen Crossley
Denise Carignan
Amanda Arbeau
Dianna Robichaud-Smith
Susanna Steinitz
Gwen Watts
Angela Lawrence
Lisa Butt
Marie-Claude Ugnat
Nadine McMullin
Nadine Babineau
Joshua Tavares
Leeann Higgins
Greg Brown
Jacqueline MacDonald
Edward Burke
Donna Koziel
Judith Miller
Paula Rideout

Registered Social Workers

Erika Wilson
Frances Smith McCarley
Rhonda Brophy
Tonya Grant
Sandra Virick
Brian McDougall
K. Carman Godfrey
Mimie Sihapanya
Amber Robinson
Glenna Emmett-Reashor
Tanis Erin Leach
Amanda Davison
Lisa Marie Fullerton

Private Practitioner

Nancy Seely

Student Member

Janet Dawe

FOSTER PARENTS:

A Bright Light in a Difficult Time

Katie Katwaroo, RSW

Twenty-one-year-old Chrissie is a first-year university student on full scholarship. Many people are impressed by Chrissie's accomplishments in her young life. Many more, though, recognize that the extent of her confidence and wisdom are remarkable qualities in anyone so young, let alone in anyone who has overcome the sort of life challenges Chrissie has faced.

Indeed, Chrissie has come a long way. When she was eleven years old, Chrissie and her three siblings were taken into care. They were in need of a foster home, but finding a home able to take siblings as a group was difficult. "I craved a family," says Chrissie. At fourteen she decided that she was committed to finding a family, she was told that it would be difficult finding a foster family for a teenage girl, especially one who'd been cutting school and running away as Chrissie had. Chrissie was crushed. Chrissie waited for a foster home, and through that time, struggled to come to terms with adolescence and the challenges it brings, compounded by being a child-in-care.

Of her foster mom, the woman whom Chrissie now simply considers her mom, Chrissie remarks that she had infinite amounts of patience, courage and insight. "She accepted me for who I was," Chrissie says. "I knew that she would be there to support me and guide me in the right direction." Since, that time, Chrissie has built an impressive list of accomplishments, and was recognized by TD Canada Trust for Outstanding Community Leadership. This award brings a full scholarship to any post-secondary program of her choosing. There are many more young people, just like Chrissie, who are in need of a loving home and nurturing family life. For more information about becoming a foster parent in Nova Scotia, call 1-800-565-1884. Please consider opening your home and heart to a child or youth in need.

EDITORIAL POLICY AND STYLE GUIDE **FOR CONNECTION**

“CONNECTION” is published by the Nova Scotia Association of Social Workers. Submissions from members are welcome. *The Editor encourages readers to submit letters to the editor, stories, pictures, artwork, announcements, thoughts and ideas.*

The Editorial Committee reserves the right to reject any article as well as to edit submitted material. Publication does not imply endorsement by the Association. The views expressed in the printed material represent the views of contributors and does not necessarily represent the views or the policies of the Association.

Advertising Rates: \$100 quarter page; \$175 half page; \$250 for a full page.

Information Section: An information section is available for members and others to make brief announcements, which in the Editorial Committee’s opinion, would be of interest to the membership.

Circulation: “CONNECTION” is distributed as a service to each member of NSASW. Single complimentary copies may be made available to individuals and organizations upon request. Quantities can be made available at cost upon request. Orders for quantities must be placed one month in advance of publication.

Cooperative Mail-outs: Requests from other organizations to place brochures or other informational material in “CONNECTION” mail-outs will be subject to the following conditions:

- a. The information, in the opinion of the Editorial Committee, must be of value and interest to the general membership.
- b. Reciprocal arrangements may be considered between NSASW and other professional organizations without the payment of fees to each other.
- c. If there is no reciprocal arrangement between NSASW and another organization, then a fee of \$50.00 shall be charged for including another organization's information in a “CONNECTION” mail-out.

Please submit all material in **electronic format** (Word or WordPerfect) to Tay Landry, Editor by email to tay@eastlink.ca or on computer disk to the NSASW office.

