



News & Views

February 2023



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Message from the Executive Director

AGM & Elections

The NBASW is pleased to announce that this year's Annual General Meeting (AGM), Conference, and Banquet will be held by the Moncton Chapter on June 2 & 3. Additionally, the NBASW would like to inform members that this year, there are multiple vacancies on the Board of Directors. Please see the following vacancies below, as well as their role descriptions, according to the [NBASW By-Laws](#):



Miguel LeBlanc
Executive Director

- **President** - The President is the Spokesperson for the Association and presides at meetings of the Executive Committee, Board, Annual General, and Special Meetings (5.2.1).
- **Vice-President** - The Vice-President assists the President as necessary (5.2.2).
- **Secretary** - The Secretary issues Notices of all meetings and is responsible for maintaining minutes of all Board, Annual General, and Special Meetings of the Membership (5.3.3).

The Nominating Committee (consisting of Geraldine Poirier Baiani, Valerie Delong, and Luc Poitras) is looking for members to self-nominate to be added to the slate of officers. Members can self-nominate for the President, Vice-President, or Secretary positions to add their names to the slate of officers. Should you wish to self-nominate, we ask that you send a picture of yourself (headshot) and this completed [Nomination Form](#) to miguel.leblanc@nbasw-attsnb.ca to the attention of the Nomination Committee by Monday, February 20, 2023, at midnight. Should you have any questions, please contact the NBASW directly.

Recruitment and Retention

Over the past few decades, the need for social workers has expanded and it has been projected that by 2030 there will be a shortage of 272 social work-

ers in New Brunswick, resulting in a tangible gap in services. Social work has been identified as the second-highest profession in need of a recruitment and retention strategy in the province. With population needs rising since the start of the COVID-19 pandemic, there has been an increased demand for social work services across sectors, and it is likely that the future gap for social workers will be even greater than was originally forecasted. If significant steps aren't taken, there won't be enough social workers to fill social work positions and meet people's needs in the coming years. Some would suggest that New Brunswick is already seeing this workforce shortage, recognizing the social work vacancies that currently exist across the province.

The NBASW is currently leading a Social Work Recruitment and Retention Strategy Steering Committee, which includes representatives from various government departments, health authorities, schools of social work, colleges, unions, and more, in developing a 5-year Social Work Recruitment and Retention Strategy Action Plan. This is being done to ensure that there are enough social workers in the province to meet the needs of New Brunswickers, both now and for years to come. To make a strategy that is as effective as possible, it is important that the voices of NBASW members be used to inform the Strategy and its actions.

To better understand what social workers view as priorities in terms of recruitment and retention, the NBASW surveyed all 2,178 of its members in April 2022. The subject resonated with social workers and they were eager to share their thoughts and experiences, resulting in over 800 members responding to the survey within a three-week period. With a 37% response rate and a high degree of confidence, the survey data provides a clear picture of what social workers need to be recruited and retained, both to the province and to the profession. For those interested in reading the complete report, the Results from the Social Work [Recruitment and Retention Strategy Member Survey](#) can be found on the NBASW website.

The survey results show that social workers are experiencing overwhelming stress levels, with over half of all social worker respondents indicating that they are experiencing extreme exhaustion and excessive prolonged stress. Results show that social workers are being overworked and aren't receiving the support they need from their employers in order to stay in their jobs,

long-term. Social workers, province-wide, are experiencing high caseloads and are being overwhelmed with administrative requirements when they want to focus on performing social work-specific skills and interventions in their roles. The objective of the 5 year Recruitment and Retention Action Plan is to strategically address these challenges with the goal to make the strategy public by the end of March 2023.

I want to take this opportunity to thank each one of you for your dedication to our profession and working to help the most vulnerable people in our communities.

Thank you,



Miguel LeBlanc, RSW, BSW, MSW
Executive Director

Upcoming Awards, Bursaries and Scholarship Deadlines

Raoul Léger Memorial Award

Deadline: February 28

The Raoul Léger Memorial Award is presented yearly to a social worker in New Brunswick who has made a significant contribution to the advancement of the practice of social work and social justice in New Brunswick. This award is presented in memory of Raoul Léger, a social worker who devoted his career and gave his life for the advancement of social justice in Guatemala.

