



Report 2011-12

Thriving Through
Transition

Newfoundland & Labrador Association of
Social Workers





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Message from President and Executive Director/Registrar

We are pleased to present the annual report for the Newfoundland and Labrador Association of Social Workers (NLASW) which covers the period from March 1, 2011 – February 28, 2012.

As the regulatory body and professional association for over 1400 social workers, the NLASW's strategic goals include:

- 1) Effectively and efficiently regulating the practice of social work in Newfoundland and Labrador.
- 2) Promoting public awareness of the profession and practice of social work in all regions of the province.
- 3) Engaging in social policy analysis.

New legislation governing the practice of social work was proclaimed on March 31, 2011. The new *Act Respecting the Practice of Social Work* (short title *Social Workers Act*) replaced the previous *Social Workers Association Act*.

The NLASW's focus over the past year was upon successfully transitioning to the new legislation while simultaneously advancing the strategic goals of the association. Over the course of 2011-12, board and committee structures were amended, policies were reviewed and realigned, training was completed and additional public representatives were appointed to the NLASW Board of Directors and Disciplinary Panel. Concurrently, new standards of practice and best practice documents were approved, educational resources were enhanced and partnerships were forged provincially, nationally and internationally. Public policy was informed by the social work perspective with submissions emphasizing equity, accessibility, public participation and the social factors which influence health.

The rugged coastline of Newfoundland and Labrador is set as the backdrop for this report. This image is symbolic of the history and roots of this great province and serves to remind us of the transition this province has undergone. Newfoundland and Labrador has always been a province rich in both natural and human resources. By harnessing the full potential of these resources, we have witnessed this province thrive and emerge as one of the economic leaders in Canada. As this province continues to grow and diversify so too does the social work profession.

The pages of this report highlight the work of many individuals dedicated to fulfilling NLASW's vision of *Excellence in Social Work*. We extend our sincere appreciation to the NLASW Board of Directors, committees, staff and social workers of Newfoundland and Labrador for their continued dedication and commitment to the well-being of the people of this province.

Pamela Rodgers, BSW, RSW
President

Lisa Crockwell, MSW, RSW,
Executive Director & Registrar



2011-12 Highlights/Accomplishments

Legislation and Governance

- The *Social Workers Act* governing the practice of the profession was proclaimed on March 31, 2011.
- Public representatives were appointed by government to the NLASW Board of Directors and the Disciplinary Panel. The organization is awaiting the appointment of two additional representatives in order to reach the full complement.
- The Board of Directors efficiently and effectively transitioned to assume the new functions of allegation review as directed by provincial legislation.
- Policies and procedures for the use of Alternate Dispute Resolution (ADR) to address allegations against practice were developed and implemented in accordance with the legislation.
- The Board composition and structure was aligned for congruence with the *Social Workers Act*.
- Training sessions were held for members of the Board of Directors and the Disciplinary Panel to prepare members for duties as outlined under the new legislation.
- The NLASW Professional Conduct Review Policy and Procedure Manual was revised to ensure compliance with the new legislation.

Professional Practice and Education

- The *Embracing Excellence* Educational Series continued, with 10 sessions being held, including a provincial conference in Gander in June 2011.
- *Practice Matters* was created as an educational resource for social workers in Newfoundland and Labrador. It is intended to generate ethical dialogue and enhance critical thinking on issues that impact social work practice, ethical questions brought forth by members, and trends in social work regulation. The first *Practice Matters* was released in November 2011 and focused on ethical considerations in the world of social media. The second, released in January 2012, examined the complexities of the social worker/client relationship.

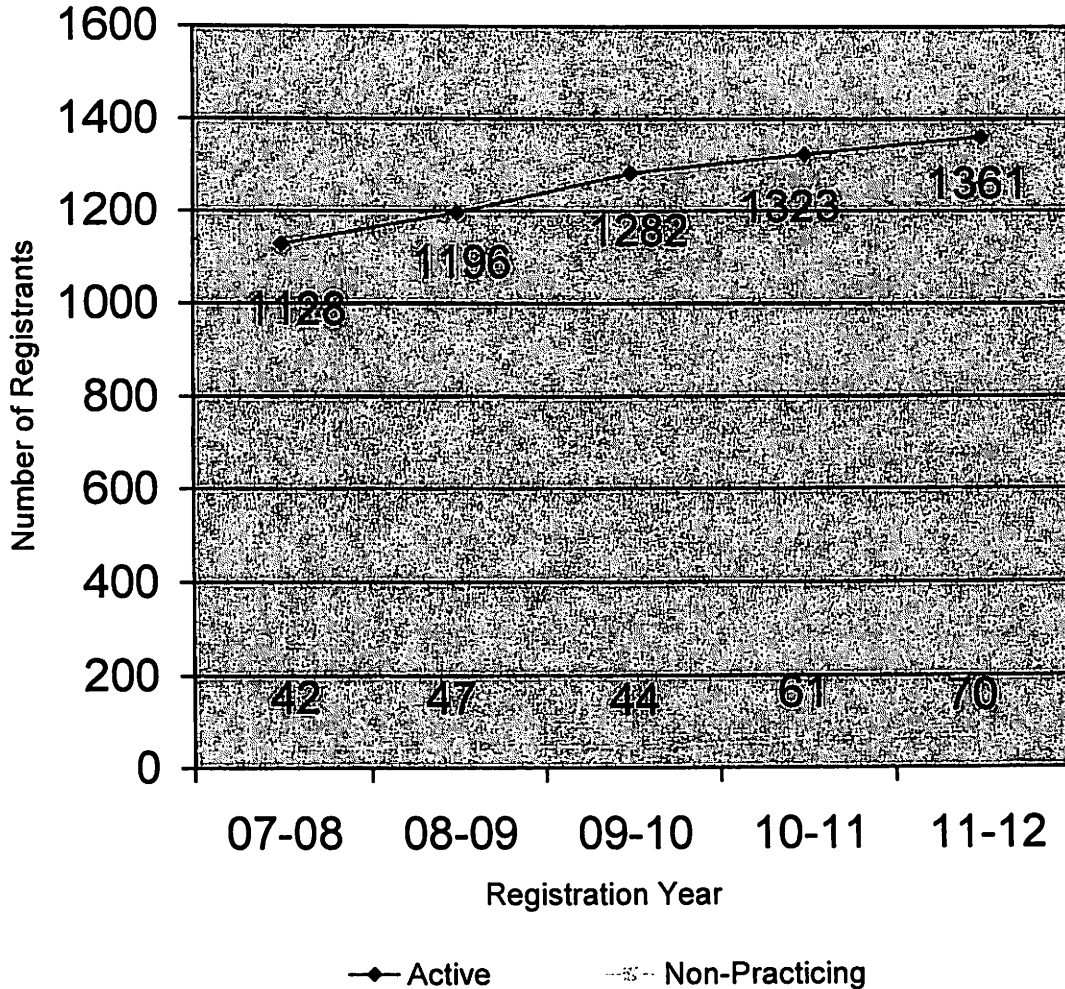
- Several practice standards were completed and launched for the enhancement of social work practice in Newfoundland and Labrador. New practice standards included The Standards for Supervision of Social Work Practice; The Standards for Technology Use in Social Work Practice; and Complementary and Adjunct Therapies and Techniques: A Guide for Registered Social Workers.

