



News & Views

September 2025



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Message from the Executive Director

HORIZON HEALTH PLAN RESPONSE

In June, the NBASW was made aware of a plan by Horizon Health Network to replace social workers with Licensed Practical Nurses in key Mental Health and Addictions Services roles. In response, the Association worked tirelessly on your behalf to ensure the expertise of social workers was upheld within the health authority.

We are pleased that the proposal was halted by Premier Holt. Horizon has now committed to involving the Association in the development of a consultation process that will inform any future new plans.



Miguel LeBlanc
NBASW Executive Director

Thank you to all members who reached out and to those who continued serving New Brunswickers with professionalism and resilience during this uncertain time. Your perspective and approach are vital to the well-being of New Brunswickers and cannot be replaced. We will continue to advocate for you and for the critical role you play in delivering high-quality care across the province!

SOCIAL WORK TECHNICIANS / EQUIVALENCY

We have officially crossed one year since the Social Work Technician paraprofession was regulated! We have now welcomed over 100 new technician members since registration opened on June 7, 2024.

The Social Work Technician Equivalency Pathway application period ended on June 7, 2025. Thank you to every New Brunswicker who applied.

We are excited to continue welcoming technicians to the Association as applications are reviewed!

Annual Member Satisfaction Survey

2025 MEMBER SURVEY

This year's Member Satisfaction Survey is now open! You can enter your name in a draw to receive a reimbursement of your 2025-2026 membership dues (value up to \$429) by completing the survey before September 30, 2025. The survey takes roughly 10-15 minutes to complete.

[CLICK TO ACCESS THE SURVEY](#)

Recruitment and Retention Update

SOCIAL WORK RECRUITMENT AND RETENTION STRATEGY

The Association has sent its fourth 60-second member update on the ongoing [2023-2028 Social Work Recruitment and Retention Strategy](#).

The 5-year Strategy (2023-2028), led by the NBASW, brings together individuals from various government departments, health authorities, schools of social work, colleges, unions, and more in implementing the various goals and actions identified to ensure there are enough social workers in the province to meet the needs of citizens, both now and for years to come.

The Strategy has finished its second year, and we are very excited by all the important work that has been done to date! The Strategy's Steering Committee will continue to meet monthly and will continue working collaboratively to ensure the Strategy's success!

[READ THE LATEST UPDATE](#)

Standards and Guidelines

The Association develops standards of practice and guidelines on an ongoing basis in support of its mandates of promoting excellence in social work practice and protecting the public.

These standards and guidelines are easily accessible and available to NBASW members and the public on the Association website's [resources page](#).

STANDARDS OF PRACTICE

- [Standards Regarding the Capacity of Minors to Consent to Social Work Services](#)
- [Cultural Competence Standards Regarding Social Work with Indigenous Peoples](#)
- [Standards Regarding Telehealth Services, the Use of Technology and Social Work Practice](#)
 - [Standards for the use of technology](#)
- [Standards Banning Conversion Therapy](#)

GUIDELINES

- [Guideline on Assessing the Capacity of Minors](#)
- [Guidelines Regarding Social Work and the Use of Naloxone](#)
- [Guidelines on Disclosure of Confidential Information in Situations of Potential Harm](#)
- [Conflict of Interest](#)
- [Release of Information and Consent Form](#)

**VIEW ALL STANDARDS & GUIDELINES
ON THE NBASW WEBSITE**

New Brunswick Social Workers

NEW BRUNSWICK SOCIAL WORKER SPOTLIGHT: ZOE BOURGEOIS (PART 2)

Zoe Bourgeois, a New Brunswick Social Worker, was the recipient of the 2025 Erminie Cohen Compassion Award in May. This comes after being awarded the prestigious King Charles III Coronation Medal in October 2024, which was highlighted in the Association's January 2025 Newsletter.

The annual Erminie Cohen Compassion Award honours individuals who have made exceptional contributions to the welfare and well-being of children, youth, and families in New Brunswick. Recipients are also chosen based on how they inspire others and serve as catalysts and mentors in the community.

Zoe has demonstrated an unparalleled commitment to advocacy for over 17 years with the New Brunswick Adoption Foundation as well as many other organizations. Having entered the care system at just 18 months old and being adopted at 15, Zoe has turned her journey into fierce compassion for those navigating similar challenges.