Next Issue Submission Deadline: May 1, 2004

A CALL FOR NOMINATIONS TO NSASW COUNCIL

The Nominating Committee is asking the membership to volunteer or submit nominations to fill positions that will become vacant on the NSASW Council for the 2004-05 year. Under by-law 26, the Nominating Committee consists of a chair, elected by the membership and two other members appointed by the Council who receive nominations for any of the vacant Council positions. The Nominating Committee is required to submit a report to the Annual General Meeting containing names of persons who have agreed to let their name stand for the available Council positions. The Council is composed of the following positions:

There are four Executive Positions: President; Vice-President; Treasurer and Secretary. There are eight Chairs of Standing Committees: Social Action; Convention Program; Professional Development; Public Relations; Membership Services; Standards of Practice; Private Practice and Nominating. There are eight Regional Representatives for NSASW regions: Halifax; Annapolis Valley; South Shore; North Shore; Fundy Shore; Cape Breton; Cumberland and Colchester.

Anyone who wishes to offer or nominate someone for one of the Council positions must forward the name on or before **March 8, 2004**. Nominations can be sent to the Executive Director, Harold Beals, at the NSASW office or by phoning him at 429-1790; faxing at 429-7650; or e-mail: harold.beals@nsasw.org.

NSASW AWARDS AVAILABLE FOR 2004

RON STRATFORD MEMORIAL AWARD:

In memory of Ron Stratford, a dedicated social worker committed to a holistic perspective emphasizing prevention and community development. Awarded annually to a resident of Nova Scotia who:

- through volunteer efforts makes a significant contribution to a preventive or community-based social service program, or
- is involved in research surrounding a preventive or community-based social service program, or
- makes an outstanding contribution to establishing and/or sustaining a self-help group, or
- functions as a consistent and strong advocate for expanded preventive or community-based social service programs.

DAVID WILLIAM CONNORS MEMORIAL AWARD:

The David William Connors Award, in memory of David's gentle manner and care for others, is presented annually to a front line social worker who has shown the following attributes:

- has demonstrated a desire to go beyond the call of duty to meet clients' needs;
- has shown respect, caring, empathy and dignity in all aspects of his/her work;
- has displayed through direct practice a basic belief in each human being's personal worth and ability; and
- has endeavored to bring about lasting change for those in hardship, particularly youth.

KEN BELANGER MEMORIAL AWARD:

The Ken Belanger Memorial Award is presented every second year in memory of Ken Belanger who distinguished himself by speaking out against oppression and exploitation. This award is presented to a *Registered Social Worker* who:

- has demonstrated an explicit and unfailing commitment to pursuing social justice and to challenging oppression in its many forms;
- is recognized by the social work community as practicing social work with a high level of caring, responsibility, integrity and ethical standards;

- has broken new ground working for, and behalf of gay, lesbian, bisexual and transgendered persons;
- and/or has demonstrated a particular concern for gay and lesbian youth.

Each nomination must be accompanied by:

1. Name, address, phone number and current position of nominee.
2. A letter of support from the nominator.
3. A second letter of support from an individual or group who has direct knowledge of the contribution of the nominee.
4. Nominations to be sent to the Executive Director, Harold Beals. Nominations will be accepted until **February 28, 2004.**

ADVANCE NOTICE

THE NSASW ANNUAL CONVENTION

WILL BE HELD ON

**THURSDAY, MAY 6th
&
FRIDAY, MAY 7th, 2004**

to be held at

WANDLYN INN KENTVILLE
(Exit 14 off Highway 101 near Kentville, NS)

**Theme: "Deconstructing Social Policy When
Working with Challenging Children and
Youth"**

**Mark your calendars
and plan now to attend the
Annual Conference
followed by the
Annual General Meeting
of your
Professional Association !**



NEW “MEMBERS ONLY” SECTION OF CASW WEBSITE

As of January 1, 2004, the Canadian Association of Social Workers' (CASW) Website will feature a section entitled “Members Only”. Access to the section will be restricted to members of CASW member organizations.

The section will include publications, documents and resources of interest, such as the *CASW Bulletin*, a literature review of the newly revised *CASW Code of Ethics*, the draw of books received at the national office, and more.

A password will be required to access the “Members Only” section. Each CASW member organization will have a different password that will change once per year. To obtain the password for 2004 for NSASW members refer to the mailed copy of CONNECTION or call the NSASW office.

To access the “Members Only” section, you will go to the CASW Website (www.casw-acts.ca), click on “Members Only” on the left side bar, type in the name of your province (without a space between words, as in PrinceEdwardIsland) and enter your password.

We hope you enjoy this new feature available to you as a member of one of the CASW member organizations!