Promotion and Public Participation

- The NLASW engaged employers of social workers and other stakeholders to provide education respecting registration and regulation practices in accordance with the new legislation.
- Social work month activities were enhanced with a record number of social workers participating in activities held throughout the province during March 2011.
- The NLASW Promotion of the Profession Committee's submission was selected as the national theme for Social Work Month 2012 - *Social Workers: Building Relationships, Strengthening Communities, Partnering for Change*.
- Analysis and written submissions to public policy included the provincial pre-budget process and the Child, Youth and Family Services 10 year Child Care Strategy.
- Meetings were held with key employers of social workers for the purpose of enhancing partnerships, communication and furthering the practice of social work within organizations.
- Public education occurred through the delivery of events on topics of concern to the profession, press releases and the publication of information in the media.

Statistics

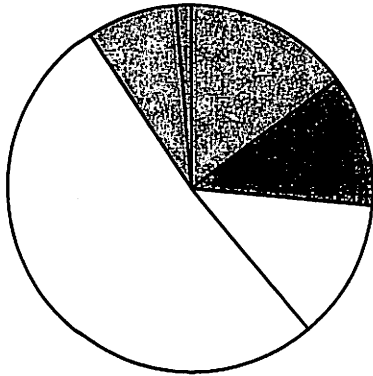
Number of Active and Non-Practicing Social Workers by Registration Year



Active registration with the NLASW grants the title Registered Social Worker (RSW) which is required to use the title "social worker" or to practice within the scope of the social work profession in Newfoundland and Labrador. Individuals who are eligible for active registration but are either on leave from employment, retired or unemployed may obtain a non-practicing membership.

The graph indicates that the total number of actively registered social workers has increased each year.

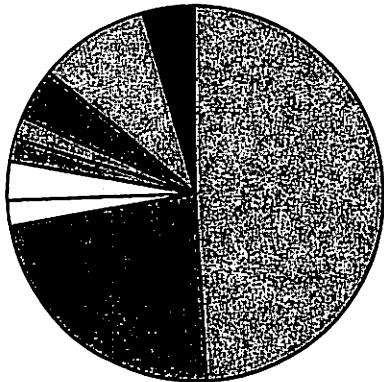
Regional Breakdown of Active and Non-Practicing Social Workers for 2011-12



- Western 15%
- Central 12%
- Eastern Rural 12%
- Eastern Urban 52%
- Labrador-Grenfell 8%
- Out of province 1%

The highest concentration of social workers continues to be clustered in the Eastern Urban region which includes St. John's, Mount Pearl and surrounding areas. This is followed by Western, Eastern Rural, Central and Labrador Grenfell.

Breakdown of Active and Non-Practicing Social Workers for 2011-12 by Employer Type



- Regional Health Authority (RHA) 49%
- Dept. of Child, Youth and Family Services (CYFS) 23%
- Dept. of Health and Community Services 2%
- Dept. of Advanced Education and Skills 3%
- Other Provincial Government Depts. 2%
- Educational Institution 2%
- Non-Profit/Community 4%
- Other (Federal Government, Self employed, Private employer, etc.) 11%
- No data 4%

The RHA's are the major employer of social workers in the province followed by the provincial government. The percentage of social workers employed with CYFS increased from 10% in 2010-11 to 23% in 2011-12, reflective of the social workers who transitioned from the RHA's to the new government department.

Distribution of Social Workers by Age Group

Year	Age <25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	% over 45	% over 55
07-08	24	115	184	220	216	170	127	85	26	3	35.1	9.7
08-09	42	126	182	216	222	190	129	103	28	5	36.6	10.9
09-10	45	157	167	237	224	204	132	112	42	6	37.4	12.1
10-11	35	188	155	243	241	197	143	124	52	6	37.7	13.2
11-12	29	209	162	236	241	215	154	116	56	13	38.7	12.9

Gender Breakdown by Registration Year

Year	Male	Female
07-08	161	1009
08-09	175	1068
09-10	180	1146
10-11	170	1214
11-12	176	1255

The numbers reflect that the social work profession in Newfoundland and Labrador continues to be a female dominated profession.

Employment Status of Actively Registered Social Workers by Registration Year

Year	PFT	PPT	TFT	TPT	Leave of Absence	Employed in Other	Unemployed	Unknown
07-08	823	38	171	11	28	22	26	9
08-09	955	34	128	13	23	17	19	7
09-10	1027	36	98	15	31	36	35	4
10-11	1068	33	103	22	31	24	38	4
11-12	1075	37	121	18	33	28	45	4

PFT – permanent full time; PPT – permanent part time; TFT – temporary full time (combined with casual full time); TPT – temporary part time (combined with casual part time)

The number of permanent full time positions has continued to increase since 2007-08.