Zoe Bourgeois (left) with NBASW Executive Director Miguel LeBlanc (right)

Congratulations again to Zoe, and thank you very much for your continued dedication to the social work profession!

LABOUR DAY GIVEAWAY WINNER

Congratulations to Tanya Henry-Morse, who won the Labour Day Long Weekend Giveaway.

Social workers are essential to the well-being of our communities, and we were so happy to see everyone fitting some self-care into their days. More wellness resources are available [HERE](#).

The Association will continue to run wellness giveaways for members during many major holidays throughout the year. Make sure to be on a lookout on our [Facebook page](#)!



*Labour Day Giveaway
Winner: Tanya Henry-Morse*

CASW DISTINGUISHED SERVICE AWARD

Congratulations to Laura Gatien on receiving the 2025 CASW Distinguished Service Award!

NBASW Executive Director Miguel LeBlanc and CASW Representative Géraldine Poirier Baiani joined Laura's colleagues for an event to present the award.



MEMBER SPOTLIGHT SUBMISSIONS

Did you know you can shine a light on New Brunswick social workers by submitting positive social work stories? The Association is always looking to highlight stories of members finding success and demonstrating the virtue of the social work profession through their hard work.

Social Work Spotlights are featured on the Quarterly Newsletter and potentially on social media. Send your stories to Engagement & Communications Officer Ethan Stryde at ethan.stryde@nbasw-attsnb.ca for a chance to be featured!

Upcoming Bursary Deadlines

The NBASW offers financial assistance to members for their education and continuing professional development. All applications can be sent to shae.mccarthy@nbasw-attsnb.ca.

\$500 UNI BURSARY FOR STUDENT MEMBERS

Deadline: October 1, 2025

Awarded to an NBASW student member who resides in New Brunswick while studying in a school of social work full time through distance education. Funding for these bursaries is made possible by UNI Financial Cooperation in partnership with the NBASW.

- [Eligibility Requirements](#)
- [Application Form](#)

CO-OPERATORS BURSARY FOR STUDENT MEMBERS: ST. THOMAS UNIVERSITY BSW/MSW PROGRAM

Deadline: November 1, 2025

Awarded to one student member of the NBASW from each New Brunswick School of Social Work and recognized social work technician program. Funding for these bursaries is made possible by Co-operators home and auto insurance, in partnership with the NBASW.

- [Eligibility Requirements](#)
- [Application Form](#)

CO-OPERATORS BURSARY FOR STUDENT MEMBERS: NEW BRUNSWICK COMMUNITY COLLEGE SOCIAL SERVICE COMMUNITY WORKER PROGRAM

Deadline: November 1, 2025

Awarded to one student member of the NBASW from each New Brunswick School of Social Work and recognized social work technician program. Funding for these bursaries is made possible by Co-operators home and auto insurance, in partnership with the NBASW.

- [Eligibility Requirements](#)
- [Application Form](#)

CO-OPERATORS BURSARY FOR STUDENT MEMBERS: COLLÈGE COMMUNAUTAIRE DU NOUVEAU-BRUNSWICK TECHNIQUE EN SERVICE SOCIAL ET COMMUNAUTAIRE PROGRAM

Deadline: November 1, 2025

Awarded to one student member of the NBASW from each New Brunswick School of Social Work and recognized social work technician program. Funding for these bursaries is made possible by Co-operators home and auto insurance, in partnership with the NBASW.

- [Eligibility Requirements](#)
- [Application Form](#)

CO-OPERATORS BURSARY FOR STUDENT MEMBERS: UNIVERSITÉ DE MONCTON BSW/MSW PROGRAM

Deadline: January 31, 2026

Awarded to one student member of the NBASW from each New Brunswick School of Social Work and recognized social work technician program. Funding for these bursaries is made possible by Co-operators home and auto insurance, in partnership with the NBASW.

- [Eligibility Requirements](#)
- [Application Form](#)

CO-OPERATORS BURSARY FOR STUDENT MEMBERS: UNIVERSITY OF NEW BRUNSWICK SAINT JOHN BSW PROGRAM

Deadline: January 31, 2026

Awarded to one student member of the NBASW from each New Brunswick School of Social Work and recognized social work technician program. Funding for these bursaries is made possible by Co-operators home and auto insurance, in partnership with the NBASW.

