



News & Views

November 2022



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Message from the Executive Director

Recruitment and Retention

Earlier this year, the NBASW surveyed members regarding the recruitment and retention of social workers in New Brunswick. We have finalized the report that summarizes the extensive data collected. We were delighted to see that 804 members, translating to 37% of the membership, responded to the survey to provide their valuable input.

The major concerns identified included high caseload numbers, increased needs for wellness and work/life balance, as well as unmanageable amounts of stress experienced by social workers, in addition to the high percentage of members who have experienced or are nearing burnout and/or vicarious trauma.

Thank you to everyone who participated in the survey; your involvement in the data collection process was beyond helpful and will benefit the recruitment and retention strategy and action plan, impacting the quality of social workers' experiences in their roles, long-term.

[CLICK HERE TO READ THE REPORT](#)

Promotional Campaign

On another note, our promotional campaign has picked up again to continue sensitizing New Brunswickers to the different work settings and clientèle social workers interact with every day. As the public continues to see our video ads, their positive perception of the profession will increase, and remind them that social workers can help them too.

Want to help us shine a light on the work social workers are doing for New Brunswickers? Join in by sharing our videos on social media!

Thank you,



Miguel LeBlanc, RSW, BSW, MSW
Executive Director

ASWB Elections and Awards

New Brunswick's presence within the American Social Work Boards has been present in a significant way recently and will continue to do so, as two NBASW Board Members have been elected to the ASWB Board of Directors.

The Association would like to congratulate NBASW President, Géraldine Poirier Baiani, for her win in the ASWB Treasurer election, as well as Karine Levesque, Edmundston / Grand Falls Chapter Director, as she was re-elected as secretary of the ASWB Board. We are confident that both Géraldine and Karine will continue to uplift the ASWB's mandate of providing support and services to the social work regulatory community to advance safe, competent, and ethical practices to strengthen public protection.

Additionally, we would like to highlight this year's recipient of the ASWB Glenda McDonald Board Administrator Award for outstanding commitment to social work regulatory board service. This award is presented to someone who promotes the ethical, responsible, and effective functioning of a member board, who facilitates a fair, efficient, and responsible process for legal regulation in a member jurisdiction or on behalf of a member board, and who educates the public and the profession on legal regulation. Congratulations to NBASW Executive Director, Miguel LeBlanc, on being the recipient of this award!

The elections and award ceremony took place in Arizona in mid-November and were accompanied by meetings and discussions among many North American regulatory bodies.

Upcoming Awards, Bursaries and Scholarship Deadlines

The following are the upcoming award, bursary and scholarship deadlines:

Co-operators Bursary for Student Members

Deadline for Students enrolled in l'Université de Moncton's BSW Program: January 31

The Co-operators home and auto insurance, in partnership with the NBASW, are pleased to offer student bursaries, valued at \$500 each, awarded on an annual basis.

[Click here for eligibility criteria](#)

[Click here for the nomination form](#)

The CASW Distinguished Service Award

Deadline: December 31st

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.

[Click here for eligibility criteria](#)

[Click here for the nomination form](#)

Bursary Recipient

Congratulations Brandon Latanteigne on receiving the UNI Bursary!

The UNI Bursary for Student Members studying out of province is awarded yearly to an NBASW student who resides in New Brunswick while studying in a school of social work full time through distance education.



*Brandon Lanteigne
Bursary Recipient*

NBASW Call for Proposals: Professional Development

The NBASW is seeking proposals for webinars under the NBASW Professional Development Fund!

If you hold expertise in any topic of interest relevant to the social work field, **we invite you to submit a proposal to present a 1-hour long webinar or an in-person educational event for social workers under the NBASW Professional Development Fund.** While we're interested in webinars on all topics related to the field of social work, the following topics will be given priority due to member interest, especially if you are submitting a proposal for a French event:

- Vicarious (secondary) trauma;
 - Trauma-informed social work practice;
 - Grief and loss;
 - Intimate partner violence (IPV) and its impacts on children and/or adults;
- or
- Addictions and mental health.