NLASW Board of Directors Report

NLASW Board of Directors:

President: Pamela Rodgers
President-Elect: Joan Davis-Whelan
Past President: Isobel Keefe
Executive Member at Large: Mary Beth Hutchens
Board Member at Large: Helen McDonald
Labrador Representative: Kimberley Blake
Western Representative: Cindy Parsons
Central Representative: Valerie Elson
Eastern Rural Representative: Mona Romaine-Elliott
Eastern Urban Representative: Niki Legge
Public Representatives: Ralph Billard, Geoff Peters, Minnie Ann Piercey

NLASW Board Liaisons:

Canadian Association of Social Workers (CASW) Board Representative: Ian Shortall
Student Liaison: Meghan Churchill

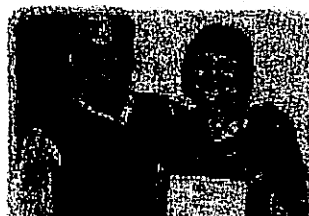
The Board of Directors is responsible for governance of the organization in accordance with the legislation. It develops and sets the strategic plan and is responsible for financial and policy governance.



Back row (left to right): Geoff Peters, Isobel Keefe, Cindy Parsons, Pamela Rodgers, Mona Romaine-Elliott, Ralph Billard
Front row (left to right): Mary Beth Hutchens, Niki Legge, Kimberley Blake, Helen McDonald, Minnie Ann Piercey, Joan Davis-Whelan
Missing from picture: Valerie Elson

The Board of Directors met eight times throughout the year including one in person two day meeting. Activities included:

- Confirming decisions of the Discipline Committee in five matters in accordance with the *Social Workers Association Act (1992)*.
- Completing revisions to the NLASW strategic plan.
- Completing appointments to regulatory committees.
- Hearing an appeal of a decision of the Complaints Committee in accordance with the *Social Workers Association Act (1992)*.
- Approval of the budget for the 2011-12 fiscal year.
- Facilitating the recruitment process for potential public representatives to increase public participation in social work regulation.
- Partnering with the Health Regulators Network to offer a training session focused on decision making and decision writing for regulatory bodies. This session took place on December 6, 2011.
- Adopting a new communications policy to provide direction to board, committee members, appointed representatives and staff regarding external communication.
- Overseeing the transition of the regulatory responsibilities of the Committee of Examiners to the Registration Committee.
- Adopting policies for the use of ADR in accordance with the *Social Workers Act*.
- Participating in training sessions to assume new duties under the *Social Workers Act*.
- Selection of the CASW Distinguished Service Award recipient to recognize outstanding contribution to the profession in Newfoundland and Labrador.
- Reviewing the application of the legislative definition of social work.
- Meeting with provincial social work associations and the CASW board to advance the national interests of the profession.
- Attending the Association of Social Work Boards (ASWB) delegate's assembly to contribute to the international advancement of social work regulation.
- Meetings with the Minister and Deputy Minister of Health & Community Services to discuss matters of interest to NLASW.



Ian Shortall, CASW Board Representative, presenting Paula Rodgers with the 2011 CASW Distinguished Service Award

Executive Committee

Committee Members: Pamela Rodgers, Joan Davis-Whelan, Isobel Keefe, Mary-Beth Hutchens

The Executive Committee is a sub-committee of the Board of Directors. It is responsible for overseeing implementation of decisions of the Board of Directors, human resource management and engaging in preparation and planning to facilitate organizational decision making. The committee met eight times throughout the year.

Activities included:

- Reviewing draft policies relating to the implementation of the *Social Workers Act* in preparation for full board review; this included the transition of the Board to undertake the Complaints Authorization Committee functions.
- Liaison with the provincial government regarding the appointment of public representatives.
- Reviewing financial statements to ensure fiscal accountability.
- Planning of board training to prepare board members to assume the new duties of allegation review.
- Representing NLASW at the CASW Presidents Meetings to influence national social work issues.
- Representing NLASW at the National Competency Project meetings to define the entry to practice competencies for the social work profession in Canada.
- Providing representation to the Board of the Canadian Council of Social Work Regulators (CCSWR) to address issues of common concern and interest among regulatory bodies.
- Providing representation to the ASWB By-laws and Continuing Education Committees.
- Reviewing the by-laws of NLASW for compliance with the new legislation.
- Meeting with the Minister and Deputy Minister of Health and Community Services regarding the application of the *Social Workers Act*.
- Meetings with the Dean and faculty of the Memorial University School of Social Work regarding regulation of the profession.

Complaints Authorization Committee (CAC)

In accordance with the *Social Workers Act*, the duties of the former Complaints Sub-Committee have become the legislated responsibility of the NLASW Board of Directors through the formation of a CAC. The membership of the CAC is comprised of three members from the Board of Directors, which consists of two registered social workers and one public representative. The function of the CAC is randomly rotated amongst the membership of the Board.

The CAC objectively reviews allegations against professional social work practice and determines if the subject of an allegation fits the criteria for conduct deserving of sanction. This committee is responsible for the investigation of allegations and the

initiation of referrals to the Disciplinary Panel. In 2011-12, the CAC held three meetings. The focus of activities included:

- The review of four allegations. Of the four allegations reviewed, all were dismissed.
- Engaging in a process to transition duties from the Complaints Sub-Committee to the CAC to ensure compliance with the *Act*.
- The review and revision of existing policies and procedures specific to the professional conduct review process to ensure compliance with the *Act*.
- Participating in a two day training event specific to the professional conduct review process and the *Act*.

Regional Representatives Committee

Committee Chair: Cindy Parsons

Committee Members: Kimberley Blake, Valerie Elson, Mona Romaine-Elliott, Niki Legge

This committee is a sub-committee of the NLASW Board of Directors. The purpose is to oversee the implementation of the NLASW strategic goals and objectives related to member engagement, communication and education. The committee met nine times during 2011-12. Activities throughout the past year included:

- A focus upon enhancing and coordinating social work month activities in all regions including planning educational sessions, promotional activities and social events.
- Coordinating promotional radio ads to include social workers from different fields of practice and all regions of the province to further public understanding of the diversity of the social work profession.
- Evaluating the 2011 NLASW provincial conference.
- Piloting the establishment of Communication Facilitators in Labrador and Eastern with the aim of establishing these positions throughout all regions of the province. These positions support the NLASW and its Regional Representatives in connecting with members.
- Reviewing the communication strategy for Communication Facilitators.
- Liaison with the NLASW Promotion of the Profession Committee.
- Revising the terms of reference for the committee and reviewing the regional representative role description.



