

**SOCIAL WORKER LICENSING LEGISLATION  
CONSULTATION WORKSHOPS  
SEPTEMBER 2007**

**HAY RIVER**

**September 6, 2007**

**Number of Stakeholders Consulted: 9**

**Q. 1 – Is it necessary to include a definition of social work in the legislation? If so, which definition of social work is most appropriate for the NWT?**

- Yes it is necessary
- Reflect northern experience, roles
- Tighten up so no overlap – be unique
- Stakeholders like NB example and first half of PEI example
- Need broad definition, unique to North, that includes all roles done by those in the profession up here
- Broad enough so that everyone working in field feels included
- Definition should cover those managing social workers
- Definition delineates us from medical profession field
- Community development
- Counseling – supportive, not therapeutic on level of psychology profession
- Supervision
- Officers for the court, court work
- Child protection and youth
- Psychosocial intervention
- Support to Community Members
- Advocacy
- Program development and Delivery
- Community change and individual change
- Respect for community and aboriginal persons, differences, values, cultures, backgrounds
- Services to healthy and non healthy people
- Catalyst / Empowering people and communities to see change inherent within
- Human rights promotion
- Accountable
- Educators
- Promoting Social justice and Equality, within roles of legislation
- Embracing traditional knowledge

**Q. 2 – What minimum registration qualifications should be established to become a registered social worker in the NWT?**

**Q.2(a) – What minimum educational requirement should be established to become a registered social worker?**

- Diploma – that's what social services was built on up here – respect that!
- Appropriate education level vs. keep it northern

- Diploma – only offer diploma up here: have this as a requirement until you can get a degree up here (amend legislation once Degree program is established)
- If you have experience, it should be more important than having a degree
- Respect indigenous culture – this is not built on formal education. Culture sees value in having education and experience.
- Holes in practice / ability to do the job does not necessarily link to absence in education
- BSW – in order to ensure you can do the job – worried will get substandard social workers coming here because can come up here from south
- Diploma and don't need degree (diploma but competence does not equal education)
- Can do the job with a diploma
- Too hard to get degree for many right now
- Amend later once we have a good program with northern perspective up here
- BSW will bring changes to profession and profession perception and force Degree program to come up here faster
- BSW – minimum should not be linked to what is available up here
- If from south, need course credits in Ethnicity, cultural studies etc.
- Don't want to be disrespectful and exclude those who built social work practice up here
- Education does not make the social worker
- In past many northerners went to college not university – need to respect this factor

**Q.2(b) – Should grandparenting clauses be included? If so, what grandparenting clauses should be included in the Act?**

- Yes, definitely
- Include those without social work diploma but with experience
- Have to consider would government as employer support cost, absence for employees to meet minimum requirement (up to employee – could end up like this)
- Permanent for those with lots of experience, Temporary for those with less
- Need to ensure profession meets standards
- If education minimum is Diploma, do temporary and get diploma
- If temporary – time limit 2/5/7 years? – Undecided
- Who will regulate when/if someone meets minimum education requirement if do temporary option
- Criteria for deciding permanent grandparenting should be in legislation not left to interpretation/opinion

**Q.2(c) – Should there be an experiential requirement to register?**

- Step right in, no provisional registration category
- Yes, must have so many hours under social worker before registered as a regular social worker, until then a Provisional Social Worker
- Have practicum as part of education – this is enough to get started
- More important than education, still need education but definitely need experience

### **Q.2(d) – Should there be a specific requirement for continuing competency?**

- Yes
- 40 hours per year to renew registration – continuing education
- If there is a problem finding courses, the government should support social workers to get this – Department needs to plan for this
- Workshops, training
- Define in legislation what it includes
- 40 hours if includes workshops, training, reading, competency based training, child protection statutory training, labour relations if in supervisory role and must be social worker, college, university courses
- Could carry over hours to next year, for example 80 hours one year, 0 hours the next would fulfill requirement
- Hours for continued education should be easy to adjust, therefore write this into regulations or by-laws done by regulatory body
- Separate registration categories – must show practiced a certain number of hours in the year to renew active registration / must show practicing, no number of hours of work / practice experience if non-practicing registration
- Department needs to take active role to provide workshops and do continued education to lower burn out

### **Q. 3 – If social workers are regulated in the NWT, who should administer their regulations and issue licenses?**

- Department should regulate because not all Social Workers are government employees
- Departmental model makes sense because legislation done by Government and so they should regulate us
- One likes Committee model, one likes Hybrid model
- Want Department doing administration, Committee doing registration decisions, Association doing complaints (Committee and Compromise models mixed)
- But no confidence in Association to get stuff done – circumvent them
- Don't like Department doing decisions
- Want social workers making decisions for other social workers
- Take out political interference – don't call MLA, call regulatory body

### **Q. 4 – Is there any reason why the discipline process in the Pharmacy Act 2006 would not be suitable for the social work profession?**

- Good to keep employer and the one processing Discipline separate
- Should be social workers doing discipline
- Need to avoid conflict of interest – want flexibility in appointments to cover this, therefore have not just NWT social workers
- Could have social workers from other northern territories
- Need understanding of Northern situation: needs to be northern social worker
- Need one that follows up, gets stuff done
- Want to be accountable to northern Association with Northern Social Worker hearing you, not someone who is not a Social Worker

### **Q. 5 – Which regulatory model will suit the NWT best?**

- Would like Right to Title with Exclusive Scope, with well-defined practice so not cutting out ie. pastors, educators
- Have clause to say not taking away others' rights to do things when small role as part of job/position in society
- If registered Social Workers not covering all the jobs, others will be brought in – not good

### **Q. 6 – Equivalency Provisions?**

- Degree in Indian Social Work fine
- Degree in Indian Studies (UVic) fine
- Equivalency provision for Psychology, Sociology
- Conflict with having equivalencies from elsewhere, need aboriginal studies to meet equivalencies, need knowledge of our life somehow to meet equivalencies – course or demonstrated

### **Other comments**

#### Registration Fees:

- paid \$350 in other jurisdiction and didn't get anything for it – regulatory body needs to show what it's doing to justify fees

#### Association:

- Not representing us

#### Licensing Legislation Working Group:

- Make sure have Aboriginal representation on the working group

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## **FORT SMITH**

**September 7, 2007**

**Number of Stakeholders Consulted: 10**

### **Q. 1 – Is it necessary to include a definition of social work in the legislation? If so, which definition of social work is most appropriate for the NWT?**