*I am a former foster child and I wanted to share my poem with you. It has appeared in *Fostering Families Today* magazine as well as other newsletters...*

A FOSTER CHILD’S PLEA

Accept my past as it is, you cannot change it but you can make it easier. Treat me as you would another child, I believe discipline and grounding to be an act of caring. Be patient with me, I cannot love without time. Listen intently to my words, something important may slip out accidentally. Watch closely at my behavior, it’s a cry for attention, a craving for love. Understand my cruelty and bitterness, it’s only a protection barrier from any more pain. Love me plenty when I am good, but love me more when I am bad. Accept my faults without hesitation, as I am aware of them all too well. Ignore my hurtful remarks, given time you will understand that I do not mean them. Show me you care through actions and words, as I need to hear and see both. Keep me safe from disappointments, as it is the only life I’ve really known. Note that when I yell, You are not my parents, the response I need to hear is, Yes, we are. Consider my words before acting upon them, When I speak of wanting to leave, it isn't what I want but what I think you want. Do not think of me as Case Number 13, but do think of me as Success Number 13.

I will surprise you.

Please don't give up on me, you are all I have.

~Copyright 2002 Cynthia Blatchford~

AMENDMENTS TO BE INTRODUCED IN THE NOVA SCOTIA LEGISLATURE


The NSASW Council has submitted amendments to the Social Workers Act (Chapter 12, Acts of 1993) to the Minister of Community Services. This set of proposed amendments to the Act will give authority to the NSASW Council to set membership fees and to approve an annual operating budget. Section 6(3), section 11(1)(d), and section 14 of the Social Workers Act will be changed to achieve this. The Council believes this action is necessary because the Council, as the elected representatives of the Association responsible for carrying out the objectives of the Association and with a detailed knowledge of the financial requirements of the organization, needs this authority in order to achieve the goals of the Association.

Three other amendments are proposed to permit the efficient and effective operation of the Board of Examiners: (a) to require social workers who wish to transfer their membership to NSASW from another social work association to have at least two years social work experience; (b) to extend the term for serving on the Board of Examiners from two terms to three; and (c) to permit a representative of the Chair of the Board of Examiners to attend Council meetings and to have voting privileges when the Chair is not able to attend.

These amendments came about through the input of people practicing the profession of social work in this province. The intention is to bring our Act into line with legislation in other parts of the country, as well as legislation governing other professional associations here in Nova Scotia.

The Council will keep members of the Association informed of the progress being made to have these changes to our social work legislation approved. If members wish further clarification or to discuss these additional amendments please contact the Executive Director at 429-1790 or e-mail: harold.beals@nsasw.org.

The consolidated Act can be viewed and copied from the Government Website at: www.gov.ns.ca or by contacting the NSASW office.



Meeting the Challenge & Making the Difference

National Social Work Conference
June 5-8, 2004
Saskatoon, Saskatchewan

Featuring Keynote Speakers:

- **Stephen Lewis**, Veteran diplomat and UN Special Envoy for HIV/AIDS in Africa
- **Shan Landry**, Vice-President, Primary Health Services, Saskatoon Health Region
- **Linda McQuaig**, journalist and author—most recently published *All You Can Eat: Greed, Lust and the New Capitalism*
- **Ben Carniol**, Professor, School of Social Work, Ryerson University and author of *Case Critical: Challenging Social Services in Canada*
- **Chief Roberta Jamieson**, Six Nations Reserve—former ombudsman of Ontario, Member of the Order of Canada, recipient of the National Aboriginal Achievement Award

This national conference of social workers will feature a series of concurrent sessions on the entire spectrum of social work theory, practice, social policy and research.

Watch for details or visit the SASW Web site at www.sasw.ca

A RAY OF HOPE

Oluronke Taiwo – Student of Social Work

It was July 1st 1998. As a Nigerian, coming to Canada equipped with a Master's degree in medical microbiology and with a United Nations Development Program research project scholarship entitled: "Antibacterial Activities of the Aqueous extract from Nigerian Chewing Sticks", I had an undeniable assurance that things would work out as I proceeded to my new adopted homeland.

Sadly, my hope soon became a nightmare when my project came to a standstill due to lack of further funding. I sought various alternatives; I tried diverting from the academics into other areas of Microbiology but without any success – a result of being a foreign-trained professional.

As fate would have it, I was fortunate to secure a position as a Personal Care worker – a position from which I rose to become a House Manager within two months of my employment! Being an optimist, and with my love for medical sciences, I continued to pursue various positions in Microbiology and Medical Sciences at large since this has always been my passion and the only career I have ever known, unfortunately, this was done without any success.