Social workers attended a wide array of events throughout the province in March 2011 in celebration of social work month.

Canadian Association of Social Workers (CASW) Representative Report CASW Newfoundland & Labrador Representative: Ian Shortall

The CASW is comprised of eight provincial/territorial associations. Founded in 1926, the CASW was originally established to monitor employment conditions and standards of practice within the profession. Today, the CASW Board of Directors works from a national and international perspective towards strengthening and promoting the profession of social work in Canada, advancing social justice, and in supporting the regulatory and non-regulatory work of member organizations. By joining the provincial/territorial social work organizations, social workers automatically become affiliated with the CASW. The CASW Canadian Social Work Journal and the CASW Bulletin are two publications available on the CASW website. The journal deals with current issues that are of interest to social workers in Canada. The bulletin provides information on CASW activities including national policy and position papers, research projects, and books/reports that are produced by the CASW. CASW also acts as a clearing house for its member organizations, providing information related to social work policy and practice. Social workers are encouraged to visit the site for more information regarding what is happening across the country and the value of the NLASW being a partner in the federation.

Since the last NLASW annual report in 2010-11, the CASW Executive Director and President have continued to dialogue with the Alberta College of Social Workers (ACSW) and the Ontario Association of Social Workers (OASW) about rejoining the federation. The OASW and CASW have exchanged proposals on conditions that each would consider acceptable terms and conditions for Ontario's reunification to the CASW. These discussions will likely continue into the next fiscal year. In the case of the ACSW, there is momentum building amongst the membership for the ACSW council to review the changes undertaken by the CASW and to move forward in renewed discussions and action in 2012 to return as a member organization of CASW.

The CASW Board of Directors met five times throughout the year which included two out of province meetings. In 2012-13, the joint meetings of the provincial Executive Directors, Presidents and CASW Board will be held in St. John's. The activities of the Board this year included:

- Recruiting Fred Phelps as the new Executive Director for the CASW.
- Implementing a new policy governance model for board activities aimed at demonstrating "ends" or results for the partner organization.
- Establishing a new and modern logo and website for the CASW.
- Engaging in a full review of its operations to ensure economic viability while maintaining commitments made to national coalitions and implementing valuable improvements of services and products to partner organizations.
- Working with the provincial member organizations for a new CASW Partnership Agreement to better reflect the 'partnership' rather than 'membership' inherent in a federation of equals.

- Meetings with the Canadian Association of Social Work Educators (CASWE) on topics related to shared office space, the Intersectoral Working Group, and a joint 2013 national conference.
- Continuing its affiliation as an organizational member of several national coalitions.
- Awarding NLASW's Promotion of the Profession Committee as the contest winners of the "Name that Theme" for the 2012 Social Work Month celebrations. CASW received 150 entries. The Promotion of the Profession Committee received \$500 for continuing education efforts.
- Issuing a comprehensive report aimed at bringing attention to the lack of accountability inherent in the receipt and delivery of the Canada Social Transfer. Entitled *Canada Social Transfer Project - Accountability Matters*, the report outlines recommendations on renewing accountability for the billions of dollars transferred annually from the federal to provincial governments in support of social services, childcare and post-secondary education.
- Adopting individual membership categories to regions in Canada that do not have partner organizations (Alberta, Ontario, and Quebec).
- Ongoing efforts against the Omnibus Crime Legislation (C-10). The CASW Children's Interest Group provided endorsement to a Canadian Coalition for the Rights of Children letter to the Prime Minister demanding a child rights impact assessment of the proposed changes to the youth justice system prior to C-10 passing.
- Celebration of National Child Day. The CASW, in conjunction with other national organizations including UNICEF Canada, called upon the federal government for the establishment of a national independent child advocate's office.
- Observance of World Day for Social Justice. In marking this day, CASW called upon the Government of Canada to support the efforts of Canadians in poverty eradication, the promotion of full employment, gender equity, and justice for all.

Committee Reports

Registration Committee (formerly Committee of Examiners)

Committee Chair: Lori Hewitt

Committee Members: Rosemary Lahey, Helen Handrigan, Maxine Paul, Zita White, Marie Brennan-Downey

The Registration Committee is comprised of six registered social workers located throughout the province who are appointed by the NLASW Board of Directors. The name of this committee changed to reflect the provisions as outlined under the new *Social Workers Act*. This committee is responsible for policies regarding the registration of social workers and provides consultation for the registrar in matters relating to applications for registration. The committee meets primarily by teleconference and held nine meetings in 2011-12. The focus of activities included:

- Decision making regarding registration conditions for individual applicants as required.
- Hearing appeals related to late fees under the *Social Workers Association Act* (1992).
- Conducting and reviewing the annual Continuing Professional Education (CPE) Audit to further understanding of the types of professional development activities in which social workers are engaged.
- Reviewing and advising on interpretations of the CPE Policy.
- Providing two education sessions for social workers regarding the implementation of the revised CPE Policy. These sessions were offered by provincial teleconference in December 2011 and January 2012.
- Developing and finalizing the best practice document for the use of complementary and adjunct therapies in social work practice which was adopted by the NLASW Board of Directors in December 2011. This document is intended to assist registered social workers review professional responsibilities in relation to the use of complementary and adjunct therapies, make ethical decisions about the use of complementary therapies and highlight areas for consideration when utilizing complementary and adjunct therapies.
- Amending the language of the Private Practice Policy for compliance with the new legislation.
- Receiving reports regarding the progress of the national project to develop competencies for entry to practice.
- Revising the Registration Committee Policy and Procedures Manual.
- Reviewing the procedure for accreditation of events in accordance with the CPE Policy.
- Reviewing and advising on the interpretation of the definition of social work and the social work scope of practice.
- Approving an updated pamphlet explaining the social work registration process.