- Depends on look of legislation – have to have it, if have exclusive scope of practice
- Yes, to promote profession, for public understanding, what we do, to reduce overlap in services
- PEI – like first part, not last part
- NFLD – not liked as much – cannot say prevent psycho-social functioning
- NB – like this, incorporates “social justice”, equality aspect, looking at social conditions
- Need cultural diversity, need broad definition up here, list aspects specific to North, but not everything to not be limiting
- Respect cultural diversity

- Be positive
- Broad definition
- Social work is not full proof
- Help people to resolve their issues, ability needs to be in the person
- Promotion of social policies, community
- Community development, community work
- Child protection
- Enforcing legislation – but can feel limited
- More proactive definition than reactive
- Definition should broaden scope beyond protection
- Mental health and addictions
- Development, delivery of human service programs
- Do a lot but good to have a boundary to ensure doing appropriate things
- Non-therapy counseling

**Q. 2 – What minimum registration qualifications should be established to become a registered social worker in the NWT?**

**Q.2(a) – What minimum educational requirement should be established to become a registered social worker?**

- Include related education and experience as requirement, no matter what level of education
- Need minimum
- Canada increasing minimum – could have Diploma today but look at increasing in future, don't want to restrict people's education
- Should have minimum that won't limit Social Workers from having pay increases down the road, as registered professionals should not be limited in pay options
- Should be promoting education, especially because don't have other resources, isolated
- Sometimes not much difference between Diploma and Degree program
- Education level not everything in ensuring have competency
- Need to match national standard to allow for Social Worker mobility
- The more education the more able – but not everyone does the same thing
- With BSW and Grandparenting, could still have hiring problem while don't have BSW program here

**Q.2(b) – Should grandparenting clauses be included? If so, what grandparenting clauses should be included in the Act?**

- Would government pay if do Temporary and have to get minimum education requirements?
- Doing Temporary means something to compel employer to pay for / support upgrading
- Capacity issue in North, need to take this into consideration when deciding which route to go
- So long as it doesn't impact minimum education requirement, still need to ensure meet standards
- No education system capable here to do this

- Anyone with say 10 years experience gets Permanent grandparenting, anyone with say 6 months experience gets Temporary
- Need to make sure do more good than harm – need competent professionals

### **Q.2(c) – Should there be an experiential requirement to register?**

- Majority say no – practicum enough
- Have practicums in programs not always under a social worker, if practicum under a social worker then good to go, if practicum not under a social worker must have provisional registration and complete experiential requirements (work under a social worker before getting full registration)
- Do 1-year probation before full registration – during this time can do social work scope of practice when supervised by a social worker
- Want easy administration – needs to be feasible
- If too much criteria, who's going to implement? Complex and discouraging to new grads
- Practicum in programs, need to trust this is sufficient, should be able to
- Social Workers don't always have time to supervise, log hours, submit these to the regulatory body, workforce strained as is
- Registration should be simple, not discouraging, to promote regulation and make it feasible
- Supervisor need to be a Social Worker – depends on what you're doing – yes in case of child protection

### **Q.2(d) – Should there be a specific requirement for continuing competency?**

- Administratively – not functional to expect this
- Who pays? Who offers it? Who does what? What's appropriate? How does the regulatory body decide what counts for who?
- Would regulatory body have to approve courses, say what counts, what doesn't? – tough and administratively cumbersome
- Positive side is it keeps profession up to date – training is a good thing
- Especially significant if grandparenting – to keep workforce current, but is this the role of legislation or the employer?
- What happens if some employers are supportive of this and some are not?
- Do employers have capacity to let workforce do training and not be at work some days?
- Social workers themselves have responsibility to keep up to date
- Can have association promote training – not tied into legislation
- Don't want it to be about ticking boxes, need it to be valuable

### **Q. 3 – If social workers are regulated in the NWT, who should administer their regulations and issue licenses?**

- Don't want Department – the employer – being the regulator, they're already doing Discipline
- Like Compromise model – Government to fund Association
- Need to still have advocacy in NWT

- Like Hybrid model or Compromise model for Association to have role to promote profession
- Department can do licensing, but discipline must not be dealt with by Department – Association should do this
- Compromise model would work best for Association – thinking capacity issue – Association couldn't alone do all regulation – would be a mess
- Department should handle licensing paperwork

**Q. 4 – Is there any reason why the discipline process in the Pharmacy Act 2006 would not be suitable for the social work profession?**

- Need to avoid conflict of interest
- Avoid hidden agendas influencing
- Want social workers in the forefront of the processes, say 2 or 3 on a panel
- Majority in all processes should be social worker(s)
- Sometimes is best for external people to do discipline, not internal
- Pharmacists example good but don't want carte blanche
- Would you get buy in from some employers and not others to allow employees to be active on panel?
- Would want social workers on panel to be not just from HSS Authorities
- Good to have some public representation in the process

**Q. 5 – Which regulatory model will suit the NWT best?**

- What's the point in just having Right to Title?
- Go with Right to Title and Exclusive Scope
- Will help draw people to social work
- How will NGO's hire people if social worker exclusive scope and job description overlap?

**Q. 6 – Equivalency Provisions?**

- Cover programs accredited by National Social Work Association
- Psychology / Sociology – why should they be social workers? – Underpinning of understanding different, social work incorporates social well being that's not covered in for example Psychology, therefore would be problematic to allow Psychology and Sociology as equivalent
- If do grandparenting, allow these others in now, if have social work experience, but not in future
- Exclude to move profession forward
- Reinforces need to have clear definition – clarify what a social worker is

**Other comments**

Registration:

- To protect public
- But can we do this now with our workforce? – Have understaffing now – will regulation increase or decrease this?