As I continued to contemplate my career direction, I began to realize my unique role in the Social Services Industry; I began to see clearly the position of each client that I dealt with on a daily basis. I saw how empathy, compassion, love and understanding have been beneficial to many of my clients in being able to carry on with each day despite their circumstances. I saw myself as being a vital instrument in assisting them to cope with life's obstacles. This is where I saw the ray of hope! This is where I reached a turning point in my life. My quest for a different career got a new dimension as I decided to focus on becoming other people's mentor, guidance and confidant. Consequently, this resulted in my undaunted decision to become a Social Worker.

I began to pursue my Bachelor of Social Work degree at the Maritime School of Social work in September of 2003. I brought into this program various life skills that I have acquired both in my academic endeavors and in other areas of life. So far, the program has been quite interesting but not without its challenges. My first semester was quite exigent. As a full time student, with three children, and a full time job to go with it, it has been quite demanding.

In spite of all of these demands, I am quite fortunate to have wonderful and helpful professors, caring and understanding course mates, and above all a wonderful career that I have come to develop a great passion for. I can say with great confidence that it has been a worthwhile journey so far. With the assistance of NSASW, the Maritime School of Social Work, and with lots of determination and hard work, I will surely sail through. I am sure I have seen the light at the end of the tunnel, and this light continues to reflect my rays of hope.

(Editor's note: Oluronke Twaio is the 2004 recipient of the NSASW Bursary)

REMINDER TO PAY MEMBERSHIP FEES BY FEBRUARY 28TH

All members are reminded that membership fees for 2004 are required to be paid by February 28th without penalty. Members have until March 31st to pay fees with an additional late fee of \$25. If the membership fee plus the late fee are not paid by March 31st, the member's name is struck from the Register of Members and they are not a member in good standing. If a member's name is not recorded on the Register of Members, they are not licensed to practice or use the title of "social worker".

A RECENT DISCIPLINE DECISION BY THE BOARD OF EXAMINERS

Background

On June 4, 2003 the Discipline Committee of the Board of Examiners of the Nova Scotia Association of Social Workers convened to hear the proceeding commenced by way of Amended Complaint dated April 11, 2003 with respect to David Campkin. The Discipline Committee consisted of Sylvie Oullette, Don Gloade, Susan Riordan, Jean Bremner, and Chair, Elizabeth Whelton.

The Discipline Committee rendered a written decision dated July 15, 2003 in which the following facts were found:

Mr. David Campkin entered into a professional counselling relationship with Ms. X as a result of referral from Ms. X's family physician. Mr. Campkin undertook an assessment of Ms. X and provided counselling, which was to assist Ms. X through a difficult period, and to assist Ms. X in coming to terms with the circumstances of a marriage breakdown. Counselling took place over a three-month period. Within weeks following the cessation of counselling sessions, Mr. Campkin entered into a social and sexual relationship with Ms. X, which continued for almost a year. The relationship was consensual and Ms. X hoped that the relationship would develop into a long-term relationship. During the relationship, Ms. X broached the idea of seeking a third party counselor and Mr. Campkin dissuaded her from doing so, indicating that he could assist her. During the relationship, Mr. Campkin became involved in Ms. X's personal matters, including advising regarding her family and disposition of matrimonial items. During the relationship, Ms. X transferred at least \$2,600.00 to Mr. Campkin. During the relationship, Mr. Campkin was complicit in the preparation and provision of a letter to Ms. X's family doctor which letter was false or misleading and which benefited Mr. Campkin. During the investigation of the matter, Mr. Campkin provided a writing sample that was

written in such a manner that it intended to deceive.