[Click here for eligibility criteria](#)

[Click here for the nomination form](#)

Debbie Nason Social Work in Health Care Award

Deadline: February 28

The Debbie Nason Social Work in Health Care Award is presented yearly to a social worker who is a current or former member of the NBASW, in memory

of Debbie Nason, a social worker who devoted her career to the development and betterment of hospital social work.

[Click here for eligibility criteria](#)

[Click here for the nomination form](#)

UNI Education Grant

Deadline: March 1

The UNI Education Grant is awarded annually to two registered members of the New Brunswick Association of Social Workers that resides in the province for the purpose of undertaking studies leading to a higher degree in social work, or to a specialized certificate program or course related to social work. Priority is given to studies leading to a higher degree. If there are no applications for graduate studies leading to a higher degree or certification, funding to pursue other forms of continuing professional education activities are eligible for consideration.

[Click here for eligibility criteria](#)

[Click here for the nomination form](#)

Co-operators Bursary for Student Members enrolled in the Mi'kmaq/Maliseet Bachelor of Social Work program

Deadline: March 1

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

[Click here for eligibility criteria](#)

[Click here for the nomination form](#)

Co-operators Bursary for Members

Deadline: March 31

The Co-operators Bursary Fund is awarded annually to a registered and residing in New Brunswick member(s) of the New Brunswick Association of Social Workers for the purpose of undertaking training opportunities recognized in the most up-to-date Continuing Professional Education Policy, including but not limited to conferences, workshops, and webinars. Studies leading to a higher degree in social work, or to a specialized certificate program or course related to social work are eligible for consideration, however,

priority for the administration of this fund will be given to the above-mentioned training opportunities.

[Click here for eligibility criteria](#)

[Click here for the nomination form](#)

NBASW Bursary

Deadline: March 31

The NBASW Bursary Fund is awarded annually to a registered and residing in New Brunswick member of the New Brunswick Association of Social Workers for the purpose of undertaking training opportunities recognized in the most up-to-date Continuing Professional Education Policy, including but not limited to conferences, workshops, and webinars. Studies leading to a higher degree in social work, or to a specialized certificate program or course related to social work are eligible for consideration, however, priority for the administration of this fund will be given to the above-mentioned training opportunities.

[Click here for eligibility criteria](#)

[Click here for the nomination form](#)

Bursary Recipient

Congratulations to Elizabeth Doherty on receiving the Co-operators Bursary for Student Members enrolled in St. Thomas University's Post Degree Program!

The Co-operators home and auto insurance, in partnership with the NBASW, offer three student bursaries, valued at \$500 each, awarded on an annual basis. Student members of the NBASW who are studying in the following Schools of Social Work are eligible to apply for a bursary: Mi'kmaq/Maliseet Bachelor of Social Work program, Université de Moncton School of Social Work, and St. Thomas University Post Degree Program.



*Elizabeth Doherty
Bursary Recipient*

Registration Renewal 2023-2024

The NBASW would like to inform you that registration has officially begun. What does this mean for you as a member?

To maintain your NBASW membership, the Association requests that you submit your online re-registration (membership renewal) form and pay your membership dues at your earliest convenience and no later than March 31, 2023.

To renew your registration, [click here](#).

To view our Renewal FAQ page, [click here](#).

To view a step-by-step instruction guide on membership renewal, [click here](#).

To facilitate your 2023-2024 registration process, we encourage you to test your username and password before you attempt to register to ensure enough time for troubleshooting prior to March 31, 2023.

If you have any remaining questions, please do not hesitate to contact us at (506) 459-5595 or at info@nbasw-attsnb.ca.

Member Benefit (return from leave)

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.

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.

NBASW Call for Proposals: Professional Development

The NBASW is seeking proposals for French 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:

- 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](#).

Calls for Participation

Understanding Parents' Perceptions of Complex Transformations in Families Where a Child Lives with Mental Health Problems: An Exploratory Narrative Study by Université de Moncton (UDeM)

This research has two main objectives:

1. understanding the complexity of the problems encountered and the experiences of parents with regards to family transformations related to their child's mental health problems; and
2. identifying the support needs of parents. There are two parts to this research.