- Might protect both social worker and the public – must try to obtain this in doing legislation

Is it necessary for your supervisor to be a social worker:

- Yes
  - Depends on job – Yes if doing child protection, maybe not for other jobs
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## **NORMAN WELLS**

**September 12, 2007**

**Number of Stakeholders Consulted: 7**

**Q. 1 – Is it necessary to include a definition of social work in the legislation? If so, which definition of social work is most appropriate for the NWT?**

- Unsure if necessary
- Asked sometimes to do things that aren't our role
- Definition needs to fit what everyone does
- Some of definitions are academically oriented and don't mean much to average person
- Very southern language-oriented definitions
- We do need a definition but we need to put in terms that are less jargon (NB – too jargon)
- Look at families, assess what's needed and provide what's needed
- Don't like any of the definitions

**Q. 2 – What minimum registration qualifications should be established to become a registered social worker in the NWT?**

**Q.2(a) – What minimum educational requirement should be established to become a registered social worker?**

- Diploma or certificate should be minimum
- Should have diploma or certificate and that's it
- Should be diploma and BSW
- Need support from employer to get BSW otherwise can't do it, as no Northern BSW program
- Diploma is a good minimum

**Q.2(b) – Should grandparenting clauses be included? If so, what grandparenting clauses should be included in the Act?**

- Yes, good for workers now there
- Concerned afterwards, people with Diploma would have tough competition against those with Degree
- If have say 30 years experience, should not need to go back to school (Permanent)

- If don't have diploma, get grandparented, but must meet set experience requirement, for example, must have been working for 5 years, in areas that are within the definition of social work under the Act
- Just because registered doesn't mean will have experience required for the job
- Should be automatic, not be required to go back to school

**Q.2(c) – Should there be an experiential requirement to register?**

- Experience important here since dealing with unique cultures up here
- A lot who go for Diploma have experience through previous interest in the field and practicum, therefore just education requirement should be sufficient
- If have a diploma, have practicum and therefore already have experience
- Experience (through practicum) should be in social services office, as this is the experience you need – experience in child protection, other services big up here
- Experience practicum should be within social work field to be counted and then education requirement alone is ok
- 1 or 2 years experience would be good

**Q.2(d) – Should there be a specific requirement for continuing competency?**

- Yes, need ongoing education to stay up to date
- Good to take training in something that relates to their employment
- Need support to do this
- While employed, should require continuing competency
- If not practicing, don't need continuing competency, but could still register
- Need cultural training

**Q. 3 – If social workers are regulated in the NWT, who should administer their regulations and issue licenses?**

- Like the idea of the Department doing everything
- The Department knows the workers
- Don't need the public involved in licensing
- Likes Department doing it
- Unsure if good to have Department do it
- Challenges with self-regulating model – ineffectual at discipline
- Don't want too many decisions in too few hands
- Difficult to have employer handle registration – conflict?
- Like Compromise model with Committee model, blended – committee to do licensing; when comes to discipline work with Association to have a committee / board with licensing committee members, other social workers, and public to do discipline and decide on process for each case
- Key to have public involved in discipline to get balance, be accountable, after all need discipline to be there for the public
- Don't want those too close to the situation to do discipline
- Like Committee or Compromise model if the two can't be blended
- Department model is too few people
- Don't want Association regulating us – not accountable now, based on current status

**Q. 4 – Is there any reason why the discipline process in the Pharmacy Act 2006 would not be suitable for the social work profession?**

- Want SW's from NWT to do discipline with members of the public (Based on Monday teleconference)
- Social Workers from North in good standing, because know social work practice in small aboriginal communities

**Q. 5 – Which regulatory model will suit the NWT best?**

- Like Right to Title – it's simple
- Don't be exclusive, as in communities there are duplicate roles for some things
- Likes combo of Right to Title and Exclusive Scope
- Right to Title important; Exclusive Scope is more difficult to put in, is it necessary here?
- Exclusive Scope may make it difficult for other professions we work with in the community if we make some things exclusive
- Social workers must be the ones doing psycho-social therapy in child protection, therefore do Controlled Acts model or Exclusive Scope on this
- Social work jobs could be filled by someone more easily found if don't do Exclusive Scope – social workers could be out of jobs as a result
- If do Exclusive Scope, should be broad definition of social work, in case others in communities have to do the job sometimes

**Q. 6 – Equivalency Provisions?**

- Community wellness worker certificate not sufficient – should have diploma to call themselves social workers
- Should have diploma in social work
- To call themselves social workers, need to have some education with social work attached to it – but this is sometimes not enough / not right for child protection, therefore accept equivalencies if appropriate
- When doing hiring – require strictly social work background, not equivalencies
- Consider Bachelor of Health Administration

**Other comments**

**Regulation:**

- Don't think should be regulated
- Should be local and doing this, not transient from south, regulation will increase transients
- Regulation just with Northerners, not national
- If education options here, then like idea of regulation more
- Should have NWT regulation – social work different up here, different from south, therefore need NWT regulation

**Staffing:**

- Don't want social workers from south because have higher turnovers
- Better to have social workers from our community

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## **INUVIK**

**September 14, 2007**

**Number of Stakeholders Consulted: 6**

**September 20, 2007 – Teleconference**

**Number of Stakeholders Consulted: 1**

### **Q. 1 – Is it necessary to include a definition of social work in the legislation? If so, which definition of social work is most appropriate for the NWT?**

- Yes need definition. Defines the practice and the intent to be a social worker, needed to regulate
- What social workers do is so broad, how do you define?
- Like NB example, but define social programs further and give examples (child protection) to broaden the definition
- Called upon by community to do things – unique here – advocating for community / member of community
- Really like NB example
- Like human rights, equality, social justice
- Incorporates practice terms, for example Integrative vs. collaboration, working together with others in community
- Advocacy in communities, for example Income support, housing, community members' equality
- Social justice – add to definition
- Respect – of different cultures, languages
- Education – add in
- “Direct counseling services” – stay away from this wording – working in relationships, but use caution when addressing counseling in the definition
- Intervention, reunification
- Families
- Lobbying (end up dealing with MLA's) – politics influences work, closer to the job / work than in other jurisdictions, therefore need to deal with this in work, not just advocacy
- Lobbying for social justice and equality
- Definition should be in line with national definition to enable future mobility, signing mobility agreement

### **Q. 2 – What minimum registration qualifications should be established to become a registered social worker in the NWT?**

#### **Q.2(a) – What minimum educational requirement should be established to become a registered social worker?**

- Complicated when look at job requirements vs. registration requirements
- Social work diploma is sufficient, if have experience, because that's what is available in NWT

- Should be BSW
- BSW or MSW – but need financial support to do this or help in some way to do this, not necessarily financial
- BSW – what we want for profession, not for job – allow employers to hire people who aren't registered (Right to Title only)
- Don't want inequalities therefore go with Diploma to include all
- Regulating to have controls over those in field therefore want all registered therefore need to have it at Diploma level
- Because of remote locations, need to make sure employee can do everything – easier if everyone registered
- Don't necessarily upgrade to BSW, if BSW offered here in future

