



Saskatchewan Association of Social Workers - Action Plan (August 2007) Updated to August 31, 2010

AREA OF EMPHASIS	OBJECTIVE	ASSIGNED TO	PURPOSE/TASKS	INDIVIDUAL RESPONSIBLE	COMPLETION DATE	PROGRESS NOTES
REGULATION - build capacity	R1 Ensure PCC and DRP members receive training approved by Council	Council	Approve and Schedule training	E.D.	June 2008	DRP training session in October, 2007 PCC training session planned for 2010
	R2 Ensure PCC/DRP have sufficient membership	VDC	Ongoing review with Chairs and recruitment	Tom Seeley	Ongoing	DRP / PCC have the needed members at present.
	R3 Build awareness of role/ function of DRP/PCC	Council	Develop plan to raise profile (x-ref GA6)	Committee chairs, Council and E.D.	Ongoing	- Policy on "Professional Self-Regulation" approved August/07 - shared @ AdBd and profiled in Feb/08 newsletter - pamphlet updated / guidelines consolidated
REGULATION - mandatory registration	R4 Develop/communicate brief on scope of practice/mandatory registration and implementation schedule	LRC	Draft and communicate brief	Geoff P., Klaus G., David S.	December 2007	Deferred – by Council decision late summer, 2008 to disband LRC
	R5 Meet with Minister and members of Opposition to increase awareness; initiate dialogue with stakeholders if approval to proceed	LRC	- Meet to express our function and goals - Consultation to improve support	Geoff P., Debra W., E.D.	- Fall 2007 - 2008/9	- Met with Minister April/07 to press the question, then followed up with letter - wide consultation summer of 2008 resulted in report considered by LRC and Council – decision to hold was reached. Report and discussion at AdBd September 19/07.
	R6 SASW ready for mandatory registration	Council	- Review existing state and determine steps/ strategy	Council, E.D.	Immediate and ongoing	- on stand-by. Next review in August 2011.
	R7 Stay up to date on legislative developments in other jurisdictions	LRC/E.D.	Assist in developing implementation plan	E.D.	December 2009 and ongoing	- new acts in MB and BC now provide ownership of title and same regulation tools as SK Act.
REGULATION - improve investigation process	R8 Achieve consistent investigation process	Sub-c'ttee of Council and PCC	Develop policy to guide process and integrate paid investigation service	E.D.	April 2007	Done

	R9 Ensure clear guidelines for functioning of paid investigator	Sub c'ttee	Develop job description and contracting provisions	E.D.	April 2007	Done
	R10 Timely, effective and efficient investigations	PCC	Engage investigator, test and evaluate	Chair, E.D.	Winter 2008	Investigator now engaged and PCC working well.
REGULATION – restore ability to use diagnostic tools	R11 Restore to the profession the ability to use DSM4 that was removed when defined practice was added to <i>The Psychologists Act</i>	Psych Act Task Team	Define SASW approach to the use of diagnosis; collaborate with College of Psychologists to define process of resolution	E.D.; President	December 2007	<ul style="list-style-type: none"> - Letter received in December/07 from College of Psychologists outlining their conclusion that SASW should have diagnostic privilege restored - matter jointly referred to Ministries of Health and Social Services for resolution. - Meeting held July, 2010 to re-establish the search the for solution. Work now underway.