Complaints Sub-Committee

Committee Chair: Joanmary Baker

Committee Members: Victor Lundrigan, Vanessa Mercer-Oldford, Linda Soper, Amanda Winsor

In 2011-12, the Complaints Sub-Committee began to transition their duties under the *Social Workers Association Act (1992)* to the CAC in accordance with the *Social Workers Act (2010)*. The Complaints Sub-Committee remains active to address ongoing matters under the *Social Workers Association Act (1992)*.

The Complaints Sub-Committee objectively reviews complaints against professional social work practice and determines if the subject of a complaint fits the criteria for unskilled practice or unprofessional conduct. This committee is responsible for the investigation of complaints and the initiation of referrals to the Disciplinary Panel (formerly Discipline Committee). In 2011-12, the Complaints Sub-Committee held seven meetings. The focus of activities included:

- The review of five complaints. Of these five matters, two were dismissed and three were referred to the Disciplinary Panel for a hearing.
- Monitoring trends in complaints to determine the educational needs of social workers, employers, and members of the general public.
- The review and revision of existing policies and procedures specific to the professional conduct review process to ensure compliance with the *Act*.
- Engaging in a process to transition duties from the Complaints Sub-Committee to the CAC to ensure compliance with the *Act*.

Disciplinary Panel (formerly Discipline Committee)

Committee Chair: Suzanne Brake

Committee Members: Lisa Zigler, Amy Kendall, Michelle Ryan, Wanda Lundrigan, Valerie Barrington, Charles Feltham, Chris Hickey, Martin Batterson, Jamie Byrne

In 2011-12, the Discipline Committee was renamed the Disciplinary Panel in accordance with new legislation. The Disciplinary Panel is comprised of a complement of registered social workers and public representatives. In accordance with the *Act*, the Disciplinary Panel receives referrals from the CAC and responds by constituting an Adjudication Tribunal for the purpose of conducting disciplinary hearings. The Adjudication Tribunal will hear evidence regarding a complaint and make a determination as to whether the alleged conduct is deserving of sanction. In 2011-12, the panel held seven meetings. The focus of activities included:

- A change in structure of the panel to reflect a complement of registered social workers and public representatives in accordance with the *Act*.

- The convening of five disciplinary hearings, including the deliberation of each matter and the completion of comprehensive written decisions.
- The review and revision of existing policies and procedures specific to the professional conduct review process to ensure compliance with the *Act*.
- The development of new policies, procedures and definitions to ensure compliance with the *Act*.

The committee would like to extend a thank you to Danny Barrett who resigned from the committee during 2011-12.

Professional Issues

Committee Chair: Charlene Evans

Committee Members: Charlotte Courage, Colleen Hanrahan, Deena Piercey, Denise Butt, Glenda Webber, Jessica Powell, Jill Stead, Kellie Dawe, Lanie Woodfine, Marlene George, Mary Sheppard, Ruth Parsons, Sandra Farrell

The purpose of this committee is to identify, examine, and analyze issues facing the profession from an ethical perspective and to provide consultation to members upon request with the overall goal of enhancing ethical practice and decision-making. The work of this committee is guided by the CASW (2005) Code of Ethics, CASW (2005) Guidelines for Ethical Practice, the *Social Workers Act*, and other relevant legislation. The committee had nine meetings in 2011-12. Activities included:

- Responding to requests for ethical consultation from members to enhance ethical practice.
- Publication of an article titled *Multiculturalism* to highlight the use of cultural interpreters in social work practice in the July 2011 edition of *Connecting Voices*.
- Publication of an article titled *Death Review Panels – A Mechanism with Potential to Prevent Domestic Homicide* to bring awareness to domestic violence in the January 2012 edition of *Connecting Voices*.
- Three presentations with social work students in the Memorial University Bachelor of Social Work (BSW) program to enhance critical thinking and ethical awareness on professional boundaries in social work practice.
- Producing a draft guiding framework document for addressing professional practice concerns of a colleague to enhance social workers knowledge of ethical responsibilities.
- Jointly planning an education event for social workers to explore the impact of social media on social work practice in conjunction with the NLASW Promotion of the Profession Committee.
- Inviting members to review and provide feedback on the Standards for Technology Use in Social Work Practice (draft form) to ensure it reflected current social work practice.

The committee would like to extend a thank you to Henry Kielley (past chair), Harold Guzzwell and Nora English who resigned during 2011-12.

Promotion of the Profession Committee

Interim Chair: Wanda Burt

Committee members: Bradley Richards, Elaine Holden, Kayla Oliver (BSW student), Kim Kelly, Lisa Lake, Meghan Churchill (Student Board Liaison), Paula Rodgers, Stephanie Mealey (maternity leave), Tara Earle

The purpose of this committee is to develop, implement and evaluate initiatives that promote social work practice, raise awareness of the diversity of the profession, and highlight the expertise and knowledge of social workers in all fields of practice.

The majority of the work of this committee falls under the second strategic goal of the NLASW - "to promote public awareness of the profession and practice of social work in all regions of the province". The committee met 11 times in 2011-12. Activities included:

- Planning, facilitating and evaluating social work month activities and events to promote and celebrate the profession.
- Publication of an article titled *Paying it Forward* in the January 2012 edition of *Connecting Voices* to showcase the value and importance of social work promotion and mentorship.
- Publication of the revised Social Work Pamphlet to promote social work practice in the province.
- Publication of an article titled *Embracing Inclusive Social Work Practice* in the July 2011 edition of *Connecting Voices* to capture highlights from a social work month education event.
- Reviewing and updating the 'did you know' information series to ensure that diverse fields of practice are highlighted and promoted.
- Updating the committee's strategic plan to adequately reflect the work of the committee and provide a framework for future work.
- Revising the committee's terms of reference to reflect the breadth and scope of the work of the committee.
- Reviewing the promotional power-point presentation to ensure the content was relevant and up to date.
- Planning for an education event for social workers to explore the impact of social media on social work practice. This planning occurred jointly with the NLASW Professional Issues Committee.

During 2011-12, the Promotion of the Profession committee won the CASW "Social Work Month Name that Theme Contest". The winning entry *Social Workers: Building Relationships, Strengthening Communities, Partnering for Change* became the national theme for social work month 2012.

The committee would like to extend a thank you to Bill Haynes who resigned from the committee during 2011-12.