**Q.2(b) – Should grandparenting clauses be included? If so, what grandparenting clauses should be included in the Act?**

- Not necessary – have to have education (diploma) – 20 years experience not enough
- But Department has to support existing workers to get the education – keep position open for them, try to get funding for them
- Yes, do Temporary grandparenting, as long as have financial support from the Department
- If grandparent, should be Temporary to make them get the education eventually
- Should be 3 years to get Diploma
- Or 3 years to get into program (not necessarily finished yet)
- Screen to see if meet certain criteria – to have those with say 14 years experience to be grandparented in and not be required to go back to get education
- Shouldn't let everyone in – should be in social worker position, not just in social services
- Only do Temporary if can confirm Department support to get education

**Q.2(c) – Should there be an experiential requirement to register?**

- If go with Diploma, should require 2 years of experience before fully registered
- Might not be possible to work under someone who is registered, especially if go with Right to Title where not all in the field are registered, and based on the conditions of the North, where a worker may be the only worker in the community (no one else there to work under), therefore might be difficult to require experiential requirement
- New social workers must be teamed up with a social worker mentor – 3 to 4 months is good, before get full registration

**Q.2(d) – Should there be a specific requirement for continuing competency?**

- Alberta experience – schools have courses for this and communicate this to social workers
- Yes, should be a requirement, but unsure how much
- Possible to do around 40 hours per year – that much is accessible
- Work in isolation up here therefore need this to not get stale, be kept up to date

- Like continuing competency
- Have to make sure courses, conferences would meet requirement
- Don't break down hours into categories (Alberta example) as too difficult for those in outer communities to get hours per category, just have set number of hours that must be met
- Depends what you say will count – will cause different experience in how hard or easy it is to do this
- Use professional development fund to do training – will help to keep up training
- A few days of courses / classes enough

**Q. 3 – If social workers are regulated in the NWT, who should administer their regulations and issue licenses?**

- Likes Committee model, taking into consideration current lack of Association presence, can blend regulation with social workers, the public, and the Department as secretariat role
- Association not advocating strongly enough for the profession to justify it being the regulatory body
- We don't have the numbers to be self-regulating
- If do Hybrid model, NWT carries the Association? Including the Association's advocacy activities in Nunavut and the Yukon – this is not good.
- A lot would be voluntary therefore if voluntary Association not around now, how can we count on them in the future?
- Likes Compromise model – Department to do licensing, Association to do discipline
- Committee model could still have role for Association in that the Department could ask the Association who should be on the Committee

**Q. 4 – Is there any reason why the discipline process in the Pharmacy Act 2006 would not be suitable for the social work profession?**

- Might be hard to find enough NWT social workers to fulfill all the roles in the processes
- Good to have members of the public involved, members from the communities
- Need to have those involved be able to understand how things work here; but don't want conflict of interest – could be hard to find those who are objective
- All registered social workers would have to be willing to be called upon
- Main person organizing processes would have to know who to look for
- If can't come up with conflict-free committee to do hearing, have an alternative process
- If too strict with who can be involved, may not be able to find people for the processes
- Doesn't like Supervisor, Director doing discipline, so wouldn't want Department doing this
- Would like to see people other than social workers doing discipline because everyone may know everyone and so this may influence the process and outcome
- Since small numbers should have other people involved – those without a close connection to the social worker

- Social workers from outside region without close connection could be involved
- Catch-all phrase in code of conduct (anything that puts profession in a bad light) scary, as so vague – we all have lives outside of work, extreme if could lose license for occasional behaviour

### **Q. 5 – Which regulatory model will suit the NWT best?**

- Likes Exclusive Scope – with good definition
- With provision to allow others to continue activities that are part of their jobs, for example nurses
- Exclusive Scope for clarity
- Like both Right to title and Exclusive Scope
- Risk to just doing Right to Title – less protection for the public
- Likes Exclusive Scope model – have to be registered and have qualifications, everyone must be registered to ensure everyone can be disciplined, therefore not Right to Title
- Majority like just Exclusive Scope

### **Q. 6 – Equivalency Provisions?**

- International equivalencies should be decided by National body
- For future – no equivalencies – need education with “social work”
- Bach of Indian Social Work fine as social work
- For Grandparenting, if have experience, psychology and sociology education acceptable
- Ok to have people with psychology / sociology backgrounds, and those with counseling background
- Leave it open so easier to fill the positions up here, since it’s hard to find social workers to fill the positions sometimes

### **Other comments**

#### **Jobs:**

- Make sure legislation ensures job security for current employees
- Don’t want to discount current employees, boot them out for new ones coming in

#### **Implementation:**

- Need to talk with social workers on ethical behaviour, code of conduct – what will be expected and want to avoid vendettas, witch hunts
- Talk with them on continuing competency requirements
- If go with BSW, social workers should have input at time as to how to best enable potential social workers to get degree

#### **Regulation:**

- Need to have a model for the future, not for today – don’t adapt for what we have, adapt for what we want and allow for a way to get there

## **FORT SIMPSON**

**September 17, 2007**

**Number of Stakeholders Consulted: 8**

### **Q. 1 – Is it necessary to include a definition of social work in the legislation? If so, which definition of social work is most appropriate for the NWT?**

- Need definition if going to regulate
- Likes Canadian National Association definition because addresses “social justice” aspect
- Definition should deal with the people more than the individual
- Like NB example because talks about collaboration, defines scope of practice more than other examples
- Likes NB as addresses families and communities, and interacting in environment
- Add in working with different cultures and traditions
- Different community standards per community influence social work in the community – different conditions and values than elsewhere – different history affects work, for example colonialism and oppression – important to note these in the definition
- Respect and understanding, knowledge of the North
- Preamble of CFS Act – value of family etc.
- Don’t do everything in the community – certain tasks we shouldn’t be doing

### **Q. 2 – What minimum registration qualifications should be established to become a registered social worker in the NWT?**

#### **Q.2(a) – What minimum educational requirement should be established to become a registered social worker?**

- If want locals – diploma
- Don’t want only southerners in the field
- Diploma if have related experience and education or BSW
- Need support and training to do Diploma, otherwise BSW
- Need to be kept up to date if just a Diploma and even with a BSW
- Why should we be less than the rest of Canada?
- Think of future – do BSW and try to get BSW up here
- Don’t want to lose our capacity to have social workers in the regions – this means ensuring Northerners still filling the jobs
- Like BSW as minimum – if don’t have it, can have individual equivalency process to determine if one with Diploma and experience would qualify