To conduct this research, UDeM is inviting parents of children with mental health problems to participate in a semi-directed interview lasting approximately an hour and a half. The interview will be recorded with your consent. For your convenience, the interview may take place at a time and date of your choice and can be conducted by video conference to limit the risks associated with COVID-19. It is important to note that your decision to participate or not in this research will not have negative consequences.

Parents are an integral part of the support system for children with mental health problems. UDeM knows little about their support and their specific needs. They believe that your experiences within the mental health system as well as your experience as a parent within the family context will be an invaluable addition to this research. Your perceptions will help UDeM better outline and understand the issues, challenges and successes related to services for parents of children with mental health problems and your need of support.

UDeM is committed to make sure that all data collected will remain confidential and will be used solely for research purposes. Your name will not appear in any publications, nor will any information that could potentially identify your workplace.

As a participant of the study you will have the option to receive updates from this study if you so desire.

For more information, please contact (by March 11, 2023):

Penelopia Iancu, Ph.D., principal investigator, School of Social Work, Université de Moncton, 858-4295, penelopia.iancu@umoncton.ca

Understanding Social Work Leadership in Canada: A McMaster University School of Social Work Project

Do you know a social worker who has distinguished themselves during their career?

McMaster Faculty of Social Sciences wants to reflect a contemporary history of social work and develop a deeper understanding of social work leadership for their research project, Understanding Social Work Leadership in Canada. Nominate an eligible social work leader before the June 30, 2023 deadline to highlight their leadership skills within the profession and to help create an educational framework for future social work leaders.

For details and nominations, [CLICK HERE](#).

Social Work for Land Back: Environmental Social Work, Decolonization, Reconciliation, and Indigenous Self-Determination

You are eligible for this study (involves a virtual sharing circle, and a 1-hour one-on-one conversation with Lead Researcher) if you see Indigenous land reclamation as a focus within your social work career; and you are focused on decolonizing social work's efforts towards sustainability and mitigating climate change.

View [invitation to participate video](#), [full email invitation](#), and [research study poster](#) for further details.

For more information and/or to participate, please contact dani.sherwood@dal.ca.

Canadian Coalition for Seniors' Mental Health: Help address social isolation and loneliness in older adults

The CCSMH is developing guidelines to support health and social service providers to recognize, assess and find ways to reduce social isolation and loneliness among older adults in Canada.

To help them better understand the experiences and insights of providers, they have launched a national survey and are asking you to complete it (if applicable) and to share within your organizations and networks. The survey should take 10-12 minutes to complete. It has been approved by the Queen's University Health Sciences and Affiliated Teaching Hospitals Research Ethics Board (HSREB). The survey data will help inform the guidelines as well as how they share them.

[CLICK HERE](#) to take the survey.

Member Benefit - UNI Social Work Professional Offer

Members of the NBASW now have access to special offers with the UNI financial cooperation. Association members can take advantage of this member benefit by informing any UNI location that they are part of the social work professional offer. This professional offer presents the following benefits:



1. Social workers package

Package with unlimited transactions for \$7,95 per month which also includes:

- Personalized cheques: 100 cheques per year
- Traveler's cheques with one signature: unlimited
- Money orders and foreign-currency drafts: unlimited
- Basic safety deposit box: included

(this package will be free of charge with a monthly minimum balance of \$5000)

2. Mortgage financing

The special mortgage rates available will depend on the amount of financing. Members can contact a UNI mortgage specialist for more information. For terms of 5 years and more (only available at the opening of the loan)

- Lawyer fees for any new loan: up to \$ 850 in rebates
- If required by UNI, appraisal fees: up to \$350 in rebates

3. Personal loan

1,00% reduction of our regular personal loans rates.

4. Lines of credit

- Versatile line of credit: [Prime rate](#) + 0,50%

The Versatile Line of Credit is a mortgage-secured line of credit that lets you leverage up to 80% of the value of your home to finance all your immediate and future projects. Up to 65% of the property value may be taken out as a line of credit and the remaining financing as a loan tied to the Versatile Line of Credit.