- [Eligibility Requirements](#)
- [Application Form](#)

VIEW ALL NBASW BURSARIES/GRANTS

Upcoming Award Deadlines

CASW DISTINGUISHED SERVICE AWARD

Nomination Deadline: December 1, 2025

The CASW Distinguished Service Award is given yearly by the Canadian Association of Social Workers (CASW) during Social Work Month, to an individual or group of individuals selected from their membership by each provincial association.

This award is given in recognition of outstanding contributions to the field of social welfare and to the profession of social work in Canada.

- [Eligibility requirements](#)
- [Nomination Form](#)

OTHER AWARDS

NBASW also carries the Raoul Léger Memorial Award and the Debbie Nason Social Work in Health Care Award. Nominations for these two awards will be accepted until the February 28, 2025 deadline.

[VIEW ALL NBASW AWARDS](#)

Bursary & Grant Recipients

CO-OPERATORS STUDENT BURSARY RECIPIENT: UNBSJ

Congratulations to Shannon McLaughlin-Butler on receiving the Co-operators Bursary for Student Members at the University of New Brunswick, Saint John.

The bursary is awarded to one student member of the NBASW from each New Brunswick School of Social Work.

Learn more about the bursary [HERE!](#)



*Shannon McLaughlin-Butler
Co-operators Student Bursary
Recipient (UNBSJ)*

CO-OPERATORS STUDENT BURSARY RECIPIENT: UNIVERSITÉ DE MONCTON

Congratulations to Selena Richard on receiving the Co-operators Bursary for Student Members at Université de Moncton.

The bursary is awarded to one student member from each New Brunswick School of Social Work. Selena will be using the bursary to help with writing her thesis and furthering her studies.

Learn more about the bursary [HERE!](#)



*Selena Richard
Co-operators Student Bursary
Recipient (Université de Moncton)*

CO-OPERATORS STUDENT BURSARY RECIPIENT: STU MI'KMAQ / WOLASTOQEY BSW PROGRAM

Congratulations to Kaylea Germain on receiving the Co-operators Bursary for Student Members of the Mi'kmaq and Wolastoqey BSW Program at St. Thomas University.

The bursary is awarded to one student member from each New Brunswick School of Social Work.

Learn more about the bursary [HERE!](#)



*Kaylea Germain
Co-operators Student Bursary
Recipient (STU Mi'kmaq and
Wolastoqey BSW Program)*

CO-OPERATORS BURSARY RECIPIENT

Congratulations to Kari Deschambault on receiving the Co-operators Bursary for Members.

The bursary is awarded to a registered member who resides in New Brunswick and is pursuing training including but not limited to conferences, workshops, and webinars.

Learn more about the bursary [HERE!](#)



*Kari Deschambault
Co-operators Bursary Recipient*

UNI EDUCATION GRANT RECIPIENT

Congratulations to Linsay Flowers on being a recipient of the UNI Education Grant.

The grant is awarded to two registered members that reside in New Brunswick pursuing a higher degree in social work, a specialized certificate program, or a course related to social work.

Learn more about the grant [HERE!](#)



Linsay Flowers
UNI Education Grant Recipient

UNI EDUCATION GRANT RECIPIENT

Congratulations to Jill Comeau on being a recipient of the UNI Education Grant.

The grant is awarded to two registered members that reside in New Brunswick pursuing a higher degree in social work, a specialized certificate program, or a course related to social work.

Learn more about the grant [HERE!](#)



Jill Comeau
UNI Education Grant Recipient

NBASW BURSARY RECIPIENT

Congratulations to Heather Atcheson on receiving the NBASW Bursary.

The bursary is awarded to a registered member who resides in New Brunswick and is pursuing training including but not limited to conferences, workshops, and webinars.

Learn more about the bursary [HERE!](#)