#### **Q.2(b) – Should grandparenting clauses be included? If so, what grandparenting clauses should be included in the Act?**

- Yes
- What happens to workforce if everyone leaves to upgrade?
- Not as easy for everyone to upgrade
- Temporary would not work for the North

- Go with Permanent – but need everyone to be registered to have knowledge of social work code of ethics, incorporate code of ethics training into job orientation
- Incorporating Code of Ethics into legislation is key to doing grandparenting – if grandparenting make sure in legislation says registered social workers must follow this
- Current National model of Code of Ethics is fine

**Q.2(c) – Should there be an experiential requirement to register?**

- Like Alberta example
- Need to do continuing competency
- Need to do provisional registration with some way to do supervised, continuing competency to get full registration, for example for 6 months – until you have code of ethics training, any statutory appointments, and orientation
- Need experience in field, not just education – need both
- Who's in charge of running mentoring? – need support from Aurora College, HR, Department Headquarters and the Authorities
- What about those in NGO's, how would they have access to mentors?
- Would not have tons of people registering therefore experiential requirement can be done
- 6-month probationary registration, then review to see if can have full registration
- Need Department support to ensure mentoring for provisional registries
- Need experience, not just education

**Q.2(d) – Should there be a specific requirement for continuing competency?**

- Yes, need it
- Put in regulations or bylaws to be able to adjust
- Brings value to system to ensure everyone up to date
- Need Department support to do this
- Need consistent way to document ongoing training completed
- Access is an issue – need to make it equally accessible to all communities and NGO's
- Want counts? Who pays?
- Could do through TeleHealth
- Linked to your performance or job – but what if want to go in different direction in future so want to do courses that tie to future job not current practice / job?
- Do social workers have the time to take continuing competency?
- Carry-over option between years sounds good
- If do it, have it flexible so many different courses/directions could count
- List your 40 hrs, if you can prove to Regulatory body that it's relevant then it counts
- Not from a set list – you take lead on deciding what to record / submit

**Q. 3 – If social workers are regulated in the NWT, who should administer their regulations and issue licenses?**

- Don't want discipline done by employer
- Like Compromise model

- Have Association continue to do advocacy
- If do Compromise model – would NWT be funding Association and these funds be going to Nunavut and the Yukon?
- Need to make sure advocacy remains – if funded by Government will advocacy survive? Or would it be limited, biased as a result?
- Hard if a lot of stuff would be voluntary – regulatory body needs to be able to perform all functions
- Should Department be making registration documents? – Social workers need to be involved
- Social work needs to be broad based – needs to ensure all who should be registered are – many different types of social workers, ensure all are registered
- Like Committee model
- Public involvement scares some, but purpose of legislation is to protect the public
- Want to be perceived as accountable
- Don't want people in your profession judging your profession
- Including public gives balance
- Either Committee of Compromise Model
- Compromise model is flexible, most doable – would open registration up for more and would keep advocacy role alive

**Q. 4 – Is there any reason why the discipline process in the Pharmacy Act 2006 would not be suitable for the social work profession?**

- Must deal with conflict of interest – small workforce here but would like social workers up here involved
- Have alternates in positions to deal with conflict of interest
- Workers here open to way more public scrutiny in communities up here than in the south
- Can't discipline life, just work, therefore need to ensure have right people doing discipline
- Don't want public to be able to say social workers covering up for themselves
- Could have social workers from another region within the NWT involved when a complaint
- Need to have profession recognized, however this is done
- Have social workers doing discipline with the public
- Social workers from the North, not just NWT, not from region where complaint originates to reduce conflict of interest
- Include public for transparency

**Q. 5 – Which regulatory model will suit the NWT best?**

- Want to make not just anyone doing social work have to register, but don't want to limit people doing work in the field
- Like Exclusive Scope
- Controlled Acts wouldn't work here
- Right to Title not enough
- Exclusive Scope because can protect practice better this way
- Allow for provisions not restricting certain others doing aspects, if go with Exclusive scope

## **Q. 6 – Equivalency Provisions?**

- International – National Association equivalency test plus meet qualifications in NWT
- Sociology, psychology are not social work therefore shouldn't be considered for registration equivalency
- Yes, sociology and psychology should be considered
- BISW should count
- Sociology or Psychology degree for say 5 years experience in social work counts
- But want to keep profession clear – social work different from Sociology or Psychology background
- After grandparenting restrict to social work background

### **Other comments**

Registration Probation:

- For 6 months, then review to ensure can be registered – for everybody

Mobility Agreement:

- Need this, need to ensure can do this with future legislation

Legislation elsewhere:

- Could we have Association push this in Nunavut and the Yukon if legislation goes ahead?

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## **YELLOWKNIFE**

**September 18, 2007 – AM Session**

**Number of Stakeholders Consulted: 15**

### **Q. 1 – Is it necessary to include a definition of social work in the legislation? If so, which definition of social work is most appropriate for the NWT?**

- Not our legislation unless social work defined
- Something could get lost in definition, since covers so much stuff
- Likes “promote social change” – would like “social revolution”
- Dangerous to include traditional healing
- Traditional healing should be included
- Northern / culturally-driven definition – Aboriginal-driven definition
- Keep it broad, don't focus on specific things because limits us
- Don't limit us
- Have both macro and micro level
- Likes beginning of Canadian Association example and NB example
- Likes holistic well being
- Like individuals and families and groups
- Conducting research
- Does it include counseling, addiction workers?
- Should addictions counselors be considered when may social workers don't take education in substance abuse?