The NBASW Professional Development Fund is awarded annually to NBASW members who present a webinar training opportunity for provincial social workers in their areas of knowledge, expertise and/or practice.

To be eligible to receive the Fund, social workers must apply to present a webinar by completing a [Webinar Information Form](#). **Applications will be evaluated on a first come first served basis and if the webinar application has been approved and the applicant has met all webinar requirements, including webinar presentation, they will receive the Fund in the form of registration dues reimbursement.**

For more information about the Fund, including the Fund guidelines and how to apply, please [click here](#).

CASW's Code of Ethics Member Survey

As members of the CASW, NBASW members are invited to participate in the survey on the renewed and reviewed Code of Ethics. "It outlines a set of universal ethical values, principles, and guidelines for ethical conduct for all social workers across Canada. CASW is modernizing the Code by updating current values and principles, including developing a new value and principles focused on Reconciliation with Indigenous Peoples, and including guidelines for ethical practice into a single document."

[CLICK HERE](#) to participate in the survey.

New Vice-President

Barb Whitenect, NBASW's CASW Representative, has recently been appointed Vice-President of the CASW Board of Directors. The Association looks forward to supporting Barb in this new role and to continue collaborating with the CASW on future projects. Congratulations, Barb!

Calls for Participation

What Do Mental Healthcare Providers Think of Psychedelic-assisted Therapy?

The Toronto Metropolitan University (formerly Ryerson University) gathering data from Mental Healthcare Providers for a study on provider's take on psychedelic-assisted therapy.

- [CLICK HERE](#) for more information and to participate.

Participation in a research project

A Master of Social Work Student is seeking participants with "at least 1 year of experience in social intervention. The purpose of the study is to understand the place of ecosocial practices in social intervention in New Brunswick."

- [CLICK HERE](#) for more information and to participate.

Summary of Recent Disciplinary Hearing Notices

The following are summaries of recent disciplinary proceedings. Please note that as the regulatory body for social workers in New Brunswick, the NBASW has the mandate to promote excellence in social work practice and to protect the public. With respect to our mandate, we are required to inform our members and the public about certain disciplinary proceedings.

2022-04-22

A hearing of the Discipline Committee of the New Brunswick Association of Social Workers was held on April 22, 2022 to hear and determine a Complaint against a Member alleging professional misconduct.

Specifically, the Member is alleged of not following workplace standards and practices regarding case recording and file documentation.

Before the Discipline Committee, the Member voluntarily admitted professional misconduct and concurred that disciplinary sanction was appropriate.

Following a determination that the Member was guilty of professional misconduct, the Discipline Committee imposed the following discipline sanctions:

1. Written reprimand to be placed in the Member's file for a period of one year;
2. Payment of costs of \$500.00
3. Attend a webinar in the form of continuing professional education
4. One assignment in the form of continuing education article; and
5. Summary and publication of the proceeding without names for the education of the membership.

2022-09-01

A Hearing of the Discipline Committee of the New Brunswick Association of Social Workers was held on September 1, 2022 to hear and determine a Complaint against a Member alleging professional misconduct.

Specifically, the Member is alleged of not maintaining professional boundaries with a previous client.

By Voluntary Submission, the Member voluntarily admitted to the following which she acknowledges constitute professional misconduct and concurred that disciplinary sanction was appropriate:

1. The Member failed to maintain appropriate professional boundaries with a previous client;
2. The Member communicated with a previous client via telephone and exchanged text messages;
3. The Member provided support and transportation to a previous client; and
4. The Member accepted food items from the previous client.

Following a determination that the Member was guilty of professional misconduct, the Discipline Committee imposed the following discipline sanctions:

1. Written reprimand to be placed in the Member's file;
2. Payment of costs of \$1,500.00;
3. Social work supervision upon the Member's return to social work practice for a minimum of six (6) months;
4. Two assignments in the form of continuing education;
5. Attend a course in the form of continuing professional education; and
6. Summary and publication of the proceeding without names for the education of the membership.