Editorial Committee

Co-Editors: Annette Johns, Meghan Hillier and Jorge VanSlyke

Committee Members: Carolyn Jones, Charlotte Akerman, Melanie Hickey, Patti Erving

The Editorial Committee works to facilitate information sharing among the membership about social work practice in Newfoundland and Labrador through the publication of the *Connecting Voices* newsletter. Activities included:

- The publication of two editions of *Connecting Voices* in 2011-12.
- Revising and updating the committee's terms of reference to reflect the current work of the committee.
- Revising and updating the editorial policies to ensure greater clarity and guidance for members and non-members interested in submitting an article(s) to the *Connecting Voices* publication.

The committee extends a thank you to Barbara Drover, a long standing member of the editorial team, who resigned from the committee during 2011-12.

Community Development Network

Chair: Susan MacLeod

Committee Members: Allison Scott, Donna Earle, Donna O'Brien, Lisa Zigler, Maureen Kearley, Maxine Paul, Michael Devine, Priscilla Corcoran Mooney, Susan Madore, Tammy Greening

The Community Development Network seeks to connect social workers throughout Newfoundland and Labrador who are interested in community development with the overall goal of promoting community development as an integral component of social work practice. This is achieved by promoting community development principles in social work regardless of where one may be employed, sharing current resources related to community development and community capacity building, and educating others about community development. The committee met five times in 2011-12.

Activities included:

- Planning for an article on community development to be submitted to the NLASW *Connecting Voices* publication to highlight community development as an integral part of social work practice.
- Updating resources on community development for the NLASW website for member information.
- Reviewing and updating the committee's terms of reference to reflect the current work of the committee.
- Reviewing and updating the community development 'did you know' fact sheet to highlight and promote the role of social work in community development.

Professional Practice Coordinators Committee

Chair: Patti Erving

Committee Members: Joan Davis-Whelan, Bert Bennett

The purpose of this committee is to provide a provincial forum for individuals who have social work professional practice responsibilities to consult and share information. This committee meets quarterly.

Professional Development Fund Committee

Chair: Mary Beth Hutchens

Committee Members: Joan Davis-Whelan, Sheri Kennedy

The primary function of this committee is to provide financial sponsorship to registered social workers in good standing with the NLASW to attend professional education and development activities that comply with the NLASW CPE policy. Two draws are held annually in mid March and mid September. Applicants can receive up to \$200 to attend an event that complies with the CPE policy. The committee met two times in 2011-12. The focus of their activities included:

- Reviewing applications received and awarding funds to successful applicants. A total of 9 applicants were approved for funding in 2011-12.



Ad-Hoc Committees/ On-Going Initiatives

Standards for Social Work Supervision

Committee Members: Heather Hair, Vanessa Mercer-Oldford

The Standards for Social Work Supervision were completed and approved by the NLASW Board of Directors on June 16, 2011. This document outlines best practice standards for the provision and receipt of social work supervision in Newfoundland and Labrador.

Standards for Technology Use in Social Work Practice

Committee Members: Lynn Burke Evely, Jessica Powell

The Standards for Technology Use in Social Work Practice were completed and approved by the NLASW Board of Directors on February 3, 2012. This document outlines best practice standards for the use of technology in social work practice.

Decision Specific Capacity Assessments

Committee Members: Henry Kielley, Barbara Ivany, Annette Gaulton, Carol Snelgrove, Patti Erving

The focus of this project is to highlight the leadership role and expertise that social workers bring in completing capacity assessments. A draft discussion paper has been prepared and is under review.

Long Term Care and Home and Community Care

Social workers in long term care and home and community care continue to meet with the NLASW to address challenges and concerns identified by social workers in these fields of practice. Some of the accomplishments in 2011-12 included:

- Maintenance of a distribution list to ensure flow of information and resources.
- Providing input into the NLASW written pre-budget submission to capture priority areas related to seniors' care issues.
- An ad-hoc committee, which was formed to plan a networking/education day for social workers who work with seniors in long term care, home and community care, placement services, acute care, personal care homes and community supports, continued to move forward with the project.
- Continued participation in the Seniors Nutrition Expert Working Group to provide a social work perspective in informing the Provincial Food and Nutrition Framework and Action Plan as it relates to seniors.
- Reviewing a draft information fact sheet on the role of social work in long term care, community supports and acute care.

Embracing Excellence Educational Series

The Embracing Excellence series was introduced during 2010-11. The series was designed to promote social work excellence through continuing education, while recognizing the knowledge, skills and expertise that exists in the social work profession. During 2011-12, activities included:

- A workshop entitled *A Legal Lens on the ABC's of Social Work Accountabilities* which covered issues relating to documentation, standard of care, negligence, and consent on March 8, 2011. This workshop was offered in conjunction with the Social Work Professional Practice Council of Eastern Health.



Participants at the March 8 workshop

- A public education event entitled *Working Together for Dignity & Inclusion: Personal and Professional Perspectives on Mental Illness, Stigma and Recovery* hosted jointly with the Canadian Mental Health Association on March 15, 2011.
- An education event hosted by NLASW Promotion of the Profession committee on March 16, 2011 titled *Embracing Inclusive Social Work Practice: A Multicultural Perspective*. This event included a skill development presentation facilitated by the Association for New Canadians which included a number of interactive activities and awareness raising exercises. The presentation was followed by a panel discussion.
- An education event on March 23, 2011 as part of the annual social work month breakfast held in St. John's. The event entitled *Engaged, Empowered, Independent – Filling the Gaps* was hosted by the NLASW Promotion of the Profession committee.



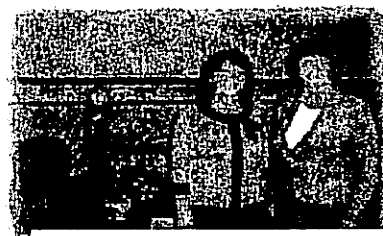
Presenter Cheryl Mallard
Choices for Youth

The presentation provided an overview of the Choices for Youth organization. The presentation also explored the partnership approach to practice and program development as well as skills, approaches and promising practices to working with street involved and at risk youth.