**Q. 2 – What minimum registration qualifications should be established to become a registered social worker in the NWT?**

**Q.2(a) – What minimum educational requirement should be established to become a registered social worker?**

- BSW – hire people without who are great workers, but need to set up best practice – people should be supported in getting BSW if go with this
- Diploma – because need to be able to study in this Territory therefore to stop diploma not being enough, make it diploma
- Sometimes have to leave communities, provinces, to get necessary education
- Because social work is a female-dominated profession and females usually left with children, need to consider related difficulties in getting education needed
- Depending on definition, minimum could be different
- Maybe do social worker and social service worker model – to let some work while ensuring protection of public
- If do diploma, percent of workforce with BSW could go down – need to consider best practice

**Q.2(b) – Should grandparenting clauses be included? If so, what grandparenting clauses should be included in the Act?**

- Yes
- Should be strings attached (Temporary)
- Not sure if employer will support upgrades through leave and funding
- If have strings attached, need financial and leave support – only have stings attached if have this support guaranteed – what about those in NGO's?
- Caseloads of social workers today unmanageable – how do we have the capacity to do Temporary grandparenting and have community social workers leave to upgrade?
- Partner with existing systems to make Temporary grandparenting feasible
- Some at the age where close to retiring therefore what makes most sense for these people?
- Mental Health and Addictions workers – are these social workers? Different sub-professions – do we group them all together? – would we want these people grandparented in? Or kept separately defined?
- Do Temporary grandparenting except Permanent grandparenting for those near retirement – want to encourage new people in profession to further their education
- Need mentoring – someone with experience and education

**Q.2(c) – Should there be an experiential requirement to register?**

- Don't like NS example
- Don't want experiential requirements
- But need experience to do the job
- Could have exam to override this
- If Diploma, require experience

- Practicum sufficient for experience – when try to register need to show practicum / volunteer work equals a certain number of hours
- Having northern experience important, but is having an experiential requirement feasible?
- Experiential requirement should be equal to the average number of practicum hours done for a BSW, say around 800 hours – hours from either a Diploma or BSW practicum would count, but they must equal the number of practicum hours required for a BSW
- Hours must be supervised
- Need to do cultural training for people coming from the south
- Cultural training could be covered through probationary training, not in legislation – would get this from Supervisor

**Q.2(d) – Should there be a specific requirement for continuing competency?**

- Does taking courses mean competency goes up? Not necessarily – no, don't have continuing competency requirement
- Many say yes, do have
- How do you evaluate what counts?
- Could do research in the field to fulfill this
- Should promote lifelong learning, but should this be mandatory through legislation?
- Could do say 1500 hours working and a certain number of hours of education per year
- How do you administratively handle this?
- Should encourage but not put in legislation – could amend and add to legislation later
- Try for less than 40 hours to start
- Could be put in Code of Ethics (Kristen's point) then don't need to administer – make it a professional standard

**Q. 3 – If social workers are regulated in the NWT, who should administer their regulations and issue licenses?**

- If Association doesn't have its act together, how can we do Compromise model?
- Is the Association ready to take this on?
- Should go for self-regulation, but cost is a factor
- Committee model preferable to Departmental model
- If go with Association, Association president could still be from Nunavut or the Yukon – is that an issue?
- Could we have an Association just for the NWT?
- If didn't have past GNWT support, wouldn't have Association today
- Like Committee model because includes social workers
- Want to keep advocacy alive – can this happen if do Committee model?
- With Committee model, should have clarity on who will / can be on Committee – shouldn't be left up to Department to choose
- Power in numbers therefore keep Association of all Northern territories – NWT Association would have reduced numbers and therefore less say in National

Association, for profession up here – therefore don't do Compromise model as may mean switch to NWT Association

- Self-regulation to promote profession – but how can Association do both regulation and advocacy?
- Too confusing for one body to do licensing and one to do discipline

#### **Q. 4 – Is there any reason why the discipline process in the Pharmacy Act 2006 would not be suitable for the social work profession?**

- Capacity issue therefore makes sense to not be specific on who fulfills roles
- Want social workers to be evaluating social workers
- Have social workers from elsewhere involved
- Important to have transparency through having members of the public
- All involved should be familiar with the code of ethics, standards
- Dealing with dual roles of Northern social workers – don't load the Panel with southern social workers – include Yukon, Nunavut social workers – write legislation to allow for this flexibility

#### **Q. 5 – Which regulatory model will suit the NWT best?**

- Likes Exclusive Scope as makes all / more people involved in the field accountable
- Right to Title since scope so broad, how do we define it?
- Do Exclusive Scope so there is a definition for clarity
- Want public to know what social work is therefore do Exclusive Scope

#### **Q. 6 – Equivalency Provisions?**

- Psychology, sociology totally different from social work
- Back of Indian Social Work – acceptable as social work
- Rely on Canadian Association to take lead on International equivalency issues
- Diploma in child care different – not social work
- Grandparent these people in now for capacity but don't accept for future, to protect the profession and promote the profession in the future
- Especially as need an understanding of cultural situation up here – more likely to have understanding of difference through social work
- Accepting psychology, sociology could then restrict us from signing a mobility agreement

#### **Other comments**

Mobility:

- Definition should be similar with elsewhere to ensure future mobility

Consultation:

- Need to consult with Aboriginal organizations

Dept Support:

- If go forward on this, the Department should support the legislation and social workers, should go hand in hand

## **YELLOWKNIFE**

**September 18, 2007 – PM Session**

**Number of Stakeholders Consulted: 15**

### **Q. 1 – Is it necessary to include a definition of social work in the legislation? If so, which definition of social work is most appropriate for the NWT?**

- Yes – to define underlying motivations
- Ties to code of ethics
- Starting off point of who we are
- Don't like Newfoundland and New Brunswick examples as too specific
- Like Canadian Association example, social justice wording
- Practical conduct part important
- Like more macro definition as social work in nature is not specific – don't want to limit ourselves, different dynamics depending on work
- Likes how Canadian Association definition alludes to ongoing education
- Don't want it to be too long or to read like a job description
- Take Canadian Association example and add PEI part on expert and comprehension knowledge, professional nature and continuing education
- Likes New Brunswick example because of part on dealing with social problems
- Its not just one-to-one, its social problems in general
- Define well to make sure social workers not doing what they shouldn't be doing in communities – to ensure communities have all support workers necessary, not just a social worker, not good for profession to be doing so much stuff
- Strength in many different areas
- How are we different from other professions – define that way
- Don't want definition to restrict therefore don't list what we do, instead define how we do it (differently from for example psychologists, sociologists)
- Include Aboriginal culture in definition – respect of culture
- Focus on community, not just individual

### **Q. 2 – What minimum registration qualifications should be established to become a registered social worker in the NWT?**