2022-10-06

A Hearing of the Discipline Committee of the New Brunswick Association of Social Workers was held on October 6, 2022, to hear and determine a complaint against a member.

Specifically, the member is accused of having consumed alcohol during working hours and visiting a client's home.

By voluntary submission, the member admitted to professional misconduct and agreed that disciplinary sanction was appropriate.

Having determined that the member was guilty of professional misconduct, the Discipline Committee imposed the following disciplinary sanctions:

1. Written reprimand to be placed in the member's file;
2. Fine of \$500.00;
3. Supervision by a registered social worker upon the member's return to social work practice;
4. Counseling services;
5. Publication of a summary of the matter without names for the education of members.

2022-10-18

A Hearing of the Discipline Committee of the New Brunswick Association of Social Workers was held on October 18, 2022 to hear and determine a Complaint against a Member alleging professional misconduct.

Specifically, the Member is alleged of making objectionable comments to other staff about their physical appearance, making inappropriate physical contact and making derogatory comments to a colleague. The Member's employment was impacted, and a termination was issued by the Employer.

By Voluntary Submission, the Member voluntarily admitted professional misconduct and concurred that disciplinary sanction was appropriate.

Following a determination that the Member was guilty of professional misconduct, the Discipline Committee imposed the following discipline sanctions:

1. Written reprimand to be placed in the Member's file;
2. Payment of fine of \$500.00; and
3. Summary and publication of the proceeding, without names, for the education of the membership.

2022-10-18

A Hearing of the Discipline Committee of the New Brunswick Association of Social Workers was held on October 18, 2022 to hear and determine a Complaint against a Member alleging professional misconduct.

Specifically, the Member is alleged of not providing appropriate debriefing and professional support for staff after they experience difficult/traumatic circumstances.

Additionally, the Member is alleged of making threatened comment in the presence of staff that she would mistreat the Complainant if he returned to the workplace. It also seems that the Member made an inappropriate comment about the appearance of the Complainant and another staff's appearance to that of a racialized group.

Furthermore, the Member is alleged of disregarding fundamental aspect of management related to respect, trust, and privacy.

By Voluntary Submission, the Member voluntarily admitted to the following which she acknowledges constitute professional misconduct and concurred that disciplinary sanction was appropriate.

Following a determination that the Member was guilty of professional misconduct, the Discipline Committee imposed the following discipline sanctions:

1. Written reprimand to be placed in the Member's file;
2. Payment of fine of \$1,500.00;
3. Payment of costs of \$500.00
4. Attend a course in the form of continuing professional education; and
5. Summary and publication of the proceeding, without names, for the education of the membership.

2022-10-25

A Hearing of the Discipline Committee of the New Brunswick Association of Social Workers was held on October 25, 2022 to hear and determine a Complaint against a Member alleging professional misconduct. Specifically, the Member is alleged to have inappropriately accessed NB Families Management Case System.

By Voluntary Submission, the Member voluntarily admitted professional misconduct and concurred that disciplinary sanction was appropriate.

Following a determination that the Member was guilty of professional misconduct, the Discipline Committee imposed the following discipline sanctions:

1. Written reprimand to be placed in the Member's file;
2. Payment of fine of \$500.00;
3. One assignment in the form of continuing education; and
4. Summary and publication of the proceeding without names for the education of the membership.

Continuing Education Opportunities

Certain webinars have costs associated. Please note that all events labeled “ACHIEVE” or “CTRI” are eligible for the NBASW discount code. To get the 15% discount, please use the code NBASW15 at checkout. For more events from ACHIEVE, [click here](#), and for more events from CTRI, [click here](#).