- A provincial teleconference on March 28, 2011 titled *The New Social Workers Act: What Social Workers Need to Know* to discuss the context and implications of the new legislation.
- A provincial social work conference held in Gander on June 2, 2011. The conference provided opportunities for skill development, information sharing, critical reflection and knowledge development and was attended by 60 social workers from across the province.
- A presentation on July 26, 2011 to BSW students at Memorial University School of Social Work on ethical decision making and boundaries.
- A panel discussion on September 7, 2011 facilitated by the Memorial University School of Social Work as part of the student orientation program for new BSW students. As part of NLASW's role in the panel discussion, an overview of the association was provided, the importance of regulation was discussed, and the diversity and growth of the profession was highlighted.
- An education session for BSW students at Memorial University on *Social Work Practice and Ethics* on October 24, 2011, offered as part of the Memorial



Left to Right: Lisa Crockwell and
Pamela Rodgers presenting at the
March 28 teleconference



Left to right: Marlene George
and Pauline Lake, presenters
at the conference in Gander

University's School of Social Work professional development sessions for students.

- A session hosted jointly by the NLASW and the Association of Registered Nurses of Newfoundland and Labrador on February 21, 2012. The session titled *Addictions: Realities, Perceptions and Practice Dilemmas* addressed questions around the impact of addictions on the delivery of health services and identified professional, ethical and legal challenges. It also analyzed where harm reduction fits within the standard of care and identified ways to inform healthy public policy.

NLASW staff support the work of the Board of Directors and all committees included in this report. Staff include:

Executive Director and Registrar: Lisa Crockwell MSW, RSW

Associate Registrar: Jody-Lee Farrah MSW, RSW

Associate Director of Policy and Practice: Annette Johns MSW, RSW

Administrative Assistant: Adrienne Foley, B.Comm.

The NLASW would like to extend thank you to its representatives on external committees. These include:

Food Security Network: Jill Stead

CASW Children's Interest Group: Annette Johns

CASW Health Interest Group: Charmaine Wight

CASW Aboriginal Special Interest: Jodean Jefford

CASW Canadian Social Work Journal: Elizabeth Sheppard-Hewitt

MUN Academic Council: Rob Fildes

MUN Graduate Studies: Michelle Shallow/Gordon Piercey

Coalition Against Violence Avalon East: Jocelyn Day

Financial Statements

INDEPENDENT AUDITOR'S REPORT

To the Members of the Newfoundland and Labrador Association of Social Workers:

I have audited the accompanying financial statements of the Newfoundland and Labrador Association of Social Workers which comprise the balance sheet as at February 28, 2012, and the statements of changes in net assets, changes in internally restricted reserves, operating revenue and expenditure and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free of material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform an audit to obtain reasonable assurance about whether the financial statements are free from material misstatement. An audit involves performing audit procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Newfoundland and Labrador Association of Social Workers as at February 28, 2012 and its financial performance and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles for not-for-profit organizations.

Bay Roberts, Newfoundland and Labrador



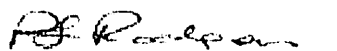
Chartered Accountant

May 23, 2012

**NEWFOUNDLAND AND LABRADOR
ASSOCIATION OF SOCIAL WORKERS
Balance Sheet
As at February 28, 2012**

	2012	2011
Assets		
Current		
Cash	\$ 482,523	\$ 377,467
Investments	397,960	423,616
Prepaid expenses	5,632	5,570
	886,115	806,653
Capital Assets (Note 3)	214,896	212,638
Total Assets	\$1,101,011	\$ 1,019,291
Liabilities		
Current		
Accounts payable and accruals	\$ 42,104	\$ 42,778
Statutory payroll remittances	8,703	8,220
Prepaid registration fees	491,999	413,103
	542,806	464,101
Accrued Employee Severance (Note 4)	22,365	19,712
	565,171	483,813
Net Assets		
Unrestricted	3,264	29,817
Internally restricted reserves (Page 3)	317,680	293,023
Invested in capital assets (Page 3)	214,896	212,638
	535,840	535,478
Total Liabilities and Net Assets	\$ 1,101,011	\$ 1,019,291

On Behalf of the Board:

 President

 Executive Director/Registrar

See accompanying notes to the financial statements

**NEWFOUNDLAND AND LABRADOR
ASSOCIATION OF SOCIAL WORKERS
Statement of Changes in Net Assets
Year Ended February 28, 2012**

				2012	2011
	Unrestricted Net Assets	Internally Restricted Reserves	Invested In Capital Assets	Total	Total
Balance, beginning of year	\$ 29,817	\$ 293,023	\$ 212,638	\$ 535,478	\$ 632,098
Excess of revenue over (under) expenditure	38,791	-	(10,086)	28,705	(18,732)
Capital asset additions	(12,344)	-	12,344	-	-
Net changes in reserves	<u>(53,000)</u>	<u>24,657</u>	<u>-</u>	<u>(28,343)</u>	<u>(77,888)</u>
Balance, end of year	<u>\$ 3,264</u>	<u>\$ 317,680</u>	<u>\$ 214,896</u>	<u>\$ 535,840</u>	<u>\$ 535,478</u>

**Statement of Changes in Internally Restricted Reserves
Year Ended February 28, 2012**

				2012	2011
	Disciplinary	Building	General Contingency	Total	Total
Balance, beginning of year	\$ 162,718	\$ 42,000	\$ 88,305	\$ 293,023	\$ 370,911
Allocations to reserve from current year surplus	28,000	-	-	28,000	-
from opening unrestricted net assets	25,000	-	-	25,000	-
Expenditures	<u>(28,343)</u>	<u>-</u>	<u>-</u>	<u>(28,343)</u>	<u>(77,888)</u>
Balance, end of year	<u>\$ 187,375</u>	<u>\$ 42,000</u>	<u>\$ 88,305</u>	<u>\$ 317,680</u>	<u>\$ 293,023</u>

See accompanying notes to the financial statements

**NEWFOUNDLAND AND LABRADOR
ASSOCIATION OF SOCIAL WORKERS
Statement of Operating Revenue and Expenditure
Year Ended February 28, 2012**