#### **Q.2(a) – What minimum educational requirement should be established to become a registered social worker?**

- BSW – preferable but realistic?
- BSW because Canadian standard – but don't want to limit those with Diploma done through Aurora College, definitely have the interest of current Aurora students to have a BSW program here
- We cannot discount experience with diploma – someone with experience in the field might be better than a new grad with no previous experience in the field
- Could lose out on many good social workers if we go with BSW
- Code of ethics is not something you get from experience, but experience still useful

- BSW – looks to future – grandparenting to cover current examples of people with experience and no degree – other Jurisdictions have done this, we have obstacles but can do this
- Do both – social service worker and social worker option
- BSW – looking at way rest of Canada going
- BSW if going to be progressive
- Start with diploma not necessarily in social work, then Diploma of Social Work with experience, then BSW
- Don't want to limit today – work up to BSW in the future
- BSW as a base
- Ethics and values that guide social work are specific therefore need to ensure only those with social work degree from school of social work are registered
- Think of the future rather than how this affects me personally
- Hiring Northerners, Aboriginals and non-Aboriginals, with BSWs now, therefore can do BSW
- Doing BSW legitimizes us as a profession

**Q.2(b) – Should grandparenting clauses be included? If so, what grandparenting clauses should be included in the Act?**

- Most definitely need it
- Temporary grandparenting only if will have plan to allow people to get their education upgrade – Leave and financial support
- If have kids, difficult to get upgrade
- If do continuing competence, Permanent grandparenting is fine
- Permanent for those with lots of experience, do Temporary for those who just started in the field right before legislation comes into force – a mix
- How will people afford to upgrade, for example afford to take the time and spend the money, if have families, obligations – capacity issue – cannot lose huge numbers of staff
- Permanent grandparenting is fine, as will still get them down the road
- Infrastructure to do Temporary grandparenting is a nightmare, therefore do Permanent, but continuing competency key to doing this

**Q.2(c) – Should there be an experiential requirement to register?**

- Yes
- Who will supervise?
- Experience beneficial due to dynamics of social work jobs up here
- If just coming out of University, yes
- Depends on if do Diploma or BSW as minimum education requirement
- Don't discount new grad as have practicums – fresh, new, up to date and free to learn (no entrenched backgrounds)
- Require one year of experience
- Administratively hard to do
- And what counts, hard to do, therefore no don't have experiential requirement
- With BSW do lots of practicum, supervised work therefore this is enough
- Practicum different from employment – it's learning, not work
- Volunteer or work experience fine

- Who would supervise?

**Q.2(d) – Should there be a specific requirement for continuing competency?**

- Likes Alberta's category model
- Yes, require continuing competency
- What happens if don't make it? How do we deal with this?
- Ontario – this has fallen by the wayside, too difficult for the regulatory body
- Do this in some way
- Look at doing this over 3 or 5-year window
- Like the idea of putting it in through standards, code of ethics, then more flexible to adjust

**Q. 3 – If social workers are regulated in the NWT, who should administer their regulations and issue licenses?**

- Biggest support for Association comes from NWT
- Still unclear how Association should fit into regulation
- How would the public feel?
- What can the Association do if it's voluntary?
- Association can do advocacy
- But how can we have Nunavut, Yukon members of Association doing discipline when not registered?
- Like Compromise model
- Don't want Department to do everything in case get away from code of ethics
- Would like some role for Association but don't know what role
- If Association is not the regulatory body, will it die?
- Require registration and membership in Association as advocacy body
- Current Association not looking at self-regulation, as not financially feasible (Diana Thompson's comment)
- Likes self-regulation but not feasible, therefore likes Compromise Model, as is a happy median
- Keep regulatory body distanced from advocacy
- Don't want Departmental model – don't want Department so involved, want Association to be strong for profession, therefore give them a role

**Q. 4 – Is there any reason why the discipline process in the Pharmacy Act 2006 would not be suitable for the social work profession?**

- Want social workers involved in doing discipline
- Want social workers disciplining social workers – but challenges for this here
- Need those that understand the work – this is important
- Small numbers here – how do we get the numbers here to fulfill all the levels of the discipline process if do social workers
- How do we get the numbers without conflicts of interest?
- Need to be professional, therefore should have very clear guidelines in place for who may fill roles when
- Maintain ties to Yukon, Nunavut for them to have a role / contribute
- Don't want to drain those involved if same people always doing discipline

- Make sure those involved competent in knowing code of ethics to know when to escalate and when not to
- Important to have discipline to let social workers speak up when bad practices happening
- Social workers should be involved in some amount, on some level
- Social worker or someone in related field, or retired social worker could be involved

**Q. 5 – Which regulatory model will suit the NWT best?**

- Like Exclusive Scope because need to define social work
- Would make distinct from other professions
- Both – Exclusive Scope and Right to Title – protects the public and defines the profession

**Q. 6 – Equivalency Provisions?**

- Yes, if have degree in social work should count, not matter from where
- But not psychology, sociology
- Psychology, sociology not the same
- Allow anything that is social work, depend on other bodies to determine what internationally counts
- For international – whatever Canada would accept
- Looking at the future for this, not now, therefore stick to social work education only
- Should stick to higher level for future of profession, therefore don't have equivalencies for psychology, sociology

**Other comments**

Registration:

- Why be registered? Does protect you from legal issues

Code of Ethics:

- How will ethical ideals match to community standards

Regulation:

- Very important to have this legislation
- Important for Association and Department to work together

**BEHCHOKO**

**September 19, 2007**

**Number of Stakeholders Consulted: 5**

**Q. 1 – Is it necessary to include a definition of social work in the legislation? If so, which definition of social work is most appropriate for the NWT?**

- Yes, clarifies the profession, our role, gives us more credibility
- Need to raise recognition, respect of profession

- Need to talk about culture
- Need to say a profession, professionals
- Beyond just doing reports
- Like NB example, Canadian Association example too general
- Like all of NB example – need to note communities and prevention of social problems, collaboration
- Include advocacy role
- Social equality
- Likes Canadian Association example – problem solving, promoting, social justice – likes it broad

**Q. 2 – What minimum registration qualifications should be established to become a registered social worker in the NWT?**

**Q.2(a) – What minimum educational requirement should be established to become a registered social worker?**

- If require BSW, do it in a way people with a diploma can work in the field and then get useful experience before going for degree
- Diploma – start there in profession and build up – diploma is the foundation of the profession
- BSW doesn't prepare you for front line work more than a diploma, so why BSW?
- BSW doesn't give you extra skills
- Diploma gets you out there faster, therefore get front line experience
- Would government help people get BSW?
- BSW to increase the education level of the profession
- Can be skilled with diploma – have good social workers with diplomas
- BSW gives future people reason to get further education – a good thing

**Q.2(b) – Should grandparenting clauses be included? If so, what grandparenting clauses should be included in the Act?**

- Yes
- Do Permanent grandparenting – a recognition of those within the field today
- People in the field would still work to increase education, therefore doing Permanent grandparenting wouldn't hold back profession
- Look at work before getting diploma and work afterwards – for those with lots of experience, is there differences, value in going back to school?

