

**Meeting of the Board of Directors / Réunion du Conseil d’administration**

June 10, 2017, immediately following the Annual General Assembly / 10 juin 2017, immédiatement après l’Assemblée générale annuelle

**Minutes**

1. Call to order and Confirmation of Quorum / Appel à l’ordre et confirmation du quorum

11:13 Call to order and confirmation that Quorum achieved

1. Identification of Members Present and Voting Members of the Canadian Council of Social Work Regulators / Identification des membres présents et des membres votant du Conseil canadien des organismes de réglementation en travail social

See AGA minutes

1. Approval of Agenda / Adoption de l’agenda

Change number 11 to Strategic Plan review instead or HRSDC. Acknowledged Chelsea’s request for addition. She will cover in jurisdictional report. Request to include exam use and substantial equivalency.

***Motion to approve as amended. Richard, Ryan. CARRIED.***

1. Approval of the Minutes of the Board of Directors Meeting of February 23, 2017/ Adoption du procès-verbal de la réunion du du Conseil d’administration

***Motion to approve minutes. Ajay, Glenda. CARRIED.***

1. President’s Report/ Rapport de la présidente – Lynn Labrecque King

As submitted during AGA

1. Financial Report/rapport financier – Beatrice Traub-Werner

Tabled to next meeting.

1. CCSWR Website/site Internet – Lynn Labrecque King

Lynn presented new website. $1500 restructuring of website. Distinct from CASW and registrar’s group. Speak on regulatory matters in Canada.

Feedback on Home Page – Where did the logo come from? Blue –colour of collaboration, truth and trust. Represents joining. Designed by Biz Services on direction of previous leadership.

Association – replace word? Collective, umbrella organization

Image – white male - not representative. Landscapes are another option. Diversity

French and English will be an option. Translation services available on an as needed basis but CCSWR will continue to try to translate independently. Use Canadian English flag or hide icon. Could both English and French options always appear.

About Us

No comment

Director login – each jurisdiction

Board of Directors tab

Members rather than membership. Use language under Memberships for home page. Keep reference to “territories”

Professional Self-Regulation tab – no comments

Review opening sentence.

Discussion regarding intent of website. Centralization of documents. Reference for CCSWR members, educators, government.

About us – insert information regarding our logo

Idea that Executive will ensure website is up to date

1. **Committee Reports/rapports de comités**

ByLaw Sub-Committee/ Comité règlements administratifs – Lynn Labrecque King, Ryan Labatt, Guylaine Ouimette, Alec Stratford, Richard Silver

* A number of issues identified in the Bylaws
* Legal counsel reviewed the Bylaws – identify current legislation that could impact Bylaws, check for inconsistency in terms
* Several sets of Bylaws in the records – unclear which set is the final version and whether they had been adopted
* Last set in 2014 – aligned with Incorporation
* Terms referred to more than one thing
* Lynn has list of direction sent to lawyer (request)

Bylaw questions/comments

* Important to maintain different terms in the Bylaw because it is a government template
* Member refers to organizations
* Director at Large - if we want to invite a non-member to participate(non-voting)
* Each jurisdiction (member) has one vote

Ask lawyer to walk through definitions

* Member on executive – is there an additional vote? Should they be voting member?
* Do we use Robert’s Rules?
* Can any member make a motion? Can a non-member make a motion?
* Section 35 confusion around Director at large language

12:50 p.m. – Landy

* Member - organization
* Member representatives – individuals from each organization
	+ Advocate on behalf of member
* Director- also the individuals elected to BOD
	+ Acting on behalf of council
* At any given time these will be the same, acting in different capacities
* When director or executive capacity, you would be focused on CCSWR
* 2 member representatives – 1 staff and 1 board member –between these 2 individuals, they get one vote
* Each Director will have one vote
* Article 18 - at any meetings of the members, 2 representatives,
* Meetings of Directors
* Meetings of Members
* Officers – Directors designate the officers (article 33) – could be anyone
* President, VP must be director
* Secretary, Treasurer – don’t need to be director
* What is the difference between meetings of members and meetings of directors?
* AGA – meeting of members – each province has 1 vote
* BOD – meeting of directors – each province has 2 votes
* Directors vote to elect officers – both member A and B could be on the executive
* Director at large – Article 35- director of the corporation who is not a member representative
* Don’t have to be a member to be a director
* Can we delete member at large?
* Member at large has a vote – do you only want member organization to vote?
* Not a requirement to have a director at large
* You can always have additional directors, regardless of whether they are called directors at large
* Do we need st state parliamentary procedures in bylaws – not a requirement
* More flexibility if not in the bylaw
* AGA – approved financial statements
* Financials – Landy will check where this approval needs to happen (AGA or BOD)
* All encouraged to send questions to Lynn
* 2 votes versus one vote – what do individuals want?
	+ Consensus that it was always the intention that jurisdiction would have one vote
	+ Flexibility –ensure voting member can change from meeting to meeting