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PRACTICE SUPPORT – increased support for CPE	S1 Membership trained on code of ethics	Education C'ttee	- Select and train trainers - Organize project and schedule delivery	Chair and E.D.	- June/07 - Nov/ 07	- Done - Done - seminars being delivered
	S2 Local speakers roster for Education Committee and Branches	Education C'ttee	Branches canvass membership and submit listing – compiled for website	Chair	December 2010	- Decision August, 2010 to develop with the Branches a way to make locally relevant listings
	S3 Partner with Faculty to survey members on the use of technological options	Education C'ttee	Set up committee with Faculty to study, clarify and promote options	Chair	Fall 2011	
PRACTICE SUPPORT – links for isolated social workers	S4 Examine peer-mentoring to see if is an option	Mentorship C'ttee	Research existing programs/survey members/check with employers	Chair	2011	Reassigned from Education to Mentorship in mid-2010
PRACTICE SUPPORT - Practice Ethics Committee	S5 Ensure ongoing availability and effectiveness of this service to members	Practice Ethics Committee	Continuously promote service/develop pamphlet /provide training as needed	Co-chairs and E.D.	December 2009	- Done - role and access information in each edition of the newsletter.
PRACTICE SUPPORT – employers knowledgeable and supportive	S6 Profile issues with employers and;	- PR committee	- Develop methods to profile issues	- Chair	December 2009 and ongoing	- Done - QWL survey will assist here - Mid-2010, Council directs policy be developed
	S7 Explore approach for employer/ employee system-issue resolution	- not assigned	- Council decision to assign or alter	- Council		

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PROMOTE – increase membership	P1 Develop F.N./aboriginal task team and ask team to develop plan for recruitment	Volunteer Dev't Committee	- Bring representation to AdBd table - Develop plan of action	Chair of VDC	December 2007	Done - Team established and has draft of plan for approaching the FNCFS agencies.
	P2 Continue dialogue with MSS and CPSP to increase public protection through employer-required registration	Council	Continue to raise the issue	President/ E.D.	Ongoing	Underway: - Proposal presented to SS Ministry and to Minister Harpauer, - Discussion currently active. - Approach to CPSP planned for late 2010
	P3 Expand membership drives and plan for increased personal contact to encourage registration	Public Relations Committee	Plan for more branch participation	Chair	May 2008	Remains under discussion in PR Committee. Newsletter article being planned.
PROMOTE – public education	P4 Increased public understanding of the role of social work	Public Relations Committee	Develop inexpensive options to do local profiling/public presentations during SW Week/media relations workshop for PR	Chair/Alan Corbeil/ Dianne Lauritzen	Plan and options by November 2008	Done: - PR has made links with Branches - Media relations workshop for PR and Council held in February, 2009 -PRC continued to offer public presentations in Saskatoon during SW Week. Encouraging other branches to try this. - Set of power-points for high-school and university students on the profession and SASW – now available on website.

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SOCIAL JUSTICE – increased influence on social policy	SJ1 Continue meeting with MSS on poverty matters and build relationship; continue development of Partnership for Children and Youth	Social Justice Committee	- Re-new linkage with SRNA - Indicate to MSS our ongoing interest - Continue to develop PCY	Co-chairs and E.D.	Ongoing	Good progress: - SRNA links renewed - Link to MSS refreshed - PCY held major consultation day October 16/08. Report out. - PCY acting in advisory role to 2010 Child Welfare Panel - Extensive contact with MSS and HSIF on poverty reduction
SOCIAL JUSTICE - amalgamate Social Policy and Advocacy Committees	SJ2 Simplify administration of our social justice work	E.D. and the two committees	Process the amalgamation and develop new terms of reference	E.D. and Social Justice co-chairs	December 2007	Done
SOCIAL JUSTICE – Widen influence	SJ3 Network with similar groups/professions/coalitions	Social Justice Committee	Decide where emphasis should be and seek Council approval	E.D. and Co-chairs	Summer 2009	- Done: Through 2010 Master's practicum and development of provincial group, "Action for a Poverty-Free Saskatchewan"
	SJ4 Meet with Ministers and MLAs to profile issues/recommendations	Social Justice Committee	Set the context for SASW social justice work	E.D./Co-chairs/President	Fall 2008	- Increased activity here through the Master's practicum included meetings with the Minister and the Opposition critic as well as several officials in Social Services, Education and with the RIC Coordinators and at the Human Services Integration Forum. - SK Partnership for Children and Youth acted

						in advisory role in the development of the 2010 Child Welfare Review Panel.
SOCIAL JUSTICE – poverty-red'n strategy	SJ5 Develop a proposal for Council approval	Social Justice Committee	Explore potential for student to assist/ research what has been done here and elsewhere/develop proposal	E.D. and Co-chairs	Spring 2010	<ul style="list-style-type: none"> - Done: The Master's practicum provided a full exploration and went beyond this action item to develop the Poverty-Free Saskatchewan group. SASW SJ representatives chair PFS. - This work sharpened our approach to collaboration and increased the influence of our profession.