Charges

1. He, a registered social worker, while working at the YYYYYY Clinic provided counseling services to Ms. X in March and April 1997, and shortly thereafter entered into a social and sexual relationship with Ms. X, contrary to clause 4.3 of Chapter 4 of the **Social Work Code of Ethics of the Canadian Association of Social Workers (1994)**.
2. He, a registered social worker, while employed at a hospital at Halifax, Nova Scotia, engaged in a sexual relationship with his client, Ms. X. in 1997, contrary to clause 4.3 of Chapter 5 of the **Social Work Code of Ethics of the Canadian Association of Social Workers (1994)**.
3. He, a registered social worker, borrowed approximately ten thousand dollars (\$10,000.00) from his client, Ms. X, during 1997, contrary to clause 4.4 of Chapter 4 of the **Social Work Code of Ethics of the Canadian Association of Social Workers (1994)**.
4. He, a registered social worker, while providing counseling services to Ms. X in 1997, failed to refer Ms. X to another counselor after she requested that he do so, contrary to clauses 1, 1.1, and 1.3 of Chapter 1 of the **Social Work Code of Ethics of the Canadian Association of Social Workers (1994)**.
5. He, a registered social worker, became involved with Ms. X's personal affairs that were not relevant to the service being provided, contrary to clause 1.5 of Chapter 1 of the **Social Work Code of Ethics of the Canadian Association of Social Workers (1994)**.
6. He, a registered social worker, persuaded Ms. X to sign a misleading letter, which he had prepared addressed to her family physician in which she indicated that David Campkin had not acted in an inappropriate manner towards her, contrary

to clause 4.1 of Chapter 4 of the **Social Work Code of Ethics of the Canadian Association of Social Workers (1994)**.

7. He, a registered social worker, when interviewed by an investigator contracted by the Nova Scotia Association of Social Workers denied writing a letter to Ms. X dated February 18, 1998. He willfully disguised his handwriting in order to obstruct the investigation. These actions by Mr. Campkin constitute conduct unbecoming and malpractice as defined in the **Social Work Code of Ethics of the Canadian Association of Social Workers (1994)**.

Determinations

In the **Social Work Code of Ethics of the Canadian Association of Social Workers** a client is defined amongst other things as “a person, family or group of persons, incorporated body, association or community on whose behalf a social worker provides or agrees to provide a service”. At notation 1 of the **Code of Ethics** it is stated, “a client ceases to be a client 2 years after the termination of a social work service. It is advisable for this termination to be clearly documented on the case file.” It was the finding of the Committee that the ongoing relationship between Mr. Campkin and Ms. X was in violation of the Canadian Association of Social Workers **Social Work Code of Ethics** as incorporated into the Standards of Practice of the Nova Scotia Association of Social Workers.

The counselor-client relationship between Mr. Campkin and Ms. X was fresh at the time that the sexual and social relationship commenced and Mr. Campkin remained in violation of the **Social Work Code of Ethics** and the Standards of Practice for the entirety of his social and sexual relationship with Ms. X. The violation was not dependent upon his place of employment or upon his having resumed a professional counseling relationship with Ms. X.

Paragraph 4.4 of the **Social Work Code of Ethics** states that a social worker shall not

have a business relationship with a client; borrow money from a client, or loan money to a client. At notation 16 of the **Social Work Code of Ethics** it is stated “where a social worker does keep money or assets belonging to a client, the social worker shall hold this money or asset in a trust account or hold the money or asset in conjunction with an additional professional person”. The Committee was provided with evidence of the transfer of funds in the amount of \$2600.00 and found that Mr. Campkin was in violation of the **Social Work Code of Ethics** in his receipt of funds from Ms. X.

Ms. X testified that Mr. Campkin dissuaded her from seeking a third party counselor and indicated that he would be available to help her deal with her issues. The Committee found that Mr. Campkin was in violation of the **Social Work Code of Ethics** in that regard.

In addition to becoming intimately involved in the life of Ms. X, Mr. Campkin became involved in her personal affairs in a manner that was inappropriate. Ms. X testified that upon their relationship becoming a social and sexual relationship that Mr. Campkin became involved in her personal affairs in that he showed interest and gave advice with respect to the disposition of matrimonial assets; became involved and gave advice with respect to her relationship with respect to her children, that is, her visiting them, etc.; became involved and gave advice with respect to whether or not she needed a further counselor; and upon her relocation to a province outside of Nova Scotia provided her with his resumes in the apparent hope that she would be able to locate work for him in that province. The Committee found that Mr. Campkin was in violation of the **Social Work Code of Ethics** in that regard.

The Committee found that Mr. Campkin was complicit in the provision of a letter that contained false and/or misleading information to another professional, that is, Ms. X’s family physician. The false and/or misleading information was of a nature that its

consequence would be a personal gain for Mr. Campkin. Mr. Campkin's complicity in the provision of false and/or misleading information to a professional for the purpose of his own personal gain is conduct unbecoming a social worker.