- Personal line of credit: Personal base rate - 0,50%

5. Financial planning services

Free financial planning services: Including portfolio diversification, retirement needs analysis and financial planning for social workers.

6. Insurances

Consult a financial security advisor free of charge for a complete analysis of your protection needs in the event of death, disability, long-term care, accidents, serious illness or for health care coverage.

7. Credit cards

Rebates in BONUSDOLLARS or cash equivalent to annual fees for the first year of a new membership or an upgrade of credit cards. This offer is only available on certain credit cards.

8. General insurance

Consult a general insurance advisor for a free quote. We have great rates on home, auto and recreational vehicle insurance.

[Click here](#) for more information on UNI and to get in contact with them.

Continuing Education Opportunities

Certain webinars have costs associated. Please note that all events under the "ACHIEVE" or "CTRI" sections 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](#).

University of Toronto - Institute for Life Course & Aging Hoarding in Later life

March 13 to April 9, 2023

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

Canadian Association of Social Workers (CASW) The Truth About Credit

February 21, 2023 (11 am EST)

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

Crisis and Trauma Resource Institute (CTRI) Solution-Focused Therapy

February 9, 2023 (9 am to 4 pm CT)

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

Adolescent Brain Development

February 23, 2023 (10 am to 1 pm CT)

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

Attention Deficit Hyperactivity Disorder

March 7, 2023 (9 am to 4 pm CT)

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

Autism

March 15 to March 16, 2023 (9 am to 4 pm CT)

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

Refugees and Trauma

March 20 to March 21, 2023 (9 am to 4 pm CT)

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

Critical Incident Group Debriefing

March 23, 2023 (9 am to 4 pm CT)

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

De-escalating Potentially Violent Situations

March 30, 2023 (1 pm to 2 pm CDT)

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

Anxiety

April 3, 2023 (9 am to 4 pm CT)

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

Achieve Centre for Leadership

Trauma-Informed Leadership

February 14, 2023 (1 pm to 2 pm CT)

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

Coaching Strategies for Leaders

February 16, 2023 (9 am to 4 pm CT)

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

Communication

February 22, 2023 (9 am to 4 pm CT)

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

Dealing with Difficult People

March 2, 2023 (9 am to 4 pm CT)

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

Leading High Performanc Teams

March 7, 2023 (10 am to 1 pm CT)

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

Mental Health Awareness and Support

March 8, 2023 (9 am to 4 pm CT)

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

Psychological Safety in the Workplace

March 16, 2023 (9 am to 4 pm CT)

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

Management and Supervision

March 31, 2023 (1 pm to 2 pm CDT)

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

Difficult Conversations

April 5, 2023 (9 am to 4 pm CT)

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

Employment Listings

Partners for Youth Inc, is looking to hire a fulltime bilingual Social Worker to fulfill the role of Project Coordinator (initial 1-year term with possibility of renewal). This is a leadership position with Partners for Youth Inc. The position as the PFY Connect Project Coordinator is a front line staff position with additional roles and responsibilities related to program development and program logistics. [CLICK HERE](#) for more details.

[CLICK HERE](#) to view more employment listings on the NBASW website.

Summary of Recent Disciplinary Hearing Notice

The following is a summary of a recent disciplinary proceeding. 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.

2023-01-25

A Hearing of the Discipline Committee of the New Brunswick Association of Social Workers was held on January 25, 2023 to hear and determine a Complaint against a Member alleging professional misconduct. Specifically, the Member is alleged to have shared private information with members of Human Resources.

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 for a period of 3 years;
2. One assignment in the form of continuing education; and
3. Summary and publication of the proceeding without names for the education of the membership.

National Social Work Month

We are eager for the Month of March to begin to join the Canadian Association of Social Workers (CASW) in celebrating the profession of social work for the entire month of March. Keep an eye on our Facebook page and on your emails for details on events and activities being held in March to participate.

Wellness Resources



Social workers throughout New Brunswick provide essential services to some of the most vulnerable people in our communities. As essential workers, 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

Resources to Support Self-Care for Social Workers and Social Work Students

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

The Seven Pillars of Self-Care

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

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."

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](#)