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GOVERNANCE ADMIN - action plan	GA1 Membership understands Action Plan	Council and AdBd	- Council and AdBd review results of January workshop - Council assigns priority, collects proposals, approves Action Plan - Active review at AdBd - Information taken back to committees/branches - highlighting in newsletter - regular updating	E.D., President, Council, chairs of committees and branches	Immediate establish't of plan, with ongoing refreshing and review	- Plan was approved by August/07 - Presented to AdBd in September/07 with request to take to Branches/Cttees - Updates presented to AdBd June/08, Feb/09 and June/10 - Council reviews AP at its August Planning meeting.
GOVERNANCE ADMIN - improve SASW profile	GA2 Increase knowledge of political environment and effectiveness of SASW in it (x-ref SJ4)	Council	- Meet with Ministers and Opposition members to exchange information - Develop political analyst to inform Council/members and improve influence on policy	President; Chair of LRC; E.D.	- immediate - Hold	- X-ref with SJ4. - Pending further consideration by Council. - - PFS initiative has provided good progress in this area. We are being clear and intentional in meetings with Minister/community.
GOVERNANCE ADMIN - collaboration	GA3 Improved knowledge of trends/best practices/effective collaboration	Council	Identify key contacts in other professions/other SW organizations/ community	Council E.D.	ongoing	- Liaison with SRNA re-confirmed. Third Council/Council meeting held August 31/10 - X-ref SJ4.
GOVERNANCE ADMIN - clarity of SASW purpose and role	GA4 Defined set of values and principles as well as improved clarity on key roles of SASW	Council	Appoint task team to develop	Jim Walls, Chair	December 2007	Done - Team revised vision/mission, developed values/principles – all approved @ AGM in April/08, now posted on website.
GOVERNANCE ADMIN - general	GA5 Registrar role expanded in content and function; convert to staff position	Council	Determine % of full time; identify resources; define and recruit	President and E.D.	2008/9	Done - Job description updated, designated at 30%FTE, and recruitment on contract basis effective

						September 1, 2008. - increased to 33% for 2010.
	GA6 Improve clarity on the independence of the investigation and discipline role of SASW. Provides assurance to the public and clarity to membership	Council	Develop policy statement to confirm existing practice by directing the functions of investigation and discipline operate without interference or influence (x-ref R3)	E.D. Council	2007	Done - Policy titled "Professional Self-Regulation" approved August 28, 2007, reviewed with Advisory Board and profiled in the newsletter - February, 2008(page 7/8).

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GOVERNANCE ADMIN - general	GA7 Maintain a sustainable and credible organization	Council	Support the functioning of the Volunteer Development Committee so that volunteers are allocated to the right places/ vacancies addressed/ volunteers acknowledged	Council and VDC Chair	2007	<p>Done:</p> <ul style="list-style-type: none"> - Council moved quickly to appoint Tom Seeley as Chair of VDC, as well as the past-Treasurer; established the practice of asking past-presidents to move to this committee after their term ends - Process working well. - New nomination/ election process initiated for 2010.
	GA8 Assure a sound administrative basis for SASW by creating a manual covering philosophy, registration, personnel, operations and orientation	Council	<ul style="list-style-type: none"> - Organize central manual with existing materials, and - develop full slate of materials 	E.D.	<ul style="list-style-type: none"> - 2007 - 2009 	<p>Done:</p> <ul style="list-style-type: none"> - Section on Member Registration developed in 2004. - Personnel Policy Section approved in August/07 - Operations Section now complete - includes committee terms of reference, philosophy and orientation information