Heather Atcheson
NBASW Bursary Recipient

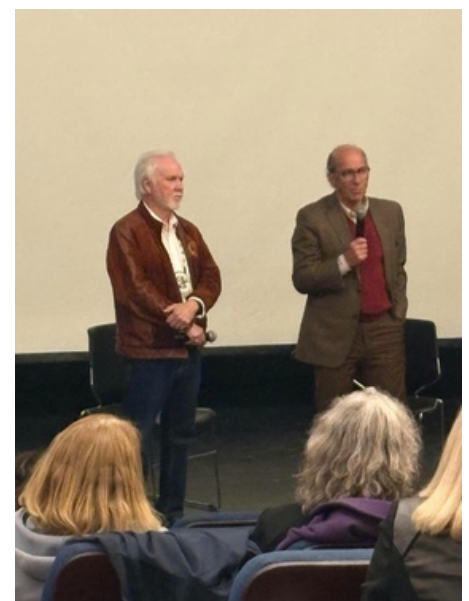
CASW & NBASW GRANT

In March, the NBASW's Fredericton Chapter hosted an Education Event with financial support from the CASW & NBASW Grant. The award-winning film *You Can Call Me Roger* was presented in the Ted Daigle Theatre on the campus of St. Thomas University. The film's co-producers (Tom Mann and Galen Augustine) and the star (Chief Roger Augustine) were in attendance.

The event and film were very well received, with over 50 social workers, students, professors, and other community members showing up. Fredericton Chapter President Julie Doucet provided a warm welcome and noted the attendance of an Elder, Ron Tremblay, as well as University Chancellor and film participant Graydon Nicholas. The film contextualized the world that Chief Roger and other Indigenous peoples grew up in, providing an excellent opportunity to learn why Truth and Reconciliation matters so much.

The CASW & NBASW Grant exists to assist in the delivery of continuing education to New Brunswick social workers. Funding for this grant is made possible by BMS, the broker for the CASW liability insurance program, and is offered by CASW in partnership with the NBASW.

Learn more about the grant [HERE!](#)



Continuing Education Opportunities

SICKKIDS CCMH LEARNING INSTITUTE

Use the code **NBASW20** at checkout for a 20% discount.

[Click here to see all upcoming courses](#)

ACHIEVE CENTRE FOR LEADERSHIP

Use the code **NBASW15** at checkout for a 15% discount.

[Click here to see all ACHIEVE upcoming training opportunities](#)

CRISIS & TRAUMA RESOURCE INSTITUTE

Use the code **NBASW15** at checkout for a 15% discount.

[Click here to see all CTRI upcoming training opportunities](#)

CENTRE FOR PSYCHOLOGY AND EMOTIONAL HEALTH

Use the code **NBASW20** at checkout for a 20% discount.

[Click here to see all CPEH upcoming training opportunities](#)

DO MORE AGRICULTURE FOUNDATION

AgCulture Training

Oct 6 / Nov 4 / Dec 4, 2025

[Click for details and to register](#)

BESPOKE MENTAL HEALTH

Live Webinar: Worry & Indecisiveness: Tackling Decision-Making Worries in the Context of GAD

Oct 03, 2025, 1:00 pm - 4:30 pm (ADT)

[Click for details and to register](#)

MARCH OF DIMES CANADA

Third Annual TechEmpower Webinar Series

Oct 21 / 22 / 23, 2025, 3:00 pm - 4:30 pm (ADT)

[Click for details and to register](#)

ONTARIO ASSOCIATION OF SOCIAL WORKERS (FRENCH EVENT)

Approche anti-oppressive: Interroger et interrompre les dynamiques de pouvoir en santé mentale

October 17, 2025, 1:00 pm - 2:15 pm (ADT)

[Click for details and to register](#)

Promotions/Calls for Participation

NBASW

Have something you'd like to see in the NBASW Newsletter? Contact our Communications Officer via email with the subject line "Newsletter" at ethan.stryde@nbasw-attsnb.ca to submit articles, upcoming events, or stories about New Brunswick social workers and social work technicians.

EMPLOYMENT OPPORTUNITIES

SOCIAL WORKER, MIRAMICHI REGIONAL HOSPITAL (HORIZON HEALTH)

Job Type: Permanent Full Time

FTE:1

Schedule: Day, Subject to change due to operational requirements

Language Requirement: English Essential and spoken French (B1.2 / Intermediate +)

Salary: 34.8066 to 47.3307 per hour

The Social Worker is responsible for providing clinical social work services to patients, families and staff.

Qualifications: University degree in Social Work. Must be registered and a member in good standing with the New Brunswick Association of Social Workers. Ability to attend work on a regular basis. Ability to perform the duties of the position. Good work record.

Key Responsibilities: Assessing, planning and providing therapy to individuals and groups. Maintaining clinical records and documentation. Participating in interdisciplinary care planning. Preparing and presenting information and education sessions. Providing mentoring and support for students. Participating in developing, maintaining and evaluating policies and procedures.