**Q.2(c) – Should there be an experiential requirement to register?**

- How many requirements do we need? A lot of conditions if did everything
- Practicum good enough for experiential requirement
- Work for 1 year before full registration
- Need to look at capacity and ability to fill jobs – practicum enough, don't do additional requirement
- If don't have practicum, require experience
- If have experience through practicum, this is sufficient
- 6 months to 1 year beyond practicum necessary

- Wonderful on paper, but to get 1 year if part time employment could be 2 to 4 years to complete requirement, therefore just go with practicum as sufficient
- Once done education with practicum, ready to go
- Need a mentorship program to do this – existing program fell away, not functioning
- As long as getting paid then fine with doing experiential requirement
- A lot of staff turnover, vacancies, so can do experiential requirement
- Need experience to be credible in profession
- Must be supervised by social worker during this year
- Have practicum equal 1 year
- Could have experience requirement filled by earlier experience, therefore would not have to wait 1 year for full registration after completing education

**Q.2(d) – Should there be a specific requirement for continuing competency?**

- Show certain number of hours of work in practice to renew registration
- Yes, if government pays for it
- Yes, needed
- Can do through professional development
- Do updating exam on child protection and this should count
- Lots of opportunity up here so should do it
- If NGO's don't have the money, they can go to funders to get the financial support for staff to do this
- NGO's do training on their own, which should count
- Casuals covered by group professional development moneys
- If have access – do this

**Q. 3 – If social workers are regulated in the NWT, who should administer their regulations and issue licenses?**

- Shouldn't be Department because might not be objective, as the employer
- Combine Committee model and Association covering all 3 territories
- Professional body should be separate from regulatory body
- Cost is a factor
- Do Compromise model – but ideally have professional body separate from doing discipline
- Like Committee model or self regulation
- Need to ensure Association keeps Nunavut and the Yukon
- Like self-regulation, but might not be possible so like Committee model
- Like Committee to consult with Association to see who should be involved with discipline when complaint comes up
- Committee model to include some consultation with Association
- Hard to get things done right now with Association
- Like Department to do administrative licensing / administration support

**Q. 4 – Is there any reason why the discipline process in the Pharmacy Act 2006 would not be suitable for the social work profession?**

- If have just anyone doing discipline, what's the point – they won't know what they need to know
- Need those involved to know what social work practice is like up here
- Anyone can do it, but they need to understand circumstances here
- Could have conflict of interest
- Need to have objective people involved and can find this here
- Need to be judged by your peers
- Have to answer for what you do – need accountability
- Comfortable with member of public trained on social work practice up here and on human rights involved, for public accountability
- Life separate from job therefore catch-all phrase (your activities seen as detracting from profession) scary
- But sometimes what you do / how you act in private life does count
- Social workers who understand circumstances up here and able to determine what constitutes a valid complaint need to take the load in discipline
- Must not be malicious
- People from within the community should be involved unless biased - shouldn't be malicious
- People from outside community should be involved so objective

**Q. 5 – Which regulatory model will suit the NWT best?**

- Right to Title holds more weight
- Profession needs identity
- Like both – to tell public what you do and raise awareness of profession

**Q. 6 – Equivalency Provisions?**

- Yes, for international and for related education
- Accept “or related education”

**Other comments**

Implementation:

- Do plain language version of definition, if not all Act, in other languages

Good Standing:

- What is the definition of good standing? Record in past and currently is clear and are registered

Code of Ethics:

- Use Canadian example

## APPENDIX: NAMES OF PRESENTERS AND STAKEHOLDERS CONSULTED

### Presenters

Robert Hopkins, Manager, Children and Family Services, HSS  
Robert Swan, Sr. Social Worker, Children and Family Services, HSS  
Natasha Brotherston, Sr. Policy Officer, Policy, Legislation and Communications, HSS

### Stakeholders / Participants

#### Hay River

Charles Taylor  
Kawame Abrefah  
Carol Heron Colosoimo  
Anne Gill  
Alexandra Smith  
Jessica Carriere  
Jude Billard  
Debbie Edwards

#### Fort Smith

Phyllis Mawdsely  
May Tourangeau  
JoAnne Gauthier  
Jette Finsborg  
Tracy McPherson  
Brenda Gauthier  
Kim Inskip  
Julie Beaver  
Sheila Chadwick  
Lida Belsse

#### Norman Wells / Sahtu

Max King  
Tyler Flaumitsch  
Jeannie Shae  
Sareta Shae  
Violet Edgi  
Caroline Yukon  
Cathy MacKeinzo

#### Inuvik / Beaufort Delta

Sandra Suliman  
Olive Binder  
Trudy Mclements

Karen English  
Gail Harron  
Helen McDonald  
Lena Selamio

#### Fort Simpson

Debbie Paquette  
Kathy Tetso  
Cindy Browning  
Connie Norwegian  
Angie Antoine  
Connie Macintosh  
Minnie Letcher

#### Yellowknife AM & PM Sessions

Crystal Craig  
Liz Jackson  
Margo Kennedy  
Diana Thompson (ASWNC President)  
Wayne Weisgerber  
Sarah Riddell  
Tracy Nadon  
Elske Canam  
Bethan Williams  
Sandy little  
Wisty Chaytor  
Denise Bailey  
Janice McKenna  
Peter Therrien  
Lisa Holland  
Andrea Hamilton  
Beatrice Radi  
Sheila Nelson  
Diane Herstic  
Trina Babin  
Karla Newell  
Veronica Aylward

Shirley Wilkinson  
Vivian Gustafson  
Simón Fournel  
Chastity Darku  
Emma Godin  
Colleen Jakeman  
Les Harrison  
Kristan McLeod (Field Law)

Behchoko

Nora Wedzin  
Margaret Moreau  
Brian Birch  
Maria Caravaggio  
Valerie Hardin