Mr. Brian J. Fillmore, B.A., Forensic Document Examiner testified on behalf of the Board of Examiners of the Nova Scotia Association of Social Workers as an expert. Mr. Fillmore testified that the document in question had been written in such a manner as to attempt to mislead. On that basis, the Committee found that Mr. Campkin has taken part in an activity which was conduct unbecoming and malpractice as defined in the **Social Work Code of Ethics**.

Sanction

The Discipline Committee reconvened on August 28, 2003 for a hearing regarding the nature of the discipline appropriate in the matter.

Mr. Campkin provided the Discipline Committee with a work history, and confirmed that he had practiced social work in four provinces in addition to Nova Scotia and he had not been disciplined in those jurisdictions and had no complaints in those jurisdictions. He explained the circumstances that were the subject of the hearing as being a result of his suffering from stress, anxiety, and personal difficulties, and indicated that he had exercised poor judgment. Further, he advised that he was remorseful regarding any harm that may have been suffered by Ms. X. He argued that people make poor choices sometimes and he contended that despite his poor judgment in these particular circumstances that he possessed social work skills, and that the positive references provided by colleagues since the occurrence of the circumstances spoke to his rehabilitation and he requested that the Discipline Committee provide an opportunity for redemption, rather than impose a punitive action.

The Discipline Committee found that Mr. Campkin's "poor choices" were numerous and

grave. At the time the "poor choices" were being made Mr. Campkin was an experienced social worker. The poor choices were made contemporaneously with some of the work evaluations provided to the Discipline Committee by Mr. Campkin. The Committee concluded that despite Mr. Campkin's assertion that he was under pressure and suffering in personal circumstances that made him susceptible to making poor judgments time and time again, he was also able to function in his position such that the persons evaluating his work had no knowledge of the difficulties.

The Discipline Committee determined that sanctions such as course work or supervision of practice would be inappropriate.

The Discipline Committee determined that the appropriate sanction would be the revocation of Mr. Campkin's right to practice social work as set out at **s. 34(a)** of the **Social Workers Act**. Mr. Campkin's registration with the Nova Scotia Association of Social Workers as a registered Social Worker is not current, and at **s. 25(1)** of the **Social Workers Act** there are provisions which provide that the Board may refuse to register, upon investigation by the Registrar, an applicant, who in the opinion of the Board has violated the Code of Ethics, has been found guilty of an offence pursuant to the **Social Workers Act**, or has been found guilty of conduct that is in the opinion of the Board, conduct unbecoming of a registered social worker or registered social worker candidate. Mr. Campkin's file with the Nova Scotia Association of Social Workers was ordered to contain the Decision of the Discipline Committee rendered on July 15, 2003 as well as the Decision regarding sanction. The Discipline Committee determined that it anticipated and recommended that any Board called upon to review any application by Mr. Campkin to become a registered member of the Nova Scotia Association of Social Workers review the decisions and refuse any such application.

The Discipline Committee was provided with a Cost Summary regarding the

investigation of the matter and the costs of the hearing. The total of the cost summary was \$20,987.55. In reviewing the cost summary, the supporting documentation, and the arguments of counsel and Mr. Campkin, and also sensitive to the fact that the determination by the Discipline Committee would prevent Mr. Campkin from seeking employment as a social worker, pursuant to s. 34(k) of the **Social Workers Act** the Discipline Committee

fixed the costs of the procedures by the Complaints Committee and the Discipline Committee to be paid by Mr. Campkin at \$12,500.00, with arrangement for payment to be made between Mr. Campkin and the Registrar.

Pursuant to s. 34(j) of the **Social Workers Act** the Discipline Committee directed that the summary herein be published in the official publication of the Association.

4th ANNUAL YOUTH ACHIEVEMENT AWARDS BANQUET

This year's Youth Achievement Awards luncheon was held on November 21, 2003 at the Westin Nova Scotian Hotel in Halifax. The Youth Achievement Awards are held to celebrate the success and honor youth in care, who are between the ages of 13 and 21. These young people have faced many challenges yet they have so many wonderful achievements!