Conférences Connexion

Mamihlapinatapai - Journée conférence sur les jeunes et la santé mentale

DATE: December 2, 2022 (8:10 am to 4:30 pm ET)

[Click here for details and to register](#)

Société Santé en français

The Carrefour de l'Offre active: An active offer hub to discover

DATE: November 30, 2022 (12 pm ET)

[Click here for details and to register](#)

University of Toronto - Institute for Life Course & Aging

Advanced Care Planning and Goals of Care Conversations for Older Adults

DATE: January 12 - February 12, 2023

[Click here for details and to register](#)

Canadian Association of Social Workers (CASW)

NBASW Webinar: Engaging Clients and their Families in Clinical Work

DATE: November 30, 2023 (11 pm EST)

[Click here for details and to register](#)

Reframing Financial Success: A New Normal for Millennials and Gen Z

DATE: December 6, 2022 (11 am EST)

[Click here for details and to register](#)

Crisis and Trauma Resource Institute (CTRI)

Cognitive Behavioural Therapy

DATE: December 19, 2022 (1 pm to 2 pm CT)

[Click here for details and to register](#)

De-escalating Potentially Violent Situations

DATE: January 13, 2023 (1 pm to 2 pm CT)

[Click here for details and to register](#)

Addictions and Mental Health

DATE: January 20, 2023 (1 pm to 2 pm CT)

[Click here for details and to register](#)

Vicarious Trauma

DATE: January 23, 2023 (1 pm to 2 pm CT)

[Click here for details and to register](#)

Achieve Centre for Leadership

Coaching Strategies for Leaders

DATE: December 1, 2022 (1 pm to 2 pm CT)

[Click here for details and to register](#)

Trauma-Informed Leadership

DATE: December 7, 2022 (10 am to 1 pm CT)

[Click here for details and to register](#)

Conflict Resolution Skills for Leaders

DATE: December 14, 2022 (10 am to 1 pm CT)

[Click here for details and to register](#)

Dealing with Difficult People

DATE: December 16, 2022 (1 pm to 2 pm CT)

[Click here for details and to register](#)

Respectful Workplace

DATE: December 20, 2022 (1 pm to 2 pm CT)

[Click here for details and to register](#)

Change Management

DATE: January 6, 2023 (10 am to 1 pm CT)

[Click here for details and to register](#)

Personality Differences in the Workplace

DATE: January 19, 2023 (10 am to 1 pm CT)

[Click here for details and to register](#)

Leadership Development

DATE: January 24, 2023 (10 am to 1 pm CT)

[Click here for details and to register](#)

Member Benefit (return from leave)

Non-practicing members can upgrade to practicing membership at any time by contacting the office at info@nbasw-attsnb.ca or (877) 495-5595 to pay the difference in dues.

If you are currently on parental leave or long-term disability leave of six months or more, you are eligible for the reduced rate member benefit upon your return. [CLICK HERE](#) to download the Verification of Return from Leave form to submit before your return to work date.

Wellness Resources



Social workers throughout New Brunswick provide essential services to some of the most vulnerable people in our communities. While this is essential work, social workers also need to remember their own personal wellness. If you have a wellness resource you'd like to see included in a future edition of the newsletter, please send it to our Communications Officer at laure.piccetto@nbasw-attsnb.ca

Wellness NB

[Click here for more information...](#)

Wellness Together Canada

[Click here for more information...](#)

Committee Vacancies

The NBASW is seeking to fill vacancies on some of our committees (listed below). To apply to a committee, please send the name of the committee you're interested in joining and your resume to info@nbasw-attsnb.ca.

- Education Committee
- Committee of Examiners
- Indigenous Guidance Committee
- Practice Issues, Ethics and Professional Standards Committee
- Promotion of the Profession Committee
- Social Action Committee

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](#)

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](#)

Newsletter Submissions

Have something you'd like to see in the NBASW Newsletter? We're always looking for stories about social workers, events, and more to add. If you've got something you'd like us to include, please email laure.piccetto@nbasw-attsnb.ca with the subject line "Newsletter."

Did you know?

Members of the NBASW are also members of the Canadian Association of Social Workers (CASW).

Through the CASW membership, NBASW members have access to the liability insurance program, offered by the BMS group.

Get more information on this member benefit and apply for coverage [HERE](#)