Intersectoral Committee/ Comité intersectoriel – Lynn Labrecque King, Lise Betteridge

* Intersectoral Committee met this morning. Membership – CASW, CASWE, CCSWR. CASWE requested a third participant from Dean’s and Directors group. Consensus model so no concern about additional member from CASWE.
* Downgrading of social work skills/practice in child welfare and potentially other groups
* Promotion of having social workers in social work jobs
* Encompass more broadly –what is social work practice
* Ensure clarity of message here
* Collaboration on research project
* Exploring more formal ways for Faculty to bring research forward
* National social work month statement – worked well
* Promoting unity of purpose – need to be intentional about what social work practice is
* Work towards joint key messages -unified Canadian message
* Collaboration of 3 pillars – article to be drafted, looking at the history that led up to the MOU
* Foreign credentials and SE – collaboration among 3 groups a possibility
* CASW putting forth proposal to review their assessment of credentials
* How to identify gaps – HRSDC- how do you respond to gaps?
* Could university develop bridging program? Positive response from educators
* CASWE interested in participating in webinars with CASW
* Education policy assessment of standards – CASWE – would like regulators to participate
* Would like to survey regulator bodies – consensus to share contacts of regulators with CASWE

Interjurisdictional Planning Committee/ Comité interjurisdiction – Lynn Labrecque King, Ryan Labatt, Chelsea Cooledge

* No report. Meeting later today
1. Jurisdictional Reports/rapport juridictionnel

- include report on exam use and SE

- February meeting – agreement and consensus – pleased with affiliation with ASWB with no intention to establish Canadian exam

BC

* College in BC that has rolled out BSW degree program that cannot be a member of CASWE so cannot be accredited (not eligible for membership with Universities Canada)
* Act and bylaws say “approved programs” – government has said CASWE is an association, not federally approved body so government said BCCSW needs to look at approving it
* Getting legal opinion
* Will need to change bylaw
* Possibility assess under SE program
* Or develop policy on how to assess programs
* CASWE- are you concerned as regulators that there are programs being approved that area not approved by CASWE (Intersectoral)
* Universities Canada is not a accrediting body – it is voluntary
* Why does CASWE have this as a requirement? No clear answer
* Value in having presentation – what are accreditation standards? Suggestion to invite CASWE in Ottawa
* Legal advice – cannot fetter our discretion to an outside body
* CSWE has higher rigor to assessment – reviewed by an outside body- accepted as industry standard
* If Ministry approves program, is this sufficient
* They do have second assessment through the exam process
* BSW,MSW and Clinical
* *SE – case by case assessment – they do have that requirement in legislation- international, related degrees, non-approved programs*
* *Identified which degrees are considered related – 7 core course areas, practicum hours*
* *Eligible to write exam*
* *Using CASWE accreditation standards*
* Using for foreign-credentials
* 1.5 years exam implementation – fewer public complaints
* Exam only for new applicants
* Clinical designation is beginning to get more recognition, built public confidence
* 10 year anniversary of the College next year
* Revising Standards of Practice
* Very positive pass rates, demographics mixed for fail rates
* AB – foreign credentials fail exam almost 3 times as often
* AIT –if they are actively registered in another province, they have to accept without exam

MB

* SE- possible use of Associate level exam
* Grandparenting provision –

PEI

* No approved programs
* BSW from accredited university is the baseline- no SE process
* Did accept someone from Booth a few years ago but they have to write ASWB exam
* They accept CSWE degrees
* Using CASW foreign credentials assessment for international applicants
* Couple years ago murder-suicide and inquest
* Government established process whereby high risk cases are brought to a government committee\group
* Concern around confidentiality
* 2 non-profit, non-governmental organizations a part of this group
* Police, mental health, addiction, justice, child welfare, violence prevention
* In MB there is a similar group but there is clear guidelines that you are not violating confidentiality – in CFSA
* SK – similar group – complaint was made to Freedom of Information office
	+ Committee had to put measures in place
	+ Still a concern around informed consent
* Not currently considering exam use

NFLD

* 25 years of regulation in the province
* 2010 legislation – specifically requires accredited degrees
* Working on regulation changes to allow use of exam for re-entry to practice and then further examine for preliminary entry (re-entry, clinical, entry priorities)
* Strong support for exam use
* Quality assurance – parallel process to look at concerns without moving it to complaints (i.e. CCP non-compliance)
* Reviewing standards of practice
* Definition of clinical – MSW with a specialization in clinical
* NB – advocating for ability to diagnose