The Youth Achievement Awards have been growing each year and is represented by such a diverse group of people. Those in attendance included foster parents, social workers, group home staff, birth families and other important people in the youth's lives. This year 38 youth were recognized and received awards. The youth represented all four regions of Nova Scotia. The Youth in Care Committee of the Nova Scotia Council for the Family organized the event, with Lorena Pilgrim coordinating the events of the day. Anne Blandford, Executive Director of the Children's Aid Society of Pictou County and Past President of the Nova Scotia Council of the Family, was the host of the event. The Master's of Ceremony were Adrianna MacKenzie and Stephen Tobin, who were previous Youth Achievement Award recipients. They introduced each youth by giving highlights of the youth's achievements that were taken from the letter's submitted by the nominator's. These youth possess many great qualities and have a wide range of ambitions for their future! They are definitely positive role models to their peers. The awards were presented by Yvonne Blanchard, Executive Director of Nova Scotia Council for the Family and David Morse, Minister of Community Services.

Once again, it was a very emotional and inspirational afternoon. A number of the youth thanked those who had believed in them and supported them through difficult times. The ballroom was elegantly decorated and a delicious buffet meal was provided. The photographs of the award recipients was taken by Serge Cournoyer, which was later sent to the youth as a lasting reminder of the memorable event.

This year the reception area was full of displays related to various opportunities for youth in care that attendees took in while waiting for the event to begin. They included information on Amanda's Gift Bursary Program and other scholarships, the Youth Employability Project, HeartWood, the Youth in Care Newsletter, Rightway and an art display from Laing House.

"Once again I was happy to attend these awards. The youth we work with need to be reminded every day how special and unique they are despite the many obstacles they have overcome. These awards allow youth to have that opportunity. An excellent meal and excellent time". This comment made by one attendee gives voice to the importance of an event like the Youth Achievement Awards. Thanks to everyone who made this event so special but most importantly thank you to all the youth. Keep up the great work!

Tara Moore, RSW - Youth in Care Committee – Nova Scotia Council for the Family

WORKING TOGETHER TO IMPROVE CLIENT SERVICES

NS Dept. of Community Services
Press Release: December 16, 2003

Nova Scotia's two-year old Employment Support and Income Assistance Act has improved services for people in need, said Community Services Minister David Morse in response to a Community Advocates Network report on the act released today, Dec. 16. "We are always interested in receiving feedback on our programs," said Mr. Morse. "We meet regularly with advocacy groups and organizations to discuss ways to strengthen programs and improve services to Nova Scotians. We are also conducting our own review of the Employment Support and Income Assistance program to ensure that it best reflects the needs of our clients." Introduced in August 2001, the Employment Support and Income Assistance Act was the first change to social assistance legislation in 30 years.

One of the distinctions of the new act was an emphasis on employability. A critical component of the program, employment supports move people toward employment and ultimately break the cycle of poverty. "We are investing more in people," said Mr. Morse. "In addition to providing support for those in need, we are focused on helping people become self-sufficient through the longer term goal of employment and an enhanced quality of life." Following an initial review of the report, Mr. Morse said he was pleased to see that there were some positive comments about the work of the department and recognition of some of the challenges.

The report makes recommendations in four key areas: income assistance, employment supports, client service and inclusion. Mr. Morse said the Department of Community Services has already taken a number of actions in these areas based on ongoing consultation with clients, staff and advocates. Those initiatives include;

Income Assistance: Rates became standardized across the province in 2001. The new basic rates provide for shelter and a personal allowance. Special needs funding is also available for prescription medication, transportation and other required items. As a result of the new act, Nova Scotia's basic rates for income assistance compare favourably with those of other Atlantic Provinces. At the same time the new act was introduced, the province also ended the clawback of the National Child Benefit. This benefit represents up to \$256 per month -- or more than \$3,000 per year - - for each child and is available to low-income families whether or not they are receiving income assistance.

Employment Supports: A major goal of the Employment Support and Income Assistance program is to support people in their efforts to become self-sufficient. Staff work one-on-one with clients to develop individualized plans to help them become employed or acquire the skills and training they need to become employable. For example, support is available for up to two years at a community college or other recognized program. Once a person is able to work, they become eligible for assistance with travel expenses, child-care expenses (up to \$400 per month) and extended Pharmacare coverage, and they are able to keep a portion of their earnings. These types of supports make it feasible for single parents to participate in employment.

Client Service: A comprehensive client handbook on the Employment Support and Income Assistance program is being developed in consultation with clients, staff and community agencies like Community Advocates Network. This plain-language handbook is designed to provide clients with a clear understanding of all supports available. Other initiatives include province wide training for staff and a review of policies and procedures to ensure that they are being applied consistently.