Competencies: Influencing Skills, Information Gathering, Mentoring and Coaching. Patient/Client Focus, Planning and Prioritizing Work, Stress Management, Teamwork and Collaboration

To find more information and apply, click [HERE](#).

CANADIAN SCHOLARS' PRESS

Canadian Scholars' Press recently released a new book that social workers may find useful. *Grief in the Margins* explores the ways in which grief manifests in the "Invisible Majority" (racialized and underrepresented groups) and how the intersections of identity shape how this community experiences loss.

Through examining the cultural implications of grief and loss, this text takes a closer look at the phenomenon of collective grief and considers the effect of dominant Western culture on the ability of an individual or a community to grieve effectively. Featuring case studies, critical questions, and pedagogical aids, readers will gain insight and understanding of a universal human experience that is systematically and structurally inequitable.

[READ MORE AND PURCHASE A COPY](#)

NEW BRUNSWICK HEALTH COUNCIL

The Population Health Survey invites all residents of N.B. aged 18 and over to share their unique experiences and perspectives about their health. The survey aims to better understand the health of New Brunswickers and identify both the needs and unmet needs of our population at the local level.

This survey seeks to gather important insights into the general health and chronic conditions of New Brunswickers. It also explores key factors that impact their health—such as lifestyle, environment, access to care and barriers experienced in receiving healthcare services.

The data collected will be shared with the public and can help healthcare providers, policymakers, and community leaders design more effective programs and interventions tailored to the needs of New Brunswickers.

Participate now by clicking below. The participation deadline is September 30, 2025.

[ACCESS THE SURVEY](#)

NEW BRUNSWICK COALITION OF PERSONS WITH DISABILITIES

Approaching Clients with Invisible Disabilities; A Gentle Reminder

Invisible disabilities—such as chronic pain, mental health conditions, neurological disorders, and sensory processing challenges—aren't immediately visible, but they deeply affect how a person experiences the world. As a social worker, your approach can make all the difference. These make up 70% of all disabilities.

Here's how to begin with empathy and respect:

- **Start with Belief:** If someone shares that they're struggling—even if they "look fine"—believe them. Validation builds trust and dignity.
- **Ask, Don't Assume:** Every person's experience is unique. Use open-ended questions like: "What helps you feel most supported?" "Are there things I can do differently today?"
- **Respect Privacy:** Not everyone wants their condition disclosed. Always ask before sharing information with others.
- **Watch for Subtle Cues:** Fatigue, overwhelm, or distress may show up as withdrawal or irritability. Stay attuned to changes in mood or behavior.
- **Use Inclusive Language:** Avoid euphemisms like "special needs." Ask clients how they prefer to be identified—some may prefer "person with a disability," others "disabled person." Let them lead.
- **Be Flexible:** Some days are harder than others. Adapt routines and expectations with compassion.

Invisible doesn't mean imaginary—it means hidden, often misunderstood. Your kindness, curiosity, and willingness to listen are powerful tools for advocacy and healing.

Being seen by society is very important to us. Being believed can keep many safe and alive.



Register NOW for
July 2025 or October 2025

Theraplay Canada
Level 1 Theraplay® VIRTUAL Training

Course includes 32 CEU hours AND includes:
Online independent webinar content is available
starting week before zoom class.

Weekly ½ day per week live zoom sessions along with
½ day per week individual webinar

Learn how to use MIM and Theraplay with infants,
children, youth, families and parents

Sign up for July or Oct 2025 and use code
2025NBSW Association250
to receive \$250 discount

For More Information

www.theraplaycanada.ca/upcoming-trainings

or fire off an email to

admin@theraplaycanada.ca





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by developing practical, targeted tools to skillfully
support complex client needs.