	2012	2011
Revenue		
Registration fees	\$ 486,684	\$ 403,287
Investment income	5,928	4,588
Miscellaneous (Note 5)	8,772	7,200
Social Work Month	4,561	3,125
Conference	5,015	-
	<hr/> 510,960	<hr/> 418,200
Expenditure		
Advertising	3,366	1,537
Amortization	10,086	9,050
Conference	3,293	-
Consultant fees	7,045	10,959
Heat and light	2,918	2,807
Insurance	3,186	3,132
Legal fees	5,860	7,739
Maintenance	6,382	4,197
Memberships, licenses and fees	52,763	51,712
Miscellaneous	1,536	1,497
Municipal tax	9,999	9,779
Office supplies	10,861	7,438
Photocopying	8,663	8,912
Postage	7,519	7,497
Professional development and training	4,678	4,256
Professional fees	6,622	6,444
Salaries and employee benefits	307,851	269,865
Social Work Month	6,519	4,188
Telephone	6,947	7,485
Travel and meetings	16,161	18,438
	<hr/> 482,255	<hr/> 436,932
Excess of revenue over (under) expenditure for the year	\$ 28,705	\$ (18,732)

See accompanying notes to the financial statements

**NEWFOUNDLAND AND LABRADOR
ASSOCIATION OF SOCIAL WORKERS
Cash Flow Statement
Year Ended February 28, 2012**

	2012	2011
Cash provided from (used in)		
Operating activities:		
Excess of revenue over (under) expenditure for the year	\$ 28,705	(18,732)
Items not involving cash:		
Amortization	10,086	9,050
	<u>38,791</u>	<u>(9,682)</u>
Changes in non-cash working capital items:		
Prepaid expenses	(62)	(1,219)
Accounts payable and accruals	(674)	19,526
Statutory remittances payable	483	1,264
Prepaid registration fees	78,896	93,012
	<u>117,434</u>	<u>102,901</u>
Investing activities:		
(Increase) decrease in investments	25,656	28,127
Purchase of capital assets	(12,344)	(2,078)
	<u>13,312</u>	<u>26,049</u>
Financing activities:		
Increase in accrued employee severance	2,653	19,712
Expenses charged against contingencies	(28,343)	(77,888)
	<u>(25,690)</u>	<u>(58,176)</u>
Net increase in cash and cash equivalents	105,056	70,774
Cash and cash equivalents, beginning of year	377,467	306,693
Cash and cash equivalents, end of year	<u>\$ 482,523</u>	<u>\$ 377,467</u>

Cash and cash equivalents consist of cash in bank

See accompanying notes to the financial statements

**NEWFOUNDLAND AND LABRADOR
ASSOCIATION OF SOCIAL WORKERS
Notes to the Financial Statements
Year Ended February 28, 2012**

1. General

The Newfoundland and Labrador Association of Social Workers (the 'Association') was created on September 1, 1993, with the proclamation of the *Social Workers Association Act* by the Legislature of the Province of Newfoundland and Labrador. New legislation governing the practice of social work was proclaimed on March 31, 2011. The new *Act Respecting the Practice of Social Work* (short title *Social Workers Act*) replaces the previous *Social Workers Association Act*. This *Act* continues to give the Association authority to regulate the practice of social work in the province and to govern the profession in accordance with the legislation. The liability of the membership is limited.

2. Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles for not-for-profit organizations. The following describes the policies considered most significant for the organization.

Capital assets

Capital assets are recorded at cost. Amortization on assets is calculated using the declining balance method at the rates indicated in note 3.

Internally restricted reserves

Reserves are allocated from operating surpluses to provide for future expenses in relation to disciplinary costs, building expenses and general unforeseen contingencies. The Board of Directors will determine the amount to be allocated to the reserves on an annual basis. Actual expenses will be charged against the reserves.

Investments

Investments consist of guaranteed investment certificates and are recorded at market value unless otherwise indicated.

Revenue recognition

Registration fees due on February 28 of each year are recognized as revenue in the subsequent year. Other sources of revenue are recognized upon the collection of cash.

**NEWFOUNDLAND AND LABRADOR
ASSOCIATION OF SOCIAL WORKERS
Notes to the Financial Statements (Continued)
Year Ended February 28, 2012**

3. Capital Assets

			2012	2011
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Land	\$ 125,500	\$ -	\$ 125,500	\$ 125,500
Building - 5%	108,417	40,087	68,330	71,926
Furniture and equipment - 20%	40,280	26,074	14,206	7,024
Computer hardware - 30%	46,901	40,041	6,860	8,188
	<u>\$ 321,098</u>	<u>\$ 106,202</u>	<u>\$ 214,896</u>	<u>\$ 212,638</u>

4. Accrued Employee Severance

The Association accounts for employee severance using the accrual basis of accounting. Severance is payable to qualified employees based on the Association's policies and employment contracts.

5. Miscellaneous Revenue

	2012	2011
Application Fees	\$ 4,800	\$ 4,650
Discipline Judgment	200	-
Late Fees	850	700
Private Practice Fees	1,300	1,300
Promotional Materials	1,402	200
Student Registration	220	-
Sundry	-	350
	<u>\$ 8,772</u>	<u>\$7,200</u>

**NEWFOUNDLAND AND LABRADOR
ASSOCIATION OF SOCIAL WORKERS
Notes to the Financial Statements (Continued)
Year Ended February 28, 2012**

6. Use of Accounting Estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates. These estimates are reviewed periodically, and as adjustments become necessary, they are reported in earnings in the period in which they become known.

7. Financial Instruments and Risk Management

The Association's financial instruments consist of cash, guaranteed investment certificates and accounts payable. Financial instruments are presented at amortized cost. The Association has exposure to financial risks as a result of holding financial instruments. The Board of Directors has overall responsibility for the oversight of these risks and reviews the Association's policies on an ongoing basis to ensure that these risks are appropriately managed. The source of risk exposure and how each is managed is outlined below.

Liquidity risk

Liquidity risk is the risk that the Association will not be able to meet its financial obligations as they become due. As at February 28, 2012, the Association had unrestricted cash of \$482,523, which is sufficient to cover its short-term financial obligations.

8. Comparative Figures

Certain of the 2011 comparative figures have been reclassified to conform to the financial statement presentation adopted for the current year.