NS

* Exam use- lively discussion and debate
* SE –
* Amendments to legislation – candidacy program remains in place
* Revamping that program
* No clinical registry and school does not offer clinical program
* FRPA – push to develop SE program but Board not in support
* Offer to present on candidacy program next year
* Pressure from health authority – grads not ready and don’t have skills to engage in clinical work
* Overall concern regarding whether programming preparing grads
* ON – no clear evidence of concern regarding clinical competency
* Dangers of anecdotal

SK

* Exam use
* Authorized practice endorsement – moved to proclamation of bylaw amendment
* ASWB clinical exam is goal
* Grandparenting provision under diagnosis – 1 year timeframe to ensure they have the educational pieces and pass the exam
* No SE – BSW level from accredited university
* Use CSWE for US and CASW for international
* Diagnosis requirement – sw in clinical practice
* Don’t have separate clinical registry
* Someone might be working clinically but not endorsed to diagnose
* Those in private practice can identify on their website
* Exam required for diagnosis
* No move to an overall exam requirement

AB

* Expansion of courtesy registry – recognize already registered
* If someone registered in another province working in AB for a limited period or for a limited purpose – courtesy
* Alberta using exam for 1) re-entry, 2) New grad who doesn’t registered within 3 years, 3) Credential not recognized by CASWE or CSWE (international applicants with social work degree) 4) previously registered (request exam policy)
* Use exam at level of education
* SE – work in partnership with educators, they review and provide recommendation
* A couple of applicants but they did not make it through
* Accept diplomas from AB but not another province
* Clinical registry is voluntary –

ON

* Amendments to registration regulation - almost 2 years in progress
* Supposed to come into force January 2018
* Eliminate provisional category
* Create retired class of registration – if you wanted to re-enter practice, you would have to reapply, RSW - retired
* No CCP requirements
* Audits of CCP
* Psychotherapy – consideration of controlled act restricted to specific professions
* Currently social workers can practice psychotherapy services but can’t call themselves a psychotherapist
* Exam – council feels they should continue to monitor national scene
* Would like all provinces to move forward together
* Concern regarding French exam –not just translation but also culturally
* SE – intensive process, task group updating equivalence process for social workers
* SE development – CASWE, CASW was involved
* 19300 members
* Also regulate social service workers –unique challenges (i.e. exam use)
* Practice guidelines for clinical but not a separate designation
* 90 -95% of cases going to discipline – sexual abuse cases

General Exam Discussion

* Discussion regarding ensuring exam means the same in English and French
* BC – what data would be helpful?
	+ NB – tangible outcomes
	+ NFLD - Pass rates
	+ Monitoring trends
	+ Cost of exam as barrier to registration
1. ASWB Report/rapport de ASWB – Jennifer Henkel & Dwight Hymans
* Practice analysis – 23000 responses of which 7000 were from Canada
* 4-5 times the number of responses since last analysis
* New blueprints - Jan 2018
* New pass scores being established – no significant changes
* Information available on the website –Practice Analysis 2017
* Practice of profession has not changed substantially
* Clinical – exam is validated based on someone having a MSW degree (not one specializing in clinical practice)
* 2 years of practice experience required
* Substantial number of French respondents – survey was translated by Quebec translator
* NB, Quebec, ON French respondents – technical report also available on website
* They have consulted with other organizations that have translated (psychology,nursing)
* cost recovery is a challenge
* other professions have discovered that small number use French version and even those that speak French choose to write in English
* New Board training running in August
* Developing system to help streamline licensing in the US – looking at 3 most common licensing categories
* Regulatory Standards for e-practice- available (already on website)
* Practice Standards for e-practice- awaiting CSWR BOD to approve
	+ Likely available by end of month
* Intended as a model for jurisdictional practice standards or adopt it in whole
* Differences between regulatory and practice standards – laws of regs in the US, they try to define it in a very concrete way
* Practice standards – provides guidance for best practice, not necessarily minimium bottom line
* Delegate Assembly in Atlanta, Georgia – November 16 – 19
* Awards and nominations – administrator award for staff, board member award
* Board will decide at August Board meeting
* Building permits are stalling site plans – possible July start
1. AIT Review/La revue “AIT” – Alec Stratford, Beatrice Traub-Werner
* Legitimate objectives will remain untouched – NS, NFLD
* NB – contacted last week – Labour Mobility Coordinator – reviewing objectives
* Competing reports
* Remain watchful
1. Strategic Plan Review– Lynn Labrecque King
* Goals for this year – purpose structure and goals established
* Intersectoral ongoing
* Interjurisdiction – beginning stages
* Grant opportunities - communicating

What worked well

* Discussion moved along quickly
* Desire to resolve bylaws
1. Next Meeting/ Prochaine réunion – June 10, 2018
* Executive will meet in September
* Election in fall
* CCSWR BOD – TBA –likely October
1. Adjournment/ ajournemenI – Glenda – 3 :50 p.m.