Save 20% with code **NBASW20**

Find Your Training

KEY TRAINING TOPICS INCLUDE:

- Foundational and Advanced CBT and DBT ✓
- Trauma, Grief, Attachment, Addictions, Harm Reduction ✓
- Eating Disorders, and Supporting Neurodivergent Clients ✓
- Clinician Wellness, Resiliency, Leadership ✓
- and more ✓



LET'S TALK CANNABIS

***IT'S USE IS
ON THE RISE
IN NEW
BRUNSWICK***

***LEARN HOW TO DISCUSS
SAFER CANNABIS USE
WITH YOUR PATIENTS.***

***HARM REDUCTION
RESOURCES FOR
HEALTHCARE PROVIDERS,***

NBLUNG.CA/CHR



Équité *en*
marche

Equity *in*
motion

Marche mondiale
des femmes 2025

World March
of Women 2025

OCT 17 • 11h30
FREDERICTON



equite-equity.com

 Coalition for Pay Equity
Coalition pour l'équité salariale
New Brunswick • Nouveau-Brunswick





University
of Regina

Faculty of
Social Work

MSW PROSPECTIVE INFO SESSION



September 11, 2025 4:30-5:30PM SK Time

October 2, 2025 5:00-6:00PM SK Time

[Register today!](#)

Resources

CENTRE FOR RESEARCH & EDUCATION ON VIOLENCE AGAINST WOMEN & CHILDREN: LEARNING NETWORK

This resource provides an overview of over twenty qualitative and quantitative evaluation tools designed to measure trauma-and violence-informed practices of individuals and/or organizations.

These tools were meticulously selected through a comprehensive search of academic literature, grey literature, and websites.

LEARN MORE

Partner Updates

CENTRE OF EXCELLENCE FOR HEALTH

The NBASW is a proud partner of the Department of Education and Early Childhood Development's Centre of Excellence (COE) for Health!

The COE for Health is dedicated to promoting various health professions, including the social work profession and the social work technician paraprofession, to K-12 students across anglophone school districts in New Brunswick. NBASW and COE have partnered on multiple initiatives to promote the social work profession, including:

- Organizing 'Myth-Busting' events and other virtual presentations;
- Participating in career fairs throughout the year; and
- Attending the COE's annual Mental Health Symposium
- Attending the COE's Experiential Career Summit ([Report available](#))

Thanks to our partnership with the COE, students in New Brunswick are learning more about social work and considering this as a career path. We look forward to our ongoing collaboration and presenting additional learning opportunities/experiences for students in New Brunswick anglophone school districts.

LEARN MORE

CO-OPERATORS GROUP

Thanks to our partnership with the Co-operators Group, NBASW offers [7 Co-operators bursaries](#) annually, and NBASW members can obtain up to a 40% discount on home and auto insurance rates.



How insurance rates are calculated

Do you ever wonder why your premiums sometimes change or why auto and home quotes are different from one insurance company to the next? There are several factors involved in determining who pays what rate.

What are risk levels?

Insurance rates are set based on risk, or the likelihood that someone will be involved in a claim. The greater the risk, the higher the premium. The lower the risk, the lower the premium. To set rates, actuaries study the claims history of groups of people with similar characteristics. They then add information about your particular history to determine the exact premium.

For example, home insurance rates depend on factors including:

- whether your neighbourhood is prone to sewer backup
- the crime rate and claims history in your neighbourhood
- how close you live to a fire station and fire hydrant
- the value of your personal property
- your insurance history

Auto insurance rates reflect:

- the driving experience of people in your age group
- safety and theft statistics for your area
- the safety features and statistics of your vehicle
- the year, make and model of your vehicle
- whether you commute to work or use your car for personal or business purposes
- how many driving offences you've had, including past at-fault insurance claims
- how many years you've been driving

What you pay for your insurance coverage also depends on the discounts you qualify for, how much coverage you decide to buy, and the deductibles you choose.

Federal and Provincial regulations apply

Government regulations, taxes and the cost of health care also affect rate calculations. As these costs change, so do premiums. Rates can also be affected by increased court awards, towing fees, repair costs, insurance fraud, and more frequent and severe storms.

Understanding the basics of how premiums are calculated means you'll be better able to choose the coverage you need. For more answers to common insurance questions, connect with us today at cooperatorsgroupinsurance.ca.

Contact us at 1-800-387-1963 to talk about what your insurance policy can do for you.

Investments. Insurance. Advice.



Social Media

FACEBOOK



Our English page:
New Brunswick Association of Social Workers [@NBASW](#)



Our French page:
Association des travailleuses et des travailleurs sociaux du
Nouveau-Brunswick [@ATTSNB](#)

X (FORMERLY TWITTER)



Our English page: New Brunswick Association of Social
Workers [@NBSocialWorkers](#)



Our French page:
Association des travailleuses et des travailleurs sociaux du
Nouveau-Brunswick [@TravSocNB](#)