Inclusion: The Department of Community Services is sensitive to issues related to exclusion and provides mandatory diversity

training and optional anti-oppressive training to all staff. The department has also embarked on an inclusion initiative in consultation with more than one hundred community agencies to develop policies that recognize the range of social and economic barriers faced by our clients. "These are just some of the actions

we're already taking to address the issues raised in this report," said Mr. Morse. "We look forward to meeting with the members of Community Advocates Network in the new year to discuss the recommendations in more detail."

CONNECTION IS NOW AVAILABLE ONLINE

The NSASW continues to seek ways to improve communication with its members while at the same time reducing expenditures as much as possible. Consequently, like many other organizations, we are trying electronic distribution of the newsletter to our members. The Association is experimenting with various electronic methods that are available and we have started this process with the October issue by placing it on the NSASW Webpage. The January issue has also been placed on the Webpage and it can be accessed by going to the Webpage at: www.nsasw.org and clicking on Newsletter. This form of electronic distribution is in the form of a "pdf" file which can be accessed by using the program called Adobe Acrobat Reader which can be downloaded free from the Internet if you do not have this program on your computer.

We do not consider the use of pdf files as the most convenient method for many of our members, so we are exploring other electronic methods which will be more convenient for members to use. In the interim we are mailing this issue to all members.

We realize that all of our members do not have access to the Internet and so we will make photocopies available to anyone who cannot access it on the NSASW Webpage. However, if members can receive the newsletter by using the Internet, that will provide a significant reduction on the Association's expenditures.

We are very interested in receiving your feedback to help guide decisions with respect to future issues of CONNECTION so please feel free to send your comments to Graeme Fraser at: graeme.fraser@ca.inter.net .

DISTANCE ART THERAPY

Applications are invited for the

Master of Counselling: Art Therapy Specialization

offered by the **VANCOUVER ART THERAPY INSTITUTE**

and the Campus **Alberta Graduate Program in Counselling:**

a joint initiative of, Athabasca University, University of Calgary, University of Lethbridge

as well as our unique **ADVANCED DIPLOMA** a program for individuals with a Master's degree.

Vancouver Art Therapy Institute 350-1425 Marine Drive West Vancouver British Columbia Canada

Phone (604) 926-9381 email: vatimail@telus.net www.vati.bc.ca

Founded in 1982, VATI is accredited by the Private Post Secondary Education Commission of B.C.

MARITIME SCHOOL OF SOCIAL WORK CONTINUING EDUCATION

SPRING 2004 WORKSHOPS AND CERTIFICATE PROGRAMS

Dates	Workshops
April 15 & 16, 2004	Team Leadership for High Performance Presented by Marilyn Laiken, Ph.D.
April 22 & 23, 2004	Results Based Management and Evaluation Presented by Harry Cummings, Ph.D.
May 10 & 11, 2004	Dialectical Behaviour Therapy Presented by Shelley McMain, Ph.D.
May 13 & 14, 2004	Settling the Unsettled: Integrating Therapeutic Approaches to Depression and Anxiety Disorders Presented by Jeffrey K. Zeig, Ph.D.
May 17 & 18, 2004	Promoting Well Being in Older People: Environment, Body, Mind and Spirit Presented by Jeanne Desveaux, B.A. LL.B. Sharon Gibson, MSW, RSW Sarah Krieger-Frost, RN, BN, MN John O'Keefe, MSW, RSW
May 27 & 28, 2004	Brief Therapy Approaches with Challenging Adolescents: Strategies for Engagement and Clarifying Direction Presented by Eric King, MSW, RSW

Dates	Certificate Programs
February 23 - 27, 2004	Counselling Skills Level II <i>Spaces still available!!!</i> Presented by Jill Ceccolini, MSW, RSW
April 26 - 30, 2004 (inclusive)	Counselling Skills Level I Presented by Pamela Dixon, M.Sc. and Susan V. Bennett, M.S.W., R.S.W.
July 5 - 9, 2004 (inclusive)	Counselling Skills Level II Presented by Jill Ceccolini, MSW, RSW
July 19 - 21, 2004 (inclusive)	Counselling Skills Level III: Boosting Counselling Skills Presented by Jill Ceccolini, MSW, RSW
June 3 & 4, 2004	ASIST - Applied Suicide Intervention Skills Training Presented by Peter Taylor and Dave Cail

**6414 Coburg Rd.
Halifax Nova Scotia Canada
B3J 3J5**

**Phone 902 - 494 - 1353/2249
Fax 902 - 494 - 6709**